

Saltwater Church Board Minutes December 15, 2021

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

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 Lauren All	
7:20	Consent Agenda Minutes Ministers Report Agenda	Mayda	Motion made, seconded and unanimously approved to approve the Consent Agenda.
7:25	Financial review - month and FY21	Gaye	November pledge income was higher than in the past few months. Received \$1,115 in donations, which included a large donation from a nonmember. Renters are paid in full. November income totaled \$31,000. Miscellaneous expenses will be allocated when credit card receipts are submitted. 2 <sup>nd</sup> quarter UUA dues has been paid. Income exceeds expenses, and cash reserves have not been tapped for November. Kristen has met with Planting Flowers to negotiate an extension of the rental

			<p>contract starting January 1, 2022. Kristen will meet with Haitian Christians United next week. \$1,760 in cash and many in kind gifts were donated to the Giving Tree. An additional \$1,190 has been pledged to the Giving Tree to assist families of Mark Twain students who were affected by a recent fire.</p>
7:30	<p>Widening the Circle How do we want to engage the congregation in conversation What actions can we take?</p> <p>Next steps</p>	Mayda	<p>Expansion of Nominating Committee to become more of a leadership development team. Avoid exclusionary practices. Re-establish leadership development for the youth. Work on hospitality inclusion and education on common micro aggressions. Scholarships for marginalized groups (for example GA). Different certification programs for identity-based groups. Include funding in the budget for youth and BIPOC persons to attend events. Hospitality role playing and education each year. Connect with other local organizations that are minority focused. Evaluate justice work, and who is immediately affected by environmental and climate issues. Articulate faith basis of our work. Share plate with Black Lives UU. Fund processes that allow BIPOC to foster connection. Funding for BIPOC people who are pursuing ministry. Acknowledge UU history of complicity with racist policies. Establish methods for encouraging productive conflict. Institutional audit on racism. Training for Board and Nominating Committee on anti-oppression. Review bylaws for expressions of anti-oppression and equity.</p>

			<p>Use Share the Plate to donate to BIPOC organizations.</p> <p>How to present to congregation? Which team would present which topic during a workshop?</p> <p>Explore possibility of an abbreviated workshop with a 2-3 minute presentation on each section and ask questions for setting priorities.</p> <p>Consider offering workshop at two different times.</p> <p>Informational meeting about Widening the Circle and decide on specific trainings.</p> <p>Which team would take on which task? Have a subgroup meeting to discuss how to engage the congregation. Karin, Mayda and Kathy volunteered to be part of the subgroup.</p>
8:05	Brief discussion next steps, responses to the letter.	Mayda All	Executive Session
8:15	Debrief Town Hall about Re-opening; look at watch party concept, vaccine expectations, response to Melinda about youth	All and Sharon	<p>Town Hall went smoothly.</p> <p>Watch parties at the church would meet the needs of those who do not have computer access.</p> <p>Youth (12 and older) wish to have same rights to meet as the adults. Youth will continue to have online meetings with other congregations. Parental permission will be required and can be incorporated into a registration form.</p> <p>Motion to amend the current in person meeting policy to lower the minimum age for small group meeting to 12.</p> <p>Youth will agree to follow the covid protocols in place at the time of the event, such as social distancing and wearing masks. Parental permission for youth to attend gatherings is required.</p>

			<p>Motion was seconded and unanimously passed.</p> <p>Watch Parties: Worship leaders would stay online. Sanctuary would be opened for members to watch service on the big screen.</p> <p><b>Issues to be Addressed:</b></p> <p>Maximum number of attendees?</p> <p>Open sanctuary and welcoming room or just sanctuary?</p> <p>What ages?</p> <p>Are there different requirements for worship than for small groups?</p> <p>Prioritize those who do not have internet access?</p> <p>How to include families?</p> <p>How to protect unvaccinated children and those who cannot be vaccinated?</p> <p>Needs of tech support in the sanctuary.</p> <p>Logistics of opening and closing building?</p> <p>Vaccine requirements and proof of vaccination?</p> <p>Motion made to task the reopening committee to recommend a set of rules for watch parties and in person events with more than 15 people, and report back to the board with recommendations. Motion unanimously passed.</p>
8:50	<p>Reflection on process</p> <p>What needs to be communicated to the congregation? How and Who will take the lead?</p> <p>Closing words/ Extinguish Chalice Next month: Aida</p>	<p>All All</p> <p>Lauren</p>	<p>Hard work acknowledged.</p>

	Next meeting: Dec.15, 2021		
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Action Items:

1. Karin, Mayda, and Kathy need to meet as a subgroup to discuss how to present Widening the Circle to the Congregation.
- 2.
- 3.
- 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.