

Board of Trustee Retreat Minutes
August 24, 2019

Meeting started at 8:44 am

- I. Musette open the meeting.
- II. Present at the meeting room
 - I. Joan Bundy
 - II. Sue Keen
 - III. DeeAnne McClenhan
 - IV. Rev. Dr. Andy Burnette
 - V. Bob Fabre
 - VI. Musette Steger
 - VII. Linda Stenholm
 - VIII. Debi Grande
- III. Everyone gave a check in around the table, all gave positive news/updates.
- IV. Team Building activities – Musette
 - I. Carpet Square race, divided into team to race against each other to the other side of the room.
 - II. If You Never Ever . . . were questions. Asked questions if the answer was yes we all took a step forward. After every question we took a step back to reset out line.
 - III. Tarp Turn activities. All members were to stand on tarp and then figure out a way to turn the tarp over while standing on it.
- V. Board Goals - Bob
 - I. 2018-2019
 - I. Discussed Board Goals 2018-2019 that was emailed out from Bob.
 - II. Member's felt 1, 2, & 3 were meet. Number 4 was discussed with the possible of hiring someone to help us with the "The Math of Mission" work.
 - II. 2019-2020
 - I. Discussed CCC, CPC, Kellie leaving, and search for a new Music Director will be a major player for 2019-2020.
 - II. Member brainstormed what all the goals would be and voted on the 3 that each member felt was important to them. The top goals are;
 - Figure out how to get youth & young adults in leadership position? On Committees? On the Board? This one had a total of 7 votes.
 - Racism? Board doing a study? This one tied with a total of 6 votes.
 - Anti-oppression; Anti-racism, Anti-Oppression and Multiculturalism ARAOM. This one tied with a total of 6 votes.
 - Anti-racism, anti-oppression, multicultural – immigration? - maybe culturalism? This one tied with a total of 6 votes.
 - Fostering with other – Communities? Religions? Faith oasis? -put together classes / workshops. This one tied with a total of 6 votes.

- Figure out VUU future / what it looks like as a multicultural org / camper. This one tied with a total of 6 votes.
 - Kellie's departure & CCC / CPC. Received 1 vote. (See V. II.)
- III. Musette expressed that once Bob has consolidated the Goals and the Board has approved them, are passionate about any of the Goals, feel free in assisting the Board as we move forward towards meeting that goal.
- IV. Bob will consolidate items into 3 or 4 overarching Goals; will send out draft for Board members to review/approve. *

*Members were reminded that simply because something is not mentioned as a Goal, does not mean that we will not be working on it during the next year. For example, we will continue to work on Kellie's leaving and the search for a new Music Director as well as our continuing support for the Capital Campaign, but we won't list those as a Goal because they fit more into the area of 'business' than it does 'policy'.

VI. Leadership Experience UUA in Scottsdale - Musette

- I. This program runs from November 1st to April 30th. It involves about 10 hours of learning assignments, a weekend retreat in January and participation in 6 conference calls.
- Action item** - to get more info on leadership experience Andy.
- Action item** - all to contact Andy with amount we could pay: \$0 to full price \$450.
- Discussed finding a way for all member to go to this.
- For more information see UUA's website: www.uua.org/pacific-western-blog-leadership-experience.

VII. Break time

VIII. Policy Governance (PG) - Rev. Dr. Andy

- I. Andy set up a mini projector for us to all watch "What is Policy Governance?".
- II. Covering the Benefits of using P.G.
- I. Job #1 Ownership Linkage
 - II. Job #2 Create written criteria (policy) for organizational success.
 - III. Job #3 Monitor policy compliance.
- IV. Watched "Getting Clarity on Board and Staff Roles in Organizations". Part 1 - 3.
- V. More information can be found at www.BrownDogConsulting.com

IX. Personality Profile Team Activity – Barbara Face

- I. Barbara handed out her presentation and went over our personality test results.
- I. Color Personality Profile. We went around the table sharing our results. The 4 colors are; gold, orange, green, and blue. Our results were 3 compassionate (blue), 3 conceptual (green), 1 responsible (gold), and one was a combo of blue & green, no one was spontaneous (orange)
 - II. Introversion, extroversion, ambiversion. Again we went around the table sharing our results. Most were in ambi- leaning towards extroverts; some were introverts; no one was extrovert.
 - III. Language of Affirmation. Once more, shared around the table our results. Primary languages were; Words of Affirmation, Quality Time, Receiving Gifts, and Acts of Service. Our results were 3 prefer words, 2 prefer actions, 1 prefer quality time/attention, 2 were combos: 1 preferring gifts/tokens plus quality time and the other preferring words along with quality time

X. Wrap-up – Bob

I. Restated the Board Goals 2019-2020

II. Reviewed once again, UUA's Leadership Experience flier

XI. Adjourned 12:25

XII. Lunch at Pita Jungle.