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| Committee/Group: | BOT | Facilitator: | J Isaac Gadiant, President |
| Date: | 12/15/2021 | Minute Taker: | Peggy Haack, Secretary |
| Location: | Zoom https://zoom.us/j/99549858214 | Meeting started: | 6:00 p.m. |
| Members Present: | Isaac, Peggy, Tom, Renee, Glen, Deb, Anna, Rev. Karen | Meeting adjourned: | 8:05 p.m. |
| Others Present: | | Version: | (DRAFT) |
| Charge: | https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&oid=113996274166732070477&rtpof=true&sd=true | Time Keeper: Observer: Opening/Closing Words: Minister of Delight: | Renee Anna Tom isaac |

| | Goal | Time | Agenda item (Length) | Discussion | Action |
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| 1 | | 6:00 - 6:15 PM | Welcome/delight, opening words/light chalice, covenant, adopt agenda | Glen moved to adopt the agenda, Anna seconded | Agenda approved |
| 2 | | 6:15 - 6:35 PM | Check-in / Reflection Time | Reading on opening to joy from Soul Matters. How have you opened to joy? | |
| 3 | Decision | 6:35 - 6:37 PM | Approve Last Month's Meeting Minutes | Anna moved, Deb seconded | Minutes approved |
| 4 | Review | 6:37 - 6:40PM | Consent Agenda | Consent agenda accepted with no further review. | |
| 5 | Decision | 6:40 - 7:15 PM | 2021-2022 Board Goals | <p>Following discussion and some amendments to wording, Glen moved and Peggy seconded that the following become our 2021-22 Board Goals:</p> <ol style="list-style-type: none"> 1. Take a concrete step toward dismantling WSC at JRUC. 2. Ensure that all committees & teams have an accurate and up-to-date charge that is easily found within an electronic filing system. | <p>Motion passed - We have 5 BOT goals!</p> <p>Isaac will organize the BOT drive to keep progress on goals.</p> <p>Small groups working on specific goals will report regularly on progress at BOT meetings.</p> <p>Deb will create a message on these goals to share with the congregation.</p> |

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| | | | | <p>3. Research & implement new administrative software.</p> <p>4. Revitalize current committees & teams.</p> <p>5. Research & explore the possibility of a Capital Campaign.</p> | |
| 6 | Decision | 7:15 - 7:20 PM | Funds for Consultants on WSC Training & Stewardship | <p>Proposal by Rev. Karen to use Emergency/Opportunity Fund to pay consultant fees.</p> <p>Discussion points: Is this prudent at a time when we are operating at a deficit? The fund exists for just such a case. How is the fund replenished? A couple ways - through our operating budget each year and by designating surplus funds from prior years if available.</p> <p>How has the fund previously been used? Several examples provided, including recent purchase of video equipment to do virtual services.</p> | <p>Isaac moved and Deb seconded that we spend \$660 from the Emergency/Opportunity Fund for two hours of consultation on moving our congregations away from White Supremacy Culture (\$200/hour) and two hours on Stewardship & Development of a Capital Campaign (\$130/hour). Motion passed.</p> <p>Rev. Karen will make the contacts with consultants. On Glen's recommendation, we will not schedule until after mid January when end-of-year financial information is available.</p> |
| 7 | Rejuvenate | 7:20 - 7:25 PM | Stretch Break | | |
| 8 | Review | 7:25 - 7:50 PM | White Supremacy Culture at James Reeb Unitarian Universalist Congregation | Rev. Karen spent time familiarizing us with the WSC rubric: 9 areas, and 3 columns for each of the areas representing how engaged a congregation may be on a continuum of maintaining the status quo to becoming an anti-racist congregation. | None at this time. A consultant will help us determine first steps in this process. |

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| | | | | <p>With our leadership, it will be the work of the congregation to:</p> <ul style="list-style-type: none"> ● determine where we see ourselves within each area, and ● decide a where we will commit to work towards change <p>Questions: How far can we go as an all-white congregation? Rev. Karen responded that we don't have to stay all white, but we have to do some of this work first.</p> <p>Can we look at other congregations that intentionally do this work to learn from themm? Absolutely! Examples: Unity Church Unitarian of St. Paul and First Universalist in Minneapolis</p> | |
| 9 | Decision | 7:50 - 7:51 PM | Next Meeting's Roles | | <ul style="list-style-type: none"> - Time Keeper: Tom - Observer: Anna - Opening/Closing Words: Deb - Minister of Delight: Glen |
| 10 | Discussion | 7:51 - 7:54 PM | No-Staff Huddle | | Request that Rev. Karen get her report to BOT at least 24 hours before the meeting so all have a chance to read beforehand. |
| 11 | Review | 7:54 - 7:59 PM | Check Out: Process Observer | Anna reported that she experienced a "process growth mentality", that we are learning the rules of order, and that we demonstrated an open, candid and respectful way of making meaning out of our process. | |

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| 1 2 | | 7:59 - 8:00 PM | Closing Words & extinguishing of chalice | Tom's words from Twain were on our theme of joy. Isaac noted that bell hooks passed away and offered these words of hers: "Beloved community is formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world." | |
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