

UUABQ Board Meeting Agenda - 7/19/2022, 6:30 p.m.

Virtual Attendees

Board Members: George Bakula, Dámaris Donado, Joyce Etheredge, Kathi Foy, Aroop Mangalik, Mikaela Renz-Whitmore, Bill Slakey, Maya Stephenson, The Rev. Angela Herrera (ex-officio member)

Guests: Phillip Robinson, Miguel Perez, Peggy Roberts, Jordan Jones

Absent: Carla Williams, Melisa Nicoud

Acting Secretary: Mikaela Renz-Whitmore

Zoom: 931 0879 7097

Agenda / Minutes

Time	Item	Owner
6:30	Chalice Lighting and Check-In	Joyce
A time to get centered and share with each other.		
6:40	Consent agenda: Board meeting minutes, executive staff report, president's report	All
Board reviewed and past meeting minutes and reports.		
Motion: Accept the reports and approve the minutes. Motion by: Joyce 2 nd by: Kathi Vote: 8 approve with Aroop abstaining		
Minutes: <ul style="list-style-type: none">• Can we recruit older youth to work as tech volunteers?		
6:50	Emergency Preparedness	Angela / Miguel
Board listened and discussed a summary of safety measures in place via our security company and training for Sunday volunteers and church staff.		
Minutes: <ul style="list-style-type: none">• Miguez Perez, our new Director of Facilities, is already advocating for the church and taking good care of our campus facilities. When the Social Hall compressors weren't working, Miguel called the company that installed them pre-COVID and convinced the company to replace them at no cost to the church.• Question for the future: What is the church's insurance coverage for injuries?• 3 cameras working / 3 not working. Miguel is getting a quote to fix.• Miguel is getting a bid to install an intercom with video connected to the doorbell at front door to the office so that church staff can verify who is visiting before unlocking the door.• Miguel asked the security company to patrol on foot, not just cruise the parking lot, including walking past south campus area.• Miguel is interested in putting together a training on active shooter drills, including an 8 min video.• The board encouraged staff to work on a protocol for gathering places if the sanctuary needs to be evacuated.• The board asked Miguel to look into what the additional cost would be to ask our security company to patrol during Sunday worship service.• Miguel mentioned that it's possible to task a volunteer security team to stand by the front doors during services to watch people coming in/out and be ready to call for help - either security company, 911, or 988.		

- Miguel described that APD can provide 3 levels of security, each with different costs (more expensive as the levels go up):
 - Level 1: Uniform officer, baton only
 - Level 2: stun gun, baton
 - Level 3: gun, baton
- The board does not think APD presence is warranted at this time.

7:10	Quarterly Financial Review / 2023 Operating Budget Considerations	Phillip / Joyce
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Board discussed the latest financial information and began discussing priorities and concerns for 2023 operating budget.

Minutes:

- The church is experiencing a cash crunch due to loans getting paid off in June. We're waiting for the sale of stock from our angel family donors. In the meantime, the dedicated funds will need to serve as a cushion until pledges can come in and the sale is finalized.
- We've had a run of things breaking on campus - swamp cooler in the Arnold/Wesson building, security alarms, gas leak, irrigation failures - that have eaten up our capital reserves for campus care.
- The board would like Phillip to add a communication to the congregation in the August Messenger: Thanks so much for your ongoing contributions - so important to bridge us over a temporary cash crunch and keep us operating. Include some tips about how to contribute.
 - Board president to communicate the emergency expenses for repairs and that our capital reserve - set aside for those things - has been depleted.
- Priorities for 2023
 - Campus master plan
 - Security
 - Campus care
 - irrigation, leaks, water for trees
 - maintenance on an older campus
 - Salary for staff or paid time off? Reduced hours but same pay?
 - Incentives for staff/ministers going above and beyond?
 - 8th Principle?

7:20	Dedicated Funds / Ad Hoc Fundraising	Kathi / Maya
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Board discussed how other congregations manage requests to fund special projects from individual church members.

Minutes:

- UUA recommends being clear and direct and transparent about policy - who makes that decision
 - Balance - accept generosity but in a realistic framework
 - How is proposal grounded in strategic plan / mission?
 - Fit culture of congregation vs. Opportunity around giving for something that's out of the box
- Extraordinary time, so think about: Who do we want to be in this extraordinary time?
- Church has existing policy for gift-giving
 - Has to reflect our mission. Board ultimately decides.
 - Policy Task Force to look at:
 - Change "Restricted gifts" to "designated funds"
 - Add that fundraising for a particular purpose will need to raise X% above expected cost that goes into General Fund (for maintenance/operation of that thing)
 - Add threshold for when board gets involved in deciding the %. OR threshold for when % rule kicks in?
- Church webpages about giving - add reference to policy to that page

7:30	Board Size & Make-up	Mikaela
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Board discussed who will be staying on and whether it makes sense to go to a smaller board instead of an 11-member board.

Minutes:

- Cons to downsizing
 - Members take on more committees as board reps
 - Diversity across a lot of different kinds - make it more difficult to be representative
 - As workload scales up, may be harder for people with families
 - Concern with absences
- Pros to downsizing
 - Small is better given how hard it is to find members
 - Agility in a complex system - hard to move group of 11
- Board directed Policy Task Force to come up with policy for a 9-member board in Bylaws and Policy Manual

8:10	Strategic Plan Implementation Reporting	Mikaela
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Board discussed reaching out to church groups for updates about / progress on implementing the strategic plan. We will give folks a few weeks to respond and prepare a report for the Congregation in August.

Survey Link: <https://tinyurl.com/UUABQstrategicplan>

- Social justice - **Maya**
 - Social Justice Council
 - EarthWeb
 - Animal Advocates
- Multigenerational church - **Bill**
 - RE Council
 - Worship Team
 - DRE
 - Buildings & Grounds
 - Communications Director (Extended Families)
 - UU Kids camp
- Welcoming Campus - **George**
 - Buildings & Grounds
 - Landscape Committee
 - Arts & Aesthetics
 - Director of Operations
 - Church Administrator
 - Membership Committee
 - Hi Team
- Connections & Engagement - **Kathi**
 - Membership Committee
 - Hi Team
 - Communications Director
 - Leadership Succession Committee
- Anti-racism / Anti-oppression / multiculturalism - **Mikaela**
 - Board
 - Anti-racism Book Group
 - Reading on Racism Book Club
 - Widening the Circle
 - People of Color Group

Minutes:

- Deadline for responses: August 5
- Summary report by August 12 for next Board meeting

8:10	Question from Guest	Dámaris
	<ul style="list-style-type: none"> ● Q: When can congregation members expect to be involved in the 8th Principle Task Force work? ● A: The Task Force has been meeting to work through the charge, build relationships among task force members, and address some conflicts that have come up with congregation members. The task force is intentionally prioritizing process and relationship so as not to perpetuate the culture of white supremacy that pushes false urgency and prioritizes completions of tasks over relationships. The task force is communicating updates to the congregation through the Messenger. 	
7:55	Gratitude Practice	All
	Recognized person: Tech volunteers - Mikaela	
8:20	Adjourn	All

Key Dates: All dates subject to COVID-19 guidance

- Next board meeting: Tuesday, August 16 (Maya on tap for chalice, opening question, and secretary duties)
- Book Club (Mistakes & Miracles): Saturday, August 27th @ 9am – 12pm