

**USR BOT Meeting
Minutes
February 9, 2022**

Attendance: Dawn Walter, Helen Matusow-Ayres, Don Campolo, Sarah Lenzi, Chris Dunnigan, Craig Hertenstein and Jack Lohr.

Meeting started at 7;30

I) Approve and post past minutes

A Summary

- Minutes approved November and January

II) Janice Lohr and Bernie Josefsberg, Nominating committee

A Summary

- NomCom has had two meetings, developed criteria for candidates and a plan for moving forward.
- There's excitement on the committee but the number of open leadership positions is a cause for concern
- Board and Circle leadership positions drawing from the same pool
- The committee experienced some difficulties last year in finding leaders
- Loss of sense of community because of the pandemic
- Sense of disconnect between older members and younger members. Parents of young children find it difficult to participate on zoom
- Looking for positivity and excitement from the Board for the committee
- Are there any changes to Board job descriptions since the circle structure was created?
- The committee members need more contacts with parents with small children
- Need Board members to promote leadership positions to members
- The Nominating Committee sent a letter via realm soliciting interest. Highlighting the VP. Just received one response. A good name. Not a pool.
- Need the Board's help

B Discussion

- Give letter to Ann to put in Newsletter and put out again on Realm
- The Board needs to appoint someone to replace Kris Bluemel.
- The Board has not made any progress.
- Nominating Committee chooses circle facilitators and board members (officers)
- Should the Board feed the committee names?
- Board could feel people out in a casual way. No need to ask anyone, that is the Nominating Committee's job
- Charge of committee includes seeking a balance that is representative of the congregation

C Action

- Dawn will send her list of possible leaders to the Nominating Committee

- Helen will cull excerpts that represent a positive perspective from Sarah's January report
- If the Nominating Committee will send the job descriptions to Dawn she will review and update
- Jack will send the list that indicates members non-members to the Board

III) Board member replacement

A Discussion

- We need to educate people about what the Board is
- Describe from first-hand knowledge. Perhaps we could record testimonials from Board Members

B Action

- Board should send names to Dawn or directly to the Committee

IV) Action items from January minutes

A Summary

B See list in file

V) DRE Report

A Summary

- No comments

VI) Thank yous (and thank yous from staff)

- Rick Sawyer and his son Pete for the family service (Jack)
- Amy Hoffer-for the family service and making cupcakes (Dawn)

VII) Racial Justice Discussion

A Discussion

- When we write the next Strategic Plan we should include steps to that will help us to live up to the 8th principle
 - (1) Now may be the time to write a plan; while we are in pandemic mode
- We could engage in study groups; maybe with other congregations (CUC)
- Jack's proposals
 - (1) Adopt a policy of affirmative action in hiring
 - (a) Learn more open hiring practices and commit to hiring a more diverse staff
 - (2) Review socially responsible investment policy
 - (a) move toward UUA socially responsible guidelines- endowment fund and the reserves- ask the Finance Circle to explore
 - (3) Prioritize inviting BIPOC leaders for when Sarah is away.
 - (a) Should we set aside funds?
 - (b) Dawn believes that there are some funds available
 - (c) Sarah has been seeking BIPOC speakers for the summer when she is away

B Action

- Put hiring commitment on the agenda for the next meeting
- Involve racial justice in discussing all of these suggestions
- Sarah is seeking other congregation's examples of affirmative action policies
- Ask the investment committee to review having a socially responsible investment policy

- (1) Congregation does not have to vote on it.
 - (2) Dawn will reach out to Ed Collins
 - Put together a reading list with a blurb about each book- put it in realm
- VIII) Pledge drive - board pledges
 - A Action
 - Board should pledge by Friday
- IX) Pledge drive - actual spending review and discussion
 - A Summary
 - Board members need to pledge
 - Jack gave a pitch to the Board
 - (1) Think about rolling your capital campaign donation into your pledge- since the capital campaign is coming to an end.
 - B Action
 - Dawn and Sarah will discuss line item budget off-line. Anyone else who wants to be part of this discussion is free to join
- X) Capital Campaign Update
 - A Summary
 - Dawn updated the Board on the Capital Campaign projects
 - Solar panels not connected yet
 - We need to report on the progress to the congregation
 - B Action
 - Dawn will write a progress report for the Newsletter and it will be put on realm
 - Dawn will work on a video starring Bodie and Tim about the Capital Campaign Projects

Meeting adjourned at 9:17 pm