

**Attending:** Ken Vogel - President, Mary-Jane Cross, Carrie McEvoy, Bob Trefry, Steve Grathwohl, Catherine Onyemelukwe, Stapley Emberling, Luke Garvey, Alex Gormley, Rev. John Morehouse (ex-officio)

**Absent:**

**Guests:** Rev. Shelly Thompson, Assistant Minister

This month’s Board Meeting is sponsored by **End 1.1 INSPIRE**: TUCW is where the lives of children, youth, and adults of all ages are:

**1.1.1 Deepened** spiritually in worship that guides them in individual and communal responses to the sacred, **enriched** through expanded religious understanding, **uplifted**, **sustained**, and **transformed** by living out our UU principles.

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	Meeting called to order at 7:05pm by K. Vogel and chalice was lit. Opening words – K. Vogel read from Denny Davidoff’s “Meant to Serve” essay in <u>Bless the Imperfect: Meditations for Congregational Leaders</u> . Attendees checked in.	
Consent Agenda	Minutes: Board Meeting 2020-1-21. L. Garvey suggested a couple sentences be added. Discussion followed. Decision was made to add the sentences. The following new language was proposed to add to the January Minutes in the Generative Discussion section: “It was noted that the safety issues are under the purview of the Safer Congregations committee, which is working on procedures. The challenge is to train and maintain a cadre of ushers for safety during the services.”	<b>M/S/V: to approve the Consent Agenda, with the amendment made to the Minutes. Passed.</b>
Information Reports	C. Onyemelukwe gave the Treasurer’s Report and commented that the year-to-date numbers are good, but the current financial estimates and projections are behind those from this time last year.	
TUCW Capital Campaign Construction Update	Rev John reported that his team is having weekly meetings with the architects and the Construction Manager and is now reviewing bids for repair of the skylight and the windows and the heating for the front area of the sanctuary. He added that some congregants have expressed concern that the funds received from the Capital Campaign are not sequestered in a separate bank account, and he made the clarification that sufficient safeguards are in place and those concerns may be put to rest.	

<p>Monitoring Reports: Limitations 3.3: Treatment of Staff</p>	<p>Rev. John gave a thorough report on Limitations 3.3 (the Treatment of Staff) and 3.9 (Staff Compensation and Benefits). He noted that he does performance reviews annually on a rolling basis – mainly in Sept. He thinks we should add a specific limitations policy re: “the Senior Minister shall not fail to provide performance reviews for each staff member on an annual basis.”</p>	<p><u>C Onyemelukwe and B Trefry</u> will craft the language, review it with Rev John, and bring it to the Board for approval.</p>
<p>Generative Discussion (Board and the CEO): Brainstorming</p>	<p>K. Vogel asks for Board input on future discussion items:</p> <ol style="list-style-type: none"> <li>1. B. Trefry suggested that the Board consider the Membership Recruitment process (i.e., As Rev. John sees it, What is currently happening? What’s working and what’s not working? Is there a role for the Board?) and try to gain more understanding of the current situation.</li> <li>2. S. Grathwohl asked Rev. John to tell us “What issues keep you up at night?” (The short answer is: How to bring in more money for the church) What are 3-4 things Rev J focuses on and where could the Board help? Rev J and C. Onyemelukwe suggest a focus on the financials, as there is a potential shortfall this year.</li> <li>3. S. Emberling suggested we consider the receptiveness in our congregation toward Gender Equity and whether to make the commitment to achieve the official designation of Welcoming Congregation toward those of non-binary gender (and all genders). Are there changes we should make to become more welcoming? Is this an area the Board would like to focus on? Do we need to change our Priority Ends, or the Ends themselves?</li> <li>4. B. Trefry mentioned the continuing efforts under the Linkages directive to promote connection with the congregation and suggests a Town Hall meeting hosted jointly by the Board and the COM on ENDS.</li> <li>5. K. Vogel brought up the consideration of a possible name change for TUCW as a Constitution discussion for next year’s Board. This major project would entail establishing a task force and multiple Town Hall discussion meetings prior to Member Meetings to consider the Constitutional change (possibly to add “Universalist” and to change “Church” to “Congregation”).</li> </ol>	<p><u>Rev John</u> will gather information and data and report back to the Board.</p> <p><u>C Onyemelukwe</u> will lead a discussion at the March Board meeting.</p> <p><u>A Gormley</u> agreed to meet with Rev Shelly and gather information on the benchmarks (the 5 Pillars) required to receive the certification for Welcoming Congregation, and to bring a book or article to the Board to expand our education on gender awareness. She will provide a short report and lead a discussion at the March meeting.</p> <p><u>B Trefry</u> and Linkage team will meet with the COM in March to share information on our priority Ends. He will send notice of the meeting to the Board for others to join him.</p> <p>The <u>Agenda team</u> will schedule a discussion for a Board meeting in April or May.</p>

Board Financial Policy	MJ Cross moved to adopt the proposed revision to the Limitation Policy (3.5.4) and to remove the current stand-alone Financial Policy. After discussion about the wording, the motion was tabled.	The motion is tabled to March 2020. <u>K Vogel</u> will draft new language for the revision and send it to the full Board for review.
Board Goal/ Work Area Discussion: SOCE	SOCE Report and Update: L Garvey gave a summary of the objectives and requirements for the successful Succession of Board officers and the Onboarding of new Board members. In June, new Board will vote on officers. Old Boards often discuss and plan for succession, but the new Board is the one that determines the officers. The SOCE team continues to compile a “Cookbook” of tasks and responsibilities for each of the officer positions and to consider necessary areas of new Education for the Board.	<u>L Garvey</u> , <u>S Emberling</u> , and <u>A Gormley</u> will complete the Cookbook of officer tasks and duties in time to share with the full Board and prospective oncoming Board members at the May meeting. <u>MJ Cross</u> will send invitations to the slate of Board nominees to attend May Board meeting. <u>C McEvoy</u> will develop a PBG cheat sheet for Board candidates.
Pledge Drive Report	MJ Cross reported that the Pledge Drive will commence with the Lead Donor dinner on February 22, followed by Visiting Steward training in the morning of Feb. 29 and a Story Slam Pledge kickoff event on that same evening. During March, smaller “cottage dinners” are planned for members as well as Visiting Stewards. Rev. John and C. Onyemelukwe would like to see all Board members on the Stewardship Committee and giving testimonials on Sunday mornings, showing their commitment, involvement, and enthusiasm. The drive is expected to wrap up in early April.	<u>MJ Cross</u> will bring the idea of Board member testimonials to the Stewardship Committee.
Board Huddle	C McEvoy, as Process Observer, said we did a little talking over each other, but that might have been a function of the free-form brainstorming discussion. She also suggests that all Board members arrive early to the meetings so that we can start the formal meetings promptly on time.	
Check Out & Assignments	Board members clarified their individual work assignments.	Ken will set up a ZOOM meeting on Dropbox usage for Board members
Closing Reflection	A. Gormley read from Rabbi Joseph Teloshkin’s <u>The Power of Words</u>	
Adjournment & Announcements	Meeting was adjourned at 9:15 pm. Next Board Meeting – Tuesday, March 17, 2020	Meeting assignments for the monthly meetings are posted in Dropbox and will be listed on the meeting agenda.

Respectfully submitted,

Stapley Emberling, Deputy Board Secretary, February 18, 2020