

The MidAmerica Region of the Unitarian Universalist Association

Board of Trustees Regular Meeting Minutes – September 6, 2022

Approved October 4, 2022

Welcome/Check-in

In Attendance – Autumn Mahoney, Sharon Dittmar, Dorit Bergen, David Jackoway, Hans Kelson, Jim Moir, RaeJane Araujo, David Pyle, Patty Notch, McKenna Revel. *Absent:* none.

Call to Order – Patty calls the meeting to order at 7:31pm Eastern. Hans shares opening words.

Approval of Last Meeting's Minutes – Dorit moves to accept minutes with one spelling correction; RaeJane seconds. Approved unanimously.

Regional Lead Report – David Pyle expanded on attached written report, including information about Congregational Life Leadership Team meeting and how an increasing alignment between regions relating to Congregational Life hopefully leads to greater collaboration between regions. Discussed MidAmerica Sermon Series, including positive reviews and future changes toward a national congregational life program that MidAmerica will continue to manage and may start charging for, with a wider group beyond just MidAmerica to be recording sermons. Autumn asked about income from possible charges, David explained that they would offset some administrative costs, video editing costs, and paid sermons from non-UUA-staff special guests.

Financial Report – David Pyle referred to written report and asked for questions. Dorit asks about where scholarship money fits in on the report; David says that money that was approved was put in funds in new bookkeeping lines for grant programs on July 1.

Personnel Matters – Region will be moving toward two new hires. Program Staff position is currently waiting on legal vetting by HR and will be posted in coming weeks. A hiring team is being assembled for that position.

A new position to include administration, event coordination, and tech duties is also being designed. David Pyle is currently working with Jessica York, trying to make position description somewhat in line with similar positions in other regions. The Region currently has extra money accruing right now since we are not paying for old positions. David Pyle is considering taking advantage of that extra money to hire for this position before Gretchen's retirement instead of waiting until January 1, in order to have some overlap between the two.

David Pyle asked if the Board would like to have a member participate in the hiring process. Dorit and Patty suggest that while it is a good idea for the Board to participate in the hiring process when the Regional Lead position is being considered, it is not necessary for other staff positions. Board agreed by general consensus.

During discussion of the new position and the event coordinator duties, it was noted that we are the only region with the expectation of an annual regional assembly. There is some discussion at the UUA about whether General Assembly has to happen every year, with a possibility of holding GA every other year with concurrent regional assemblies required by every region during the off-years. Discussions with Jessica include how that possible change may affect the responsibilities of this new position we are hiring for. David Jackoway raised a concern about such a change in how assemblies are held leading to a loss of control over the content of our Regional Assembly.

Fall Retreat Planning – Jessica and Carrie have committed to joining us during the Saturday of the upcoming Board retreat. Jessica will be attending in person. The staff retreat will be at the same location the week before the board retreat. On Friday, those retreats will overlap, giving an opportunity to meet each other and have some social time. Staff will not be attending our retreat on Saturday.

The Board will review our three-way covenant and bylaws over the next board meetings to prepare for Saturday's discussions. McKenna suggested forming a committee to review those documents in more detail and report back for larger discussion at our next meeting. Dorit recommends that while this committee will gather background information and lead discussions, all board members should plan to review the documents prior to the next meeting.

David Jackoway moves that we appoint a committee to analyze the three-way covenant and bylaws. Dorit seconds. **Approved unanimously.**

McKenna, Hans, and David Jackoway volunteer to be on the committee.

Policy Development – David Pyle is working on breaking the business meeting policy into separate pieces for staff policy and board policy.

David will send out information about teams that volunteered to work on each remaining policy document.

Restorative Justice – Money for these projects have been sequestered, funds have been created, and they will show up on the next balance sheets.

The process for applying for grants is currently under development.

Procedures are already in place for the Hope for Us initiative.

The first test case for the scholarship program went well, including ownership by the recipient's congregation by sharing in the contribution. The Regional Lead makes the decisions on scholarship recipients.

The process is still being developed for applying for grants and selecting recipients toward projects that aim to work toward dismantling white supremacy culture. Question — is the Board going to be the deciding body for those grants? McKenna reviewed original discussion notes and recalled that it was the intention for the Board to be the deciding body. Autumn notes that direct Board involvement here models leadership and Board buy-in in the fight against white supremacy culture. Whether recipients are selected once per year, or on a rolling basis, is still under consideration.

Next Meeting – Next board meeting will be held on Tuesday, October 4th at 7:30pm Eastern / 6:30pm Central.

Adjournment – Hans shares closing words. Meeting adjourned at 9:06pm Eastern.

Respectfully Submitted,

Autumn Mahoney

Secretary to the Board of Trustees