

Minutes
Board of Trustees: July 19, 2023
First Unitarian Church of Pittsburgh

Board Members Attending: Raeann Olander, President (2025); Brian Junker, Vice-President (2026); Kyle Gracey, Treasurer (2026); Nicholas Izzo, Secretary (2025); Rob Schwartz, (2024); Amy DeChicchis (2024); Bob Mitchell (2024); Jean Schmidt (2026); Christine Milcarek (2025).

Absent Members: none.

Ex Officio Member: Rev. Kate Walker, Minister, on vacation

Others: Kurt Summersgill, Recording Secretary

Visitors: Jim Reitz, Sue Oerkvitz (both from COSM), Jim Pashek (Building Committee)

Call to Order (Raeann) (7:02)

1. **Opening Words (Nick)** from “Nature’s Bounty” by Marilyn Lott
2. **Welcoming Guests (Raeann)**
3. **Announcements (Brian)**
 - a. The next regularly-scheduled Board meeting will be on Wednesday, August 16, 2023.
 - b. Opening Words for August: Jean
 - c. Committee Reports due in July: Stewardship, Building, Finance, Investment.
4. **Consent Agenda (Rob) (Documents)**
 - a. June 14, 2023 Board meeting minutes. Motion to approve as corrected by Brian. Second by Rob. Approved unanimously.
 - b. Draft minutes from July 5, 2023 election of board officers. Motion to approve by Brian. Second by Bob. Carried unanimously.
 - c. Committee Reports: Personnel, VIM (Vision, Identity, Mission)
 - d. Board Responsibilities
5. Affirm e-mail vote on filter installation cost (Nick). A new quote had to be generated, \$150 more than previously approved by the board. E-mail vote was unanimous as required. Moved by Nick to affirm the vote, second by Bob. Motion carried 6 in favor, 2 abstentions.
6. Building Committee Budget items (Kyle)
 - a. Proposal for replacing some of the carpeting on the stage area. \$1998. The Board does not need to vote about this item. Informational.
 - b. \$500 for stained glass repair/barrier in the Garden Lobby, with an additional \$500 from the Women’s Alliance. Informational.
7. Draft language to congregation about minister assessment (Kyle, Bob, Jim, Sue) (document)
 - a. Based on the report from the Committee on Shared Ministry (COSM). In April and May, the Board wanted to expand on the language provided by COSM. They also discussed the process for minister assessment.
 - b. We do not know the status of Rev. Kate’s self-assessment and how it has been incorporated in the report.

- c. We still need the updated report from the COSM and then craft the document
 - d. The Board needs to meet with the COSM to discuss the process going on.
 - e. Sue: She believes that Rev. Kate has completed her self-assessment.
 - f. Jim: It is not clear who is to report to the congregation.
 - g. Kyle. The board is looking for an updated and more fleshed-out version of the report from the COSM. They are happy to put that together. Some board members would like to come to their next meeting. Bob and Kyle will follow-up with Sue and Jim.
 - h. Brian: We need to be careful about just how much information is released in the report. We will also need to discuss how feedback can go back to Rev. Kate. The COSM has given their feedback to Rev. Kate.
 - i. Rob: They should aim for the next board meeting.
8. Quarter 2 Financial Reports (Kyle) (Documents) Overall, finances are pretty good. We are pretty close to budget. We are off by about \$20,000 at this point.
 9. Building a Culture of Inclusion Workshop: tentatively scheduled for Sept 29-30 (Jean) (document)
 - a. Originally proposed by Rev. Kate, after the congregation voted to approve the 8th Principal.
 - b. Facilitation by Paula Cole Jones.
 - c. There is a meeting with her this Friday.
 - d. There will be no fee to register. Still debating hybrid or in solely online.
 10. Sharing our Environmental Justice Story with UUA (Bob) (document)
 - a. Suggestions from UUA Earth Initiative at GA (Rev Lawler): Post a story on their website (50-700 words), Article in the UU World, or presentation at next year's GA.
 - b. The Board will review and approve the article.
 11. Discuss Board self-assessment results (Kyle) (document)
 - a. The previous Board did a self-assessment. 8/9 members took the assessment, with many questions as a Likert Scale, with areas for free text.
 - b. Areas for improvement: need more periodic engagement in long-range fiscal planning. Capital fund-raising review on a regular basis; reviewing skill sets for candidates for new member recruitment. Assessing often enough. Not doing enough DEI
 - c. Overall, we are doing a great deal of governance well.
 - d. Kyle suggests we put this on the agenda for August to discuss next steps.
 12. Board 2023-2024 priorities (brought up at the retreat) (Kyle) (document)
 - a. We made progress on every item on last year's list.
 - b. In June, they created a new set of priorities. Who will be the lead/leads for each of these priorities? Leaders for each priority were assigned.
 13. Appreciations and aspirations (All)
 14. **Adjourn** (Raeann)

Respectfully submitted,
 Kurt Summersgill, Recording Secretary
 Approved by the Board: August 16, 2023
 Nick Izzo, Secretary