

MEETING MINUTES - First UU Austin Board of Trustees

Meeting

Date	Tuesday, January 16, 2024
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, Russell Holley-Hurt, Chris Jimmerson, Pam Knight, Mateo Kresha, Rev. Michelle LaGrave, Evan Mahony they/them, Shannon Posern, Kelly Raley, Dave Riehl, Gretchen Riehl, Nathan Walther
Regrets:	Suzette Emberton, Nesan Lawrence, Sasha Lorenzo, Tomas Rodriguez, Kelly Stokes
Invited guests:	Richard Halpin

Minutes

1. Coming Back into Covenant

1.1. Chalice Lighting and Opening Words

Suzette will bring a reading

In Suzette's absence, Rev Chris lit the chalice and presented the opening words. Gretchen and Dave attended virtually.

Status: Completed

Documents

- Minutes-2023-12-19-v1.pdf
 - November 2023 Board Financial Report.pdf
 - Covenant among Co-Lead01-09-24.pdf
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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 - timekeeper

Russell - process evaluator

Status: Completed

1.4. Approve Agenda and Consent Agenda

approve the December 19 minutes

Status: Completed

Documents

- Minutes-2023-12-19-v1.pdf
 - November 2023 Board Financial Report.pdf
 - Covenant among Co-Lead01-09-24.pdf
 - January 2024 - Board Transitions Committee Report.docx
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2. Connecting with our Moral Ownership

2.1. Visitor's Forum

Richard Halpin will present a check from Climate Buddies to be used for our green sanctuary work.

Richard Halpin was unable to attend. He will be rescheduled to another meeting.

Status: Completed

2.2. Recognition of Church Volunteers and Staff

Evan will present church volunteers and staff to be recognized

Status: Completed

2.3. Moment with Rev. Michelle

Michelle gave us an update on her latest activities, including:

- a planned retreat
- working on Chris's sabbatical
- revisiting the covenant with Chris
- reviewing shifts in the Congregation
- visited with a person doing adoptions (including LBGTQ)

Status: Completed

2.4. Moment with Rev. Chris

Chris announced that he has been nominated to the Board of the Meadville Lombard Theological School. This is certainly an honor and also an opportunity to influence the future of the denomination.

The Continuing Capital Campaign continues to make progress, with over \$478K of commitments at meeting time. Some of these funds will be contributed over a multi-year period.

Status: Completed

2.5. President's Update

Gretchen is still working to finalize the contract with Rev Chris.

She also plans to get with Sean Baldwin on the new Church website.

Status: Completed

3. Monitoring our Progress

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

The monthly report is on asset protection

The Church is trying to simplify the Monitoring Report, which is on Asset Protection this month.

- 1) At least one noncompliant situation has been remedied with separation of duties for our deposits (which Sasha now handles).
- 2) Partial compliance is reported in that playgrounds are not as safe as we believe they can be.
- 3) Also our older floors are an issue, as they can detach and expose asbestos in the RE wing.

Russell suggests that "action plans" be generated for ongoing non-compliant situations so they can be tracked.

Status: Completed

Documents

- 2.6 Asset Protection rev -01-10-234doc.pdf
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3.2. Monitoring reports

Discussion of the structure of the monitoring reports moving forward.

A discussion ensued on the merits of OKR's as implemented last year. While they were beneficial in a fast-moving transitional environment, we all want a system allowing the Board to do it's visioning, while monitoring progress. Chris and Gretchen talked about "broad dashboard measurements" as an alternative to our current reports which are unwieldy and repetitious.

Status: Completed

3.3. Ministerial search discussion

Discussion of whether the second minister should be called or hired. In addition, we will discuss how we wish to move forward on the co-lead minister question and progress to date.

We discussed Ministerial coverage. Factors in play include possibly extending Rev Michelle's contract for another year (if she desires), Chris' sabbatical (long overdue), and the search for a second permanent minister.

We expect to make the decision on Called versus Hired second minister at our February meeting.

We expect to decide the question of Co-lead versus Associate second minister on or before our March meeting.

Listening sessions have been scheduled for January 28 (12:30) and January 31 evening Zoom session.

Donna is in charge of having the FAQ's ready for the meetings.

Status: Completed

4. Learning & Creating the Future

4.1. Board Book Discussion

Evan will lead us in a discussion of the section on [Hospitality and Inclusion](#) from Widening the Circle of Concern

Our book discussion was livelier than usual. Participation was good, and multiple points were made.

Status: Completed

5. Adjourn

5.1. Action Items and Announcements

Let's review the action items from this meeting:

A top priority this coming month will be making sure the listening sessions with the Congregation happen.

Donna will coordinated with the Q&A writers.

Kelly will meet with the Ministers to discuss revisioning the monitoring process.

Status: Completed

5.2. Assign Roles for Next Meeting

Assign roles for:

- Readings
- Timekeeper
- Process Evaluator
- Book Discussion

Kelly - Readings

Nathan - Timekeeper

Mateo - Process Evaluator

Evan - Book Discussion

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
