


Committee/Group:	BOT	Chair: Facilitator/Observer:	Renee Buchanan, President TBD, monthly
Date:	2023-03-22	Minute Taker:	Sophie Hannauer, Secretary
Location:	In-person meeting -multipurpose room Zoom	Meeting started:	6:35pm
Members Present:	Sophie, Karol, Renee, Heike, Tom, Glen, Karen, Deb	Meeting adjourned:	8:45pm
Others Present:		Version:	Draft
Charge:	https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&ouid=113996274166732070477&rtpof=true&sd=true	Opening/Closing Words: Facilitator/Observer: Minister of Delight:	Karen Karol Glen

	Goal	Agenda item (Length)	Discussion	Action
1	Gather & Grounding	Welcome & Light Chalice Check-in Delight Centering time (opening words) covenant		
2	Vote	Adopt Agenda <u>Consent Agenda:</u> <ul style="list-style-type: none"> Last months meeting minutes Treasurer's Report: Glen; C-19 SPTF Report: Deb; Minister's Report: Karen 		Decision BOT voted to adopt the consent agenda. Group agreed to meet in a different room (either library or lobby) next time for better acoustics.
3	Discuss	Items pulled from Consent Agenda to discuss	COVID-19 Task Force Items to consider ahead of next meeting: <ul style="list-style-type: none"> C19SPTF charge needs to be renewed in May 	

			<ul style="list-style-type: none"> - BOT needs to appoint someone to replace Deb on the task force once she becomes board president - does the task force need to consider making any changes to the plan at this time? 	
4	Discuss	<p>Ministry Focus</p> <ol style="list-style-type: none"> 1. Old Business <ol style="list-style-type: none"> a. Stewardship Team charge draft b. COSM update c. Staffing update (including proposal to continue to have Genevieve do basic office tasks) 2. New Business <ol style="list-style-type: none"> a. Discussion: What might we do to attract a long-term person to the office position? b. Discussion: affiliating a community minister c. If time- RE comments from listening session 	<p>Stewardship Team Made edits to the charge for clarification and defining the role of the lead of Reeb Rave in relation to the stewardship committee. The stewardship team should have a liaison to Reeb Rave if the lead is not on the team.</p> <p>COSM There are now 3 confirmed members of the COSM. They have had one initial meeting. Brainstormed names to ask for a fourth member.</p> <p>Staffing Update There has been one office admin applicant. The hiring team will interview soon. The applicant has requested to be able to do as many tasks as possible remotely and do in-office work on nights and weekends. For future consideration:</p> <ul style="list-style-type: none"> - should we provide a laptop to the office admin? - if office admin search continues to be unsuccessful, should we consider hiring Genevieve to that position as well? Would require us to provide her benefits. <p>Affiliating a Community Minister Rev. Monica Garcia-Kling has asked us to consider affiliating with them. An affiliation with a community minister is a covenant with that minister to create a relationship where they provide some</p>	<p>Decision BOT voted to allow Genevieve to work up to 4 additional hours per week until we hire an office administrator. She will be paid at an hourly rate for the extra time.</p> <p>Action Items Glen will check with Steve about how we should pay Genevieve (bonus check or part of hourly payroll)</p> <p>Everyone should read the information from the UUA on affiliating with community ministers: https://uuscm.org/Resources/Documents/Administration%20Reference/A%20Guide%20to%20Affiliation%20for%20UU%20Congregations%20and%20Parish%20Ministers.pdf</p> <p>Karen will reach out to FUS to ask about their community minister affiliation.</p> <p>Karen will invite Rev. Monica Garcia-Kling to our April meeting.</p>

			<p>services to our congregation and in return, we provide members to a committee on shared ministry for them (among other things). Monetary cost to us would be minimal, as the affiliate minister would only be paid for the times they are in the pulpit. Community ministers are required by the UUA to be affiliated with a congregation. In addition, Rev. Monica needs a COSM to see them through their Preliminary Fellowship.</p> <p>Benefits to this arrangement include having someone with a different ministerial style than Karen, having someone around when Karen is on sabbatical.</p> <p>Discussed how to bring this idea to the congregation:</p> <ul style="list-style-type: none"> - at April BOT meeting, BOT will decide if/how to bring this to the congregation, after a conversation with Monica - there should be congregational conversation and ultimately a vote - possibly bring to the congregation (presentation of the proposal only) during May congregational meeting - hold a vote in September-ish after time to consider the idea <p>Questions for Monica</p> <ul style="list-style-type: none"> - do they have an expected time frame for this agreement (i.e. one year trial, multi-year, etc.) - when would they like to have a COSM formed? with the understanding it will take our congregation time to get to know them. - are they willing to come to May congregational meeting? 	
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			<ul style="list-style-type: none"> - how often do they expect to be in the pulpit? - what time commitment are they expecting from our congregation? 	
5	Rejuvenate	Stretch Break		
6	Discuss	<p>Governance Focus</p> <ol style="list-style-type: none"> 1. Old Business <ol style="list-style-type: none"> a. Board Manual- brainstorm b. Board member qualities for Nom Com c. Retreat- draft agenda and location update 2. New Business <ol style="list-style-type: none"> a. Debrief from Listening session- post minutes online for access b. Goal of financial policy and brainstorm what we do that isn't written down c. Last listening session- June? 	<p>UUA Leadership Qualities: https://www.uua.org/midamerica/resources/new-leaders</p> <p>Location: Renee not able to host retreat</p> <p>Draft agenda:  2023-03-25 JRUCB BOT Retreat Agenda DRAFT</p> <p>Listening Session Main takeaways <ul style="list-style-type: none"> - in person gatherings are important - a (well-attended) RE program is very important Karen will be reaching out to members of the Justice Leadership Team to try to resolve conflict. Since it is a ministry team there is not a BOT role at this time other than to provide whatever support Karen may need, though the team may come back with a revised charge for the BOT to approve.</p>	<p>Tabled Board manual brainstorm</p> <p>Board member qualities for nominating committee</p> <p>Goal of financial policy and brainstorm what we do that isn't written down</p> <p>Next listening session planning</p> <p>How to operationalize feedback from the March listening session</p>
7	Decision	<p>Vote</p> <ol style="list-style-type: none"> 1. Stewardship Team charge? 		<p>Decision BOT voted to approve the stewardship team charge.</p>
8	Discussion	Observations: Process and White Supremacy Culture (WSC)	There was a lot of good conversation even though we didn't get through whole agenda.	
9	Decision	Next Meeting's Roles		<p>Decisions <ul style="list-style-type: none"> - Facilitator/Observer: Heike </p>

				<ul style="list-style-type: none"> - Opening/Closing Words: Karen - Minister of Delight: Sophie
11	Conclude	Check-out Extinguish Chalice		