

**Board of Trustees Agenda
June 28, 2022**

Zoom link:

<https://us02web.zoom.us/j/87455261326?pwd=alhXaVRUNlg5RHNoaEVNd25VKzFidz09>

Present: Maureen McAndrews, President, David Yamashita, President-Elect, Dave Sjoquist, Finance Trustee, Liebs Liebman, Jason Delaney, Allen Lee, Leta Woo, Barbara Begner, Taryn Strauss, Bryce Thomason

Absent: Beth Martinez

Notes taken by: Leta

Our Vision: Inspired by our faith community, we affirm these values: Wonder and awe, love and compassion, courageous engagement.

Our Mission: Transforming lives through courageous action and soulful connection.

Spirit and Community

Chalice Lighting/Opening Words	Leta Woo https://www.uua.org/worship/words/prayer/prayer-co-creation	
<p>Circle of Connection: Maureen - when a door closes another opens, sharing something about leaving, a place, a job, a relationship</p> <p>Liebs - way home from Colorado, enjoying the beauty of nature, bittersweet</p> <p>Barbara - lay ministers just had our retreat over the weekend, said goodbye to Rev. Megan, happy for her and sad for us; know we'll be fine</p> <p>Dave - just before PhD, heading off to Georgia from Minneapolis after living their whole life, big transition</p> <p>David - leaving Seattle, really loved that city, opportunity to be around Asians, culturally had deep connections</p>	Maureen McAndrews	10

<p>Jason - a lot comes to mind, struggling with now are two closest friends leaving work place, acknowledging ability to thrive without them, grief is hard, feels like it devalues them, struggling with that now</p> <p>Taryn - leaving Ashville for New York, people thought we were nuts, nothing wrong but feeling like if we didn't go, we'd be left behind, confusing because we were happy, new challenges</p> <p>Bryce - image of Grandmother who passed away, Father's mom, always say see you later</p> <p>Leta - everytime leaving parents after visiting them, looking forward to seeing them soon</p>		
<p>Announcements</p> <p>Board Covenant  2022-2023 Board Covenant</p> <p>Board Expectations/Goals/Focus Areas https://docs.google.com/document/d/1LQD91mX_85t39KbLHsAVMOaHb6aQvtlbnpr7r08QGi0/edit</p> <p>Dave sent suggestions to - wanted to add 'educate' to 8th principle.</p> <p>Will it take the whole year? Probably at least 8-9 months.</p> <p>Dave - learning experience if it will take this long Maureen - attended session at GA about listening sessions and sharing between groups; take time to get it out to congregation, they only did 5, we may decide to do more</p> <p>Taryn - not that the 8th principle is that complicated; getting the whole congregation to understand something and collectively learn together is complicated</p> <p>Jason - our principles are significant, discernment period, understand not just the 8th principle, but understand each other; if there's conflict, it means there's something to learn, usually about the other people we're in community with, what are the values in conflict, prioritization of values, take a while to get to a place to be comfortable to share that, about community building</p> <p>Barbara - email to co-chairs and past co-chairs to set up</p>	<p>Maureen, All</p>	<p>10</p> <p>10</p>

meetings for stewardship

Maureen - email forwarded from Laura, from David Hanna and Janel, get in touch with Sean and not successful, by the time they responded, they have made contact

David - more than just strategies, if you want to increase revenue, there should be a compelling message to go along with that, it takes a long time for those things to happen; tactics to go along with strategy to increase revenue for 2023

Maureen - are these the means?

David - 350 or 250k committee to increase revenue, more focus

Taryn - we need all the help we can possibly get, really need stewardship committee to get a third member

Bryce - think about success of capital campaign, hopefully we remember everything we learned from Glen and we don't lose that knowledge, a lot of people in congregation being active, had 20 people being active in that project; maybe a 2 or 4 person committee isn't enough for this effort

Taryn - maybe we need a special name for efforts for increasing revenue

Leta - nominating committee has a third co-chair that is being considered for stewardship

David - a lot of preparation is needed for raising revenue with our building; in the past, significant fundraising that was more than just pledges, auctions, book sales; those things require a lot of planning; they are good for community gathering and sometimes become a burden after a few years, can't do auctions every year for next 10 years, need strategy

Liebs - as the board, bringing in contracts and having policies is a lot of the means, make sure those things happen but we don't necessarily need to do those things; fundraising is great for community building, fundraising is more for developing personal relationships and major donors, anything we can do to support everybody, Stewardship, Taryn and Bryce; we had a successful capital campaign with limited events; incorporating that into the Stewardship committee or into a new committee, we can figure out operational pieces as we move forward

Jason - role of board to figure out how to get 350k, not to do it ourselves, work with Bryce and staff, mobilize congregation to get interest; write policy, under what conditions does the board need to be notified; for example, if we onboard an elementary school, how much time do we need to approve contract

<p>Maureen - let's get the language and then figure out how we'll do it later</p> <p>Barbara - last year 750k, 10% increase would be 825k</p> <p>Bryce - we have \$1M expenses this year, unknowns for new building; we had to borrow \$250k this year from Project Phoenix, no more borrowing, we really need to raise \$1M next year to stay with the staff we have now; \$115k more for an associate minister; board can help us; our congregation paid in \$3.5M for capital campaign; board showing vision and leadership to come with us, getting new people to join in on that, create a snowball effect and that becomes sustainable giving; that allows us to grow because we can see the cash flow</p> <p>Barbara - capital campaign and stewardship addressed at the same time, probably do it together instead of hitting someone twice</p> <p>David - in years past, our first auction raised \$40k, not saying that's the way to go; our church used to be 80% on pledges and 20% other things, not just pledges, if you plan on increasing pledge, also have goal for strategy for increasing membership into church, difficult to keep asking the congregation for more, over time people get wary, only way to increase is increasing membership; clear we need at least \$300k in next funding cycle, maybe \$350k</p> <p>David - previous \$1M was ~620 members</p> <p>Bryce - 586 membership now</p> <p>Jason - go to radical welcome training!</p> <p>Maureen - goals are above and beyond existing committee work; ARAOMC work ongoing</p> <p>Jason moves that we accept goals David seconds Maureen call vote Unanimously affirmed</p>		
<p>Thank you messages for the month</p> <p>Taryn - Rob Mitchell helped with packing quite a bit, Jane Mezoff and Pam Kilmer, Ted Minersman(sp?) helped with cabinetry</p>	<p>Board</p>	<p>5</p>

Executive Report

<p>Annual Vision of the Ministry (AVOM) Changed to three years (hard time making it five) Feedback that this was a longer term plan, so kept that Do we still need a one-year plan? Taryn feels like we do, way to organize what's happening in ministry How to make this achievable in a year? Hired Aiden to support lay ministry and what inquirer's will become, staff person on Sundays to support</p> <p>David - really likes this AVOM approach, strategy above long term, below is steps towards implementing; this is a big improvement</p> <p>Taryn - worship is also important</p> <p>Jason - see this similar to board goals, these are above and beyond</p> <p>Taryn - preaching and worship, takes most of our bandwidth, don't want to pretend we're like another kind of non-profit, Sundays involve lots of fresh elements all the time; disservice not to talk about worship because it takes a big percentage of our time, it's why we're able to make headway on radical welcome because Taryn was not preaching</p> <p>Taryn - because of Roe vs Wade, there's likely going to be more community need for getting kids sex education, adding OWL back in</p> <p>Taryn - areas that still need ministerial leadership is welcome, lay ministry, social justice; not enough staff for rapid response; not everything, but it's a lot</p> <p>Taryn - do we need to vote?</p> <p>Maureen - I don't think so</p>	Taryn Strauss	20
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The Work of the Board

<p>Approval of the Minutes We approved the minutes</p>	Maureen McA	5
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<p>Finance Report Two non-committee members joined, big PDF, 6500 overcharge from UUA for insurance for Taryn and family, shouldn't have been charged, couldn't fix reports but is now taken care of Word documents provided by Dave explain in more detail YTD right now, we're doing \$40k better than expected May financials are overall positive and we look on target to make the budget 326 pledge units, 73 no pledge payment Dave working similar analysis for capital campaign</p> <p>Move to accept report All in favor</p> <p>Maureen - especially liked the prose explanation, good information</p> <p>David - how often send out reports about pledges to congregants? Bryce - they are sent out quarterly Barbara - make calls to whole congregation before stewardship, end of July and August, tell them about upcoming events and ask for concerns</p>	<p>Dave Sjoquist</p>	<p>10</p>
<p>Endowment Fund</p>	<p>Dave Sjoquist</p>	<p>n/a</p>
<p>Healthy Relations Committee</p>	<p>Beth Martinez</p>	<p>n/a</p>
<p>Project Phoenix Committee Piano is now being safely taken care of until we're ready Treehouse is emptied - everything is in social hall of new campus Started at 9:30am, wrapped up around 7pm Part that's a little stressful, finding places for stuff in new facility because they aren't ready for us to move in Trying to get second floor finished, majority of offices and classrooms; pushing hard for them to finish that; need to clear out social hall so they can finish social hall, also have new furniture around July 18 Need an intake area that we don't have right now More news tomorrow after meeting One thing holding us up in sanctuary, stained glass; would not recommend using the same place again; today it will arrive on Thursday of this week, should allow us to move forward faster on sanctuary Change orders to deal with, lights being too bright and too tall, fix last week, \$22,500 cost to UUCA, no way to get around that because person responsible passed away Possibly sell them old lights that are out of code to make some of that money back, right now we own more lights than we need Tight on August 7, it will happen but things will not be perfect, some equipment to amplify sound will be borrowed, supply chain issues</p> <p>3rd of July - really pull it together to assemble furniture; looking to get occupancy permit around July 18th, just a few weeks to move</p>	<p>Bryce Thomason</p>	<p>10</p>

<p>in; had been hoping for whole month of July...</p> <p>Pray for Bryce and the Project Phoenix team</p> <p>Taryn - it will all be well, it will be a lot of work, thank you Bryce so much!! Need to celebrate project phoenix, board needs to think about how we celebrate their long 4 years of their lives devoted to this; encourage to talk about that in July</p>		
8th Principle Committee	Jason Delaney	n/a
ARAOMC Committee	Liebs Liebman, Allen Lee	n/a
Nominating Committee	Leta Woo	n/a
Stewardship Committee	Barbara Begner	n/a
Bylaw Committee	As needed	n/a

Closing

<p>Process Observation</p> <p>Did we observe covenant? Did we have respectful communication? Did we have good humor and good will? Any conflict? Did we remain on task? Focus on agenda How did board demonstrate commitment to ARAMC? AVOM and board goals High energy? David - whole meeting Low energy? Not really; maybe borrowing equipment? Most meaningful part of meeting? Discussion of board goals, such high hopes for us</p> <p>Meeting in July, hopefully at UUCA! Sign up in advance on good doc; July 26th</p>	Board	
<p>Next Meeting: Chalice Lighter, Dinner Provider</p>		
<p>Closing Words/Extinguishing the Chalice</p>	<p>Leta Woo https://poets.org/poem/little-prayer</p>	

