

MEETING MINUTES - First UU Austin Board of Trustees

Meeting

Date	Tuesday, November 21, 2023
Started	6:30 PM
Ended	8:30 PM (CST)
Location	Zoom - https://zoom.us/my/firstuuaustin (password = 512452) Zoom ID: 940 671 9275 Dial in number: (346) 248-7799 or (669) 900-6833
Purpose	Regular scheduled meeting
Chaired by	Gretchen Riehl
Recorder	Dave Riehl

Attendance

Present:	Donna Carpenter, Suzette Emberton, Russell Holley-Hurt, Joseph Hunt, Chris Jimmerson, Pam Knight, Mateo Kresha, Rev. Michelle LaGrave, Evan Mahony they/them, Kelly Raley, Dave Riehl, Gretchen Riehl, Nathan Walther
Regrets:	Sasha Lorenzo, Shannon Posern, Kelly Stokes
Absent:	Nesan Lawrence

Minutes

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Evan agreed to bring the readings.

Status: Completed

1.2. Reading of Board Covenant

With the Values, Mission and Ends of First UU Austin foremost in mind, we the leadership do covenant to:

- Treat our time together and board commitments as spiritual practice
- Work collaboratively to clarify, assess and further our mission.
- Respect our time together by being focused, prepared and timely.
- Keep confidentiality when it is requested.
- Listen actively, address concerns directly with each other in a timely manner, and encourage others to do the same.
- Presume good faith in all our interactions acknowledging the importance of both intention and impact.
- Conduct ourselves openly, show compassion, respect boundaries, and enjoy each other's good humor in times of agreement and disagreement.
- Publicly support one another's decisions and leadership by speaking with one voice at the end of our deliberations.
- Agree to be called back into covenant.

Status: Completed

1.3. Confirm Timekeeper and Process Evaluator

Nathan agreed to be the Timekeeper

Kelly agreed to be the Process Evaluator

Status: Completed

1.4. Approve Agenda and Consent Agenda

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Status: Completed

Documents

- Minutes-2023-10-17-v1.pdf
 - September 2023 Board Financial Report.pdf
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2. Connecting with our Moral Ownership

2.1. Visitor's Forum

No visitors are scheduled this month.

Due to an otherwise full agenda, no Visitor's Forum was held.

Status: Completed

2.2. Recognition of Church Volunteers and Staff

Joseph Hunt announced that he is resigning from the Board effective 12/31.

Evan Mahoney has agreed to assume the thank-you card writing activity.

Status: Completed

2.3. Moment with Rev. Chris

Rev Chris thanked the Board for our support throughout the process, as we welcome him to the position of Settled Minister for our Congregation, after a successful vote at the Special Congregational Meeting. Joy and relief were expressed by all.

Chris announced that he will be reopening ministerial intern positions as appropriate this next year.

Chris also mentioned that he had received congratulations from a remote visitor (who has been attending virtually for several year), the first time that we have heard from him in any way.

Status: Completed

2.4. Moment with Rev. Michelle

Rev Michelle reviewed the summary of the Ministerial Search Committee survey. The statistics show a number of things that we do well, probably due to the emphasis on Mission. The answers show elevated anxiety. Some responses were trivial.

Michelle also talked of Pastoral Care demands, which are consuming our resources. Unfortunately there are several chronic cases related to mental health that are demanding the lion share of these scarce resources, limiting any attention to our "average" congregant.

Michelle also suggests a different timeline and method(s) for our next ministerial search. She also talked with Christine Purcell, who gave input and thinks the Board will be important.

Status: Completed

2.5. Interim Reflection

Status: Completed

3. Monitoring our Progress

3.1. Discussion of Congregational meeting

Finalize agenda and documents for the congregational meeting on December 17.

Roles were established, including Nathan as Zoom pilot and Evan as walking mic.

The draft of the proposed Bylaws change to allow for multiple settled ministers was finalized.

After discussion, it was decided that we would not use a Parliamentarian for the coming meeting. This is more in line with the 8th Principle and the Church Bylaws do not require this, as long as we keep to the agreed upon Rules of Order.

Status: Completed

3.2. Update on pledge drive

Chris will give a brief update on the current state of the pledge drive.

As of meeting time the 2024 pledge total was \$781K. In light of 2023 experience, Chris is also increasing the Unpledged Revenue figure for 2024.

Shannon will explain how our year-to-year pledging process work, especially to new members.

Status: Completed

3.3. Monitoring Reports (Ends and/or Executive Limitations)

Report on 1.4.2

Clarifying our process, the Monitoring Committee outlines the Ends and/or Executive Limitations for the following month.

Reporting for this month is complicated by the lack of use of the Planning Center portion of the Church Center. This greatly distorts the activity reporting if any. Shannon and the Ministers will call a meeting with the committee heads to improve this.

Status: Completed

Documents

- 1.4.2 monitoring report 2023.pdf
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3.4. Monitoring Committee Report

Status: Completed

3.5. Policy Committee Report

Policy Committee activity was the finalization of the Bylaws Change highlighted above.

Status: Completed

3.6. Linkage Committee Report

Status: Completed

3.7. Transitions Committee Report

In addition to receiving a report from the transitions committee, we also need to discuss when and how to move forward with calling or hiring a second minister.

Status: Completed

3.8. Discussion of ends review process

Discuss timing and process to review ends and means.

Our Church review of Ends will be postponed to 2025. The Congregation's attention will be absorbed in the 2nd Ministerial Search process this year, and we do not want to overload them.

Status: Completed

4. Learning & Creating the Future

4.1. Discussion of Congregational survey

Discussion of the input the ministerial search committee received during the search for the settled minister to include the congregational survey, search parties and focus groups. This will be in lieu of our book discussion this month.

Status: Completed

Documents

- FUUCA-Ministerial-Search-Survey-Summary.pdf
 - Ministerial Search Committee Survey - Analysis.pdf
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5. Adjourn

5.1. Action Items and Announcements

Let's review the action items from this meeting:

Action Items revolved around the coming Congregational Meeting:

Kelly- roving mic

Nathan- Zoom pilot

Chris/Shannon- packets out on Monday

Dave/Gretchen- final copy of Bylaws change

Status: Completed

5.2. Assign Roles for Next Meeting

Assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Book discussion

Readings: Donna



Timekeeper: Russell

Process Evaluator: Suzette

Book Discussion: Evan

Status: Completed

5.3. Process Evaluation

Status: Completed

Documents

- Board process review form.docx
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5.4. Extinguishing the Chalice and Closing Words

Status: Completed
