



Board Meeting – March 2023

Our mission: To be a compassionate, welcoming community that nurtures spiritual growth and practices justice.

Meeting Minutes

Board: Kim Reid, President; Paul Trewartha-Weiner, Vice President; Kimberly E., Secretary, John Helmers, Treasurer; Brianna Berg, Molly Dingel, Jodi Edmonson, John Tacinelli & Walt Rothwell, Members at Large, Reb. Luke Stevens-Royer, ex officio

1. **Call to order.** Kim R. called the meeting to order.

Chalice Lighting & Reflection. Kim E. shared a reflection on the topic of vulnerability. (from <https://www.elephantjournal.com/2021/04/i-will-show-you-who-i-am-when-i-feel-safe-wholly-comfortable-poem-tomi-anne-raue/>)

Our True Selves

I think the hardest part about being seen in our truest form is being stripped of all our walls and defenses and being completely vulnerable. Vulnerability is terrifying and takes bravery, strength, and a willingness to first understand and accept who you are and then the courage to allow others to see you authentically.

Authenticity has always been important to me. Mean what you say, say what you mean, and be exactly who you are. No filter. With that said, being yourself is easier said than done.

I have never tried to be anything else, but showing who I am has often felt like a game of hide and seek. I hide behind layers of ice and stone until I'm wholly comfortable. Once I feel safe, I can be exactly who I am.

Who am I

I am a thick barricaded wall covering a pure and loving heart.

I am quick wit and sarcasm masking anxiety and insecurities.

I am stoic and unwavering.

I am cold and unapproachable.

*I am all of this yet none of this—
until my trust outweighs my fears.*

And then—I am me.

I am soft and I am vulnerable.

I am selfless and I am thoughtful.

I am encouraging and I am supportive.

*Peeled rough layers unveil—
a warmth that can entice the coldest of hearts.*

Patience so nurturing it can tame the wildest beast.

*A fiery spirit igniting a lost soul in the darkest of places.
Give me the freedom to be me, and I'll show you who I am.
I'll show you the hidden treasures and all the parts I've kept close.
Treasures only found in the illumination of trust and comfort.
My mystery is not intentional; it is cautious.
Caution I want to eliminate.
Walls I wish I could eradicate.
Permanently unpeeled and open.
then I can show you who I am.*

2. **Motion to approve agenda and previous meeting minutes.** Approval of the February 18th regular meeting minutes moved by Walt seconded by John H. Motion carried. Approval of the amended agenda moved by Paul seconded by Walt. Motion Carried.

3. **Financial reports.** The financial reports and Connie's financial notes were sent out prior to the meeting. John reviewed the highlights.

4. **Minister's report:**

As we move into this month, filled with building and property searching, our pledge campaign, planning next year's budget and a staff search process, updating policies and bylaws: we have many things to be grateful for, and a corresponding amount of details! Here are some updates:

- *Budget Planning:* We have drafted (and reported at a recent forum) two possible budget drafts, with an 8-13% increase. This includes equity-based salary adjustments (highest increases at our lowest wage ranges, no increase for minister, etc.), as well as deepening our music program support and adding a Social Justice Coordinator. Depending on the pledge drive, we will adjust what we can do, in all these areas, to varying amounts. I will welcome the Board's reflections in the coming months.
- *Music Search:* We have a music search team (Alex Higano, Charyssa Cobb, Beth Atkinson, along with me and Joe Mish) who are interviewing two strong candidates in the coming week. We are offering a position at 16 hours per week, defining this position a bit more broadly (rather than primarily a keyboardist, more of a collaborative musician) and are hopeful to announce this spring and for the position to begin right after Austin is finished.
- *Building Our Future:* As we move into deeper planning, I think it is important to consider leadership development practices. Our forming teams, while they are limited, are meant to be like small groups to help keep reflections constructive and inclusive, with the larger goal of these teams planning ways for the entire congregation to be involved. (some examples...) As we continue this process, we'll continue to feel the complex anxiety of a church our size that wants to involve everyone, and at the same time needs to choose leaders intentionally. Too wide a net for core leadership decisions can unintentionally have the opposite effect: it can be exclusive due to its overwhelmingness of group size. I feel very positive about our

teams, as a mixture of recent and longtime members, various perspectives and expertise. This is intentional, and I think will serve us well to continue to expand the conversation beyond these teams to the entire congregation.

This is a significant and historic time in the life of our church which comes with many feelings and experiences among leaders: excitement, anxiety, uncertainty, and even, joy. I trust we will continue, in good faith, to communicate as best we can, attend to complex emotions in the congregation with compassion and a steady presence. These practices will help hold us together in the expanding and dynamic shifts in our shared life. And what a blessing those shifts are!

In faith,
Luke

Old business

5. Risk Reduction Policy

Motion to approve the Risk Reduction policy made by Walt, seconded by John H. Motion carried.

Motion made by Paul, seconded by Walt, to consult with Terri to develop related curriculum and staff training and offer appropriate compensation. Motion carried.

6. Approval of F&M Banking Resolution

Motion to approve the F & M Baking resolution made by Walt, seconded by Jodi. Motion carried.

7. Shared Ministry Team Updates: for the full reports go to:

<https://uurochmn.org/shared-ministry-team-meetings/>

and revise the bylaw recommendations. Their charge is to complete the work by April 1.

- Faith Development (1/8 meeting postponed and has not yet met.) Chalice camp is already accepting reservation and are looking at how to include more adults.

Discussion of RE needs for the new building were discussed. Also explored getting people trained for OWL.

- Worship and Music is planning a retreat in April 8th.

8. Building Our Future Beyond Ourselves

- **Core Group 3/12 meeting update**

The Core Group met to develop a planning strategy for meeting.
Next group meeting April 16

- **Property update**

Impressions of the 2 forums were discussed. There is some additional due diligence being done on the Viola Rd. property. The Viola rd. is not currently annexed by the City of Rochester but the surrounding neighborhood is. The city would want to annex it once a building permit was applied for. SAC and WAC has already been paid for on this property.

The need for a process to make decision and move forward was discussed. The property committee will bring forward the most viable property. We would like them to bring about 3 properties and then send an email for a straw poll for the congregation prior to the 4/11 special property board meeting.

A special meeting of the board to discuss property was needed. The board agreed to meeting on 4/11 at 4:00. We also need to consider congregational engagement throughout the process.

- **Architect Update**

That team has contacted both architects to get preliminary information. After meeting with the architects, they will make a recommendation to the board.

New Business

9. Flora Woodworth Trust

Walt moves, John H. seconds for the board to approve terminating the Flora Woodworth Trust created under the Flora Woodworth will, dated May 4, 1923. The Board authorizes the Financial Chair and the Board Chair to execute the termination of the trust document.

The Church May loan itself monies from the Flora Woodworth funds with the expectation that those monies are repaid in full. The Board recommends that these funds be considered as a source to help pay for costs related to landscaping or music in the new building.”

Motion carried.

10. 2023 Bylaws Draft Introduction (focus of April 19 forum)

Work began last fall to make sure our Bylaws reflect our Shared Ministry governance structure.

The revisions have been groups into 3 groups for ease of discussion. The revisions were share and reviewed. Board members are asked to review and reflect on these changes for the April meeting.

11. Other

Meeting adjourned.

Next Meetings: April 11 4:00 special building meeting; Regular board meeting 4/19 7:00 pm

Reflection theme: Resistance -- Walt

Respectfully submitted, Kimberly Edson, Secretary