Present: Kathleen Cromp, Gayle Childers, Tim Vos, Patricia Graesser, John Crusius, Michael Kasprzak, Jon Luopa
Absent: Rosemary Daszkiewicz
Guests: Jewels Mellen, Debbie Maranville, Pat Marks, Margaret Sutro

Agenda/Notes

Lighting the Chalice, Opening Reading [Gayle Childers - At end of minutes]

Check in & Introductions [Kathleen Cromp, prompt]
  - What in this long saga of the pandemic, in terms of a change – a new something, what do you most appreciate, and why?

Updates

Jon Luopa
  - With loosening of restrictions about Covid, the staff is talking about protocols: coffee hours, choirs singing, people singing. They are being considered together with a rollout planned. Coffee hour will return this Sunday, February 20; choir rehearsals will begin by the end of this month and will take a little while before in person; congregational singing is the trickiest because it requires appropriate mask which are costly – this won’t happen at least until April/May [although the situation could change].
  - The pledge drive will launch on March 6 through April 5 with the theme of ‘Resilience: overcoming and becoming’. There will be small group meetings in homes and testimonials are being planned. Expecting this year to be challenging, but moving forward with optimism.
  - Our staff is doing okay, managing well and feeling supported as we head into the spring.

Rosemary Daszkiewicz
  - None

Work of the Board

Anti-Racism Open Question Work. Convening of 'stakeholder' / 'coordination' team. [All]
Summary: We acknowledged that the congregation achieved a remarkable milestone with the adoption of the new Bylaws and the 8th Principle on January 30th. Although there are differences within the congregation, ~170 members stayed engaged for 3 hours. What happens next? The Board is committed to the work and engaging the congregation in continued dialog on what this looks like at UUC.

Initial thoughts involve convening a group[s] for discernment around the different aspects of work needed to build towards a Beloved Community.

The 8th Principle Process team met with Rev. Luopa last night, February 16 and were exhilarated that the congregation passed the motion to adopt the 8th Principle. They discussed next steps and stated that it is to support the Board in the work of the open question. Supportive of having a consultant doing an assessment, and stated that we should leverage the passion of the current team – great learning about the church. What was the process? What worked well?
  - Work across the different UUC groups; held listening circles good [what else could have been done to engage more people?]
  - More clarity was needed regarding what was UUC and what was UUA [e.g., specific language used and way to address it]
  - Language needs decomposition to understand what it means for UUC [part of the convening].
- The issue of anti-racism is the issue, not the language, and we have to have integrity in that.

There has been some fallout with the adoption with members leaving or reducing their pledges. We will need to monitor this. As we discern what we are doing, is it helping us to become a Beloved Community? If not, we probably should not do it.

Ideas
- Evaluate the 9 practice areas of the congregation looking for blind spots and where we can improve.
- Connecting with the 8th Principle Learning circles to see what has been done in other congregations.
- Audit consultant [Tim Vos]; Roberta Ray connected him to the kaleidoscope institute, founded by an Episcopal priest, giving us an organization with experience in serving/understanding churches. We would be paired with a local consultant to start. They will be meeting with them to review offering and then make a recommendation.
- Unpack language in adopted 8th Principle and how UUC understands it
- Leading the convening of groups.
  - Both Gayle Childers and Michael Kasprazk may not be the right Board members to lead this work as both will be completing their service in 4 months, with Michael currently completing his Treasurer role.

Further discussion is needed on what is our anti-racist work? How do we have conversations on ‘how we want to be an anti-racist community?’ Where does the Board see the 8th Principle Team working in all of this?

Action/Follow Up:
- Send the 9 practice areas from Beloved Conversations to Board. [Margaret Sutro, Jewels Mellen]
- Contact Jennifer Bright on facilitating or helping us determine how to facilitate discernment. [Kathleen Cromp].

### Whole Year Planning, Conversation Continued [Kathleen Cromp]

**Summary:** We continued our retreat conversation, asking whether our open questions are adaptive and/or technical, and then, how do we engage the congregation? How long do open questions remain? This is important to the communicate to the congregation [how long, what steps]. We also need to determine the appropriate timing for our retreat. February could work well, but may also need time in the beginning of the church year for team building. Having a mid-year congregational meeting in January could also provide feedback to take into the retreat either in February or preferably in January to allow more time for planning the upcoming annual budget planning.

Open questions need to be institutionalized and part of our body of work, and engagement with the congregation. What does an anti-racist community look like [adaptive]? How do we become an anti-racist community [technical]? This will be an iterative process, moving back and forth.

**Action/Follow Up:**
- Determine how to educate the Board and congregation in understanding the distinction between adaptive and technical question/leadership...[Board]

### Report out from Nominating Committee/LDC Meeting [Patricia Graesser, Kathleen Cromp]

**Summary:** Existing members have agreed to remain through the end of the year. Candidate is being considered for the Moderator position; pending Board positions. Next meeting for the committee is March 15th where they
expect to have the candidates identified. LDC will continue as nominating for this year, then will transition to the new developing leaders focused team. Patricia Graesser is chairing the Nominating and Kathleen Cromp is focusing on the developing leaders committee. Rev. Jon Luopa offered to be a resource in finding candidates and the Board might need to do the same also.

Transparency in the process is needed and needs to be defined.

**Investment Report [Michael Kasprzak - Treasurer]**

**Summary:** Our investments followed the market in January with losses, however, looking back over the past 5 years, our investments are better.

**Conversation with the Board on February 20 [Kathleen Cromp – Vice President]**

**Summary:** The meeting will be on Zoom and in-person in Knatvold. There is no particular theme, holding the space for reactions to January 30th meeting. Kathleen will open with a prompt. Kathleen and Mike will attend in person.

### Consent Agenda

**Meeting Minutes** [December 16, 2021 and January 20, 2022]

**Motion:** Move to accept the consent agenda which includes the December 16, 2021 and January 20, 2022 meeting minutes.

*Motion passed unanimously.*

### Other

- Rosemary will be out of town for the February Board business meeting; Kathleen will chair this meeting.
- There have been resignations from the Leadership Development Committee, and there is confusion about the transition of the LDC if the Bylaws pass on January 30th. The LDC hasn’t been looking for LDC or Nominating members, has a few potential candidates for the Moderator and Treasurer.

### Closing Reading & Adjournment

**Opening & Closing Readings**
## Open Questions and Top Priorities

- What type of antiracist community can we be? And how will we become one?
  - Conduct an equity audit of the current state of the Congregation across multiple vectors leading to specific recommendations for future action.
- What is meaningful engagement at UUC that creates belonging & commitment? And how do we invite people into it?
Dates to Remember
03/03 – Study Session
03/17 – Board Meeting [Check-in: Gayle Childers; Readings: Tim Vos]
04/07 – Study Session
04/21 – Board Meeting [Check-in: John Crusius; Readings: Patricia
05/05 – Study Session
05/19 – Board Meeting [Check-in: Kathleen Cromp; Readings: Gayle Childers
06/02 – Study Session
06/12 – Annual Meeting
06/16 – Board Meeting [Check-in: Tim Vos; Readings: Kathleen Cromp]

Recorded & submitted by Gayle Childers, Secretary | UUC Board of Trustees