**UUS BOARD MEETING AGENDA**

**7:00 p.m., January 19, 2022**

**ZOOM** Link **891 3256 0297** Password**: 228948**

**Chair:** Alan | **Opening Words:** Rochelle | **Process Observer:** Diana | **Closing Words:** Hazel

(Minutes

estimated)  **[** (**P1**), (**P2**), etc. are related packet handouts **]**

(07)Check-in

(03) **Chalice Lighting (Alan) and Opening Words (Rochelle)**

(20) **Board Read –** Discuss from **chapter 10 through the end of *Trauma Stewardship***, Laura van Dernoot Lipsky

(05) **Consent Agenda:** December 15, 2021, Board Minutes (**P1**), December 19, 2021, Congregational Meeting Minutes (**P2**), January 8, 2022, Board Retreat notes (**P3**), January 12, 2022, Executive Committee Minutes (**P4**), Treasurer Pavelich’s report and financial summary (**P5**) and Emma’s narrative financial report (**P5.5**), Rev. Diana Smith’s report including highlights from DCCE Peggy Garrigues, CAEmma Barnum, and DM Alex Heetland (**P6**)

**Motion to approve the Consent Agenda**

(15) **Board’s Five Committee Updates:**

Governance --January 4 meeting (**P7**) (Joe Rasmussen)

 Personnel --December meeting (Rochelle Honey-Arcement)

 1-1-22 Dana Van Abbema joined the Personnel Committee as

 co-chair with Rochelle (Dana replaces Mary McMurray)

Finance --January update (**P8**) (John Raley)

Right Relations --Update (Julia Audlehelm)

 Mission and Vision --December 20 meeting (Hazel Seaba and Diana Henry)

(10) **COVID and UUS Reopening Progress.** At the September Board meeting we agreed to expand Phase 3 guidelines (from 10-25 to 10-50 cases/100,000, and to wait to move into new phases each following week using two weeks of data if conditions announced Thursdays on <https://covidactnow.org/us/iowa-ia/county/johnson_county/?s=21621088> improve or worsen enough to require moving into a new phase. *The latest (1-13-22) report shows* ***Johnson County at 240.8/100K*** *(up from 159/100K on 1-6-21).*

At the December 15 Board meeting we approved a motion to adjust our COVID reopening phases to accommodate small meetings with and without food in the building and at other UUS-sponsored locations, allowing small groups to adopt Phase 4 protocols in Phase 3 for masks optional and food if, for the sake of inclusion, all group participants agree.

At the January 8 Board retreat we decided to remain in Phase 2 (even though the infection rates currently dictate Phase 1) until a newly constituted COVID Team, possibly to be called the Safe Gathering Task Force can be assembled to give us our next approach to safe-reopening guidelines, presented to the Board at its February 16 meeting if not earlier. This effort is meant to balance many new issues that were not in place when the original phases were derived: Vaccinations were not available when the original phases were set, the new strain of Omicron is very different from the original COVID-19 and its earlier variants, and there is growing eagerness for congregants to engage with one another in our UUS building. Paula Miller will be the Board’s representative on this new task force.

(05) **Brief** **break** (*time in schedule as approximate at approximately the one-hour mark*)

(05) **The UUS Congregational Meeting and Election** was a positive success with all motions passed, including the use of minimally need funds from General Endowment earnings in 2022 and 2023, the $593,300 2022 budget, and the Balance and Growth Initiative (BGI) two-year budget balancing plan. To recognize Amy Fretz’s exceptional contribution to the efficacy of the election online (and 24 absentee ballots send via USPS) the board presented her with a basket of treats and flowers from Willow & Stock. ***A take-down session has been requested by UUS staff to help define everyone’s roles in the next such election (Alan will help arrange this later this spring)****. Also, Amy is now in the process of documenting the election process/steps.*

(20) **BGI discussion--**Rochelle Honey-Arcement

Discussion of next steps in executing the two-year BGI plan began at the Board Retreat January 8. The goals of BGI and how to measure progress toward them were main concerns, and the BGI group will have one or two additional meetings to then recommend to the Board how to move forward and who should be involved. Some time was spent considering how to involve the congregation and to recruit new volunteers to assist. Also, as background based on the Listening Campaign, Rev. Diana included in the Retreat Packet a preliminary summary of some responses from the campaign. Similarly, there were constructive reactions in 2021 to the **three questions**, and these responses were documented following three individual after-service Zoom sessions (**P9**). Other possibilities mentioned were a congregational survey and a dashboard where all could “celebrate our experience” of progress. For the measurement portion of follow-through on the plan and possibly for other aspects of coordination, BGI will involve the Board’s Mission and Vision Committee (Hazel and Diana from the Board, plus others), because that group has already been working on measurement tools.

(10) **Three new open questions?**

**The current questions (below in grey) came from the June 2021 board retreat and are for the “church year” July 2022-June 30, 2022. Our next three open questions are needed to help guide ministry for the church year July 1, 2022-June 30, 2023. Ideally, we’ll come up with new questions soon so that sessions getting feedback from the congregation in March, April, and May--perhaps through a simple survey or “town halls” led by Board members in Sunday after-service Zoom discussions.**

 2021-2022

--What makes UUS unique and makes you want to be a part of it?

 --Are you aware of or thought of opportunities that exist for UUS to reach to a broader

 community?

 --What have we learned from the pandemic and what can we use from this experience to

 nourish and grow our deep connections?

 **ONGOING UUS MISSION AND VISION**

**Mission:** We are a welcoming, spiritually diverse home. We act on our values: Honor the Earth Advocate for racial and social justice Foster deep connections Embrace the ongoing quest for meaning

**Vision:** We aspire to be a more inclusive, loving, diverse congregation that welcomes all people. We will defend and celebrate the Earth, confront racial and social injustice, and nurture deep connections.

Separately, but related, we likely will continue to use the on-target phrase **“Reconnect with ourselves, each other, and the wider community”** as concurrently we look to the open questions for 2022-23). **We are planning for an indefinite future.** Some preliminary ideas at the January 8 retreat were:

--What new activities shall we engage in to connect with ourselves and the wider

 community?

--How shall we overcome COVID issues?

--How do we manage risk to the health of our congregation?

--With whom shall we focus engagement?

--What is the congregation’s future if our building is not as central to our mission as it is

 now?

--How can we introduce members to the joys of volunteerism?

--What is the best use of virtual for our congregation?

(05) **Unfinished Business**

--Update on progress toward the Stewardship Committee’s recommended 2022 goal of $420,000 ($410,000 in 2022 budget). On January 10 we were at $415,887 toward $420,000 goal (surpassing $410,000 budget goal). This includes all of the matching gift money except the final $1000 that someone will give it we reach $419,000.

(10) **Updates and New Business**

--Plans are under way to keep the **RE program** strong as UUS explores next steps following the departure of Marsha Thrall--Rev. Diana

--*Treats and Talents--*Julia

The online fund-raiser held on Friday, December 3, exceeded expectations, raising approximately $19,000. **Next year special books** (such as first editions, signed editions, and rare and vintage books) may be an added focus of the auction, or there may be interest in a separate fund raiser involving such books.

-- Wednesday on the Board’s behalf, the Executive Committee approved UUS being a **co-sponsor (being listed for recognition in event materials and online) of Johnson County’s UN Association’s International Women’s Day.** Funds for our sponsorship will be provided to UUS by member Jim Olson, who is UNA’s current president for Johnson County (another member, Dorothy Paul, was president before him and several other UUS members are part of this group). For a video of last year’s event see: <https://www.youtube.com/watch?v=kv_aEHDiP7c>

--The **Memorial Garden Team** needs to be formalized. There are two interments waiting, and Joe Is working on a Memorial Garden application form. **Among** those involved in 2021 discussions: Julia Audlehelm, Emma Barnum, Rev. Diana Smith, Peggy Garrigues, Dawn Marshall, Joe Rasmussen, Alan and Liz Swanson, Diana Miller, Carmen Griggs, Deb Schoelerman (and the Buildings and Grounds Team), Marianne Mason, Hilary Strayer, Virginia Melroy, Alice Atkinson, Jeffery Ford, Winnie Ganshaw, Jim Laughlin, Tom and Mary McMurray, Carolyn Johnson, Caryl Lyons, Charity Rowley, Diane Martin, Bonnie Penno, Theresa Ullerich, Beverly Haas

--UUS property and the possibility of signage—Alan

At the January 8 retreat a question arose as to whether our UUS property is visible from Oakdale Blvd. so that a UUS sign might be place there. The current answer is Possibly. See map (**P10**).

--The next Congregational Meeting and Election will be Sunday, May 22, 2022.

--The next Board retreat is tentatively set for Saturday, June 18, 2022.

--Other new business?

(00) **Guest Comments**

(00) **Closed Executive Session**

(05) **Process Observer Comments** (Diana)

(05) **Closing Words** (Hazel)

**Motion to Adjourn, and Extinguishing of the Chalice**

*(Next board meeting 7:00, February 16, 2022, by Zoom*