

UUCSR Board of Trustees Meeting

January 21, 2021 6:30 pm *(via Zoom)*

MINUTES

Voting Members Present: Natalie Brundred (President), Mike McGirr (Vice President), Jane DeYoung (Treasurer), Cathie Wiese (Corporate Secretary), Larisa Ashley, Paul Brockmann, Joe Como, Sean Freese, Paula Hammett, Andy Levine, John Mason

Non-Board Members Present: Rev. Chris Bell (Minister), Susan Thollaug (Recording Secretary), Tamara Murrell, Leslie Norinsky, Scott Miller, Carol Kraemer, Debbie Belansky, Kristen Olney, Linda Stabler

Meeting called to order: 6:51 PM

Chalice Lighting, Covenant, Opening Words

Agenda review: No changes.

Minutes: December minutes were approved as submitted.

Open Mic:

Cathie Andy will present ideas about the "prayer flag project" at next month's meeting.

John, Paul, and Natalie will attend the online Regional Assembly in February.

The Zoom link for Board meetings can be found in Realm henceforth.

Discussion about Chris's departure announcement:

Prior to this meeting, Rev. Chris had conveyed to the Board in writing his plan to leave his position as minister of UUCSR at the end of July. He has loved being the Congregation's minister, and this decision was taken despite that fact.

Board members expressed deep sadness about Rev. Chris' announcement, and gratitude for his extraordinary years with the Congregation that have helped us shape our values and mission. Rev. Chris will set up Zoom meetings for the Congregation to talk with him directly about his decision.

Rev. Chris and Natalie outlined the practical steps to be taken by the Board and Congregation going forward. They recommended visiting the section of

the UUA's website on ministerial transition, which has extensive guidance to support congregations through ministerial transitions.

UUCSR can post our packet of information about our congregation for interim candidates on April 8th. The earliest an offer will be made is May 19th. An interim minister is hired by the Board.

The interim minister will serve a 2-year term. This will allow the Congregation a period of reflection and discernment regarding its situation, needs, and aspirations for the future.

Natalie will contact the UUA Ministerial Transitions Office and the Pacific Western Region. The immediate focus will be on selecting an interim minister to begin on August 1st. A small committee of the Board will be formed shortly after the upcoming Congregational Meeting to oversee that process. Initial members were identified: Cathie Wiese, Paul Brockmann, Leslie Norinsky.

Update on Sustaining Pledge Team: Debby Belansky and Carol Kraemer, Co-Chairs, Sustaining Pledge Team

The new Sustaining Pledge Team wants to set a strong foundation that's focused on love of community and people, where giving comes from the heart.

The team is very committed, energetic, full of ideas, and working hard. They are growing together, learning about Realm, reading books on stewardship, and getting to know each other. They'll attend a "Generosity Labs" course offered by the Pacific Western Region in February/March.

They expect to recommend a sustainable pledge model rather than annual pledge drives. The team's initial outreach to all members and pledging friends will be thank you's for their contributions.

Treasurer's Report - Jane DeYoung

Several pledging members are no longer with the Congregation, although some new people have also come on board. In general, expenses have been kept low. We're on track to pay full UUA dues in May. Considering the fact that the Congregation hasn't been able to meet in person for many months, our budget situation is much better than might be expected.

The Payment Protection Plan grant received from the U.S. Government early in the pandemic has been extremely helpful. The Congregation would not qualify for another PPP grant under new rules.

Administrative Manager's Report: Natalie (for Kenyatta who was on family leave)

The new carpeting has been installed and looks great.

Racial Justice Discussion: Cathie W and Paul B

The Board continued its monthly conversations about advancing diversity, equity, and inclusion in our Congregation. We are using the UUA's *Widening the Circle of Concern* report to explore this.

The Board recognizes that people of non-white ethnicity and diverse cultural backgrounds will feel welcomed at UUCSR when greater awareness and concrete actions signal that their presence and contributions are welcomed and valued. Asking questions like "Who's comfort is being served? Who's here and who's not? Who's not speaking?" will help check the "club mentality" that excludes people.

The Board will continue these monthly conversations and coordinate with the Diversity Project to expand opportunities for dialogue in the Congregation. We are committed to making diversity a key part of shaping our Congregation's renewal post-pandemic.

Congregational Meeting setup: Natalie

Natalie, Rev. Chris, and Sean will be Zoom co-hosts. Sean and Natalie will meet about the mechanics of voting via Zoom polls. Rev. Chris and Natalie will meet to plan for discussion of Rev. Chris' departure at the meeting.

Final questions and review of action items

Closing words: Rev. Chris

Meeting Adjourned: 9:21 pm

Next board meeting: Thursday, February, 2021 6:30 pm via Zoom

Respectfully submitted by Susan Thollaug, Recording Secretary