

Minutes
Board of Trustees: June 14, 2023
First Unitarian Church of Pittsburgh

Board Members Attending: Rob Schwartz, President (2024); Amy DeChicchis (2024); Kate Snow, Secretary (2023); Raeann Olander (2025); Nicholas Izzo (2025); Heather Masterson (2023); Bob Mitchell (2024); Kyle Gracey, Treasurer (2023); Christine Milcarek (2025)

Absent Members: none

Ex Officio Member: Rev. Kate Walker, Minister

Others: none

Visitors: Brian Junker, Jean Schmidt

Call to Order (Rob) (7:00)

1. **Opening Words (Kyle)** Transitions. The Growing Edge by Howard Thurman.
2. **Welcoming Guests (Rob)**
3. **Announcements (Raeann)**
 - a. The next regularly scheduled Board meeting will be on Wednesday, July 19, 2023.
 - b. Opening Words for July: Nick Izzo
 - c. Committee Reports due in July: Finance, Personnel, VIM (Vision, Identity, Mission)
4. **Consent Agenda (Rob) (Documents)**
 - a. May 17, 2023: Board meeting minutes. Motion to approve by Kate Snow. Second by Chris. Approved unanimously.
 - b. Minister's Report (see document).
 - i. Personnel Manual Update. Rev. Kate: Do you want all changes in tracking mode? Or just the new presentation: She will make it both. By September meeting it should be ready to bounce back to the Personnel Committee, with comments and track changes.
 - ii. Building Committee:
 1. The solar panels are almost finished. Maybe tomorrow. Two more panels and an electrical inspection are needed yet.
 2. Once the panels are installed, then we will need to check on updating our insurance, but we will not own them for five years, so we may not need insurance until we own them.
 - iii. Building Committee. Sanctuary lights: They randomly turn themselves on and will not turn off sometimes.
 - iv. Membership growth strategy.
 - v. Banners on the lawn outside the church. She has been in contact with Martin Schmidt about maintaining and switching out banners, so that we do not have worn one.
 - c. LRED (Life Span Religious Education Director) Report (see document).

Commented [R(1): I don't believe this was able the BLM banner. This was about the banners that are displayed on the corner.

Commented [J(2R1): I think the overarching issue is whether to have the lawn banners at all, and if we decide to have them to just use them for very short time periods for specific events. When we redid the signage on the church a few years ago, we deliberately removed the lawn signage that advertised upcoming sermon topic, accepting that people interested in us will likely look online. On the advice of the consulting architect, our goal was to reduce clutter by limiting to a new large metal and stone sign drawing people to the main entrance (and smaller key signs to guide those with mobility challenges to the garden entrance).

- i. Please provide date of next year’s Annual Meeting to Erica, so she can arrange for childcare during the meeting. Rob will contact Cicely to set dates for Budget and Annual Meetings.
 - d. Committee Reports: COSM (Committee on Shared Ministry), Safety (see document)
 - i. Safety (Rob): In the walkthrough for the solar panels, it was noted that they would be possible easy targets for theft. There will be a need for cameras and lighting. Rev. Kate has already requested cameras for the entry points that do not already have them. Kirk is in process for submitting another grant request.
 - ii. COSM: The committee just met last night, so there is no new report. Rev. Kate has done her self-assessment.
 - e. Board 2022-2023 Priorities (review)
- 5. VOTE: 2023-2026 Strategic Plan (Bob, Kyle)
 - a. We talked about this at length at the Board retreat. We went over the two main priorities.
 - b. Suggestion to add “class and ability” to the goals for welcoming diverse new members. Expand the diversity of our membership, especially in the areas of age, more children and families, race, class, ability, and LGBTQ+ identities.
 - c. Motion to accept the Strategic Plan, as amended, by Bob, second by Nick. Motion carried unanimously.
- 6. Discuss future of Environmental Justice Action Team, and how we handle similar decisions by the Congregation (Kyle)
 - a. Review decision-making process. The Board developed the question and presented it to the Congregation, for their vote. The plan has expired, and the Action Team no longer has a mandate. The Strategic Plan partially renews this issue. This should not be a new Board committee going forward.
 - b. Discussing now that that decision is over.
 - c. Lessons learned about how decision-making happens.
 - d. Bob: He thinks this was modeled on previous set up at Rev Kate’s previous congregation.
 - e. Rev Kate: It should be part of a Program Council.
 - f. This is an area the Board needs to address, about board committees and program council committees. The committee can still carry on informally until there is a more formal charge/recognition.
 - g. Chris Milcarek: She had tried to get the paperwork together for UUA approval of Green Sanctuary. That didn’t happen, but the Environmental Justice Action Team, in the interim, can work on that.
 - h. Motion by Kyle: He moved that the Board approve the Environmental Justice Action Team in its current form until such time as the Program Council can make a formal decision and can formally constitute it. Chris second. Motion carried unanimously.
 - i. Jean: Who “owns” the Eighth Principle, now that the congregation have voted to support it? This is just one of the issues of initiatives in the church.
- 7. Spreadsheets for Congregational meetings and charters (Kate Snow)

- a. She created a spreadsheet. Kyle had suggested previously adding what needs to happen for the day of the annual meeting, so she has added that. She thinks most of the stuff is on there.
- b. Board onboarding list: Formally adding new members to Sharepoint, etc. This will need to be done by the controller. Kate does have some of this on a spreadsheet as well. She will create a folder: Secretary Archives.
8. Vote on Nominating Committee vacancy (Raeann)
 - a. One of the members has resigned. The Board appoints a member to fill a vacancy. Raeann moved that Jim Reitz be appointed to the Nominating Committee to complete the term of Melody Platz, which is one year. Second by Bob. Motion carried unanimously.
9. Date for election of officers (Rob)
 - a. The current board term expires at the end of this month. Rob suggested a date the new board needs to elect officers: July 5, by Zoom. 5:30 pm.
 - b. Congregational Budget review date. Sunday, December. 3rd virtually, at 12:30 pm.
 - c. Annual Meeting. Sunday, May 19, 2024, time TBD.
10. Appreciations and aspirations (All)
11. **Adjourn** (Rob)

Respectfully submitted,
Kurt Summersgill, Recording Secretary

Approved by the Board: July 19, 2013
Nick Izzo, Secretary