

Committee/Group:	BOT	Chair:	Deb Myrbo, President
Date:	2023-11-15	Minute Taker:	Sophie Hannauer, Secretary
Location:	Reeb in person	Meeting started:	6:37 pm
Members Present:	Sophie, Michael, Deb, Tom, Rand, Elaine	Meeting adjourned:	9:00 pm
Others Present:		Zoom Link (when needed)	https://zoom.us/j/92128797359?pwd=R2pWbWdydmMvWDQ0ai94b1BHUTYrUT09
Charge:	https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&ouid=113996274166732070477&rtpof=true&sd=true	Facilitator/Observer: Minister of Delight: Opening/Closing Words:	Elaine Morrison Rand Hill Deb Myrbo

	Goal	Time	Agenda item (Length)	Discussion	Action
1	Gather & ground	6:37-6:46 PM	Welcome & Light Chalice- covenant Delight Centering time Check-in		
2	Decide	6:46-6:47 PM	Adopt Agenda <u>Consent Agenda (what's this?)</u> : <ul style="list-style-type: none"> Last month's meeting minutes Treasurer's Report: Michael Minister's Report (please read in advance of meeting) 		
3	Discuss	6:47-7:00 PM	Items pulled from Consent Agenda to discuss? Last meeting's process observations: <ul style="list-style-type: none"> positives—good job of avoiding one-way thinking, arrived at consensus that accommodated various needs and approaches still got “into the weeds” on one topic 	<u>Treasurer's Report Summary:</u> This is the third month in a row we are behind in pledges. However, we have received a one time pledge that will mostly make up the difference. There was a high one-time expense for the new fire system this month. Currently Michael does not have the access to membership/pledge data to be more specific as to why pledges might be down.	

	Discuss	7:00-7:05 PM	Housekeeping Items <ul style="list-style-type: none"> Authorize small language change in rental policy regarding rites of passage not officiated by settled minister? 	<p>Proposed new language: “Any ceremony that is not officiated by a JRUC minister must have prior approval from the settled minister.”</p> <p>Suggestion that we also change where it is listed in policy (not just under members and friends to be applicable to all renters).</p>	<p>Decisions BOT approved the proposed changes to the rental policy by consensus.</p> <p>Action Items Sophie will make edits and publish it in all of the necessary places.</p>
4	Discuss	7:05-7:42 PM	Ministry Focus <u>Topic 1:</u> Minister’s eval by BOT–practice session using mock eval	<p>BOT worked through one section of the eval for practice and identified the following terms/concepts that could use some clarification from Rev. Karen/the COSM (some definition already provided by Deb):</p> <ul style="list-style-type: none"> - difference between homily, reflection, sermon, etc. - liturgy = structure, participatory habits of a service - worship = assigning worth to something - worship aesthetics <p>BOT agreed that during the real evaluation, we will try to reach consensus on each category, but if not possible we can check off multiple categories and provide context in the comments.</p>	
5	Refresh	7:42-7:48 PM	Stretch Break		
6	Discuss	7:35-8:56 PM	Governance Focus <u>Topic 1:</u> Board goals review <u>Topic 2:</u> Finalize 2-3 questions for December 10 congregational listening session <u>Topic 3:</u> How to discuss change in treasurer duties with congregation at	<p><u>Topic 1: Board Goals Review</u> What is the color coding scheme in the board goals document? BOT discussed the delineation of board work and ministry work - some of our “questions” may refer to ministry work, but our written goals are what the board is going to do.</p>	<p>Decisions Decided on listening session questions.</p> <p>Decided on a communications plan for the change in treasurer’s duties.</p>

			<p>listening session(Michael has provided written proposal here.)</p> <p><u>Topic 4:</u> Update on minister's phone—use old phone Karen has or buy new—prices? (Tom)</p> <p><u>Topic 5:</u> Review draft rental outreach task force charge; update on membership and work plan (Sophie)</p> <p><u>Topic 6:</u> Update on office manager position</p>	<p><u>Topic 2: Listening Session Questions</u> Discussed/came up with a question for visioning work, finalized other questions. The goal is to ask questions related to board work and try to stay away from ministry work (or help congregation understand the difference).</p> <p><u>Topic 3: Treasurer Duties</u> Communications plan: make announcements during service on multiple Sundays ahead of the listening session, have the proposal on posterboard in the building (similar to Reeb Rave), post in the newsletter. Glen and Michael will be point people during the listening session discussion.</p> <p><u>Topic 4: Minister's phone</u> Tom recommends a Google Pixel 8 - this is the cheapest option compatible with Spectrum Mobile. BOT approves the purchase of this phone on a monthly plan for 3 years (cost of phone service will come next year).</p> <p><u>Topic 5: Rental Outreach Task Force</u> Rental Outreach Task Force charge approved.</p> <p><u>Topic 6: Office Administrator position updates</u> We may need to consider increasing hours for this position or having volunteers take on more of the duties.</p>	<p>BOT approves the purchase of a Google Pixel 8 using a monthly plan for 3 years.</p> <p>Rental Outreach Task Force charge approved.</p> <p><u>Action Items</u> Question for Karen: what is the color coding scheme in the board goals document?</p>
7	List decisions made		<ul style="list-style-type: none"> - Approved proposed changes to the rental policy. - Decided on listening session questions. - Decided on communications plan for change in treasurer's duties. - Approved purchase of a Google Pixel 8 on a monthly plan for 3 years for the minister's phone. 		

			- Approved Rental Outreach Task Force charge.		
8	List topics to revisit later				
8	Decide	8:56-8:58 PM	Agenda-building for next meeting Roles for next meeting		Facilitator/Observer: Rand Minister of Delight: Tom
9	Review	8:58-8:59 PM	Observations: Process, White Supremacy Culture (WSC) and antidotes	Appreciated everyone's discretion and confidentiality. Rand's nonverbal reminders to speak up were very helpful. We still got in the weeds sometimes. Even when talking about money, we didn't get into "more is better" mindset.	
10	Conclude	8:59-9:00 PM	Check-out Extinguish Chalice		