

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

Absent: None

Guests: Dave Caplan, Sofia Dumery, Gary Williams, Ellie Grosso & 3 children, Linda Hudson, Elena Rockman-Blake, Rev. Ed Thompson, John Turmelle, Kim Warman - Intern Minister

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	Meeting attendees checked in. C Onyemelukwe read "Show Respect for Human Beings" from Indigenous People's Literature	
Consent Agenda	Approval of February 15, 2022, Minutes (amended to correct Sign-Up procedure for ushers and remove an unverified Zoom reference)	M/S/V: to approve the Consent Agenda as amended. Passed. February 2022 Minutes Approved.
Information Reports (IR)	<ol style="list-style-type: none"> <li data-bbox="369 826 1293 1105">1. The Treasurer's Report was given by S Grathwohl. See his March Report, posted on the website, for details. Reforecast highlights: doing better than expected, gap projected lower this year, non-pledge income is up. Discussion over implementation of a 5% COLA increase for staff (including Rev. Morehouse) in light of inflation, and the previous 3-4 years with no COLA award. 5% may be low, BOT to revisit in December. The single February payment that included the increase prematurely is grandfathered in. Total cost for increase will be roughly \$10,000. <li data-bbox="369 1146 1293 1425">2. Tech Team Report. A Gundell reported a productive meeting with Don Gamsjager at DNR Labs who is preparing a preliminary report and estimate for first stage of A-V renovation. Discussion over BOT group email issues. Until we are confident the problem has been remedied, BOT members will use individual email addresses rather than the group email address. Rob Laug has been assisting with tech issues in Meeting House; Rev. Morehouse will strengthen links between A Gundell and R Laug. 	<p data-bbox="1314 826 1976 927">M/S/V: to approve a 5% COLA adjustment for staff (including Rev. Morehouse), to begin with the first pay period in April 2022 through July. Passed.</p> <p data-bbox="1314 1146 1759 1177">Revisit group e-mail situation in April.</p> <p data-bbox="1314 1325 1892 1388">Rev. Morehouse will strengthen links between A Gundell and R Laug.</p>

	<p>3. Monitoring. S Grathwohl reported the Monitoring Committee will look at limitations, governance, and Board-Executive relationship going forward. We have April and May to decide which topics to address.</p> <p>4. Name Change Report. B Cliff reported that the committee of volunteers from the Congregation to determine the process we will follow to consider a name change for TUCW has now met. The timeframe for their work is up to the committee itself, but the BOT feels there is urgency to put a procedure in place. B Cliff will not attend their meetings unless asked. The process is theirs to develop, but she has encouraged the committee to communicate with the Congregation, perhaps through SOUNDINGS, about their progress as they move forward.</p> <p>5. Linkages. W Levy reported on 3 ways to improve awareness of BOT involvement: to announce the weekly offering; as greeters; as volunteers in the classrooms to help with Family Faith Formation.</p> <p>6. Very Fine Award. S Emberling reported March is the start time to consider candidates. S Emberling and B Cliff will discuss putting call for nominations in Soundings. R Sankar will assist with ordering the awarded paperweight. S Emberling will distribute short list of candidates from last year.</p>	<p>S Emberling will distribute short list of candidates from last year. R Sankar will order paperweight when candidate selected.</p>
<p>Generative Discussion re: Encouraging a Multi-Generational Congregation: Voices Café</p>	<p>At the request of the BOT, Dave Caplan, chair of Voices Café, attended the Board meeting to discuss the use of Voices as a possible vehicle to attract young families and encourage growth of the Congregation. D Caplan believes Voices can be used to get word out across the marketplace that we are family friendly and within the church to highlight Voices' importance in this regard. Possible idea for a group to perform family-friendly music in the afternoon, adult music in evening. Voices is now assisting with the youth benefit concert for their Alaska trip, and ideas were suggested for Voices to assist with an annual youth concert; the infrastructure is already in place. Suggestion to schedule a family friendly concert for mid-September. Possible bands: The Neales, Tom Chapin, the Hall Family Singers. A Gundell and D Caplan will talk and suggest a plan.</p>	<p>A Gundell and D Caplan will talk and suggest a plan for a family-friendly concert early fall 2022.</p>
<p>Sr. Minister's Report</p>	<p>Sr. Minister's Monitoring Report on our Congregation in a Transitional Year: The oral Report was skipped to allow more time for organ discussion with guests. Refer to the Sr. Minister's Report for March 2022 on the website.</p>	

Organ Discussion with Meeting Guests	L Garvey shared the history that led to the plan for the Organ vote and explained that the BOT had challenged the Organ Committee on many issues but was convinced in the end that the Congregation should have the opportunity to vote. Linda Hudson, Ellie Grosso, Gary Williams and Sofia Dumery expressed concern over the “process”, feeling it was not transparent, too rushed. They felt that those against the organ had not been given the time or access to get their position across. They felt that organ was being “pushed” on them. Not all commentary from guests was civil. Four guests (plus one minor) spoke at length, expressing outrage, contempt for the process, criticism of the Board, with one plea and one demand that the vote be stopped.	
Executive Session	Executive Session called, Board-only discussion	M/S/V: to move the Congregational Vote on the pipe organ from April 3 to May 1, 2022; to add another Town Hall meeting prior to the vote; to offer time and space for those opposed to the organ to prepare and display their arguments against acquiring the organ; to help those against the organ to post a webpage on our website as an opposing viewpoint from the information posted by the Organ Committee. Passed.
Check-Out and Assignments	This segment was skipped for this meeting, except as relating to Organ issues.	B Cliff will assist those who oppose organ with communications, setting up website, Soundings announcements, etc. S Emberling will retract the Call for the April 3 Vote and issue new Call from May 1.
Process Observer	Passed over for this meeting	
Closing Reflection	Passed for this meeting	
Adjournment	The meeting was adjourned at 11:24 pm.	Meeting assignments for the monthly meetings are posted in Dropbox and are listed on the agenda.
	Next Board Meeting: Tuesday, April 19, 2022	

Respectfully submitted,

The Unitarian Church in Westport

TUCW Board of Trustees
Deborah Garskof Assistant Secretary and
Stapley Emberling, Secretary for the Board of Trustees
March 15, 2022

MINUTES

03/15/22