

Committee/Group:	BOT	Chair:	Renee Buchanan, President
Date:	2022-11-16	Facilitator/Observer:	TBD, monthly
Location:	Reeb in person- Multipurpose Room	Minute Taker:	Sophie Hannauer, Secretary
Members Present:	Deb, Renee, Tom, Heike, Glen, Sophie, Karol	Meeting started:	6:35pm
Others Present:		Meeting adjourned:	8:47pm
Charge:	https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&oid=113996274166732070477&rtpof=true&sd=true	Version:	Final
		Opening/Closing Words:	Heike
		Facilitator/Observer:	Karol
		Minister of Delight:	Renee

Goal	Time	Agenda item (Length)	Discussion	Action
Gather & Grounding	6:35-6:46 PM	Welcome & Light Chalice Check-in Delight Centering time (opening words) covenant		
Vote	6:46-6:55 PM	Adopt Agenda <u>Consent Agenda:</u> <ul style="list-style-type: none"> Last months meeting minutes Treasurer's Report: Glen; BSC Report: Tom; C-19 SPTF Report: Deb; Minister's Report: Karen 	Deb notes that trash in the parking lot is much better since MOMs is formally renting space from us. Deb suggests we send them a note thanking them.	Decision BOT voted to adopt the consent agenda. Action Item Get MOMs contact info from Karen so we can send them a thank you note/email.
Discuss	6:55-7:00 PM	Items pulled from Consent Agenda to discuss Reschedule Mar-23 mtg: Move from 15-Mar-23 mtg to 22-Mar-23	No items pulled from the consent agenda.	Decision BOT agreed by consensus to move the March meeting to March 22, 2023.

Discuss	7:00 - 7:30 PM	Governance Focus 1. Review Rental Policy Draft	BOT reviewed and discussed the first draft of the rental policy presented by the Rental Policy Task Force (RPTF).	Action Items RPTF will take the Board's feedback back to the group and continue working on the draft, with the goal of presenting changes at the December meeting. RPTF will review the DuPage UU example policies that Renee provided.
Rejuvenate	7:30 - 7:35 PM	Stretch Break		
Discuss	7:35-7:55 PM	Governance Focus 2. Renee follow-up comment board goals. Resources: Chapter 4, Chapter 8, and https://www.congregationalconsulting.org/the-boards-job-in-times-of-rapid-change/	Renee views the role of the BOT as setting goals for our congregation's ministries as a whole (not just things the board itself wants to accomplish), and evaluating and monitoring the ministry and the goals for ministry. She feels we are currently too often "in the weeds" or "on the dance floor" when we should be taking a higher up view of the "dancing"/ministry of the congregation. Under this view, it is true that the board delegates a lot of work to the ministry side of the congregation. A challenge at this moment in our congregation is how to delegate work to ministry when there is no/very few staff or volunteers to delegate to, but the work still needs to get done.	
Discuss	7:55-8:35 PM	Governance Focus 1. COSM- review background and articles from D. Pyle and JRUUC resources: Ministry eval matrix and ministerial eval process draft 2. 21/22 Budget surplus- review background and history	The previous COSM was set up before Reeb adopted the Hotchkiss model of governance, and therefore does not really align with the model. This COSM was working on improving the evaluation when the pandemic hit and the COSM essentially disbanded.	Action Items Discuss with Karen the possibility of asking the current ministry team leaders to serve as an ad hoc/temporary COSM to fulfill only the minister's evaluation in this shorter time frame.

		<p>Resources:</p> <ol style="list-style-type: none"> 1. https://www.uua.org/leaderlab/for ming-committee-ministry 2. https://www.uua.org/leaderlab/han dbook/ministry/committee/289824.s html 3. https://www.uua.org/leaderlab/co mmittees-ministry 4. https://www.uua.org/leaderlab/min isterial-relations 	<p>The minister's evaluation includes feedback from the COSM, the BOT, and self-evaluation from the minister.</p> <p>Karen's understanding of the COSM's role differs from some members of the board, so we have been unable to arrive at a decision on approving the COSM charge. The issue is time sensitive, though, because Karen goes on sabbatical in a little over a year, and she would like an evaluation in the next year. The question remains, if we should make as few changes to the existing COSM structure as possible due to the time sensitive nature of the ministerial evaluation, or use this opportunity to change the COSM/evaluation structure to align more with the Hotchkiss model. There is also still confusion about whether the COSM should be accountable to the BOT or the minister, or some combination.</p>	<p>Tabled</p> <p>Budget surplus discussion</p>
Decision	8:35-8:40 PM	<p>Vote- Charges BSC/BST Caring Tree 8th principle</p> <ol style="list-style-type: none"> 1. Caring Tree, 8th Principle Project Team, Committee on Shared Ministry, Building Stewardship Team 	<p>8th Principle- Finalized date 03-Nov-22. Approved via email 03-Nov-22, vote was 6/7 approving the charge</p>	<p>Decisions</p> <p>BOT voted to approve the Caring Tree charge.</p> <p>BOT voted to approve the Building Stewardship Team charge as amended by Renee.</p>
Discussion	8:40-8:43 PM	<p>Observations: Process and White Supremacy Culture (WSC)</p>	<p>We talked for a long time about only one or two things, but everyone had a chance to speak and ask questions. Karol observed good teamwork, and also that it felt different not having Karen here.</p>	
Decision	8:43-8:45 PM	<p>Next Meeting's Roles</p>		<p>Decision</p> <p>- Facilitator/Observer: Glen</p>

				<ul style="list-style-type: none"> - Opening/Closing Words: Deb - Minister of Delight: Renee
Conclude	8:45-8:47 PM	Check-out Closing words Extinguish Chalice		