

OUUC BOARD MEETING MINUTES

Thursday, March 8, 2018

OUUC – Classroom 3

We are a liberal religious community that opens minds, fills hearts, and transforms lives.

Board Officers Present: Linda Selsor, President; Wendy Tanner, Treasurer; Helen Henry, Secretary.

Members at Large Present: Jim Anest, John Tafejian, Michele Hendrickson, Martha Nicoloff, Fritz Wrede,

Ex-officio Member: The Rev. Eric Posa

Absent: Don Melnick, V. President

7:00 Opening

Welcome/Check-in John

7:05 Agenda stands as is

7:10 Board Covenant Read by all

7:05 Congregational member concerns/comments

Jo Ann Young expressed concern regarding the revised/shortened mission statement in 2016. *See Attachment A*

Ann Yeo, Parish Nurse brought concerns regarding Sunday security. She suggests further discussions regarding how to be pro-active when considering a possible intrusion. *See Attachment B*

7:15 Consent Agenda approved

Board minutes 2/15/17

Financial Report 2017

February financial report

7:30 NEW BUSINESS

Monitoring report Eric shared his monitoring report on Governance Policy 2.3 (Financial Planning and Budgeting) He will send to us the Interpretation of Policy 2.8 (Communication and Support to the Board) for monitoring in April

7:50 Finalize agenda for April 20th congregational meeting

7:45 Assign tasks for April congregational meeting

7:50 Board contribution for OUUC auction wine basket-- make donation to Michele who will buy items for basket

7:55 OLD BUSINESS

Linkage meeting update Martha and Jim presented re: meeting on Feb. 25. *See Attachment C*

8:10 Finalize bylaws amendments for presentation to congregation Linda presented final document of amendments to by laws that will be presented to the congregation on April 20. These amendments are necessary to come into agreement with Policy governance.

Motion made and approved to accept the by-laws as amended to be presented to the congregation at the April 20, 2018 meeting.

8:25 Update on search process Fritz reported that applications for Ministerial Search Team (MST) closed today March 8. Sub-committee of Leadership Development Committee, (LDC) Transition Team and Board members will meet March 14 to suggest members to the LDC who will then forward names to the Board for approval at April board meeting. Those candidates will then be voted on by the congregation at the April 20 meeting.

8:40 Policies and procedures Fritz will be reviewing the executive limitations policies.

8:45 New board member orientation Don will be involved. Helen will provide binders including Policy, By-Laws etc.

8:50 Board leadership transition Don will coordinate.

9:05 Closing John

Linda Selsor, President

Helen Henry, Secretary

Attachment A (Format changed from original PDF)

OUUC BOARD PRESENTATION (by Jo Ann Young 3/8/2018) Topic: Reinstatement of the second half of the OUUC Mission Statement—Adopted by Congregational vote June 26, 2009
Thank you for the time you have made for me. Like all of your meeting agendas, I know that tonight's is very full, and I appreciate the minutes you have allotted me. Tonight I am here to speak about the disappearance of the second part of the OUUC Mission Statement and to request it's reinstatement. I'm going to first share a very short history about the writing and acceptance of the statement partly because when it was written and selected not everyone on this present board may not have been present, and also because those who were may not remember the details of its creation process. I am aware this present board did not make the change of which I am about to speak. In late 2008 or early 2009, a committee of OUUC congregational members and Arthur Vaeni agreed to research and develop our OUUC Mission Statement. From the beginning, a great deal of time and thought went into that process. In a variety of formats, drafts were made available to the congregation, and as we are after all Unitarian Universalists you

might guess the committee received many suggestions. At a congregational meeting on June 26, 2009, (I thank Linda for her work researching this date), the final product was presented to the congregation, and a correct, procedural vote of OUUC members was held. It passed overwhelmingly—if I remember correctly, it was unanimous. For several months to help us become familiar with it, Arthur invited us to repeat it on Sunday mornings, and for those who wished to do so, Sara Lewis taught us to sign it. In the Interim some time after Arthur's retirement, one Sunday morning I noticed in the morning Order of Service that the statement was printed without the second part. Later at the Congregational meeting where the Ends statements were presented and discussed, it was also missing, and it continues to be so printed. At that meeting nothing was said about the change, nor any vote taken. When I asked Darlene whom had asked her to print the Statement without the second part, she told me, "a Board member." (This is the Mission statement the congregation choose at that June meeting—missing pt. starts/with "We work for..." "We are a liberal religious community that opens minds, fills hearts, and transforms lives. We work for peace, equality, a healthy earth, and an end to poverty." Why the Board removed half of the statement without a congregational discussion, input, or vote, is not known to me. I believe was not found by Linda in the archived OUUC minutes. Perhaps it was a misunderstanding about how it came to be. But the important issues about this removal are these: First...this significant deletion was a board decision overriding an earlier congregational vote, and was made without congregational awareness, Second...what is now published as the Mission Statement is a list of three very generic and general statements, and most importantly it is not what the congregation voted to choose on June 26, 2009 And Third...what is now missing was made a part of the Mission Statement because that section clarifies what those generic phrases mean to us and how we will work to live them. And with both parts in place, it connects our mission with our seven principals. Thank you for this opportunity to bring to your attention this concern regarding the inappropriate deletion of perhaps what is the most important part the OUUC Mission Statement. I am hopeful that you now see it was not an appropriate board decision to remove it. I am asking you to restore to its original wording. In doing so you will be respecting the congregational vote that choose it. (Definitions: You will notice that the definitions address the importance of continuity of Mission Statements and why they are not changed after acceptance.) "We are a liberal religious community that opens minds, fills hearts, and transforms lives. We work for peace, equality, a healthy earth, and an end to poverty." The Seven UU Principals (and where a part of the OUUC Mission Statement) 1. The inherent worth and dignity of every person: ...(we) work for an end to poverty. ...transforms lives 2. Justice equality, and compassion in human relations. ...(we) work for equality 3. Acceptance of one another and encouragement to spiritual growth in our congregations. ...fills hearts 4. A free and responsive search for meaning ...opens minds 5. The right of conscience and the use of the democratic process within our congregations and in society at large. ...(we) work for equality 6. The goal of world community with peace, justice and equality for all. ...(we) work for equality and an end to poverty 7. Respect for the interdependent web of all existence of which we are a part. ...(we) work for a healthy earth Mission Statement: Definitions A mission statement is not simply a description of an organization by an external party, but an expression... of their desires and intent for the organization. The purpose of a mission statement is to focus and direct the organization itself... giving them a shared understanding of the organization's intended direction. Organizations normally do not change their mission statements over time, since they define their continuous, ongoing purpose and focus. (Business Dictionary) A mission statement is a brief description of a company's (or organization's) fundamental purpose. It answers the question,

"Why does our (business) exist?" The mission statement articulates the (company's) purpose both for those in the organization and for the public. (The Balance) A mission statement is a short statement of an organization's purpose, identifying the scope of its operations. It may include a short statement of such fundamental matters as the organization's values or philosophies, ...or a desired future state—the "vision". A (company's) mission statement seeks to define its culture, values and ethics. A company's (organization's) mission statement differs from its vision statement. While the mission statement remains unchanged for the most part and represents who the company is or aspires to be for the entirety of its existence, the vision statement can change and outlines what the company needs to do to remain who it has presented itself to be. In effect a company's (organization's) mission is its identity. (Invesoedia) A company's or organization's mission statement is a document which states what they aim to achieve and the kind of service they intend to provide. (Collins) A mission is not simply a description of an organization by an external party, but an expression, made by its leaders, of their desires and intent for the organization. The purpose of a mission statement is to focus and direct the organization itself. It communicates primarily to the people who make up the organization—its members or employees—giving them a shared understanding of the organization's intended direction. Organizations normally do not change their mission statements over time, since they define their continuous, ongoing purpose and focus. (Wikipedia) Mission statement A written declaration of an organization's core purpose and focus that normally remains unchanged over time. Properly crafted mission statements (1) serve as filters to separate what is important from what is not, (2) communicate a sense of intended direction to the entire organization. (globelforce.com)

Attachment B

Security Issues at OUUC

I'm here tonight as a concerned member of OUUC and as your Parish Nurse. I'm specifically responding to the article entitled "Sunday Security," which we appeared in the spring issue of *UU World*. By now, you all probably have read it.

Obviously, all of us are aware of the shootings that have occurred in faith communities across the country in the last few years. The latest was in Texas a few months ago. This phenomenon of violent intrusion has touched one of our own U.U. congregations, too. "On July 27, 2008, a politically motivated fatal shooting took place at the Tennessee Valley U.U. Church in Knoxville. Motivated by a desire to kill [liberals](#) and [Democrats](#), a gunman fired a [shotgun](#) at members of the congregation - during a youth performance of a musical - killing two people and wounding seven others." (From *Wikipedia*, edited)

I have heard some members of OUUC say that it couldn't happen here - because Olympia is a liberal town. I'm sure we all fervently hope that is a true prophecy. But, do we want to bet on it? I surely do not – both as an individual and as your parish nurse, who is vitally concerned with the congregation's safety.

So, this is what I'm asking you – our Board of Trustees and our Interim Minister:

Can we now start talking, openly, as a congregation, about this issue – to acknowledge the potential risk of violent intrusion, and to start planning? How do we minimize the risk, and how do we respond if it actually happens here?

Our administrator, Darlene, told me this recently: "There are all kinds of resources on this. Department of Homeland Security has guidelines for churches. I have some resources I have

collected over the years on active shooter situations and other situations.” (Email communication, 13 Feb. 2018) And, as the *UU World* article said, our insurance company, Church Mutual, has a number of resources on their website, too.

As your Parish Nurse and as a vitally-concerned member of the congregation, I volunteer to join whatever group that you decide will start to address the issue of Sunday security here. I want us to be **proactive** – to reduce the chance that one day we may have to be **reactive**, if the unthinkable actually happens here.

Spoken at the OUUC Board meeting on 8 March 2018
by Ann Yeo, RN, MSN, OUUC's Parish Nurse

Attachment C

Linkage Meeting February 25, 2018

Overview -- Our topic was revisiting the results of the January-February 2017 linkage meetings with the congregation, to see how those results resonated with those in attendance now. Approximately two dozen people attended the February 25, 2018 linkage session (including seven members of the Board and our interim minister).

We distributed copies of the chart form of the results of the 2017 linkage meetings to most in attendance, for their reference. We had made both the chart and the narrative results available on line before the linkage meeting, but it did not appear that many had reviewed those results in advance of this meeting.

It appeared from questions raised and comments made that some in the group (even those who had been members for some time) were unfamiliar with the linkage process, as well as with the 2017 report and what it signified, and with the congregational ends. There was also confusion about who on the staff was responsible for the various ministries. It will be important to provide a brief review of the linkage concept and the ends and ministries in future meetings.

Overall Result – The group agreed that the categories and themes from the 2017 linkage sessions still resonated and largely reflected what spoke to their hearts and minds now. This was particularly true regarding the categories of spirituality as the heart of congregational life, providing a welcoming community where we could connect with others in our spiritual search, and leading in social and environmental justice. One specific concept that resonated with the group was the importance of individuals in our community feeling safe and able to question,

and that we find a way to add that concept to our third category, “connecting through deep listening and outreach.”

Specific comments from this 2018 meeting –

- The idea of re-establishing the introduction of visitors and celebration of birthdays during our Sunday services resonated with many of those in attendance. One person expressed the thought that this was part of our ministry as a congregation.
- There was quite a discussion about the “joys and sorrows” component of our worship services. The group was not in agreement about how to proceed. Some would like to see the spoken articulation of joys and sorrows again, while others spoke to the opposition of several ministers to that practice, and the belief that it disrupted the worship experience and in some cases included inappropriate expressions that were not really joys and sorrows.
 - It was noted that the practice of silent joys and sorrows can encourage community because several among us connect after services with those who have participated in joys and sorrows that morning.
 - Others noted that we need to think about how we address community and connections as our traditions change, and that we need to continue to approach change with open hearts.
 - It was suggested that we might have a conversation about what people value about the various rituals that are changing, and see how we might sustain what people value through other means.
- Fostering and encouraging more participation in covenant circles was suggested as a way to encourage deeper community and connection.
- At least one person suggested a change of the term “hospitable” in the second theme summation of the “providing a welcoming community” category. *Note – if there was a different term suggested, I did not capture that. MMN*
- In the category of “connecting through deep listening and outreach,” the group had a discussion, without agreement, on whether the term “civil” was necessary in the description of the first theme, or whether “respectful” should be substituted. Although the group did not agree about the terminology, they agreed that the value it attempts to convey is important.

- Some suggested that our value of environmental justice could be better reflected by changing the title of the fourth category to “Leading in social *and environmental* action.”
- In that same “social action” category, there was discussion around the topic of the congregation taking on a “single” cause or project. Various thoughts included the idea of changing “single” to “primary” cause; noting the capability of the congregation to manage several important projects at once; and thinking about the Rev. William Barber’s concept of “fusion” politics and how to practice that in our congregation.
- It was noted that we at OUUC are uniquely positioned in social and environmental justice areas because of our location in the state capital.