

September 2022 Board Retreat - Notes

These raw “Open Questions” resulted from a brainstorming session at the retreat. More work was done in October to refine and prioritize the questions for further consideration.

- How do we wish to be known in our community/city/region?
- What is it we are looking to get out of being more inclusive?
- What groups of people who we are not currently reaching do we want to reach?
- Are we willing to change to attract those we want to invite in?
- What are we willing to change?
- How do we adapt to the changes needed to be willing to invite those we want to join our community?
- How willing are we to develop new identities?
- What are we not willing to change?
- How will bringing in more diverse/inclusivity change us?
- How healthy are we as a congregation? How do we measure this? How do we improve?
- How do we prepare the congregation for change in direction and identity?
- How do we continue to serve, support, and motivate current members while integrating prospective new members?
- What will it look/feel like in 1,2,3 years if we are successful in becoming inclusive and accessible?
- What will it look/feel like to have a successful Board year
- How do we get everyone feeling connected?
- How do we change with the impact of the pandemic? (Masks)
- How do we identify barriers to accessibility? What does it mean?
- How do we heal our way to health?
- How do we harvest/use/tap-in the new energy that we are experiencing?
- (opportunity maximization) Staff, members, friends, technology
- Sustainability?

The following list was developed from another activity at the retreat to formulate our goals for this year's Board work.

1. Policy Manual completion (approved document)
2. Identify and bring forward 1-3 open questions to the congregation
3. Improve transparency/communication between Board and Congregation
4. Conclude Capital Reserve Plan after education of Board
5. Assess the effectiveness of Governance Change (gains & losses)
6. Incorporate 8th Principle into Board work
7. Move towards being a Strategic Board
8. Review Mission/Vision (?)

Parking Lot

- Executive Committee agenda setting process
- Dropbox tutorial
- Finance tutorial (for October Meeting)
- Capital Reserve
- Board process – any changes?
- Script for guests to be welcomed during Board meetings

Agreements for working together at retreat (covenant)

- Pause when needed – settle (all welcome to ask for pause)
- Don't be afraid to disagree
- Don't avoid conflict
- Act with honesty – check in with self; share
- Active listening – focus on what is being said & see to understand
- Ask questions to better understand
- Active engagement

- Make room for all voices – balance talking with listening
- Check-in with those who haven't said much
- Take care of yourself so you can be present
- Being aware of Zoom computer microphone for Zoom participants
- Be aware/mindful of time constraints
- Recognize no such thing as finished business
- Use a parking lot for topics for future discussion