



UU Church of Urbana-Champaign

Build community. Seek inspiration. Promote justice. Find peace.

309 W Green Street, Urbana, Illinois

Board of Trustees Business Meeting Minutes

August 23, 2022 - 6:30 to 8:30 PM via Zoom

Present: David Gross, Jody Hanger, Becky Densmore, Joe Finnerty, Adelaide Aime, Jenny Hunt, Karen Folk, Steve Herzog

Not Available: Penné Beckett, Rev. KB

The meeting was called to order at 6:30 p.m.

WELCOME/CHECK IN/CHALICE LIGHTING

- Check In: Question from the Gratitude card deck: What basic needs have you never had to worry about?
- The BOT read aloud the proposed 22-23 BOT Covenant. ([22 - 23 BoT Covenant](#))

The agenda was finalized with no changes.

CONSENT AGENDA

- The Board received reports from the Associate Minister for Congregational Life, the Director of Business Administration, and the Coordinator of Religious Education and Engagement. The Interim Minister will report orally during the BOT Business Meetings instead of submitting a written report.
- The Board received minutes from the 7/23/22 BOT Business Meeting.
- The Board received changes to the staff Parental Leave Policy from the Operations Council.
- The Board received the REE Sunday Coordinator Job Description and Offer Letter from the Operations Council.

DISCUSSION AROUND CONSENT AGENDA:

- there was concern around the issue of pursuing a historical preservation status for the church building because of the limitations it would put on what could happen with the building
- Densmore suggested and offered to draft a letter to Jerry Carden and the Building Advisory Group from the Board naming concerns - she will forward draft to Board for approval

ADMINISTRATIVE UPDATE

- Treasurer's Report for July Monthly Financials - Adelaide Aime
 - The year end reports were as expected - no surprises
 - Aime asked whether the BOT still wanted to see the general ledger - several board members expressed interest so she will keep including it in the materials the BOT sees
 - July Fiscal Packet - revised format
 - Hunt expressed appreciation - it was easy to understand-
 - Aime asked for feedback on new format
 - the Trust deposit went in as one amount instead of monthly like before - that is why the revenue is high for this month

OLD BUSINESS

- Transition Team (T-Team) Status and Update - Becky Densmore for Rev KB
 - Densmore sent an email to Anne Sharpe, Pat McClard, Sam Beshers, and Janet Barrett about name badges for the Transition Team and Settled Search Team. New badges coming soon!
- Governance Taskforce Status Update - Jenny Hunt
 - next meeting on Saturday 8/27 - Randy Locke is coming and bringing his interest in looking at policies, etc.
 - meeting will address what do we need to look at prior to Rev. Pyle's assessment; looking at new council model - what is working well, what can go better
- Safety and Security Status Update - Adelaide Aime



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- nothing new - proposal from Good Havens is expected in September
- points from Finnerty
 - need to have posted diagrams and maps for emergency exits
 - need annual training on the defibrillator - need to identify who should be trained
- RE & E Status Update - Steve Herzog
 - Action/Discussion: The RE & E Council held a retreat on August 12 & 13. Steve Herzog, BoT Liaison for RE & E Council will share crucial information to ensure the BoT remains connected to this work as well as can continue to support our young UUs.
 - Resource: [Meeting Notes from Lara Breeze Troyer and Kelly Halcom](#)
 - Herzog has been on a couple calls with REE leaders - felt like there were GREAT concerns at beginning, but things feel a little better now, long term structural issues that need to be addressed
 - Deep need for teachers - have been recruiting volunteers after Sunday services - speaking during service - pretty aggressive – volunteers have reduced the level of stress
 - Concerns from REE:
 - who's in charge with no director?
 - who reports to who?
 - how do we start looking for whatever position we want to fill in the future?
 - volunteer exhaustion - including the two leads for REE
 - the budget - that it won't get absorbed if professional position isn't filled right away
 - Additional points from Densmore
 - the who reports to who question is big - no staff member has time or bandwidth right now
 - would be hard to hire someone
 - meeting next week about hiring ideas - maybe someone with childcare background, day camp experience
 - so much gratitude for Kelly and Lara!
- Social Action Council Funding
 - Action/Discussion: During the August study session, the BoT heard from Pam Richart, Chair of SAC, about the impacts the reduced budget is having on our actions to "Promote Justice," a critical component of our church's mission. The proposal below represents the SAC's request to add funds so that the church can continue effectively operationalizing our mission. During our conversations the Board explicitly expressed that we cannot make commitments until after the congregation approves the annual budget.

MOTION: The BOT will allocate a one-time additional \$3700 requested by the Social Action Council to ensure 22 - 23 FY external commitments and programs to partnering and partnership organizations can be fulfilled.

- Resource: [Social Action Council Budget Proposal 22 - 23](#)

Aime moved to accept motion as written, Finnerty seconded.

Discussion around motion:

- Densmore - They understand that there will be no money for Pride Parade even though Pride was counting on it
- Gross - powerful appeal, but doesn't sit well



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- Aime - feels okay about it, the real fight is going to be leading up to next budget; this buys everyone some time about how things might look in the future monetarily
- Beckett - has been going to meetings, does feel that they need the money, IJT spent almost their whole budget on hosting the most recent family; this will give them until June to figure out how to supplement funds
- Hunt - do teams and councils need some help/ideas on how to do supplemental budgeting? Faithify?
- Densmore - there are pretty rigid guidelines now; would have to look at policy and see if it can be revised
- Aime - Generosity team will have opinions on fundraising

Motion carries with no vote from David Gross. The BOT allocates a one-time addition of \$3700 to the Social Action Council for FY 22-23.

NEW BUSINESS

- Safer Congregation Policy
 - Action/Discussion: Rose has reviewed our Safer Congregation Policy and has made suggested revisions to our policy. They have advanced this working draft for BoT action.

MOTION: Upon recommendation of the RE & E Coordinator Rose St. Clair, the BOT accepts the working draft Safer Congregation Policy July 2022 to be implemented effective upon BoT action and approval on August 23, 2022.

- Resource: [Working DRAFT Safer Congregation TX Policy July 2022](#) (displays the policy and the suggested edits)
- Resource: [Working DRAFT Safer Congregation Policy July 2022](#) (clean PDF copy with edits accepted)

Hanger moved to accept the motion as written; Hunt seconded.

Discussion around motion:

- Densmore - do we have enough money in the budget for all the background checks that are required as part of the policy?
- Aime - whatever the cost is, we need to do them
- Densmore - maybe we can look at mid-year to help plan for next year

Motion passes unanimously. The Safer Congregation Policy (revised July 2022) is approved.

- BOT Goals Discussion
 - Densmore - should the board work on strategic plan congregational goals with action items rather than have our own goals?
 - Hunt - church goals wrap everyone in, board goals are more specific
 - Densmore - isn't the board part of the congregation - we are responsible for aligning our goals to the church goals
 - Folk - church goals apply to members and staff, planning of board goals should be done with the church goals in mind and align to them - agrees with Densmore that they should be action items under church goals.

GRATITUDE PRACTICE

- Card Shower Recipient(s)
 - Lan Richart - past work and leadership as our church's Treasurer



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- Claudia Gross - hostess extraordinaire

NEWS FROM THE FIELD

- Congregational Life Council - David Gross
 - nothing to report
- Operations Council - Joe Finnerty and Karen Folk
 - [Ops Council Process](#) (DRAFT)
 - Concerned that the REE Council, from the notes of REE meeting, thinks they should be a part of the Ops Council
 - seems to be confusion about what the Ops Council is
 - Hunt - hopefully will get clarified at Council on Shared Leadership retreat per Ops Council Process
 - The turnaround for hiring a Sunday Coordinator was 5 days! Everyone worked together!
- RE & E Council - Steve Herzog
 - nothing to add
- Social Action Council - Penne Beckett
 - nothing to add - they will be happy to get funds
- Worship Council - Rev. KB
 - KB not here
- Strategic Planning (Monitoring) Taskforce - Karen Folk
 - need to meet in September to produce recommended goals for next year (FY 23-24)
 - the taskforce includes the ministers, reps from RJP, longtime church leaders -
 - they work a year ahead so generosity and finance can look at those things when doing campaign and budget

ACTION ITEMS

- Review New
 - Densmore will draft a letter from the Board to the Building and Grounds Advisory Group re: our concerns about our building being considered for historical preservation.
 - Beckett will let the SAC know about the additional funding the Board passed.
 - Densmore will work with Brian Franklin to set up a Doodle poll for a meeting of the strategic plan monitoring group (for the week of September 12th)
Densmore will write an enews article about this year's church goals and that the group will be meeting to come up with next year's.
 - Aime will invite the Finance Committee to the September BOT study session.
 - Hanger will look into holding the October study session at the Champaign Public Library. (DONE - nearly impossible!)
- Review Old
 - Densmore will work with Brian Franklin on how to best disseminate the accessibility assessment architectural plans to the congregation. (DONE)
 - Densmore will follow up with Wendy Graves/Accessibility Taskforce to let them know that they can take the lead in moving the accessibility plan forward, helping congregation to reach decision about next steps (DONE)
 - Hanger will let Steve Herzog know that we voted him in as a board member and she will let Brian Franklin know as well. (DONE)
 - Densmore will follow up with Gail Schiesser about the approved update to the Mediation Taskforce Charter and invite members to join the taskforce. (DONE)



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- Finnerty and Folk will come up with some potential names for Operations Council chair. (in progress - will do more discussion)
- Beckett will follow up with Mona Shannon about potential names for Generosity Chair or CoChairs. (DONE - willing to help anyone, but didn't have any good ideas)
- Densmore will schedule an ExCo meeting to plan out the BOT retreat agenda. (DONE)
- Review Ongoing/In Progress
 - Becky will create an infographic for eNews regarding congregants updating their Breeze profiles (she will work with Brian Franklin). UPDATE 7.26.22: New plan of action to ask groups to update Group Profiles and ask their teams to update their individual profiles. (In Progress)
 - All Board members will write card shower cards
 - Jody will send out the addresses for card shower recipients if needed

FUTURE DATES

- September 13, 2022 - Finance Committee Invited Guest to Study Session (Begin 6:30 PM)
- September 15 & 16, 2022 - Transition Team Retreat (1:00 to 5:00 PM each day)
- September 17, 2022 - Council of Shared Leadership Retreat (10:00 am to 2:00 pm at the church with lunch provided)
- September 25 to October 1, 2022 - Rev KB Vacation
- October 2 - CROP Walk for Hunger
- Becky vacation - October 15-22
- Jenny vacation - October 1-14

Meeting was adjourned at 8:37p.m.