# UUABQ Board Meeting Minutes - 12/20/2022, 6:30 p.m.

**Virtual Attendees**

**Board Members**: ViV Bakula, Dámaris Donado, Joyce Etheredge, Kathi Foy, Aroop Mangalik, Mikaela Renz-Whitmore, Bill Slakey, Maya Stephenson, The Rev. Angela Herrera (ex-officio member)
**Guests**: the Rev. Bob LaVallee, Kristin Famula (Intern Minister), Bryan Hackett (Director of Finance), Lucy Silva, Ruth Ann Cooper
**Absent**: Melisa Nicoud, Carla Williams

**Acting Secretary**: Mikaela

**Zoom**: 931 0879 7097

**Agenda / Minutes**

| Time | Item | Owner |
|---|---|---|
| **6:30** | **Chalice Lighting and Check-In** | **Mikaela** |
| A time to get centered and share with each other. | | |
| **6:40** | **Consent agenda: Board meeting minutes, associate minister's report, program staff report** | **All** |
| Board to review and discuss meeting minutes and reports.<br><br>Motion: Accept the reports and approve the minutes.<br>Motion by: Dámaris<br>2nd by: Joyce<br>Vote: Unanimous<br><br>Minutes:<br>● Follow up with Laira, Angela, and Mikaela for reports | | |
| **6:50** | **Minister Housing Allowance** | **Bryan** |
| Board to vote on Ministers housing allowance declaration.<br><br>Motion: Approve the ministers' housing allowance declarations.<br>Motion by: ViV<br>2nd by: Bill<br>Vote: Unanimous<br><br>Minutes:<br>● UUA info: https://www.uua.org/leadership/library/housing-allowance | | |
| **7:00** | **Treasurer's Report / Budget Update** | **Joyce** |
| Board to discuss general operating pledge update, proposed budget options, and give staff direction about what to prepare for the special budget meeting of the Board on January 10th.<br><br>Minutes:<br>● Question: We've gotten requests from individual committees about budgets. What level of detail do we need in the budget, and how do we respond to these requests in the meantime?<br>○ Leadership Succession Committee - $600<br>○ Healthy Community Committee - $300<br>● Pledges and spending on track for this year. Have a slight deficit now that is covered by the applied surplus from 2021. | | |

- Budget for next year shows $74K deficit by end of year.
    - $18K+ needed to cover security at worship services
    - $1400 needed to cover additional childcare at 2nd service
    - Need to raise $1,065,850 for pledge campaign to balance the budget next year.
- Pledge campaign update as of 12/19
    - Have 419 pledges and $884K as of 12/19/22 (Ahead of last year by $85K, short of campaign goal by $182K)
    - Historic total pledging units = 408 from 2021 / 492 as of 2020
    - As of Monday - still $54,000 in the hole
- Possible sources of income
    - Rental income - taking it all vs. reserving some for capital fund
    - Endowment - taking maximum distribution of about $40K for Operating budget
    - Hiring custodian (not using service)
    - Reducing denominational commitment

| 7:20 | **Annual Meeting Prep** | **All** |
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Board to discuss agenda and format for the annual meeting.

- Call to Order
- Leadership Succession Committee Report
- Vote on 2023 Leadership
- Collection of "Change for the Future"
- Treasurer's Report
- Endowment Committee Report
- Presentation of 2023 Operating Budget
- Vote on the 2023 Operating Budget
- President's Report
- State of the Church Report
- Proposed Changes to Bylaws / 8th Principle Discussion
    - Board 11 →9
    - Change to allow virtual annual meetings / vote
    - No Financial Review Committee
    - 8th principle

      In Article 1, Section 01 Mission, Affiliation, and Principles, add the following text in Subsection 1.b:

      "In addition to UUA's seven principles, we adopt this 8th principle:

      We, a member congregation of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

- Vote on Proposed Changes to Bylaws / 8th Principle
- Results of "Change for the Future" Vote
- Adjourn

Motion: Approve the agenda for the annual meeting.
Motion by: Kathi
2nd by: George
Vote: Unanimous

Board Endorsement to Adopt The 8th Principle at First Unitarian

> "We are called to build the beloved community with an ever deepening sense of spirit, diversity, and inclusion. In service to that call, your Board of Trustees endorses the adoption of the 8th Principle and encourages all voting members of the congregation to vote for adoption of the 8th Principle into our bylaws at the annual meeting in January. In doing so, we acknowledge that the 8th Principle's adoption is a commitment to begin a journey of deep work; only by living into the 8th Principle together can we achieve its promise and our shared vision. May we answer that call in loving community with joyful hope and committed action."

Motion: Approve the endorsement to adopt the 8th Principle.
Motion by: Bill
2nd by: Damaris
Vote: Unanimous

Minutes:

- Form for suggestions on wording changes: https://tinyurl.com/UUABQ-8thP-wording
- 10% quorum for bylaws
- ⅔ majority of the quorum has to approve bylaws changes
- In-person with hybrid option
    - Force majeure
    - Update this bylaw for virtual participation/votes: "Unless otherwise provided in these Bylaws, 10 percent of the voting members in good standing present in person either in Albuquerque or at a branch meeting shall constitute a quorum. A member not present in person may not vote by proxy."
    - Think about moderation logistics - in-person and Zoom - equal room for voices regardless of media

| | | |
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| **7:50** | **Gratitude Practice** | **All** |
| Recognized person: Laura Bartolucci - Maya<br>Recognized person: Torre Near - ViV<br>Recognized people: Norris - UU the Vote (and Endowment Committee) - ViV<br>Recognized people: 8th Principle TF (Gary Carlson, the Rev. Jane Davis, Heather Clark) - Kathi | | |
| **8:00** | **Adjourn** | **All** |

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

- January 5, 6 pm - Churchwide discussion on 8th Principles / IDI inventory with Julica Hermann de la Fuente via Zoom
- Board meetings in January:
    - Tuesday, January 10, 6:30 pm (ViV on tap for chalice, opening question, and secretary duties)
    - Tuesday, January 17, 6:30 pm (Carla on tap for chalice, opening question, and secretary duties)
- January 12, 6 pm - IDI inventory Board debrief with Julica Hermann de la Fuente via Zoom (link to come)