



MEETING MINUTES - First UU Austin Board of Trustees

Meeting

Date	Tuesday, December 19, 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, Chris Jimmerson, Pam Knight, Mateo Kresha, Rev. Michelle LaGrave, Nesan Lawrence, Evan Mahony they/them, Shannon Posern, Kelly Raley, Dave Riehl, Gretchen Riehl, Tomas Rodriguez, Nathan Walther
Absent:	Joseph Hunt, Sasha Lorenzo, Kelly Stokes
Invited guests:	AJ Juraska

Meeting documents

- Transitions committee report 12-19-23.docx

Minutes

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Suzette was a little late. Kelly was confirmed as backup.

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

Timekeeper - Russell

Process Evaluator - Suzette

Book Discussion - Evan

Suzette was a little late. Kelly was confirmed as backup Process Evaluator.

Status: Completed

1.4. Vote on Tomas Rodriguez as new board member

We need to vote to accept Tomas Rodriguez as a new board member replacing Joseph on the Board.

Kelly moved, and Nathan seconded the motion to vote on adding Tomas to the Board. Vote was unanimous.

Status: Completed

1.5. Approve Agenda and Consent Agenda

The minutes were approved with some changes to the Moment with Rev. Michelle. References to "some trivial responses" and "average congregant" were stricken.

Kelly moved, Russell seconded the motion. Approved.

Status: Completed

Documents

- Minutes-2023-11-21-v1.pdf
 - October 2023 Board Financial Report.pdf
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2. Connecting with our Moral Ownership

2.1. Visitor's Forum

AJ Juraska, seminarian, will be our visitor. She is requesting sponsorship from the congregation. This will require a vote.

AJ presented a brief summary of how the 'Fellowshipping' step is the first formal step required for support of the UUA and an eventual ministerial position. AJ briefly described their background and interests. Evan moved, and Mateo seconded the Board motion. Vote was unanimous.

Status: Completed

2.2. Recognition of Church Volunteers and Staff

Status: Completed

2.3. Moment with Rev. Chris

Reverend Chris announced that the Capital Campaign has raised \$353K to date, with \$84K in pledges within the last week. Our outstanding loan balance is now less than \$1M.

November and December pledge income is up from previous, which should improve the finances by up to \$100K by yearend.

Status: Completed

2.4. Moment with Rev. Michelle

Rev. Michelle summarized her recent activity. She has been concentrating on accessibility, down to the details of AV print size during the worship.

During this "lull" in transition activity, she is getting to know the Congregation better, especially our seniors.

More transition activity will be coming soon.

She is pleased to announce that with some hard documentation work, her education debt has finally been forgiven.

Status: Completed

3. Monitoring our Progress

3.1. Housing allowances for Rev. Chris and Rev. Michelle

We need to vote to adopt a housing allowance for Rev. Chris and Rev. Michelle. Chris is requesting \$30,000 and Michelle is requesting \$36,000.

Kelly moved, Dave Riehl seconded, that the proposed housing allowances for the ministers be adopted. Motion carried.

Status: Completed

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

We discussed the timeline for implementing the approved Bylaws change.

Status: Completed

Documents

- 1.4.3 monitoring 12-2023.pdf
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3.3. Monitoring Committee Report

Discussion of congregational survey and monitoring processes.

Status: Completed

3.4. Debrief Congregational Meeting

We will discuss the results of the votes at the congregational meeting on December 17 and any next steps

Status: Completed

3.5. Linkage Committee Report

We held a combined Linkage and Monitoring discussion with next steps for the new Congregational survey required to discern the requirements for our next minister.

Status: Completed

3.6. Transitions Committee Report

Status: Completed

Documents

- Transitions committee report 12-19-23.docx
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4. Learning & Creating the Future

4.1. Board Book Discussion

The book discussion was tabled due to the length and detail discussion of the process for selection of our next additional minister. We will resume the book discussion next month, with the "Hospitality and Inclusion" section.

Status: Completed

5. Adjourn

5.1. Action Items and Announcements

Let's review the action items from this meeting:

Status: Completed

5.2. Assign Roles for Next Meeting

Assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Snacks

Readings - Suzette

Timekeeper - Nathan

Process Evaluator - Russell

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
