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

### Agenda/Notes

**Lighting the Chalice, Opening Reading [Tim Vos - At end of minutes]**

**Check in & Introductions [Gayle Childers, prompt]**
- Looking back on this week, which of our principles spoke to you the most and how did they show through you?

### Updates

**Rosemary Daszkiewicz**
- The 11:15am worship service has had higher attendance; 60 people have signed up for the new small groups set up by Janine.
- Board members are asked to sign up for any of the Stewardship ‘Resilience’ gatherings as they are able.
- Rosemary has received some feedback on the Committee Chart and asks that all share their feedback so that she can share it with the congregation. The goal is to be more open with people about opportunities where there may be interest.

### Work of the Board

**Nominations Update [Patricia Graesser, Kathleen Cromp]**  
**Summary:** Candidates for all open positions have not been found: follow up is needed for Board positions, possible interest in Treasurer position; candidate for Moderator position has been found. Potential candidates may reach out to Board members for conversation.

**Action/Follow Up:**
- None

**Anti-Racism Open Question and Top Priority – Next Steps [All]**  
**Summary:** Below are the key take-aways for moving this work forward.

1. Discernment Group – focus on integration, sequencing, discovery [e.g., audit, inquiry of UUC groups]
2. Heal & Repair – listening and learning, but needing to move forward in sessions  
   a. What does anti-racism look like as a spiritual practice?  
   b. What changes for us now that the 8th Principle has been adopted?  
   c. Spiritual Wholeness is embedded in our questions
3. The Board can think of this work in the following areas: ideology, interpersonal, institutional, and internal. Kaleidoscope may be able to assist the Board with an institutional audit.
4. Deconstruction of language used
5. Work across different groups, activities within UUC that are involved in racial justice or anti-racism work.
6. Consider using the 9 Praxis Areas from Beloved Conversations
7. What is the work of UUC in becoming anti-racist and dismantling oppression?
8. 8th Principle is within the Anti-Racist open question/top priority, not separate
9. Clarity of roles& relationships of each of these teams is needed: Social Justice, Racial Justice [BLM Banner & Vigils], Equity Team [education], 8th Principle Process
Known Groups and Upcoming Activities

- Social Justice Summit in April
- BIPOC Fellowship Group starting
- Facilitating Difficult Discussions Around Race as a Spiritual Practice
  - Can this group of facilitators help in the listening & learning sessions?
- Anti-Racist Adult Study Group
- Anti-Racist Parents Study Group

Action/Follow Up:

- Develop Listening & Learning sessions – target April to launch.  [John Crusius, Tim Vos, Gayle Childers]
- Identify the Discernment Group by end of church year. [BOT]
- Outline next steps to share with congregation at next CWB on March 27. [Kathleen Cromp, Mike Kasprzak]
- Meet with Kaleidoscope to determine whether they can help with the institutional audit. [Tim Vos, Jon Luopa]
- Determine if the Social Justice Summit is still happening. [TBD]
- Further follow up on remaining items. [TBD]

Conversations with the Board [Rosemary Daszkiewicz]

Summary: Discussed in above topic with action item for March 27.

Consent Agenda

Meeting Minutes [February 17, 2022]

Motion: Move to accept the consent agenda which includes the February 17, 2022 meeting minutes.  

Motion passed unanimously.

Closing Reading & Adjournment

Opening & Closing Readings

ROMERO Prayer

It helps, now and then, to step back and take a long view.
The Kingdom is not only beyond our efforts,
it is even beyond our vision.
We accomplish in our lifetime only a tiny fraction
of the magnificent enterprise that is God’s work.
Nothing we do is complete,
which is a way of saying that the Kingdom always lies beyond us.
No statement says all that could be said.
No prayer fully expresses our faith.
No confession brings perfection.
No pastoral visit brings wholeness.
No program accomplishes the Church’s mission.
No set of goals and objectives includes everything.
This is what we are about.
We plant the seeds that one day will grow.
We water seeds already planted,
knowing that they hold future promise. 
We lay foundations that will need further development. 
We provide yeast that produces effects far beyond our capabilities. 
We cannot do everything, 
and there is a sense of liberation in realizing that. 
This enables us to do something, 
and to do it very well. 
It may be incomplete, but it is a beginning, a step along the way, 
an opportunity for the Lord’s grace to enter and do the rest. 
We may never see the end results, 
but that is the difference between the master builder and the worker. 
We are workers, not master builders; ministers, not messiahs. 
We are prophets of a future that is not our own.

Closing Reading and Adjourn

...eliminating things that harm us is not the same as creating things that heal us.
--Dr. Shawn Ginwright, The Four Pivots

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

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