

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

Absent: Catherine Onyemelukwe

Guests: M Corcoran-Finance & Endowment Committees, R Bailey-Auditor, S O’Meara-accountant, Rev Shelly Thompson-Assistant Minister

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	Meeting called to order 7:02pm and chalice lit. Opening words – C McEvoy read from “Voices From the Margins” – Source of Life Attendees checked in.	
Financial Review Report	R Bailey, CPA, gave an overview of the Financial Review. He does an Audit every other year and a Review on the off years. The balance sheet is strong: \$1.6M unrestricted assets, \$92,000 liabilities.	
Consent Agenda	<ol style="list-style-type: none"> 1. Minutes: Board Meeting 2019-12-17 2. Monitoring Schedule 2019-2020 3. 2020-01-21 Policy Manual 	M/S/V to approve Consent Agenda. Passed.
April 2020 Member Meeting Topics	<ol style="list-style-type: none"> 1. Committee On Ministries (COM) requested Constitution change to increase its size. Rev John noted this would help COM to better do assessment tasks. 2. Recommendation Member vote re ordination of Margalie Belizaire. R Trefry thanked Margalie for the spirituality and ideas she has brought to TUCW. 	
Information Items	<ol style="list-style-type: none"> 1. YTD 2019-20 Financials & Treasurer Report Finance Committee will discuss the 2019-20 Reforecast in February. Ken requests the committee send out the reforecast to Board members once done, and we can call a ZOOM meeting if anyone has concerns. Otherwise we will discuss it at our March meeting. Ken also asks Finance Committee to assess if the 2020-2021 Budget is sustainable. Board will see the first cut budget in April 2020, after the pledge drive is complete and Finance Committee has prepared a draft budget. Rev John noted two concerns with revenues: we have lost many large givers and there is often a dip in the year or two after a Capital Campaign. It will take time to build up the giving in the future. He expects a rise In the 4th post-campaign year, as most Congregations see a bump In giving at that time. 	<p><u>C Onyemelukwe, Treasurer</u>, will circulate 2019-20 Operating Fund Reforecast after Finance Committee gives its recommendation in February.</p> <p><u>C Onyemelukwe</u> will bring these comments to the Finance Committee as part of its Budget discussion.</p>

<p>UUA General Assembly (GA) 2020 – June 24-28, in Providence, Rhode Island</p>	<p>C McEvoy asked for ideas to increase TUCW attendance at GA 2020. She noted that GA offers a broader spiritual view, camaraderie, leadership workshops, and the Ware lecture, that features a prominent US Social Justice leader as the speaker. S Grathwohl & K Vogel offered a scholarship fund for youth and newbies to go to GA.</p>	<p>The Board agreed to staff a Foyer table on Sundays to get GA information out to the Congregation. <u>K Vogel</u> will produce a poster image and handouts. <u>MJ Cross</u> to get foyer table and easel for foyer. Contact <u>S Grathwohl</u> if you want to add to the GA scholarship fund. Rev John, ministers and staff will determine recipients.</p>
<p>Generative Discussion – Board Policies</p>	<p><u>K Vogel</u> introduced the topic, noting that the purpose of <u>Limitations Policies</u> is to put boundaries around ministry actions, within which Rev. John has free authority to act. <u>Ends Policies</u> define and prioritize the long-term vision of the Congregation. Rev John’s monthly reports focus on our progress towards our Priority Ends and highlight accomplishments and any issues to date. Rev John notes that COM / Human Resources / Leadership Development /other specific groups can play a role for him and the Board - being made aware of Ends & Limitations Policies and flagging adverse events that might impact the policies. He suggested the Board pick an important area and talk with appropriate group(s) to assess how limitations policies in that area are working. B Trefry raised a question regarding having a designated weekly safety team. This is difficult in volunteer organizations, as making safety teams work requires constant reinforcement. He suggests that when protocols are developed, make a sheet for people to review before every service. 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.</p>	<p><u>Rev John</u> will contact COM, HR, and Leadership Development to let them know the Board will be reaching out to them. <u>K Vogel</u> will start a list of changes we consider making in the future; the list will be kept in Dropbox Board Working Documents. <u>Monitoring team</u> to revise monitoring – bring to February mtg. <u>SOCE team</u> to report on cookbook plans in Feb. <u>Rev. John</u> will bring this suggestion to his staff and to the Safer Congregations committee.</p>
<p>Moral Owner Communications</p>	<p>Bob and Alex presented a question sheet for Board Members to use to talk to Congregants in the foyer and to share the feedback in Board huddles.</p>	<p><u>A Gormley</u> is working on a “get to know the Board” sheet that Board members can fill out; she will edit and post on the Board bulletin board in foyer. Each <u>Board member</u> will talk to a few Congregants over the next few weeks. We will discuss at February board huddle. Alex will email MJ the questions for upload to Dropbox.</p>
<p>Capital Construction Plans</p>	<p>Rev John presented current plans, based on projected monies available and urgency of needs: Summer 2020 – Replace skylights & glass walls in stage area, redo stage, and replace heating system in that portion of sanctuary.</p>	

	Summer 2021 – Tackle outside deck, sign and parking lot, more of the sanctuary.	
Board Huddle	A Gormley, Process Observer, led a discussion on how we did Board. We had in depth discussions and kept on time with each section. There was no crosstalk.	
Closing Reflection	L Garvey read from MLK Jr.	
Adjournment & Announcements	Meeting adjourned at 9:00pm. Next Board Meetings – Tuesday, February 18, 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
January 23, 2020