

**Attending:** Luke Garvey, Catherine Onyemelukwe, Stapley Emberling, Steve Grathwohl, Bob Trefry, Andy Gundell, Beth Cliff, Wendy Levy, and Rev. John Morehouse (ex-officio)

**Absent:** Judy Eckert

**Guests:** None

This month's Board meeting is brought to you by Policy 1.2.4: "We become a sustainable, engaged, growing Congregation comprised of all generations" and Policy 1.3.3: "We live out our commitment to promoting social justice causes, especially racial justice and gender equity."

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	Meeting was called to order at 7:03 pm by Luke Garvey. Chalice was lit, with Opening Words read by W Levy: Richard Gilbert's "Thanks Be for These: Meditations on Life and Death"	
Consent Agenda	<ol style="list-style-type: none"> <li>1. Minutes: September 15, 2020 BOT Mtg</li> <li>2. Acceptance of Judy Eckert's letter of resignation from the Board</li> </ol>	<b>M/S/V: to approve the Consent Agenda. Passed.</b> September 15, 2020, BOT Mtg Minutes were approved. J Eckert resignation letter accepted.
Information Reports (IR)	S Grathwohl introduced the October 2020 Treasurer's Report, the September 2020 Financial Reports, offered a review of the June 2020 Financial Reports, and responded to questions. He reported that the 2020 Audit has just started; everything is moving ahead as planned to meet requirements for the PPT loan to be forgiven; the nursery school is operating and paying discounted rent and we will revisit their situation again in November – if more students enroll by then, the nursery school will be able to pay more rent; pledges are down and we are projecting a loss for this year, but our Endowment and available cash are in line with our fiscal targets.	
Minister's Report	Rev Morehouse gave his interpretation of Policy 1.2.4 and defined his understanding of "sustainable," "engaged," and "growing," and explained how he would take steps to manifest those concepts at TUCW. He also gave his interpretation of Policy 1.3.3 and defined how he sees "our commitment" to effectively promote "gender equity" in our congregation. A discussion followed, which will be continued and expanded upon next month. Rev Morehouse also mentioned that it is becoming increasingly more difficult for David Vita to give attention to his Membership responsibilities, as his time is being taken up by new demands to manage TUCW's growing digital footprint (i.e., live streaming, videotaping, digital capacity).	For his November report, Rev Morehouse will expand on these themes, revise material from his October report as it relates to our 2 priority Ends (based on discussion and feedback from the Board at tonight's meeting), and provide baseline data as well as proposed metrics for evaluating results. He will share his ideas about what "engagement," "growth," "sustainability" and the qualities and conditions mentioned in Ends 1.2.4 and 1.3.3 might look like for TUCW once we move ahead into a post-Covid world.

		He will discuss what future needs TUCW might have in the areas of Communication, Social Media, and expanded digital capacity. He invites discussion with the Board on ideas about communication and TUCW's digital footprint for the future. He will discuss with the Board how we can meet the growing demand for greater technical expertise on TUCW's staff.
Monitoring Schedule	S Grathwohl led a discussion on the purposes of monitoring and what topics the Board hopes Rev Morehouse will address in his reports this year. Steve raised the question of whether the proposed new Governance Committee might take the lead on suggesting monitoring priorities. Instead of focusing on how well we are adhering to certain Limitations Policies, as we have for the past few years, the suggestion was made to have monitoring reports address generative topics instead, such as how well the church is doing on its goal to improve diversity in the congregation or what engagement and involvement in the life of the church might look like in the future.	S Grathwohl will continue to work on a monitoring schedule, with feedback from the Board by email. Until a schedule for the year has been approved, the Board has committed to providing a topic for Rev Morehouse to address in his reports at least one month in advance of the next Board meeting.  Continued discussion is needed to determine monitoring priorities and topics.
Governance Committee	L Garvey led a discussion on Policy-Based Governance and the need to reestablish a Governance Committee to advise the Board on matters of PBG, explaining that a Governance Committee would merely have an advisory (not ruling) role, and be a tool to assist the Board in maintaining good direction and effective governance and self-monitoring. This committee would be advisory and consultative in nature. It was suggested that the Past Board President and Past Board Secretary would serve on the Governance Committee for one year and then depart, and, thereafter, the committee would consist of only current Board members, including the current President, VP, and Secretary. Further questions were raised, and it was agreed to continue the discussion next month.	A taskforce of 4 Board members and 2 former Board officers will present a revised charter to the Board for review in November.  The Board will again address this topic in November.
Board Vacancy, COM Vacancies, NomCom Vacancy	For interim vacancies in any of the Elected Committees, the Board has the responsibility of appointing people to fill those vacancies. The Board taskforce, consisting of L Garvey, C Onyemelukwe, and B Cliff, in consultation with the COM and the NomCom, had prepared a slate of candidates for these vacancies for the Board to review. There was discussion and vote.	<b>M/S/V:</b> Ravi Sankar was appointed to fill the vacancy on the Board left by J Eckert's departure. <b>M/S/V:</b> Shanonda Nelson was appointed to the Committee on Ministry. <b>M/S/V:</b> Shrutika Sankar was appointed to the Committee on Ministry. <b>M/S/V:</b> Carol Seiple was appointed to the Nominating Committee.

Retreat Reflections	L Garvey suggested the Board schedule one or more mini-Retreats in the next several weeks to be held on a Zoom format. Topics would include a review of Policy-Based Governance and provide further training for newer BOT members in a number of areas. Future mini-Retreats this year might also include generative discussions on what we want for TUCW for the future in regard to diversity, digital footprint, communications, market positioning, engagement of the congregation, community, and other topics.	B Cliff will send out a "survey doodle" to set up a time for the Board to meet for the first of several mini-Retreats.
Board Huddle	Time for Board-only discussions. The Board again thanks A Gundell for invaluable technical assistance with shared files on Dropbox.	
Process Observer	Beth Cliff, as Process Observer, reviewed how we did as a Board tonight.	
Check-Out & Assignments	Board members gave a brief check-out of how they are doing and reviewed their assignments to be handled before the next meeting.	
Adjournment	The meeting was adjourned at 9:03 pm  Next Board Meeting – Tuesday, November 17, 2020	Meeting assignments for the monthly meetings are posted in Dropbox and will be listed on the meeting Agenda.

Respectfully submitted,  
 Stapley Emberling,  
 Secretary for the Board of Trustees  
 October 20, 2020