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**First Unitarian Church of Des Moines**  
 Board of Trustees Minutes  
 Thursday, December 2, 2021

In attendance (all via Zoom):

Board Members: LeeAnn Bach, Reba Eagles, Sara Jensen, Andrea LeMeuse, Greg Nichols, Patty Notch, Fern Stewart and Rev. Amy Petrie Shaw

Several church members also were in attendance.

Timekeeper: Sara Jensen; Process Observer: Sara Jensen

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. Personal check-ins were made. The minutes from the November 4th and 18th Board meetings were accepted as submitted.

**Executive and Administrative Items**

Rev. Amy reported the new office staff were amazing. Also reported was the hiring of seven childcare staff with training to be completed by the end of the week. Rev. Amy confirmed child care was meant for little ones as school age kids attend the worship service. They reported the key cards were working and entry to the building was no longer a problem. Review of the grounds/beavers issue was made noting the amount of damage that had been done and the potential costs if the issue is not resolved. Signage for Griffin Hall is nearing completion with the removal of Channing signs and wall preparation in progress.

**Lens of the Future** - Discussion was held regarding clarifying text in the guidelines with

