First Unitarian Board Meeting

November 18, 2023 - 10AM-12PM

Zoom Meeting: https://uuma.zoom.us/j/93108797097

AGENDA

Board Members: Rev. Angela Herrera (ex-officio member), Dámaris Donado (President), EmmaLia Mariner (Secretary), Carla Williams, Joyce Etheridge, Chris Mayo, Maya Stephenson, Sally New, Aroop Mangalik

Guest: Rev. Bob LaVallee, Bill Miller (Guest)
Absent: Bill Slakey (VP)

CHALICE LIGHTING

- Volunteer for chalice reading.
- Volunteer to light the chalice.

By Oberlin UU Fellowship

We light this chalice to find inner peace,
love for each other, and faith in ourselves.
Also, to be welcoming to whomever we meet
and kind to all living creatures. So gather around
this light of hope as we share this time together.

Read Board Covenant Aloud Board Covenant 2023

1. **Approving the Minutes**
    - **i.** Motion to Approve
        1. Joyce
    - ii. Second:
        1. Maya
    - iii. All in favor:
        1. Approved

2. **Consent Agenda**
    a. **Staff Reports**
        i. Senior Minister report
            1. Helpful reflection on anxiety resources.
            2. Reflection on healthy work environment.
            3. Note that staff members are struggling with setting boundaries at church events, as they attend something like a memorial and are approached as a staff member, not a community member in that moment.
            4. Suggestions: Spotlight on the staff experience? Badge to note that they are there as a member, not as staff.
        ii. Staff Reports
            1. Joyce: Campus master plan would be great, but the budget is tight. Perhaps this could be coming from the COVID funds?
                a. Angela: In discussion with Christine Robinson about the previous process for the master plan. The last master plan cost so much because they didn't know the condition of the buildings and we did not have a facility&grounds person. Now, we have a staff member and the buildings are in better state.
                b. Chris: We are investigating how other large churches fund their building and grounds needs. Steve Phillips has agreed to lead this taskforce.
                c. NEXT MONTHS AGENDA- should include follow-up in buildings & grounds movement.
                d. Rev. Bob: Miguel Perez is overqualified for the role we have him in now. We should be sure to take advantage of his expertise and talents while he is here. He also has extensive knowledge of the contractor landscape here in ABQ.
            2. Joyce: Landscape committee– they state that the grounds committee will be dissolved without a master plan.
    b. **Letters from Landscape Committee**

i. Martha P letter: Concern that needs for maintenance has fallen on the landscape committee, such as playground equipment.
    1. What is Vanguard's role in the trash etc. surrounding the rental building?
    2. Seeking support.
        a. Chris follow-up: The buildings & grounds taskforce will be in touch with them.

c. Letter from Rachel Jarrell (former member/pantry volunteer)

i. Unfortunate that this went on for so long before being addressed.
ii. The role of the physical space in this situation.
iii. Is there an onboarding process for volunteers; is there an onboarding process that should be implemented? Explicitly show the avenues of support that they can seek if they have any issues.
    1. Rev. Angela: A problem is the organic fashion that volunteers are gathered and organized.
    2. Damaris: One pager for explaining sources of support.
iv. Unique situation with boundaries set around short staffing for the summer. Unfortunate that those important boundaries did also lead to her thinking that there was not support for her and she had to be independent.

3. Masks Optional: 9am meeting

a. Thinking about how to revive the 9am attendance. There were 15 in person, 75 online.
b. Rev. Angela has heard frustration over the 9am still requiring masks, from choir and attendees.
c. People who are concerned can be distanced within the sanctuary due to the attendance.
d. Motion:
    i. 1. Chris
    ii. 2. Joyce
    iii. 3. 7 Approved; 1 Abstain.

4. Church Safety Task Force

i. Agenda for next meeting will include the composition of the task force.

1. Interested board members: Damaris, Chris, Carla, EmmaLia. Will meet and discuss how this task force will be formed and who will be chair.
2. Chris: Michael McDonald has put a lot of work into reports on this topic before, and we should start with that information. Before, there wasn't a lot of interest from the rest of the congregation.
3. Rev. Bob: I will upload the Safety Plan draft to the Board meeting folder. Rev. Bob is happy to be consulted in this, but not interested in being part of all of the meetings for this committee.

ii. Which we should hear from the Landscaping Committee.

iii. Grant / Elly (church member) needs help with a Safety Grant.

1. Chris notes: There is potential grant money out there. Chris is in conversation with Elly, and will follow-up for next month's agenda.
2. Damaris: may also look into the Governor's funding.

5. Budget Report/Pledges (Joyce)

a. Maya: When will we decide to move the capital from the Arc leasing? J: This would be the beginning of the year. We need to be able to keep money in capital.

6. Close the Gap Sunday

a. Need to pick a day
b. Rev. Angela: The last few years we have done them in December, but we don't want people to start avoiding the church in December. Last year, we did this in the annual meeting and that was very effective because people could look at the budget. We will want to be sure that Bryan is comfortable with that, as it impacts his work. I am also curious about what happens if we wait longer. In the past, it was less frequent that we had Close the Gaps; is that related to our dedication to closing the gap or a change in donation pattern?

7. Annual Meeting & Budget Meeting in January

a. Budget Saturday, January 6. 10-11a
   i. This will be virtual.
b. Last Sunday 01/28/2024

c. Senior Minister Review For 2023

8. Board meeting retreat schedule

a. Dates:
   i. Friday evening (Board Dinner), February 2nd 6pm. Location TBA
   ii. Saturday morning, February 3rd 9-3pm. At the Church.
b. Getting to know each other
c. Strategic Plan
d. Setting priorities
e. Collective learning?

9. 75th Anniversary Task Force

a. Geri has agreed to be the Chair of this taskforce.
   i. 1st: Carla
   ii. 2nd: Joyce
   iii. All Approved
b. Geri is creating a Charge for the board to review.
c. Once Charge is approved, she will begin signing up members.
d. Master plan?

10. Standing Committee Updates

Discussion of these updates on the spreadsheet.

1. Rad Gen: Sending out thank yous, wrapping up the push. Everyone in the Board received the email about the calls we will be making about fulfilling pledges.

7. Coffee with the Board

a. Updates? Link for sign-up.
b. Carla, any notes?
   i. It was a day without coffee, so there were several suggestions about how the coffee crews work.
   ii. There was also conversation about the antiracism work, and different marches that we can be involved in.
c. Consider for next year: drop the virtual coffee with the board? Joyce says that she has only ever seen one person attend.

8. Recognitions? “On behalf of the Board…”

- Geri Knoebel “Geri Magic”, volunteering and leading – Maya will send a card.

9. Extinguishing Chalice Words

Volunteer to read the words:

By Amy Zucker Morgenstern

Never has it been more true than now:
We extinguish this flame,
But the sparks within us remain alight.
From each of us, in our supposed solitude,
The signals buzz and hum, sparkling through space one to another,
Connecting us invisibly
But palpably.
We are one.
And from every window,
Our light shines.