

**USR BOT Meeting
Minutes
January 12, 2022**

Attendance: Dawn Walter, Helen Matusow-Ayres, Don Campolo, Sarah Lenzi, Chris Dunnigan

Check-In 7:12 pm

- I. Replacement for Kris Bluemel
 - a. Discussion
 - i. Board replaces board members who leave. President appoints new board member
 - ii. Kris was in the last year of her term
 - iii. Replacement for just a half of a year
 - iv. Bernie Josefsberg did express an interest
 - b. Action
 - i. Don will reach out to Craig to see if he has any suggestions for a member who might be interested in serving out Kris' term, perhaps someone with a child in RE
 - ii. Don will also speak with Bernie Josefsberg about how the nominating committee might help
- II. Announcements at services
 - a. Summary
 - i. Board members can do announcements whether home or in person
 - ii. We are now scheduled through March 6
- III. Ministers report
 - a. Summary
 - i. While it sometimes feels like there is not involvement because we are struggling to get volunteers for positions and other tasks, the services and other activities are having a positive impact on people.
 - ii. We need to reform the leadership model to address challenges. Leadership needs to remember why we do what we do and be more positive
 - iii. The in person services were lightly attended and while in person preaching Sarah was unable to see the numbers of people who

were still attending virtually. Being back on line and seeing folks on the screen was encouraging.

- iv. There is still a core group of people working and attending
- v. Sarah is encouraging the Board to join her in focusing on the community that we have not on what has been lost during the pandemic
- vi. Should we shift our focus to the summer- attendance is growing in the summer and there is an opportunity to gather outside.

b. Discussion

- i. Can we query the congregation about focusing more on summer services and activities?. Membership is changing. Historically the people who went away for the summer were affluent. We may have more people that do not travel in the summer than previously
- ii. There is no risk in scheduling more substantive services in the summer. We can try it and see what happens
- iii. Sarah and Jeannie need lead time if we are going to make the change so that they can plan their time away.
- iv. It was heartening to read Sarah's report. It would be good to share that message with the congregation. Share the good news.
- v. Like the idea of offering OWL to folks outside of USR. Can be done as a community program
- vi. Shortage of OWL trained adults. Not sure if the UUA offers training online.
- vii. Suggestion that we could also virtually visit other congregations some Sundays, to give Sarah time off if there will be more services in the summer. We could go as an entire congregation. This would be instead of lay services or guest ministers (who we have to pay).
- viii. We should further develop the cooperative relationship with CUC and go to their services more often. Need to work out the fact that they are at different times.
- ix. Promote visiting other congregations

c. Action

- i. Sarah will look into whether or not OWL can be taught online and if there is training on-line.
- ii. Sarah will reach out to Andree the minister at CUC to talk about how we could cooperate more
- iii. Board members should come prepared to the next meeting to discuss each of our top ideas for community building

IV. DRE report

a. Summary

b. Discussion

- i. Problem with communication with new families. Some families are not in the Realm system. One family is listed as inactive. Jeanne may not be communicating with Anne when we get a new family
- ii. There is a way to enter someone on a pathway that brings them to the right person's attention. It will require Jeanne to use Realm
- iii. If people don't log into Realm they won't be listed.

c. Action

- i. Sarah will discuss communication issue with Jeannie

V. Pledge drive report

a. Summary

- i. The \$400,000 goal is an increase from last year but does it does not include the building fund
- ii. The pledge drive committee needs the funds to send seeds to members (\$500). There are sufficient funds in the budget.
- iii. We should include a flier indicating board member contributions.
- iv. Average board member commitment \$5,429 last year

b. Discussion

- i. The Building Fund may confuse people who don't distinguish between the annual fund and the building fund.
- ii. Perhaps we should indicate the contributions of entire governing group and not just members of the board,
- iii. Some people have lower incomes- Shouldn't be seen as a requirement
- iv. Wait to see what we end up with before considering other approaches
- v. Board pledges due by Feb 9. March 1 will be the first mailing for pledges. March 7 the mailing will be followed up with a phone call and pledge cards will be due by 4/7. 4/3-4/15 totaling. By April 17 we good estimate of where we stand.

c. Action

- i. Sarah will record a video call
- ii. Dawn will sign an edited version of the letter
- iii. Draft estimated budget from Chris to Jack by February 9
- iv. Send th

VI. Son of Service Auction

a. Summary

- i. Do a smaller version of the service auction, virtually. Shepherd people to give things that work in the pandemic, like vacation homes.
- VII. COVID Protocols
 - a. SCRT will be discussing if there should be different protocols based on Omicron and new CDC guidelines
- VIII. Kristin's recommendations about Realm and Governing Circles-
 - a. Put on the agenda for the next time or review when we are in person
 - b. Consider tweaking the circles not eliminating them
 - c. Wait until they are operating in normal times (no pandemic)
 - d. Dawn will check in with Anita about her resignation
- IX. Thank you notes
 - a. Carol and Anita for Nancy's Auction. Helen will write
- X. Racism – homework
 - a. Action
 - i. Next meeting first item on the agenda will be to discuss our statements
 - ii. Everyone will read each other's
 - iii. Dawn will send them out in one document
 - 1. Top three things to integrate eighth principle at the USR
 - 2. Top three things to do in the next few months for this time of optimism
- XI. Sabbatical
 - a. Action
 - i. On the next agenda

Adjourned 8:58