

## Board of Trustees 2021-2022 Annual Report

Submitted by President Laura Johnstone

Per the Unitarian Universalist Congregation of Ann Arbor's (UUAA) bylaws, the Board of Trustees (The Board) "is charged with establishing, maintaining, and communicating policies and strategic priorities that are forward-looking, congregation-wide, and reflective of the values and mission of the Congregation."

While facing the challenges of a second pandemic-dominated year working and meeting via Zoom (for all but one meeting), the Board of Trustees managed to mitigate the limitations of digital meetings and carry forth in a very productive and positive year of work.

The 2021-22 UUAA year was a full year for the Board, beginning with orientations and filling appointments to the Board of Trustees (BoT) and each of its standing committees – The Governance Advisory Team (GAT) and the Leadership Development Team (LDT).

The Board filled positions as follows:

- Appointed Trustee at Large Gregg Peterson to the position of Vice President to fill the VP slot left open when Laura Johnstone was elected as President
- Filled Gregg Peterson's Trustee at Large position with Henricke Florusbosch
- Filled Trustee at Large vacancy, created by the resignation of Trustee Erin Krajcik, with the appointment of Kathy McLean
- Filled the LDT open slot with Kim Klugston
- Appointed Trustee at Large Glenn Harris as LDT Liaison
- Appointed Tom Reischl to a second term on the GAT

At the outset by virtue of the Board's Workplan and later as announced at the January Congregational Meeting, this Board affirmed its commitment to transparency, fairness, and increased engagement within the UUAA community.

Accordingly, several opportunities to interact with the congregation in an informal setting were conducted, including an open Listening and Q&A session in April, two open sessions with the Board, GAT, and LDT regarding proposed bylaws changes, congregants addressing the Board at the beginning of meetings, congregants observing Board Meetings (via zoom) and being privy to all but closed sessions where confidential information concerning staff was discussed.

Open questions were welcomed, and time was set aside during the January Congregational Meeting (and scheduled for the June meeting as well). The Board also appreciated Interim Administrator Ed Lynn's presence to discuss financial plans and sustainability for UUAA. The Board reviewed and approved his plan for a Capital Campaign, as well as approved the yearly budget.

Relationship-wise, the Board further established a healthy, collaborative and mutually appreciated relationship with Operations/Staff, taking part in opportunities for interaction and feedback.

Routinely articles were published in the Weekly News and Newsletter reporting on Board actions and announcing opportunities for future interaction.

The Board also took part in two informal gatherings meant to deepen the relationships among Trustees by exploring topics that were not scheduled for any Board vote, yet affect us as a team, and elected leadership of the UUAA congregation. Two topics explored this past year included communicating with the congregation, and the church of the future.

**To foster beloved community**, the Board made progress on establishing protocols for congregational/member meetings to ensure that the process is fair, and congregants have an opportunity to express their views. While these protocols will be codified next year after creating opportunity for the congregation to discern, we introduced three new protocols as an experiment this year, including adding a Process Moderator to ensure we act according to Covenant, a Parliamentarian to ensure fairness, and a “Pro and Con Mic” function (using the model of UUA General Assembly).

Although the resolution submitted to the Board in 2019 got off to an uncertain start in 2019, this year The Board and the Justice in the Middle East Group established a positive and productive working relationship to work toward a special congregational meeting by:

- holding the UUAA community as paramount
- exploring the support the UUAA community may offer oppressed Palestinians
- aligning with the Vision Priority Area of Anti-Racism and Anti-Oppression (AR/AO)

To ensure fairness and a transparent process for congregants to officially represent UUAA at UUA General Assembly, an ad hoc Board committee worked to create and codify a process by which congregants become fully credentialed to the Assembly, which is posted on the website.

The Board continues to support the UUAA Shared Leadership Model through frequent interaction and consultation with the Senior Staff, and with Lay-Leadership.

**The Board supported the congregation’s Vision work by:**

- Appointing two Trustees as co-chairs of the Vision Steering Committee, which saw much progress during the year
- Sunsetting The Vision Steering Committee and creating a path for future Vision work
- Work with the committee’s successor (The Vision Support Committee) on continuing the impressive momentum created by the Gathering Tables
- Incorporating much of what the congregation-led Vision brings to the table regarding a strategic plan

In closing, while this Board strived to accomplish more, we see no reason to be less than optimistic that we will complete projects that were started this year during the 2022-23 church year, including:

- codifying a process for congregational meetings
- revising key indicator reports to the board
- establishing a process for creating strategic plans that incorporates the Vision work of the congregation

In community,  
Laura Johnstone