

TUUCW
Board of Trustees Meeting Agenda
Tuesday, December 17, 2024

Present at the meeting:

Board & Minister: Beth Cliff, Felicia Keeton, Brian Lasher, Alexa Marshall, Stapley Emberling, Jon Gage, Anita Pfluger, Rev. Alan Taylor, Ravi Sankar (who departed meeting at 9:27 p.m.)

Observers: Eileen Belmont, Angi Haen, Chris Aquino, Lyn Kobsa and Jamie Forbes (both representing the Governance committee)

7:04 p.m. - Meeting was called to order by Beth Cliff

Alexa Marshall opening with Chalice lighting and reading poetry from Shel Silverstein. Folks checked in. None of the observers had specific issues to share.

Consent Agenda

- Minutes approved from 11/19/24 meeting – **motion passed unanimously**

Minister's Update and Discussion:

- Rev. Alan out on *this End statement: 1.1 TUUCW is where the lives of children, youth and adults of all ages are: 1.1.1 **Deepened** spiritually in worship that guides them in individual and communal responses to the sacred; **enriched** through expanded religious understanding, and **uplifted, sustained** and **transformed** by living out UU principles.*
 - Alan reviewed his report which was submitted last week and shared with the congregation as well.
 - He shared the Faith Formation program is one place where he and Angi are focused to achieve this end. Ravi asked if we have enough volunteer teachers and Alan shared that we do have coverage but could use more volunteers, particularly for the youth program.
 - There was also a short discussion on Alan's point of view about the word "sacred", the newly formed book group plus need to recruit volunteers that make sure the sanctuary is 'looking its best'.

Treasurer's Report and Discussion:

- Jon reported no major changes to our current financial picture; things are on track and on budget.
- He shared that some of our larger expected donations have not been paid yet. He also shared we should expect our costs to increase because of inflation.
- The board reviewed Jon's draft Mid-Year Financial Status document intended to inform members of our current financial status. Based on some feedback he will refine and send out another version for input.

Active programs and workstreams:

In the event a written report or plan was submitted, the notes below reflect any discussion not captured in these documents which Board members reviewed prior to the meeting.

TUUCW
Board of Trustees Meeting Agenda
Tuesday, December 17, 2024

- **Monitoring plan (Stapley and Alexa)** – next step is to meet with Rev. Alan to finalize schedule and review limitations policies.
- **Construction (Beth and Brian)** – construction begins following Mother’s Day (May 11, 2025). Next step is to update and begin energizing the congregation (starting approximately January - Ken Vogel is preparing a written update.
- **Large gift program wall plaques (Brian)** – Brian reported that he is ready to implement the Large Gift Program approved by the Board in June 2023. This program offers public recognition for gifts over \$100,000, if donors wish. The program was delayed due to the need for additional funds for the Capital Construction. Stapley inquired about including the original donors to the initial building construction, although they had agreed to remain anonymous. Brian will research the original donors, confirm the individuals and families to be included, and provide an update at a future Board of Trustees meeting
- **Linkage (Ravi and Anita)** – Bagels with the Board resumes after service on January 5th. Ravi and Anita will publish the Article II question in Soundings prior.
- **Minister search (Beth and Jon)** – We reviewed the PowerPoint provided and discussed the upcoming second session on January 12th, following the emeritus vote for Ed Thompson, for members to participate and learn about the decision tree for ultimately selecting a settled minister, and the pros and cons of each tree branch.
- **Who are we? A plan to understand why people engage with the organization (Brian and Alexa)** – **Motion passed unanimously** to approve the *Proposal for Further Congregational Understanding* report shared with the Board. Next steps include reviewing the survey sent out for minister searches to see if anything can be leveraged plus collaborating with the COM and coordinate on any surveys they might be thinking about.
- **Governance framework (Lyn Kobsa and Jamie Forbes)** – **Lyn shared her deck and presentation. The governance team wanted validation from their initial findings that the Board would not want governance to have Board members handle operation/execution issues. The Board agreed this to be the case.**
Their next steps are to interview 9 other churches (not all policy-based governance) to capture insights, talk to our COM committee members to better understand how they execute their role and responsibilities, and test assumptions listed on slide 5 of PowerPoint (shared with board) in February. Following these steps the Governance committee will be ready to provide some preliminary recommendations at an off-site meeting scheduled for February. At this meeting the Board and Governance team will be invited to delve “deep” into findings and initial recommendations. The plan continues to be that final recommendations will come in early April.

New Business, Process Observer and Other Discussion

- Operations support – Beth Cliff suggested that even while we wait for the Governance team to come to final conclusions, the Board could think about how to help Alan and the staff in the interim with operational responsibilities. There is too much work to be done and not an enough staff to handle it. She will come back with some discussion points at the January meeting.

TUUCW
Board of Trustees Meeting Agenda
Tuesday, December 17, 2024

- The Finance committee discussed the opportunity to put solar panels in the parking lot. The group agreed that was valuable to pursue.
- Alan has expressed interest to discuss about plans for a new website. This will be discussed at the January meeting.

Check Out and Action Items

- January 5th - Bagels with board preparations
- January 12th member meeting preparations
- Governance committee off-site date - Beth will poll if we can meet on February 8th
- Next Board meeting is Wednesday, January 22nd
 - February board meeting – would also like to move to Wednesday

Closing reflection: Alexa Marshall shared another poem from Shel Silverstein.

9:32 p.m. – Meeting adjourn

DRAFT