

The MidAmerica Region of the Unitarian Universalist Association

Board of Trustees Regular Meeting Minutes – October 4, 2022

Approved November 1, 2022

Welcome/Check-in

In Attendance – Autumn Mahoney, Dorit Bergen, David Jackoway, Hans Kelson, RaeJane Araujo, David Pyle, Patty Notch, McKenna Revel. *Absent*: Sharon Dittmar, Jim Moir.

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

Approval of Last Meeting’s Minutes – RaeJane moves to accept minutes as presented; McKenna seconds. Approved unanimously.

Regional Lead Report – David Pyle expanded on attached written report. We have started receiving applications for the first open position. There appear to be many people interested in working in Congregational Life, but not as many have a faith development background. Will be spreading the word about the open position at the upcoming LREDA conference. MidAmerica staff has recently been doing much in-person direct work with congregations in a way that has not been possible since before the pandemic.

Review By-Laws and Three-Way Covenant – McKenna, David J, and Hans reported back from committee with their finding.

McKenna reviewed the existing three-way covenant and shared annotations from committee work. Color coded elements indicated items that appeared to be related to right relations, policy, or other subjects that may not be a good fit for a covenant document but would be better suited for those other types of documents.

David J. created and shared an entity relationship diagram — a visual representation of the covenantal relationships and responsibilities between all parties in the existing three-way covenant.

David P. says that some of the items on the entity relationship diagram between the Board and Regional Lead are already captured in policy documents that the Board has already approved.

Hans asks about the Regional Advisory Council. RaeJane described the history of the council, which has since been disbanded due to a perceived lack of interest by the UUA Board in the reports generated by the council.

McKenna says that there will need to be discernment of what items are no longer active, relevant, or necessary. This may include language about regional staff, now that staff employment is integrated with the UUA.

Discussed the differences in covenants between institutions and covenants between individuals, where covenants between institutions are less about how we treat each other and more about how institutions relate. Talked about looking into examples or models of organizational covenants and putting together a draft before the next meeting. David P. will research examples of covenants used by other UU organizations. David J. will look for other public-facing examples. Dorit volunteers to help committee with drafting.

A goal for the upcoming retreat is to agree upon a covenant and a policy framework. We can create draft language for individual policies over time after the retreat. David P. will create a draft outline of what the

structures of those documents could look like, for us to fill in with details during the retreat. Will discuss further at November board meeting.

Retreat Logistics – Plans for the upcoming board retreat are in good shape. No concerns to discuss at this time. There will be an opportunity for connections and social time with MidAmerica staff on Friday evening. We are planning to attend Sunday service at All Peoples congregation.

Next Meeting – Next board meeting will be held on Tuesday, November 1st at 7:30pm Eastern / 6:30pm Central.

Adjournment – RaeJane shares closing words. Meeting adjourned at 8:44pm Eastern.

Respectfully Submitted,

Autumn Mahoney

Secretary to the Board of Trustees