

Unitarian Universalists for Social Justice Board Meeting

Saturday, February 20, 2016

Held at the Cedar Lane Unitarian Universalist Church in Bethesda, Maryland

Present:

Bruce Griffin, member, Accotink UU Church
Armele Vilceus, member, All Souls Church, Unitarian
Lavona Grow, member, at large, UU Church of Arlington
Frank Corsoro, member, UU Church of Arlington
Larry Underwood, member, Bull Run UU Church
Kay Scott, member, Cedar Lane UU Church
Bill Alsmeyer-Johnson, member, Mount Vernon Unitarian Church
Nancy Boardman, member, Paint Branch UU Church
Loretta Garcia, member, River Road UU Congregation
Al Carlson, member, UU Church in Reston
Martha Ades, member, UU Congregation of Fairfax
Gary Mangnuson, member, UU Congregation of Rockville
Pat Bradshaw, alternate, UU Congregation of Rockville
Nancy Sorden, member, Washington Ethical Society

Absent:

Ed Kringer, alternate, Accotink UU Church
John Gubbings, member, at large, Cedar Lane UU Church
Pat Karlsen, member, at large, Cedar Lane UU Church
Steve Buckingham, member, Goodloe Memorial UU Congregation
Carmelita Carter-Sykes, alternate, Paint Branch UU Church
Sheila Malenski, member, Towson UU Church
Marti Mackenzie, alternate, Towson UU Church
Ed Butterworth, alternate, UU Congregation of Fairfax
Patti Absher, alternate, Washington Ethical Society (absent)

Guests:

Pete Fontneau, Accotink UU Church, Governance Task Group
Bob Denniston, UU Church of Arlington, Communications Committee
Sarah Masters, UUSJ contractor

Welcome and reflection: Lavona Grow shared a reading, *Creating Community* by Steven Bickoff Gary Magnuson lit the chalice.

Call to order at 2:20 by Lavona Grow.

Welcome from Kay Scott of Cedar Lane Unitarian Universalist Church.

The Board spent some time having one on one relational conversations. Topics: who you are, where you're from, who is your super hero?

Introductions. River Road is now a member of UUSJ and Loretta Garcia is their representative. She introduced herself sharing that the social justice ministry at River Road has been in transition since the arrival of a new minister four years ago. They conducted focus groups and found a perception that only a few individuals were involved in social justice work. They want to expand their reach. Specific interests of River Road in general and Loretta in particular are affordable housing, food security, a Latin American Task Force (which sends delegations to El Salvador), a Racial Justice Task Force, Action In Montgomery, Mindful Knitters, the UU Legislative Ministry, and pastoral care.

Gary Magnuson suggested that we put together talking points for encouraging congregations to be involved with UUSJ. Loretta indicated she would help with that.

Establishment of quorum. 13 members present. Lavona is holding three proxies. [14 members were present for most of the meeting.]

Approval of Minutes. Discussion of minutes from the November 17, 2015 board meeting. Lavona noted that in the item about a congregation buddy program that it was Goodloe, not Frederick that might benefit. The Treasurer's Report should also be included with the minutes.

Nancy Sorden brought up a potential by-laws change to add a past-chair and a chair-elect. The chair-elect would have some duties and the past-chair would be advisory. Bill Alsmeyer-Johnson clarified that that would replace the current co-chairs. Tabled until Governance discussion.

Bill Alsmeyer-Johnson moved to accept the minutes as amended. Gary Magnuson seconded. Approved unanimously.

Calendar Review. Policy and Procedure Calendar attached. Lavona Grow read the January, February, March and April items. January item "Core group distributes final report for National Issue Advocacy Project grant" was not completed. "Administrator & Board Co-Chairs begins development of the annual report" is too early in the year. "Board approves Combined Federal Campaign (CFC) application" should be the task of the Executive Committee. The February item "Finance Committee submits recommended budget to the Board." should be "Executive Committee submits recommended budget to the Board." Martha Ades noted that the "Board issues call for Annual Reports from Committees, Task Forces" is too early in the year. Lavona agreed.

Other calendar items: Lavona shared that the Core Group is developing a policies and procedures manual by March 10. Phase Two of it will be by March 31. There will be a Board meeting at the end of March to meet the candidate selected to be the new Executive Director. If there's any problem, that meeting will be moved to April. There are two tentative dates for the Annual Meeting: May 7 and May 15. March 1 is the end date for the comment period for the Escalating Inequality Congregational Study/Action Issue for the UUA. There is also a Communications Calendar.

Update on Executive Director Search, staffing and consultants

Martha Ades is the Board's representative on the Search Committee for the new Executive Director. She reported on the current status of the search. The chair of the Search Committee is Rev. Richard Nugent. He

has been interim minister at several of our member congregations. Other members are Rev. Kate Walker and David Strauss. The committee has received its charge, but has not yet met.

The job description for the executive director position has been posted on idealist.org. The job is open until March 25. They have already received one application. They are looking at where else to post it and encourage congregations to publicize it. Suggestions were made to publicize it via press release, on the UUA website, on the JPD website, and in congregational newsletters.

Lavona Grow announced that Jennifer Bevan-Dangel, UUSJ consultant, is no longer working with UUSJ as of the end of December. Heather Coccozza has been contracted with to help with the policy and procedures manual. She will also be helping with organization of our Dropbox files. Her work is covered by the grant from the UUA Fund. Anna Rhee will also be working with us. Her background is in public policy, advocacy, and training. She's worked with Churches for Middle East Peace, the Children's Defense Fund, the United Methodist Church, and the Washington Interreligious Staff Community. She'll be doing advocacy training, Write Here! Write Now! Campaigns, and Get Out The Vote. She'll be working with us through April. One of her projects will be Train the Trainer which will be beta tested at Bull Run Unitarian Universalists. Sarah Masters is also a consultant doing administrative tasks, especially with the database and event support. Elizabeth Stevens is Administrative Assistant. Sally Patterson is a pro-bono consultant on governance.

Treasurer's Report: Al Carlson presented the report in the absence of the Treasurer, John Gubbings. This was an aspirational budget. We were working to get more contributions from congregations and more congregations to be members. We expected to hire an Executive Director sooner, so expenses were lower than budgeted. We applied for UUA Funding Grant. We received \$5000 plus another \$5000 if we could find matching funds. We raised over \$5000 through a Faithify campaign, which was used as the match. The money has been used for consultants and has not yet been exhausted.

Lavona Grow added that we received a grant extension through March. We are considering applying for another grant, this one targeted on advocacy. Susan Leslie from the UUA has indicated that small grants of \$500 are available for congregations. UUSJ, while not a congregation, may be able to receive one for Get Out The Vote efforts. Get Out the Vote crosscuts all our issues. The Board gave a thumbs up in September to working on this. Would any of the UUSJ congregations be interested in working on this? Bill Alsmeyer-Johnson and Nancy Sorden indicated that their congregations would. Loretta Garcia said that her congregation already has a group working on this through their Racial Justice Task Force. Gary Magnuson suggested putting this on the agenda of the Social Justice Chairs meeting on March 12. Bill said that if we can find someone to head it up, then he is for it and if we can't, then he is against it. Lavona said there is money left over in the Executive Director line that could be used to hire someone.

Discussion of Fair Share amounts due from member congregations. Lavona reported that some congregations budget their Fair Share in their annual expenditures while others use plate collections. Gary Magnuson said that Rockville had budgeted this expense but that he didn't know when it was scheduled to be paid. Frank Corsoro said that Arlington contributes through a plate collection and that he would follow up to get that scheduled. Martha Ades said that Fairfax will only do a plate collection every other year for UUSJ and does

not budget for it. She's looking at other possibilities. Nancy Boardman said that Paint Branch does a special plate collection and it is scheduled for next month. She also plans to contribute a personal check. Lavona asked her to be sure to designate it for Paint Branch's Fair Share. This is because of the new policy change this year where individual gifts are not counted as part of a congregation's Fair Share unless it is specifically earmarked for it. Al Carlson reminded the Board that it is one of the responsibilities of the Board members to be in touch with their congregations and push for the Fair Share. He suggested that the earlier it can be done, the better. Lavona said that a letter went out to all congregations in November and another letter will go out in March. The new letter will have updated membership numbers as published by the UUA. This creates an opportunity for Board members to follow up.

Discussion of the Year-End Appeal. From December 15 to December 31, 36 donations came in for \$3415. The first \$2000 in contributions was to be matched by current donors. We've received \$1700 in matching funds for a total of \$4860. If you include contributions that came in shortly after December 31, the total was \$5130. Staff hours cost \$254. Postage and envelope costs have not yet been allocated. Last year's efforts raised \$1800-\$2000. Not a lot of contributions came in from Board members. Letters went out by postal mail to approximately 100 donors with contributions of \$100 or more in the last year. There was one main email (December 21) and two follow-up versions that only went to those who had not yet given (December 28 and 30). The open rate varied from 17-40% and the click through rate was 5-6%. We learned some things and anticipate we can do even better next year under the direction of the new Executive Director.

Governance and Board Member Responsibilities and Opportunities

Pete Fontneau, as part of the Governance Task Group, gave a report on what we've been doing in governance work in the past two years that we have been talking about it. There have been significant changes in that time with the departure of Rev. Terry Ellen as Executive Director and a change in focus from education to advocacy. These changes led to the question: should we change our governance structure? Should the roles and responsibilities of the Board change? In the Fall of 2014 we began strategic planning work. There was a Board retreat focused on the roles and responsibilities with Michela Perrone. The legal responsibilities were reinforced (care, loyalty, and obedience) at that retreat. It's time to ask the next question—is the structure going to work? How and why do we make changes? Last year we felt like there were too many things in flux and that we should wait. The current structure has room to improve without a complete restructuring. However, success depends on the commitment of Board members to legal responsibilities of Board members including fiduciary responsibility and the legal duties of care, loyalty and obedience.

Larry Underwood asked if he has a conflict of interest between his roles at UUSJ and at his home congregation. Pete said that is the crux of the issue and there's no easy answer. The first step is to expose the conflict, then we work on how to resolve it.

Lavona Grow said our history is as a liaison board. This is a cultural change.

Pete Fontneau said in order to resolve the issue we have to be very specific. There's a good chance that once in a while there will be a conflict. Larry suggested the possibility of recusing oneself from an issue. Pete said yes, but that the issue of the Board speaking with one voice remains.

Lavona Grow said that Michela Perrone recommended an advisory board, for many reasons, including this reason of conflict of interest. We want to be grounded in the congregations in a way that a smaller Trustee Board would not be. Pete said this is where we've been stuck.

Nancy Sorden said it would help to see concrete examples of potential conflicts. Bruce Griffin suggested that the budget is one area where there could be a conflict between the needs of his congregation and the needs of UUSJ.

Pete Fontneau led the group in an exercise called The Ask about the roles and responsibilities of Board members. Attached to these minutes as Governance Report. Board members wrote their responses and submitted them to Pete.

Bob Denniston from the Communications Committee gave his report on communications. Bill Alsmeyer-Johnson is the chair. They are trying to do a better job of "getting the word to the herd." He tied in to the previous discussion of roles and responsibilities of board members, pointing out that numbers 2, 3, and 7 relate to communications. There are a lot of UUSJ actions that congregants can participate in and there's a lot of expertise in our congregations that could help UUSJ. Raising visibility in congregations will also help with financial support.

The Communications Committee looked at the websites and Facebook pages of the eight congregations who had recipients of Gala awards this fall. (All Souls, Paint Branch, Fairfax, Accotink, Cedar Lane, Columbia, Loudoun, and Arlington) They were looking to see what coverage there had been of the Gala and of the awardees and of UUSJ generally. They found that one congregation had done an advance story on the Gala, one congregation had multiple stories, and four congregations had no mentions at all. One had a UUSJ commentary, one listed UUSJ as a resource, two had nothing about UUSJ at all. When we do get coverage, it is amplified. Marc DeFrancis's commentary ran in the Arlington newsletter to 1500 people and on the VOICE website (Virginians Organized for Interfaith Community Engagement). Overall, some congregations do a consistently good job and some do nothing. What tools do you (or your congregation) need? Brochures, displays, press releases?

Nancy Sorden suggested a permanent plaque for a wall in her congregation's building. Armele Vilceus suggested a poster and brochure for weekly tabling after services. Loretta Garcia said her congregation also does a lot of tabling and that those resources would be helpful. She also suggested a box to drop off membership forms. Bob asked if hard copies of these items were needed or if electronic versions were adequate. Loretta and Larry indicated electronic were fine. Nancy Boardman said she needs brochures for Easter (March 27) for a plate collection. Gary Magnuson said that his congregation has a social justice page on their website and he will make sure that UUSJ is on it.

Bob Denniston said that one of the advantages of being part of UUSJ for small congregations is that it increases the number of issues they can be involved in.

Lavona Grow said that one way that one or more Board members can help is in writing some standard blurbs about UUSJ, of different lengths. These can then be used in a variety of ways. She also suggested that one

congregational newsletter article could be a picture of the Board rep accompanying an article about UUSJ. She also suggested that Board members forward eNews to congregants and to newsletter editors. Newsletter editors already receive it, but they may be more likely to run something if they receive it from a congregant.

Bruce Griffin suggested submitting items to community newspapers. The minister of Accotink was in the Burke Connection and it generated a lot of comment from non-UU's.

Loretta Garcia suggested that a picture be taken of today's participants. That picture can be shared with newsletters and on social media. [Note: a picture was taken after the meeting.]

Larry Underwood said that Share The Plate at his congregation is more effective when someone outside of the congregation participates. Could another Board member come? He offered to come to other congregations for the same purpose. Armele Vilceus said that after the Share The Plate her congregation has a talk after the service. Bob noted that Rev. Terry Ellen, former UUSJ Executive Director, did a number of such talks. Martha Ades said that the social justice committee at her congregation believe that the Share The Plate does better when a member of the congregation does the pitch. She also noted that her congregation's web page doesn't have news content, but they use social media for such things. Frank Corsoro said that Give The Plate at his congregation is controlled by the Minister for Faith in Action, but that he is a worship associate and that he will make sure that UUSJ is on the schedule. Loretta Garcia said that her congregation has a social justice Facebook page and suggested that Board members from other congregations "like" it. Al Carlson said that he needs ideas to do more and that this conversation has been helpful. Larry asked if he can repost UUSJ content without copyright issues. Bill Alsmeyer-Johnson said it's fine with attribution.

Bob Denniston asked for more commentaries. One from Natalie Pien is coming up. Bill Alsmeyer-Johnson said that ministers might let us pull something from a sermon to be a commentary.

Lavona Grow said that a list of UUSJ members at your congregation is available. Arlington is considering doing a house party for Arlington UUSJ members so that people can get to know each other better and learn more about what UUSJ is doing.

Finance Committee Report

UUSJ Proposed FY2016-17 Budget

The proposed budget was shared. Lavona Grow noted that the budget assumes 80% of Fair Share assessments will be received from member congregations. She said that Taquiena Boston, UUA consultant and member of All Souls, had suggested relying more on fees for programs and activities in the future. Martha Ades noted that people seemed willing to pay for the Beyond Partisanship event this fall.

Nancy Sorden asked that the Gala revenue and expenses be included in the budget.

Gary Magnuson suggested devising a strategy to get all member congregations to 100% Fair Share. Lavona said there's no functioning Development Committee, which would be the committee to work on that. Bill

Alsmeyer-Johnson said the Nominating Committee would be willing to help add people to the Development Committee.

Lavona Grow said that the hope is that the Combined Federal Campaign contributions will increase because of the ad we ran in the UU World last fall. She said we also need an increase in individual memberships, partly for the increased revenue but also partly so that they will be advocates for us. She pointed out the new policy about individual contributions not being counted towards a congregation's Fair Share. Al Carlson asked if the dollar amount per member was changing. Lavona said it is not.

Lavona Grow alerted the congregations who do not do a plate collection for UUSJ, but instead have a line item in their budget, that they miss the PR opportunities that a plate collection provides. Those congregations should work on another opportunity to share the work of UUSJ with their members.

Program Committee Report

Martha Ades referenced the printed report distributed in advance of the meeting.

There will be a Social Justice Leaders Roundtable on March 12 at River Road. A letter went out to social justice chairs. We're hoping for sharing of what each congregation is doing and also letting them know what UUSJ is doing. There will be a "speed dating" component to get people talking to each other as well as breakout groups.

Where do we need more programs in the future? Martha asked which congregations were working on specific issues. Income Equality: Fairfax, Paint Branch, and WES. Immigration: Rockville, Accotink, River Road, All Souls, and Bull Run. Racial Justice: All Souls, Rockville, River Road, Mt. Vernon, Reston, and Fairfax. Voting (Get Out The Vote): Bull Run and River Road.

Lavona Grow announced the UUSJ Regional Green Activists Meeting at Mt. Vernon on March 5.

Board Chair's Report

There's a new advocacy task force including Larry Underwood (environment), David Strauss (immigration), Adam Wasserman (income equality), and Gary Magnuson.

Lavona met with Rev. David Miller from Fairfax and Rev. Scott MacNeil from Bull Run (Rev. MacNeil recently resigned). She would like to meet with other member congregations' ministers. She also met with Janet Redmond at the Institute for Policy Studies.

There is a need for a group to meet about individual membership including setting policies and recruitment. Bill Alsmeyer-Johnson and Frank Corsoro volunteered. We also need to work on metrics, including for the website and for membership. The strategic plan needs to be updated. The website needs more information on our issue topics including resources and links.

Larry Underwood announced that the Green Team at Bull Run is hosting a Lobbying 101 workshop on March 26 using UUSJ materials. An aide from Sen. Kaine's office will be participating. All are welcome.

Lavona Grow announced that UUSJ will be involved in Democracy Spring and Democracy Awakening. April 2-11 there will be a walk from Philadelphia to Washington, DC. April 11-16 is Democracy Spring and April 16-18 is Democracy Awakening. There will be lobbying, a rally, and a teach-in. Issues are voter empowerment and voting rights. We might use this event to launch our income equality group. We may be asked to help with housing.

The next Board meeting will be in early April to meet the new Executive Director, possibly at All Souls. Two dates are being considered for the annual meeting May 7 and May 15.

Closing Reading from Marian Wright Edelman.

Meeting adjourned at 5:47pm.

Minutes respectfully submitted by Sarah Masters.

Attachments:

Minutes as amended from November 7, 2015 Board Meeting

Treasurer's Report as of September 30, 2015 for November 7, 2015 Board Meeting (not previously attached to minutes)

Treasurer's Report as of January 31, 2016 for February 20, 2016 Board Meeting

Governance Report

UUSJ Proposed FY2016-17 Budget

UUSJ Committee & Task Force Reports

**Unitarian Universalists for Social Justice Board Meeting and Retreat
Minutes as amended Feb 20, 2016
Saturday, November 7, 2015
Held at the Unitarian Universalist Congregation of Rockville, Maryland**

Present: Martha Ades, Unitarian Universalist Congregation of Fairfax; William Alsmeyer-Johnson, Mt Vernon Unitarian Church; Nancy Boardman, Paint Branch Unitarian Universalist Church; Pat Bradshaw, Unitarian Universalist Congregation of Rockville; Ed Butterworth, UU Congregation of Fairfax; Al Carlson, Unitarian Universalist Church of Reston; Bruce Griffin, Accotink Unitarian Universalist Church; Lavona Grow, Unitarian Universalist Church of Arlington; Pat Karlsen, Cedar Lane Unitarian Universalist Church; Marti MacKenzie, Towson Unitarian Universalist Church; Gary Magnuson, Unitarian Universalist Congregation of Rockville; Kay Scott, Cedar Lane Unitarian Universalist Church; Nancy Sorden, Washington Ethical Society; Larry Underwood, Bull Run Unitarian Universalists; Armele Vilceus, All Souls Church, Unitarian.

Absent: Patti Absher, Washington Ethical Society; Steve Buckingham, Goodloe Memorial UU Congregation; Carmelita Carter-Sykes, Paint Branch UU Church; Frank Corsoro, UU Church of Arlington; John Gubbings, Treasurer; Ed Kringer, Accotink UU; Sheila Malenski, Towson UU Church; Elizabeth Stevens, Administrative Assistant

Guests: Jennifer Bevan-Dangel, UUSJ consultant; Leah Rampy, Unitarian Universalist Church of Arlington, facilitator; Sarah Masters, UUSJ contractor

Lavona Grow: Thank you to our hosts for their hospitality.

Welcome and reflection: Gary Magnuson and Pat Bradshaw. Gary shared a reading from the hymn, The Fire of Commitment, by Jason Shelton.

Call to order at 2:06 by Lavona Grow.

Welcome from Rev. Lynn Strauss, UU Congregation of Rockville.

Introductions. All Souls is now a member of UUSJ and Armele Vilceus is their representative. She introduced herself sharing that she is originally from Haiti. She said she had always wanted to be part of UUSJ since she heard about it. She works for the World Bank and her passion is development work. She is Co-chair of Stewardship at All Souls and on five committees there.

Establishment of quorum. 11 members present. Lavona is holding Steve Buckingham's proxy. [13 members were present for most of the meeting.]

Lavona reported two resignations from the Board: Liz Echols from Davies Memorial Unitarian Universalist Church and Bob Schurter from the UU Congregation of Columbia. Steve Buckingham from Goodloe Memorial UU is likely to resign since he has moved to Frederick, MD.

Minutes. Discussion of minutes from the Sept 27, 2015 board meeting. Add Armele's suggestion that we implement a buddy system to pair new UUSJ congregations with those of long-standing. Lavona mentioned that UU Goodloe might benefit from such a program. Lavona also mentioned that the Treasurer's report is normally included in the minutes and so should be added. Bill moves that the minutes be approved as amended. There was a second and the minutes were approved unanimously.

Treasurer's Report. Al Carlson presented the report on Treasurer John Gubbings's behalf. Current annual income and expenses are substantially more than previous years. The budget approved was aspirational, reflecting the desire for an Executive Director with more hours. More individual members and congregation members will be needed to fund this budget. There is a need for a consultant to restructure the Board for the organization. We applied for a grant from the UU Funding Program. We received \$5000 plus another \$5000 matching grant from them, which was matched through the Faithify campaign. However, we have not yet hired an Executive Director. So the amount of money on hand is substantial because we've raised more and spent less.

Lavona Grow: We don't anticipate hiring an Executive Director until the spring.

Gary Magnuson: How does the \$57,000 budget compare to previous years? Is it the most we've had?

Lavona Grow: yes.

Gary Magnuson: Is the consulting contract fixed price?

Lavona Grow: Yes.

Lavona Grow: A revised Executive Director succession plan was circulated and briefly discussed to get a sense of the Board. The Core Team wants the authority from the Board to move forward. The previous Executive Director was an 11-month position at \$28.50 an hour. The plan is to hire a new Executive Director at \$25-30 an hour for 20 hours a week. The budget is based on 20 hours. Should the position be hourly or salaried? We're leaning toward salaried, but we will weigh the pros and cons. Let's review changes in the timeline. We are considering changing from 60 day position advertising period to 45 days. There may be a problem with the holidays. There will be a special Board meeting to meet the Executive Director candidate.

Gary Magnuson: Is there any benchmarking with similar positions for recruiting in this time period? This is a critical hire for us.

Lavona Grow: We can float the job description before it's officially advertised. We did collect many job descriptions for similar positions including the director of Standing on the Side of Love. We can do more. Anyone else have experience? We will advertise on idealist.org among other places. Can we get a thumbs up from the board? Benefits for the new Executive Director are being considered, probably four weeks annual unpaid leave, federal holidays, and attending General Assembly every two years.

Al Carlson: Can we move forward if we get good applicants at the beginning of the process? Do we have to wait for the full 45 or 60 days?

Leah Rampy: You run the risk of having to say to someone that they weren't considered when they did meet the deadline.

Lavona Grow asked for thumbs up and everyone gave a thumbs up.

Jennifer Bevan-Dangel introduced herself. She wants to hear everyone's comments on the Executive Director position description.

Retreat: Visioning our Future and Hiring a New Executive Director

Leah Rampy: I'm going to ask you to move out of the weeds. You were in a lot of detail just now. Step back and look at UUSJ with the lens of the future. You just had a large gala and you were honoring people in that event. What would you find to be exciting in 2020? What is UUSJ known for in 2020? What would it get an award for? What are the one or two things you would like to be able to say that UUSJ has accomplished or stands for five years from now? (participants moved into six small groups to discuss the questions.)

Reporting back to the full group:

Jennifer Bevan-Dangel: We're known nationwide as the UU voice working on national, and emerging into global, policy and advocacy issues and we're bringing that back to our congregations.

Gary Magnuson: We weren't afraid of being recognized. It's important to bring it back to our congregations and make them aware of social justice issues.

Nancy Sorden: We would be recognized by our local congregations.

Marti Mackenzie: UUSJ earns reputation as the most effective faith-based lobbyist and opens an office on Capitol Hill.

Armele Vilceus: UUSJ awarded effective advocacy award by Congressional caucus for being best-prepared and most influential national lobbying group. Now almost all religious organizations in the Capital region engage in social justice.

Larry Underwood: Galvanizing local congregations and other faith-based groups to advocate for relevant social justice issues, e.g. climate, gun control, income inequality.

Bill Alsmeyer-Johnson: This presumes a lot, the money to make it happen.

Leah Rampy: It leaves out the how. What would be energizing to work for?

Leah Rampy: Let's do a case study. Listen with your Board hat on. How does this case fulfill the mission? What's the strategy? Did it have the right resources? What was the opportunity cost? How did I support this? How should my congregation have supported this? How should I have supported my congregation in supporting this? Do we have what we need? What might need to change? What would need to be changed by the Board and what would need to be changed by the Executive Director?

First case study: Annual Gala

Martha Ades: The purpose of the Gala is to raise money to give out as grants. There is an 8-page summary report of the lessons learned. This is a summary. There were big changes this year: from a restaurant to a church, a new committee, new staff, buffet-style instead of plated. 89 people attended and we gave out 8 awards. 15 congregations were represented and 6 ministers were there. Overall the event went well. The church venue was more welcoming and gave us more control, which helped with things like accommodating dietary needs and doing our own decorations. There were glitches, but they were all behind the scenes, fortunately. Specifically we had trouble identifying the dietary restriction folks. We had an outside moderator who stumbled a bit. Having the event at a church took a lot more resources than a restaurant. We needed more of a spotlight on the grants we give out. Total profit was about \$1600, a little less than in the past. The expenses were larger in a church than in a restaurant, including the need for a liquor license. Also, previously Open Door contributed \$500 towards event expenses, but they discontinued that. The registrations came in late. Is that avoidable? Overall, it was a good event with good compliments received.

Leah Rampy: Thank you Martha.

Lavona Grow presented Martha with flowers to thank her for chairing the Gala Committee.

Pat Karlsen: We typically had politicians as masters of ceremony in the past.

Nancy Boardman: Why was a liquor license needed?

Martha Ades: Virginia state law requires it when you're selling alcohol.

Gary Magnuson: We alerted the social justice committee at Rockville about this event, but because there was no direct connection to Rockville, people didn't understand why they should come.

Bill Alsmeyer-Johnson: Did anyone at Rockville remember that Rev. Lynn received an award in the past? Last year Mount Vernon had two award winners and it improved goodwill within the congregation for UUSJ.

Gary Magnuson: Maybe awards don't draw.

Al Carlson: We as UUSJ want to be recognized for the work we do. These awards recognize people who usually aren't recognized for the work that they do. I think it's very valuable.

Bruce Griffin: If the objective is to raise money, this doesn't raise enough for the amount of work it is. Mostly Board members came. UUSJ is a group unto itself. Congregations are where the people, the money, and the energy are.

Larry Underwood: What is the purpose? If the purpose is to recognize people, then it's fine. If the purpose is to raise money, then it needs work.

Leah Rampy: We're talking opportunity cost here.

Nancy Sorden: The event was stellar. The food, venue, awardee speeches were all excellent. We need more people to see it. We need to devote more resources to publicity.

Armele Vilceus: If this was advertised to the social justice network, it would draw more. Publicity needs to start a year ahead.

Nancy Sorden: Every year it has been stellar.

Leah Rampy: It fits the strategy, but it's not clear that it fits the resources. Is it the best use of resources? The congregations are not supportive enough. What should the Board do?

Al Carlsen: UUSJ is trying to get congregations to work together. They are all going in different directions. We can achieve more working together. We should have an award for collaboration, not focused on UUSJ, but collaboration in other ways on social justice.

Pat Karlsen: This Gala wasn't started as a fundraiser.

Ed Butterworth: I want to echo Al. We want to recognize people working across congregations. And everyone involved would get recognized.

Second case study: Climate Action

Lavona Grow: This was leading up to the Action of Immediate Witness Act for a Liveable Climate and mobilizing for the Pope's visit and also the Grandparents March for climate change. This wasn't intentionally planned, it came from the

Green Activists. We ramped up in March and April and engaged people across the country with 15 groups including the UU Ministers Association and Commit2Respond. UUSJ became the platform at General Assembly. People spread the word, both to those who were there and those who weren't. Doris Marlin was the point person. We had clipboard teams that gathered 500 signatures. But we never planned what to do if it passed. Then the Grandparents March came up. We co-sponsored that. 22 regional UU's came to it. Hopefully they will stay engaged. Then we worked on the Pope's visit. There's an AIW national group. Our location made us the implementers for that group. We drafted a letter to Todd Stern, Special Envoy for Climate Change at the State Department, which we delivered in person. We got recognized as being an organization capable of doing that.

Leah Rampy: There was a fast at FERC, Federal Energy Regulatory Commission. A group of us went in solidarity with them. There was a service at All Souls and we supported the Franciscan Vigil. We participated in the Moral Initiative for Climate. There was a celebration at Cedar Lane. UUSJ provided communication, promotion and registration.

Lavona Grow: All of this was a three-month effort. There was an intern providing the staff support. The new administrative assistant, Elizabeth, kept the calendar up to date. There was a considerable amount of staffing costs and opportunity costs. We're starting to be recognized as the go-to UU's for advocacy. The UU Ministry for the Earth looks to us about what is happening legislatively. I've been invited to the Washington Interreligious Staff Community.

Leah Rampy: This fulfills the mission.

Bill Alsmeyer-Johnson: The delivery of the letter was dumped on us by Commit2Respond. The UUA doesn't help. We need to get money from them.

Martha Ades: Lavona's getting all these calls. Who is UUSJ? Is there a wider UUSJ? At my congregation people don't feel a part of it.

Leah Rampy: In both case studies, more congregational support is needed.

Al Carlsen: We need a critical mass of people. My son was involved with UU young adults, pulling together people from other congregations. It was actually called Critical Mass. When you involve more congregations, you're able to do more. Interestingly, this wasn't started by the congregations, it was bottom-up. The lesson might be not to go through social justice committees, but to get individuals involved.

Lavona: There were opportunity costs for me, personally. I am Board Chair and acting Executive Director, and I do the advocacy. We can't seem to move forward. We're busy, but we're not doing long-term work. People are frustrated because there's no Executive Director. But the good news is we haven't let go of everything.

Marti MacKenzie: I'm newer. When I joined the Board I understood that I'm responsible to get my people and congregation involved and to keep up the enthusiasm. It can be done.

Executive Director Succession Planning

Leah Rampy: What's the role of the Board? What's the role of the Executive Director? You're not as far along on the Executive Director search as you'd like to be, and part of the reason is that we haven't heard from Board members. The Board needs to take its responsibility for strategy and fiduciary responsibility.

Gary Magnuson: The R&R [Rights & Responsibilities] was never shared with me as a new Board member (by the previous Board member). I was told to get involved as I could. Now I understand better. We should have a goal to speak for

6000 UU's (National Capital Region). The Executive Director needs to give us an exciting agenda to enthuse congregations. It should be a doable agenda, regional or national. Expectations are too low for Board members.

Nancy Sorden: PR can be done by the Board but the Executive Director provides tools and training. Tools include handouts and web pages. We need a more unified look.

Bill Alsmeyer-Johnson: The Board holds the Executive Director accountable.

Jennifer Bevan-Dangel: Whose responsibility is it to say no to opportunities?

Bill Alsmeyer-Johnson: The Executive Director and the Board chair have that responsibility. The Board needs to help.

Lean Rampy: This is a critical point. You need to protect your new Executive Director. At a high level that responsibility to say no applies to the Board. At a day-to-day level it applies to the Executive Director.

Ed Butterworth: When we say no, we can be clear that we don't have capacity. We don't want to squash ideas.

Lavona Grow: The previous Executive Director's style was to let a thousand flowers grow. We're trying to bring that together. Leah is helping us focus. Our denominational culture is to let people run with their energy. It will be really helpful to empower our Executive Director to say no.

Martha Ades: The problem is that people who don't know about UUSJ don't have a way to find out. That's the role of the Board. I think we've felt like as long as announcements get out, we've done enough.

Marti MacKenzie: Prioritizing is important. This includes being aware of the calendar.

Gary Magnuson: Is this the same problem that social justice committees have in our congregations?

[Everyone said yes!]

Larry Underwood: We're working on this at BRUU.

Jennifer Bevan-Dangel: There's a tension between UUSJ and congregations' social justice groups.

Kay Scott: Anyone can start a task force at Cedar Lane.

Ed Butterworth: Fifteen years ago people coming to UUSJ were ministers and lay ministers.

Lavona Grow: We did a governance training a year ago. We are trying to get away from a liaison Board to a fiduciary Board. There are four issue areas, so we have four programs. We're at a pivot point now. Are we leaning in or out? We've been leaning out, meaning that we spread the word about what others are doing. We need to move to leaning in, actually doing the work. We used to have a larger Board. We need to look at why we have Board alternates. Do we need two kinds of Board?

Bill Alsmeyer-Johnson: We should divide up the work. The Board has to participate, and hold each other accountable.

Larry Underwood: For the Grandparents March, we had five people from BRUU go, and now they want to do more, but can't find the mechanism to communicate that. We could help UU groups across the country put together a delegation.

Armele Vilceus: Why does Lavona wear two hats? Are there Board committees?

Lavona Grow: We decided to not hire an Executive Director until we could raise more money, so that we could pay more and have more hours.

Armele Vilceus: Why didn't or doesn't someone other than Lavona be acting Executive Director.

Leah Rampy: What should the Executive Director do?

Bill Alsmeyer-Johnson: Fundraising.

Gary Magnuson: Where does the leadership come from? A talented Executive Director gets the Board to do more.

Martha Ades: The Executive Director should know what's going on in the UUA and national issues.

Nancy Sorden: The person should know Congress and be a coalition-builder. They should find resources and partnerships.

Lavona Grow: Also interfaith connections.

Ed Butterworth: There should be an Executive Director and a Deputy Director.

Jennifer Bevan-Dangel: Should the Executive Director be lead lobbyist and campaign director? The consensus in the Board surveys was that we need a manager.

Gary Magnuson: Who is the face of the organization?

Lavona Grow: The AAUW model is to have a lobby core briefing for volunteers, then the volunteers go to Congressional offices. The Executive Director doesn't go.

Gary Magnuson: The Executive Director does the follow up.

Jennifer Bevan-Dangel: Do we want a lobbyist? That kind of person can't necessarily run an organization.

Leah Rampy: The consensus is that an Executive Director is managing the process. We might want to leave it open because the new Executive Director will have opinions.

Lavona: There are Board committees. Most aren't functioning. The Program Committee and the Communications Committee are working well.

Pat Karlsen: Would policy governance work here?

Lavona: Sally Patterson (provided pro-bono technical assistance last spring; cousin of Bruce) has agreed to help with governance. There has been work on governance recently.

Discussion of By-laws Change

Lavona Grow: The by-laws require that the Executive Director be a Unitarian Universalist. Should we change that? We need to decide now.

Gary Magnuson: Board should weigh in on the Executive Director job description and the Board should be recruiting candidates.

Leah Rampy: The Executive Committee could form a committee on by-laws (note: a task group was formed last year but has not been active since April 2015; there is no standing governance or by-laws committee.). Is it the general sense of the Board to change the requirement that the Executive Director be a UU?

Armele Vilceus: A best practice is to have no more than three committees.

Lavona Grow: Having a non-UU Executive Director would require a by-laws change.

Martha Ades: An Executive Director who is not a UU might not be credible to our congregations. We need to weigh the pros and cons.

Marti MacKenzie: I agree with Martha.

Al Carlsen: By taking out that requirement it doesn't mean we won't have a UU Executive Director, just that we won't exclude any candidates.

Lavona Grow: Rev. Louise Green is ordained in the United Church of Christ. Dan Furmansky from Standing on the Side of Love is Jewish. The Friends Committee on National Legislation, a Quaker group, has a Catholic climate change lobbyist.

Leah Rampy: You could say that a UU is preferred.

Ed Butterworth: We should open it enough to broaden the field of candidates, but include that the person have an understanding of Unitarian Universalism.

Pat Karlsen: We have to think about how it's perceived.

Motion:

Larry Underwood: I move to strike the requirement from the by-laws.

Bill Alsmeyer-Johnson: Second.

The motion passed unanimously.

Lavona Grow: The sense of the board is that it's a preference that the Executive Director is a Unitarian Universalist.

Jennifer Bevan-Dangel: Two new committees are needed: Development and Governance.

Lavona Grow: Pete Fontneau has agreed to be on Governance. We need to structure the officers. The Nominating Committee needs new members.

Nancy Sorden: I recommend that the Vice Chair moves to Chair and the Past Chair stays on the Board.

Ed Butterworth: We should consider a study group on the model AI shared of the Critical Mass group.

Lavona Grow: The Governance Committee will include Sally Patterson (advisory), Pete Fontneau, Bruce Griffin, and Nancy Sorden. They ideally will convene by mid-January.

The next Board meetings will probably be in February, and in late March (to meet the Executive Director candidate) .

Lavona Grow: We need a policies and procedures manual by the time the new Executive Director starts.

Ed Butterworth: The committees make the Executive Director job possible.

Gary Magnuson volunteered for the Nominating Committee.

Nancy Sorden volunteered for the Governance Task Group.

Board Chair updates

Lavona Grow: On immigration, it's the one year anniversary of DAPA (Deferred Action for Parents of Americans). We're drafting a letter to our members of Congress. There will be a deportation letter writing campaign and a walk from Arlington to the White House. Alert your immigration people.

Leah Rampy: The Executive Director will want to know what kind of support your Board of Directors offers. You need a strategy for the interim period and for supporting the Executive Director.

Meeting adjourned at 5:00pm.

Minutes respectfully submitted by Sarah Masters.

**UUSJ Treasurer's Report as of September 30, 2015
For November 7, 2015 Board Meeting**

Cash on Hand (Current Assets):

Our cash on hand was \$44,725 on June 30, 2015 at the end of FY2014-2015. • At the end of September 2015 our cash on hand totaled \$60,444 (\$11,662 in checking and \$48,782 in money market).

Current Situation vs. Budget Projections:

The 2015-16 budget set annual income and expenses at a level of \$66,709, substantially more than the previous year's budget of 35,634. The following notes explained the increased income and expenses: 1) Assumed 25 new members. 2) Assumed UU Funding program matches 5k collected and added to the 5K raised from donor appeals (this was achieved). 3) Added \$18,200 to increase Executive Director's hours to 20 hours per week. 4) Added \$750 for program expenses. 5) Added 10k for Consultant services called for in UU Funding grant proposal.

Budgeted amounts are spread evenly by month across the year, so significant receipts or expenditures in a single month skew budget to actual comparisons. Compared to our budget, our income is \$10,065 over (this includes \$5,000 in unspent UUA grant funds carried over from the previous year and thus not included in this year's budget, \$5,765 of Faithify funds and \$5,000 in UUA matching funds). Our expenses are \$8,609 under (about \$7,737 budgeted for an Executive Director has not been used to-date and \$500 of the amount budgeted for Consulting services was not used). Note: Nine twelfths (\$4,703) of an annual check from CFC last FY was restricted (did not show as income) and then recognized in July 2015 to smooth income across fiscal years – a comparable CFC amount was treated the same way last year.

Current Situation vs. the Previous Fiscal Year at this point:

•Total Liabilities and Equity (includes SJ Grant Fund) at this point last year totaled \$31,941 versus \$60,732 this year. We have \$3,146 on the books for the SJ Grant Fund versus \$4,136 this time last year, reflecting two \$500 grants given last year.

Membership Renewal and CFC income from members compared to last Fiscal Year:

•Total individual memberships this Fiscal Year is \$200 as of the date of financials used for this report vs \$120 same time last year. This membership income figure is misleading since it does not include \$985 of individual contributions to a congregation's Fair Share and \$5,029 of individual contributions through CFC (both of these figures together totaled \$6,327 this time last year). Note: Unless it is specified otherwise (e.g., a note saying part or all of a check is to be applied to a particular Church's Fair Share), all of an amount received above the \$40 membership will be considered an individual donation to UUSJ.

Fair Share Contributions:

Total of Fair Share contributions from congregations was \$4,157 as of the date of the financials, which is \$4,843 under this year's aspirational budget (since the budget for Fair Share was \$36,000 for this fiscal year, the budget-to-date increments by \$3,000 each month). **The new mission of UUSJ requires more hours of an Executive Director which will require motivating more congregations and individuals to give more, as well as increasing individual memberships. To the extent possible, additional funding resources will be sought.**

UUSJ acknowledges the work of Linda Collyer, a volunteer CPA who does our accounting, including our monthly financial statements, and files our tax paperwork, on a pro-bono basis. The jobs of the Treasurer, the Executive Committee, and the board would all be much more difficult without Linda's efforts. •

Submitted by John Gubbings, UUSJ Treasurer, on October 9, 2015.

**UUSJ Treasurer's Report as of January 31, 2016
For February 20, 2016 Board Meeting**

Cash on Hand (Current Assets):

Our cash on hand was \$44,725 at the end of FY2014-2015 on June 30, 2015. • At the end of January 2016 our cash on hand totaled \$63,321 (\$14,534 in checking and \$48,787 in money market).

Current Situation vs. Budget Projections:

The 2015-16 budget set annual income and expenses at a level of \$66,709, substantially more than the previous year's budget of 35,634. The following notes accompanying the Budget explained the increased income and expenses: 1) Assumed 25 new members. 2) Assumed UU Funding program matches 5k collected and added to the 5K raised from donor appeals (this was achieved). 3) Added \$18,200 to increase Executive Director's hours to 20 hours per week. 4) Added \$750 for program expenses. 5) Added 10k for Consultant services called for in UU Funding grant proposal.

Budgeted amounts are spread evenly by month across the year, so significant receipts or expenditures in a single month skew budget to actual comparisons. Compared to our budget to-date, our income is \$1,524 over (income includes \$5,000 in unspent UUA grant funds carried over from the previous year and thus not included in this year's budget, and \$5,765 of Faithify funds plus \$5,000 in UUA matching funds received in August). Our expenses are \$21,038 under (18,054 budgeted for an Executive Director has not been used to-date). Note: To smooth income, nine twelfths (\$4,703) of an annual check from CFC last FY was restricted (did not show as income) and then recognized in July 2015 and spread over 12 months to smooth income across fiscal years – a comparable CFC amount was treated the same way last year.

Current Situation vs. the Previous Fiscal Year at this point:

• Total Liabilities and Equity (includes SJ Grant Fund) at this point last year totaled \$35,732 versus \$63,541 this year. This includes \$3,146 on the books for the SJ Grant Fund versus \$4,146 this time last year, reflecting two \$500 grants given last year. Another \$500 grant was recently made in early February.

Income from Members and CFC vs. the Previous Fiscal Year at this point:

• Total income from individual memberships this Fiscal Year is \$1,960 vs \$480 same time last year. Contributions of individuals directly to UUSJ and through CFC totaled \$11, 524 vs \$10,107 same time last year. Note: Unless it is specified otherwise (e.g., a note saying part or all of a check is to be applied to a particular Church's Fair Share) all amounts received from members above the \$40 membership are considered an individual donation to UUSJ.

Fair Share Contributions:

Total of Fair Share contributions from congregations was \$10,484 as of the date of the financials, which is \$10,516 under this year's aspirational budget. The budget for Fair Share was \$36,000 for this fiscal year, thus the budget increments by \$3,000 each month. Congregations Fair Share donations are not received so smoothly. The new mission of UUSJ requires more hours of an Executive Director which will require motivating more congregations and individuals to give more, as well as increasing individual memberships. To the extent possible, additional funding resources will be sought.

UUSJ acknowledges the work of Linda Collyer, a volunteer CPA who does our accounting, including our monthly financial statements, and files our tax paperwork, on a pro-bono basis. The jobs of the Treasurer, the Executive Committee, and the Board would all be much more difficult without Linda's efforts. •

Submitted by John Gubbings, UUSJ Treasurer, on February 12, 2016.

Unitarian Universalists for Social Justice
in the National Capital Region
Board Meeting - February 20, 2016
Governance Report

Framing/Background:

What have we been doing in this governance work?

June 2014-

Rev. Terry Ellen departure

How does UUSJ shift focus to advocacy?

Do roles and responsibilities of leaders change?

Is it time for governance changes?

Fall 2014-

Strategic Planning work

Board retreat with Michela Perrone

Duties of board members-care, loyalty, obedience

Does present organization work?

Can UUSJ continue to do good work in advocacy?

Spring 2015-

How (or why) to make structural changes in organization?

Are there too many issues in flux to make changes?

Should we proceed as we are structured, find new staff and get more volunteer commitment?

Fall 2015-

How can we "blueprint" the future?

Winter 2016-

Work with Sally Patterson on structure

Current structure has room to improve operations, outreach and advocacy without restructuring.

Success rests in commitment of all board members to duties of care, loyalty and obedience--to fulfill roles and responsibilities. In addition, outreach,

recruiting volunteers, supporting advocacy agenda, and promoting UUSJ in congregations desired.

Continued work on implementation of strategic plan

See Roles and Responsibilities and Covenant Handouts

The Ask:

Please read and consider carefully the Roles and Responsibilities Handout. These questions relate to the roles, responsibilities and expectations of board members and levels of involvement necessary for UUSJ to be successful.

1. Are you the proper match for serving on the UUSJ board?
If not, is there a better match that you can recommend/recruit?

2. Are you able to sign the covenant?

3. What area of UUSJ work, what issue, is your passion?
Can you volunteer to work in that area?
Write your 'issue' on the covenant sheet.
Write the related 'committee' on the covenant sheet.

4. Are you willing to ask members of your congregation to join UUSJ as individual members and to participate in advocacy activities or in other areas that are their passion? You could do this one-on-one or in a small group setting.
How many?
Can you write a list of 'people to ask' on this sheet and on the covenant sheet?

5. Do you think you have skills that UUSJ needs and hasn't found out about yet?
What are they?

We intend to continue discussion on actions that board members can take to support UUSJ's work as we proceed in that work.

**UUSJ Committee and Task Force Reports
for February 20, 2016 UUSJ Board Meeting**

Reports Submitted as of February 19, 2016:

Communications Committee.....Page 2
Environmental Steering Group (no report submitted).....Page 4
Executive Director Search Committee.....Page 5
Immigration Task Group.....Page 6
Nominating Committee (no report submitted).....Page 7
Program Committee.....Page 8

Committees that had nothing to report since the last meeting:

- Advocacy Oversight Committee (not an active committee)
- Audit Committee (not a standing committee)
- Economic Justice Task Group (forming: not yet an active issues group)
- Gala Planning Committee
- Governance Task Force (formerly Bylaws and Standard Operations Committee)
- Issue Selection Process Task Force (active in even numbered years)

The Communications Committee Report - February 20, 2016

Members

Ed Butterworth, Bob Denniston, Bill Alsmeyer-Johnson

Recent Accomplishments & Current Projects

eNews

The new eNews theme was launched last year, has been a success and has resulted in complements to UUSJ. The success is due in large part to the ability and flexibility of Elizabeth Stevens in using HTML. Thoughts and feedback on the eNews layout are welcomed.

Commentaries

As of February 1 we had three commentaries in the pipeline for use in our monthly eNews. For the February eNews we chose Kerridwen's commentary based on her comments at the Social Justice Awards Gala regarding Black Lives Matter. We have the commentary by Walter Ellis', on the same subject, reserved for the future. Natalie Pien will adapt her remarks from the Gala on the environment and will include information from her nomination (which contained a wealth of information not part of her remarks) into a commentary and will get it to us sometime in February. We can save it for March or April since April has Earth Day in it.

Website

The UUA released a new Wordpress theme that is responsive and much easier to use than the theme we currently use on our website. This theme comes with a fixed layout for the front page. The boxes and columns you see are fixed in position and width. What isn't fixed is what can be put into those "boxes". The theme is very flexible in allowing you to put just about anything in one of the boxes, text, sound, video. Further you can create a slide show for certain posts, so for a retrospective of the most recent Gala, we could have a slide show, plus a few paragraphs of text, plus links to the nominations.

In looking over the theme on our test site a couple of thoughts occurred to the committee members:

Bob Denniston suggested having our social justice grantees do video for website explaining how a grant from UUSJ helped them with their project. It visually shows UUSJ doing something besides meeting. These videos would be captivating.

Ed Butterworth suggested that in addition to the dropdown menu item of “Issues” we have a dropdown menu item for “Emerging issues”, containing link to information such as Black Lives Matter, Gun Violence Prevention, and others.

We decided that we need a set of guidelines and Ed agreed to write up a set of guidelines for pictures (e.g. quality, size), video, sound.

Future Plans

1. Continue developing a “pipeline” of commentaries for the eNews.
2. Change the website theme to a modified version of the UUA Wordpress theme.

Requests/Needs

1. More members for the Communications Committee.
2. More commentary writers or folks to find commentaries written by UU ministers and lay people.
3. People interested in using information from commentaries to develop Twitter and Facebook postings.
4. A volunteer with experience in producing short videos.

Submitted by Bill Alsmeyer-Johnson

Environmental Task Group -

Executive Director Search Committee Board Report - February 15, 2016

The search committee has been selected and members have received their charge. Members of the committee are:

- Chair, Rev. Richard Nugent, UUA Director of Church Staff Finances
- Rev. Kate Walker, minister Mt. Vernon
- Martha Ades, UUSJ board member, Fairfax
- David Strauss, Rockville and UUSJ immigration steering committee member
- Marc Narkus-Kramer, River Road, former co-chair in the early years of UUSJ

The job description has been posted on idealists.org with a submission deadline of March 25. The Committee has been in communication and during the week of Feb. 15 will hold its initial meeting and post the job on internal UUA sites. Elizabeth Stevens will be providing administrative support to the committee.

Please let your friends and colleagues know about this opening.

Submitted by Martha Ades, Board Rep to ED Search Committee

Immigration Task Force – February 17, 2016

UUSJ's Immigration Steering Committee has been active on Capitol Hill over the past couple of months. The group decided in this difficult time for immigration reform that it is important to communicate to our region's federal elected officials our hopes for a just and equitable reform legislative package, and to let them know the good news of the UUA's Statement of Conscience on immigration. We also had the goal of helping prevent damaging legislation that would make life more difficult for our immigrant brothers and sisters.

So in December and January we met with offices of Rep. Gerald Connolly (D-VA), Senators Timothy Kaine (D-VA), Mark Warner (D-VA) and Ben Cardin (D-MD). We approached them originally with two main requests: to ask the President to stop deporting immigrant families and children and to speak out in favor of immigration reform principles such as those contained in S 744, the bipartisan bill that passed the Senate in 2013. All four offices expressed agreement with those requests.

After the House of Representatives passed HR 4038 (the so-called SAFE Act), which sought to add new hurdles for Middle Eastern refugees' ability to enter the United States, we created a third request of the Senators: try to stop the passage of that bill. We believed that the bill was a terrible response to the fears in this country generated by the terror attacks in Paris and San Bernardino. We felt that responding to fear in that way is contrary to the principles that motivate us to help ease the path for immigrants and refugees, and would provide absolutely no additional security for the American people.

We were therefore pleased to note that a few hours after our final Senate visit on January 20, 2016, the Senate refused to consider HR 4038 and it therefore will not reach the President's desk.

While that victory is important it we need to try to move our positive agenda forward. Thus, we intend to keep making visits to our elected officials to let them know that we are a voice for the immigrant communities of the National Capital Area.

Submitted David Strauss, member of Immigration Steering Committee

Nominating Committee Report -

Program Committee Report – February 15, 2016

In the last three months the Program Committee has met each month to plan and look toward the future.

On November 14 the program, **Beyond Partisan Division**, was presented at Channing Memorial Church. This program was held last year at Accotink UU just before the Board meeting. This is the first event held that far north of the beltway and we were pleased with the attendance. We held a soup/salad lunch and then the Revs. Anya and Scott Sammler-Michael directed the program. We continue to spread the locations of program so that driving distance is reasonable for as many people as possible.

Planning is underway for a March 12 **Social Justice Roundtable** program for Social Justice Chairs plus 1 or 2 other leaders from each congregation. Please encourage your leaders to attend. The program is very participatory with a “speed-sharing” activity and then some breakout discussions. See the UUSJ website for details. It will be held March 13 from 1:30-4:40 at River Road UU.

We are working toward a webinar or phone meeting to address immigration or escalating inequality. In April we are hoping to be able to gather the local ministers to introduce them to the new UUSJ Executive Director. Planning for that will occur when a new Executive Director is selected.

In May we will be having our annual meeting, probably in conjunction with the final Board meeting of the church year. More information on that will be coming.

Submitted by Pat Karlsen and Martha Ades, Co-Chairs

