

**First Unitarian Church of Des Moines**  
Board of Trustees Minutes  
Thursday, November 4, 2021

In attendance (all via Zoom):

Board Members: LeeAnn Back, Scott Emison Clair, Reba Eagles, Chelsea Hayes, Andrea LeMeuse, Greg Nichols, Patty Notch, Fern Stewart, Rev. Amy Petrie Shaw

Several church members also were in attendance.

Timekeeper: Andrea LeMeuse; Process Observer: Scott Emison Clair

The meeting was called to order at 6:02 p.m. by Board President Greg Nichols. The chalice was presented and a reflection was provided. The October 7th and 21st minutes were approved as submitted.

Personal check-ins were made.

### **Executive and Administrative Items**

Rev. Amy thanked the HR Committee for their assistance in hiring two new staff positions. They interviewed and provided their choice to the HR Committee. Hannah Notch will be the Social Media and Executive Support Specialist (32 hours a week) and Emily Petty will be the Communication Director (30 hours a week).

### **Committee, Teams and Task Force Reports**

**Human Resources** - Reba Eagles provided the format followed in the recent hirings. The HR Committee reviewed the applications, narrowing the interviews to those most qualified and referred to Rev. Amy. After interviewing Rev. Amy then reported to the HR Committee her top candidates for each position.

**Kitchen Fundraising** - Discussion was held on the fundraising steps being used by the Kitchen Committee's subcommittee. Additional Endowment funds will not be requested until the leadership process is complete. More publicity and a spotlight at service will be made available to Ann Mowrey.

### **New Business**

**Membership/Stewardship Letters** - Letters will be sent to approximately 24 inactive members requesting their status. These individuals will continue to be in our database but will no longer be included in UUA numbers. Economic justice and use of waivers were discussed. The Governance Committee will review verbiage for clarity regarding membership guidelines. Completion of the commitment card is required. The Board thanked Liz and Barb for the efforts.

**IAUU Witness Advocacy Network** - Linda Lemon serves on the networks and requested endorsement by our congregation which included the payment of dues. She provided an in-depth presentation of the state-wide network. Board members requested a forum be presented to the congregation to allow further discussion.

**Lens of the Future** - Al Powers provided additional information regarding actions matching procedures. It was recommended an in-person sign off sheet be provided at services to allow members to indicate they had been vaccinated as well as booster status. Concerns were voiced regarding the use of mask by presenters as well as committee meetings with members unmasked. Steps will be taken to address the use of masks.

Chelsea Hayes provided a beautiful closing and extinguished the chalice.

Meeting was adjourned at 7:10 p.m., submitted by Fern Stewart, Secretary