

AUUC Board of Directors Meeting Notes
November 6, 2019 ([Agenda](#))

Present: Bruce Griffin, Kate Heilig, Peter Kahle, Lindsay Muirhead, Sarah Pevner, Jackson T., Joe Tuggle, Kristina Watts, Reverend Pippin Whitaker

Guest: John Long

Opening Reading: Peter

Check in

Board thank yous: Auction team, including Ken Heller and Kumutha Lane (overall planning), Judy Stah and Suzy Porth (kitchen), Dick Robison and Steve Brown (software). Ed Kringer purchased a projector for the church that was used during the recent film screening.

Consent items: Meeting minutes, playground email decision documentation: **approved** 7:12 pm

Discussion items:

- **Membership** (John Long, Membership Committee member):
 - John Long presented a set of statistics about membership to begin discussion and acquaint BOD with what the Membership Committee does and does not do
 - [Membership numbers; AUUC Visitors](#)
 - We're fairly static in terms of member numbers
 - Adding people is easy (they sign the book), subtracting them is much harder (especially for lapsed members)
 - This time of year, Membership Committee contacts members they haven't seen in awhile.
 - By January, membership will determine the current membership numbers.
 - Membership has a constant workload in order to stay up-to-date.
 - Membership serves the people who enter the church; the committee does not do anything to GET people to the door.
 - The charter does not currently include this work within the scope of membership.
 - We would need the right people to do that work.
 - Most people who visit come because they found us on the internet.
 - Number of friends in the directory will continue to decrease as membership adapts new definitions of what "friend" mean.
 - Data is hard to track in this category.
 - Membership attempts a holistic, year-long approach to outreach, but may need support in this process.
 - Greeters have been integrated into the larger membership committee, but they don't often come to the membership meetings.

- Feedback is provided to greeters
 - Repeat visitors are hard to track. Membership fills out a list, but may not be able to fully track.
 - **Membership needs from BOD:**
 - *An answer to the question: Do we want to grow?*
 - *To encourage the entire congregation to greet and welcome new people.*
 - *Board can strategize ideas.*
 - *To answer the question: Do we want to track diversity? (How?)*
 - *What does diversity mean to us?*
- **Models for crucial conversations** (Reverend Pippin):
 - Rev Pippin presented steps to take in having difficult conversations. This provides a good model for the Board to use as we move forward with topics that may be sensitive. Board members agreed to try to use this model as appropriate.
 - Step 1: Work on Me first
 - Step 2: Start with Heart
 - Step 3: Learn to Look and Make it Safe
 - Step 4: Master My Stories
 - Step 5: State my path
 - Step 6: Move to action
- **Covenant** (Kristina Watts):
 - Important point that was discussed was whether a BOD member, outside of a meeting, can express dissent. It was decided that doing so is acceptable, as long as it is done with respect for the process and there is no intent to undermine or sabotage the decision. For example, one may say: "I disagree with the decision of the Board, but a vote was taken and the decision was made according to the correct process. I will support the decision of the Board."
 - It was agreed that everyone should be able to walk away from a vote understanding the reasons why a decision was made, even if they don't agree with it. For any contentious issues, BOD should be prepared to provide talking points showing that various perspectives were considered.
 - For the covenant itself, it was agreed that the underlying understanding is more important than the wording of the covenant. The text adapted from Cedar Lane was most popularly liked by Board members:
 - Exchange ideas thoughtfully, honestly, and respectfully as we seek to understand different perspectives and strive to reach a position we can all support. When the inevitable challenges occur in our interactions, we will stay in community and reaffirm the values that brought us together. We will hear all voices and commit to the decision of the group.
 - Kristina will add this text to the Covenant document and print a copy to be signed next meeting.
- **Anti-Oppression Terms list** (Reverend Pippin)
 - Rev. Pippin presented a list of terms from the [National Council of Jewish Women](#)

- White supremacy and white fragility are separate terms
 - Institutionalized white supremacy is what the UUA is focused on
- ARAOMC means:
 - Anti-racist
 - Anti-oppression
 - Multicultural
- **Board Preparation Readings: Hotchkiss chapter 1 and chapter 2**
 - Chapter 1: Sarah Pevner lead the discussing using 4 A protocol
 - Chapter 2: Kristina Watts lead the discussion using guided chapter discussion