

**Minutes – Board Meeting**  
**Boise Unitarian Universalist Fellowship**  
**March 21, 2024, 6:30 pm**  
**6200 Garrett Street, Garden City & ZOOM**

**Present:**

Board Members: All present via Zoom or in person except Rev. Sara, Debbie, Steve--all traveling

Guests: Rachel Strong, administrator; Roger Sherman, member Combined Campaign Team via Zoom

Action	Number	Description	Notes
Motion	20240321-01	To accept the Consent Agenda (see comments on the Safety Committee report, below)	Jan moved; Francis seconded; motion carried
Motion	20240321-02	To approve the budget for the Combined Campaign as follows: <ul style="list-style-type: none"> <li>● \$6K for campaign and event expenses</li> <li>● \$2.5K for ongoing consultation</li> <li>● '23-'24 budget had called for \$5K, so overall, an increase of \$3.5K to be charged to the CC budget</li> </ul>	Debra moved; Rob seconded; motion passed
By acclamation		To adjourn	

**Discussion Notes**

- Suggestions for next month’s cards--Authentic Selves Brunch; Refugee meeting with Wassmuth Center to be held on April 2
- Verify who is doing cards and that they have the needed materials--Susie

**Regarding the Consent Agenda** – There was a desire to further discuss the Safety Committee report:

1. Jan: Does the safety committee investigate the procedures for an active shooter? Rob admits that sometimes people raise that question but this issue is beyond its scope at the present
2. Debra mentioned some of the architectural features in the upgrade (ie. fewer sightlines into the building) will provide some protections.
3. Both Rachel and Francis are meeting with the team, Rachel having historical knowledge of this discussion.
4. Julia suggested we call on the local police department to help us with safety drills
5. Jan wants a communication piece at some point to let folks know what the team is working on now and what are the next steps
  - Rob--each team member is going to work on specific areas of concern to contribute to an overall safety manual. Their goal is to have trained people who can manage disruption, especially with the election season heating up

### Regarding Budget priorities

1. Roger Sherman via Zoom to discuss requested budget for the Combined Campaign: \$6000 to cover kickoff and celebration & \$2500 for ongoing consultation with Kay (16 hours); the original budget (operating '23-'24) was \$5K but did not include Kay. The extra \$3500 will be charged against the capital campaign fund
  - Debra explained the current plans for the kickoff event, involving interactive stations where folks can view samples, see design elements, and ask questions of the “experts.” Finger-food will be at each station to encourage everyone to visit each station.
    - Suggestion: Plan a kids event (Legos) in another room
    - Suggestion: Have a “Guest at your table” type fundraiser for kids
2. Review/discuss personnel budget for 2025 and strategies to inform congregation of increased personnel costs
  - a. Jenna offered that members and friends from her generation will absolutely understand the need to increase salaries;
  - b. Susie says it's not merely generational...everyone sees housing prices, etc.;
  - c. Francis: we can utilize the recommendations of the UUA targets and all of their research;
  - d. Jenna would like a graph showing where we are...where we need to be;
  - e. Jan: we have to tell this to the visiting stewards so that they promote this need along with the capital campaign. She will take this up with the campaign team.
    - i. Staff is 70% of the budget, but staff supports all of the programming...all of what we do for each other and social justice.
    - ii. Sara is also doing an analysis of how we are “down” staff members, but Jan doesn't want to undercut the quality of the staff by this focus on the “negative.”
      1. Jan is worried that we can't support the new members that are coming in. (infrastructure)
      2. Francis: You want to project competence. That's a positive message. Not that we are missing staff.
      3. What should we focus on?
        - we are behind in compensation according to the UUA guidelines; puts us in jeopardy of losing people

- we are not living out our values
- here is what the staff does rather than what is not being done anymore
- we are growing and new members will want to start new initiatives and that takes staff support

**Regarding Nominations for Endowment Committee** : Teresa Wood has agreed to serve. We need one other nominee.

Discussions arose regarding the endowment and how we should involve the committee in determining whether changes need to be made to its investments or its governing::

- What conversation should we have about the endowment?
- What should we ask the committee to prepare?
- Should we ask to them look at the original charter for creating the endowment fund and reconsider whether that charter still is right for us?
- Or, come up with recommendations for how we might better use the intention of the endowment?
- Provide us a history of the fund growth.

**Regarding the Decision-making process** discussion tabled for next meeting

## Ends Statements

BUUF looks toward a time of opportunity, hope, and action. In accordance with our Vision and Mission and the Eight Principles of Unitarian Universalism, BUUF has chosen to emphasize the following goals of particular importance at this time, striving to be a multi-generational, beloved Community which:

- Cares for Each Other – Where we listen and support each other through joys and sorrows and reach out to each other and the world around us with meaningful care, hope, peace and joy.
- Supports Children and Youth – Where children are nurtured in love, guided by our eight principles, and are an integral part of our congregational life.
- Welcomes All – Where everyone – no matter their race, ethnicity, or religious background; no matter who they love; no matter where they are from; no matter how they identify - everyone is welcome and easily able to participate and feel valued?
- Offers a Safe and Welcoming Home – Acknowledging that the land we now call “home” was stolen from those who lived here before European colonization, we cherish, preserve and enhance our buildings and outdoor sanctuary as stewards, that this may be a gathering place for all and serve our greater community.
- Is Home to Vibrant and Inclusive Spirituality – Where the many paths to the holy are all respected and lifelong spiritual development is embraced and encouraged.
- Works to Dismantle Systemic Racism and White Privilege – Where we thoughtfully question and challenge our assumptions and congregational governance, educate and change ourselves, and engage with the wider community as allies in anti-racist work.
- Has a Passion for Social Justice – Where we continually seek to become aware of unjust systems and structures in the world - Criminal, Environmental, Governmental, Income, Racial, Sexual and Power - working to change our own complicity in those systems and create a world that is more just, peaceful, and compassionate.
- Cares for Our Earth – Where we work to reverse Climate Change and its damaging effects, actively work to care for the earth and all of its inhabitants, and incorporate this care into decision-making for the congregation, our buildings, and our outdoor sanctuary.

Adopted October, 2023

We place **Love** at the center of all our mission, vision and ends. As a governing board, we covenant to embrace these enduring values, identified by the UUA as **transformative**:

- ❖ Interdependence
- ❖ Equity
- ❖ Pluralism
- ❖ Generosity
- ❖ Justice
- ❖ Transformation

*in all of the actions we undertake.*

To demonstrate our commitment to **Interdependence**, we will

- joyfully celebrate the strengths and contributions of each individual
- welcome wild ideas
- respectfully debate ideas, not people
- evaluate ideas based on how well they are consonant with our values and principles,

*with the goal of crafting consensus, and culminating in the decision to speak publicly with one voice.*

To demonstrate our commitment to **Equity**, we will

- gracefully encourage the practice we name "Give Space, Make Space." If we are one who shares easily we will notice that and give space allowing others time to share. Conversely, if we are one who is more introverted and shy, we notice that about ourselves and push ourselves to make space for our own sharing.
- invite each other to own joyfully our individual authority as being equal to any other member
- encourage speaking bravely

*with the goal of creating joyful camaraderie.*

To demonstrate our commitment to **Pluralism**, we will

- recognize that tensions naturally arise within groups and seek to pause at such times and offer a way forward
- invite our egos to remain outside the room and listen for the soul of a comment made by others
- refrain from developing a quick response and instead keep an open mind; allow space to process and reflect rather than judge

*with the goal of avoiding "group-think" and instead promoting diversity and innovation.*

To demonstrate our commitment to **Generosity**, we will

- willingly offer grace for our shortcomings
- Assume good intentions

- offer invitations; accept the word “no”
- acknowledge the complexity of peoples’ lives and extend grace when it is needed

*with the goal of creating a big-hearted, compassionate community.*

To demonstrate our commitment to **Justice**, we will

- graciously share the happy burden of this work by being prepared and willing to engage so far as our individual capacities permit

*with the goal of fairness to all.*

**These behaviors, intentionally embraced, promise to bring about a Transformation in our selves, our governing body, our church, and our world.**