**UUS BOARD MEETING AGENDA**

**7:00 p.m., February 16, 2022**

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

**Chair:** Alan | **Opening Words:** Alan | **Process Observer:**  Joe | **Closing Words:** Mike

(Minutes

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

(07)Check-in

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

(15) **Board Read –** Our common read is ***How to Lead When You Don't Know Where You're Going: Leading in a Liminal Season*** by Susan Beaumont. We will start at this meeting with the preface and chapter 1.

(05) **Consent Agenda:** January 19, 2022, Board Minutes (**P1**), February 9, 2022, Executive Committee Minutes (**P2**), Treasurer Pavelich’s report and financial summary (**P3**) Emma’s narrative financial report (**P3.1**), Endowment Committee’s December 27 Minutes (**P3.2**), Endowment Committee’s Recommendation for the 2022 ASA Percentage (not received as yet **P3.3**), Rev. Diana Smith’s report including highlights from DCCE Peggy Garrigues, CAEmma Barnum, REC\* Anna Rode, and DM Alex Heetland (**P4**) *\*REC: Religious Education Coordinator*

**Motion to approve the Consent Agenda**

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

Governance --Joe Rasmussen (next meeting March 1)

Personnel --Rochelle Honey-Arcement (and Rev. Diana)

--Ron Wright, UUS’s Building Steward, has resigned and was thanked by Rev. Diana at the 2-13-22 UUS service. Emma has sought coverage by volunteers from the Building and Grounds Team until the hourly position can be filled.

--The new DRLE Search Team is moving ahead. Some funds will be needed for the in-person interviews of finalists.

**Motion that the Finance Committee’s recommendation for the DLRE search committee’s request for $1,500 be approved for candidate interview expenses *using existing budgeted funds* *in the former DLRE’s salary line***

Finance --February update (John Raley)

Right Relations --**1.4.1-7** *Right Relations Committee Promotes the practice of right relations to build a loving, trusting, and healthy congregation. Functions as an internal conflict management team for the congregation. Assists with the development of a Congregational Covenant of Right Relations and a Conflict Management Policy and Procedure. This committee has a minimum of 3 people with at least one Board member, meets at least twice annually, and as needed for conflict management or other business. This committee will submit their minutes to the Board for review unless the record is confidential* (p. 38 in Policies Manual).

Mission and Vision -- Hazel Seaba and Diana Henry

(15) **COVID and UUS Reopening Progress.**

*The latest (****2-10-22****) report shows* ***Johnson County at 69.5/100K*** *(down from 106.1/100K on 2-3-22).*

--**Safe Gatherings Task Force**—The first meeting (2-10-22) was called by Paula as the Board’s representative, and included Amy Fretz, Paul Pomrehn, Deb Schoelerman, Marsha Cheney, and Peggy Garrigues (representing Rev. Diana). This new, smaller COVID-concerned group will have recommendations for the Board to consider/adapt at this meeting. This effort is meant to balance many new issues that were not in place when the original phases were derived and to simplify the plan for reopening protocols. Congregants now have two years of experience as individuals, and there is growing eagerness to engage with one another in our UUS building. The meeting’s minutes are included (**P5**) with an Amy Fretz Addendum (**P5.1**) and a Paul Pomrehn Addendum (**P5.2**).

# Motion to approve the Safe Gatherings Task Force’s recommendation to the Board

# (05) Brief break at 8:10 (*time is scheduled at approximately the one-hour mark*)

**(20)** 8:15 Board visit by Dave Martin**,** Peg Bouska**,** and Kirk Witzberger of the Racial Justice Team related to The Eighth Principle **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

--**Proposal to Adopt the “Eighth Principle”** with groundwork in advance, leading to a membership vote at the Congregational Meeting May 22, 2022. **At tonight’s meeting 8:15 is reserved for this discussion.** Dave Martin, Peg Bouska, and Kirk Witzberger of the Racial Justice Team will join us briefly to discuss a possible plan. If trustees have questions in advance of the Board meeting they are invited to call Dave (319-621-3889) or Peg (319-430-2094). Please see (**P6**) for what Racial Justice proposes as a possible approach including their assistance.

***“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”***

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(05) **The UUS Congregational Meeting and Election--**Amy is now in the process of documenting the election process/steps*.*She has graciously agreed to assist with the May 2022 Annual Meeting Election and then also help train others for elections in the future as long as *Election Buddy* software continues to be used. **Alan asks for board consensus that we happily agree to her generous offer, so he can let her know before March 1.**

(15) **BGI discussion—**Update by Rochelle Honey-Arcement following last night’s meeting (2-15-22).

Ongoing discussion of next steps in executing the two-year BGI plan that began at the Board Retreat January 8. The goals of BGI and how to measure progress toward them were main concerns. 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. One possible initiative related to reinvigorating racial and social justice (a subject that was raised during BGI) appears below under New Business.

(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 seek the open questions for 2022-23). We are planning for an indefinite future. Trustees: **Please add to the questions list:**

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

--In what ways can UUS help overcome pandemic fatigue?

--How can UUS volunteerism be increased and widened, encouraged and rewarded?

--How can UUS further streamline its structure? (This has a bearing on costs and volunteerism.)

**--What can UUS do to increase participation in its racial and social justice programs?**

--What is the desired balance for topics and presenters for Sunday services?

Rev. Diana has provided a more complete accounting of the **feedback from the Listening Campaign** for consideration in honing in on three open questions (**P7**)

(05) **Unfinished Business** **and Updates**

--Memorial Garden

--Stewardship Campaign

--Rev. Diana received her letter February 3 granting her full fellowship with the UUA

--The next Congregational Meeting and Election is currently scheduled Sunday, May 22, 2022.

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

(10) **New Business**

--Board needs to confirm that services will continue to be **multiplatform i**nto the future, even when COVID is a thing of the past (if so). If that is the case, we need to plan to continue multiplatform Congregational-Meeting **elections** as well. This will require **bylaws change** by a Congregational vote in May. **The Governance Committee will need to assist with amendment wording.**

--Attendees and Delegates to five-day UAA General Assembly Wednesday, June 22, through Sunday, June 26. Susan Salterberg of LDC wants to know if any Board members wish to attend (in person in Portland, Oregon plus housing, or online at half the price)? UUS members selected from our congregation to be Delegates will make policy for the Association through the democratic process. **The Board needs to approve delegates**. (We will also need six Delegates for the UUA Regional Assembly Saturday, April 30, 2022.) Peggy Garrigues is working with Susan Salterberg on this.

--Weddings at UUS—Rev. Diana. It seems to be time to revisit our policies for use and dollar amounts charged for the sanctuary and fellowship hall--reevaluating and clarifying what’s gratis and what’s not, and for whom? (Should there be a small task force including Rev. Diana, Emma, Peggy, and a volunteer to work on this? Governance Committee?)

**--Other new business?**

(00) **Guest Comments**

(00) **Closed Executive Session**

(05) **Process Observer Comments** (Joe)

(05) **Closing Words** (Mike)

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

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