

## JRUUC Board Meeting - Wednesday November 17, 2021

**Present:** Isaac, Renee, Glen, Peggy, Tom, Deb, Anna, and Rev. Karen

**Minister of Delight: Tom      Opening/Closing Words: Peggy**  
**TimeKeeper: Anna      Observer: Glen**

1. **Welcome/delight, opening words, chalice lighting, adopt agenda.** Tom moved that we adopt the agenda. Anna seconded. Motion passed.

2.. **Reflection Time** – Individual check-ins: How is it with your spirits?

3. **Approve last month's meeting minutes.** Renee moved to accept October 2021 minutes. Deb seconded. Motion passed.

4. **Consent Agenda.** All reports reviewed except for the Minister's report which will be late this month. No questions arose on these reports.

1. Treasurer's Report: Glen
2. Building Stewardship: Renee
3. C-19 SPTF: Deb
4. Minister's report: Karen

5. **2021-2022 Board Goals** – We discussed goals “b” through “e” individually, with discussion led by individuals who worked on the goals. Because we made a few minor adjustments in language and the goals were not all presented in the same format, **we decided that each group would clean up the language and put a final copy in a spreadsheet created by Isaac - to be brought to a final vote next month.** This delay should not prevent forward momentum on any of our goals at this time. Goal “a” is discussed along with our White Supremacy Culture discussion, item 8.

- a. Hiring a consultant & implementing feedback re: WSC – isaac and Rev. Karen
- b. Organizing & updating charges for all working groups – Isaac and Renee
- c. Researching & purchasing administrative software – Peggy & Glen
- d. Revitalizing current committees & teams – Anna, Deb, isaac
- e. Researching & exploring our financial future – Tom and Rev. Karen

A few comments of note:

- It was noted that there is some overlap between goal “b” and “d” that may need to get resolved
- It was questioned if choosing March as a potential time to initiate a capital campaign was intentional. It was for 2 reasons: 1) this is a time that many congregants expect to talk about \$\$, and 2) if our plan includes advancing solar options for our building, we need to consider deadlines for getting rebates on this work.
- Does a deficit operating budget impact a capital campaign? It could but we should have better budget projections in January before we move forward with a plan.

6. **BSC Request for Emergency Funds:** New Sign on Building and Repairs to Multi-purpose Room. Renee led this discussion. There are currently no funds available within Building and Grounds to purchase our sign, which is in dire need of replacement, or to pay Roger to fix the crack in the multi-purpose room floor. We had consensus on the purchase of a metal over a vinyl sign; even though it is more expensive, it looks more permanent and will wear better.

Deb moved that we use emergency funds, in an amount not to exceed \$2000, to take care of the floor crack and a metal sign. Glen seconded. Motion carried.

## 7. **Stretch Break**

8. **White Supremacy Culture Discussion.** Rev. Karen led this discussion, sharing her conversation with consultant and anti-racist training coach, Julica de la Fuente of Minneapolis. **Key points:**

- Reeb is a good candidate for coaching because of our social justice engagement and our willingness to engage our congregation
- Julica developed a rubric that the BOT has used previously but was never discussed on a congregational level; the rubric looks at 3 stages of progression in congregational growth as regards WSC. Rev. Karen gave us an overview of the rubric.
- Julica's suggestion:
  - BOT go back to the rubric rather than continue our discussion on the characteristics at monthly BOT meetings
  - Make intentional choices as where we want to change
  - Engage the whole congregation in the rubric, cottage meetings as one way to do this
  - Make decisions on which category(s) to focus on
  - Julica could guide this work, but not define our path. She could help us clarify our goals and develop a plan to achieve them. No set number of sessions, "a fluid, emerging process."  
Charge: \$200/hour.

There is general consensus around working with this suggestion. This is somewhat different, however, from what the BOT identified in our initial goal setting, so Isaac and Rev. Karen will go back to re-state goal "a" and outline sub-goals.

Next step (after re-defining the goal): engage Julica in a one-hour walk-thru of a process. End goal may be to have something concrete to adopt at the May 2022 congregational meeting.

9. **Next Meeting:** December 15 at 6:00 p.m.

Roles for next meeting:

Time Keeper: Renee                      Observer: Anna  
Opening/Closing Words: Tom    Minister of Delight: Isaac

10. **No-Staff Huddle** – very brief. Acknowledgement that no minister's report this meeting is an anomaly.

11. **Check Out:** Process Observer – Glen noted that there was no "talking over" of each other and appreciated Anna for putting time checks in the chat to not interrupt the flow of our conversations.

Closing Words/Extinguish the Chalice