

## Board of Trustees Report Annual Meeting 2024

The 2023-2024 Board of Trustees began by creating questions in three areas of continuing importance to the congregation, to guide and focus our goals for the year:

### Financial and Administrative Health

- How do we not come up with a deficit budget every year?

### Congregational Vision

- How do we re-engage our current membership, including families?
- How do we ground our work spiritually?
- How do we increase our visibility and connections in the community?
- How do we do what we can to be safe with each other and in this world?

### Board-Centric

- How do we make the board function more effectively and in line with the 8th Principle?

The Board then developed and implemented the following goals:

1. *Create and populate a rentals task force of 3-5 members.* This task force focused on reaching out to former renters to encourage them to return, as a means of providing more income to address the congregation's ongoing deficit budgets each year. The project was successful in that the congregation's rental income was nearly doubled so far this year, as compared to the amount budgeted.
2. *Continue to hold quarterly listening sessions with the congregation.* These sessions helped gather input and ideas from members to address the questions raised in the congregational vision area.
3. *Create a safety and security policy task force.* Once this was under way, the task force members realized that the number of issues related to safety and security at JRUC would require multiple projects and that this was more than the Board could finish in one year. This year's focus became building security, and new policies were developed to limit the unnecessary dissemination of the lockbox code and keys and to prevent them from falling into unauthorized hands. These include changing the lockbox code at least yearly and requiring congregation members who receive the code to sign a code security agreement similar to that signed by our renters. A security breach traced to a renter in April forced the implementation of these policies somewhat sooner than had been expected, as well as a probably-overdue rekeying of all the building's locks.
4. *Revise Board position descriptions in time for Nominating Committee's use in January.* Completed. Continue to develop BOT manual and expand onboarding process for new BOT members. This will enable the Board to function more smoothly as members will be better able to understand their roles.

This year's Board continued to refine our use of consensus-based and collaborative methods of work, in keeping with efforts to dismantle supremacy culture in our institutions. We received a verbal commendation from Sharon Dittmar, UUA MidAmerica Congregational Life consultant, for our Board's ongoing system of self-evaluation at every meeting using an updated version of Tema Okun's supremacy culture and antidotes lens.

Other work the Board accomplished this year was to replace our building's poorly-functioning internet service with a new provider. This has resulted in much-improved live streaming of our services, as well as improved internet efficiencies for those working in the building. As part of this project, our fire alarm notification system was updated, and we were able to obtain a work cell phone for the minister at no additional monthly cost. After an initial cost outlay for wiring updates, we are able to have internet service for approximately half the cost of what we were paying previously. The initial rewiring cost outlay will pay for itself within a year through these reduced monthly costs.

Other major projects for the Board in 2024 have been filling out a detailed evaluation for our minister (which is required every 3-5 years), ongoing efforts to find an individual or cleaning service for our building on a regular

basis at a rate we can afford, assisting our new Stewardship Team with their work, implementing a planned revision of the Treasurer's duties to provide more checks and balances in the system, implementing a code lock rather than the building key on the office for added security, further refining our rental policies, and raising the scheduled hours of our Office Administrator position to better meet the needs of the congregation. During the minister's sabbatical absence, Board members also filled some of the administrative roles usually assigned to the minister.

I wish to thank the 2023-2024 Board members for their dedication and hard work. Being on the Board is some of the most challenging work that a congregation member can be called to do. Meeting the challenge comes with many trials and rewards. Yet this type of leadership is also a spiritual practice—as someone has said, if you can find the sacred at a Board meeting around budget time, you can find the sacred anywhere! So thank you to Karol, Sophie, Michael, Tom, Rand, and Elaine for being part of this year's amazing Board of Trustees with me. And thanks to the congregation for allowing me to serve as your president this past year.

Respectfully submitted,  
Deb Myrbo  
BOT President 2023-2024