

## Minutes of UUSJ Board Annual Meeting – June 26, 2021

Participants: Trustees: Bob Denniston, John Peterson, Charlotte Jones-Carroll, Serena Lowe, Emily Koechlin, Larry Underwood, Tanner Wray, Eleanor Piez, Pat Behenna, Jack Lebowitz, David Shilton, Ken Mitchell, Terry Grogan, Gary Magnuson, Sean McCarthy, David Strauss, Martha Ades. By proxy (held by Martha Ades) Bob McCarthy. Total votes. = 18

Others: Bill Alsmeyer-Johnson, Alternate, John Gubbings, Acting Treasurer, Pablo De Jesus, Executive Director, Paulette DeMeres, Admin Assistant, Evan Junker, strategy consultant

1. Opening: Chair Bob Denniston acknowledged that this was a crucial transition meeting toward which UUSJ has been preparing for two years, and the last board meeting for many attending. He expressed thanks for the hard work everyone had done to get us here. John Peterson shared two Martin Luther King quotes for the chalice lighting.
2. Quorum and Minutes: Secretary Charlotte Jones-Carroll confirmed a quorum of 18 trustees out of a possible 20. Moved and seconded to approve the minutes of the March 20, 2021 Board meeting (distributed). Motion passed.
3. Executive Director's report (full report distributed): Pablo shared the late-breaking news that UUSJ's Action of Immediate Witness on voter suppression had made it to the UUA General Assembly agenda for June 26 evening business meeting. He summarized other key activities: Education and engagement webinars on environment and immigration issues along with the two sessions on Widening the Circle of Concern led by Paula Cole Jones. Two major virtual advocacy actions – on environment and immigration – were conducted. A Spring appeal for donations was held.
4. Treasurer's Report (circulated): John Gubbings noted we had over \$90,000 cash on hand and he was expecting a few more congregational donations which should put UUSJ close to 90% of the estimated actual for that line item, despite the low end-May figures.
5. Finance Committee: Charlotte, as head of Finance Committee, moved to approve the proposed FY21-22 UUSJ budget, which was seconded. The corrected version of the proposal had been circulated 5/25/21. Discussion: could we assume more for individual donations given high level for FY20-21, to be used for more staff time to work on membership outreach? If we had more money to pay for more staff time, there are many uses to be considered, not just membership. Agreement to be conservative in our assumptions about income from individual donations (which were much lower in FY19-20). Budget adjustments are likely when ED finishes work plan, which is what should normally drive the budget. Proposed FY21-22 budget approved as presented.
6. Membership (report with motions distributed): John Peterson reviewed text of a standard covenant the Membership Committee proposes be signed with congregations

who wish to join as members, as well as the aspiration that suggested donations from member congregations be on the order of 0.25% of the congregational budget, from special collections or budget line items. The covenant is not a legal document; it simply makes explicit what congregations can expect from UUSJ and vice-versa. These expectations are in line with what UUSJ is already doing. The agreement also would stipulate who in the congregation would be liaising with UUSJ. Covenant could be customized for each congregation but this could complicate things for staff. Flexibility is the intent. Board approved the motion to accept the covenant, including the aspirational dues level, and charged the Membership Committee to act on it.

7. Nominations and election: Sean McCarthy, chair of the Nominating Committee, moved that the following slate of eleven new board members (three of whom are current trustees) be elected; motion was seconded:
  - For one year: Charlotte Jones-Carroll, Eleanor Piez, Mariano Vera, Joseph Santos-Lyons
  - For two years: Beyssa Buil, Peggy Clarke, Johannes Favi, Norma Flores Lopez
  - For three years: Katherine Donovan, Serena Lowe, Chloe Emily OckeyThe above slate was elected.
8. Development Committee (report distributed): David Strauss shared that the tentative date for the awards gala is October 9 (to be finalized when the two speakers confirm their availability). This year, awards are to be national and will not be specific to any field of work. The nomination form for awards will be available by mid-July and congregations are encouraged to nominate. Fundraising goal is \$12,000.
9. Governance – Bylaws technical amendments (proposal circulated): Sean McCarthy, chair of the Governance committee, proposed a few amendments to clarify the significantly changed Bylaws approved last October. He indicated that a few friendly amendments to the circulated proposal would be forthcoming. The final version of the proposed technical amendments was approved and is annexed to these minutes.
10. Strategic Planning Update: UUSJ consultant Evan Junker reviewed the core of his presentation (full set of slides circulated). He congratulated Board members for two years of progress on strategic transition, noted there are new volunteer opportunities for trustees coming off the Board, and stressed that the work plan being developed by the Executive Director may require budget adjustments. Our transition involves a whole culture change -- trustees will now concentrate on strategy and policy, leaving implementation to staff and volunteers led by the Executive Director – and we should expect 60-90 days to absorb this change.
11. 8<sup>th</sup> Principle: Bob moved and David Strauss seconded the adoption of 8<sup>th</sup> Principle which is gradually making its way through UU congregations and organizations. After two seminars on Widening the Circle of Concern and a virtual meeting for any further

discussion desired, now is the time that an organization promoting social justice formally adopts this Principle. Motion passed for UUSJ to adopt the 8<sup>th</sup> Principle.

12. PARC Report: The full report of the Policy and Review Committee (PARC) was shared with trustees the morning of the Annual Meeting. Serena Lowe, chair of the PARC, indicated that the recent survey of members suggested that racial justice be top priority for future UUSJ advocacy, followed by environment justice, climate change, healthy democracy and immigration. Since racial justice is not currently a separate priority area, the report suggests three options: add it as a fifth priority, drop 1-2 policy areas (and teams) to add racial justice or maintain the existing four areas and embed racial justice in all of them. Some additional information is still needed: what did the respondents understand to be included in the issue areas and what drove their responses. Follow-up with those surveyed, with the current action teams and partners is needed. The ultimate decision will be left up to the new Board, which PARC is prepared to support, if so desired. Serena touched on measuring the impact of our advocacy work to conclude. Board members were asked to review the 12 pp. report and give Pablo feedback by 7/7.
13. Closing: The Chair closed this Annual Meeting with appreciation to all Board members for their service, and in return, various Board members thanked Bob for his leadership.

Charlotte Jones-Carroll, Secretary

TECHNICAL AMENDMENTS TO UUSJ BYLAWS APPROVED AT ANNUAL MEETING  
6/26/21

The "By-Laws of Unitarian Universalists for Social Justice (Adopted October 24, 2020 and effective that date except as noted) are amended as follows:

1. On page 2, at Section 5.2-Composition, line 1, delete the word "less" and add the word "fewer".
2. On page 3, at Section 5.3(b), after the word "consecutive," add the words "three year" and after the first sentence, add "Partial terms or terms of less than three years do not count towards this consecutive term limit."
3. On page 3, at Section 5(c), line 2, after the words "three years later" add:  
  
"(or one or two years later for Trustees elected in June 2021 to fill classes of Trustees whose terms end June 30, 2022 or June 30, 2023 respectively)".
4. [this initially proposed technical amendment was dropped by friendly amendment.]
5. On page 4, at Section 6.6 - Election, line 6, after the word "Section", delete "8.4" and add "7.3.2".
6. On page 5, at Article VII- Committees, line 1, following the words "Board of Trustees", add "At its special meeting to elect officers or as soon as possible thereafter,"
7. On page 5, at Article VII- Committees, line 2, change "The Board" to "the Board".
8. On page 5, at Article VII- Committees, line 6, delete the word "approved" and substitute the word "elected".
9. On page 5, at Section 7.2 - Standing Committees, line 3, after the words "Membership Committee" add the words "The Committee Chairs and".
10. On page 5, at Section 7.2 - Standing Committees, line 3, change "Members" to "members".
11. On page 5, at Section 7.2 - Standing Committees, lines 4-5, delete the words "be elected by the Board at its annual meeting to" and add the word "have".
12. On page 5, at Section 7.2 - Standing Committees, line 7, after the word "year.", add the following sentence: "The terms of chairs and members of standing Committees shall commence on July 1 and expire one year later or when their successor is elected or approved, whichever occurs later."
13. On page 5, at Section 7.2 - Standing Committees, line 7, after the words "The Board may elect a new", add the words "Committee Chair or".
14. On page 6, at Section 7.4.1 - Duties, line 1, after the word "efficient" add the word "financial".