

<b>Committee/Group:</b>	BOT	<b>Chair: Facilitator/Observer:</b>	Renee Buchanan, President TBD, monthly
<b>Date:</b>	2023-04-19	<b>Minute Taker:</b>	Sophie Hannauer, Secretary
<b>Location:</b>	In-person meeting -Front lobby Hybrid- zoom link <a href="https://zoom.us/j/91694077214">https://zoom.us/j/91694077214</a>	<b>Meeting started:</b>	6:38pm
<b>Members Present:</b>	Sophie, Deb, Karen, Glen, Karol, Renee, Tom (via Zoom)	<b>Meeting adjourned:</b>	8:30pm
<b>Others Present:</b>	Rev. Monica Kling-Garcia	<b>Version:</b>	FINAL
<b>Charge:</b>	<a href="https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&amp;ouid=113996274166732070477&amp;rtpof=true&amp;sd=true">https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&amp;ouid=113996274166732070477&amp;rtpof=true&amp;sd=true</a>	<b>Opening/Closing Words: Facilitator/Observer: Minister of Delight:</b>	Rev. Karen Heike Sophie

	Goal	Agenda item (Length)	Discussion	Action
1	Gather & Grounding	Welcome & Light Chalice Check-in Delight Centering time (opening words) <a href="#">covenant</a>		
2	Vote	Adopt Agenda <u>Consent Agenda:</u> <ul style="list-style-type: none"> <li>• Last months meeting minutes</li> <li>• Treasurer's Report: Glen;</li> <li>• C-19 SPTF Report: Deb;</li> <li>• Minister's Report: Karen</li> </ul>		<b>Decision</b> BOT voted to adopt consent agenda.
3	Discuss	Items pulled from Consent Agenda to discuss		

	Discuss			
4	Discuss	Ministry Focus <ol style="list-style-type: none"> <li>1. Old Business <ol style="list-style-type: none"> <li>a. Monica-Meet and Greet @ 7 pm <b>Please <a href="#">read this</a> before we meet</b></li> </ol> </li> <li>2. New Business <ol style="list-style-type: none"> <li>a. Executive Team proposal affiliate minister</li> </ol> </li> </ol>	<p><b>Executive Team Proposal for Affiliate Minister:</b></p> <ol style="list-style-type: none"> <li>1. Introduce materials for potential affiliate minister to congregation by 30-Apr-23</li> <li>2. Invite Monica to attend Service on 14-May-23 to answer questions/say hello</li> <li>3. Discuss at the meeting 21-May-23 if the congregation would like to take a vote. If yes- Vote. If no- suggest vote in 04-June (need 10 day notice) (Flower communion)</li> </ol> <p><b><u>Discussion with Rev. Monica</u></b></p> <p>What Monica is looking for from Reeb:</p> <ul style="list-style-type: none"> <li>- being a part of a community and getting to know people in a deeper way than they typically can in their chaplain work</li> <li>- membership on a COSM for preliminary fellowship</li> <li>- space for meetings and other events</li> </ul> <p>What Monica can offer Reeb:</p> <ul style="list-style-type: none"> <li>- small group ministry or adult religious education, i.e. “death cafe”, pop culture based RE (most likely one program per year included in affiliation agreement)</li> <li>- preaching once a year (included in affiliation agreement)</li> <li>- assistance with backup pastoral care during Karen’s sabbatical (paid)</li> <li>- collegial support for Rev. Karen</li> </ul> <p>Monica’s primary responsibility will always still be at the hospital.</p>	<p><b>Decision</b></p> <p>BOT agreed by consensus to follow the Executive Committee’s proposal for introducing the affiliate community minister idea to the congregation.</p>

			<p>Expectations for what is included in affiliation agreement vs. what is paid work will be clearly outlined in agreement.</p> <p>Monica suggests talking to FUS and Andy Carlson who recently went through the affiliation process about how they presented it to the congregation. Look at sample affiliation agreements online.</p> <p>More on preliminary fellowship:</p> <ul style="list-style-type: none"> <li>- Monica needs 3 renewals.</li> <li>- UUA is reviewing preliminary fellowship process and Monica may be able to count their pastoral care credentialing as one of them.</li> <li>- the soonest they would be looking at forming a COSM would be February 2024.</li> </ul> <p><b><u>How to present this opportunity to the congregation</u></b></p> <p>We can think of affiliating a community minister as that minister being “sponsored” by Reeb (not necessarily in a financial sense) to do work out in the community.</p> <p>How much will this cost? Most of Monica’s duties will be included in the affiliation agreement without expectation of compensation. Any additional activities would come out of pre-existing line items, so there is essentially no extra cost to doing this.</p> <p>We can think about this as an investment in the future of our congregation rather than an additional thing that will take money and resources.</p>	
5	Rejuvenate	Stretch Break		
6	Discuss	Governance Focus 1. Old Business		Decision

		<ul style="list-style-type: none"> <li>a. Schedules <ul style="list-style-type: none"> <li>i. Budget</li> <li>ii. Retreat</li> <li>iii. Listening session</li> </ul> </li> <li>b. Board Manual-brainstorm</li> <li>c. Review and discussion listening session feedback-action items and 23/24 board ideas</li> <li>d. Goal of financial policy and brainstorm what we do that isn't written down</li> </ul> <p>2. New Business</p> <ul style="list-style-type: none"> <li>a. Policy on policy</li> <li>b. Delegates- regional meeting and GA</li> <li>c. Appeal letter-signers BOT vs Pres BOT</li> </ul>	<p><b>Policy on Policy Executive team discussion</b></p> <p>*Suggest- teams review charges and amend if needed</p> <p>*Include language in policy for policy that teams review charges at X frequency and bring to the board as needed.</p> <p>*Include language for how to confirm check-in done for charges and policies</p> <p>*Include policy on how to post policy to website, how to collate policies once they are finalized by board</p> <p>*Policy on who is in charge of updating policy document and notifying teams and webmaster</p> <p><b><u>Policy on policy</u></b></p> <p>Proposal to complete a “policy on policy” - i.e., how we create and update policies as the board, by the end of this term to help set up the next BOT for success.</p> <p><b><u>Financial Policy</u></b></p> <p>Renee shared that she is feeling stuck on the financial policy and burnt out, and that this policy may not get completed before the end of the board term.</p> <p><b><u>Delegates to Regional Meeting and GA</u></b></p> <p>Mid-America regional meeting: June 8, virtual. A business meeting where delegates vote</p> <p><b><u>Fundraising appeal letter</u></b></p> <p>It is in the BOT covenant that we shall speak with one voice about all decisions, therefore we should all have our signatures on the letter appealing to the congregation for help with the budget deficit.</p>	<p>Schedule listening session for June 11 after service.</p> <p>BOT agreed by consensus to have the fundraising appeal letter signed by all members of the BOT, rather than just the president.</p> <p><b><u>Action Items</u></b></p> <p>Deb will lead the drafting of an initial Policy on Policy. Send her any thoughts or ideas you have.</p> <p>Let Renee know if you are interested in being a delegate at the Mid-America regional meeting or GA.</p> <p><b><u>Tabled</u></b></p> <p>Board manual brainstorm</p> <p>Review listening session feedback and discuss action items</p>
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8	Discussion	Observations: Process and <a href="#">White Supremacy Culture (WSC)</a>	Heike observed that everything went really well. Meeting with Rev. Monica was really good.	
9	Decision	Next Meeting's Roles		<u>Decisions</u> <ul style="list-style-type: none"> <li>- Facilitator/Observer: Karol</li> <li>- Opening/Closing Words: Karen</li> <li>- Minister of Delight: Heike</li> </ul>
11	Conclude	Check-out Extinguish Chalice		