

Ministries Foundation Steering Committee

Thursday, May 5, 2022; 7:30 – 9:00 a.m.

Zoom Virtual Meeting

Steering Committee's Commitment to Diversity, Equity, and Inclusion

We will use a lens of racial and economic justice by working on seeing, hearing, and identifying how to change and improve both individually (in our everyday interactions), and through systemic change in communications, policies, and procedures within our planning of a newly designed organization.

In Attendance: Chair Brian Mullen; Anita S. Duckor; Kristine Smyth; Jill Underdahl, CSJ; Beth Bird, Kevin Berg, Father Larry Snyder (Meg unavailable)

Chair Brian Mullen called the meeting to order at 7:32 a.m.

Prayer: Jill

DEI statement: Brian read the DEI statement

Minutes: April 21, 2022: Anita moved to approve, Kevin seconded, unanimous approval.

April 28, 2022: Beth noted necessity to correct spelling of Jill's name. With correction, Kris moved to approve, Larry seconded, unanimous approval.

1) Discussion and approval of the MOU memo

The Governance Sub Committee drafted a revised Strategic Framework, Equity statement and MOU memo as a result of impressions from the joint Steering Committee-MOU Committee meeting. The Committee members also shared their impressions and commented on the documents presented. Anita said the purpose of the outlined steps is to get agreed upon understandings of: What Do We Want to Accomplish? and How Should We Accomplish It? The Ministries will now also be called "Programs and Opportunities", and these will flow from agreed upon strategic direction.

Brian noted that the first four items of the twelve discussions topics for agreement seem most key. Anita said that knowing the Programs and Opportunities and financial commitments to them were also extremely important.

Brian called for a vote on 1-4 separated from 5-12, with a revised 5. Larry moved to approve, Kevin seconded, unanimous approval.

2) Discussion and approval of the Visionary Framework:

The Committee discussed the document and provided Anita with some suggested changes.

Brian asked for a move to approve the Visionary Framework with the mentioned edits. Kevin moved to approve, Larry seconded; unanimous approval.

3) Discussion and approval of the DEI Statement:

Anita said more inclusive language had been used and some other changes. As in the other document, The Vision definition also needs two words “and love”.

Brian asked for a motion to approve the new DEI with these changes. Kris motioned, Jill seconded, unanimous approval.

4) Process Going Forward:

Brian said these documents will go to Brigid Sperl, Chair, to bring to the Board. Once approved they would be sent to the MOU Committee and the Steering Committee.

Further discussion took place regarding how best for the two committees to discuss and reach agreement.

There was also discussion regarding the extension of the deadline to complete the MOU. While more time is definitely needed, there are also risks. If anyone has difficulties with extension of end date to September, they should let Brian know, plus any time away/unavailable.

Next Meeting: Thursday May 12, 2022 -- 7:30 am to 9:00 am

Prayer for Next Meeting: Brian

Adjournment: The meeting adjourned at 9:02 am

Respectfully submitted,

Marybeth Lorbiecki, Communications Consultant