

Saltwater Church Board Agenda October 27, 2021

Attending: Kristen Kuriga, Mayda Taney, Kathy Jorgensen, Karin Leisy, Katie Baker, Gaye Greeves, Aida Sanchez-Vela

Our Mission:

At Saltwater Unitarian Universalist Church, we

Practice Love

Foster Connection

Nurture Spiritual Growth

Act for Justice

Time	Topic	Presenter	Notes
7:00	Call to Order Chalice Lighting (Mission recitation and commentary) Board Covenant Check in	Mayda Karin Karin All	
7:20	Consent Agenda Minutes Ministers Report Agenda	Mayda	Moved and seconded to approve consent agenda. Motion unanimously passed.
7:25	Financial review - month and FY21	Gaye	Renters paid September rent. \$6,000 of cash reserves has been transferred. First half of Sound Alliance dues has been paid. Monthly expenses exceeded income by \$850 for September. YTD income exceeds expenses by about \$850.00. Currently at 105% of YTD pledges. Gaye will consult with finance team and may send statements in November. The ACA does not allow employee compensation in lieu of health insurance. Budget needs to be revised so that it does not include a line item for

			salary in lieu of benefits. The employee's salary will be raised to reflect a higher base salary.
7:30	<p>Widening the Circle</p> <p>4. Living Our Values</p> <p>5. Religious Professionals, Educating for Liberation</p> <p>6. Innovations & Risk-taking, Accountability & Resources</p>	<p>Karin</p> <p>Katie</p> <p>Kristen</p>	<p>Living Our Values: Partnering with others, letting them lead, and not acting paternalistic. Education for allies to promote competency. Be accountable to an organization, rather than an individual.</p> <p>Religious Professionals: Lower barriers by creating alternate pathways to leadership. Religious professionals of color are essential. Lifelong learning for religious professionals should be required.</p> <p>Educating for Liberation: Focus on awareness of cultural differences. How does the privileged group interfere with the process? Include funds for training in diversity, equity, and inclusion. More UU specific tools are needed.</p> <p>Innovations and Risk Taking tabled until next month.</p>
7:55	<p>Board Eval Process</p> <p>Set dates and timeline</p> <p>Assign sections</p> <p>Review forms</p> <p>1. Worship & Rites of Passage</p> <p>2. Pastoral Care & Presence</p> <p>3. Spiritual Development of Self & Others</p> <p>4. Social Justice in the Public Square</p> <p>5. Administration</p> <p>6. Serves the Larger UU Faith</p> <p>7. Leads the Faith</p>	<p>Mayda</p> <p>Kristen</p>	<p>All documents needed for Eval in this google drive folder</p> <p>https://drive.google.com/drive/folders/1f-M5ukjNbS6do7ybUo8tn-33goc-yIrf?usp=sharing</p> <p>Need a complete draft done by the end of December. Final report should be turned in by the 3rd week of January.</p> <p>Need to meet in November and December to discuss evaluation.</p> <p>Meet November 20th at 9:00 AM to review initial drafts.</p> <p>Meet December 11th at 9:00 AM.</p> <p>Meet Wednesday, January 5 at 7:00</p>

	into the Future		<p>PM to review evaluation with Kristen.</p> <p>Sections assigned as follows:</p> <p>1 Kathy 2 Kathy 3 Lauren 4 Katie 5 Mayda 6 Karin 7 Aida</p>
8:15	Re-opening for small groups discussion	Karin	<p>Should the church allow groups of up to 15 masked individuals to meet inside while practice social distancing? Groups would need to be mindful of interested parties and be mindful of remote options.</p> <p>Covid numbers do not currently allow for in person worship.</p> <p>Motion and seconded that groups of 15 or less, 18 years of age or older, masked at all times, and socially distanced shall be allowed to meet in the Welcoming Room and Sanctuary with no indoor eating or drinking. Motion unanimously passed.</p>
8:35	Congregational Town Hall Dec. 12th after service Calendar and publicity	All	<p>Publicity: Town Hall style meeting, starting with an overview of activities. Allow for connection and information sharing. Short reports followed by discussion.</p> <p>Start publicity now in the weekly newsletter and in the announcements.</p>
8:50	Reflection on process What needs to be communicated to the congregation?	All All Karin	<p>December congregational meeting. Small group meeting policy.</p>

	<p>How and Who will take the lead?</p> <p>Closing words/ Extinguish Chalice Next month: Kathy Next meeting: November 17, 2021</p>		<p>Kristen will publicize policy and follow up with pandemic task force. Policy will also be posted on facebook page.</p>
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Action Items:

1. Widening the Circle next time : 7. Restoration & Reparations (Aida)
Final thoughts & distinctions and definitions (all)
2. Brainstorm for Board Report during December congregational meeting.
3. Kathy to communicate with Bubba to publicize the December meeting. Include a zoom room request. Use the form on the church website.
- 4.

Board Covenant

As the Board of Directors of Saltwater Unitarian Universalist Church, we covenant to:

1. Share ownership of the work, do your best and assume others are doing theirs.
2. Ask for help if/when needed.
3. Listen to understand, and allow room for silence.
4. Be prompt, prepared, and present, valuing our time together.
5. Practice self-awareness, direct and healthy communication, and maintenance of healthy boundaries.
6. Foster a culture of joy and appreciation; have fun!

* **Opening & Closing Words:** July-Kristen, Aug-Mayda, Sept. Katie- Oct-Karin, Nov Kathy, Dec-Lauren, Jan-Aida, Feb-Mayda, Mar-Katie, April-Karin ,May-Kathy, June Lauren, July: Aida.