Board of Trustees (BOT) Meeting Minutes
Tuesday, November 18 · 6:30 – 8:00pm

Use Democratic Rules of Order & BOT meeting protocols policy.
(*) annotates items BOT members must review prior to meeting

1. **Chalice Lighting:** The President called the meeting to order at 6:31pm with a Thanksgiving Blessing

   ***Mission Statement**:* Rooted in a community of love, the mission of ASUUC is to cultivate compassion, foster spiritual connection, and enact transformative justice to heal ourselves and the world.

   BOT Covenant: With love, joy, and mutual respect, we promise to come prepared, listen with empathy, communicate with honesty, and collaborate for the good of our community.

2. **Attendees:** BOT Members attending: Glen Day (President), Lynn Hughes (VP), Linda Nicks (Past President), Stan Kidder (Treasurer), Gay Harrison (Secretary, via on-line), Dale Young (At Large), Julie Caballaro (At Large) and Sue Neufeld (At Large). Visitors: Jo Wynn and Sandra Collins

3. **Consent Business Items**
   a. ***Approval of past month minutes:** Sue moved that the BOT approve the October BOT Meeting minutes. Stan seconded the motion. Motion passed. Minutes will be published.
      - October minutes
4. ***** **Minister's Report: Reverend Ron gave an overview of his report.**
   a. November report
   b. Ron has polled staff about the second service for input on what's working and what's not? He is collecting suggestions as our 2 service trial period continues.
      - Lynn mentioned working on improving storage around the building with Becky Harrison. There is more stuff tucked around the building than expected. The Project to get better organized and establish guidelines is on-going.
5. **Additions from BOT members**
   a. Linda Nicks shared a note about upcoming Council Meetings and Potlucks.
      - Additions
      - The Town Halls will now be Jan 11 and May 10th at 6:30-8:30pm.
6. **Team and Committee Reports**
   a. **Minister Review Task Force** (3 min)
      - The Past President, Linda, will put together a task force for the annual Minister's review. She will follow the current Minister's Review Policy and Procedure.
        - Review is to be completed by mid January.
        - Task force includes the Team on Ministry
        - Review will be presented to the board by March 2026

b. *** Treasurer:** Stan asked if anyone had questions on his report. There was one question dealing with a gift donation not in this month's report– it will be in next month's report.
   - Report
   - Funding requests

c. **Finance committee report:** Stan shared the team's notes about our budget workshop.
   - Notes on Aspirational budget meetings

d. *** Building and Grounds**: No B&G rep was present and no new report was sent in.
   - The Treasurer was asked about finding funds for the small hall soundproofing
   - Stan said the team had not yet worked out where to find the additional funds.

e. **Governance Team:**
   - Dale discussed fundraising bylaws being needed to help make sure we don't exhaust the congregation with too many requests for money. The Board agreed to require that teams come to the Board to have all fundraisers approved. Linda agreed to take this new directive to the Council.
   - Dale asked about accepting gifts based on the Treasurer's report. A liability fund has been created to accept a check donation for the Book Club. Dale asked that, since we are accepting this gift, we also agree to accept other gifts such as the bookcases as long as the gift value is under $1K, is of practical use and has a team that accepts/manages it *until the gift policy is completed by the Finance Committee.* The BOT agreed to this business policy.

f. **Bylaws Task Force:** Dale reminded us that the Bylaw Review team was on a pause.

g. **Care Team Updates:** Linda reminded everyone about the Thanksgiving potluck.
   - This holiday event will be advertised in the weekly newsletter.

h. **Membership & Welcoming:** We are seeing an increase in new members! Yeah!
   - Potluck supper for the fall Getting to Know UU classes is scheduled for Nov 22.

i. Digital Ministry/IT team status report, e-news, processes: Nike provided a thorough report worth a full review. One major take-away was about TikToc.
   - "After posting some videos pertaining to social justice and activism, our TikTok growth tanked. For nearly a week, we had zero views on any videos. We didn't see the same change in activity on any other platform. Before this, I wasn't sure if shadow banning was an actual thing, but I'm kinda convinced now. We haven't fully recovered, but have since had big success with a couple of videos. I'm experimenting with leaving hashtags off for now."
   - Social media report

j. **Personnel Team Report:**
   - Linda will stay on as lead for the Personnel Team.
   - The board discussed who would comprise the hiring team for our new Accompanist job.
   - The board had a long discussion about health insurance options for our staff.

k. **Nominating/Leadership Development Committee (LDC)**:
   - Jo Wynn was present and the LDC is getting active.
   - It was asked if the LDC needed to nominate attendees for the UU General Assembly. The LDC can definitely advertise to all that we want attendees and the board will decide on the voting attendees that will represent ASUUC.

l. **Dismantling Racism Team**: Rae Blaisdel detailed a request for workshop funding.
   - Request for funding of Roots & Recon Community of Practice
     - Proposal letter to BOT

- Overview: Roots & Reckon is a 6-month community of practice for Rocky Mountain region congregations who want to go deeper in their racial justice and decolonization commitments in order to discern how they are called to be part of place-based flourishing and generational healing. The community of practice offers intensive and supportive leadership development that has ripple effects throughout the congregation and community. Participation in this community of practice will support ASUU leaders to more fully live into part of your church's mission "to enact transformative justice to heal ourselves and the world."

m. **Hospitality Team**: Rev Ron shared that the kitchen team supported offering food and drink after the 11am service.
   - He will check with the teams that are volunteering for the kitchen to ensure theat they are getting enough participation/support.
   - The service last week DID offer coffee and snacks and it was well-received.

7. **New Business**
   a. **Planning the Town Hall for January 11**
      - Linda and Glen will plan and lead this Town Hall that allows member inputs.
        - Will review the board visioning plan and launch opportunity for input
      - Next Town Hall will be Sunday, May 17
   b. **Gift tree benefitting immigrant children**: Phyllis Dunn requested that ASUUC again host a gift tree. She has agreed to set the tree up and run the program.
      - The board affirmed approval for the gift tree by email consensus.
        - The word on sponsoring a gift will be put out in the ASUUC email
8. **Final Comments:** Glen Day asked that we recognize this month's volunteers
   a. The BOT will send thank you notes to these great volunteers
      - The LDC for their efforts to decipher and get things up and running
      - Kate and Will Crow for bringing so much to our community
   b. **Next meeting(s)** – December 16 (Held on 3rd Tuesday to avoid holiday travel issues), January 27, and Town Hall on January 11
   c. Adjournment: The monthly BOT meeting was adjourned at 8:15 pm. The board then moved into Executive session. Minutes of an Executive session are not made public.

These minutes respectfully submitted by the BOT Secretary, Gay Harrison.