**Quimper Unitarian Universalist Fellowship**

**Board of Trustees**

**Minutes Feb 15, 2023 6pm**

**Hybrid Meeting: RE2, Board Only, and Zoom**

**Video recording,** <https://www.youtube.com/watch?v=CZOZ5wRMqio>

We acknowledge that these waters, mountains, valleys, and shorelines are the traditional territory of the S’Klallam and Chemakum peoples. We will work to restore and sustain their homelands and all living beings.

**Attending:** Larry Morrell, Jesse Wild, David Covert, Bruce Zalneraitis, Frances Loubere, Liesl Slabaugh, David Rymph, Rob Wamstad, Roseanna Almaee, Kate Kinney.

**Observers:** Beau Ohlgren, Kathy Stevenson, John Collins, Share DeWeese, Deb Carroll, Jenell DeMateo, Mary Tucker, Julia Cochrane, Henry Amick.

**Meeting Called to Order.** Recording and transcription on 6:05

**Spiritual Practice and Opening**

Chalice Lighting.

Reading: From author Ellen Johnson, first female president of an African nation.

Check-in: Members read the 10 points of QUUF Covenant.

Protocol for observers during virtual or hybrid meetings:

* All non-board members will be muted and video turned off
* Observers may be asked to respond to a question (e.g., parliamentarian for a question on process)
* Invited observers with items on the Agenda may be asked to join when that agenda item is being discussed

**Process and time observer** – Liesl Slabaugh

1. **Approve Meeting Agenda**

**Motion:** Bruce Zalneraitis made a motion to approve the meeting agenda; seconded by Jesse Wild; approved.

1. **Consent Agenda**

Approval of Minutes of Jan. 15 Board meeting as written.

**Motion:** Roseanna Almaee made a motion to approve the consent agenda; seconded by Bruce Zalneraitis; approved.

1. **Standing Reports** 6:13
   1. President’s Report see [Attachment A](#AttachmentA)

Larry Morrell requested help from Board members to organize and oversee the March 7th **State of the Congregation** presentation that will be held in the Sanctuary from 6pm to 8pm. Roseanna Almaee, Rob Wamstad, Frances Loubere volunteered.

* 1. Minister’s Report see [Attachment B](#AttachmentB)

Approval of Program Council Chair – Diane Haas

**Motion:** Roseanna Almaee made a motion to approve of Diane Haas as Program Council Chair; Jesse Wild seconded the motion; 8 members voted in favor, one opposed; motion passed.

* 1. Treasurer’s Report see [Attachment C](#AttachmentC)

Bruce Zalneraitis summarized state of the budget, pledge income. He also discussed decisions regarding the Safe Park Project funds. A proposal from Nils Pederson and Penny Ridderbusch is pending to use the funds in relation to affordable housing and Social Justice programs. The SEJC will be asked to assist in consideration of the best use of the funds.

Note to the minutes for IRS tax reporting purposes, Kate Kinney is receiving a housing allowance of $16,666 as voted and approved previously by the Board.

**Motion:** Liesl Slabaugh made a motion to approve the Treasure’s report; Roseanna Almaee seconded the motion; motion approved.

**Motion:** Roseanna Almaee made a motion to approve appointment of Maria Mendes to the Financial Review Committee for a three-year term according to QUUF Bylaws; Jesse Wild seconded the motion; motion approved.

Deb Carroll presented a 2024 fiscal year draft budget update and summary including hiring Bryan Yankowy as Facilities Coordinator and revised expense estimates for developmental minister.

**Motion:** Roseanna Almaee made a motion to approve the Draft Budget for 2024; Liesl Slabaugh seconded the motion; motion approved.

1. **Trustees’ Reports – Congregational Committees**
   1. Nominating Committee see [Attachment I](#AttachmentI) – Jesse Wild
   2. Endowments Bruce Zalneraitis. Nothing to report at this time; next meeting will be scheduled at a future date.
2. **Board Task Force and Committee Reports** 6:45
   1. Governance Task Force see [Attachment D](#AttachmentD) Frances Loubere

**Motion:** Frances Loubere made a motion to post the amendments to the Alignment Policy approved at the January Board meeting, with the substitute Alignment Policy which includes substantial amendments based on input from the congregation since January (see attachment); Jesse Wild seconded the motion; unanimous vote, motion approved.

BREAK, recording off, recording on 7:10 – 7:15

Governance Task Force, continued.

**Motion:** Frances Loubere made a motion to have the QUUF Board post the Free and Responsible Expression Policy as written (see attachment) in order to gather input from the congregation; Roseanna Almaee seconded the motion; unanimous vote, motion approved.

**Motion:** Frances Loubere made a motion to post the Membership Directory Policy as written (see attachment) in order to gather input from the congregation; Roseanna Almaee seconded the motion; motion approved, no objections.

* 1. Communications Committee – David Covert 7:25

Two letters to the board, not for publication, were received.

Reports on Board Listening Sessions are being submitted to, collected by Larry Morrell.

* 1. Widening the Circle – see [Attachment E](#AttachmentE) – Frances Loubere, Roseanna Almaee
  2. Healthy Community Team [See Attachment F](#AttachmentF) – Liesl Slabaugh, Bruce Zalneraitis
  3. Denominational Affairs see [Attachment G](#AttachmentG) – Roseanna

Nothing to report out of executive session.

* 1. Fundraising Task Force [See Attachment H](#AttachmentH) – Liesl Slabaugh

Nothing to report.

* 1. Ministerial Hiring Committee Report – David Rymph

The hiring process was reviewed with respect to timetable and steps taken by QUUF and UUA so far. UUA said we have submitted a good package. Interested developmental ministers must express their interests by March 4. UUA will release the list of interested ministers to congregations by March 11. Review will continue through 1 April when offers will be made.

1. **Executive Session**

General Assembly delegate selection – Roseanna Almeea 7:55

**Motion:** Motion was made by Rob Wamstad to enter executive session; Larry Morrell seconded the motion; motion approved.

Recording off.

**Return from executive session** 8:10

Delegates for GA as Board Approved:

The Board met in executive session and approved the following delegates to this year's GA (in alphabetical order).

1. David Alvarez
2. Dean Carr
3. Julia Cochran
4. John Collins
5. Cecilia Flickinger
6. Shary Irwin
7. Kendra Golden
8. Anne Virtue

The following are approved as alternates and the Board asks that they serve, if needed, in the order indicated:

1. Shawn Risley
2. Mike Morrissey
3. Deborah Carroll
4. Diane Haas
5. Nancy Sendler

The Board appoints Kathy Stevenson as organizer and facilitator for delegates for trainings, general assistance, and to facilitate alternates if needed.

The Board is very appreciative of the work of the committee and commends you all on a wonderful job of raising more than enough volunteers for this very important work as representatives for QUUF.

Roseanna Almaee, Denominational Affairs Committee

**Motion:** Liesl Slabaugh made the motion to adjourn the regular Board meeting; motion seconded by Bruce Zalneraitis; approved.

Chalice extinguished. Closing words: “We extinguish this chalice ...” 8:12

**References**

**Open Questions for QUUF Vision building from 2021 BoT Retreat**

Together how can we better meet the spiritual needs of our community?

How can we create a more unified, diverse, equitable and inclusive   
QUUF community for all?

**QUUF Board Covenant (revised 9/14/15)**

As Board members of the Quimper Unitarian Universalist Fellowship, we will:

1. Hold in love all that we do for QUUF and the Board. Love serves to make service on the Board a spiritual experience.
2. Listen mindfully and deeply, encourage each other, work toward trusting relationships in order to transcend our individual limitations and achieve a greater result.
3. Seek consensus, honoring dissenting opinions. We will speak with one voice about Board decisions once they are made.
4. Be prepared to achieve the goals we collectively set, keeping in mind the spirit, cooperation, and joy.
5. Resolve our conflicts in a timely manner. Forgive each other and ourselves.
6. Speak honestly and be discerning about what needs to be kept confidential.
7. Express sincere appreciation of each other.
8. Maintain a sense of humor.
9. Represent the congregation by listening to their concerns and dreams and by acting in their best interest.
10. Be guided by the Seven Principles.

**Attachment** **A**

**QUUF Board of Trustees**

**President’s report – Jan 18, 2022**

1. Study Session on Feb 2:
   1. Reviewed Draft Budget for FY2024 with Finance committee; Recommended COLA for staff in line with national recommendations.
   2. MBR series for Feb to be updates on the State of the Fellowship.
   3. Schedule a fellowship-wide update on March 7 from 6-8 with live description of State of the Fellowship and have small circle feedback session.  
      **Need board team to organize event.**
2. Executive Team meeting:
   1. Staff support for March 7 gathering: tech support needed.
   2. Pledge team meeting kick off on Feb 10; meetings to be coordinated by Jenell.
   3. Opportunity for intern for summer to work with Beau.
3. Update of board member assignment; Bruce Z added to HCT liaison for Feb – see next page.
4. Pending
   1. Alternate decision-making systems (Discernment, majority rule, gradients of agreement)

Respectfully,

Larry Morrell, President

QUUF Board of Trustees



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**Attachment B**

**Monthly Minister’s Board Report**

**Minister’s February 2023 Board Report**

Kate Kinney

**Membership:** Five new members will join QUUF on Sunday, Feb 26th.

**Pastoral Care:** Individuals received pastoral care through the groups assigned to the pastoral care team members. Also, the Caregiver’s Support Group gave a presentation to the pastoral care team members.

**Executive Team:** Meeting Monthly; board and staff gathered on Feb. 8.

**Sunday Services:** Mary Tucker facilitated a meeting for Worship Assistants on adapting the Sunday service. Members are planning for Sunday preachers starting in June. Members are looking at a variety of ideas to adapt Sunday services.

**Covenant Groups:** A monthly meeting gave thumbs up to continued positive participation. One group closed but a member was welcomed by another covenant group. Individual groups are planning topics up to June.

**Education:** Beau has sent in the following: January was filled with scheming and writing for the Youth Service, which they were (rightfully) very proud of, and we have a thoughtful and boisterous OWL class that we just passed the halfway mark on. So much thanks to KateMadson for her hard work with these kids! We are having a very small polar plunge this coming Sunday the 19th, and the Mt Zion Baptist trip for our middle schoolers. We are looking forward to some Coming of Age service projects around the Fellowship this coming month, as well as the all-ages movie night on the 25th! Registration also opened for our regional youth camps, and our very own Cynthia Becker is on staff. We are hoping to get some of our middle and high school youth connecting with regional UUs this summer, now that our more local youth conferences aren’t happening.

**Wild Church:** Katy Taylor finished her training, and the program was officially opened on Feb. 12. The first outing will be on Feb 25.

**Program Council:** Members of the Program Council gathered to establish plans to open the council. Diane Haas accepted the offer to chair the newly established Program Council.

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**Attachment C**

**Treasurer’s Report to the Board**

February 14, 2023

The information below summarizes highlights from January 2023 and is 58.3% of the fiscal year.

**Income**:

Current Year Pledge Income at the end of January was $307,363 which is $36,748 below the same period for last year. Total income at the end of January is $372,607 which is $4,821 below the same period for last year and 66.9% of the annual budget. A very successful art sale from the estate of Karen Page brought in $15,473 in revenue and this amount, added to the other fundraising revenue brought our total fundraising revenue at the end of January to $54,237 and exceeded our budgeted amount of $50,000. A special thanks to Deb Carroll for organizing the art sale.

**Expenses**:

Total expenses for January are $44,379 which is $8,932 less than last year for the same period. The expenses for the fiscal year to date are $320,895 which is $5,834 less than the same period last year and 54.8% of the annual budget.

At the end of January our Operating Reserve is at $73,792.

**Balance Sheet as of January 31, 2023**:

**Assets**:

Total Cash: $221,580

Investments: $305,520

Overall Total Current Assets: $527,100

Temporarily Restricted Funds : $173,104

Permanently Restricted Funds: $17,090

**Liabilities**:

Current Liabilities: $76,085 Prior Year: $59,988

Long-term Liabilities: $256,541 Prior Year: $280,082

**Total Net Assets:** This year: $2,169,529 Prior Year $2,295,969

*The following numbers are as of 01-31-2023:*

The current pledges to date: $470,900

The amount paid so far to date: $307,363

The amount outstanding for the year: $163,537

The FY 22-23 annual budget for pledges: $488,675

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**Attachment D**

**Governance Task Force Board Report**

February 10, 2023

Submitted by Frances Loubere

**Members:** Cynthia Becker, Frances Loubere (Board) -- Co-Chairs, John Collins, Julia Cochrane (Recorder), Susan Landau, Anne Weaver, Bruce Zalneraitis (Board).

Susan has submitted her resignation, regretting that she does not have the time to devote to GTF.

We hope to have new member(s) join us at our February 22 meeting.

GTF meets in person on the second and fourth Wednesdays of the month in RE2&3 except when circumstances require otherwise. . We have remote attendance availability with advance notice.

**Policies**

This month Jesse Wild, Gary Nelson and Joyce Francis joined meetings to give input on the *Free and Responsible Expression Policy* draft. We also received input from Joseph Bednarik. We consulted Jenell DeMatteo, Congregational Administrator, as we developed the draft of the *Membership Directory Policy*. Members of our congregation requested both of these policies.

**Operations Manual Updates**

GTF is comparing the manual with several years of Board minutes to make sure that all policy and other Board votes are accurately reflected in the content of the current manual before we bring changes to the Board, and before we address reorganizing the manual. This project is taking longer than anticipated.

**Program Council**

We thank Diane Haas who has agreed to Chair the Program Council. Diane will attend GTF meetings as PC gets up and running and will convene ministry council meetings until leads are identified. The PC will provide Board reports for future meetings.

**January-June 2023 Transition Plan** updated at our Feb 8 meeting.

**January:**

* Begin Review and update of the work of the Bylaws/Ops Manual 2021-22 subcommittee.
* Develop a policy for congregational review of policies -- *Pending Policies Policy* for Board review and approval.
* Finalize amendments to *Alignment Policy* and forward to Board for approval.
* Provide shared governance information to Ministerial Hiring Committee as requested

**Jan/Feb**:

* Work with current PC and Nominating Committee to identify PC chair candidates.
* Review the *Free and Responsible Expression Policy* and *Membership Directory Policy* drafts. Forward for Board approval.

**Feb/March:**

* Develop draft of a *Governance Committee Charter* for Board approval.
* Work with Board to facilitate development of, and recruit for, the Bylaws Review Committee. Coordinate with this committee.
* Work with HCT on the Grievance Process/Policy draft.

**Ongoing:**

* Identify and draft further policies for Board review.
* Identify/reach out to potential new GTF members.
* Respond to requests for policies from the congregation and staff. Involve others as appropriate as part of guidance on policy development and review.
* During transition to a fully functioning Program Council, provide support, and training for charter development and in other areas, as requested.
* Governance information webpage updates.
* GTF information provided to the Board and congregation through monthly Board Reports for the agenda prior to Board meetings.
* Communication with the congregation through Weekly Update articles.
* Bylaws/Ops Manual review: Send to the Board before June.

**Membership Directory Policy Draft 3 2-9-23**

The QUUF Membership Directory is a published, password-protected document, consisting of photographs, names, addresses, phone numbers & email addresses of QUUF Members and Friends. This is published with the permission of individual Members and Friends. It is the confidential and intellectual property of QUUF and is available to the staff, Members and Friends as a courtesy to facilitate communication within the QUUF community. The password and the information in the Membership Directory are not to be shared with anyone who is not in the category of either QUUF Member or Friend.

This information is to be used respectfully and with discretion to protect the privacy of our Members and Friends who entrust QUUF with their contact information.

The information in the Membership Directory is only for:

* The use of the Board, Minister and staff, to communicate information to the entire Fellowship related to official business.
* Communication within and between the Board, councils, committees, task forces and ministry teams related to the specific work of these groups.
* Communication related to the pastoral care of the Fellowship.
* Members and QUUF Friends to build relationships within our community, and when responding to requests for information about QUUF business or activities.

The Directory must not be used to solicit, canvass, or broadcast personal opinions, or commercial information. It should not be used to distribute information that is unrelated to QUUF. The Directory must not be used to create information distribution lists without permission from those who will be added to the list.

**Procedures**

QUUF Members and Friends can obtain the Directory from the QUUF office, in a printed format, or in the Restricted Access Files portion of the QUUF website via a password available for Members and QUUF Friends from the Congregational Administrator.

Contact the Congregational Administrator to update Membership Directory information.

Contact the Congregational Administrator if there are questions about appropriate Directory use.

If a Member or QUUF Friend communicates outside of the approved uses of the Membership Directory this will be addressed through the steps of our Right Relations Covenant, and Section D. Interpersonal Safety and Behaviors in the QUUF Safety and Risk Management Policy in our Operations Manual.

**Note:** If a council, committee, team or task force has reason to communicate electronically with the entire QUUF Membership, this will be at the discretion of the Board or Minister. This happens through an e-mail blast or notice, which is not limited to those listed in the Membership Directory. Articles and links in the Weekly Update are the preferred way of communicating with the wider congregation.

**Free and Responsible Expression Policy** **Draft 7** 2-8-23

“Consider what is the most loving thing we can do or say right now.”

The purpose of this policy is to clarify interpretation and parameters of our Fourth Principle in relation to the practice of free and responsible expression at QUUF, to promote respectful conversation and mutual understanding between those with differing and dissenting perspectives, and to identify a process for resolving conflicts stemming from these differences.

As a member of a liberal religion that is rooted in, and committed to, the principles of freedom and reason, QUUF upholds our Fourth Unitarian Universalist Principle which includes accepting: “The inherent worth and dignity of every person” (our First Principle) in combination with our covenant to affirm and promote: “A free and responsible search for truth and meaning” (our Fourth Principle). As a vital, dynamic and increasingly diverse congregation, we recognize that disagreements and dissent will naturally occur. We understand that, handled with compassion and respect, these can lead to new insights and greater understanding.

“Free and responsible” in QUUF’s congregational setting, is understood to mean we each balance our personal freedom to explore and express with a nuanced and loving awareness of the impacts and consequences of those explorations and expressions on others in our community. Our goal, as individual members and the congregation as a whole, is to encourage as much free exploration and expression as possible within the loving bounds and guidance of our religious values and within the constraints of specific legal requirements.

In alignment with QUUF’s Right Relations Covenant, our intent in all communications is clarity and respect. To practice right relations and clear communications, we commit ourselves to personal and congregational accountability for the impact of our expression, recognizing that sometimes our words and actions, expressed with good intention, may be perceived as being hostile, derogatory, slighting or insulting towards others, particularly towards those of us who have been marginalized in society and who have too long borne the burden of discrimination, exclusion, and of educating the majority.

**Procedures**

Our Mission Statement, covenants and related documents, as well as UUA Article II Principles and Purposes, and the goal of maintaining the health and sustainability of our religious community, shall inform decisions about the balance between free and responsible.

Opportunities for responsible voicing of differing and dissenting opinions shall be encouraged and open to members participating in programs and meetings, and in QUUF’s shared governance structure, and also via contributions to QUUF communications and publications.

Our QUUF Right Relations Covenant shall guide us as individuals as we acknowledge mistakes and change behaviors.

Each committee, council, team and task force with a specific responsibility shall provide ample opportunity to include diverse and dissenting views.

Any committee, council, team or task force that seeks to initiate an action related to another’s area of program specialization will consult and collaborate with that party/those parties.

Copyright law, requirements of our tax-exempt status, and liability risk, shall inform decisions about free and responsible expression.

The QUUF Alignment Policy and procedures will outline the process for decisions about conflicting understanding of areas of responsibility and conflicting interpretations of this policy.

**Alignment Policy**

**Adopted by the Board at the January 18, 2023. Further discussion postponed in order to consider amendments based on congregational input.**

**Draft of possible wording changes February 14, 2023**

**GTF endorsed after meeting with congregants. Feb 9 – Red**

**Additional suggested changes drafted by Frances, Jesse and Bruce, based on feedback Feb 14 Draft 3 – Green**

All programs and ministries must uphold QUUF’s Mission Statement and related documents, as called for in our Bylaws Article II Section 1 and also be consistent with UUA Article II Principles and Purposes. Related documents are defined as: Policies, procedures, QUUFs Right Relations Covenant, and our QUUF Guiding Principles which include our Covenant Statement, Welcoming Congregation Statement, and our Green Sanctuary Statement. <https://www.quuf.org/introduction-to-quuf/board/policies-procedures/>

Additionally, each program shall be currently within the capacity and priorities of the congregation. Priorities of the congregation include our mission, covenants, and our annual and long-term goals. Decisions made about alignment as a result of this policy will be a matter of record.

We recognize that it is important to have a defined process and to assign authority to make decisions. Some decisions will be clear, but other situations will be more complex and will reflect our diversity of opinion, which is a strength. We aspire to make collaborative decisions with compassion and respect knowing that this can lead to new insights and greater understanding, and facilitate informed consent.

We commit to a philosophy of “Nothing about us without us” and to resolve conflict over alignment decisions through methods inclusive of perspectives of those directly impacted by any decision, in particular historically marginalized groups, but also others who may feel excluded.

We aspire to approaches that transcend conflict and emphasize cooperation, that recognize the complex and intersectional roots of seemingly intractable situations, and that seek to expand possibilities for common ground and resolution.

**Procedures**

If a ministry team program is determined to be out of alignment by the Program Council, or if there is conflict between teams, initially, this will be addressed by the Program Council. The Program Council will establish a procedure for this process that is in harmony with the aspirations of this policy, and may request assistance from the Healthy Community Team. If there is no resolution, the senior Minister has authority to make a decision in collaboration and consultation with QUUF leadership and/or the Healthy Community team, as deemed appropriate.

If the Board determines that a Board committee or task force program is perceived to be out of alignment, or if there is conflict between groups, this will be addressed by the Board. If the Board or a congregational committee program is perceived by member(s) of the congregation to be out of alignment, this will be addressed as per QUUF Bylaws Article IV Section 2. In both cases, QUUF leadership and/or the Healthy Community Team may be consulted, as deemed appropriate. Involved parties will consider approaches that are in harmony with the aspirations of this policy.

QUUF leadership as referred to in his policy is defined as including the Board, Minister, staff, and others in committee, team, council or task force leadership roles relevant to the particular issue under discussion.

Any decisions by the above bodies will be transparent, to include the issue, the basis for the decision, and the resolution. If a vote occurs this will be recorded. Decisions will be made a matter of record in the minutes of the following Board of Trustees meeting.

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Description automatically generated***Attachment E**

**Widening the Circle Committee**

**Board Report February 2023**

Here are updates of the things we are working on:

* ***Mistakes and Miracles*** UUA Common Read. 4 sessions – February 16 and March 2, 16 and 30. Folks from three different Puget Sound area congregations will be joining us. We switched from hybrid to all zoom for ease. Currently 15 people signed up. We have several of these books available to load. **WE STRONGLY encourage the board to read the intro and first 2 chapters** (we know you are probably too busy to read the whole book). Reason being – it gives the history, theological grounding and then “common threads” of what it takes to become a multicultural, anti-oppressive and inclusive beloved community. I will leave the extra copies in the office. I will attach a handout of the Common Threads. These characteristics that are important in creating the culture shift we are seeking.
* We are continuing to prepare for a follow-up from the previous training. Our working title is “The Power of Transformation”. It will have some UU history and then discussions regarding the ‘Common Threads’ that help congregations evolve to be multicultural, anti-racist Beloved Communities.
* “WTC Tidbits” in the Friday Updates. These are small educational pieces. The purpose is to expand our common understandings of terms and concepts related to anti-racism. From everything we have read, this is an ongoing process.
* Accessibility Team – we had the first meeting. This is an important aspect of welcoming and inclusion. For now, this team will be an off-shoot of WTC. We are scheduling an accessibility audit with DASH- a local organization.
* John Collins and I participated in a panel discussion with Kate Kinney and Dan Brooks at AHA . The topic was Beloved Community. There was good attendance, participation and heartfelt discussion.

Respectfully submitted,

Diane Haas, Chair of WTC

Attached below are the Beloved Community ‘Common Threads’ from the Mistakes and Miracles book., also as an attachment on your email.

**Building a Beloved Community**

The road to Beloved Community is not a single highway rather think of it as many intersecting paths; each path includes loop de loops, detours and roundabouts. There are no absolutes on this journey. The work of building Beloved Community heart work. It is a complex, interwoven process of building relationships while also creating the space to analyze how power works in any given system. To do this work congregations must ask: Who has power in the here and now, and who doesn’t? Who benefits and who doesn’t from hierarchical systems created long before we were born? This heart work asks participants to hold each other’s differing experiences and needs in a loving, sustainable container, while also urging growth and change.

**Our Common Threads**

These elements are woven together by ongoing congregational work to create the tapestry of Beloved Community.

**Intentionality**: Congregations ground their journey in an overarching goal or sense of call, made explicit in their mission and vision.

**Relationships, relationships, relationships:** Building and tending to healthy relationships within the congregation and beyond are central to this work.

**Leadership That’s Diverse, Committed, and Collaborative:** Ministers, staff, and lay leaders are passionate champions for the multicultural, antiracist mission. Whenever possible, they represent a wide range of identities.

**Education for Multicultural Competencies and Antiracism:** Through classes and trainings that speak to different generations, congregants can name the impact of white supremacy culture and other oppressive systems of power and privilege. They explore the congregation’s history and the wider community in which they dwell in order to draw on strength and reconcile mistakes from the past.

**Institutionalized Structures That Support the Multicultural, Antiracist Mission:** Congregations adapt their governance and committee structures to make them more inclusive. They work to eliminate barriers to participation in leadership.

**Multicultural Is Multigenerational:** Children, youth, young adults, and adults worship, learn, and grow together, honoring their different styles and needs. They stay in touch with changing expressions and expectations of family life across racial, ethnic, and generational differences.

**Worship That Speaks to the Heart and That Centers Diverse Voices, Styles, and Cultures:** Worship in these congregations touches congregants’ hearts, bodies, and spirits as well as their minds. It includes music, language, and art from many cultural sources. Such inclusion is authentic and accountable because the congregation has relationships with people whose cultures are represented.

**Social Justice and Community Engagement:** The congregation works in partnership and solidarity with traditionally marginalized groups at the local, state, and national levels for justice and equity for all. Congregants – especially those from the dominant culture - know how to follow leaders of color as well as how to use their own power appropriately for change that benefits those at the margins.

**Adaptability and Entrepreneurship:** The work of creating multicultural, antiracist, Beloved Community keeps evolving. These congregations adapt their initial plans to meet changing times and contexts. They develop a gift of improvisation and joy. They are on the journey for the long-haul.

**A Willingness to Take Risks and to Feel Uncomfortable:** Taking risks – especially, risking “failure” – creates discomfort in most congregational systems. Yet in the work of building multicultural, antiracist Beloved Community, if some folks are not uncomfortable, then the congregation or community may not be moving into the areas that need the deepest change.

**Patience, Perseverance, Courage, and Humility:** This work is messy, and it never ends. Well-trained and well-intentioned people will keep making mistakes. Conflict is inevitable. Patience, perseverance, courage, and humility our prime habits of the heart in building multicultural, antiracist Beloved Community.

**A Palpable Aliveness and Love:** Congregations on this journey have a sense of lightness and enthusiasm for the work. Everyone has the chance to feel more whole and “seen” in such communities. The spirit of love is palpable in the congregations that commit to this soul work.

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**Attachment F – Healthy Community Team**

**Report to Board from Healthy Community Team**

**December 2022/January 2023 – HCT Activities**

In a nutshell, during the months of December and January, the Healthy Community Team accomplished the following:

1. Held a day-long retreat and 3 regular meetings.

2. Created a Facilitation Session Follow-up Questionnaire for participants’ feedback.

3. Continued to hold Sunday Conversation Circles, which outgrew the Den and are now held in the Sanctuary.

4. Made announcements from the pulpit for the Conversation Circles.

5. Created a draft of a potential new QUUF Grievance Process, and submitted it to the Board.

6. Started work on a flow chart to illustrate the Grievance Process draft.

7. Created an email template for response to email requests that according to our Charter are not appropriate for HCT to handle.

8. Responded to one such request.

9. Continued to monitor our [AskHCT@quuf.org](mailto:AskHCT@quuf.org) email communications

10. Received a request from an individual for a facilitation session with a second individual, but it was declined by the second individual. Requestor was advised of decline.

11. Created a permanent but updatable ongoing blurb for the Weekly Update.

12. Responded to Kathy Stevenson’s request to participate in “Beyond Listening” event.

13. Requested and received Enhanced Board Liaison(s) from the Board.

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**Attachment G – Denominational Affairs Committee**

Nothing to report.

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**Attachment H – Fundraising Task Force**Nothing to report.  
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**Attachment I Nominating Committee**

**Board Report From the Nominating Committee**

**February 2023**

The Nominating Committee is working on preparing for the June 12th Annual Meeting.

We have finalized our Application for Candidates and we will ask all candidates, whether or not an incumbent, to fill out and sign the application. We will ask that petition candidates fill this out as well.

The Board of Trustees will have three openings for 3-year terms and one opening for a 1-year term. The Endowments Committee has two openings for 3-year terms and the Nominating Committee has one 1-year term opening.

We have a timeline in place for criteria we need to meet before the Annual Meeting in June to ensure we have a good slate of candidates. The first announcements for the positions have been in the Friday Update for the last several weeks.

Our committee has worked diligently to find a person willing to serve as the Program Council Chair, and one has been found. The Program Council will make that announcement.

We will continue to contact people who have been suggested to us and those who apply for the above positions.

Our next meeting will be on February 17, 2023.

Respectfully submitted

Share DeWees on behalf of the Nominating Committee

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