



## Minutes of UUSJ Board meeting December 16, 2021

Present: Charlotte Jones-Carroll, Beyssa Buil, Chloe Ockey, Mariano Vera, Rev. Peggy Clark, Rev. Joseph Santos-Lyons, Rev. Eleanor Piez, Norma Flores Lopez, Serena Lowe, Pablo De Jesus

Absent: Kat Donovan, Johannes Favi

- Chalice Lighting was led by Rev. Peggy Clark, agenda approved, quorum confirmed and minutes of September meeting approved by consensus.
- Executive Director's Work Plan – Pablo had circulated his planned activities for UUSJ for the remainder of this fiscal year and next year. Appreciation was expressed for the detailed task list. Pablo was asked to link these more clearly with strategic objectives, and focus on the high level needed for board review, ideally by end-January.
- PARC report on policy priorities – Serena Lowe reviewed the latest version of PARC's paper on options to integrate racial justice more fully into UUSJ work, either by dropping some of the four current policy priorities, consolidating them somehow to make space to add a new priority on racial justice (which would mean recruiting a whole new action team) or integrating racial justice in everything we do in current priority areas. In the ensuing discussion, some urged that UUSJ hone in to a single issue. Others felt that would risk losing one of UUSJ's main resources – the action teams for other priority areas. Decision on a clear option was postponed.
- Budget Amendment – Charlotte introduced a proposed revision to the budget, largely a technical one taking into account some slippage of large payments (final payment to strategic planning consultant) and these adjustments to income: (i) given that seeking a new UUFP grant was not feasible, as the current one's implementation is delayed, this amount was dropped and (ii) actuals were now in for the fundraising event in November, so the income and expenses could be adjusted in the budget framework that the Executive Director must follow. Motion on proposed amendment was approved.
- Fundraising Plan – Eleanor reviewed the funding needed to carry out this fiscal year's programs and noted how much still needed to be raised. An end-of-the year appeal had been sent to 100 or so top donors and other donors would receive a similar appeal via email. Several large pledges were expected to result in income that should bring individual giving close to or beyond budgeted levels. The fundraising event had raised nearly \$10,000, close to goal of \$12,000. New or increased donations supporting the matching funds for the UUFP match of \$3000 are in hand as well. Congregational donations are below where they should be, and Development needs to work with membership team to get this going. Slightly over \$50000 remains to be raised this FY. Board members should be making their donations if they did not yet. Eleanor had circulated a plan for meeting the goals, including toolkits, training, spring appeal, outreach to action teams and building relationships with larger donors all included.
- Removal of Kat Donovan from trustee position: One new trustee had attended the first board meeting but none of the subsequent meetings nor events. As provided for in the By-laws, when

a trustee misses three board meetings, s/he can be considered as having abandoned his/her position. Motion was made to declare that Kat Donovan's position would be considered vacant on that basis. Motion approved with the condition that she be notified with a given time (till end-January 2022) to appeal.

- Draft Whistleblower Policy and discussion of need for Membership Committee were tabled for future meeting for lack of time.
- After a thoughtful closing reflection by Beyssa Buil, the meeting was adjourned.

Charlotte Jones-Carroll, back up minutes taker