

DRUUMM Steering Committee
Running Agenda & Notes 2023-2024
8PM ET | 7PM CT | 6PM MT | 5PM PT | Meeting 1 Hour 15 Minutes
Zoom Meeting
<https://us02web.zoom.us/j/87126414289?pwd=SVc0NWROVIZ0WjBINHFOWnlvYWZzdz09>

June 13, 2024

Special Combined Exec & Steering Committee Meeting

Agenda and Running Notes

[**RECORDING** - if you are a SC member and need access to the file, please email jolanda@druumm.org]

Action Items Highlighted

Tabled Items Highlighted

Present: **Tomi Fatunde, Karin Lin, Esperanza Flores Garza, Michelle Venegas-Matula, Kate Goka, Rev. Joseph Santos-Lyons** (ex-officio), **Noemi de Guzman/ (admin),**

Guests:

Absent: **Rev. Carol Thomas Cissel, Rev. Michael Crumpler** (UUA Liaison), **Rev. Verdis L Robinson (leave)**

Welcome & Check-In: SC Check ins

Reading:

GA 2024

- **[DRUUMM GA 2024 Schedule Notes](#)** ([DRUUMM Village Schedule of Events](#))
 - Village In Gathering- Rev. CTC , Tomi
 - Meditation Brunch -Esperanza
 - Annual Meeting- All SC
 - Post Ware Lecture
- **[Annual Meeting Agenda](#)**
 - Reviewed together

Continental Conference

- Discussion on postponing to 2026
 - If postponed...
 - enhance our 2025 Spring Caucus to be a weekend event, with the SC/leaders meeting face-to-face
 - JSL posted in slack:
 - There are several challenges with 2025 that lead me to want to re-open discussion with you about looking at 2026:
 - 1) Sofia is re-examining the purpose and structure of FOWH 2025 and we anticipate major changes with the program. It may be unsettling and something we might benefit from observing before trying to sequence our conference with.
 - 2) Michael will be on sabbatical for 6 months this coming year, really limiting the capacity of the UUA to support without his facilitative leadership.
 - 3) Baltimore GA in 2025 is expected to be big and that means a big DRUUMM Village in-person. Back to back in-person major events has challenges.
 - 4) We have a new staff team with new administrator, plus two new ministerial interns who will be onboarding this summer and fall, leaving a short timeframe for integrating into the planning.
 - Another idea is to:
 - 1. postpone face to face to 2026
 - 2. enhance our 2025 Spring Caucus to be a weekend event, with the SC/leaders meeting face-to-face
 - Hard NO from UUA for FOWH/DRUUMM conference collaboration
 - Will still have co-chairs join SC fall retreat
 - Vote from SC to postpone to Spring 2026
 - Esperanza moved/Michelle second
 - SC approve (4 members present)
- Next Actions
 - Check in with Rev. Verdis at end of July to determine if will continue as GA Coordinator
 -

Steering Committee Meetings

- New & Previous SC Meeting Sunday, June 23, 5PM EDT/ 4PM CDT/ 3PM MDT/ 2PM PDT
- Installation Ceremony Wed August 21 8-9pm ET
 - SC meeting 7-8pm ET?
- Monthly Virtual Schedule
 - Keep 4th Thursdays 8-930 pm ET - JSL to meeting poll - October through May TBD after new folks
 - Summer Exec - JSL to meeting poll
- September Face-to Face in Denver CO
 - Staff arrive Tuesday, September 17 ideally in time for family dinner
 - Meetings all day Sept 18-19
 - Arrive Thursday, September 19, 2024 ideally in time for family dinner
 - Meetings all day Sept 20, 21

- Sept 20 will be half day anti-racism training
- Depart Sunday, Sept 22 ideally after church

Upcoming Programs/Events

- **June 20-23** | 2024 GA DRUUMM Village (Virtual)
- **July 24-28** | Fahs Collective The Well Retreat
- **Aug 21** | Steering Committee Installation
- **Sept 19-22** | 2024 SC & Continental Conference Planning Team Retreat DENVER CO JEFFERSON UU CHURCH
- **Next SC meetings:**
 - Sun, Jun 23, 5PM ET
 -

Closing words: Gratitude Circle for Kate & Noemi & All
Meeting adjourned:

May 23, 2024

Agenda and Running Notes

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Action Items Highlighted

Tabled Items Highlighted

Present: **Tomi Fatunde, Karin Lin, Esperanza Flores Garza, Michelle Venegas-Matula, Rev. Joseph Santos-Lyons** (ex-officio), **Rev. Michael Crumpler** (UUA Liaison), **Jolanda Walter** (admin), **Rev. Carol Thomas Cissel**

Guests:

Absent: **Kate Goka** (retreat), **Rev. Verdis L Robinson** (leave)

Welcome & Check-In: SC Check ins

Reading: adrienne maree brown from *Emergent Strategy: Shaping Change, Changing Worlds*

Celebrate

- Spring Caucus
- Public Worship
- Nominating Work
- Hiring Processes
 - Everyone has done good, deep, meaningful work
 - A lot of work in the background and want to acknowledge folks contribution

Finances

- [April 2024 Financials](#)
 - Raised all that we had hoped
 - Planned for deficit, but at \$51,000 net positive
 - Thinking it will be \$40,000+ by end of budget year
 - Cost a bit more for General & Organization
 - Around \$9,000 instead of \$5,000
 - Question on why membership dues are down
 - Due to tracking and also incorrect membership submissions needing corrected
 - We are at over 300 members
 - Have more group memberships, which have smaller per-individual
- [FY 2024-2025 Budget Approval](#)
 - Based on our vision
 - Fellows and Continental Conference being bigger new expenses
 - Deficit budget of \$87,945
 - Reserve is at \$330,000
 - Change in accounting to accommodate IRS reporting as a 501(c)3
 - Will have a more formal system for regional small gathering grants
 - Having Multiracial Family Retreat- [The Well](#)
 - Joint program with Meadville Lombard
 - Scholarships for SC
 - Registration \$500 per family for 4 days
 - July 24-27
 - Resourcing Youth of Color
 - Justice Movement will do anti-racism training for SC
 - **Vote on Proposed Budget**
 - Motion to accept proposed 2024-2025 budget- Rev. CTC
 - 2nd the motion- Michelle
 - No abstentions, **vote passes**

- Bay Area/California DRUUMM
 - Request to support a Fund for UU Grant and serving as the fiscal sponsor
 - For paid organizer
 - Rev. JSL asking to create an MOU with pro bono administration and Rev. JSL facilitating a retreat
 - ETA for Organizing Project in Sept 2024
 - They have congregational support around \$3-4K so far
 - Esperanza asking for MOU to include something to offset any loss to national org

GA 2024

- [AIW Solidarity with Palestine Endorsement](#)
 - Endorsement from DRUUMM?
 - Will vote by email - deadline Fri 24th EOB
- [DRUUMM Village Schedule of Events](#)
 - SC roles - we need help!
 - Chaplain Room Host
 - Friday 2pm ET - Sangye - MICHELLE
 - Sat 1pm ET - Sangye - KARIN
 - Do we want a closing event?
 - Opportunity to take Ayanna up on facilitation offer
 - Whova App Monitors/Poster
 - Chaplains on-call
- UUA Board resolution for stronger language on Trans support
 - Michael will be providing care space and support
 - Will reach out to DRUUMM Chaplains to see if have capacity

Continental Conference

- Logistics Update
- Scope
 - Discussion of purpose, theme, etc [see [Fund for UU grant](#)]
- Division of Labor
 - Steering Committee
 - Who has capacity to do what?
 - Conference Committee
 - Staff
 - Other DRUUMM Committees & Leaders (ie Chaplains, Organizing Project)
- Workplan
- JUNE 13 Exec Meeting will be all hands meeting to discuss planning

Steering Committee Meetings

- Installation Ceremony Wed August 21 8-9pm ET
 - SC meeting 7-8pm ET?
- Monthly Virtual Schedule
 - Keep 4th Thursdays 8-930 pm ET - JSL to meeting poll - October through May TBD after new folks d
 - SC 2nd Thursday June 13th 8pm ET
 - GA - JSL to meeting poll
 - Summer Exec - JSL to meeting poll
- September Face-to Face in Denver CO
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Upcoming Programs/Events

- June 20-23 | 2024 GA DRUUMM Village (Virtual)
- July 24-28 | Fahs Collective The Well Retreat
- Aug 21 | Steering Committee Installation
- Sept 19-22 | 2024 SC & Continental Conference Planning Team Retreat DENVER CO JEFFERSON UU CHURCH
- Next SC meetings:
 - Sun, Jun 23, TBD ET? After elections, continuing/new at least set dates

Closing words:

Meeting adjourned: 8:30PM CT

April 25, 2024

Agenda and Running Notes

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Action Items Highlighted

Tabled Items Highlighted

Present: **Kate Goka, Tomi Fatunde, Karin Lin, Esperanza Flores Garza, Michelle Venegas-Matula, Rev. Joseph Santos-Lyons** (ex-officio), **Rev. Michael Crumpler** (UUA Liaison)

Guests: **Rev. Sangye Hawke**

Absent: **Jolanda Walter (admin), Rev. Carol Thomas Cissel, Rev. Verdis L Robinson**

Meeting convened: 7:07PM CT

*****START RECORDING*****

Welcome & Check-In: SC Check ins

Chalice lighting & Grounding Words: Rev. Sangye

- From Atena O Danner's *Incantations For Rest*

Review Strategic Goals and Priorities for 2025: Rev. JSL

- To focus and share our upcoming program year, learning fellows, continental conference
 - Affirming resourcing of Thrive YaYA with the upcoming convening
 - We are building on goals to resource local & regional programming with proposed small grants
 - SC has done good work in refining
 - Nothing out of bounds, just good, hard work ahead
- Resources from 2023-2024
 - [DRUUMM Statement of Role & Strategic Direction](#)
 - [2023-2024 Workplan](#)

Financials: Kate & Rev. JSL

- [Budget vs Actuals March 2024](#)
 - Projected to be under budget this fiscal year
 - As of end of March, 49%
 - Underspending due to canceled TX Multiracial Family Retreat, less regional local activity, YaYA happening in August
- DRUUMM FY25 Budget for July 1, 2024-June 30, 2025 DRAFT – Joseph
 - [DRUUMM FY25 Budget Draft](#)
 - Based on this last year
 - Goals and priorities and how the budget reflects
 - Concern on making sure line items match year over year to be able to compare
 - New format meets IRS requirement for non-profit
 - Will be a deficit budget due to being under this year and other programming happening later in 2024
 - Fundraising DRAFT
 - Expenses DRAFT
 - 2 big things are Regional event grants and Continental Conference
 - Staffing DRAFT
 - Fellows is new expense
- SC to appoint 2024-2025 Financial Team
 - Kate as member for 1 yr (chair should be the Treasurer)
 - Other appointees recommendations
 - Menaca
 - Last SC meeting for Kate- June/July with transition
 - Tomi moved to create Finance Committee
 - Karin second
 - SC Vote- consensus
- Beneficial Bank Update - our account has been approved and we will be moving \$150,000 in the coming month
- [Small Grants](#) + Supporting DRUUMM regional caucuses
 - Approving small grant concept for posting
 - [Bay Area DRUUMM gathering](#) request
 - Don't have a policy on honorariums
 - In past regional gathering local congregations donated and DRUUMM offered about \$500
 - May have travel opportunities for SC members and fellows to support regional gathering
 - Support underwriting travel for speakers, food, & supplies
 -
 - Include details on support we can provide from DRUUMM, communications, registration, etc.
 - Hope is for DRUUMM to create a guide on how to hold a regional/local gathering so folks don't have to start from scratch

Membership & Outreach:

- [Membership Report](#)
 - SC review on our own
- Public Worship May 8
 - Sponsors & Amounts Pledged Update
 - Not as much as last year
 - [Congregations to reach out to for 2024 Public Worship](#)
- [Slack Training Guide](#)

GA Update:

- SC Leave of Absence

- Message from Verdis Robinson
 - Leave of absence for self-care and ministerial formation
 - Message from Rev. Verdis:
 - “Dear DRUUMM Family, Effective immediately, I am taking a leave of absence from the Steering Committee as DRUUMM GA Coordinator for self-care and ministerial formation. I am committed to this immediate journey of care and continued formation as I have been out of covenant in harmful ways, and I take full responsibility and do apologize. I will be cheering DRUUMM on the sidelines until it is right for me to return. Please keep me in your thoughts and prayers, there’s work to be done. -Rev. Verdis LeVar Robinson.”
 - DRUUMM unified in supporting his decision
 - **Rev. Michael** will check in with him as well
- Interim planning - requesting a SC lead for each DRUUMM Village Activity to help support the event
- General Schedule [Grid 2024.pdf \(uua.org\)](#)
- [DRUUMM Village Schedule](#) & Notes from March
 - 4 Worship Services
 - Wednesday- Opening (zoom) 5:30-7pm ET Juneteenth Celebration - **MICHAEL**
 - Talking with BLUU to see what they are doing
 - BLUU may be doing something with larger GA
 - Thursday-PM- 8:30-10:00 ET Vespers- diverse poems/prayers/music - **ESPERANZA**
 - Friday- PM- 8:30-10:00 ET Prayer Meeting
 - Bring our joys, sorrows, yearnings, and lay our burdens down
 - Sunday 10:30AM ET- Closing Worship with First Unitarian Church of Rochester- BIPOC-led and centered worship live
 - 2 Virtual Brunches- centering and ground and affinity breakouts centered around people telling their stories
 - Thursday-AM- 10:30-12:00 ET **TOMI**
 - Friday- AM- 10:30-12:00 ET
 - Annual Meeting - **MICHELLE**
 - Saturday- AM 10:30-12:00 ET
 - Post-Ware Lecture Party - **TOMI**
 - Saturday- PM 8:30-10:00 ET Virtual Party
 - Breakouts w/DJ, Tarot Readings, etc
 - May be other activities happening with other orgs
 - May have a virtual choir recorded at FOWH
 - Idea of sending interactive items ahead of time
 - Budget
 - Under budget so far
 - Sending uber eats cards to those who are facilitating/volunteering

Old Business:

- SC Fall Retreat
 - Meeting Thursday, Sept 19 to Sunday, Sept 22
 - Logistics for Denver (first choice) or Chicago
 - Chicago- excited but local BIPOC organizer won’t be available
 - Denver- Jefferson UU suggested as location to meet
 - Rev. Jen Simon is this congregation
 - The Mountain Top is supportive and excited to have us
 - Rev. JSL recommends we pick Denver
 - We’re moving forward with Denver
 - Would like to have SC rolling off to be present to help transitions
 - Goals: Team Building, Strategic Direction, Continental Conference, AR Training
- Hiring Status- Rev. JSL/Rev. CTC - anyone else available to join?
 - [Learning Fellowship](#)
 - Interviews:
 - April 26 7-9pm ET **TOMI**
 - April 30 9-11am ET **TOMI**
 - [Administrator](#)
 - Interviews:
 - Monday, May 13 630pm to 830pm ET
 - Friday, May 17 730pm to 9pm ET **KARIN**
- [UUA MOU](#) Update
 - Signed MOU?
 - Not yet
 - **Rev. Michael** will email it to UUA to have it signed
 -
 - Announcement for finalized MOU?
 - **Karin and Rev. JSL** will work on an announcement
- Action of Immediate Witness on Palestinian Human Rights & Peace Update- Rev. JSL
 - [AIW Draft](#) - sponsors will be Rev. Katie Romano Griffin, Rev. Abhi Janamanchi, Rev. DL Helfer, space for 1 more
 - Opportunity to do right by our members and use our voice as an org
 - Pre-submission draft for SC for endorsement vote **(tabled)**
 - No vote taken due to time
- Nominating Committee Update- Michelle
 - [Interest Form](#)
 - Held a DRUUMM breakfast social at FOWH
 - Interviews going strong
 - NomCom meeting weekly

- On track to present NomCom recommendations early/mid May
- Questions:
 - When will Bylaws Working Group begin to convene?
 - Rev. CTC still chairing?
 - When will Continental Conference Planning Team begin?
 - Rev. CTC also chairing/co-chairing?
 - Esperanza offered to ask Rev CTC on both questions
- Spring Caucus Debrief- Tomi *(tabled)*
 - Update & Feedback
- [Thrive with DRUUMM Youth & Young Adults Consultation](#) Update- JSL *(tabled)*
 - August 8-11, Minneapolis MN

New Business:

- Antiracism Program for 2024-2025
 - [Concept for partnership with Justice Movement](#) (Natalie Nguyen is a former DRUUMM leader)
 - SC look over this and give feedback on Slack
 - Training and education plan
 - September pre-SC/SC training
 - Fall Virtual Series
 - Spring Continental Conference program

Reminder

- May EC meeting being moved to May 16

Questions/Discussion:

- Next SC meeting
 - We Count What Matters Update
 - Annual Meeting Agenda
 - Reports
 - Awards

Upcoming Programs/Events

- **May 4** | Bay Area DRUUMM Spring Retreat
- **May 8** | Public Worship
- **May 15** | AANHPI Caucus
- **May 20** | DRUUMM Open House (previously known as Member Orientation)
- **June 20-23** | 2024 GA DRUUMM Village (Virtual)
- **July 24-28** | Fahs Collective The Well Retreat
- **Aug TBD** | Steering Committee Installation
- **Sept 19-22** | 2024 SC & Continental Conference Planning Team Retreat DENVER CO JEFFERSON UU CHURCH
- **Next SC meetings:**
 - Thu, May 23, 8pm ET
 - Sun, Jun 23, TBD ET? After elections, continuing/new at least set dates

Closing words: Gratitude

Meeting adjourned: 8:32PM CT

March 28, 2024

Agenda and Running Notes

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Present: **Kate Goka, Tomi Fatunde, Karin Lin, Esperanza Flores Garza, Michelle Venegas-Matula, Jolanda Walter (admin), Rev. Verdis Robinson, Rev. Joseph Santos-Lyons (ex-officio), Rev. Carol Thomas Cissel, Michael Crumpler(UUA Liaison)**

Guests: **N/A**

Absent: **N/A**

*Meeting convened: 7:05PM CT ***START RECORDING****

Welcome & Check-In: Brief SC Check ins

Chalice lighting: Wordless, with our hearts aflame

Financials: Kate

- Review Financials- Kate
 - [February Budget vs Actuals](#)
 - Not going to use our whole budget so we'll not be in deficit as expected
 - [Financials 2024](#)
- Beneficial Bank

- Need minutes signed by President, Treasurer, Registered Agents, other members as available
 - Amend the 2/22/24 minutes to include President as signer, per Beneficial Bank
- accepted our 1023 filing receipt for 501c3
- Signers are:
 - President- Esperanza
 - Treasurer- Kate
 - Registered Agents- Rev. JSL & Libby (accountant)
- Rates: Currently our Business Savings account interest 0.40 APY% Business Money Market Savings 0.75 APY% - no minimum requirements or maintenance fees for Non-profit. Currently offering Business CD 3 / 6 / 12 / 24 months with 4.07APY%
- Can be done digitally
- Suggestion from Libby to maximize our savings over the long run- remaining balance at Chase \$183k
 - Maintain about \$33K in checking (3 months' operating expenses) at Chase
 - Keep another \$30K in savings for cash flow backup, and any sudden opportunity or crisis, at Beneficial or Chase
 - Put the rest of money at Chase (\$120k) in CDs at something like:
 - 1/5th at 3 months – “relationship evaluation period”
 - 1/5th at 6 months – “ditto plus early election volatility”
 - 1/5th at 1 year – “election fallout”
 - 1/5th at 2 years – “longer term stable”
 - 1/5th at 3 years – “ditto”
- 2024/25 Budget Overview
 - GA in person
 - Previously have spent \$20,000
 - Continental Conference
 - May be around \$50,000
 - New internship
 - Bigger SC in person meeting
 - Recommend raising Community Minister benefits from \$5,000 to \$7,500
 - Recommend raising General & Organization to \$15,000
 - Currently at \$5,000 for 2023-2024

Membership & Outreach: Jolanda

- [Membership Report](#)
 - Last year had 3 group memberships last year
 - We now have 15 groups
- Public Worship May 8
 - Sponsors & Amounts Pledged
 - As of today, 37 Congregations/Organizations for a total pledge of \$15,366.99 (\$9753.77 deposited)
 - Cut-off for Sponsorships to be listed April 15
 - [Congregations to reach out to for 2024 Public Worship](#)
 - Asking SC to pick a few to do personal outreach
 - Last time about \$5-6,000 personal donations
 - 2023 from congregations/orgs \$40,000 pledges
 - Created column for us to add our name

GA Update: Rev. Verdis/Jolanda

- Schedule [Grid 2024.pdf \(uua.org\)](#)
- [DRUUMM Village Schedule](#)
 - 4 Worship Services
 - Wednesday- Opening (zoom) 5:30-7pm ET Juneteenth Celebration
 - Talking with BLUU to see what they are doing
 - BLUU may be doing something with larger GA
 - Thursday-PM- 8:30-10:00 EST Vespers- diverse poems/prayers/music
 - Friday- PM- 8:30-10:00 EST Prayer Meeting
 - Bring our joys, sorrows, yearnings, and lay our burdens down
 - Sunday 10:30AM ET- Closing Worship with First Unitarian Church of Rochester- BIPOC-led and centered worship live
 - 2 Virtual Brunches- centering and ground and affinity breakouts centered around people telling their stories
 - Thursday-AM- 10:30-12:00 EST
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 - May be other activities happening with other orgs
 - May have a virtual choir recorded at FOWH
 - Idea of sending interactive items ahead of time
 - Budget
 - Under budget so far
 - Sending uber eats cards to those who are facilitating/volunteering

Old Business:

- [UUA MOU](#) Update- Michael
 - 2nd 2024 meeting March 26
 - Shared request letter with UUA
 - UUA not able to raise MOU from \$60k
 - UUA agreed 2% annual increase guaranteed for 5yr
 - Year 1: \$61, 200
 - Year 2: \$62, 424
 - Year 3: \$63, 672.48
 - Year 4: \$64, 945.9296

- Year 5: \$66,244.848192
 - No GA registration support
 - Some friction on not receiving more support
 - Many folks from DRUUMM SC have been hired by UUA
 - Gave feedback that we have delivered more than asked
 - Rev. JSL sent thank you to Carey MacDonald
 - Hoping to follow up at FOWH for DRUUMM/UUA for relationship building
 - Agreed on annual check ins
 - Nominating Committee Update- Michelle
 - [Interest Form](#)
 - Karin Lin has joined NomCom
 - Other NomCom members are:
 - Ayanna Kafi
 - Isaac Castro
 - Rev. Sana Saeed
 - Michelle Venegas-Matula
 - Joseph's suggestions
 - Lecretia Williams
 - Tonya Bell
 - Jamili Omar
 - Lia Nagase
 - Inquiries so far
 - Kate has spoken with Sean Alphonse about treasurer position
 - Kate also had a preliminary email exchange with Menaca Padakandla
 - Jon Ramirez inquired about outreach during membership orientation
 - Official responses so far
 - Karishma Gottfried- seminarian NY
 - Interested in:
 - Cultural Caucus Convener
 - Continental Conference Planner
 - Bylaws Workgroup
 - "looking for more opportunities to connect to DRUUMM and denominational leadership with a specific focus in ministering to BIUUOC"
 - Will discuss potential co-chair for Continental Conference with NomCom
 - Kathleen Kat Kathy Adams- Chair of Local Organizer Group CA
 - Interested in:
 - DRUUMM Village Volunteer
 - "when I went to the DRUUMM Booth, there were no people to talk to at GA"
 - Will send referral to Rev. Verdis & Jolanda
 - President-Elect
 - Tomi has said yes
 - Continental Conference SC Co-chair or Liaison
 - Rev. CTC may once Public Worship is done
 - Ask Karishma
- SC Retreat Update - JSL
 - New proposed dates & location
 - Sept 19-22, Chicago, IL
 - Bringing old/new together, plus Continental Conference Co-Chairs
 - Ask chaplain presence
 - Another location could be Denver, CO
 - Ayanna will be UUA sub
- Continental Conference Update
 - Needs chair or co-chairs to start recruiting & interviewing planning team
 - See notes in NomCom section for potential names
 - Keep
- Action of Immediate Witness on Palestinian Human Rights & Peace Update
 - Rev. JSL is working on the draft with a small group
 - Framework: [Palestinian Solidarity AIW 2024 jsl edit](#)
 - Will bring final pre-submission draft to April SC for vote

New Business:

- Administrator Transition Planning - JSL
 - [2023 Position Announcement](#)
 - JW will make a 2024 version with edits
 - Proposed hiring timeline:
 - Announcement by April 4th
 - Open call
 - Committee meet mid-late April
 - Applications due by April 30th
 - Interviews start latest May 1st
 - Offer by May 15th
 - Start June 1st
 - Will have Jolanda Appreciation Night in June
- 2024 DRUUMM Annual Meeting Agenda

- Need to start preparing draft & ballot with changes to SC terms
 - Ideally would be out by Friday, May 24 (30 days before annual meeting- thanks, timeanddate.com)
 - May not be possible for 5/23 due to SC meeting schedule if any final decisions
- [Thrive with DRUUMM Youth & Young Adults Consultation](#) -JSL
 - August 8-11, Minneapolis MN
 - concept for feedback
 - Working with Nico in their new UUA role
 - Bringing some DRUUMM folks back from leadership
 - Moving swiftly if approved
- Canceling April EC meeting due to FOWH
- May EC meeting being moved to May 16
- April SC meeting still on

Questions/Discussion:

Upcoming Programs/Events

- **April 7-11** | Finding Our Way Home
- **April 17** | AANHPI Caucus
- **April 20** | Spring Caucus (Virtual)
- **May 8** | Public Worship
- **May 15** | AANHPI Caucus
- **May 20** | DRUUMM Open House (previously known as Member Orientation)
- **June 20-23** | 2024 GA DRUUMM Village (Virtual)
- **July 24-28** | Fahs Collective The Well Retreat
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 - Thu, April 25, 8pm ET
 - Thu, May 23, 8pm ET
 - Sun, Jun 23, TBD ET? After elections, continuing/new at least set dates

Closing words:

Meeting adjourned: 8:44PM

Feb 22, 2024

Agenda and Running Notes

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Present: **Kate Goka, Tomi Fatunde, Karin Lin, Esperanza Flores Garza, Michelle Venegas-Matula, Jolanda Walter (admin), Rev. Verdis Robinson, Joseph Santos-Lyons (ex-officio), Rev. Carol Thomas Cissel, Michael Crumpler(UUA Liaison)**

Guests: **Rev. Claudia Jimenez, Chaplain Team**

Absent:

Meeting convened 5:00 PM Pacific *****START RECORDING*****

Welcome & Check-In:

- Verdis - preparing for Gospel choir concert- “Feel the Spirit”
- Karin - did a deep session on Soul Work, inspiring and uplifting
- Tomi - doesn't live at the office
- Claudia - back from an organizing meeting with working class community groups
- Michelle - challenging few weeks recuperating from COVID
- Jolanda - finished making a sweater
- Kate - found good food to eat
- Michael - traveling to three places in three weeks, great Blackyard Collective retreat
- Joseph - turned 51!
- Rev. CTC - almost sold family home and condo shopping in DC
- Esperanza - hit a low point running out of gas last night, and taking things in stride

Chalice lighting: Claudia- Words from “Our Shared Hope for the World” by Pat Uribe-Lichty

Financials: Kate

- Review Financials- Kate
 - [Financials 2024](#)
 - [January Actuals vs Budget](#)
 - We submitted our We Count What Matters final report, can unrestrict all the funds.
 - Over budget on line-items We Count Matters (\$1200) & in General & Organization (\$5600)
- SC Reserve Funds Account
 - Proposal to open new bank accounts at [Beneficial State Bank](#) with Kate Goka, Joseph Santos-Lyons, Libby Hanna, and Esperanza Flores Garza as authorized signatories.
 - Authorize transfer of \$150,000 from current account to be placed into appropriate accounts. Our SC temporarily restricted reserve.
 - SC approved moving forward- vote in consensus

- Amended to include President as signer, 3/28/24
- Register for GA and FOWH by Feb 28!
- Note we are seeking a new Treasurer.

Membership: Jolanda

- Beautiful SWANA-BIPOC Solidarity Caucusing
- [Membership Report](#)
- 2 new membership levels
 - Lifetime & Financial Difficulties
 - In the future, consider increasing the lowest level membership fee to \$25 from \$15?
- February Member Drive Update/Results
 - High level debrief
 - Helped people sign up and renew
 - Discussion on having people sponsor hardship memberships
- Next Membership Orientation March 25

GA Update: Rev. Verdis/Jolanda

- SC Registrations
 - By March 15 before the cost goes up
 - Who is planning to go?
 - Rev. Verdis, Jolanda, Karin, Michelle, Rev. CTC, Rev. JSL, WHO ELSE?
- Schedule [Grid 2024.pdf \(uua.org\)](#)
- DRUUMM Village Schedule
 - Worship Services- Opening (zoom) and Closing (YouTube)
 - Wednesday- Opening (zoom) 5:30-7pm ET
 - Sunday- prerecorded
 - 4 Caucuses- center around people telling their stories
 - Thursday-AM- 10:30-12:00 EST Racial and Ethnic Caucuses
 - Thursday-PM- 8:30-10:00 EST Seminarians of Color Caucus
 - Friday- AM- 10:30-12:00 EST Regional Caucuses
 - Friday- PM- 8:30-10:00 EST Queer/Trans POC Caucus
 - Annual Meeting
 - Saturday- AM 10:30-12:00 EST
 - Post-Ware Lecture Party
 - Saturday- PM 8:30-10:00 EST
 - Breakouts w/DJ, Tarot Readings, etc
 - Currently under budget
 - Looking for SC member to welcome for opening circle or closing
 - Esperanza will help

Old Business:

- [UUA MOU](#) Update
 - [Draft 2024-2029](#)
 - UUA-DRUUMM meeting scheduled for Feb 27th 4:00 PM ET with Ashley, Carey, Janice
 - Affirm Esperanza, Tomi are empowered to negotiate from the proposed MOU for a new 5 Year MOU
 - Increase to \$100,000
 - Cross support for Continental Conference
 - GA Registrations
 - FOWH Registrations
 - Next steps with Michael Crumpler
 - Ashley Horan will be one of the main deciders on their budget
 - There's allocated UUA funds for liaisons
- UU the Vote- Michelle -
 - March 12 a few days before UU the Vote does their larger event;
 - We need help promoting the event to DRUUMM members and friends
 - It is an opportunity to grow membership and support people in the movement
- Nominating Committee Update- Michelle
 - [Interest Form](#)
 - Adding Caucus Facilitators to Interest Form
 - Any suggestions on folks we should reach out to for any of the positions?
 - Do we want to have open recruitment for Finance Team?
 - Jolanda asked for doing special edition newsletter
 - Karin is unsure if newsletter is best way to recruit
- Public Worship Update
 - \$9,420 pledged so far 14 congregations/organizations
- Continental Conference Update
 - Michael suggested we have Continental Conference in MOU discussion with UUA on Tuesday
 - The UUA would not want to alternate FOWH & Continental Conference
- FOWH Update- Rev. Michael
 - SC Alumni Gathering again?
 - Not traditional workshop blocks
 - More cultural experience

New Business:

- Ministerial Intern
 - [Post from Rev. JSL](#)
 - Modeled like CLF remote ministry

- Need to move forward within the month
- Rev CTC mentioned she would be willing to co-facilitate/intern committee
 - Not many opportunities for BIPOC ministerial supervisors with relevant cultural support for seminarians
- Rev. CTC & Rev. JSL will discuss offline
- SC approves to move forward with Rev JSL & Rev CTC leading committee
- Identity Caucuses
 - SWANA-Arab Caucus Update
 - [Post from Jolanda](#)
 - Went really well
 - It was really needed
 - Would like to hold regularly

Questions/Discussion:

- Michael will be on Sabbatical Sept 11-Dec 17
 - Ayanna will be briefed and subbing
- Update on Mosaic
 - Spring & Fall conference
 - Regular gathering learning circles
 - RE antiracism curriculum
 - Book Club
 - Mosaic Congregations certification
 - Similar to Welcoming Congregations Program
- Jolanda urged us to go to Worship Together on Sunday
 - Yvonne will be speaking/prayer for Gaza and needs allies in the room

Upcoming Programs/Events

- **Feb 25** | Worship Together with Yvonne DuVal & UCH Choir (9:30AM CT)
- **Mar 6** | Peer Network- Lia Nagase facilitating
- **Mar 12** | DRUUMM & UU the Vote
- **Mar 25** | Member Orientation- March Session
- **April 7-11** | Finding Our Way Home
- **April 20** | Spring Caucus (Virtual)
- **May 8** | Public Worship

- **Next SC meetings:**
 - Thu, Mar 28, 8pm ET

Closing words:

Meeting adjourned: 8:48PM CT

Jan 23, 2023

Agenda and Running Notes

[[RECORDING](#) - if you are a SC member and need access to the file, please email jolanda@druumm.org]

Present: Kate Goka, Tomi Fatunde, Karin Lin, Esperanza Flores Garza, Michelle Venegas-Matula, Jolanda Walter (admin), Rev. Joseph Santos-Lyons (ex-officio), Ayanna Kafi (UUA Liaison), Rev. Carol Thomas Cissel

Guests: Rev. Xolani Kacela

Absent: Rev. Verdis LeVar Robinson

Meeting convened: 7:06PM CT

*****START RECORDING*****

Chalice lighting:

Welcome & Check-In: Esperanza

Chaplain Grounding: Rev. Xolani Kacela

Financials:

- Review Financials- Kate
 - \$150K reserve fund, put in higher earning account?
 - A good time to move since high interest rates
 - Have not found a divested bank
 - Looking for banking suggestions
 - [Treasury direct account](#) suggested
 - Can be moved for now till finding final bank
 - Organizing Project restricted fund
 - JSL suggesting we un-restrict and add it back to general fund
 - A vote is needed

- 6 yay, 1 abstain
- [\(Financials 2024\)](#)
 - [December Budget vs. Actuals](#)
- [UUA MOU](#)- JSL
 - 30-40 days before UUA finishes budget
 - Last ask raised DRUUMM funding +\$10K
 - May ask for higher amount for Continental Conference
 - Need SC member to plan next meeting with UUA
 - Esperanza, JSL, Tomi
 - Rev. JSL will email for a meeting
 - Unsure on amount to ask for
 - \$75K per year and commitment to partner for Conference
 - Transparent about our numbers, but No data benchmarks
 - Feel at UUA is very strategic and should meet them where they are at
 - Ask for best case scenario and for non-financial asks
 - Possibly ask for YaYA support
 - Negotiating team will continue conversation
 - Ask for planning support for conference
 - Ask for 8 GA registrations

Membership:

- [Membership Report](#)
 - Cleaned up membership report
 - New process for gathering sponsors, no longer showing up as members
 - Reason for membership number going down recently
- Review Dec
- February member drive - JSL
 - Feb & Aug membership dips
 - SC, Chaplain team, Organizing team to reach out with testimonials, etc
 - No plan currently for Feb
 - Will do some but more planned for Aug
 - Feedback that Aug may be too dry for membership, Feb feels better
 - Installations may be good place to energize
 - Good to know a time for late summer/early fall & late winter/early spring for cycle
- January Membership Orientation update- Nico/Jolanda
 - 8 registered/3 attended
 - Need someone for March 25
 - Karin will check to see if available

GA Update: Jolanda

- Virtual booth arrangements
 - Major cost \$500
 - \$250 for program ad
 - Booth and programming goal to make it as good and engaging as in person
- SC Registrations
 - Perhaps can use DRUUMM credit card at meeting times
 - By March 15
- Schedule [Grid 2024.pdf \(uua.org\)](#)
 - Will need pre-recorded content
 - Open call in DRUUMM Beat
 - Will ask Verdis for open call and ask at forum
- Draft DRUUMM Village Schedule
 - Worship Circles
 - Caucuses

Old Business:

- Outreach Coordinator- Nico
 - Due to new position in UUA best to step down
 - Is now supporting Youths of Color with UUA
 - Would like to support in that way
 - Will connect to next Outreach Coordinator
 - New contact info: nvanostrand@uua.org
- Bylaws & Nominations Forum (Mon, Jan 29 @ 7 CT)- Michelle & Tomi
 - 22 RSVPs to date
 - Who is available from SC for the forum?
 - Who will do chalice lighting/spiritual grounding?
 - Rev CTC
- Nomination Committee- Michelle
 - Still need 1 SC member to co-chair
 - SC & Continental Conference Committee
 - Suggestions on 2+ other folks to ask
 - Michelle, Rev. Sangye Hawke, Ayanna Kafi, and Isaac Castro were previous committee
 - Roll out of interest form for SC & Continental Conference at Election & Bylaws forum Jan 29th
 - Ayanna willing
 - Suggested Sana & Tyler for member

- UU the Vote- Michelle
 - Nicole confirmed Feb 21st
 - Jolanda mentioned this day is tied up with 3 other meeting
 - Jolanda helping with tech
 - Nicole would like to meet beforehand to discuss run of show
 - Any other SC members to help with organizing?
 - Verdis is interested!
- FOWH
 - Need final count for those attending
 - Attending:
 - Esperanza - TBD
 - Verdis - yes, covering own expenses
 - Jolanda - yes, request registration payment, will cover own travel & lodging
 - Joseph - no, may attend virtually
 - Carol - yes,
 - Michelle- leaning to yes, may need some financial support
 - Kate - No :(have fun tho!
 - Tomi - no
 - Nico - with UUA
 - Karin - No
- Public Worship- Rev CTC
 - Update
 - Met and narrowed down to 3 possible themes
 - Rev. Ali and Saunder (music director) on same page
 - JSL sent 1 email to sponsors
 - Receiving 2 responses a week
 - Please mention and amplify wherever possible
 - Next meeting tomorrow 1/26
- Continental Conference
 - Next steps
 - Grant for \$20,000 awarded
 - Using for venue
 - Rev JSL looking into venues
 - Consider having break between FOWH & Conference
- Climate Justice- JSL (*tabled*)
 - Update

New Business: N/A

Questions/Discussion: N/A

Upcoming Programs/Events

- **Jan 29** | DRUUMM Bylaws & Elections Forum: Shaping Our Future Together
- **Feb 7** | Peer Network- Lia Nagase facilitating
- **Mar 25** | Member Orientation- March Session
- **April 7-11** | Finding Our Way Home
- **May 8** | Public Worship
-
- **Next SC meetings:**
 - Thu, Feb 22, 8pm ET

Closing words: Jolanda- Meditation on sitting and listening to the silence

Meeting adjourned: 8:40 PM CT

Dec 21, 2023

Agenda and Running Notes

[RECORDING] - if you are a SC member and need access to the file, please email jolanda@druumm.org]

Present: Kate Goka, Tomi Fatunde, Karin Lin, Nico Van Ostrand, Esperanza Flores Garza, Rev. Joseph Santos-Lyons (ex-officio)

Guests: None today

Absent: Michelle Venegas-Matula, Rev Carol Thomas Cissel, Jolanda Walter, Rev. Verdis LeVar Robinson

Meeting convened: 5:35 p.m. CT

*****START RECORDING***** (*not begun until 6:06 CT because initially no host access until after JSL logged out and back in*)

Chalice lighting: Vocal bell toll à la Patrick Stewart in *A Christmas Carol* (abridged) - with movement homage to Patrick Swayze

Welcome & Check-In: Family holiday fun galore, gingerbread apocalypse

Chaplain Grounding: No chaplain today

Financials: Kate

- Review Financials
 - ([Financials 2024](#))
 - Nov
- Community Church of NY possible annual gift, Rev. Peggy Clarke talked to JSL
 - For continental conference 2025, programming for multiracial/families of color, admin etc.
 - Could be >\$100K/ year as an annual gift
 - JSL providing profile of DRUUMM - emphasize programming open to both BIPOC and white allies
 - Board will meet in Jan 31 so we could know by Feb 2024
 - Broad appeal with multi-racial families, Continental Congress in conjunction with ARE
 - → Can we leverage this gift with our members for a bigger fund raising push? What would that look like?
- Check back on March Texas gathering funds– Tomi, Espie and Kate

Membership:

- [Membership Report](#)
- Review Nov
- February member drive - JSL and Jolanda putting together a plan for January meeting
- ~300 dues-paying members, ~500 BIPOC folx on mailing list
- Shoutout to Karin for labor-intensive update of social media participants (FB The Gathering Place and Slack) to member-only

GA Update: Verdis

- Planning committee progress
- Virtual booth arrangements
- Addressing likely overlap with cohort schedule [Grid 2024.pdf \(uua.org\)](#)

Old Business:

- Vigils for Gaza- JSL
 - Update on responses to emails sent to SC - shared with white allies and answered
 - 400 people have attended at least one (about ⅓ people of color), 30 of the POC attendees were new to DRUUMM, including 12 SWANA-identified (2 joined planning team). Leslie Takahashi mentioned a Jewish POC church member
 - JSL has had 6 or 7 one-on-ones, and there have also been some chaplain requests
 - Shoutout to Nico and Verdis for their involvement with planning
 - Possible SWANA caucus as follow-up
- Climate Justice- JSL
 - Update & any further discussion on moving forward with 101 training
 - Still working to connect w/ folks who attended previous program
 - Hoping to have Rev. Sofia's involvement
- UU the Vote- Tomi
 - Update on communication with Nicole
 - Proposed February for member forum
- Continental Conference
 - Next steps - Request location options from Michael C., launch interest form at forum (Jolanda & Joseph will draft)
 - Tomi and Esperanza met with CB Beal from proposal review committee
 - Can apply for grant again next year
- BLUU/DRUUMM posthumous nomination of Jacqui Williams for UUA Distinguished Service Award- JSL
 - Update- we are very supportive of moving forward

New Business:

- DRUUMM Co-Sponsoring Ceasefire Teach-in- JSL
 - Hybrid with Oakland Church on Dec 311
 - Heavy hitters of art build, teach in, and vigil
- Nico is accepting a newly created position with UUA Lifespan Office working with youth of color! Sadly, this may mean they will step back from DRUUMM Outreach Coordinator position, but they are thinking it over and we will revisit in January
- Nomination Committee- Michelle (**DEFERRED TO JANUARY**)
 - Need 1 SC member to co-chair
 - SC & Continental Conference Committee
 - Suggestions on 2+ other folks to ask
 - Michelle, Rev. Sangye Hawke, Ayanna Kafi, and Isaac Castro were previous committee
 - Roll out of interest form for SC & Continental Conference at Election & Bylaws forum Jan 29th

Questions/Discussion:

Upcoming Programs/Events

- **Dec 31 | 12-3PM PT** Ceasefire Teach-In: Voices from the Global South
- **Jan 3 | 8PM ET** Peer Network for Organizers of BIPOC UU Groups
- **Jan 17 | 5-6:30PM PT** Asian American and Native Hawaiian/Pacific Islander Coffee Hour
- **Jan 29 | 8-9:30PM ET** DRUUMM Bylaws & Elections Forum
- **Next SC meetings:**
 - Thu, Jan 25th 8pm ET

Closing words: Esperanza celebrated and appreciated our shared leadership and making space for each other

Meeting adjourned: 6:31 p.m. CT

November 30, 2023

Agenda and Running Notes

[[RECORDING](#) - if you are a SC member and need access to the file, please email jolanda@druumm.org]

Action Items Highlighted

Tabled Items Highlighted

Present: Kate Goka, Tomi Fatunde, Karin Lin, Nico Van Ostrand, Rev. Joseph Santos-Lyons (ex-officio), Jolanda Walter (admin)
Michelle Venegas-Matula, Esperanza Flores Garza

Guests: Rev. Sangye Hawke (chaplain)

Absent: Verdis LeVar Robinson, Michael Crumpler, Rev. Carol Thomas Cissel

Meeting convened: 7:08PM CT

*****START RECORDING*****

Chalice lighting: May You Be Meditation- Rev. Sangye

Welcome & Check-In: Jolanda & All

Chaplain Grounding: Filling Our Cup Meditation- Rev. Sangye

Financials: Kate

- Review Financials
 - ([Financials 2024](#))
 - Oct- [Budget Vs. Actual](#)
 - Budget amendments
 - May decrease Youth of Color to \$5K for this year
 - We Count What Matters raise to \$4k
 - Postage raise to \$1250
 - General & Org (IRS 501c3) raised to \$7K
 - Approved by Consensus

Membership:

- [Membership Report](#)
- Review progress
 - Jolanda discussed how to read the report
 - One new group of the Global South
- Support needed?
 - Last meeting discussed pay folks to help phone bank, possibly Feb 2024
 - Member Week in Feb 2024 with a role for every SC member
 - May be looking to create some videos to send message to members to help renewals

GA Update: Verdis

- Verdis needs 2-3 SC members to be on planning committee
 - Tomi may be able
 - Jolanda is willing to help with virtual booth
 - We will revisit at next SC meeting
 - **Jolanda will post to Verdis on Slack for more clarity -DONE**

Old Business:

- Vigils for Gaza- JSL
 - Update
 - Open Letter has been posted and is circulating
 - Pushback on anti-Zionism
 - Connecting with a dozen new Palestinian, Arab UU connected folks
 - Emergency response with CLF by holding vigils
 - 2 have been held
 - 3rd being held this Sunday, 12/3
 - May hold 4th to close them out
 - Nico, Verdis, and Esperanza have helped or spoken at the vigils
 - Nico mentioned appreciation from folks since it is not being discussed in local congregations
- Climate Justice- JSL
 - Update
 - JSL met with Rashid Shaikh who has led BIPOC climate work with Paula Cole Jones
 - Suggested to host a form event for DRUUMM members
 - Were offered \$2k grant for event by UUA (\$500) and UUMFE (\$1500)
 - 2nd phase doing a 101 training
 - 3rd phase Sept day of action

- Esperanza asked if it fits our Strategic Vision, maybe with our Youth of Color
 - Michelle mentioned the intersectionality with racism and how climate change impacts communities of color most
 - Esperanza mentioned we'll need to discuss further
- UU the Vote
 - Nicole Pressley asked to partner with DRUUMM
 - Proposed meeting for 90 minutes to plan together
 - Jolanda asked about how this fits our Strategic Vision
 - JSL mentioned as capacity would be a forum event and a day of action
 - Esperanza if we offer the space and UU the Vote provides the workshop
 - Consider whether this will help build our community
 - Tomi will reply to Nicole and ask for availability
- Steering Committee Terms & Bylaws Member Forum
 - Pick date
 - Monday or Friday after Jan 22nd would work best except:
 - Fri 1/26
 - Fri 2/9
 - Or Mon 2/12
 - Decided for Monday, Jan. 29th at 7PM CT/8PM ET
 - Michelle will write a blurb to send to Jolanda for registration
- Continental Conference- tabled
 - Next steps

New Business:

- Youth of Color Strategy- JSL
 - Have \$10,000 in budget for intentional Youth program but may amend for this year
 - Start recruiting in June for Continental Conference
- BLUU/DRUUMM posthumous nomination of Jacqui Williams for UUA Distinguished Service Award
 - Past president of DRUUMM
 - Had memorial service last month
 - Rev. Mykal Slack from BLUU brought to JSL and Manish about nominating Jacqui for award
 - Consensus on JSL continuing to follow up with Mykal

Questions/Discussion:

- n/a

Upcoming Programs/Events

- Dec 3 | 3PM ET** Ordination of Verdis LeVar Robinson
- Dec 3 | 6PM ET** Refugee In My Own Home: A UU Vigil for Gaza
- Dec 6 | 8PM ET** Unitarian Universalism: Here & Now
- Next SC meetings:**
 - Thu, Dec 14th 8pm ET (last meeting of 2023)

Closing words: Jolanda

Meeting adjourned: 8:46PM CT

October 26, 2023

Agenda and Running Notes

Present: Karin Lin, Kate Goka, Nico Van Ostrand, Verdis LeVar Robinson, Michelle Venegas-Matula, Jolanda Walter (admin consultant), Tomi Fatunde,

Guests: Rev. Cathy Chang

Absent: Rev. Carol Thomas Cissel (sabbatical), Esperanza Flores Garza

Meeting convened: 7:08PM

Chalice lighting:

Welcome & Check-In: All

Chaplain Grounding: Rev. Cathy

- Reading- Rev. Stephen Shick "Side by Side"

Financials: Kate

- Review Financials
 - ([Financials 2024](#))
 - [Sept Budget vs. Actuals](#)
 - [Review spending from retreat](#)

- New practice of reviewing to discuss spending openly
 - NOLA spent 35% of SC Meeting budget
- Final Reminder for NOLA [reimbursements](#)?
 - 30 days best practice
 - Have till tomorrow, Oct 27th

Membership: Jolanda

- [Membership Report](#)
- Review progress
 - Uptick in July (June?) and then tend to lose some
 - Had new Group membership sign ups
 - Discussion on individual membership for those that can't pay the \$15
 - Our lists have 1500 total contacts
 - 750 BIPOC contacts
 - Figuring out how to get non-members to join
- Support needed
 - Help with calls for renewal
 - Karin is cleaning up newsletter list
 - Will send opportunity to sign up for membership before being purged
 - JSL suggested using texting to get members back
 - Pay folks to help phone bank, possibly Feb 2024

GA Update: Verdis

- Verdis officially on GA Advisory Council bi-weekly meetings
- Title of Virtual GA 2024: Love Unites; Stories Ignite!
- Thursday-Sunday
- 7 programmable spots
 - Doing something new with dedicated community chats
 - Dismantling White Supremacy Cohort
 - DRUUMM, ARE, & (?)
 - May need to add into our programming
- UUA decided on alternating years for online/hybrid
- Verdis needs 2-3 SC members to be on planning committee
 - Will add on Slack for folks to volunteer

Old Business:

- Steering Committee New Orleans Retreat Review Action Items
 - Reviewed together
- [“We Count What Matters”](#) Project Update: JSL
 - Dozen responses received
 - Minimum goal met
 - Scheduling debrief in a week or two
- [Fall Caucus](#) needs: JSL
 - Main need is turn out
 - Registered: 36
 - May need help for ideas on how to remind folks to show up
 - Last big event of year
 - Next big event after will be TX family retreat March 15
- Continental Conference discussion
 - Interest form for Planning Team
 - General info
 - Ask on experience
 - Ask on vision
 - Launch in Nov Fall Caucus
 - December DRUUMMBeat
 - Stephany Santiago may connect us with a Youth Coordinator
 - 10 people on committee that would have travel/lodging paid for
 - UUA pre-screened sites
 - Rev. JSL planning on contacting Michael
- Slack Caucus Channels
 - Karin is creating these - do we want naming conventions?
 - Confirm Identity Caucuses
 - African Descent
 - Asian/Pacific Islander
 - Indigenous/Native
 - Latine/Latinx
 - Mixed Race
 - South Asian?
 - SWANA/Arab
 - Transracial Adoptees
 - Queer & Trans People of Color
 - YAYA

New Business:

- Response to Palestine Gaza/Israel Crisis
 - UU Justice for the Middle East request
 - JSL will reach out to Ranwa, Summer, Sana, Aisha, Elizabeth Valencia (seminarian)

- Discussed the responses from folks
 - Jolanda wanting to make sure SC email is there
 - Chaplain Team was given heads up
 - Make sure this happens each time
 - Make sure it isn't just a statement but we have accountability
- Report back on discussion with Miguel Raevenswood
 - Discussed conversation
 - JSL suggested reminding members to post on FB & Slack
 - Miguel asked about SC meeting minutes and if they are public
 - Tomi will post on Slack SC channel to continue discussion on making minutes public again
- UU the Vote
 - Nicole Pressley asked to partner with DRUUMM
 - Michelle will respond and include JSL to meet with Nicole

Questions/Discussion:

- Let's add reminder to record at top
- JSL requested someone be in touch with Esperanza to give her update on meeting

Upcoming Programs

- **Oct 29** | Worship Together w/San Antonio Gente Engaged in UU
- **Nov 1** | Peer Network
- **Nov 4** | Fall Caucus
 - Panel
 - Elizabeth Nguyen
 - Marta Valentin
 - James Coomes
 - Aisha Houser
- **Nov 12** | Worship Together w/Rev Xolani Kacela
- **Nov 16** | Member Orientation
- **Next SC meetings:**
 - Thu, Nov 30th 8pm ET
 - Thu, Dec 14th 8pm ET (last meeting of 2023)

Closing words: Verdis

Meeting adjourned: 8:43PM

September 22-24, 2023
New Orleans/Hybrid Retreat

Friday, September 22, 2023 - New Orleans Retreat/Hybrid (@Nico use same zoom)

Attendance: Esperanza Flores Garza, Karin Lin, Tomi Fatunde, Verdis Robinson, Kate Goka, Rev. Carol Thomas Cissel, Nico Van Ostrand, Rev. Joseph Santos-Lyons (ex-officio), Jolanda Walter (admin consultant), Rev. Michael Crumpler (UUA liaison), Rev. Cathay Chang (chaplain)

General Reference Docs

- [DRUUMM.org Administrative Page](#) - reimbursements, contact list, etc
- [July 1, 2023 to June 30, 2024 Budget](#)
- [SC Job Descriptions draft 2023](#)
- [Peer Network Syllabus](#)

Action Items Highlighted

TIME	ACTIVITY & REFERENCE DOCS	LEAD
8:00 AM	Breakfast @ Airbnb	Jolanda
8:45 AM	In-Gathering & Welcome ● Announcements - Jolanda	Esperanza
9:00 AM	Spiritual Opening & Spiritual Grounding	Rev. Cathy Chang
9:15 AM	Deeper Check-In	All
10:00 AM	Goals, Why We Are Here	Esperanza
10:15 AM	Anti-Racism Training	Rev. Michael
1:00 PM	Lunch	Vietnamese Dong Phuong Bakery & Restaurant
2:00 PM	DRUUMM Purpose & Strategic Direction ● 2023 Statement ● Small Group Reflection & Grounding: ○ What part of the ROLE statement speaks to you most ○ What part of the strategic direction are you most excited in the	Joseph

	- coming year to organize and lead? - Esperanza, Michael, CTC, Verdis - Tomi, Jolanda, Karin, Nico - Michelle, JSL, Kate, Cathy - Full Group Check-Out: Highlight or Take Away	
3:00 PM	Antiracism/Anti Oppression Goals & Strategy - Video provided by Michael - Break back into our small groups - Small Group Reflection & Grounding: - Keep in mind our morning session, the Strategic Role and Strategic Direction, & the Angela Davis/Democracy Now video - Generate as many as three ideas for implementing Antiracist or Anti Oppression programming within DRUUMM in the foreseeable future with an emphasis on the current program	Esperanza & Rev CTC
4:00 PM	Continental Conference Planning - Vision for Spring 2025 in close coordination with Rev. Michael @ UUA - Goal of fundraising \$150,000 with \$100,000 from the UUA that is normally budgeted for FOWH - Reminder to treat this event as a focal point that requires intentional decisions about whether to scale back on our current offerings (ex: maybe just one caucus that year) - Fall 2023: - Leadership meetings with BLUU, TRUUST, EQUUAL ACCESS about possible collaborations - Esperanza & Tomi - Early 2024: - Site criteria and selection - Planning team, co-chairs, perhaps seminarian or other intern, 7-9 people total - Event name & theme & vision- balance between - Something more open that emphasizes fellowship - Work around racial justice & anti-racism for BIPOC folks	Esperanza
5:00 PM	Closing Worship	Rev Cathy
5:30 PM	Break	
6:00 PM and later	Community Dinner	Afrodisiac 5363 Franklin Ave. New Orleans, LA 70122

Saturday, September 23, 2023

[Notes Doc](#)

8:00 AM	Breakfast	AirBnB
8:45 AM	In-Gathering	Tomi
9:00 AM	Spiritual Gathering	Rev. CTC & Verdis
9:30 AM	Policies & Procedures Development - Update on 501c3 status and changes for org - History of DRUUMM - Religious professionals of color 1997 - Caucus groups came together - Open to lay people 2001 - Started programming Families, Youth, & YA shortly after - Had previous conversation that we had grown to a point to move into 501c3 - SC decided to move forward this past year and ask JSL to be point person in May 2023 - Became incorporated in Washington - We have auxiliary org status from UUA to be tax-exempt, but do not have it for ourselves - In final stages and will take 3 months for IRS review - Hoping to have it by Jan 2024 - SC will have to file and review 990 yearly– accountants will prepare - File annual report for Washington state - JSL will move to W2– moves out of gray area for supervision - DRUUMM will pay part of payroll tax - Need general liability insurance– approx \$1000/ year - Need D&O (Directors and Officers) insurance– \$1000/ year - Public to IRS: President, Treasurer, Secretary (+more if we want) – using PO Box for address - Brainstorm what we need for the future - HR policies, financial policies, operational policies - Work on policies with JSL, Kate, Libby, Verdis, member who has HR experience (Michael and Joseph suggested people - 3 names on list in Michelle's doc) - Ebony Pierce (sp?) ex UUA staff - Jason Purcell - Taylor Hoffman - Michael suggested asking her for initial consult - Try and complete by end of fiscal year (June 2024)	Kate, Joseph

	• Bring chunks to SC over 3-4 months • structuring our Exec committees with extended times and creating working group meetings needed • commitment reading documents ahead of time • assigning sections and have folks comment for big picture people • Keep it short and open-ended ◦ working for future SCs and make easier policies ◦ White supremacy culture is “being beholden to written word” • Can use policies from other organization and shape them for DRUUMM ◦ Financial— treasurer role, reimbursement policy (from 2019), budget process outline, financial review/ audit schedule ■ Audit required for some grants (within 3-5 years) ■ Other orgs do financial review at transition points, or could be at a certain fundraising threshold ◦ SC Job Descriptions & onboarding process ◦ Compliance schedule	
10:15 AM	Budget & Financials • Orientation and Training on Reading Financials - add to onboarding? • Year End Financials - July 1, 2022 to June 30, 2023 ◦ Balance Statement ■ This is big picture ■ Before pandemic hit, we were down to \$15,000 ■ We are in much better position due to less spending during pandemic and better than expected fundraising ◦ Profit & Loss Statement (aka Budget vs Actuals) ■ Discussion on delineating membership dues and the different fundraising efforts • Esperanza requested looking at different events fundraising income to determine what is most effective ■ Pointed out UUA grant raised by \$10,000 for Jolanda’s position ■ We have not done Faithify this past year • JSL suggested we go back to doing a Faithify once a year • Esperanza asked if we do it for end of year appeal • JSL mentioned it should be connected to a specific project • Esperanza suggested regional gatherings ■ Discussion on how line items are split up • Travel expenses are under several different lines • 2023-2024 Budget Amendments • Monthly Financials ending August 2023 ◦ Balance Statement ◦ Profit & Loss Statement • 2023-2024 Budget Amendments ◦ Everything in the budget is what we cave committed to ◦ Kate wants to make sure we amend for things we went over even if we had funds to cover ◦ Request for visual representation for budget for visual folks ◦ Discussion on FOWH ■ Michael brought up religious professional being subsidized ◦ Proposed to change Steering Committee Meetings to “Steering Committee Meetings & Travel” ◦ Rev. Carol mentioned to take into consideration she has finances covered for GA expenses ◦ Consensus- Amended budget approved	Joseph, Kate
12:00 PM	Break & Lunch “YUMMY LEFTOVERS” - Esperanza	Local choices: Sweet Soulfood Vegan Cuisine Gentilly Spicy Kitchen Wings Up
1:30 PM	Bylaw Review • DRUUMM Bylaws ◦ In bylaws we are to review them every 3 years. ◦ It has been nearly 10 years • Key areas of focus ■ Presidential succession options • Concern that President may be locked in for 6 years ■ Consider move to at-large positions • Possibility all at large • Seems very prescriptive as is • Needing to understand roles, such as GA coordinator ■ UUA Liaison - refer to MOU working group • 2 year process proposal ◦ 2024 bylaw working group meets for Q3Y review (last 2013) ■ Roll out at Member forum for Nominating ◦ 2025 bylaw working group hosts forum to review proposal ◦ 2025 membership votes on proposal • Karin mentioned it may be difficult to recruit for at large because people not knowing what they are committing too	Tomi

	• JSL mentioned another part would be co-presidents and other shared positions • JSL mentioned SC may be able to be smaller and instead name teams for certain projects • Michael said to consider expanding role of administrator for FOWH ◦ Can't count on just volunteers ◦ It is a job that should be budgeted for • Esperanza had concern of continuing to be a working steering committee leadership and not board governance ◦ Harder to make connections and board can become very managerial • Michael expressed agreement from experience • Rev Carol, Nico, leading group, Michelle can help	
2:00 PM	Nominating Plan 2024 & Beyond (Slides)	Michelle
2:20 PM	Covenant, Communications Guidelines, Decision Norms • Code of Conduct - DRUUMM.ORG ◦ Reviewed Covenant within Bylaws written in 1998 • Bylaws Article II / Section 2: "Racial Justice Community Covenant: Resistance and Harmony" ◦ Reviewed Code of Conduct written 2 years ago during pandemic • Brainstorm session ◦ Rev Carol asked who knew about these 2 documents ◦ Didn't know they existed ◦ We have not employed these 2 agreements ◦ Rev Carol does not think we should rewrite just need to uplift ◦ Jolanda would like to have additions of accessibility needs such as in GA ■ Like pronouns, captions, saying your name for hybrid situation ◦ Esperanza asked about getting resources from Jolanda and create a slide to use at our meetings and gatherings ◦ Michael suggested to added Accessibility and Inclusion but not have explicit policy because things change so quickly ◦ Nico said it is extremely important to have an accessibility statement in bylaws, but details reside elsewhere to accommodate change • Decision Norms ◦ We start with consensus ◦ Esperanza asked have others felt uncomfortable with decisions? ◦ Kate mentioned sometimes she doesn't always know if ideas are being carried over into actions ◦ Verdis mentioned feeling left out because not knowing there was an Executive Committee meeting ◦ Karin asked about doing minutes review at beginning of meeting ◦ Esperanza mentioned the running notes from previous meetings with agenda and meeting notes ◦ Jolanda brought up we are the container and needing to have policy around structure so anyone who comes in knows how things work ◦ Clarification that some of this was discussed this morning ◦ Nico also brought up onboarding and what Verdis mentioned regarding knowing what is happening	Joseph
3:00 PM	Rapid Response Team Proposal • Response to timely requests, current events, community crisis & loss • Pilot - develop structure, authority & decision-making criteria • On-call team of 2 chaplains, 2 SC, 2 staff, with at least 3 to meet to make a decision/proposal as needed → Tabling this idea and trying the Slack decision below Endorsements & sign-ons: to SC Death in Community: chaplain team Rapid Response to harm and disasters: Use the team? Make it rotating? • If directly impacted, will need someone else to step in Possible criteria for these requests and needs: • Someone in our community asks us to speak/act • Groups that are UU affiliated or aligned with DRUUMM • Issues that directly affects DRUUMM/that is priority action area Can we prepare for things that can be anticipated (USSC rulings, etc.)? What does the response look like? Context: Chaplains are doing about 50 responses/ year DRUUMM historically has done 1-2 of these responses a year Does it have to be DRUUMM to respond vs. a local organization? DRUUMM isn't a replacement for a local congregation Capacity is concerning Can we partner with a State Action Network? JSL can continue in his role fielding this Rapid Response Team could follow up in important instances Tomi gave context for USSC issue– with harm between different race BIPOCs • UUA staff pulled us and chaplains in to address the harm • What happened in Side of Love forum? • Why are we cleaning up the mess that happened in Side of Love space? • Bring this example to the UUA MOU discussion– we're spending our SC time on an issue of harm that started at a Side of Love event hosted by BIPOC staff– especially when they have many paid BIPOC staff to address this and need to build capacity to do this work themselves • Nico can follow up– What is BIPOC strategy with Side with Love? ◦ Ask Michael for help connecting and meeting with their leaders	Michelle, Tomi

	→ Use Slack with a note that it's an Action Item • If someone picks it up as first responder, then go from there • If there's no response, then we can pass on that	
4:00 PM	2023-2024 Schedule of Events • Weekly: Staff • Monthly Meetings: SC, Chaplains, Exec, Peer Network, Finance • Bi-Monthly: Organizing Project Advisory Committee • Periodic: GA Planning, Retreat Planning, Public Worship, UUA MOU 2023-2024 • Membership Orientations 2-3xs a year • Worship Together approximately monthly • Caucus drop-in: APIC coffee hour monthly; hope more later • October 25, 2023: Elder Spiritual Odyssey w/ Taquiena Boston • November 4, 2023: Fall Caucus Virtual: Rev. Natalie Fenimore, James Coomes, Aisha Hauser, Rev. Elizabeth Nguyen • Dec 6, 2023: Cat Ishida's UU Identity • TBD January 2024: Nomination and Bylaws Forum • TBD 2024: Spring Gatherings • TBD Spring/Summer poetry reading w Atena Danner • March 13-15, 2024: Texas Multiracial & Families of Color Retreat • April 20, 2024: Spring Caucus Virtual • May 8, 2024: Public Worship with Rev. Ali Bell, Saunder Choi • June 20-23, 2024: GA Virtual • Summer 2024: Joint Families event with Meadville Lombard (parent organization of Fahs Collaborative, which Dr. Mark Hicks directs) • TBD Fall 2024: Autumn Caucus Discussion what events/programs we want to know more about • Kate asked what does SC members need to attend or JSL would like us to attend • Verdis mentioned GA meetings have started already and he was asked to be on UUA GA committee ◦ Verdis will take time at SC meeting each month for updates • Jolanda has DRUUMM calendar with all meetings and can connect us to those • Question on Organizing Project about SC attendance ◦ JSL said open to SC any time • All meetings open except Chaplains, keeping it to Ministers of Color • Finance meeting not on calendar ◦ JSL will send to Jolanda • Jolanda will send calendar invitation to SC for DRUUMM meeting & event schedule • Discussion with Dr. Mark Hicks and Kirsten Humblet about joint family MLTS event ◦ Need to follow up on possible • Other member orientation still haven't been calendered • We will use drum emoji for BIPOC members only • GA Discussion ◦ Starts on Thursday ◦ Rev. Sofia wants to emphasize we are doing online GA by choice ◦ Understand about Zoom fatigue ◦ UUA has received messages folks going to sit this out ◦ Important Article II discussions happening and need participation ◦ Still need folks to attend to cover the cost to create GA ◦ Every other year online GA is not guaranteed • Kate asked Worship Together if she is still needed in creating the schedule ◦ JSL said yes, and may want to get a outside volunteer ◦ Kate will work with Jolanda and JSL to do this at least till Dec ◦ Karin is willing to help too ◦ Jolanda has included ordinations as well ◦ There was discussion about whether to keep track of numbers ◦ There is registration now ■ Question on whether to have coffee hour • DRUUMM Proof of existence • Potential recruitment ■ Verdis mentioned how supportive that felt to have DRUUMM for his sermon and also helped introduce DRUUMM to the congregation ■ Jolanda suggested having DRUUMM Zoom background ■ Jolanda also has BIPOC happening calendar	Joseph
5:00 PM	Open Session • Caucus Building ◦ Are we needing to focus on creating leadership in our Latine & Indigenous Caucuses? ◦ Esperanza spoke on keeping an eye out for those that are ready to do lead those but know that those ◦ Esperanza suggested doing Slack Caucus spaces ◦ Karin suggested unmoderated communication space ◦ JSL discussed resources ■ Have list from membership ■ Also brought up show Group Me ◦ Esperanza committed to having Caucus space on Slack and lifting up this in our communication (Jolanda will create) ◦ Slack Channel - measure in 3 months • Sunday Logistics and Social Plans ◦ Cafe Du Monde Jackson Square	Esperanza

	○ Rev Carol worship at 10:15 @ ○ Update departure times Link ○ Luggage out by 11 am ○ Second Line 1-5 pm ○ Submit any receipts ● Debrief ○ Appreciation for how we moved beyond conflict ○ Appreciation for the energy we give each other ○ Appreciation for Michael's antiracism training in POC space ○ Appreciation for Jolanda's organization - logistics were great ○ Affirmation for committed, available, spiritually grounded leaders - temperament,pacing, energy is palpable ○ Appreciation for organizational strength - we're flourishing! ○ Appreciation for chaplaincy presence ○ Opportunity for personal connection ○ This felt like church - been needin' ○ Appreciation for New Orleans	
5:30 PM	Clean Up & Head to Dinner	
6:00 PM	Dinner on the NOLA Town	On the town suggestions: Bigzseafood

August 17, 2023

Agenda and Running Notes

Present: Verdis LeVar Robinson, Karin Lin, Tomi Fatunde, Nico Van Ostrand, Esperanza Flores Garza, Kate Goka, Rev. Carol Thomas Cissel, Rev. Joseph Santos-Lyons (Ex-officio), Jolanda Walter (admin), Rev. Michael Crumpler (UUA Liaison)

Guests: Chaplain Team Members- Rev. Claudia Jimenez, Rev. Sangye Hawke, Rev. Xolani Kacela

Absent: N/A

Meeting convened: 7:09PM CT

Chalice lighting: Tomi- from *An Altar in the World* by Rev. Barbara Brown Taylor

Welcome & Check-In: Esperanza

New Business:

- Welcome New Steering Committee Members- Esperanza
 - Rev. Carol Thomas Cissel (2nd VP) & Nico Van Ostrand (Outreach Coordinator)
- Welcome Chaplain Team and New Chaplain Members
 - Update from Rev. Manish
 - JSL giving update for Manish
 - New chaplains Rev. Sangye, Rev. Claudia, and Rev. Kathy Chen
 - Did a short training together
 - A chaplain will be joining SC each meeting
 - Rev. Kathy may be able to join SC retreat in New Orleans
 - Installation Ceremony Planning
 - Wed, Aug. 23
 - Headed by Rev. Manish
 - Worked on Order of Service at Chaplain meeting
 - [Order of Service](#)
 - Arrive at 8PM ET/7PM CT
 - Have 60 already registered
 - Open to all and can invite congregation and others
 - Need everyone to [register](#) to receive the link

Financials: Kate

- Review Financials
 - [July 2023 Financials](#)
 - [FY23 Year End Financials](#)
 - Will make changes to current budget based on year end actual spending. Plan to discuss at next Exec Committee Meeting then bring to full Steering Committee next month.
 - Doing well and have a much better view of spending and budget thanks to having 1st full year with accounting team
 - Raised a little bit more than we budgeted and spent a little less than budgeted
 - Increased total assets by about \$40,000

- Best financials that DRUUMM has had
- Having Jolanda has been a big help
- Ready for another good year coming up

Old Business:

- Steering Committee New Orleans Retreat [Logistics & Agenda](#)
 - Let Jolanda know if any special requests needed
 - Accommodations are set
 - Use the document linked to add notes, needs and agenda plans
- Steering Committee New Orleans Retreat Agenda Planning
 - Antiracism Training with Rev. Sara Dendy-Green is only available Fri. Sept. 22
 - Rev. Michael confirmed with Rev. Sara for ½ day
 - Looking for 9AM-1PM with lunch break
 - Michael can carry conversation in afternoon
 - Need to discuss Sara's consultation contract fee
 - Will be discussing some basic antiracism training for us in leadership
 - How it impacts our work in the organization
 - Goal is to eventually take this to our community for their support
 - Bylaws and Leadership Succession
 - Reviewing [SC Role descriptions and terms](#)
 - Rev. Joseph, Tomi, and Michelle will do some prep before retreat
 - Previous suggestions
 - Everyone to review especially their own roles
 - Add suggestions/changes
 - EC reach out to past SC members to also review
 - Other SC Retreat Agenda Items
 - Friday evening: community potluck (Jolanda's backyard or TBD public)
 - Saturday evening: restaurant TBD
 - Executive Committee will finalize agenda
 - SC to comment in Slack for anything needed to be added to agenda
- Group Membership- Jolanda
 - Membership is 20 members, including a group coordinator
 - Group Coordinator helps to recruit members and has admin access to add and edit members from their group
 - JSL and Jolanda are doing 101 trainings for coordinators
 - \$300 annual membership cost
 - Coordinator receives annual invoice
 - Tomi asked about Public Worship sponsors receiving a free group membership (\$500 and up sponsors)
 - Jolanda ran across issue of having a congregation using their admin is not BIPOC
 - Esperanza mentioned her congregation donated in hopes of having group membership but their church secretary is not BIPOC
 - Instructions for Group Membership are in website [FAQ](#)
 - Tomi mentioned if there's a way of having 2 coordinators as back up
 - Tomi suggested reaching out to those sponsors from Public Worship and give them instructions on how to do it
 - Jolanda discussed that our database has to have a group coordinator for it to create a group
 - Tomi we should have direct outreach to congregation sponsors since we are just rolling out
 - JSL mentioned he has sent 3 follow ups
 - Tomi offered to call and Nico offered to help
 - Jolanda will get with Tomi & Nico for a meeting to plan
- ["We Count What Matters"](#) project- JSL
 - Idea came from Organizing Project Advisory Council
 - Goal: 20 participating congregations - have 21 already!
 - High level is just to get a count of BIPOC and cultural backgrounds
 - Exploratory objectives: what messages work, what barriers exist, etc.
 - Share what we learn with UUA and Canada Unitarian Council
 - Small group orientation starting next week
 - Volunteers will be provided a form to use
 - Did social media education on why this is important
 - Hope is to have folks learn about DRUUMM
 - If anyone else wants to volunteer please feel free to sign up

Questions/Discussion:

- Tomi circling back to Slack discussion (on #Random) where member was looking for a space to connect and asked how/where people were posting and connecting
 - Jolanda mentioned lots of little DRUUMM fires and difficult to catch up
 - Slack tends to be pretty quiet and other social media tend to be active (like Facebook)
 - JSL wants folks to connect more in their areas or some of the other virtual BIPOC communities
 - Only DRUUMM sponsored events go in our official communication channels
- Jolanda requested ending time for meetings to be added to agendas
 - Michelle will update

● Upcoming Programs

- **August 23** | SC Installation Ceremony
- **Sept 6** | Peer Network
- **Sept 15-17** | DRUUMM Murray Grove Retreat
 - Halfway to the target registration
- **Sept 19** | Getting Free Together: A Celebration of Love and Ancestors

- Denver, CO with The Mountain Top Rev. AJ
- **Sept 21-24** | SC Retreat New Orleans
- **Oct 2nd** | Member Orientation
- **Oct 25** | Elder Spiritual Journey with Taquiena Boston
- **Nov 4** | Fall Caucus
 - Panel
 - Elizabeth Nguyen
 - Marta Valentin
 - James Coomes
 - Aisha Houser

Closing words: Esperanza words of gratitude

Meeting adjourned: 8:35PM CT

Next SC meetings:

- Sept 21-24 SC Retreat New Orleans
- Thu, Oct 26th 8pm ET
- Thu, Nov 30th 8pm ET
- Thu, Dec 14th 8pm ET (last meeting of 2023)