

## UUABQ Board Meeting Agenda - 11/16/2021, 6:30 p.m.

### Virtual Attendees

**Board Members:** George Bakula, Joyce Etheredge, Sara Friederich, Aroop Mangalik, Melisa Nicoud, Milagros Padilla, Mikaela Renz-Whitmore, Carla Williams, The Rev. Angela Herrera (ex-officio member)

**Guests:** Amy Sun, Strategic Planning Task Force

**Absent:** (3 vacancies)

### Agenda / Minutes

Time	Item	Owner
<b>6:30</b>	<b>Chalice Lighting and Check-In</b>	<b>Carla</b>
A time to get centered and share with each other.		
<b>6:40</b>	<b>Consent agenda: Board meeting minutes, executive staff report, program staff report, president's report</b>	<b>All</b>
Board to review/discuss reports.		
Motion: Approve the meeting minutes and accept the reports. Motion by: Melisa 2 <sup>nd</sup> by: George Vote: Unanimous		
Minutes: Candidate for DOO? Made an offer on Friday, but the candidate did not accept it. Church office will be closed during holidays.		
<b>6:50</b>	<b>Update from the Strategic Planning Task Force</b>	<b>Amy/Mikaela</b>
Amy Sun and Mikaela provided an update about themes and next steps for engaging the congregation for more input.		
Minutes:		
Strategic directions that emerged from the Discernment Circles in the summer include:		
<ul style="list-style-type: none"> <li>● re-engaging and supporting each other</li> <li>● deepening our spiritual practices</li> <li>● integrating a multigenerational approach into all aspects of church</li> <li>● integrating anti-racism and anti-oppression into all aspects of church</li> <li>● showing up for social justice in our community</li> <li>● leveraging our church campus and technology for our values and mission</li> </ul>		
The Strategic Planning Task Force will host breakout sessions after Zoom services and after in-person services on 12/4 and 12/11 and via Zoom on Thursday, 12/9. Afterward, we'll compile comments/possible actions into a brief strategic plan to present to the congregation in the Annual Meeting.		
<b>7:15</b>	<b>Interim Member of Leadership Succession Committee</b>	<b>All</b>
Board voted on approving Judy Goering and Martha Ketelle as interim members of the Leadership Succession Committee.		
Motion: Approve the interim appointment of Judy Goering and Martha Ketelle as interim members of the Leadership Succession Committee. Motion by: George		

2<sup>nd</sup> by: Carla  
Vote: Unanimous

**7:25**

**Pledge Campaign**

**All**

Board to review/discuss update about pledges received and assignments for calling households who pledged last year but have not pledged this year.

Minutes:

**7:35**

**2022 General Operating Budget Discussion**

**All**

Board to discuss the proposed budget.

- Items that require increased funding
  - Cost of Living Adjustment (COLA) 3%
  - Director of Finance / Director of Operations
  - Targeted staff raises
  - No PPP coverage
- Items not currently in proposed operating budget
  - **Anti-racism / anti-oppression training**
  - Campus Master Plan Update - \$15-20K
  - Arc Building updates & cost of ownership
  - Campus upgrades above what's in facilities budget

Minutes: The board will ask the Endowment Committee to consider using the disbursement to fill the gap in the general operating budget if pledges don't cover our expenses. Joyce will do the Treasurer's report this year. If pledges / endowment do not cover general operating expenses, the church will need to rent the ARC building to a tenant organization that complements our church mission. If we rent to commercial tenants that are not aligned with our mission, we will owe property taxes on the Arc Building property.

Kids camp has enough in scholarship and designated fund for this year.

**7:50**

**Anti-oppression / Anti-racism Journey**

**All**

**Board to discuss its role in next steps.**

- What do Board members commit to doing in the coming year of focus?
  - Direct Board committees and other groups to review practices, including the Personnel Committee to review hiring policies, recommend changes over the next year
  - Work with Arc of Membership Task Force to do survey? Listening/learning sessions?
  - Activities / discussions that build relationships/feel warmth, understand commitment (so can make mistakes and be corrected and repair)
  - Daring conversations series (Coffee hour discussions, house meetings, listening/learning sessions)
  - Town Halls - what would this space look like / feel like?
  - Book groups
  - 8th principle vote after at least a year of transformational work
  - Reading Mistakes & Miracles together
  - What would transformational work look like? Are we willing to be changed to do this work? What would transformation look like?
  - Studying Widening the Circle

Minutes:

- YouTube 8th principle video: <https://youtu.be/YQewvZW4kvg>
- Committee / task force that monitors churchwide efforts (needs name)
- All Souls D.C. revision of governance - how policy management perpetuates white supremacy

- Ministry and Governance by Dan Hotchkiss
  - Diverse resources to accomplish mission of the church
- Personnel committee
  - BIPOC employees will be mentored
- Board training for BIPOC board members
- Every board member - participate in anti-racism training
- <https://www.uua.org/leadership/library/governance-and-ministry>
- City OEI trainings
- Albuquerque Community Safety Dept - anti-bias training
- Local resources for anti-racism trainings / organizational and structural
- UUA resources
- Engaging in conversation with congregation
  - What do you think about 8th principle?
  - What work do we need to do to be a welcoming congregation?

<b>8:10</b>	<b>Gratitude Practice</b>	<b>All</b>
Recognized person: Ron Friederich - Explorations and Workshops on Trees. Walkabout. - Melisa Recognized person: Marilyn O'Boyle - Mikaela		
<b>8:15</b>	<b>Adjourn</b>	<b>All</b>

**Key Dates: All dates subject to COVID-19 guidance**

- Board calls will be expected Nov. 16-21.
- Coffee Hour with the Board: November 21, 10 a.m. (after Zoom Service in breakout room)
- Board social hour: November 21, 12:15 p.m.
- Next meeting: December 21, 6:30 p.m.