

*MidAmerica Region, UUA*  
*Minutes of Board of Trustees Meeting*  
*October 3, 2018*  
*Approved November 7, 2018*

Trustees present: Brian Bach, Kyrie Bock, Omega Burckhardt, David Lauth, Tammy Lemmer, Mitra Jafarzadeh, Sarah Oglesby-Dunegan

Trustees absent: Janell Hill

Regional Staff present: Ian Evison, Sharon Dittmar

Call to Order: President David Lauth called the meeting to order at 7:10 pm Central and invited Brian to serve as facilitator for the meeting.

Opening Words

Brian shared a passage from White Fragility from Robin D'Angelo and Michael Eric Dyson.

Check In:

Attendees commented on milestones or items of note in their lives, with several members addressing professional changes and/or pressure, with references to UU events, family time, and reactions to the SCOTUS confirmation hearings and related social media coverage. Members and staff noted their appreciation for the safe and supportive space.

Brian asked for a moment of silence for Janell and her family in recognition of their recent loss.

August 25 Board minutes

A motion was made by David to approve the minutes of the August 25, 2018 Board Meeting. After a second by Sarah, the motion carried.

Congregational Calls

Ian noted the preference to have Board members start calls after Congregations receive their Stewardship packets from UUA. The letters are expected by mid to end of October. The priority will be congregations facing the largest changes.

David mentioned the potential for similar calls originating from the UUA Regional Leaders Group (formerly the District/Regional Presidents group.) Board members affirmed the importance of our work and our role as a Regional Board in connecting with and supporting congregations.

There is desire to also inquire about efforts to address white supremacy culture by asking "Have you had any conversations about White Supremacy within your congregation? And "How has that been going?"

Ian will draft a script with input from David and Mitra which will then be shared with the full Board.

### 2018-2019 Board Goals

Members reviewed the draft goals and appreciated David's efforts to build off previous goals with the lens of addressing white supremacy culture. Those familiar with the Intercultural Development Inventory (IDI) assessment tool noted that it was helpful for them in identifying gaps in their knowledge and understanding of cultural differences.

The UUA Common Read, Justice on Earth: People of Faith Working at the Intersections of Race, Class, Environment, was edited by two members of the Region: Manish Mishra-Marzetti (new Senior Minister in Ann Arbor,) and Jennifer Nordstrom of 1<sup>st</sup> Unitarian of Milwaukee (Omega's congregation.) There may be an opportunity for discussion with one or both of them over the course of the year.

Rather than stating: "Consider other specific actions throughout the year," the goal was made more specific by rephrasing it to say: "Commit to participating individually in a micro-action and sharing information about this action with the Board." Sara recommended looking into activities such as those identified at: <http://www.blacklivesuu.com/bluubox>.

Editor's note: Ian shared the following link to help describe the idea behind micro-actions: <https://www.nytimes.com/2017/11/06/your-money/the-magic-of-a-single-micro-action.html>

Tammy moved acceptance of the goals. After a second by Omega, the motion passed.

### Review of Meeting Dates

Regional Assembly (RA) will be held April 5-7, 2019 in St Louis. The proposal to combine an in-person board meeting in conjunction with RA was well received. There aren't any major conflicts for Ministers if we conduct the meeting on Friday morning. This would replace the in-person retreat is currently scheduled for May 2-5, 2019 in St Louis.

The second was originally proposed for August 22-25, 2019 in the Twin Cities area of Minnesota. There was support for shifting the dates to October, and possibly considering Milwaukee. There is some interest in shifting to a Friday-Sunday schedule. This would allow people to travel on Friday instead of Thursday, although for some return travel on Monday may be necessary. It was also noted that some individuals do not have a traditional Saturday/Sunday weekend, so this arrangement does not guarantee the avoidance of work conflicts.

As a reminder, regular Board calls will be held on the 1<sup>st</sup> Wednesday of the month beginning at 7 pm Central.

### Process Observer Comments:

In lieu of an individual process observer, participants shared their own observations of the meeting. People appreciated the idea sharing, the work accomplished at and following the Retreat and the direction of the positive and timely goals, and the hope this group evokes as a breath of fresh air to counter to the despair. It felt good to be heard and feel connected to this group. Brian's leadership and centering of spirituality were celebrated.

### Closing Words:

Brian shared a quote by the Rev. William J. Gardner on racial identity and privilege.