

Tahoma UU Board of Trustee Meeting

March 18th, 2021 7- 9 pm

This meeting was held via Zoom due to Covid-19 restrictions

Present- Rev. Linda Hart, Sylvia Huerta, TUUC Administrator Libby Ball, Debbie Cafazzo, Christine Chansley (VP), Cindy Hackett (President), Sheila Whybrow (note taker), Holly Coryell, Jeff Rutherford (Treasurer)

Chalice Lighting - Rev. Dr. Linda Hart

Check in

Welcome Visitors Jim Tuttle

Consent Agenda - Approval of

- 2.18.2021 meeting minutes
- Staff reports, Leadership training report- *see attachment page 2 of minutes*
- Safe Parking update

Old Business

- Socially responsible investing - discussion points
 - Keeping endowment and building fund separate but in two different socially responsible accounts
- Motion** - to support Jeff's further investigation of Vanguard funds and move building and endowment funds into separate Vanguard socially responsible funds
-motion approved
- Pledge Drive update - review of timeline and progress

- Committee on Ministry

Motion - to approve the appointment of Andrew Eyres David Pettit and Evelyn Bookout to the

Committee

On Ministry - motion approved

New Business

- Minister's report
 - Summer Worship - North Shore & Saltwater have offered to collaborate with TUUC to offer summer services. Each congregation would take turns taking care of different pieces of the weekly service
 - Sabbatical - Rev. Linda will make that report next month
- Re-opening discussion points
 - Not likely to happen until Fall at least.
 - No hybrid - all able to attend
 - Opening celebration
- The 8th principal
 - UUA has a commission reviewing the principals
 - Principals could be amended by general assembly - a long process
 - Laura Gardiner & Social Justice committee may be interested in leading educating and discussing the eight principal

- Upcoming expense

Motion - to allow access to up to \$1500 for upcoming expense from the board's discretionary fund.

Motion passed

Visitor Comments

Jim Tuttle wanted to know the status of the records retention policy
Debbie replied the policy was not ready for presentation

Chalice extinguished at 8:53

Consent Agenda

March 2021 Report for the Board of Trustees

Church Administrator, Libby Ball

Key

- Working on getting another accountant to do accounting entries including payroll and reconciliation work in ICON. This needs to be completed before any transfer to new systems.

Additional

- Supporting pledge drive
- Supporting Subcommittee on Housing Insecurity to get Safe Parking Pilot Program up and running
- Received one bid from outside cleaning company to do weekly cleaning work when return to building, as well as cost for doing one-time cleaning work, if necessary. Work would be primarily inside the church building, and would not include any cleanup of human waste outside. Once porta-potty is installed, this should resolve most, if not all, issues with human waste outside the church building. Need to get an additional bid for comparison, and also need to do closer comparison with historical cost for weekly cleaning by TUUC part-time staff member.

Leadership Workshop 3/13/ 2021 Sylvia, Debbie, Sheila, Cindy attended

Cindy

I had several "ahas" during the day but these are two that linger:

1. Self-differentiated leadership: effective leadership requires an emotional process of knowing myself and keeping that separate. This will support me as a leader to stay connected without losing my identity, to take a difficult stance without taking on the anxiety of others. Poor self-differentiation will foster anxiety and leave me open to emotional triangles and getting stuck in other people's problems. If I am a differentiated leader, I can tolerate discomfort which leads to others taking responsibility.
2. Revisit RASCI process and view as a spiritual practice. (responsible, accountable, support, consult, inform). Clarity is crucial in effective relationships. Clarity supports flexibility and effective processes.
And: our work is a spiritual practice. Ground it as such: chalice lighting with a reading before meetings. Time for reflection.

Sheila- *(I missed a good chunk of presentation due to Xfinity having an outage in my area)*

Individualism has attracted many to UU however, we are sustained by shared values - individualism should not be worshipped.

Complex problems require complex solutions, trust it will happen.

Avoiding conflict is the slow death of a congregation. Change = growth

Debbie (from breakout group discussion) UUs need to *unlearn* the concept that when we do church on Sunday, we are a passive audience watching some kind of performance. We should learn from other religious traditions about the joy, exuberance and *presence* that can be part of our Sunday experience. Granted, that will be easier once we are all together again. :-)

I like the idea of contemplating this question:

What Will Be Your Congregation's Resiliency Story? What did you all do to survive and thrive during these difficult

times? How did you make meaning out of this time? What did you co-create together?

I also like the **Rule of 5** that was sent to us

“The Rule of Five” is the name of a board policy at Happy Valley that was created to encourage the creation of new groups, activities, projects, or ministries that may be of interest to Happy Valley members or that may serve the wider world. Any individual may form a new group within the church as long as (1) the group’s general purpose is in alignment with the mission, vision, and values of the church, and (2) there are at least five church members who are interested in actively organizing and participating in the group.

The only change I would make is that budding new groups should submit their idea to both the minister and the board (instead of just the minister)