

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

Absent: Luke Garvey

Guests: Randy Burnham, COM; Margalie Belizaire, Intern Minister

This month's Board Meeting is sponsored by a UU Source of Inspiration and Spiritual Growth: "Direct experience of that transcending mystery and wonder, affirmed in all cultures which moves us to a renewal of the spirit and an openness to the forces which create and uphold life"

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 gave readings from Ray Dalio (Bridgewater Associates) and Stephen Hawking	
Consent Agenda	<ol style="list-style-type: none"> 1. Minutes: Board Meeting 2019-11-19 2. Motion to approve the 2020 Housing Allowance of \$29,000 for Rev John Morehouse 3. Motion to approve use of \$21,500 out of the UUA Wake Now My Vision grant for repairs to the Meeting House steps. 4. Motion to approve the appointment of Linda Lubin to the Committee On Ministry to fill out the year as a replacement for Joanne Ornstein who has resigned. 	M/S/V: to approve the Consent Agenda. Passed.
Policy manual	The Policy Manual to be approved contains changes made through the November 2019 Board Meeting. R Trefry asked if we should put the approval of the manual to the end of this agenda, and approve it with the changes to be discussed tonight. After discussion, it was agreed to approve the Policy Manual as it appears in the Board packet, and to add any new language approved tonight to the next iteration.	M/S/V: to approve the Policy manual dated 12/17/2019. Passed.
Renovation	<p>Rev John reported that as of now, the <u>plan is to renovate</u> the skylight, some glass, and the stage area in the July/August 2020 timeframe.</p> <p>Also, Rev John picked up the <u>archival material</u> that Lynda Bluestein had weeded out and organized is now in a room in the Meeting House. This material will provide major support to grant proposals. K Vogel noted that his son scanned past Board Meeting minutes last summer and made them electronically searchable. Ken offered help to make future scanned documents electronically searchable also.</p>	
Information Reports	The YTD October 2018-19 Financials, Treasurer Report, and Monitoring Process Update were accepted without comment.	The <u>monitoring team</u> (S Grathwohl, K Vogel, A Gormley) will review the monitoring schedule and

		bring back a proposal to the Board.
Monitoring Reports	<p>Rev John reported on the current UUA organization and issues. The issue of white privilege has been divisive; C McEvoy and Rev John suggest we need to face this inquiry with compassion and love. How we can become more diverse as a Congregation is another part of this topic.</p> <p>Regional staff accessibility has been difficult and confusing, as the Regional system is not yet well organized. C McEvoy mentioned the 2020 GA will be in Rhode Island and we should try to get a reasonable representation to attend it.</p> <p>Rev John and MJ Cross noted we have two monitoring schedules at present. The official schedule is in the Dropbox Board Working Documents folder. Changes in the schedule were proposed at the November Board meeting but never sent to the Secretary for posting to Dropbox.</p>	<p><u>MJ Cross</u> will set time on a future agenda for a Generative discussion on this issue.</p> <p>A discussion re generating interest in the UUA General Assembly is scheduled for the January Board Meeting.</p> <p><u>S Grathwohl</u> will send the Secretary an electronic version of the paper report discussed in November. <u>MJ Cross</u> will post this revised schedule in Dropbox and send a notice to the Board.</p>
Committee On Ministries (COM) Constitution Change Proposal	<p>COM requests a Constitution change to increase its size to more effectively assess and support the ministries of the Congregation. After discussion the Board agreed to support the request.</p> <p>The Board agreed to schedule the first Constitution meeting in April with the vote to support M Belizaire's Ordination and the final Constitution approval at the June Annual Meeting.</p>	<p>M/S/V – to propose a Constitution amendment to increase the size of the Committee On Ministries from 5 to 7 members. Passed.</p> <p><u>MJ Cross / K Vogel</u> will formulate language for the amendment. COM will hold Congregation feedback sessions on the proposal and timing.</p>
TUCW Name Change	Some Congregants have suggested it is time to consider adding Universalist to our name. Rev John and Board agreed this should be held for a future Constitution discussion.	Board discussion tabled to a later meeting this Spring.
Policy Manual Change	Our global Ends are currently grouped under 3 categories - Among, Within, Beyond. To make the connection to our TUCW vision clearer, it has been suggested we change the category titles to Inspire, Connect, and Act.	M/S/V – to change the global Ends category titles to Inspire, Connect, and Act. Passed.
Board Packet	Proposal to have all non-emergent reports into the Secretary by the Friday evening prior to Tuesday meeting. This will allow adequate time for members to prepare for meetings.	Board informally agreed to trial this system for the remainder of this year.
Board Member Criteria	Board suggested some edits to the Criteria list – K Vogel will make these. R Trefry suggests we produce a one-page overview of Policy Based Governance (PBG). Carrie will look for something and put together a primer.	<p>M/S/V – to send Criteria List and PBG primer to Nominating Committee. Passed.</p> <p><u>MJ Cross</u> will send the Criteria List and the PBG overview to the Nominating Committee.</p>

Board Goals and Work Areas: Linkages	R Trefry reported on Linkages plans. Ideas expressed include a Question of the Month, perhaps asking for reactions to the priority Ends. This could be a foyer activity after services, and/or having each Board Member ask groups they are affiliated with how they feel about these.	R Trefry will devise a draft proposal, send out to Board for comment and discuss next month. Communications discussion tabled to Feb A Gormley will draft a communication proposal re "getting to know the Board"
Board Goals - ENDS	C. McEvoy's report on ENDS policy revision with approval for the priority ENDS was not discussed.	Revision of Priority Ends is tabled to January 2020.
Board Huddle	Process Observer led discussion on how we did Board.	
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	C Onyemelukwe read from M Gandhi "The Generosity Path".	
Adjournment & Announcements	Meeting adjourned at 9:07pm. Next Board Meeting – Tuesday, January 21, 2020	Meeting assignments for the monthly meetings are posted in Dropbox and will be listed on the meeting agenda.

Respectfully submitted,

Mary-Jane Cross, Board Secretary, December 20, 2019