

## **UUCC Board of Trustees meeting, Sept. 15, 2020**

**Board Members in Attendance** – Catherine Barnes, David Reynolds, Ann Helms, Cindy Hostetler, Rocky Hendrick, Tawana Allen, Lisa Hagen, Ron Spake, Paul Wilson  
**Staff in attendance** – Eve Stevens, Jay Leach, Alesia Hutto

### **Call to Order**

- Chalice lighting words (Cindy)
- Vision statement, mission statement and leadership covenant readings

### **Check-in**

In addition to personal updates, Paul reported that A Roof Above will not hold any volunteer programs this year because of the risk of coronavirus exposure. That means the Room In The Inn program that we've participated in for several years will not take place.

### **Eyes and ears**

Praise for the service launching our "Barriers, Boundaries and Belonging" theme.

Update on tech squad: Eve says most connections have come from staff referrals. Will try to keep the contact information visible in case people need it.

Board members noted that it's harder to stay in touch with what congregation members are saying without in-person gatherings.

**August minutes:** Approved unanimously.

### **Current business**

**CYRE/ARESD:** Eve and Jay reported that they are convening a search team for an interim "lifespan professional" who will handle the work currently done by the children and adult programs. The goal is for this person to start in January and serve 18 months, during which we conduct a national search for the long-term person to fill this job. The interim person will not be a candidate for the permanent position, but instead will be a "change agent" who can "make the tough decisions" that come when a congregation transitions away from two long-time and highly valued staff. We expect to see less of a "two congregations" split between youth and adults. Instead we expect more family and intergenerational programming.

**Intersectional Justice: Cultural and economic core groups** are forming. With the deadline fast approaching we do not have "critical mass" yet, but Jay says he expects we can reach it with an extension.

The **Racial Justice Engagement Group** is the most active of our four engagement groups. In addition to the court-watching work with Kristie Puckett Williams, they are now working with the Housing Alliance to build a database of rentals available to people with criminal records. Our volunteers have contacted more than 500 landlords to gather information, which can save tenants from putting down \$50 nonrefundable deposits for housing they're not eligible for.

The **Environmental Justice Engagement Group** is exploring a partnership with Amy Brooks and [GreenFaith](#).

The **Cultural Justice Engagement Group** was sidelined by the pandemic shutdown and is in the process of reactivating.

The **Economic Justice Engagement Group** has not become active yet.

Jay reported that the **Intersectional Justice Team** is about to announce another opportunity related to voting rights and voter suppression. It will provide a chance to work with other groups on encouraging people with criminal records to register and vote. He noted that our intersectional justice work has been slower than we had initially hoped for but is starting to yield some strong, meaningful work.

**Covenant group:** Rob Marcy's group wanted direction from the board about our expectations and timetable. The board agreed to ask for a draft of what we might take to the congregation by our October meeting. We'll work on congregational engagement after that with a goal of congregational approval in spring.

**Measurement group:** Members discussed breaking measurement into pieces and creating a calendar, understanding that we'll learn as we go. Paul created a draft with six broad areas to tackle, but the group held off on presenting a document for discussion because they wanted a better grasp on how the revised Call To Action and/or Widening The Circle of Concern might shape measurement.

The group plans to report back in October on a process for measuring operational status, goals and action steps.

**Widening the Circle of Concern:** Jay and the board chairs recommended this [book-length report](#) on how Unitarian Universalists can address their history with white supremacy and oppression. Jay is going to look into how we can get copies of [the actual book](#), which is not currently available. Meanwhile, David is going to divide the online content into sections that the board can read and discuss, starting with our October meeting. Cindy noted that this can be integrated into our work on the Call to Action, and Jay described the Call to Action, Widening the Circle and measurement of where stand now as a three-legged stool that can help create visionary leadership.

**Coordinating Team reports:** Accepted as presented. Board chairs and coordinating team are moving away from long routine presentations; the goal is for board members to read and raise questions as needed.

**Policy governance:** Jay presented a history of the board and congregation's work on the vision and call to action, starting in 2014. The board is due to update the call and agreed to tackle this work along with reading and discussion of Widening the Circle.