

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

Absent:

Guest: Kim Warman, Intern Minister

This month's Board meeting is brought to you by Policy (End) 1.3.5: *Minimize our impact on the Earth and work to heal our planet* and by Policy (Limitation) 3.3: *Treatment of Staff: With respect to the treatment of paid staff, the Senior Minister shall not cause or allow conditions or practices that are unsafe, unclear, disrespectful or unprofessional. Accordingly, the Senior Minister shall not:*

3.3.1 Operate without written personnel policies that provide for effective handling of employee evaluation and grievances, and protect against wrongful conditions such as harassment and preferential treatment.

3.3.2 Fail to make available to staff a written copy of the personnel policies.

3.3.3 Prevent staff from approaching the Board when internal grievance procedures have been exhausted and the employee alleges either that:

3.3.4 Board policy has been violated to the employee's detriment, or Board policy does not adequately protect the employee's rights.

3.3.5 Discriminate among existing or potential staff/volunteers on a basis other than clearly job-related criteria, individual performance, or individual qualifications.

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	Meeting was called to order by L Garvey at 7:02pm, virtual chalice lit. Opening words – C Onyemelukwe read a few short Irish poems/sayings in honor of St. Patrick's Day. Attendees checked in.	
Consent Agenda	<ol style="list-style-type: none"> 1. Board Meeting minutes from February 2021 2. Approval of the Year-Round Stewardship Committee's request for a Fundraising Auction in June 	<p>M/S/V: Consent Agenda Approved (Current Board Financial Policies call for Board approval of any fundraiser that was not already approved at the last Annual Meeting as part of the budget and that has a target goal of \$10,000 or more.)</p>
Sr Minister's Report	Rev. Morehouse gave his interpretation of and a progress report on Policy (End) 1.3.5 and Policy (Limitation) 3.3 (both stated in full above). While we have had other pressing priorities this past year during the pandemic, he thinks we will now be able to devote more energy toward climate-change projects and concerns. Kim Warman, our Minister Intern, spoke of her focused initiative and research on the topics of ecology and climate change. The next stage of the Capital Campaign Funds' improvements will be replacing the glass at the front of the sanctuary.	
Gift to Faith Formation	A gift of \$xxx has been given to TUCW by the family of Mary Scouler Nelson and Gordon Lyle Nelson (who were the parents of Beth Cliff), for the benefit	<p>M/S/V: The Board passed the Resolution to Establish The Scouler/Nelson Fund for Family Faith Formation.</p>

	<p>of the Family Faith Formation program. \$xxx of the fund will be distributed over 2 years and will be managed and administered by the Endowment Committee. The annual allocation of the fund shall be at the discretion of the Senior Minister who, in consultation with the Board and the Finance Committee, will determine the amount of the fund’s income that will be used each year to enhance Family Faith Formation. The remaining \$xxx will go into next year’s operating budget to be used to kick-start the Faith Formation program. It is hoped that other congregants may also choose to contribute to the Fund so that it can continue to benefit Family Faith Formation after the initial two years have passed.</p>	
<p>Information Reports (IR)</p>	<ol style="list-style-type: none"> 1. S Grathwohl gave the Treasurer’s Report and answered questions on the January Financials and the 10-yr P&L Summary (all are available on the website). 2. S Emberling gave an update on the Nominating Committee’s progress: They have almost finalized the slate of candidates to fill the vacancies there will be at the end of this term in June – on the Board, the COM, and the Nominating and Endowment Committees. If the slate is approved by the Board, there will be a Congregational vote in June at the Annual Meeting. 3. B Cliff reported on the results of the break-out sessions after the Service on Feb. 28 and shared a summary of the output from the different sessions. The break-out sessions had asked congregants for comments and feedback on the Ends that were chosen by the Board to prioritize this year, and each session was facilitated by either a Board member or a representative from the COM. A constant theme on congregants’ minds was Community and appreciation for the community we have at TUCW. Social justice was another commonly mentioned theme. Surprisingly, two topics that were hardly raised at all by congregants were Worship and Music. It was posited at the meeting that this was because these are two areas of the church that are already considered strong, popular, and well managed. 4. C Onyemelukwe reported on the initial exploration of the possibility of a change in name for TUCW. An informal goal was mentioned to possibly bring the matter before the Congregation by December 2021. 	<p>The Finance Committee will do its best to meet before the Board’s monthly meeting so that the Board can review the financials in a timely manner, instead of a month behind. For the months that the financials are not ready in time, S Grathwohl will give an oral report to the Board.</p> <p>S Emberling will bring the Nominating Committee’s slate of candidates to the Board for review in April.</p> <p>B Cliff will try to schedule another Sunday on the church calendar prior to the June 13 Annual Mtg when break-out groups can discuss our 2nd priority goal (END) for the year.</p> <p>Rev Morehouse will continue to share excerpts from the break-out session output on Sundays, and B Cliff will also post excerpts in SOUNDINGS. The Stewardship Committee is also sharing sections of the output with the congregants they meet with.</p> <p>The name-change taskforce (consisting of C Onyemelukwe, L Garvey, B Cliff, R Sankar, and W Levy) will continue to research the legal ramifications and the potential costs involved in a possible change to the name of TUCW. In the coming months, focus groups from the Congregation will be consulted for their input.</p>

Generative Discussion	B Cliff led the generative discussion on the topic of Membership: What does it mean to be a member of TUCW? How are we going to define “membership” in our Congregation in the future? By what criteria do we count someone as a member? Traditionally at TUCW, a member is someone who has signed the Membership Book and has made a recognizable (as opposed to anonymous cash in the collection plate) annual pledge to the church. Are these criteria now outdated in a digital age? What implications does this have for us going forward in the areas of Worship, Stewardship, Faith Formation, Social Justice, and Community? How will it affect efforts to attract new members and to grow the membership – in number as well as in diversity? Many opinions and ideas were shared.	
Proposal from the Racial Justice Council	The Board discussed the request by the Social Justice Committee and the Racial Justice Council to bring a Resolution on Anti-Racism to the Congregation for consideration and a vote at the June Annual Meeting	M/S/V: The Board approved the Racial Justice Council’s request to add the Resolution on Anti-Racism to the Agenda for the Annual Meeting in June. The Congregation will vote at that time whether or not to pass the Resolution. The Board requested that the word “education” be added to point #4, to which the Council has agreed. The updated version that will be voted on at the Annual Meeting is available on the TUCW website and will also be posted in SOUNDINGS.
Parliamentarian	A Board volunteer is needed to serve as Parliamentarian.	This item has been postponed to April, due to time constraints.
Governance Committee	Update on the Governance Committee. Meeting Minutes from the first 2 GovCom meetings were reviewed by the Board in preparation for this meeting. Questions and discussion have been pushed back to our April meeting.	This item has been postponed to April, due to time constraints. L Garvey and S Emberling will arrange for an optional tutorial, fact sheet, or video clip on Dropbox usage and on Robert’s Rules for interested Board members.
Recognition Awards	S Emberling mentioned that the Very Fine Award will be awarded at the Annual Meeting and reviewed with Board members the criteria for recipients.	A Board volunteer is needed to take the lead on managing the Fine Award. Board members will send names of potential recipients to Stapley for discussion at the April meeting.
Annual Board Retreat	Preliminary discussion of topics and structure for the Board Retreat in late August/early September.	This item has been postponed to April, due to time constraints.
Board Huddle	Time for Board-only discussions.	
Check Out & Assignments	Members reviewed the activity they will handle before our next meeting.	

Process Observer	A Gundell, as Process Observer, reported how we did as a Board tonight.	
Closing Reflection	S Grathwohl read excerpts from a poem by Amy Houseman.	
Adjournment & Announcements	Meeting adjourned at 9:02 pm Next Board Meeting – Tuesday, April 20, 2021.	Meeting assignments for the monthly meetings are posted in Dropbox and will be listed on the meeting agenda.

Respectfully submitted,

Stapley Emberling, Board Secretary, March 16, 2021