

Minutes of the Board of Trustees Meeting,

Meeting at 5:30 pm by Zoom
March 18th, 2021

MISSION STATEMENT: *All Souls Unitarian Universalist Congregation is a liberal religious congregation that nurtures lifelong spiritual development. We covenant to create a welcoming, caring, justice-seeking community within and beyond these walls.*

VISION STATEMENT: *All Souls welcomes seekers to our liberal religion and offers a transformative worship experience. We act boldly, compassionately, and publicly for justice. We intentionally share the message of Unitarian Universalism. While building a congregation of over 300 members, we broaden and deepen our ministries with community partnerships and an integrated campus.*

Call to Order at 5:30 pm

Members present via Zoom: Sean Elliot, Katrina Bercaw, David Burnside, Karen Ethier-Waring, Bruce Cummings, Tom Lescoe, Bradley Mock, Sally McGee

Members not present: Ann Kadlecek

Others present: Rev. Carolyn Patierno, Perry Montrose

Minutes of meeting: Meeting minutes from the February 18th, 2021 board meeting were reviewed and approved.

Correspondence: A lot of gracious thank you notes, from people grateful they can tune in.

Mission/Vision

1. Discussion of sharing resources with Madison congregation. Sally said in a nutshell the Madison congregation is not in a place to partner with us, other than the things we are already doing. Carolyn said she is going to call other UU congregations about sharing a choir director.
2. Timing and process of hiring of staff. Karen said we are looking towards August. Carolyn just sent an email to Sally and Karen asking if they can meet with her and Perry. They have been talking about shifting some of the responsibilities from the Faith Formation admin position into the office position and shifting Tammy in the Faith Formation administrator position. Transition is a good time to evaluate positions, Carolyn noted. There are still things to talk through to make this happen. Several choir members have asked Carolyn about hiring a choir director. The first step is to figure out how we're going to structure the positions, then we will start the search ASAP.
3. Task force for resuming in person activities. The public health aspects team has been formed, three nurses and a public health social worker, all of whom said yes graciously and enthusiastically. Carolyn's hope is that people asked to serve in congregational life capacities are equally enthusiastic. She wants the congregation asked about what aspects of how we have been doing

church online do we want to keep, and what did we used to do that we do not need to continue when we return to worshipping together? Another thing we need to do is going to be sprucing up the church, and moving things back out of storage. Sally asked Carolyn if she has had a discussion with the staff about who would be good to be on the congregational life task force. Carolyn said they have not yet, but that they envision multiple smaller groups, e.g. worship, faith formation, etc. Sally next asked about volunteer needs, and how the surveys Eileen has done tie into meeting our needs. Nominating and Leadership Development has agreed to focus on what our volunteer development process should look like. Sally said we could try putting out “job descriptions” that say what tasks we need fulfilled by a particular volunteer. Karen said maybe after the conversations at coffee hour about changing nature of services we could have conversations about what our needs re: volunteers are. Bruce talked about the implementation of measures that look really good but don’t have scientific basis (hygiene theater - <https://www.theatlantic.com/ideas/archive/2020/07/scourge-hygiene-theater/614599/>), and cautioned that we should base our public health measures for return on evidence. Carolyn said we want many people to discuss our needs upon returning to in person services while continuing to support our online presence. Brad said he will be very interested in ideas to incorporate our online attendees into the service. Carolyn said now is the time to reimagine our services.

4. Co-ordination of Mark Robel with Sterling congregation on June 20th. David moved, Brad seconded, the motion passed. Carolyn mentioned that she would be preaching in Sterling that day, and Sally will be coming to represent the congregation.
5. Carolyn’s sabbatical. Sally said that Carolyn is at the end of her window for her next sabbatical, and that it is imperative for her health that we make sure she takes her sabbatical. Carolyn has thought about it more but has not talked to her colleagues on the staff yet, but that should not deeply affect her decisions. She does want to take a sabbatical next year. Her hesitancy is that she is really hoping we are breaking ground next March, and is an important cheerleader in that endeavor, so that will make it important that someone steps up. However, she really can’t keep delaying. All that being said, she does want to take a sabbatical next January, in spite of her worries about the building project. Sally said that really points to the need for a building project financial manager, even though that won’t replace Carolyn’s role. Sally said it is really important to find that person to ease Carolyn’s mind during her sabbatical. Brad suggested that the critical pieces of time would be the immediate months prior to the start. Once construction is going there’s less of the cheerleading and managing from a congregational point of view. Carolyn said that suggests that March through July might be best. Carolyn will talk to the staff, and talk to Tom about the budget impact due to the need to keep the pulpit occupied, in particular during rites of passages, e.g. memorial services. More thinking will need to be done. Sally asked that we continue to think about Carolyn’s twentieth anniversary.

Business

1. Liaison reports – Liaison reports are available in the board materials. Minister’s report is also available, including a list of gifts being made from the minister’s discretionary fund. Katrina said she discussed with several committees and she is so impressed with the work people are doing. Perry said he has a list of twenty people who we have been seeing in our online services. Perry

also mentioned that the discussion of Stamped is coming up the last three Sundays in April.

2. Treasurer's report-Tom included his treasurer's report in the e-blast. He highlighted that our operating income for February did not include the Homeless Hospitality Center check in time to include in the February operating budget. We have zero in the budget for Sailfest parking, which is good news since we won't have that available. The budget committee is meeting soon, and we have commitments in excess of \$350,000. We still have some tweaking to do, and we will probably have to slow down our paying ourselves back for paying off the mortgage. Tom said some of the budget issues are down to extra utilities both because we will be back in the building, and Eversource's delivery charges. Katrina said we need to do something about the way our statements come out. There was some discussion about finding someone to help us customize Quickbooks to produce better statements. Carolyn said we should go back to FY19 to see who we might have missed in our pledge drive.

Calendar

1. Executive Committee Meeting, Tuesday, April 6th, 2021, 5:30 pm via zoom.
2. Board of Trustees Meeting, Thursday, March 15th, 5:30 pm via zoom
3. Ann's Ordination June 6th during service.
4. Mark's Co-ordination June 20th 2:00 pm in Sterling
5. Carolyn's 20th anniversary November 7th

Respectfully submitted by David Burnside