**Unitarian Universalist Society**

**Board of Trustees**

**REGULAR MEETING MINUTES**

**7:00pm, August 17th, 2022**

**Present**: Rochelle Honey-Arcement (President), Alan Swanson (past President),), Mike Pavelich (Treasurer), John Bowman (Vice President), Christine Etler (Secretary), Diana Henry (Trustee), Hazel Seaba (Trustee), Jerry Wetlaufer (Financial Trustee), Rev. Diana Smith (Ex-officio)

**Absent**: Julia Audlehelm (Trustee)

**Guests:** None

**Check in** @ 7:01

**Opening Words**: Bowman

**Consent Agenda**: July 20, 2022, Board Meeting Minutes; August 10, 2022, Executive Committee Minutes**;** June Treasurer’s Report**;** Congregational Administrator’s July 2022 Financial Narrative Summary**;** Finance CommitteeAugust Minutes**;** August Minister’s Report**;** White Supremacy Culture Document

Henry moved to approve the Consent Agenda; Swanson seconded. The Board voted unanimously to approve the consent agenda.

**Board Read** – *Emergent Strategy* by adrienne maree brown

The Introduction was discussed.

Upcoming:

September – *Principles of Emergent Strategy*, *Elements of Emergent Strategy* (3-page overview), then skip ahead to *Assessment*

October – continue *Elements of Emergent Strategy*, starting with Fractals

We may consider holding a common read on this in December

**Board’s Five Committee Updates**

Governance **Alan Swanson** – Did not meet in August, will meet in September

Personnel **John Bowman** – Committee has not met. Bowman will meet individually with Rev Smith first

 Finance **Jerry Wetlaufer**

Stewardship is working on their campaign. We are continuing insurance with John Raley for the time being. Comparison of quotes be between 3 companies is ongoing. Committee is working toward expanding the visibility of chalice fund. Policy questions have come up on gift policies. These need to be addressed.It remains to be seen if finance or governance will address. If finance does, they will keep governance informed

Right Relations **Julia Audelman & Christine Etler**

We decided we will meet with Rev Smith first (after Julia recovers from surgery)

Mission and Vision Review **Co-Chairs: Diana Henry & Hazel Seaba**

Meeting is planned for the end of August. Nothing else to report.

**Planning and Connecting**

Policy Based/Shared Governance Refresher

We will meet with Sharon Dittmar 8/23, Tuesday, over zoom. Question to be answered – How do we engage with the congregation prior to our October meeting? Plan for 45 minutes, starting at 1:30 pm

The October 15th meeting is planned for 8:30 – 2:30 but Honey-Arcement will ask if the time can be changed to 8:00 – 2:00.

We need to hold this meeting early for a couple of reasons. In the afternoon on this Saturday, there is wedding in the building. (We will be meeting in the youth room.) Additionally, there is a candidate forum that starts at 2pm across town at Purpose Place.

8th Principle in Leadership

We had a discussion on the White Supremacy Culture document. We discussed the elements we identified in ourselves and in our congregation. A tally of each time each element was brought up:

|  |  |
| --- | --- |
| **Perfectionism** | **XXXXX** |
| **Sense of Urgency**  | **XXXXX** |
| **Defensiveness** | **XXXXX** |
| Quantity of Quality | X |
| Worship of the written word | XX |
| Power hoarding | XXX |
| **Fear of open conflict (to be combined with Right to Comfort)** | **XXXX** |
| Individualism | X |
| Progress is bigger, more | X |
| Right to Comfort |  |

Elements from the document that were not cited in the discussion are not listed above. The elements we chose to focus on going forward are bolded.

Diana Henry asked if we should do a similar exercise with congregation as a whole.

Previously, Rev. Diana shared an example process observer rubric from another congregation. At next meeting, we will discuss how we want to update/customize a rubric for ourselves while being mindful of the priorities we decided upon during this discussion.

Program Council

No update – Rev Smith and Bowman need to set-this up and recruit

**Business in Progress** – None

**New Business**

Article Two Conversations

The UAA Article II study commission is in the middle of a 15 yr review of bylaws (principals and purposes, sources). The last time these were overhauled was in the 80s. The commission has “early draft” language. They also have distributed questions to help members contribute ideas and feedback. The commission can use these developing their proposal.

In Jan 2023, the committee will present a proposal and accept feedback.

June 2023, there will be an initial vote

June 2024, a second vote will occur

After each of 3 services, Article II conversations will be held. Board members will help facilitate these conversations and collect ideas from participants to submit to study commission on their behalf. We will plan for 30-minute meetings, with a few board members at each, and with someone online as well.

**September 9/11**

*What is essential to you about being a Unitarian Universalist? What helps you describe the heart of Unitarian Universalism to other people? What is missing from our current covenants or faith language?*

**October 10/16**

*What must we do now to pave the way for the future Unitarian Universalism we imagine? What do we need to help us act on our deep commitment to anti-oppression and anti-racism?*

**November 13**

*What specific ways are we asked to transform lives, communities, and the world in these times? How does our shared life in this congregation prepare us for transformation?*

Swanson suggests distributing questions in monthly newsletter prior to that month’s conversation meeting. Etler will create a sign-up for board members and distribute.

New Section of Worship Services

New element to be added to worship service. Name Ideas: “The work of community” – or “creating community”. This is just one of a slew of initiatives in the Fall to hopefully encourage engagement. There will be a rotating format

1. An individual member will speak on how UUS enriched life
2. A representative from a community partner will speak on their organization’s work relates to our mission
3. A representative from a UUS committee/group/team will speak on who they are and how members can participate
4. A leader in the congregation will speak on their experience in the UUS community

Plans for UUS between Christmas and New Years

We need to plan for our services during the end of December. We don’t have to decide today but the worship associates would like some idea of how we are leaning so they can start planning.

A Christmas Eve, in-person service will be planned. A New Year’s service will be held online.

The open question is what will we do for Christmas day. The board will likely defer to the worship associates for this decision.

WonderfUUl Wednesdays

To be held on the 1st and 3rd Wednesday of the month. Dinner will be at 6pm (doors open at 5:30); a vegan entrée will be provided; otherwise, food will be potluck. Programming will start at 7:00 pm.

Rev Smith will contribute programming on the 1st Wed: poetry and arts related. On the 3rd Wed, board members can go to dinner and then we could do a hybrid meeting @ 7pm. 3rd week programming will have a variety of facilitators – Peggy, Nik, +others.

Starts 9/7.

JCIC Faith in Action Event

On 9/8, UUS is **hosting** this. Tickets are $50. The time is 5:30 –8:00. There will be middle eastern food, music and poetry, and a silent auction. Registration needs to happen by 8/29. We should encourage people to attend.

**Guest Comments**: None

**Closed Executive Session**: None

**Process Observer** comments were provided by Swanson

**Closing Words** by Pavelich.

**Motion to Adjourn and Extinguishing of the Chalice**: Moved by Henry, seconded by Wetlaufer. The motion passed unanimously. Meeting ended at 9:34pm.

Next board meeting 7:00 p.m. September 21, 2022

Meeting minutes submitted by Christine Etler