

**UNITARIAN UNIVERSALIST CHURCH OF MIDLAND  
3301 NEELY AVENUE MIDLAND, TEXAS**

**MONTHLY MEETING OF THE BOARD OF TRUSTEES**

DATE: March 14, 2021

PRESIDENT: MAUREENA BENAVIDES - PRESIDENT ELECT: JANINE DECKARD -  
TREASURER: ALEX FIELDS - SECRETARY: APRIL GRAHAM - AT LARGE: DAVID  
ALLEN, LISA JEBSEN, BEVERLY WISE  
REVEREND JULIE LOMBARD, EX-OFFICIO

\*Action items in orange

\*Board motions in blue

**CALL TO ORDER** at 12:30pm **CERTIFY QUORUM** – 7 board members present

**OPEN FORUM FOR CONGREGATION OR INVITED GUESTS** – None present

**CONFIRM ACCEPTANCE OF REPORTS (consent agenda) done online/email:** All are in favor.

\* **MINUTES FROM PREVIOUS MEETING**

\* **MINISTER'S REPORT**

\* **EDUCATION REPORT**

\* **COVID CARE**

\* **TREASURER'S REPORT** –

Maureena moves to accept reports – Janine seconds. No abstentions.

**OLD BUSINESS:**

**SIGN UP FOR BOARD WELCOME** –

<https://www.signupgenius.com/go/70A0548AF4E2BABFF2-uucom>

**WEBSITE UPDATES** – Jessica gave an overview of the process of updating the site. She wants to be done by fall (August or September). Maureena suggests forming an ad hoc committee / subcommittee to advise Jessica on the updates. Jessica suggests Barbara, Rev. Julie, maybe others? Maureena moves that we charge Jessica, Julie, and Maureena with developing a subcommittee on the website update; Lisa seconds. All are in favor.

**BUILDING USE AND COVID RUBRIC** – David presents ideas for changes to the opening phases: Changes to Phase 4: meeting inside the building for those who have completed their

vaccinations, and/or once the wider community COVID test rate is under 5%. Phase 5: once the wider community COVID test rate is under 3%. Current rate is 6%. (Feb. 22 email has this info)

Maureena suggests that we need to include some more inclusive language and make sure we aren't using ableist language.

**SOUTHERN REGION LEADERSHIP TRAINING UPDATE** – Janine gave an update. We had our last meeting and it was a great experience.

**NOMINATING COMMITTEE UPDATE** – Beverly says Alex has agreed to stand as President-Elect; we need a Treasurer now. **Maureena suggests asking the congregation during service**; we should have a person by May 1. (Reminding them that the person has to be a member for 90 days by May 1) Alex offers to help the new treasurer. Ideas: Scott Betton, Rebecca Dodge.

**TRANSITION TEAM / COMMITTEE ON MINISTRY UPDATE** – Meeting was postponed to sometime next week. The board needs to charge the team with their duties.

**OUT IN WEST TEXAS VOLUNTEER NEEDS** – OIWT needs people for their board. Write a letter of interest to directors (directors@outinwesttexas.org) . **Maureena suggests putting together a slide to advertise for volunteers – making it clear that this is our mission project.**

**PPP STATUS** – Emily forwarded an email saying our forgiveness status is still under review by Capital One.

New PPP loan – Jessica says we do not qualify – SBA says we need to have a 25% reduction in revenue in 2020 compared to 2019. There is some confusion about how to look at these numbers. **Maureena motions that Jessica and Alex consult with Erika Stoltz on the PPP Loan. Seconded. All are in favor.**

**CREATING A WELCOMING CONGREGATION** – Janine is compiling a history of LGBTQ education opportunities and events and completing the digital application. Then, UUA will call for an interview with the welcoming congregation committee. Janine asks if we need to **have a congregational vote on it at the next congregational meeting** – Maureena says yes.

#### **NEW ACTION ITEMS:**

**SOCIAL ACTION UPDATE** – April 18 for Earth Day service. **April will ask the SAC whether we want to ask for a congregational vote on the 8<sup>th</sup> principle in May.** Meeting on Saturday.

**COMMITTEE BUDGET UPDATES FOR UPCOMING YEAR** – \$4000 music budget, \$200 professional expenses for Scott and Sonja; **April will re-send the SAC numbers to Alex.**

**STEWARDSHIP PLAN** – Janine and Julie are getting together the letter to send out for Stewardship; **they will request previous letters from Jessica as a model.** Deadline for pledge cards: May 1.

End of campaign: **Congregational Meeting May 16 (board meeting May 2; pledges deadline May 1)**

**WORK FROM NEW HAMPSHIRE / WORSHIP CHECK-IN** – Julie plans to start driving back to Texas tomorrow. Maureena asks, how do we feel about moving Phases now that Julie will be back? Staff has asked that we not move to Phase 4 until after Easter. Janine points out that we need someone to help Julie do setup if she does service from the church and on Zoom. *Alex suggests the worship associate (Barbara).*

Julie suggests open to Phase 3 on the 28<sup>th</sup>, then move to Phase 4 after Easter. Alex motions that starting in Phase 3, the worship associate will assist the minister for Zoom services that are hosted at the church.

*April moves that we move to Phase 3 on the 28<sup>th</sup> and to Phase 4 on April 11, barring any drastic rises in COVID numbers. All are in favor.*

**GARDEN** – Frank’s estimate: \$600 to take it down, \$120 every two weeks to maintain. April will get more info and we will vote via email. *April motions that we have Frank take down the garden for \$600. All are in favor.*

**SUMMER WORSHIP SERIES** – last year was an anomaly because of COVID – but this year we should get back to “normal.” Julie would like some people to plan with for the summer – a worship committee. Maureena suggests a committee council; Julie suggests something more consistent to help her plan a year of worship, but especially for summer.

*Maureena motions that we create a worship committee that includes a person from social action, welcoming congregation, DRE, music directors, and the minister at minimum, to meet monthly and to create a summer worship plan ready to present to the board, to be voted on at the congregational meeting. Janine seconds. All are in favor. April will talk to the SAC to find a volunteer.*

**ICON DATA COLLECTION NEEDS** – *Julie will get with Jessica on this and report back by next meeting.*

**BOARD DUTIES-ORGANIZATIONAL CHARTS/CALENDAR REVIEW FOR HAND-OFF** – *We need to review our calendar and duties for hand-off in June. Tabled for next meeting. April will get the Board handbook started and share it with everyone.*

**TRANSITION TEAM (COM) DELEGATION OF DUTIES** – Possible duties: create an evaluation / shepherding / accountability process for the staff, board, and committees – ministry evaluation process; create a conflict-management process beyond disruptive behavior – nonviolent communication model; create a leadership covenant.

*Maureena moves that we call this group the Committee on Shared Ministry, and that we charge them with the following: Create a ministry evaluation process for staff, board, & committees (Committee Goals via shepherding accountability, notebooks). 2. Create a conflict management*

process beyond disruptive behavior- nonviolent communication model. 3. Create a leadership covenant. Janine seconds. All are in favor.

**YMCA** – Maureena moves that we add the YMCA to our list for share the plate. All are in favor. We will designate YMCA as recipient for May.

#### **BOARD THANK YOU FOR MONTH OF MAR –**

**The Welcoming Congregation Team** for the WCT needs assessment zoom poll prep & roll out.

**Rebecca Dodge-** for sharing her art with us.

**Staff-** for their commitment with worship & for to work through any and every issues.

#### **PERSONAL CHECKOUT**

**PROCESS OBSERVER REVIEW-** Janine

#### **CLOSING WORDS AND ADJOURN**

**MEETING END TIME: 2:21pm**

**Next Board meeting date(s): April 11, 12:05pm**

Respectfully submitted by April Graham, Secretary