

First Unitarian Church of Des Moines

Board of Trustees Minutes | Monday, July 16, 2024 at 6:00 PM
Virtual Meeting via Zoom

Board Members: Crystal Loving, Kathryn Sutton, Natalie Mason, Walter Pearson, Kerry George, James Williams, Elaine Imlau, Kevin Boeckholt

The meeting was called to order at 6:06 p.m. by Board President Natalie Mason

Timekeeper & Process Observer: Kevin Boeckholt

Public Comment

Ann Mowery was contacted by a member of the congregation who was not satisfied with missing the Board orientation. Some push back that it was not a normal part of what the congregation should be a part of and posting the link was a miscommunication from the office.

Follow-up

1. Natalie will meet with Rev. Sharon Dittmar Wednesday next week
2. MSC gathering — Crystal decided to let it go due to pressure and challenges for MSC to set up its meetings
 - a. Consider 1–2 of the Board members meet with them at a regular meeting, offer food, and provide updates & information to the MSC for 10–20 minutes
 - b. Crystal will follow up with the MSC (Becky & Eileen) on our suggestion
 - c. Ask for a MSC update for each Board meeting as a point of contact
3. Ministerial evaluation — Jeremy & Natalie met with Rev. Garmon and they compiled a summary which went to the UUA. Not sure if there's a next step. Natalie will ask Rev. Garmon.
 - a. Board should conduct oversight for all employees, including the minister.
 - b. An evaluation of Rev. Garmon is important for the Board, could be handled at the retreat

Financials report

Walt is concerned about the overages in employee benefits and would like more details as well as had other questions. Walt will reach out to Sally & Tracy.

Natalie to find a time with Sally to do budget training.

New Business

Board Committee Assignments

1. Congregational Life Committee
 - a. Walt
2. Financial Oversight Committee (FOC)
 - a. James
3. Governance Committee
 - a. Crystal & Natalie
4. Leadership Support Committee
 - a. Natalie
5. Nominating Committee
 - a. Crystal & Kerry
6. Stewardship Committee
 - a. Kathryn & Ann
7. Ministerial Search Committee
8. Ministerial Review Committee — Should be reconsidered or revived, perhaps at retreat
 - a. Kevin & Kerry
9. Human Resources Committee — Should be reconsidered or revived, perhaps at retreat
 - a. Kevin, Elaine

Motion to approve new members to the committee: Natalie; seconded by Kerry George
All in favor: Unanimously passed

To clarify committees vs. teams at Board retreat or after governance training

FOC opening(s)

Will have 2 open positions. Natalie to ask if they are on track to getting those positions filled or if they will need Board support.

Ad-Hoc Committee “ARC Committee”

Update from Crystal: Met with Linda Lemons, Sally Boekholt, Harvey Harrison & Ellen Taylor, Scott E. Clair, Lora Kim, Jeremy Guenther, Ann Rezarch

Intended purpose: Establish an ad-hoc committee to recommend best practices for potential restorative processes & policies at First Unitarian and to help clarify the

roles & situations of when the restorative process is not appropriate (i.e. “out of bounds”) and must be addressed by the executive.

Proposed members: Scott, Lora Kim, Jeremy & Ann.

Need to speak with Rev. Garmon to understand the process with dissolving or continuing with the current Right Relations team.

Vision that the ad-hoc’s committee’s work will be done by October to end of the year.

Motioned by Natalie Mason, seconded by Crystal. Unanimous in favor.

Governance Training

Last year Bill Brauch & Jean Rommes provided a 2-hour governance training; they’re willing to offer it again!

Natalie will work with Bill & Jean for the schedule. Targeting July 30 or August 1 from 6:00–7:30/8:00. Could Sally join for a budget overview training? Bill sends out slides early too?

Chalice lighting/extinguishing

Going forward use covenant as chalice lighting

Have a rotation/take turns for extinguishing

Crystal will take the retreat, Elaine on August 20th

Delegated tasks

1. Walt to reach out to Sally about items in budget
 2. Natalie drafted an email to ad-hoc committee & art committee folks, follow up on ministerial evaluation (send copy to us), and meeting with Sharon Dittmar. To schedule Governance training.
 3. Kathryn will remind the Board of upcoming meetings
 - a. Kathryn to onboard Ann Mowery to Stewardship
 4. Crystal — Contact Eileen & Becky for MSC support
 5. Kerry to join nominating committee and ministerial review
 6. Kevin to notify ministerial review & HR committee of their new members; go through nametag board and come up with potential nominees
 7. Elaine on HR and doing chalice extinguishing
 8. James to join FOC & review letter from Natalie
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Announcements

BOT Retreat Sunday, August 4th 11:30 am

Next Board Meeting: Tuesday, August 20th 6:00 PM

Meeting was adjourned at 7:54 PM by Natalie Mason.

Submitted by Kathryn Sutton, Secretary