

## Minutes for UUSJ board meeting September 16

Present: Trustees Chloe Emily Ockey, Charlotte Jones-Carroll, Rev. Joseph Santos-Lyons, Beyssa Buil, Rev. Eleanor Piez, Mariano Vera, Johannes Favi, Norma Flores Lopez, Serena Lowe, Rev. Peggy Clarke, and Executive Director Pablo De Jesus. Partial: Evan Junker, strategic consultant

1. Welcome (Chair) and chalice lighting (5 mins)
  - a. Reading by Rev. Joseph, from Meg Riley and Adrienne Marie-Brown
2. Check-in
3. Approval of agenda – Chair
  - a. Already approved in email, brought into the space for re approval
  - b. For the case of the minutes, if you have a minor grammar revision or comment, send directly to Chloe Emily, who can decide if it merits discussing.
4. Determination of quorum – Secretary confirmed that a quorum was present.
5. Consent Agenda: (if no objections): following items were circulated to trustees:
  - Minutes of August 19 meeting
  - Treasurer’s Report
  - Executive Director’s report
  - Committee reports:
    - Development
  - a. Mariano will look into legalities of having the treasurer’s report on the consent agenda. Rev. Joseph suggests it should always be a discussion item.
  - b. Rev. Joseph moves and Rev. Eleanor seconds that we accept the consent agenda items on minutes and development committee report.
  - c. Clarifications on ED Report (circulated): Non-board members in position of authority means current Standing Committee members, those who were former board members are now a team of non-board members.
  - d. What’s the timeline to have a fundraising plan in place: as soon as we’re done with the awards event, development Committee will work on it (Eleanor).
6. Workplan (Pablo) – document circulated:
  - a. This is not the final workplan. The final workplan will be more focused on goals and ends. Pablo is taking into consideration Board feedback. Pablo would appreciate feedback on if the big picture objectives and strategic elements work as well as end goals and measurements as interpreted by Pablo in current draft of workplan
  - b. Evan Junker, strategic planning consultant who had worked with UUSJ, provided some framing of the workplan’s purpose and the role of the Board. The latter should ask: are ends interpretations “not inconsistent” with what the Board understands are UUSJ strategic objectives, and what goals are reachable. That’s where the board’s work ends. Board needs to make sure the report exists, but not worry about the nuanced details. Are the ends overall in line with the mission as the board currently understands. If so, know and be glad that the details are there. Evan urged the Board not to dig into the rest of it. Those of us working on aspects of the plan, fundraising, communications, etc. will want to look at these in their separate role as committee member.
  - c. Charlotte to pass on Evan Junker’s contact information to trustees if any further information is needed.
  - d. National expansion, congregational collaboration, and strategic partnership expansion are the main focus of Pablo’s current work plan – build the base.
  - e. Mission: Advocacy, engagement, and education

- f. To move forward: Pablo to work with Evan. Will touch base with all folks who gave input. He needs to hear that he interpreted the ends properly. Is this consistent with where the organization is going? This isn't where we offer editorial commentary. Rev. Peggy, Joseph, Charlotte interested in continuity of conversation.
  - g. Chloe Emily to create a Google Group discussion for the Work Plan commentary.
  - h. September 26 deadline for feedback to Pablo.
7. Discussion of revision of policy priorities for FY21-23: Beyssa/Serena
- a. Formerly had a volunteer working about 40 hrs/wk to develop agenda and basically run advocacy on public policy. Decided that she was ready to move on, but left us an opportunity to evaluate how UUSJ advocacy and policy work was operationalized. Serena led evaluation effort with outgoing Board.
  - b. Defending democracy came out on top of where people are willing to commit their time while racial justice was on top as suggested focus (but not in terms of commitment to work on this), in results of survey of over 200 UUs.
  - c. One year as base building – to figure out what direction we're moving. Set the north star, collaborate with Pablo, and move forward together.
  - d. Where do we overlap and what are the differences?
  - e. Beyssa found the most energy surrounded democracy. We need to give love, comfort, and embodiment to advocate and educate in the future work.
  - f. Our immigration team is very active as is the democracy action team. Their interests and capacity to engage are different from those who volunteer in environment or economic inequality issue areas.
  - g. There are different ways to undertake advocacy. Does our approach have to follow the same model every time? The more structured and inflexible, the harder to bring people in.
  - h. What are the next steps: It would be good to get some consensus to whether we're putting criteria in place for racial justice. Should it have its own team or be saturating all our work?
  - i. Supports Beyssa's recommendation and merits prioritization in all work we do. Hear people's thoughts or that and to know who would like to serve on policy and advocacy review committee (PARC). How do we structure moving forward?
8. Board Orientation (summary circulated) – no questions
9. Any further business
- a. Times for future meetings
    - i. Mornings are better for most, will stick with 9:30 AM Eastern for now.
    - ii. Charlotte will reach out to Kat and Eleanor separately re timing
  - b. Next board meeting in December 16.
  - c. Social Justice awards on Sunday November 7
10. Closing reading and Adjournment
- a. Audrey Lourde reading by Charlotte