

**Attending (REMOTE BY ZOOM):** Beth Cliff, Stapley Emberling, Deb Garskof, Luke Garvey, Steve Grathwohl, Andy Gundell, Brain Lasher, Wendy Levy, and Rev. John Morehouse (ex-officio)

**Absent:** Ravi Sankar

**Guests:** None

Agenda/Topic	Discussion	Motions & Votes (M/S/V); Actions
Opening	L Garvey called the meeting to order at 7:04 pm.	
Check-In & Opening Reading	S Emberling (for R Sankar) read a piece on Gratitude by Melody Beattie.	
Consent Agenda	Approval of Minutes for 11/15/2022 Board meeting  (Generative discussion was skipped this month due to time constraints)	<b>M/S/V:</b> To approve the Consent Agenda; Passed. November 15, 2022, Minutes <b>Approved.</b>
Sr. Minister's Report	Rev. Morehouse reported on Priority End #1.2.4 as it relates to "a sustainable, engaged congregation." (See Sr. Minister's December 2022 Report). Rev Morehouse confirms that our primary goal, if we are to become financially sustainable, is to increase revenue from pledge income; need to target those who could give more (under \$1,000) but do not. Will also need to examine budget cuts and consider how to fill critical positions. Consistent with what Stewardship For Us has explained, a TUCW-sized congregation should have 3.5 staff positions; TUCW is currently overstaffed for our size, and we are operating with a substantial financial deficit. Board needs to manage expectations and educate the Congregation, be fully transparent as we discuss and address this reality. We need to plan for future in a global sense, not on the individual level. Need Stewardship For Us to be more honest about the hard decisions that need to be made.	
Stewardship For Us	S Grathwohl reports that the Town Hall presentation and discussion on 11/20/22 with Stewardship For Us was well-attended and fruitful, but the Board must find a way to reach more than just the 40-50 Town Hall attendees with the recommendations made by Stewardship For Us. A suggestion was made for the Board to hold a "committee head" meeting to reach out to lay leadership to bring them into the discussion of how to handle our financial problem and have them take more ownership. We	S Grathwohl will speak with Stewardship For Us team.  Beth and Steve will schedule a date for the Committee Head meeting.

	<p>need to clearly demonstrate the numbers that tell the story: That we are substantially overstaffed for a congregation of our size, according to UUA guidelines and professionals in the field. Will schedule mtg with Committee Heads. S Grathwohl will speak with and consider options for moving forward with Stewardship For Us.</p>	
<p>Treasurer’s Report</p>	<p>The Treasurer’s Report was given by S Grathwohl. See his November Report, posted on the website, for details. S Grathwohl will ask Endowment for promised funds now rather than in June to improve cash flow.</p>	
<p>Information Reports</p>	<ol style="list-style-type: none"> <li>1. <b>Healing &amp; Resilience Task Force.</b> L Garvey reported group has made good progress for core team members. 7 appointed members and 3 volunteers. Will introduce to Congregation after the holidays.</li> <li>2. <b>Tech Team.</b> A Gundell reported that Rob Laug does not think he needs outside professional tech support. J Cooper and B McNair provided tremendous help to the Board and Congregation at the December 11 Congregational Meeting. The Board gives them their thanks and memorializes this Thanks in a Resolution.</li> <li>3. <b>Monitoring.</b> S Grathwohl reports that the committee has put together a draft monitoring schedule for the remainder of the year and will circulate for input. A question was raised about whether to ask for reports on Ends or on issues. We will revisit this matter next month.</li> <li>4. <b>Voting Procedures.</b> Rev. Morehouse reports most congregations do not allow amendments and do allow absentee voting. L Garvey suggested a task force to look at our procedures and suggest modifications, if warranted. Several Board members mentioned how difficult, frustrating, and time-consuming it was to take attendance and count votes from remote attendees on the Zoom connection for the December 11 Congregational Meeting, mostly because virtual attendees ignored the request to pre-register and ignored instructions to sign in with their full names. A discussion followed about whether to allow remote voting at the January 29, 2023, meeting. The decision was made to accept remote voting and participation from members, but to clearly announce and enforce rules that must be followed in order to do so. A request was made for future Congregational meetings that the Moderator build in time for a brief pause at appropriate intervals to see if a remote attendee would like to speak. Due to the time delay for attendees on Zoom to</li> </ol>	<p><b>M/S/V:</b> Resolved, that the Board of Trustees thanks Jim Cooper and Bruce McNair for their vital work managing the virtual aspects of the December 11, 2022, Congregational Meeting.</p> <p>S Grathwohl will send out draft Monitoring calendar.</p> <p>Consider assembling task force to look at our procedures and suggest modifications, if warranted.</p> <p>Voting via Zoom will be allowed for the January 29<sup>th</sup> meeting, but rules for remote voting will be strictly enforced.</p> <p>A Gundell will join the Planning Team for the January</p>

	<p>communicate this request, it could be easily missed unless a little extra time was allowed.</p> <p>5. <b>Linkages.</b> More volunteers are needed in the kids' classrooms. A suggestion was made that Board members take turns visiting the Faith Formation classes to show Board presence and support.</p> <p>6. <b>Recognition for the End of the Capital Campaign.</b> Formal Recognition proposed for February 12, 2023, which is also the Bring-a-Friend date. Cake and an announcement from pulpit. D Garskof will check with A Pfluger and J Turmell to confirm their availability.</p> <p>7. <b>Ordination of Carrie McEvoy.</b> Members need to vote to approve the Ordination at the Congregational Meeting on January 29, 2023; this item must be included on the Call To Mtg; Task Force will look into action that must be taken to prepare and will report back on details. Assuming the vote passes on January 29, an Ordination ceremony is tentatively planned for the afternoon of March 5. A suggestion was made that perhaps C McEvoy could be asked to do a reading or something during an upcoming worship Service so that the Congregation could get to know her before the vote.</p>	29 <sup>th</sup> Congregational meeting, which focuses primarily on managing the tech that will be required and making sure everything runs smoothly.
Executive Session	Executive Session called, Board-only discussion	
Check-Out and Assignments	S Emberling will draft Call To Meeting; S Grathwohl will meet with Monitoring committee to determine monitoring schedule; W Levy will speak with Carrie McEvoy; L Garvey will reassemble the Planning Team to address the tech for the January 29 meeting.	
Process Observer	D Garskof reported we ran late but discussions were substantive and respectful.	
Closing Reflection	L Garvey read a piece on Character by Helen Keller.	
Adjournment	The meeting was adjourned at 9:37 pm.	
	Next Board Meeting: Tuesday, January 17, 2023	

Respectfully submitted,  
Deborah Garskof, Assistant Secretary, and  
Stapley Emberling, Secretary for the Board of Trustees  
For December 20, 2022