



Join the Journey.
Open to You.

UUCWC Board of Trustees

Meeting Agenda

Feb. 13, 2024

<https://www.uucwc.org/about-us/what-we-believe/>

VISION STATEMENT: UUCWC will be an inclusive faith community, focusing our energy and resources on spiritual deepening, thereby challenging us to become a dynamic and recognized force in our communities.

MISSION STATEMENT: Inspired by our Principles and Purposes, members of the Unitarian Universalist Church at Washington Crossing unite to create a welcoming, caring religious community. Within this community, we encourage and affirm the individual's quest for authenticity, wisdom and spiritual deepening. We gather to celebrate the wonder of the cosmos and the mystery of life, its passages, its joys and sorrows. Compelled by justice, we give voice to societal concerns and reach out to touch the lives of others.

Aware of our profound potential to affect the individual and global community, we commit our personal resources to each other and our shared sacred mission.

BOARD COVENANT:

We covenant, we promise,

To acknowledge the time, energy and vulnerability it takes to do our work together

- By expressing gratitude and amplifying each other for tasks well done and also for the work along the way
- By listening attentively and carefully, by using body language to show engagement, speaking without interrupting, and also by contributing
- By speaking respectfully even when we disagree, or using “yes, and” language to allow a conversation to build
- By naming and empowering persons or teams responsible or most capable to address items
- By clearly defining and prioritizing our objectives
- By coming prepared, minimizing distractions and opportunities for multi-tasking

To create and nurture an environment of trust

- By assuming and celebrating the diversity among us
- By checking in with one another about our unique physical and cognitive differences that allow us to participate (hearing, standing, moving, sitting, learning, processing, etc.)

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- By bringing to discussions a spirit of compassion and flexibility as different opinions are encouraged and expressedBy asking questions with curiosity and wonder
- By practicing an active willingness to adjust our points of view
- By acknowledging our own errors when we misunderstand something or someone
- By being gentle with others when they misunderstand something or someone

To honor the depth and amount of work

- By allowing times for pause and reflection
- By creating intentional transitions from one topic to the next

UUCWC Board of Trustees 2022–2023 Goals

7 Practices of Board Leadership and associated goals

The UUCWC Board of Trustees will:

1. Discerning the Congregation's Mission and Vision

Considering substantial changes that have impacted congregational life within the past 3 years (including the challenges and opportunities presented by the pandemic), evaluate the church's overall short and longer-term goals and begin discussions and engagement on strategic planning.

2. Holding the Fiduciary (Resource) Responsibility

- Have a budget process that engages and informs the congregation about staffing, capital outcomes, and overall financial health or anticipated shortfall, in order to enable shared responsibility and collective decision-making.
- Honor the work and recommendations of the Financial Sustainability Task Force by following their recommendations to educate and communicate with the congregation in many aspects of charitable giving within UUCWC and supporting the work of the Stewardship Team as they also implement recommendations from the task force.
- Continue to celebrate, support, and remain informed about the long-term work of the Capital Campaign team throughout the completion of the project. Seek ways to engage in an additional capital campaign appeal once construction begins.
- Discern and plan for the future budgetary impacts of changing employment statuses of the Church Administrator, Congregational Life and Faith Engagement professionals, as well as the status of the Transitional Director of Music Ministry Position.

3. Capturing Institutional Wisdom by Generating Policy

Continue to encourage groups within the congregation to bring policy and procedure changes to the Board as they are prepared to do so. (Procedures vs policies vs practices)

4. Assessing the Health of the Congregation

- Keep lines of communication open through healthy dialogue with the congregation and shared decision-making, as we continue with multi-platform congregational life.
- Assess the spiritual health of all community members (which can include social, emotional, mental, and physical health).
- Provide community members with opportunities for meaningful connection through the lens of Unitarian Universalism.

5. Planning for the Congregation's Future

- Support our church's ongoing transition into multi-platform congregational life through frequent and transparent communication.
- Regularly assess our staffing levels and needs to meet our congregations expectations for programming and administrative support.

6. Building and Maintaining Relationships


- Support the Congregational Engagement Ministry in connecting members through intentional, transparent and accessible systems.
- Identify best communications practices for our congregation now and for the congregation we wish to be, with a goal of inclusion and alignment with our UU principles.
- Champion the development of a system inviting authentic feedback from visitors and members regarding their experience in or ideas for the congregation.

7. Transforming the Congregational Culture

Hold up several key principles and lenses that define, inform and underpin the culture of our church, and guide our collective work and congregational experience. These include:

- Considering the full scope of the 8th Principle, and further integrating all aspects of it into our work and the work of committees and ministries.
- Continuing to further integrate a Simple Church framework, understanding and communicating how that informs our focus.
- Observing the rapid and radical transformations taking place in our world, consider the lessons of the pandemic in creating new ways to meaningfully interact and maintain a healthy and sustainable spiritual community. Intentionally consider the needs and experiences of both online and in-person members as equal participants in the church community and congregational life.

UUCWC community members, those new to us as well as those already known to us, will experience a spirit of Radical Welcome in which each person is invited to express their full self and to participate openly and authentically. We as a congregation are willing to be changed by those who come in, staying open to and inviting the transformation of congregational culture as an expression of our UU faith in practice.

TIME	Topic of Business	Pre Read	Point Person	Related Information
1st Hour 7:00	Opening words/check-in/ timekeeper/process observer			Links: <div>  Meeting Roles & Board Action Items ... </div> See Meeting Duties & Process Observer Checklist Opening words - Karen Timekeeper - Michelle Process observer - Wendy
	Consent agenda (no vote):			
	Executive Team Report	✓	Wendy	
	Staff Report(s)	✓	Staff	
	Treasurer Report	✓	Denny	Update on Finance Chair Search?
	Construction Update, Change of Lawyer & Board Minute			
	Review and Moving Forward of Retreat Document		Rev. Kim	
	Sanctuary Use Policy		Rev. Kim	
Break	Four-minute break (bio break and/or opportunity for silence)			
	Personnel Updates		Rev. Kim	
	Stewardship Update and Goals		Rev. Kim	
	Congregational Pulse / Check In		Rev. Kim	

	Housekeeping & Action Items <ul style="list-style-type: none"> • CrossCurrents • Board Goals • Format for meetings - Zoom vs. multi-platform 		Wendy	
<8:45	Open Forum & check-out		Wendy	

<p>Important Dates:</p> <p>Exec Team Meeting: 1st Thursday of the Month</p> <p>Upcoming Board Meetings: 2nd Wednesday of the Month</p> <p>Board Chats: To be scheduled</p> <p>Council Meetings:</p> <p>Board Retreat: Jan 13, 2023 from 9am-2pm</p>	<p>Parking Lot Items:</p> <p>Gift Policy?</p>
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