

**UUS BOARD MEETING AGENDA**  
**7:00 p.m., September 15, 2021**  
**ZOOM Link 891 3256 0297 Password: 228948**

**Chair: Alan | Opening Words: Diana H | Process Observer: Hazel | Closing Words: Alan**

(Minutes  
estimated)

**(05) Chalice Lighting & Opening Words**

(10) Check-in, including welcoming new trustee/board **secretary Paula Miller** and extending our special appreciation to Joe Rasmussen for summarizing our meetings following the resignation (move to Cedar Falls) of trustee/board secretary Carol Adamson. Paula has agreed to complete the term ending 6-30-22. Also, special thanks to the Leadership Development Committee for finding someone willing to fill the Secretary position.

Calling for a motion for board approval **to appoint Paula Miller as UUS trustee/board secretary to complete a term ending June 30, 2022, pending confirmation at the Congregational Meeting on December 19, 2021.**

(05) **Board Read** – We'll begin a new board reading, *Trauma Stewardship*, by Laura van Dernoot Lipsky, at the October 20 board meeting. The *pages assigned for group discussion are to be announced by Rev. Diana*. (Alan has ordered 10 copies for the board and Rev. Diana. These will be in the Presidents mailbox at UUS for you to pick up in advance of our October 20 board meeting.)

(05) **Consent Agenda:** August 18 Board Minutes (dropbox), September 8 Exec Committee minutes (P1), Treasurer Pavelich's report and financial summary perhaps with CA Emma Barnum's Financial Narrative (P2), Rev. Diana Smith report, DCL Peggy Garrigues report, CA Emma Barnum report, DLRE Marsha Thrall combined (P4),

**(25) Board Committee Updates:**

- Governance – Joe Rasmussen
  - Summary from the meeting of September 7, where three governance areas were discussed. See (P3).
- Personnel – Rochelle Honey-Arcement (co-chair with Mary McMurray)
  - Vote to approve Dana Van Abbema joining the committee and then taking over as co-chair when Mary leaves, thus allowing Dana a chance to have some overlap and attend our next meeting before she takes over**
  - The committee approved the addition of Juneteenth as a paid holiday. That approval must be voted on by the board and then added to the personnel handbook**
  - New policy (for board approval) requiring Covid-19 vaccination for staff and volunteers with needed exceptions. See (P5).**
  - Other updates
- Finance – John Raley
  - Procedural request for the board from the Endowment Committee**
- Right Relations – Julia Audlehelm
  - update from August 26 meeting on **Rev. Diana's Installation** October 24
- Mission and Vision Review – Hazel Seaba and Diana Henry

--Reverend Diana's 3rd/final renewal for Preliminary **Fellowship Status** is due **November 1**, including a report by the Board of Trustees about our minister's activities. Following ordination, Rev. Diana has completed steps and a report of about 150 pp. charting her progress toward the ultimate designation of Fellowship with the UUA, an achievement of professional development and involvement with a network of similarly qualified UU ministers. **Three separate reports will be created using the decided-upon UUA ALTERNATE RENEWAL FORM July 2021-February 2022 ("the COVID form"):** **1)** by Rev. Diana; **2)** by the Ministerial Formation Team's Dave Martin and Sue Otto, and **3)** by the **Board of Trustees with organizational leadership from Hazel Seaba and Diana Henry** and additional input from Alan Swanson and Joe Rasmussen (this group of four met 9-13-21), to be followed by full-board draft review).

(05) **Brief break** (*time in schedule as approximate at approximately the one-hour mark*)

(20) **COVID Data and Phases – COVID ACT NOW** [https://covidactnow.org/us/iowa-ia/county/johnson\\_county/?s=21621088](https://covidactnow.org/us/iowa-ia/county/johnson_county/?s=21621088)) is now the basis of our opening/closing phases, and following this the first fully multiplatform service was possible on 29th. **Ongoing discussion of COVID and reopening UUS.** On September 2 we returned from phase 3 to phase 2 for the service on September 5.

General Discussion – Rev. Diana

- COVID Team may need to be re-energized from current five-phase maintenance to an expanded group (ad hoc) including some prior or new COVID experts/scientists to help us react if new elements need expanded attention
- Personnel Committee has drafted new policy (**for board approval**) requiring COVID-19 vaccination for staff and volunteers with needed exceptions. See (P5).
- Rentals and our Phases– the Director of Congregational Life is working on protocols for rentals before starting these. Peggy Garigues has a draft of approaches during COVID that is attached in the Board packet. See (P6).
- Some COVID procedural thoughts from Joe Rasmussen. Should we equate our congregation's likely statistics, such as vaccination rates with Johnson County's or Iowa City's, or are we perhaps not average in this regard? See (P7).

(25) **BGI discussion based on recent meetings** -- Rochelle

Balance and Growth Initiative (BGI): board-created task force to devise by mid-November a plan and timeline to balance UUS's budget using various approaches **with mission and vision** in mind--presenting updates each board mtg. The BGI plan will be presented for approval at the December 19, 2021, congregation meeting. June 16, 2021, the board moved to approve seven members listed below "with the option of inviting other individuals to attend in an ad hoc capacity for their expertise and/or input": Rochelle Honey-Arcement, chair; Mike Pavelich, Treasurer; John Raley, Finance Trustee; Rev. Diana Smith, Ministry; Diana Miller, Stewardship; Gary Lawrenson, Endowment, Chris Rode, Past Treasurer.

**BGI and the Treasurer have begun a timetable of elements of the BGI plan/budget (P8).**

(15) **Unfinished Business**

--The 2022 Stewardship Campaign, which has a board-approved goal of \$420,000, will launch Sunday, September 26. The stewardship group has now recruited members to give five-minute testimonials for this year's campaign.

--Memorial Garden update by Julia Audelhelm. The UUS Memorial Garden construction is beginning, and decisions will be addressed as to how it will be used and managed. Three meetings were held in August, and on September 14 (and possibly also on September 21) meetings will be held with Hilary Strayer about legal issues surrounding the project. Ultimately the Governance Committee must assist in documenting related policies and procedures.

**(10) New Business**

--Treats and Talents fund-raiser? Last year this was successfully held online. Update?

--Other new business?

**(05) Guest Comments**

**(00) Closed Executive Session** – none expected this month

**(05) Process Observer Comments**

**(05) Closing Words, Adjournment, and Extinguish the Chalice**

*(Next board meeting 7:00, October 20, 2021, by Zoom)*

A.S.