

## **Annual Congregational Business Meeting**

**May 15, 2016**

**Draft Minutes**

CHIMES @ 11:15

### **1. Parliamentary Lesson**

Amy Wissekerke offered an explanation of our procedure, which is governed by **Roberts' Rules of Order**.

### **2. Establish Quorum**

Head Teller Walt Megonigal reported that there are 72 voting members in attendance. (The final number was 76.) Our Bylaws require that 10% of membership be present to constitute a quorum for conducting the business of the church. Our membership as of April 15<sup>th</sup> is 411. Thus quorum requires that 41 members be present. We have a quorum.

### **3. Greetings**

President Laura Horn, acting as Chair of the meeting, called the meeting to order. She recognized Al Reynolds, who will serve as Parliamentarian today, and thanked Jen Caswell Colbert for help in creating the script for the meeting, which helps us be open and efficient. She reminded parents that children would be brought to the playground at 12:30 if the meeting runs that long.

### **4. Chalice**

Christina Rivera offered words for the lighting of the chalice.

### **5. Opening Words**

Rev. Erik Wikstrom offered opening words. He lifted up the memory of two past presidents of the congregation, Bill Spurgin and Eleanor May.

### **6. Approve the Agenda**

The Chair called for additions or corrections to the agenda. None being offered, she asked for a motion to approve the agenda.

**MOTION:** I move to approve the Agenda.

**The motion passed by majority vote.**

## 7. Approve Minutes of April Congregational Meeting

The Chair called for additions or corrections to the Minutes of the April 17, 2016 Congregational Meeting. None being offered, the Minutes were approved as distributed.

## 8. Nominate new leaders

The Chair called on Bob Brett, chair of the Leadership Development Committee, to introduce the nominations for Board of Trustees positions.

This year's Board nominations are as follows: Jen Larimer as Vice President, George Maris as Secretary, Ann Salamini as Treasurer, and Jeanine Braithwaite as a Member-at-Large. Vacancies include President Elect and one Member-at-Large position. The Leadership Development committee is still actively recruiting for the open positions.

The Chair called for nominations from the floor for each position. There being none, Jen Larimer – Vice President, George Maris – Secretary, Ann Salamini – Treasurer and Jeanine Braithwaite – Member-at-Large, were each declared elected to the Board of Trustees by acclamation.

Bob resumed with nominations to the Personnel Committee: Stephanie Lowenhaupt (one year term), Sheri Edgecomb (two year term) and Donna Redmond (three year term).

The Chair called for nominations from the floor. There being none, Stephanie Lowenhaupt, Sheri Edgecomb and Donna Redmond were declared elected to Personnel Committee by acclamation.

Bob continued with nominations to Leadership Development Committee.

Don Landis, Sean McCutcheon and Cathey Polly were each nominated for a two year term.

The Chair called for nominations from the floor. None being offered, Don Landis, Sean McCutcheon and Cathey Polly were declared elected to Leadership Development Committee by acclamation.

Bob concluded by asking for congratulations for the newly elected officers and committee members. The Board led the congregation in enthusiastic congratulations.

The Chair also thanked those members who will finish their terms at the end of June, including Board members Ann Salamini, Amy Davis, Marlene Jones, Sally Taylor and Walt Megonigal and

Leadership Development members Bob Brett, Lynn Heath, Karen Ransom, Donna Redmond and Tyler Rines.

## 9. Treasurer's Report

Christina Rivera reviewed the state of TJMC's finances.

We are three quarters of the way through our church year, with revenues of \$382,643 and expenses of \$361,987 for a surplus of \$20,655. This surplus will rapidly decrease in the next quarter as one-time yearly expense, such as liability insurance, are paid. Our revenues are slightly lower than target (75%) at 72%, however we are also keeping expenses lower than target at 68% of our full-year budget.

Revenues have met or exceeded projections in every fundraising event this year such as both auctions and the yard sale and include new events such as the Lip Sync Battle. Our most recent auction took in \$14K and is expected to bring in a bit more due to ongoing dinner sales so make sure you sign up for your favorite Auction Dinner! Rentals and scrip revenue continue to be lower than the budgeted projections. Expenses are being kept down through the use of multiple line items.

As mentioned previously, the Finance Committee, Board of Trustees and staff have worked hard to bring you this program budget earlier than last year in order to have time to receive your feedback. We've taken your feedback about TJMC-UU mission priorities and pledge resources and revised the budget into the presentation today.

The budget, this year's and previous year's financial records are always available in the Church Office and you are always welcome to call, email or make an appointment to chat with me about any questions you have on our financial reports.

## 10. Strategic Plan Update

Breck Gastinger presented slides reviewing the major goals and objectives of TJMC's Strategic Plan and also highlighted progress made in many areas.

## 11. Budget Presentation

Following the budget presentation, the center microphone was opened for point of clarification questions.

Cathey Polly (POC) – Would the Board consider postponing the GIFT payment to the UUA until the end of the year? – This item is paid quarterly and is used as a relief valve. Though we try to be generous, we currently pledge much less than the recommended amount.

Dan Grogan (POC) – There was \$2800 for security this year, but nothing in next year's budget. – We won't be inviting someone in to lock up after rentals. Instead we will include coverage for this service as part of the rental fee. The money is included under congregational administration.

Stephanie Lowenhaupt (POC) – What will we do about the depleted building reserves? The boiler is on borrowed time. – This fund gets deferred year after year. The Board believes it is time to have a mini capital campaign to fill the coffers. We have heard from several people that they would be willing to participate.

**MOTION:** Approve the 2016-17 budget as presented in its entirety.

Stan Walker (CON) – I've been on the Finance Committee for twelve years, including serving as Controller for two years. I have nothing but praise for the work of the Board and DAF. What I haven't heard is acknowledgement of the Finance Committee's part in preparing this budget.

Membership was rising in the past but now it is shrinking. We need to face that reality. There is a deficit of \$15,600 this year and untested new revenue sources. We used to have an operating reserve fund which was emptied several years ago. We can't count on income to justify this amount of deficit with no reserves to cover it.

Amy Wissekerke (PRO) – I've watched our budget shenanigans for the past five years. There has always been a shortfall at some point, and it has always been managed in a way not to damage the staff / board relationship. Building maintenance and volunteer / staff morale have been the losers. Don't treat your volunteers as free. Our staff are human beings who cannot operate at their best when their salaries and benefits are always on the chopping block. We need to diversify revenue streams, increase the endowment and stewardship. Making up losses in rentals is a priority.

Doug Webbink (CON) – I oppose this budget, though I expect it to be passed. We're not putting anything into the church sabbatical fund. I admire the hard work already done, but there are important things that we're not funding. – We have \$13,000 in the sabbatical fund. That is enough for the two three month sabbaticals coming up. Once a sabbatical is taken, the Board has committed to \$2500 / year to rebuild the fund.

Stephanie Lowenhaupt (CON) – The Board has done the best it can, but declining membership and lack of reserves make it impossible to maintain our infrastructure.

Adam Slate (PRO) – I'm skeptical about relying on new fundraising. Some of the ideas will fizzle out pretty quickly. Our infrastructure needs are important. However, as a nonprofit, it is our duty to make this work. If we're still in difficulty six months into the next fiscal year, we can pay the piper then. There is no need to do it now.

Breck Gastinger (PRO) – The thinking and effort going into this budget started with priorities, which are reflected in the budget. Some difficult decisions went into it. We are at a point where we can work with this budget. There are areas we can work with to manage the budget. I'm excited about leveraging our space for rentals and finding revenue streams from outside the congregation. None of these new streams is included in this budget.

The Chair called the question.

**MOTION:** Approve the 2016-17 budget as presented in its entirety.

**The motion carried with 58 votes in favor, 14 against and 2 abstentions.**

## 12. Minister's and President's Reports

**Lead Minister's Report**  
Congregational Meeting  
May 15, 2016

Last year at around this time the Board was wrestling with how to tell me about the level of dissatisfaction they were hearing – and many were feeling. They were wrestling because the dissatisfaction was about me and the way I had been – and had not been – performing my duties. For many, worship was not as engaging and moving as folks felt it should have been. (One of the primary attributes you all had looked for during the search process was someone who would maintain, and build on, the quality you had come to expect from your clergy.) For some this had to do with content; for others it was a matter of how far I had taken the idea of “shared ministry.”

And while everyone agrees that it is incredibly hard to keep up in this internet age, there is no question that my frequent lack of responsiveness was problematic for some of the people who should have been able to expect more – too many emails remained unanswered for too long. And there were those who said that they just didn’t see me “show up” in a whole lot of ways. Others simply said that they didn’t experience the leadership they’d hoped for when I was called.

All this to remind us that at around this time last year the Board was wrestling with just what to do. So we talked, and they were clear about what had to change. And they hired a consultant from the UUA to come and work with us. And they committed to this being a year in which both they and I would work to turn things around. My column for our monthly Bulletin this past October addressed all of this and my sense of this being a time of resurrection and rebirth for our relationship and for my ministry. [I posted the column to my blog if you’d like to re-read it: <http://a-ministers-musings.blogspot.com/2015/10/on-resurrection-and-renewal.html>]

I am happy to say that, looking back at the year, I think we did good. The Board and I have re-established some of the trust that had been bruised, and they have been working on their own internal functioning, their relationship with the staff, and their transparency with the congregation at large.

Worship has, by most accounts, become the kind of experience people had been hoping for -- the music has always been fabulous, but now

the sermons, the flow, and the overall integration of elements are again seen as strengths by those who had felt them to be lackluster. To be sure, there have been people throughout my five years here who have always felt well fed in our Sunday sanctuary services. Their experiences are as equally valid as those of the people who were dissatisfied, and they should not be discounted. Yet I think that most everyone agrees that things have improved. This is important, because our Sunday sanctuary worship is the one time in our congregational life each week when most of us are together in one place. If worship is seen as weak, it colors the experience of most everything else. This year we have seen the return of some of those who had fallen away – many quite enthusiastic about the changes they see – and we have had a whole lot of new folks checking us out.

I think that there's demonstrable improvement in the other areas on which the Board directed me to focus, as well. I still do not return every email as promptly as some would like, but it now seems that my backlog is more in line with that of people in any other profession who are deluged by messages. I have been tremendously enjoying the work parties and social events I've attended this year, and am no longer such a stranger during our post-worship social hour. I have also made a much more concerted effort to reach out to committee and task force chairs even when I'm not able to attend all of their meetings. I am sure that there is more I could be doing, perhaps even *should* be doing, yet I keep hearing from folks who have noticed the difference. All to the good.

I want to lift up one area of my involvement in our congregation's life this year – our work for racial justice. My decision to post a Black Lives Matter sign in our sanctuary following the shootings in Charleston, SC, has been, to say the least, controversial. There are some who have said that it takes away from their sense of the sacred in that space, while others have said that it makes the place feel even more like a true sanctuary. Many have said that the sermon I preached on the Sunday before hanging the sign has been helpful for them to have heard (or read). Here's a link: <http://a-ministers-musings.blogspot.com/2015/06/from-not-again-to-never-again-sermon-in.html>

Far less controversial was the #Rally4Freedom at the Free Speech Wall in late December to call the wider Charlottesville community together in solidarity with our Muslim kin in response to Donald Trump's assertion that we should ban all Muslims from entering the country because of fears over terrorists. (As if the two groups are synonymous.) Our relationship with the Islamic Society of Central Virginia only deepened when quite a number of people from this community accepted their invitation to an Open House. This renewal of a friendship between faith communities (that was started during the time of profound commitment to the work of racial justice through our Undoing Racism committee) is a beautiful thing to behold.

As an aside, if you're not familiar with the tremendous efforts made by our Undoing Racism Committee, many of their accomplishments are included in the Racial History Timeline that was created as a follow-up to a part of the Beloved Conversations program. Although it's an admittedly incomplete timeline, it aims to bring together important national, state-wide, local, and congregational histories that impact issues of racial justice in this country. Copies are available in the foyer.

Speaking of the Beloved Conversations program, this fall and winter 25 members and friends of the congregation took part in a multi-week program that aims to help congregations have "healthy conversations about race and identity." Developed by Dr. Mark Hicks at Meadville Lombard Divinity School, the program began with a weekend workshop led by a Meadville trained facilitator. It continued with two groups engaging in eight two-hour sessions that were facilitated by Leia Durland-Jones, Frank Dukes, Bob Gross, and myself. In offering Beloved Conversations we joined with many other congregations throughout our movement that have found this to be such necessary work. [For more information you can go to their website: <http://www.meadville.edu/beloved>]

We have been engaging in a number of ways this year with this important work – the work of dismantling racism and recognizing the role white people play in the *systems* that perpetuate it. Our Racial Justice Steering Committee – in many ways a reborn Undoing Racism

Committee – has been coordinating the work of people who are bringing information and resources to our attention each week at a table in the Social Hall following worship; people who are working to build deeper and wider networks of relationships with people and organizations within the African American community; folks who are working to create a “curriculum” that can take a person from being first introduced to the concepts of “white privilege” and “systemic racism,” to deepening their understanding and developing the skills and awareness to respond, to providing guidance and opportunities for those wanting to be actively involved in anti-racism and anti-oppression work. One other avenue of our commitment to racial justice has been the work of the Public Witness subgroup who have brought to our consideration a statement of support for and solidarity with the Black Lives Matter movement, using language adopted at the UUA’s General Assembly in the summer of 2015.

Are there places in our congregation’s life that could stand improvement? Of course. Yet I have to say that from my vantage point, things seem a whole lot better than they did at this time last year. I have heard many of you, too, express your sense that, to paraphrase an old B.B. King song, “the thrill is *back*.” Year 5 of our mutual ministry is coming to an end. The future is before us ...

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As some of you may know, at each of our regular staff meetings, and at many of our monthly Board meetings, we take time to lift up people whose service to the congregation has particularly struck us. It’s not uncommon for us to write and send cards to these people, because we can never say “thank you” enough. And, so, it wouldn’t be a Lead Minister’s Annual Report without expressions of gratitude.

The staff here at TJMC are both awe-inspiring and a whole lot of fun to work with. **Caroline Hines** (RE Assistant) is able to keep more balls in the air than the greatest of jugglers, and does so with seemingly endless energy. **Wendy Steeves** (Office Assistant) who, while discerning her own call to ministry, is most certainly providing a real ministry to our community. **Scott DeVeaux** (Director of Music) continues to astonish me with both the beauty and the power

of his playing, and his ability to take a reference from the sermon I've just preached and turn it into a stunning offertory. **James Smith** (pianist) thinks deeply about every song he plays, choosing just the right thing for each particular element of each particular Sunday, and then manages to create interpretations that reveal new beauty in even well-known pieces. **Alex McGee** (Assistant Minister) provides a much-needed voice in the pulpit, has pastoral instincts that often leave me speechless, and puts up with the less-than-Spartan decor in our shared office with incredible good humor. **Leia Durland-Jones** (Director of Faith Development) is hands down the most gifted professional religious educator in our movement and, even without the benefit of ordination, one of the truest ministers I have ever known. **Chris Rivera** (Director of Administration and Finance) is the newest member of our staff team, yet I was shocked to remember that at this time last year she had only been with us for a month! Chris brings a sharpness of mind and a largeness of heart that is a rare combination, and boy is she ever fun!

For most of this year the senior staff – Leia, Chris, and myself – have met weekly with **Laura Horn** (our Board President) and **Karen Ransom** (our President-Elect). [**Sally Taylor**, who would have been our Past-President and part of these meetings stepped down from that role in order to step up to fill the role of Vice-President which had become vacant. None-the-less, if the role of the Past-President is to share the wisdom gleaned from their previous years of service, Sally has continued to fulfill those duties faithfully!] These Presidents Meetings are a chance for us to check in with one another as people and to focus in on the work of the congregation in ways that are simply not possible at other times. Unless you have been a President of the TJMC Board, you have no idea how much these volunteers bear. People carry to them, it seems, all of their complaints (both large and small), and they, themselves, carry worries about things almost no one else needs to know about. Laura has brought a humble and gentle compassion to her work this year, and has kept in front of the Board the congregation's deepest longings and vision. Karen will be a very different kind of President, yet the gifts she brings seem to me to be exactly what we will need in the coming year. (Not least of

these, of course, is her sense of humor and her love of this community.)

I would be remiss if I did not mention our fabulous **Facilites Task Force**: Ian Sole (chair extraordinaire), Elizabeth Breeden, Breck Gastinger, Dan Grogan, Katie Corish (who is deeply missed), Trish Schechtman, and Dennis Harris and Elaine Simpson at Martin Horn. Some of these people have been involved with visions of our buildings for more than a decade (and there are many other names that could be added to these – thank you, too!). Their dedication, their persistence, their commitment, and their sheer orneriness is what made it possible for us to have a Summit House that once again looks and feels safe and beautiful, and a Lower Hall (with elevator!) that is beyond what most of us could have imagined. But they knew where they were headed, and they took us there with love.

As I noted earlier, this was our fifth year of mutual ministry. In a different context last year I quoted one of my favorite passages from the writings of Dag Hammarskjöld:

For all that has been – thanks.  
For all that will be – yes..

Pax tecum amicis (Peace be with you, friends),

RevWik

### **President's Annual Report, May 2016**

From Bird by Bird: Some Instructions on Writing and Life by Anne Lamott

*"Thirty years ago my older brother, who was ten years old at the time, was trying to get a report on birds written that he'd had three months to write. It was due the next day. We were out at our family cabin in Bolinas, and he was at the kitchen table close to tears, surrounded by binder paper and pencils and unopened books on birds, immobilized by the hugeness of the task ahead. Then my father sat down beside*

*him, put his arm around my brother's shoulder, and said. 'Bird by bird, buddy. Just take it bird by bird.'"*

Anne Lamott's text guides my annual report to you. I hope to provide a simple, informative look at the board's 2015-2016 goals and our progress relative to them. I shall aspire to make it interesting but promise only to make it truthful from my point of view. We'll do it bird by bird. I caution you: The birds I write about here are the birds of governance. Their plumage is subdued; their calls, sometimes strident. If you want to read about the vibrant, colorful, tuneful birds that make up the life of this church, I commend to you the annual reports of the committees and councils and the stories of our work in the world.

These six goals appeared on our board agenda and meeting minutes through the year. We have reviewed them as a board each quarter, and will take final stock in June.

- Demonstrably improve the way the congregation experiences the ministry
- Build a plan to ensure TJMC's financial health
  - Establish working Stewardship Committee
- Re-address Triune model
- Create Campus Management Plan to identify and prioritize capital projects and prepare maintenance plan
- Keep commitments for the successful roll out of the Strategic Plan
- Embrace Beloved Conversations

### **Bird number one: Demonstrably improve the way the congregation experiences the ministry.**

RevWik reports on this goal, in detail and with care in his annual report. This board, and the one before it, came together to say what it was that we needed from our minister, and we set out together to have a year of transformation. We all had to learn to speak directly and truthfully, acknowledge disappointment, heal our hurts and rebuild

our trust. I am grateful for RevWik's belief in transformation, his radical honesty, his ability to lead a rebirth of his ministry and of the way the board and staff worked together.

We asked for, and believe we received, dramatic improvement in worship, engagement, presence and leadership. We got the minister we had called with such joy (five years ago this April).

**Bird number two: Build a plan to ensure TJMC's financial health; establish a working Stewardship Committee.**

We have established an active and motivated Stewardship team, led by RevWik. The team's mission includes bringing new knowledge and best practices for year-round stewarding of assets (physical, human and financial) into our habits, and putting supporting systems into place. Let's look at how we are stewarding our treasure, time and talent, and our space.

Treasure:

We recently established a Revenue Task Force, charged with identifying, evaluating and prioritizing revenue opportunities, and building plans to introduce new programs and revive old ones. We know that churches like ours need several strong revenue streams in order to remain financially strong.

Pledge revenue is declining in nearly all churches, and ours declined this year. When our pledge drive deadline arrived in March, 53% of members had responded. As we generally do, we had a gap between income and goal. This was in spite of the good work of a big team of experienced and talented volunteers. It was in spite of deep generosity; our pledges ranged from less than a percent of income to well over 10%; from a few dollars to \$15,000. The pledge and stewardship teams are already at work looking at how churches have learned to ask for financial resources in more effective and efficient ways.

Time and Talent:

One of our greatest resources is our staff, and it is good to ask how well we are doing at stewarding them. In many ways we honor and

celebrate our staff for their unmatched talent, professionalism, effectiveness, resourcefulness and pastoral spirits. Yet we pay them below the UUA guidelines for a congregation our size. We reduced their health care benefits two years ago; that's a change that goes home to every family. Over the past several years, the total compensation packages for some of our staff, including our Lead Minister, have decreased. We remain substantially understaffed, putting pressure on our staff to do more than is humanly possible.

Pledge and Budget time can be especially trying, since cutting staff salaries and benefits seems to be a necessary discussion each year as we close the budget. Sometimes, after austerity measures that affect the staff are put in place, we end up with a surplus. There isn't much "church" here without our staff, and it remains a responsibility and an expression of our UU values to steward these precious resources.

We are blessed with volunteers who take great responsibility, and do the most professional of work, putting in hours and initiative that rival full-time. Still, we know that in nearly all churches, and in ours, classic volunteer hours have declined and we expect that they will continue to decline.

We have repeatedly found it challenging to recruit financial talent and especially a Treasurer. For several reasons, we did not have that talent this year, and we burdened our staff and stressed our systems. Late last year we moved much of our endowment to the UUA, so that we are not so dependent upon the rare skills of our gifted endowment committee. The same stalwart volunteers appear to make our fundraisers and create our hospitality, and we are deeply aware of their need for rest and reward.

Churches that thrive are replacing volunteer hours with paid staff, hiring volunteer coordinators to get the most from the hours volunteers can give, and accommodating the work styles of the millennials. Check the report of our own Staffing Task Force, on our website. It tells us we planned to, by now, have a full-time Director of Administration and Finance, Receptionist/Secretary, Membership/Volunteer Coordinator, and Sexton for routine maintenance and cleaning.

### Our church, grounds and infrastructure:

This year saw

The completion, on time and on budget, of our beautiful Lower Hall, now accessible; now available for our programming, our children and youth; and for rental.

The introduction of an attractive, flexible, functional website and the ongoing work of our Communications team.

Grounds as beautiful and well cared for as I remember, thanks to our gifted and hard-working volunteers.

The cleanliness of our church has vexed us this year; we are addressing it with a change in cleaning services. We are grateful for the transformational work of volunteers, who came one at a time and by the dozens to steward our beautiful buildings.

### **Bird Number Three: Re-address Triune model**

This particular part of how we build our nest has certainly been readdressed, and work remains ahead of us. Here's a status update:

We are not currently on a path to affect any changes to job descriptions, letters of agreement, compensation, or bylaws. After presentations to our board and congregation, presentations and dialog with other UU professionals, and gathering a lot of input, we decided that it made sense to pause. In that pause, we can evaluate what are the most important pillars of the model, and think carefully through all the implications. We didn't walk closely enough with the congregation in breathing life into this approach. We have begun to correct that by gathering input; and we will continue to be in dialog as we contemplate how this model ripples through our church structure and life.

And in spite of the unartful way we brought this forward, it is good to remember the Triune's origin story: It began as a bold experiment in response to the disconnect between our Unitarian Universalist values of equity, fairness, justice, and "shared ministry," and the way staffing – and its relative power dynamics – are traditionally embodied in our congregations. Especially, it grew from a strong wish that our Director of Faith Development—the minister to our children and their families—be accorded the autonomy, authority and respect that job

deserves. Our anti-oppression imperative is the foundation of, and fuel for, the new model that we sought to create and we continue to seek to create.

**Bird Number Four: Create Campus Management Plan** to identify and prioritize capital projects and prepare maintenance plan

A powerful, caring Campus Management Committee has created a campus maintenance plan; a grounds master plan is pending. This group identified repairs and improvements needed, prioritized the list and organized work parties to do the work that volunteers can do. They created a job jar so the averagely adroit person can walk in, pick a job that needs done, and do it. Long neglected maintenance work has begun. We need, in my opinion, a mini capital campaign to restore our church to its great beauty and function. (And when it is clean and beautiful, a wedding business is possible. See Revenue, above.)

**Bird Number Five: Keep commitments for the successful roll out of the Strategic Plan**

I'll direct your attention to Breck Gastinger's careful and brightly feathered update and discussion of the Strategic Plan, offered as part of this end-of-year packet. This is a plan that was carefully developed, specific and measurable...and this whole congregation voted it to life. As a board member, I like to be working on things that we all said were the right things. Your board and staff, in word and deed and heart, kept this Strategic Plan front and center in our work. We reviewed our progress every quarter; it guided our goals and our priorities.

**Bird Number Six: Embrace Beloved Conversations**

Beloved Conversations about Racial Justice is the curriculum we chose to explore racism, privilege and our own beliefs and actions, in the protection of a facilitated, covenantal group. It gave us a way to live our values in the world, strengthen our connections and expand and deepen our spiritual lives.

The board prioritized Beloved Conversations as a budget item; five board members participated in the Friday night-Saturday session and two completed the eight-week course.

The board has stood in support of this education, of the public witness work for Racial Justice and Black Lives Matter, and of the congregational leaders. I personally believe this work is our next work in the world.

**In closing:** So that's it, bird by bird, goal by goal. This board made honorable progress on its goals. We operated as the bylaws, policy manual and job description command us--as transparently as we could muster--without scandal or breach of our sacred trust with the congregation. We conducted our business with fidelity to our values, with respect and civility, and very often with loving kindness.

Blessed be.  
Laura Horn

13. Closing Words, Extinguish Chalice  
Closing words were offered by Leia Durland-Jones.

14. Adjournment  
**MOTION:** Adjourn this meeting.  
**Unanimously passed.**  
The meeting adjourned at 12:21PM.