

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

Absent: None

Guests: Bob Bailey, TUCW's accountant; Sharon Poole Bittenbender and Mark Corcoran from the Endowment Committee

This month's Board meeting is brought to you by Policy 1.2.4 ("We become a sustainable, robust Congregation comprised of all generations") and Policy 3.9 ("With respect to providing information and counsel to the Board, the Senior Minister shall not cause or allow the Board to be uninformed or unsupported in its work")

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	Meeting was called to order at 7:02 pm by Luke Garvey. S Emberling read Opening Words from Ralph Waldo Emerson's Collected Poems and Translations. Attendees checked in.	
Consent Agenda	1. Minutes: December 15, 2020 BOT Mtg	M/S/V: to approve the Consent Agenda. Passed. Minutes from the December 15, 2020 Board meeting were approved.
Audit Report	Bob Bailey (TUCW's accountant) discussed TUCW's fully executed 2020 Audit Report and answered questions from the Board. B Bailey said that the church's balance sheet and internal controls are sound, and the audit did not uncover any weaknesses. The new paving and repairs to the driveway were not done in time to offset 2020 taxes due, but it will be a deduction for the church in 2021. B Bailey explained that income earned from renting space to commuter buses in the driveway is taxable income. Sharon Poole Bittenbender (representing the Endowment Committee) reported on her committee's work and gave their outlook for the year ahead.	
Minister's Report	Rev Morehouse reported on Limitation Policy 3.9 (Communications and Support of the Board), and on Priority End 1.2.4 ("We become a sustainable, robust Congregation comprised of all generations"), and remarked on the good progress that the church has made in attracting new members and engaging congregants, in spite of the pandemic. In fact, we have a solid certified number of 370 members as of January 2021, compared to January 2020's (pre-COVID) number of 363 certified members. We have 42 children and their families registered in the Faith Formation program, which is up	

	<p>from last January's pre-COVID number of 38. Rev Morehouse credits this level of engagement partly to the success of new programs such as his Soul Matters series; the sharing circles, which have evolved from the Neighborhood Circles of Care; and to the hard work and effective efforts of Beth Cliff, TUCW's (volunteer) Communications Director, who has done much to keep the congregation well-informed and connected during these challenging times when we cannot meet together in person. One major challenge Rev Morehouse mentions going forward will be learning how best to attract and engage new families with young children. (The Senior Minister's Report for January 2021 is posted on our website.)</p>	
Intercultural Development Inventory (IDI)	<p>Rev Morehouse reported that TUCW now has a 3-person team (which includes our new intern minister, Kim Warman) who are trained to review and discuss the results of the IDI cultural competency assessment survey, and Board members and other lay leaders have been invited to schedule their cultural assessments as an important first step toward dismantling institutionalized and unconscious racism and sexism and other hidden biases within ourselves, our church, and beyond.</p>	<p>Board members will schedule their IDI cultural competency assessments and their debriefing sessions. Board members will then report to the congregation (in SOUNDINGS or during a Sunday Service) on their experiences with IDI and share thoughts/insights about the IDI program.</p>
Information Reports (IR)	<p>Steve Grathwohl responded to questions on his January Treasurer's Report (posted on the website). Ravi Sankar briefly summarized his discussion with Rev Morehouse and reported that TUCW has stronger priorities than investing in a large-scale digital transformation at this time. We will continue the digital transformation work we have started, but we will keep it at the ground level for now. We may revisit this idea at a later time. Beth Cliff reported on her work with Bob Trefry on Linkages: L Garvey will speak (live) at the Sunday January 31 Service, explaining the Ends that the Board has selected as Priorities for this year; after the February 28 Service, there will be break-out groups arranged for congregants to share their views on the Ends, and to express their vision for the future (i.e., what it will look like once we have been successful in achieving these Ends).</p>	<p>Board members will send any ideas on digital transformation to R Sankar. L Garvey will speak at the January 31 Sunday Service.</p>
Monitoring Schedule and Limitations Policy	<p>This discussion has been deferred until the February Board meeting.</p>	<p>We will address this topic in February.</p>
Nominating Committee Schedule	<p>L Garvey reported on the organization and progress of the Nominating Committee and their new Handbook of policies and schedules.</p>	<p>S Emberling will be the new Board liaison to the NomCom and will talk monthly with Felicia Keeton (as Chair of the Nominating Committee) and keep the Board apprised of NomCom activities and of any</p>

		support or information they need from the Board.
Generative Discussion	B Cliff spoke on the purpose of the Board's Generative Discussions and agreed to collect ideas from Board members to use for future discussion topics at Board meetings. She reiterated that Generative questions in our context are meant to spark discussion among the trustees, and to explore ideas and trigger thoughts that are useful for all, including our CEO. She underscored that they are not intended to drive toward a specific decision or action.	Board members will send to B Cliff ideas for topics.
Governance Committee	L Garvey called upon Ken Vogel, past president of the Board, to answer questions and speak to concerns from Board members about the proposal to form a Governance Committee to consider matters of Policy-Based Governance, as requested by the Board, and to act in a purely advisory capacity for the Board on PBG. K Vogel confirmed that the GovCom will not oversee the Board or make decisions on any courses of action but, instead, would serve as a resource and offer guidance, when asked, on general questions of how Boards function and monitor themselves using PBG, as well as research specific issues and best practices, as requested by the Board. L Garvey agreed that further discussion on the composition of the GovCom was warranted but wanted to focus now on whether it was appropriate to set this committee up at this time. After a discussion, a vote was held.	M/S/V: Passed A Governance Committee, now consisting (until final decisions are made on the composition of the committee) of Luke Garvey (President), Stapley Emberling (Secretary), Ken Vogel (Past President), and Mary-Jane Cross (Past Secretary) will be formed and will meet monthly, or as needed. Further conversation on composition of the GovCom will be addressed at a later date.
Board Huddle	Time for Board-only discussions, member check-out, decisions on next month's Agenda topics, and review of assignments.	
Process Observer	R Sankar reported on how we did as a Board tonight.	
Closing Reflection	B Trefry gave Closing Words from the UUA website: Martin Luther King, Jr.'s words on the "Limitations of Riots," (which speaks eerily well to the present day-situation with the January 6, 2021 riots in the Capital Building).	
Adjournment	The meeting was adjourned at 9:20 pm. Next Board Meeting – Tuesday, February 16, 2021	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
January 19, 2021