

**UNITARIAN UNIVERSALIST CHURCH OF MIDLAND
3301 NEELY AVENUE MIDLAND, TEXAS**

MONTHLY MEETING OF THE BOARD OF TRUSTEES

DATE: November 8, 2020

**PRESIDENT: MAUREENA BENAVIDES - PRESIDENT ELECT: JANINE DECKARD -
TREASURER: ALEX FIELDS - SECRETARY: APRIL GRAHAM - AT LARGE: DAVID
ALLEN, LISA JEBSEN, BEVERLY WISE
REVEREND JULIE LOMBARD, EX-OFFICIO**

*Action items in orange

*Board motions in blue

CALL TO ORDER at 12:22pm **CERTIFY QUORUM** – 7 board members present

OPEN FORUM FOR CONGREGATION OR INVITED GUESTS – Guests – Jessica Stewart, Marion Kimberly

JESSICA STEWART – COVID update numbers: 13.1% positivity rate in Midland.

-Website: content needs updating, as does format. Our branding is not reflected on the website and it does not look modern. She suggests creating a committee or work group to go over the content.

-UU Directory: also needs updating, as well as including people's pronouns. Jessica suggests emailing out the directory, as well as letting members know they can request a hard copy.

-Maureena motions that we create an ad hoc website development team to address updating the website. Alex seconds. All are in favor.

Maureena moves that we charge Jessica with moving forward on emailing the congregation to update the directory, as well as that we announce it and put out the form link at the congregational meeting.

CONFIRM ACCEPTANCE OF REPORTS (consent agenda) done online/email: David motions to accept the consent agenda, Maureena seconds, all are in favor.

* **MINUTES FROM PREVIOUS MEETING**

* **MINISTER'S REPORT**

* **EDUCATION REPORT**

* **TREASURER'S REPORT** – Questions about budget – there are things that are covered by overages that we decided on in previous months. Alex will start putting some notes at the bottom of reports.

-Pledges are under where we would expect. Alex will ask Jessica to give us a better understanding of where we are.

OLD BUSINESS:

SIGN UP FOR BOARD WELCOME –

<https://www.signupgenius.com/go/70a0548afae2babff2-uucom>

CREATING A WELCOMING CONGREGATION- JANINE - Janine will be educating the congregation on our upcoming sex ed offerings, using pronouns, welcoming congregation things, at the congregational meeting. After approving the bylaws, Janine can submit the paperwork to UUA to become a welcoming congregation.

-Maureena and Janine note that we need to **announce our pronouns when we do the board welcome, as well as a clear explanation on how to add them to Zoom. We also need to add pronouns on nametags.**

BUILDING USE & COVID RUBRIC – PHASE 3 REVIEW – JULIE – No meeting last month since there was no action item. Julie notes that the rollout is slow. **Maureena motions that the COVID care team come up with an inclement weather plan, and submit monthly feedback on phase 3 operations (what's going well, what still needs work).** All are in favor.

-April motions to reach out to Jessica with a specific ask to report the results of the survey before our next meeting.

-David will put together a poll to do during the Fall Congregational Meeting.

BYLAWS REVISION PRESENTATION – APRIL – Bylaws are on website now, people can request hard copies – no one has yet.

RIGHT RELATIONS POLICY AND ZOOM – JANINE – Janine feels that the policy and Zoom statement are great as is.

NEW ACTION ITEMS BEFORE THE BOARD:

UUA LEADERSHIP TRAINING – MAUREENA – We came up with some names to ask – Maureena will ask. We need at least 4 people – April and Janine are on board. We will use Julie's leftover moving expenses money. Maureena motions that we set aside \$1000 for this leadership training and she will ask the people we listed. David seconds. All are in favor.

SHORT WAVE RADIO CHURCH SERVICES – Julie suggests trying it for December / Christmas. We believe Julie has ability to do that without our approval! She will use her funds.

NOMINATING COMMITTEE – President-elect, Treasurer, At-Large 2-year term.

STEWARDSHIP PLAN – Janine - creating a plan for the coming year. We usually do our big campaign push in the spring. Alex will address at the congregational meeting: what are our numbers, where are we coming from?

-Julie notes that committees usually start thinking about their budgets for next year and submitting them to the treasurer about this time of year – especially need them by January. She suggests we say something like “here is what we will give you next year, unless you request more and provide a rationale.”

January – committees provide budgets

February – stewardship campaign begins (2 months)

April – budget for next year put together, spring congregational meeting

-Maureena suggests that stewardship be a board function, not just on the president-elect to do.

-Maureena moves that Alex reaches out to existing committees and leaders to address their financial needs before our next meeting. All are in favor.

PURPOSEFUL COMMITTEE CONNECTION – Julie suggests we need to gather our committees for leadership development, to set expectations for meeting and teaching them how to meet during COVID. We want them to continue meeting. Julie and Maureena will host a leadership institute in January.

COMMITTEE ON MINISTRY (CALLED MINISTER) / TRANSITIONS TEAM (FOR NON-CALLED MINISTER) – Possibly Ann Hicks, Tom Hull, Harry, and Franny Z.

-people who have ideas or issues with ministry can come to the team; they serve as liaison between the minister and the congregation

-appointed by the board

-Janine will ask Beverly to reach out to these members to form the team.

GENERAL ASSEMBLY – It will be all online. Julie notes that this signals the denomination is moving toward a new way of doing business. ****We should announce that GA has decided to go online, people can be thinking about signing up in the spring – if you’d like the church to support you in going, talk to the board.**

SOCIAL JUSTICE COMMITTEE – April moves that we create a social justice committee. David moves that we discuss. Recommended members: Emmy Ulmschneider, Kyndall Leone, Tom Parks, Vincent Tran. Seconded by Maureena. All are in favor.

HOLIDAY BONUSES & FUNDS - \$2250 budgeted for bonuses. Last year: \$200 to everyone, and someone got \$50 extra. Julie, Jessica, Scott, Sonja, Barbara, Victoria (cleaning staff), Zayn. Janine suggests also giving Scott and Sonja a weekend off. Julie says not to give her any bonus, she is donating hers to the rest.

-David motions do \$300 to each, \$450 into minister's discretionary fund. All are in favor.

Alex motions that we move \$3000 from the remainders in the moving expenses fund into a fund for holiday help for members and friends in need. All are in favor. (\$1000 has already gone to leadership development)

Janine motions that we ask the worship committee to find a weekend to let Sonja and Scott take the weekend off. Maureena seconds. All are in favor.

VIRTUAL HOLIDAY CELEBRATION – Janine will talk to the worship committee.

CONGREGATIONAL MEETING AGENDA –

- Call to order / Certify quorum (April) (2)
- Initiatives: (Janine) (10)
 - updating the website
 - updating the directory (with form);
 - Social justice committee
 - Welcoming Congregation – committed to creating a supportive, nonjudgmental environment
- Leadership development (April) (3)
 - January leadership training for committee chairs and others interested
 - GA will be online in June
- Updates from our COVID Care Team; poll (David) (15)
- Treasurer's report on our current finances (Alex) (15)
- Membership vote on revisions to our bylaws (April) (5)
- Membership vote on this year's Nominating Committee – 5 members needed (David) (20)
 - Board nominees: Beverly and Alex
 - Congregational nominees: 6 others
 - Poll via Zoom; for those who are present with others, they can vote in the chat

(Lisa will be process observer)

BOARD THANK YOU FOR THE MONTH OF NOV. – Board will accept Rev. Julie's thank-yous.

Reverend Julie and the Board of Directors would like to thank the following people for their outstanding efforts this month:

Maureena- for taking care of Venus in her time of need.

The By-laws Team- for exploring the upgrade needed especially for gaining the new Welcoming Congregation status.

Jessica – preparing for the fall annual meeting.

Shanda & Emmy - for leading worship on 10/18.

April- for her support to Barbara during Sunday School.

Mike & Emmy- for their fall clean-up effort in the gardens.

PERSONAL CHECKOUT

PROCESS OBSERVER REVIEW- Janine

CLOSING WORDS AND ADJOURN

MEETING END TIME: 3:21pm

Next Board meeting date(s): Dec. 13, 12:05pm

Respectfully submitted by April Graham, Secretary