

TUUCW
Board of Trustees Meeting Agenda
Tuesday, March 18, 2025

Present at the meeting:

Board & Minister: Beth Cliff, Brian Lasher, Stapley Emberling, Anita Pfluger, Rev. Alan Taylor, Mark Corcoran, Jon Gage, and Ravi Sankar (Remote: Alexa Marshall. Absent: Felica Keeton)

Observers/ Right Relations Team: Ken Vernon, Sharon Dixon Paul, Linda Lubin, and Randy Burnham

7:03 p.m. - Meeting was called to order by Beth Cliff

Consent Agenda

Motion: To approve the 2/18/25 meeting minutes. After two minor revisions, the motion to approve passed unanimously.

Covenantal Work and Discussion:

Ken Vernon and the Right Relations Team led the Board through explanation of Covenantal Process for Congregation, and then Board participation in the process. The discussion emphasized the congregation's desire to establish clear, collaborative norms to navigate conflict and ensure all voices are heard, especially on sensitive or high-stakes issues facing the community.

Minister's Report and Discussion:

Reverend Alan's report focused on the limitations of Policy-based Governance. There was a discussion about the congregation's involvement in a solidarity group related to the "Trust Act," which restricts local law enforcement from cooperating with federal immigration authorities. Some board members expressed concerns about the congregation taking a public stance on this political issue without broader congregational input. Reverend Alan will investigate further and report back to the board.

Treasurer's Report and Discussion:

Jon Gage reviewed his financial update and the draft budget:

- The budgeting process takes about 6 months. We reviewed the first draft of the 2025-26 budget.
- The treasurer noted that some of the expenses and revenues may be inflated due to the way certain funds are accounted for (e.g. dedicated funds for social justice initiatives).
- The board acknowledged the need to carefully review the budget and find ways to reduce the deficit, while also potentially looking at new revenue-generating ideas.
 - Projecting \$157,000 deficit for next year
 - Increased expenses: staff salary adjustments, search committee costs
 - Reduced income: loss of parking revenue, fewer fundraising opportunities
 - Planning to request \$150,000 from endowment (up from \$99,000 this year)
- Finance team working to clarify which funds are restricted vs. available to spend
- Board needs to decide if they can support increased expenses.
- Jon and Brian will connect on the 5-year plan and discuss if and how we can move to execute some of the recommendations. Brian to send Doodle Poll.

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.

Congregational Survey. A plan to understand why people engage with our congregation (Leads: Brian and Alexa)

- Survey ready to distribute
- Some concerns raised about timing and overlap with other initiatives
- Motion to postpone survey until fall did not pass – Anita made, Beth seconded it - two votes for; five votes against; one abstain
- Survey will proceed, aiming for month-end April completion.
- Goal is to get holistic view of congregation, beyond just active participants in Bagels with Board and other dialogues.

Bagels w Board Updates (Leads: Ravi and Anita)

- 33 unique participants so far across sessions, excluding board members
- Positive feedback received, but need to improve reporting back to congregation
- Suggestion to focus more on progress toward stated ends in future sessions

Construction, Shower Stall & Governance Updates (Leads: Beth and Mark)

- Floor samples expected this week, color selection process outlined
- Some pushback received on ramp placement decision
- Board reaffirmed rationale for ramp location, will explain at open house
- Motion passed unanimously to ask Endowment to fund up to \$15K to install a basic shower on the 3rd floor of the Meeting House, available as soon as we need it, ideally this spring/summer. Beth made motion, Ravi seconded. Passed Unanimously.

Stewardship Assignments (Leads: Beth and Elena)

- Current focus is to develop a canvass structure of which the board members will participate. Board members will be asked to call on 5-10 people.

April 27 Meeting (Leads: Beth and Felicia)

- Beth discussed potentially holding a vote on search committee candidates at the April 27 meeting. Meeting announcement needed 3 weeks before, April 6.

Observers on Zoom

- Discussion of a request has come through for all meetings to be on ZOOM whether BOT members are on zoom or not and to allow Zoom participants to observe the board meeting. Sense of the Board was to leave policy as is.

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Fine Award (Lead: Ravi)

- Proceeding as planned with rank ordered process. If close, then pick top two and vote.

Minister Search Process

- Contract minister search team formed, job posting live on UUA site.
- 15 people signed up for consideration for the settled minister search team so far.
- Both search processes moving forward simultaneously.

Process observations shared by Alexa Marshall

Closing reflection by Mark Corcoran

9:30 p.m. – Meeting adjourned