

UUSJ Executive Committee Meeting Minutes
November 10, 2021

Present: Mariano Vera, Charlotte Jones-Carroll, Pablo DeJesus, Chloe Ockey, Beyssa Buil

- Serena is going to reach out to whole Board about discussion on November 30 concerning revision of advocacy policy priorities.
- Conflict of Interest Statements – All are received. Chloe to send as one attachment to Paulette and Pablo for UUSJ archives.
- Nominating Committee – Think of a couple non-trustee people for the board to endorse.
 - Chloe reaches out to Martha Neuman as an ask, discusses with the three former board members currently serving on board to get a debrief on their experience.
 - Goal is to submit a couple of names before December Board meeting
- Beyssa is willing to convene meetings of Membership committee in view of Rev. Peggy Clarke's need to give up chairmanship. Will explore with committee creative compromises to share leadership.
- One trustee has missed three important meetings, with only one excused. Bylaws on terms of service by a board member allow replacing a trustee who misses three board meetings without explanation.
 - Potential early work for the nominating committee to consider replacing– keep an eye out for participation in December Board meeting.
- Would combining the membership and development committees make sense? Several trustees think so but no one is comfortable chairing a larger committee.
 - Could consider conveners/co-chairs /facilitators
- Rev. Peggy has spoken of her problem with the proposed membership model but unclear what she meant. Beyssa to meet via zoom with Eleanor in terms of what works.
- Budget (estimated):
 - From the Gala we received \$9796 (vs \$12 K goal). Pablo has sent out an email to contact list with recording and an ask to donate. Event expenses are \$1,200
 - \$2750 from CFC from July so far for this year.
 - We did not apply for the \$12,000 new UUSJ grant. We're still trying to disburse the \$17,000 grant from last year (which has another \$3000 if UUSJ can match).
- ED Update:
 - Gearing up to update work plan for board meeting. Re current grant, a friend with the UU Funding Program thinks we'll be ok to be granted an extension.
- Environment Action Team reactivation:
 - Charlotte and Pablo tracking down possible new members of EAT. Pablo is hopeful we'll be able to find someone who cares about the environment and federal engagement. Most are focused on other stuff and can't put their full efforts into this.

- Agenda for December:
 - Continued discussion about revising advocacy policy priorities to incorporate racial justice; Perhaps broaden economic inequality to be “systemic Inequalities”
 - Whistleblower Policy
 - How to handle chairing of membership committee
 - Pablo’s update on his workplan
 - Additional Nominating Committees members proposal
 - Budget amendment in view of lower income and adjusted expenses
 - HR Policies need to be more complete. Beyssa’s suggestion is that developing these should be a paid (consultant) job –
 - We do have a small amount for unidentified consultant jobs
 - Pablo’s hope is that we can get one of our supporters who’s retired HR to help on this

Chloe Emily Ockey, Secretary