UUS BOARD MEETING AGENDA

**7:00 p.m., May 18, 2022**

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

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

(Minutes

estimated: APPROXIMATELY ONE HOUR) (**P1**), (**P2**), etc., are related packet handouts

(07)Check-in

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

(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 (Chapters 6-7). **[** Article by Susan Beaumont sent to us by Rev. Diana after our last meeting presents some questions about leading in a liminal season related to the pandemic: <https://susanbeaumont.com/2020/06/19/10-questions-to-ask-now/> **]**

(03) **Consent Agenda:** April 20, 2022, Board Minutes (**P1**), April 27, 2022, Board Minutes of Special Email Meeting to Approve Funds for AV Digital Mixer (**P1.1**), April 29, 2022, Board Minutes of Special Email Meeting to Approve Dave Martin As UUS’s 4th Delegate to the MidAmerica Region Assembly of April 30, 2022 (**P1.2**), May 11, 2022, Executive Committee Minutes (**P2**), Treasurer Pavelich’s report and financial summary (**P3**) Emma’s narrative financial report (**P3.1**), Rev. Diana Smith’s report including highlights from DCCE Peggy Garrigues, CAEmma Barnum, REC Anna Rode, and DM Alex Heetland (**P4**)

**Motion to approve the Consent Agenda**

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

Governance --Joe Rasmussen: Governance met May 3 (minutes **P5**)

Personnel --Rochelle Honey-Arcement (and Rev. Diana): New DLRE Nic Kaplan will begin Sunday June 12. New Facilities Coordinator is Rubin Galvin

*(ASIDE: Deb Schoelerman has indicated to Alan that some upgraded cleaning equipment may be requested).*

The Communications Coordinator hiring is in process. That person will not begin until Peggy returns from her sabbatical.

Finance --John Raley update

--The Finance Committee met May 9

--Endowment Committee met April 7 (minutes **P6**)

Right Relations --Rev. Diana would like to see this committee reactivated

*1) to promote engagement between UUS “communities” (teams, committees, covenant groups, etc.) as well as between individual parties to proactively avoid issues before they happen*, as well as 2) to help resolves case issues or conflicts when they do arise within the congregation. Julia will serve as a temporary liaison from the board to the former members of this committee as a first step (it is hoped a new UUS trustee in July will be interested in serving on 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 Review --Update: Hazel and Diana H. (Hazel has been out of town assisting with family estate matters) Working with BGI on progress milestone/measurements

# (00) Brief break (*time scheduled at approximately the one-hour mark*) UNNEEDED AT THIS MEETING

(02) **BGI discussion—**Update by Rochelle Honey-Arcement. 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 measuring its progress in cooperation with the Mission and Vision Committee remain our focus. **How BGI is now constituted, how BGI and the Board measure progress, and what we need next will be a major discussion part of the June 4 Board Retreat (that will include new board members)**

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(02) **Business** In Progress

--Rev. Diana would like to form a **Team for Shared Ministry:** The team will help refine the scope, but the basic focuses would include ministerial advisement and professional development support. This group of 3-5 experience lay leaders would draw on their knowledge of UUS’s current dynamics and history to join in discernment with me about our ministry. They will provide a sounding board for developments in our ministry, sometimes helping with the initial stages of developing a new project or program. They will also provide healthy reflections on our shared ministry, based on their experiences of it, to help give perspective. The team will help with professional development support by helping me discern what is working well in our ministry as well as growing edges for our ministry, what skills I and others need to develop, and how we might develop those. The team will likely need to consult with the Mission and Vision Review Committee, the Board, and the Right Relations Committee from time to time. This articlehttps://www.uua.org/leaderlab/forming-committee-ministryhas mor information on Committees on Ministry, which this team is based upon. (From Rev. Diana’s April Board meeting report)

--Rev. Diana is developing and recruiting volunteers to serve on a **Radical Welcome Team:** This team will work on pre-emptive radical welcoming at UUS for people with marginalized identities. One of our first pieces of work will be reinvigorating our Welcoming Congregations and trans inclusion work in the midst of a very difficult climate in Iowa. From May-July we will be taking a *Trans Inclusion in Congregations* class together with Board, LDC, and RE Team members.

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(02)–**Educating, discussing, encouraging endorsement of the “Eighth Principle” for adoption by the UUA** with groundwork in advance, leading to a membership vote at the Congregational Meeting May 22, 2022. **May 7 (Sat. 1:00-4:30) a key online workshop was led by Paula Cole Jones**. Additional information sessions or after-service Zoom groups were scheduled for May 8 and 15. *NOTE: Seven of the current 11 Midwest Region UU leaders Alan meets with by Zoom on Wednesdays are working toward endorsing the Eighth Amendment for adoption by the UAA.*

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***“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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(15) **New Business**

--Attendees and Delegates are needed for the five-day **UUA General Assembly Wednesday, June 22, through Sunday, June 26.** UUS members selected from our congregation to be Delegates will make policy for the Association through the democratic process. **At tonight’s meeting the board needs to vote to approve as UUA GA Delegates: Dave Martin, Donna Simonton.**

--The UUS Congregational Meeting and Election May 22 The meeting participation Zoom link will be: **880 9602 5666 302656.** Alan prepared multi-page packets in advance for those 1) **voting online** following the meeting (including a *sample* ballot) and these were emailed Sunday 5-8-22 by Emma, and 2) for those **voting absentee** and these were stuffed (including an actual *printed ballot to be returned*) and mailed USPS on 5-4-22. ***At the meeting on May 22 Joe (as parliamentarian) will announce the quorum. Other board members need to be present to help check off qualified voting members as they enter the sanctuary and help get motions, amendments, or nominations from the floor or from those on Zoom to the podium to be repeated and polled to see if they pass muster to be added to or changed on the Election Buddy ballot that goes out after the meeting.*** Peggy will be gone on sabbatical, so other staff will need to help run the AV—Alan has been told that Anne Schon will be running the election Zoom online feature and she will work with Emma to get ready. ***Treasurer Mike will give his report on Zoom*** and needs to be seen on the big screen in the sanctuary if possible.

--The **Board Retreat** on Saturday, June 4

* 10:00-4:00 at UUS in person. Bring your own lunch. We may do most of this outside if the weather permits
* Will be joined by three new board members: John Bowman (vice president), Jerry Wetlaufer (financial trustee), and Christine Etler (secretary). Alan will invite them to the retreat after the Congregational Meeting election 5-22-22.
* Discussion of how BGI will be constituted in the approximately 19 months ahead (before 2024 budget-balancing deadline), how BGI, the Board, and the Board’s Mission and Vision Committee can help us gage **where we are** toward our goals (raising more funds, earning more funds, saving more funds, moving further into social/racial justice issues?
* Rev. Diana will guide us in an exercise for all-group and small-group discussion and presentation on what trends, conditions, and opportunities we believe may be emerging in the next five years at UUS with an eye to formulating our Vision of Ministry—how this might guide what our questions should be that we might present to the congregation.
* Other topics as introduced by trustees present

--The **Stewardship Committee** has presented the **goal they propose for 2023: $440,000**. This 2023 goal is 3.6% higher than money actually received for 2022 and 4.8% higher than the $420,000 goal set for 2022. They also ask that whatever the Board comes up with for the 2023 vision of ministry (likely at the June 4 retreat) can be used as the theme or influence the theme of the 2023 Stewardship Campaign (**P7**)

**Motion to approve the Stewardship Committee’s goal of raising $440,000 in the 2023 campaign**

**--Other new business?**

(00) **Guest Comments**

(00) **Closed Executive Session**

(02) **Process Observer Comments** (Mike)

(02) **Closing Words** (John)

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

***Board retreat*** *is 10:00-4:00, Saturday, June 4, 2022*

***Next board meeting*** *7:00, June 15, 2022, by Zoom*

ASIDE: **Our current open questions.** *This version incorporates helpful edits offered by Hazel. This will be a topic at the June 4 retreat*

**CONNECTIONS TO:**

**OURSELVES**

How can the congregation and UUS staff help you grow?

**EACH OTHER**

How do we grow our connections given our multiplatform service format?

**THE WIDER COMMUNITY**

What messages and/or actions will help the UUS introduce itself to and engage the surrounding communities?

(4) What can UUS do to increase members’ participation in both the UUS’s and the surrounding communities’ racial and social justice programs?