

UUFSD Board of Directors Retreat Minutes
Saturday, 8/31/24, 9:00 AM – 4:00 PM | Location: UUFSD Founders' Hall

- **Went over what brought us here**

Completing the circle

Reconnecting

Get involved

Commitment to long term visibility

Being part of team; doing ones part

Helping next generation: RE

Helping to expand perspectives and community

Continuing to learn and move forward

Filling a need

Carry UUFSD history forward

- **Also went over expectations**

Speaking truth

Open to other ideas

Patience with different views and styles

Grace

Show up and be prepared

Mutual respect

Integrity

Follow-through

Share the burden

Lean into your gifts

Bring joy

Collaborative decision making

Don't dwell on past -inspired but not stuck

Keep connected grounded spirituality

Remember that we are a ministry

Action point: Pam will summarize the old and new expectations

- **Covenant – how do we want to be together**

Open honest curious

Collaborative

Connected spiritually

Accepting

Be concise

Respect boundaries and time

Stay grounded and forward looking

Sense of humor

Rejoice in imperfection

Confidentiality

One voice speak with

Kindness


Had discussion about the differences between the former covenant from 2023 not the one handed out and the present ideas

Action point: Pam will summarize the old and new covenant into present version


- **Moments of our past returning to our goals part 1**

Wenda led discussion of the action items from last year using an active continuum exercise with board members indicating whether objectives were achieved

- **Moments of our past returning to our goals part 2** Led by Mary Anne

Article 2 conversation was good achievement. Reached out for volunteers. Found that our process was unusual compared to other congregations 

Had a good weekend workshop experience last year focusing on mission statement

Attained compliance with AB520 dealing with RE volunteer compliance. Andi worked with DRE to implement. Developed as partnering collaborative process 

Grounds improvement – contractor expanded role. Inclusive and loyally demonstrated

Capital campaign – delegated. Board supported. 

Space allocation – dealing with limitations sharing well

Sandy Hill – good respectful communication

Policy governance demonstrated via delegated authority, increased engagement

Auction spring event: joyful collaborative

- **What is next**

Article 2 – How to process and implement? so how carried forward considering negative vote here. The minister will lead the discussion.

Visioning – continue educational discussions possible through cottage meetings, to solidify approach, experiential modelled e.g. kitchen committee. Facilitation by the board.

Board liaisons – moved forward to find out how to implement, what is still missing?

Policies and Procedures – moving to new governance model. Means P and P need to be updated

Capital improvements: Phase 2

Leadership council vital part of new governance model

Membership task force

Bucket list handed out on paper and discussed

- **Where are we headed as a congregation?**

Desired are the following:

Overarching policy document

Improved leadership committees

Well trained leaders

Board looks to committee instead of reverse

Values:

Love

Connection

Purpose

Transformation

- **This year's challenges/opportunities**

Phase 2 parking/flexible, creative and intentional and fun if possible. Can help strengthen/develop neighbor relationships and involvement with creative ideas and approaches.

Barriers to involvement

Congregation growth and engagement – want growth internally with self-awareness. Want to create an expansive and welcoming environment. New UU families.

Relationship with Sandy Hill – would like to resolve construction concerns by November 2024

Capital improvements – starting with administration building. Progress is slow and not aligned with amount paid already to contractor. What should be alterations in protocols going forward for phase 2 constructions.

RE growth Expanded social events. Discussed dedicated space limitations for youth in RE. Idea to use more treetops classroom instead of YRUU building

Space for staff – as minimum to finish administration building enhancement.

- **Why visioning is important**

Process crosses silos in the fellowship

Process deepens connections within fellowship

Helps fellowship be aspirational

Ends help set priorities

Ends help decide where money and time will be spent

Ends help clarify which ideas are appropriate and purposeful

Systems of accountability for the Ends can be developed and alignment can be assessed (especially qualitatively – how are experiences within, among and beyond deepening?).

- **How do we want to move forward with visioning integration?**

Potential problem with parking during phase 2 construction? Creative ways to make it workable so as will minimize the effect on worship.

Try to possibly have some of the RE activities happen offsite

Discussion about what is the function of the board when congregants make requests? Thought to delegate different people to be responsive to different questions. Wenda related her experience over the first 2 months of her tenure. President for now can be answering the question unless delegated.

Went over what expectations of administrator are and how to plan work and who to go to when overwhelmed or overextended.

- **What are our 3 goals for the year from this retreat?**

List of possible are the following:

= Growth in engagement in DREF programs and leadership. Prioritize the needs of children and families

Prioritize needs of children and families

= Creative, effective innovative and playful management of cap projects and congregation life during capital project

Align mission ends with existing mission, covenant and affirmations and reconcile. implementation of visioning process

Engage congregants in meaningful conversations to increase community spiritual growth and connections

Revisit structure of communications between board committees and leadership council and congregation

Negotiate construction well including contracting, communication disruption

Continue sharing mission, vision process toward adoption

Behavioral covenant 'ouch' and 'oops'. Be nice, be respectful, helpful and behave

Overall, of some of the above: Integrate mission into congregational life including consideration of existing mission and affirmation.

- **SUMMARY OF WHAT GOALS WILL BE PRIORITIZED**

Growth and engagement in DREF programs; prioritizing needs of children and families

Creative, effective innovative and playful management of cap projects and congregation life during capital project

Integrate mission into congregational life including consideration of existing mission and affirmation.

Improve our governance. Journey to an effective model of governance