

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

Absent: No one

Guest(s): None

This month's Board meeting is brought to you by Policy (End) 1.2.1: *We embrace diversity, see differences as opportunities for growth, and build relationships of friendship, mutual support and understanding;* and by Policy (Limitation) 3.8: *Compensation & Benefits: With respect to employment, compensation and benefits to employees, consultants, and contract workers, the Senior Minister shall not cause or allow jeopardy to fiscal integrity and shall not fail to strive for fair compensation. Accordingly, the Senior Minister shall not:*

3.8.1 *Change his or her own compensation, benefits, or allocated professional expenses as established by the Board*

3.8.2 *Promise or imply permanent or guaranteed employment*

3.8.3 *Establish current compensation and benefits that:*

a. *Deviate materially from the geographic market for the skills employed, or*

b. *Create contractual obligations over a term longer than revenues can be safely projected, and in all events, subject to losses of revenue.*

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	Meeting was called to order by L Garvey at 7:02pm, virtual chalice lit. Attendees checked in.	
Consent Agenda	1. Board Meeting Minutes from March 16, 2021	M/S/V: Consent Agenda Approved
Sr Minister's Report	Rev. Morehouse gave his interpretation of and progress report on Policy (End) 1.2.1 and Policy (Limitation) 3.8 (both stated in full above). A robust discussion followed on what it means to be a "welcoming Congregation" and the need for us to be inclusive, as well as the challenges of pursuing our social justice causes that are at the core of our UU values and at the same time ensuring that minority voices in our Congregation (meaning those with views, opinions, or values that do not align with the majority viewpoints in TUCW) are acknowledged and heard. We say we strive to be welcoming and inclusive, yet how might we respond to hard-core conservative Republicans who find themselves in our sanctuary? Would we make these Republican guests feel welcome? In a discussion about the diversity that we strive for in our Congregation, B Cliff suggested that economic diversity was an important category that had not been mentioned, and Rev Morehouse agreed that it was very important, and he would amend his report to include that category.	

Ordination for Julio Torres	The request from former ministerial Intern Julio Torres for TUCW to co-sponsor his Ordination (with his home congregation in Queens) was considered and a Motion was made: That the Board endorse Julio's Ordination in a manner that will be decided by our Sr. Minister, with the understanding that TUCW will most likely provide technical support for the virtual ceremony. This matter raised governance and procedural questions. The decision that the Board could approve such a request on behalf of the Congregation follows the precedent of Margalie Belizaire's Ordination last year.	M/S/V: Motion passed: Julio Torres' Co-Ordination with TUCW has been Approved, with details to be decided by Rev Morehouse
Treasurer's Report	S Grathwohl gave the Treasurer's Report for April, discussed the February Financials and the 2020/2021 Budget Re-forecast, and introduced and answered questions about the proposed Budget for 2021/2022. The Board decided that more time was needed to fully examine next year's proposed budget. A motion was made to meet again by Zoom this month to review and discuss the proposed 2021/2022 budget in more detail and depth. Another motion was made to move funds from the Buildings & Grounds reserves to the Operating Budget. (The Endowment and Finance Committees had already been consulted and had approved this action to be brought to the Board.) There was extensive discussion about the need to give the Congregation a clear and accurate picture of TUCW's financial situation, without sugar coating. Even though we are running a positive variance to budget, our budget has a built-in deficit of \$150K that is being funded through our cash accounts or by temporary assistance from the Endowment Fund. It seems clear that many people in the Congregation do not understand the gravity of TUCW's current financial circumstances. Consequently, financial education and transparency in reports to the Congregation will be an important priority for the Board for the 2021-2022 fiscal year ahead.	<p>M/S/V: Motion passed: The Board will meet again by Zoom on Monday, April 26 at 7 PM to further examine and discuss the proposed Budget for 2021/2022.</p> <p>M/S/V: Motion Passed: To move the amount of \$39,700 from the Buildings & Grounds reserves to the Operating Budget.</p>
Information Reports (IR)	<ol style="list-style-type: none"> 1) L Garvey gave an update on the Governance Committee, which meets on Zoom on the 4th Tuesday night of every month and addresses questions on Governance submitted by the Board. Matters still to be determined include deciding upon the composition of the GovCom (who will be on the committee going forward) and the length of service for GovCom members. 2) B Cliff updated the Board on Linkage activities. We plan to schedule another coffee hour conversation to discuss our 2nd END priority goal (Policy 1.3.3: "We live out our commitment to promoting social justice causes, especially racial justice and gender equity"). 	Linkages: B Cliff will look at appropriate dates for another round of break-out groups after a Sunday Service (as was done in February 2021, when we addressed END 1.2.4). This event might be pushed back until the fall.

	<p>3) B Cliff summarized the research that has been done to date by the Name-Change Team to explore possibilities and identify legal and financial implications and barriers to a possible change of TUCW's name. Much research has now been done to fully understand the pros and cons and the potential ramifications of such an endeavor. A motion was made to approve the drafted letter to the Congregation. The letter will raise the question of a possible change to TUCW's name and present the Board's view for consideration. It was agreed that the Name-Change Team could make any final minor changes to the letter as they deemed appropriate.</p> <p>4) A Gundell reported on the work of the newly formed Tech Team Taskforce in evaluating TUCW's audio/video/online streaming needs and capabilities in the post-COVID environment. While the church/staff has done a laudatory job adapting quickly to new digital demands, substantive infrastructural and operational deficiencies have been identified. The Tech Team has already been able to improve the delivery of TUCW's product using the current equipment and the operators available, which has made a significant difference to the streaming quality of Sunday Services and Voices Café. It seems clear, however, that system upgrades and extended digital capacity are crucially needed if TUCW hopes to meet streaming demands and thrive and grow. A Gundell will report to the Board monthly on the Tech Team's research, activities, and recommendations.</p>	<p>The Name-Change Team (B Cliff, C Onyemelukwe, L Garvey, R Sankar, and W Levy) will plan 6-8 Congregational meetings in the future (facilitated by members of the Board) to hear from congregants, gather feedback, gauge the response, and learn whether there is support for the idea. Eventually, the matter will be put to a Congregational vote, possibly in December.</p> <p>M/S/V: Motion passed: The letter to the Congregation from the Board that was drafted by the Name-Change Team was approved and will be sent out, with minor amended language and adding a May 16 date for the first Congregational discussion.</p>
Nominees for Elected Committees for 2021/2022	The Nominating Committee submitted to the Board the slate of candidates for all the open positions on TUCW's Elected Committees for the 2021/2022 church year. The slate of candidates, as presented, will be announced to the Congregation by the Nominating Committee and will be added to the Agenda at the Annual Meeting in June for a vote.	
Parliamentarian	A Board volunteer is needed to serve as Parliamentarian.	Still need a volunteer.
UUA General Assembly	TUCW is invited by the UUA to send 8 delegates to the (virtual) General Assembly on June 23-27. A motion was made to approve 5 congregants to represent TUCW at GA. We hope to select 3 more delegates at the May Board meeting.	<p>M/S/V: Motion passed: The Board approved the following people to be 5 of our 8 delegates to GA this year: Mary-Jane Cross, Randy Burnham, Carrie McEvoy, Cheryl Dixon, and Catherine Onyemelukwe. They will vote on behalf of TUCW on matters brought before the General Assembly.</p> <p>S Emberling, as Secretary, will complete the</p>

		certification process to register our delegates for GA.
Annual Board Retreat	L Garvey requested volunteers to organize and plan the 2021 Board Retreat to be held in late August or early September.	L Garvey, S Grathwohl, W Levy, and B Cliff will organize and plan this year's Board Retreat.
Board Huddle	Executive Session: Time for Board-only discussions.	
Check Out & Assignments	Members reviewed the activity they will handle before our next meeting.	S Emberling and B Cliff will put out the Call for Nominees in SOUNDINGS, asking for suggestions for this year's recipient of the Very Fine Award.
Process Observer	C Onyemelukwe, as Process Observer, reported how we did as a Board tonight. L Garvey added his observations.	
Closing Reflection	W Levy read a poem by Jennifer Walter Platt titled "Hope" for our Closing Words.	
Adjournment & Announcements	Meeting was adjourned at 9:27 pm Next Board Meeting – Tuesday, May 18, 2021.	Meeting assignments for the monthly meetings are posted on Dropbox and will be listed on the meeting Agenda.

Respectfully submitted,

Stapley Emberling, Board Secretary, April 20, 2021