

Committee/Group:	BOT	Chair:	Deb Myrbo, President
Date:	2024-05-15	Minute Taker:	Sophie Hannauer, Secretary
Location:	Reeb in person	Meeting started:	6:37pm
Members Present:	Karen, Deb, Karol, Rand, Tom, Sophie, Michael	Meeting adjourned:	8:47pm
Others Present:	Rachel Avery	Zoom Link (when needed)	https://zoom.us/j/92128797359?pwd=R2pWbWdydmMvWDQ0ai94b1BHUTYrUT09
Charge:	https://docs.google.com/document/d/1DGMyiayZutYULViRe60L8Xt9qiqYQgyj/edit?usp=sharing&ouid=113996274166732070477&rtf=of=true&sd=true	Facilitator/Observer: Minister of Delight: Opening/Closing Words:	Rand Michael Rev. Karen

	Goal	Time	Agenda item (Length)	Discussion	Action
1	Gather & ground	6:37-6:45 PM	Welcome & Light Chalice- covenant Delight Centering time and opening words		
2	Decide	6:45-6:46 PM	Adopt Agenda <u>Consent Agenda (what's this?):</u> <ul style="list-style-type: none"> Last month's meeting minutes--approve? Treasurer's Report 		Decisions Agenda adopted by consensus Last meeting's minutes adopted by consensus
3	Discuss	6:46-6:52 PM	Items pulled from Consent Agenda to discuss? Last meeting's process observations: <ul style="list-style-type: none"> We did a good job working towards consensus on both the evaluation and the budget discussion. 	<u>Treasurer's Report</u> There is an error in the treasurer's report - some pledges that are intended for next year are being counted as one time pledges for this year. We need a new budget line for revenue that needs to be held for the following budget year. We are currently projected for about an \$8,000 deficit, which is about what Michael expected. Karen requested to be able to view more details about expenses counted under minister	

			<ul style="list-style-type: none"> Elaine observed a lot of self-denigration and reminded us to give ourselves grace. 	<p>professional expenses because they are higher than expected.</p>	
Discuss	6:52-8:02 PM	<p>Ministry Focus <u>Topic 1</u>: Extended check-ins</p>	<p>In your experience, what went well during the minister’s sabbatical, and where did we have trouble? How has the transition to Karen’s return felt for you? How do you feel now?</p> <ul style="list-style-type: none"> - There was not enough time to work on the budget with Karen after she returned. - We had really good guest speakers, especially those from the shared pulpit class. The variety was nice. - Karen did a lot of work to set up guest speakers and worship scripts ahead of time which really helped. Music program ran really well on its own and contributed a lot to services because of our talented staff. - Having Karen gone gave people a chance to fill their roles and take leadership in ways they may have not otherwise (both volunteers and staff). - It feels difficult to have our leader gone for so long with such a small congregation. Sometimes it became too much work for our lay leaders. We were missing historical knowledge and context that Karen has. - The sabbatical provided an opportunity/challenge in terms of determining how many “things” can happen on a Sunday (i.e. after service) - We had a tough time with the discussion/tension about what to do about 		

				<p>Gaza as a congregation, and could have used more guidance from our minister.</p> <ul style="list-style-type: none"> - More collaboration between staff and worship associates led to services that felt like a whole. - Having more “joyful” topics was good. - Zoom option is still crucial - Mike S. has been central to this while we still lack AV volunteers. - It was hard to navigate sabbatical boundaries when a crisis or a death happened. - Is it harder to recruit new members with a minister gone for so long? We were at a critical time of rebuilding after COVID so it’s hard to have our leader gone. - There is still a “spark” missing - people aren’t wanting to get engaged. 	
4	Discuss	8:02-8:07 PM	Stretch Break		
5	Refresh	8:07 PM	<p>Housekeeping Items:</p> <ul style="list-style-type: none"> ● reminder to meet with your new/incoming counterparts after officially elected (onboarding) ● Pot luck for June meeting? (inviting new BOT) 	Deb and Karol will meet with Rachel. Tom, Rand, and Elaine—choose one of you or all to meet with Jean	
6	Discuss	8:07-8:40 PM	<p>Governance Focus</p> <p><u>Topic 1:</u> Planning for congregational meeting</p>	Who presents budget? Who counts votes? Who counts for quorum and how? (need verified members list) Who counts votes online (will BOT member be online?) Other logistics. Not reading reports, just ask for questions or comments	<p>Decisions</p> <p><u>Topic 1: planning for congregational meeting</u></p> <p>Rand will count in person votes and keep track of speaker order.</p>

			<p><u>Topic 2</u>: Policy addendum to address rent-free use requests for building spaces</p> <p><u>Topic 3</u>: any items pulled from Consent Agenda to discuss?</p>	<p>Begin discussion in view of multiple requests; to discuss further in June.</p> <p><u>Topic 2: rent-free use of building</u> Definition of “Reeb-sponsored event” needs to be clarified.</p>	<p>Tom will monitor online votes and requests to speak. Michael will present the budget with support as needed from Deb.</p> <p>Deb will get updated membership info to Karen and Karen will print the list for quorum. Karen will run microphones for people who cannot come to mic at front of room.</p> <p><u>Topic 2: free building use request</u> Approved request from JCT for free building use for JCT-sponsored outside group. Sophie will communicate with Kelly, Tim, and Danica.</p>
7	List decisions made		<ul style="list-style-type: none"> - decided roles for congregational meeting - Approved request from JCT for free building use for JCT-sponsored outside group. Sophie will communicate with Kelly, Tim, and Danica. 		
8	List topics to revisit later				
8	Decide	8:40-8:42 PM	Agenda-building for next meeting Roles for next meeting		Facilitator/Observer: Elaine Minister of Delight: potluck
9	Review	8:42-8:46 PM	Observations: Process, White Supremacy Culture (WSC) and antidotes	<p>There was some defensiveness in discussion of Karen’s ministry. We should work to acknowledge feedback first before responding to it.</p> <p>Group processing discussion of sabbatical didn’t feel rushed. We took some extra time but everyone got to say what they wanted to.</p>	

10	Conclude	8:46- 8:47 PM	Check-out Extinguish Chalice		
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