

## **Report of Activities to the Congregation**

OUUC Board of Trustees

May 22, 2022

### **2021-22 BOT Report of Activities**

In accordance with the OUUC bylaws, the OUUC Board of Trustees (the board) offers this report of activities to the full congregation for comment and question. The report is designed to be an executive summary and not a comprehensive compilation of details. Further, the report was created to help fulfill the board's desire to be transparent.

The report was drafted by board president, James Trujillo. It represents a faithful account of the activities and actions of the board for the 2021-2022 governance year which began in May of 2021.

#### **Board Meetings**

- Eleven board meetings were conducted in accordance with the required number of meetings in the bylaws.
- Two strategic planning meetings were conducted by the board to review risks, opportunities and prioritize key actions for the board. The sessions focused on planning and resource allocation for the year. The first was held in June of 2021 and the second was held in January of 2022.
- One congregational meeting was held in December 2021 to approve a transitional budget between January 2022 and June 2022.

#### **Listening Sessions/Q&A Sessions**

- Four listening/Q&A Sessions were conducted.
- Two "Dream with Me" listening sessions were conducted.

#### **Board Evaluation**

The board continued its regular self-evaluation that occurred at every meeting. To see this evaluation format please review the [Evaluation Link](#).

## Board Activities, Major Decisions and Accomplishments

- **Implementation of New Board Development Framework**
  - The board created and utilized a new individual development plan framework that directed new board members to UUA resources, books and videos. This framework served to help new board members understand the role of the board in a policy governance and our collective responsibilities. This was a goal from the previous year and so progress was made. To see the development plan take a look at the enclosed link. [OUUC Board Orientation and Leadership Development Checklist.docx](#)
- **Vision, Mission, Ends Monitoring Program Designed and Approved**
  - Based on the newly approved vision, mission and ends the board created in coordination with members of the congregation and staff a monitoring program. This program was vetted through the congregation and is ready to be deployed when board and staff resources are available to do so. To see a copy of this program document take a look at the enclosed link. [MONITORINGDRAFT9-2021.docx](#)
- **Congregational Health and Safety**
  - The board continued to support the congregational committee focused on the health and safety of the congregation. The committee continued to meet and adjust standards and norms based on the ever-evolving pandemic situation.
- **Board Policy Updates**
  - Board policies were updated to accommodate the changes to the vision, mission and ends, Legacy Planning Committee and to clarify governances for and controls around reserve accounts. <https://www.ouuc.org/wp-content/uploads/2022/05/Governance-Manual-March-2022.pdf>
- **Stewardship Campaign Fall 2021**
  - The board led the Fall Stewardship campaign with support from several members from the congregation.
- **Legacy Gift Framework Expansion and Committee Formation**
  - The board expanded the purview of the endowment committee to include major legacy gifts for activities and investment outside of the endowment. The board created and shared with the congregation priorities for such gifts and these have been adopted for use. [Legacy Planning Gift Giving Priorities.docx](#)
- **Development and Implementation of the Dream with Me Listening Session Framework**
  - The board created a new listening framework to engage the congregation in discussion of big questions.

- **Financial Management Changes**
  - After deliberation and research, the board voted to move all banking accounts to Twin Star Credit Union and away from Key Bank. This aligns with the desire for better, more local service.
- **Stewardship Campaign Spring 2022**
  - The board led the Spring Stewardship campaign with support from several members from the congregation.
- **Updates to the Non-Covenantal Behavior Policy**
  - To address some gaps in the current policy the board formed a sub-committee to explore other congregation's policies and update. This work is not yet complete.

### **Board Growth Opportunities**

This was a year of maintaining the health of the congregation, engagement, stabilizing technology investments and major investments driven by building needs and health.

Leadership pipelines continue to be a challenge. The board attempted to form an audit committee but was unable to secure volunteers to do so. The board also was unable to maintain a full board of nine members and operated at eight members for most of the year.

Financial health of OUUC is a top concern of the board. We are trending to have more pledging units but at lower dollar amounts for pledging. In addition, we continue to lose major donors from the congregation. The board is working to counteract this by enhancing and expanding legacy giving. In addition, the board has been looking for ways to retire our major debt and to avoid taking on new debt.