

Attending: Beth Cliff, Stapley Emberling, Deb Garskof, Luke Garvey, Andy Gundell, Wendy Levy, Catherine Onyemelukwe, and Rev. John Morehouse (ex-officio)

Absent: Steve Grathwohl, Ravi Sankar

Guests: Kim Warman, Intern Minister

This month's Board meeting is brought to you by a revisit of Policy (Priority END) 1.3.5. *"Minimize our impact on the Earth and work to heal our planet."*

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	Luke Garvey called the meeting to order at 7:04 pm.	
Check-In & Opening Reading	A Gundell lit the chalice and read "On the Pulse of Morning" by Maya Angelou. Meeting attendees checked in.	
Consent Agenda	<ol style="list-style-type: none"> 1. December 21, 2021, BOT Mtg Minutes 2. January 18, 2022, BOT Mtg Minutes 	M/S/V to approve the Consent Agenda. Passed. December 2021 Minutes and January 2022 Minutes were Approved
Information Reports (IR)	<ol style="list-style-type: none"> 1. Treasurer's Report (given by L Garvey and Rev. Morehouse, in S Grathwohl's absence). See February Report (posted on the website). Focus of discussion was on the Budget Reforecast (see document for details). Anticipate income to increase next year by \$70,000; estimate budget gap at \$56,000. S Grathwohl's pledge analysis shows decreased pledge units (but many congregants who had been labeled as members on the books but who had not pledged in years have now been dropped from the official member count, so past numbers may have been inflated, by our current definition of a member). A 24% decrease in pledge income from 2010-2021 is shown; however, the dollar amount of pledges has increased significantly in the same time frame. Giving in other areas besides pledging continues to outpace our budget estimates, nearly doubling unrestricted fundraising last year. Getting people physically back into our church building to connect and engage will, among many other things, increase giving. It is a general experience among churches nationwide that pledge income has been declining. 2. Monitoring Report was skipped this month. S Grathwohl will report in March. 	

	<p>3. Tech Team Report. A Gundell reported that online transmission for Sunday Services is unacceptable and, in spite of large investment in staff to manage TUCW's tech needs, the transmission of our Sunday Services and programs online has been getting worse, not better: video lag, audio distortion, mic drop-out, gaps in sound, etc. The output for the music portion of the Services is extremely poor and even unpleasant to listen to for anyone tuning in remotely. Recent reports show that more people are tuning in by Zoom on Sundays than coming in person. Professionals in the AV field have been too busy to return our calls for help and advice on solving our sound problems. A Gundell did connect with Don Gamsjager at DNR Labs with whom Heather Hamilton had worked at Saugatuck Church; he is coming to look next week but is extremely backed up with other work, even if TUCW does decide to retain his services. TUCW has recently upgraded its plan with Optimum.</p> <p>4. Linkages Report. W Levy reported that BOT will announce the offering at the first Sunday Service of each month. Heather Hamilton has encouraged members to assist with FFF for young children as needed. Both will give increased visibility of BOT and allow Board to see and evaluate health of Congregation. To volunteer to be a Greeter on Sundays, congregants can sign up online: https://www.signupgenius.com/go/10c094aa9aa22a6fc1-sunday.</p> <p>5. Name Change Report. B Cliff reported the new committee has been formed. Beth Cliff will lead the group that consists of: Sudha Sankar, Rob Herman, Rob Zuckerman, Luisa Francoeur, Randy Burnham, and Carolyn Gundell. The group will come up with the process to find and decide on a name, not choose the name.</p>	<p>A Gundell will report on his meeting with tech experts DNR in advance of next board meeting.</p> <p>The Board endorsed the formation and intent of this new committee of congregants that will determine the appropriate process and procedure TUCW will take on its journey to consider a Name-Change. Ultimately, two consecutive Congregational votes will decide on the name.</p>
<p>Gender Neutral Bathrooms</p>	<p>Rev Morehouse summarized a detailed report on what it would cost to convert our existing bathrooms to Non-Gendered Restrooms. This action would show our strong support of the gender equity movement. The bathroom renovation would also meet state regulations and specifications and bring us into compliance with ADA requirements. However, doing so would require full renovation of facilities; 5-6 small water closets/one family restroom/central wash area, with an estimated cost of \$312,000.00. This would require moving other projects lower down on our list of top priorities.</p>	<p>Rev. Morehouse will provide the Board with an updated list of construction priorities, expenditures to date, and projected expenditures. He will also look into the feasibility of adding one separate gender-neutral restroom only, and the anticipated cost of same.</p>

	Board needs to examine current schedule of priorities with current capital campaign expenditures/expected expenditures to see whether this is desirable or feasible in light of monetary constraints. S Emberling asked whether simply adding one gender-neutral bathroom was a possible alternative. Rev Morehouse will speak to the architects and report back.	
Sr. Minister's Report	Rev Morehouse gave an updated report on Priority END 1.3.5. (See the Sr Minister's February 2022 report for details.) Progress has been slow on End 1.3.5 and, although efforts are being made for TUCW to become more environmentally friendly, there is little visible evidence to reflect these efforts. There is currently no dedicated team working on this priority End, although Kim Warman explained she is working to assemble a group and is planning several events. The following Limitations may impact actions on this End: Limitation 3.3.2-safety concerns (no fall leaf removal? Cease use of salt on hard surfaces?) Limitation 3.6-financial considerations (solar panel installation is not possible right now, given our current budget).	
Sr. Minister's Update on Current Issues Affecting Congregation	Covid: He expects to make masking optional by the last Service in February. Organ: Town Hall meetings are scheduled for 3/13 & 3/27, with a Member Vote at a Congregational Meeting on 4/3. These dates are on our official calendar and are secure. The new organ design has reduced its height. Shoji screens will be removed so the Congregation can envision the chancel area with and without an organ in the space; a new rendering will be distributed shortly in an email message to the Congregation from the Revs. Morehouse and Thompson. Social Justice Council: Progress on SJ issues is ongoing. The Council is comprised of reps from all the SJ committees; first meeting has been held. The Council will meet monthly until established and then quarterly. Members will report on the activities of their different SJ committees.	
Generative Discussion	An interactive discussion on how to attract young families to join TUCW was led by B Cliff; Board needs to form action plan to attract both parents in a household (not just one). Ideas were exchanged. A Gundell suggested Voices Café might offer opportunities to attract a younger crowd by occasionally bringing in younger artists to perform. A suggestion was made to invite Dave Caplan to a Board meeting to explore ideas about how Voices Café might be a vehicle to (sometimes) try to draw in a younger audience and introduce new people to TUCW.	B Cliff will disseminate a Google Doc for brainstorming ideas about new family engagement.
Executive Session	Executive Session called, Board-only discussion	

Check-Out and Assignments	Members reported out and clarified their individual assignments to be handled before our next meeting.	
Closing Reflection	W Levy read New Blessings in the Celtic Style by John Burch	
Adjournment	The meeting was adjourned at 9:30 pm.	Meeting assignments for the monthly meetings are posted in Dropbox and are listed on the agenda.
	Next Board Meeting: Tuesday, March 15, 2022	

Respectfully submitted,
Deborah Garskof, assisting
Stapley Emberling, Secretary for the Board of Trustees
for February 15, 2022