

# Women's Perspective Team Charter 2018-19

## Section A: Name

1. What is the name of your group?
  - Women's Perspective

## Section B: Purpose

1. What is the purpose of your group?
  - The mission of Women's Perspective is to provide opportunities for women to build community, to share mutual support, personal growth and spiritual enrichment, and to use our combined vision and strength to promote human dignity, environmental balance and world peace.
2. How is your work related to one or more of our Unitarian Universalist Seven Principles?
  - 1st Principle: The inherent worth and dignity of every person, especially those who identify as a woman;
  - 2nd Principle: Justice, equity and compassion in human relations;
  - 3rd Principle: Acceptance of one another and encouragement to spiritual growth in our congregations;
  - 4th Principle: A free and responsible search for truth and meaning;
  - 5th Principle: The right of conscience and the use of the democratic process within our congregations and in society at large;
  - 6th Principle: The goal of world community with peace, liberty, and justice for all;
  - 7th Principle: Respect for the interdependent web of all existence of which we are a part.
3. How does your group connect with East Shore's Mission and Vision?
  - Women's Perspective practices love and builds community by facilitating the creation and fostering of caring relationships by providing varied opportunities for connection. We promote justice by supporting programs that educate us about women's oppression locally and around the world.
4. In order to intentionally live our mission in our daily team work, a set of Right Relations guidelines is recommended for all Committees and Teams. Do you have an agreed upon set of guidelines?
  - Hold this community as sacred, balancing our personal spiritual needs with those of others to preserve a brave and safe space.
  - Openly share our real selves, being vulnerable and trusting.
  - Seek the joy and richness of diversity of people, experiences and culture.

- Embrace the voices and leadership of marginalized people in all areas of the church.
  - Listen to others to discover their deepest needs and intent, with a willingness to be changed.
  - Speak our perspective with honesty and respect, recognizing and caring about the possible impact on others.
  - Commit to personal life-long learning of skills to help resolve and restore relationships through healing and forgiveness.
  - Support the successes of our staff, minister, board, and our congregational groups and committees.
  - Strengthen and promote the values of our beloved community and Unitarian Universalism and carry them into the future and the larger world.
5. What relationship does your group have, if any, to the 2018/19 Ends? Ends are East Shore's goals.
- WP will make every effort to stay on budget so as not to become a financial drag for East Shore's finances.
  - WP will strive to nurture a sustainable beloved community by making measurable progress moving our congregation from multi-culturally awareness to anti-racist with specific attention to lifelong learning in our WP programming. We welcome members and friends of all races to all of our programming where we celebrate our commonalities.
6. What are your group's specific goals for the next year? What impact do you expect from your efforts? If an activity is listed, what result do you expect from it? How will you evaluate the impact of your efforts?
- Hold a women's retreat and cover expenses. Measure by final numbers.
  - Not to have a deficit on the retreat. Measure by final numbers
  - Hold a total of 4 events, including the retreat. Measure by event numbers.
  - Keep this vital core team thriving while finding new leadership. Measure by having new leadership at the end of the year.

### **Section C: Group Structure, Leadership & Decision-Making**

1. Where does your group fit into East Shore's organizational structure – as a Board Committee, Ministry Team or Core Team? Who is your staff liaison or partner?
  - Core Team working with the Membership Development Manager
2. What are the minimum and maximum number of participants? To ensure community representation, no fewer than five members is recommended. If you have fewer than five members, please explain. Who are your current team members?
  - Minimum: 4 including the Membership Development Manager

- Maximum: None... all women are welcome
  - Current Team Organizers: Margaret Hall, Marcia Sill, Kirstie Lewis, Karen Lutz, Amanda Strombom, Jeanne Lamont, Nicole Duff
3. What are the leadership roles and responsibilities within your group?
- We have a steering committee made up of a Chair who calls meetings and facilitates them, a Publicity person who publicizes events in coordination with Membership Development Manager, and a treasurer who receives reports and reports to the steering committee about finances periodically. The Steering Committee may also have other at large members.
4. How are leaders determined, and what are their term limits? Committees, please explain any differences from the term limits recommended in the Overview Section above.
- 2-3 years term limits for leader
  - Leaders are determined by majority vote in the team. If no one volunteers, the Membership Development Manager will help recruit.
5. What, if any, are the term limits for your members? Committees please explain any differences from the term limits recommended in the Overview Section above.
- None, ALL women are welcome
  - For the Steering Committee: 2-3 years
6. How are decisions made in your group (consensus, majority vote, officers, super majority percent)? What quorum is needed? Is email vote allowed?
- Majority vote with the Membership Development Manager getting one vote
7. How are records kept and passed on for your group? If you are a Board Committee, what one person on your team will send the meeting minutes to the Chair of the Archives Team?
- The Membership Development Manager will keep files/records.
  - We are organizing a notebook to help to be passed down from chairwoman to chairwoman
8. How are members recruited and oriented to your team?
- We promote our annual retreat and host an annual Margaret Fuller Tea. We approach and welcome any new faces, and share a brochure with them to let them know what else they can participate in. We have asked each steering committee to invite someone new to an event sometimes.
9. What, if any, qualifications are required for membership or leadership?
- All Leaders must be a Member of East Shore.
  - All members must identify as a woman.

10. How does your group communicate and collaborate with the larger East Shore community?
  - Annual brochure
  - Communicates through various means of publicity to the congregation as a whole and through direct conversations.
  - This team will collaborate with all members through one-on-one conversations, and the group's members are interested in from the feedback.
  - The Chairs and Staff members are authorized to communicate via staff.
  - By articles on esuc.org, Social Media, The Beacon, eblasts, OOS, verbal announcements, and posters
  
11. What one person on your team is authorized to approve communications publicized by Staff? Who is the designated back up person?
  - The Chair(s) or Communications person would work with the Membership Development Manager if any church wide communications are needed.
  
12. What types of decisions is your group authorized to make?
  - We design our programs, our retreat program and our budget expenditures.
  
13. What kinds of recommendations, if any, does your group make and to whom (Board, Minister, Staff, congregation)?
  - We could occasionally recommend to the board or the minister that East Shore take action, sponsor legislation or an event, or make a change that would support people of oppressed gender identities.
  
14. Does your group plan to sponsor any outside groups to use the church facilities? If so, please see Board Policy 1.16a and the Staff Procedures for Sponsorship of outside groups.
  - Not at this time.
  
15. What is the expectation for longevity of the group and the plan, if any, for disbanding the group?
  - Ongoing or as long as interest continues. No current plans for disbanding.

#### **Section D: Finances**

1. Will your group present a budget proposal to the Budget Team next year?
  - Yes
  
2. If the Operating Fund is unable to grant the full amount of your budget request, will the group reduce its expenses or do its own fundraising?
  - Fundraising.

3. If your group plans to do fundraising, please describe how it will go about this. If you plan to solicit donations, use the following wording: "Your donation goes to East Shore's operating funds which supports (name of your team) and other programs."
  - After Board approvals, we take donations during each event to help offset the scholarships at the retreat. We will use the specific wording when collecting.
4. What kind of decision process exists for how money is used?
  - Majority vote with the Membership Development Manager getting one vote
5. Which one person on your team is authorized to approve team expenses? Who is the designated back up person?
  - Chair(s) and Membership Development Manager
6. Does your group have the need for a Prudent Reserve (funds set aside to hedge against a contractual liability)? If so, how much and what for?
  - We do need a Prudent Reserve for contractual liability for our annual retreat at Rainbow Lodge of \$1,500.