

<b>Committee/Group:</b>	<b>BOT</b>	<b>Chair:</b>	<b>Deb Myrbo, President</b>
<b>Date:</b>	<b>2024-03-20</b>	<b>Minute Taker:</b>	<b>Sophie Hannauer, Secretary</b>
<b>Location:</b>	<b>Reeb in person</b>	<b>Meeting started:</b>	<b>6:37 PM</b>
<b>Members Present:</b>	<b>Deb, Michael, Sophie, Rand, Tom, Elaine, Karol</b>	<b>Meeting adjourned:</b>	<b>8:50 PM</b>
<b>Others Present:</b>		<b>Zoom Link (when needed)</b>	<a href="https://zoom.us/j/92128797359?pwd=R2pWbWdydmMvWDQ0ai94b1BHUTYrUT09">https://zoom.us/j/92128797359?pwd=R2pWbWdydmMvWDQ0ai94b1BHUTYrUT09</a>
<b>Charge:</b>	<a href="https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&amp;oid=113996274166732070477&amp;rtpof=true&amp;sd=true">https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&amp;oid=113996274166732070477&amp;rtpof=true&amp;sd=true</a>	<b>Facilitator/Observer:</b> <b>Opening Words:</b> <b>Minister of Delight:</b>	Karol Elaine Sophie

	Goal	Time	Agenda item (Length)	Discussion	Action
1	Gather & ground	6:37-6:43 PM	Welcome & Light Chalice- <a href="#">covenant</a> Check-in Delight Opening Words/Centering time		
2	Decide	6:43-6:53 PM	Adopt Agenda <u>Consent Agenda (<a href="#">what's this?</a>)</u> : <ul style="list-style-type: none"> <li>Last month's meeting minutes</li> <li>Treasurer's Report: Michael</li> <li>no minister's report due to sabbatical</li> </ul>	<u>Ministry report from Deb:</u> Deb met with elderly former members who want to maintain connection to the congregation. Danica will print and mail the weekly newsletter to them. Broader question: how do we stay in touch with long term members who are elderly and not able to come in person anymore/use Zoom?	<u>Decision</u> Minutes approved by consensus.
3	Discuss	6:53-6:53 PM	Items pulled from Consent Agenda to discuss? Last meeting's process observations: <ul style="list-style-type: none"> <li>round robin went well for the evaluation, it was easier to do in person.</li> </ul>		

			<ul style="list-style-type: none"> <li>• were agreeable in disagreeing, and came to consensus on evaluation items.</li> <li>• demonstrated nonbinary thinking with evaluation.</li> <li>• did a good job at being understanding about difficult discussions of money.</li> </ul>		
	Discuss	6:53-6:58 PM	<b>Housekeeping Items</b> <ul style="list-style-type: none"> <li>• cleaner update (Karol)</li> <li>• OK to issue separate credit cards to staff with own names? (Michael)</li> </ul>	The cleaning service has now come twice as a trial, and we are now at the point where we would need to sign a contract with them to continue. Before doing so, Karol is exploring the possibility of hiring people who Leila P. knows instead (would be cheaper).	<b>Decision</b> BOT approves issuing separate credit cards for staff.
4	Discuss	6:58-7:43 PM; 7:48-8:17 PM	<b>Ministry Focus</b> <u>Topic 1:</u> Continue minister’s eval–rites of passage, spiritual development, and larger UU faith tabs (setting aside admin and professional development for now because more detailed) (timer?)	Adjusted discussion format: try to keep comments to a minimum if you don’t have anything new to offer.	
5	Refresh	7:43-7:48 PM	Stretch Break		
6	Discuss	8:17-8:45 PM	<b>Governance Focus</b> <u>Topic 1:</u> brief stewardship update (Tom/Karol) <u>Topic 2:</u> Rent-free use to North Street Neighborhood Assoc Board? <u>Topic 3:</u> <a href="#">initial worksheet draft</a> of budget--begin work	Consider the following from the Stewardship Team in budget discussions: <ul style="list-style-type: none"> <li>• What would we cut if we don’t bridge the 20k budget gap? (Negative motivation factor.)</li> <li>• What things could we do if we exceed our budget? (Positive motivation factor)</li> </ul>	<b>Decisions</b> BOT decided by consensus to not waive rental fee for North Street Neighborhood Association.

				<ul style="list-style-type: none"> <li>● Who can be allowed to contact members who have not made their pledges?</li> <li>● Status of 25% payment to UUA</li> </ul> <p><u>Topic 1: Stewardship Team</u> Appeal letters should be sent out by Saturday. Susan P. is working on making adjustments to the online pledge form. The stewardship team will offer assistance in using the online form to anyone who needs it. They are working on planning a service for April 7.</p> <p><u>Topic 2: Free rentals</u> We should probably try to steer away from offering free space as much as possible. The rate for the library is low enough that this should be manageable for the North Street Neighborhood Association.</p> <p><u>Topic 3: Initial Budget Discussion</u> Is there a policy or practice to decide how much of a deficit budget we can run? Something to discuss with the finance committee. We may want to consider setting aside a certain amount of our bank account as a “reserve” and then allowing a certain percentage of that to go towards a budget deficit.</p> <p>Can we look into a high yield savings account or a certificate of deposit as a way to earn passive income?</p>	
7	<b>List decisions made</b>			<ul style="list-style-type: none"> <li>- approve issuing separate credit cards for staff.</li> <li>- deny request for free rental space for North Street Neighborhood Association.</li> </ul>	

8	List topics to revisit later			
8	Decide	8:45-8:46 PM	Agenda-building for next meeting Roles for next meeting	Facilitator/Observer: Elaine Opening/Closing Words: Michael Minister of Delight: Rand
9	Review	8:46-8:49 PM	Observations: Process, <a href="#">White Supremacy Culture</a> (WSC) and <a href="#">antidotes</a>	<p>We did a good job of listening to each other.</p> <p>No one got into the weeds this time, and we had a good dose of humor.</p> <p>New method for minister's evaluation worked well. Relief to not have to justify every rating.</p> <p>We did a good job of going with the flow and adjusting agenda on the fly. We demonstrated flexibility and nuance in the minister's evaluation discussion.</p>
10	Conclude	8:49-8:50 PM	Check-out Extinguish Chalice	