

Board of Trustees Meeting Minutes
Thursday, November 21, 2024
6:45 PM – 9:00 PM, Library and Zoom

1. Chalice Lighting/Check-in

- The meeting began with a chalice lighting and check-in among attendees.

2. Review and Approve October Meeting Minutes

- The October meeting minutes were reviewed and approved without objections.

3. Affirm Covenant

- The board reaffirmed their commitment to the covenant.
- A copy of the covenant was read aloud and circulated among members.

4. Old Business

a. Implementation of NomCom Recommendations

- Discussion on progress made regarding the letter from the Nominating Committee received last spring.
- Members acknowledged areas of improvement while noting that additional leadership training and documentation of accountability efforts are needed.
- Some board members expressed concerns about accessibility of the board's Google Drive for storing relevant documents.
- Suggestions were made to develop structured training modules and systematic documentation for board actions.

b. Update on Meetings with POCs

- Discussion on historical challenges faced by past board members of color.
- Concerns were raised regarding how diversity, equity, and inclusion (DEI) efforts have been received within the board and the congregation.
- Members acknowledged ongoing issues of inclusivity and the importance of ensuring that feedback on DEI matters is not dismissed.

c. Adopt Staff Goals and Action Plan for 2024/25 Church Year

- The action plan was reviewed, and minor adjustments were suggested.
- The board formally adopted the staff goals and action plan.

5. Ministerial/Program Support

a. Minister's Report (Rev. John)

- The board reviewed Rev. John's report.
- Highlights included:
 - The decision to hold a single service in December at 10 AM.

- Financial updates regarding increased membership.
- Encouragement for board members to download and use the Realm app for church communication.
- Safety and security updates, including planned installation of security cameras and enhanced lighting around church premises.

b. Updates from Board Committees

i. EPIC (Equity, Peace, Inclusion, and Community)

- Continued work on accountability efforts and support for DEI training.

ii. Survey/Census

- Encouragement for members to complete the census survey to enhance congregational engagement.

iii. Stewardship

- Evelyn Sturgeon appointed as chairperson.
- Additional members being recruited.
- Stewardship goals and strategy development underway.

iv. Governance

- The Governance Committee is expected to start meeting in January.
- Bylaws and policies will be reviewed, with changes to be presented at the June Congregational Meeting.

v. Fiduciary & Finance Officer's Report (Charlie Gross)

- Financial health updates included:
 - Growth in church attendance and new members noted.
 - Concerns regarding rental revenue shortfall; alternative fundraising strategies to be considered.
 - Plans for financial transparency and best practices in stewardship.

6. Congregational Engagement

a. Plan Agenda for December 8th Congregational Meeting

- The purpose of the meeting was discussed: celebration, information-sharing, and engagement.
- The board agreed on a format that includes a right relations committee update, reports from trustees, and a recruitment drive for governance participation.
- Discussion of a visitor from the UUA to speak on General Assembly volunteer opportunities.

7. Governance

a. Review Board Goals Tracker

- Members discussed documenting progress on governance priorities.
- Suggestions included creating a shared document with clear bullet points for tracking.

- Nicole shared additional resources related to leadership training and anti-racism work.

8. New Business

a. Determine BOT Meeting Schedule for 2025

- It was agreed to continue meeting on the fourth Thursday of each month.
- No meeting scheduled for December.

b. Security and Safety Enhancements

- \$50,000 security upgrade approved, including:
 - New security cameras.
 - Improved lighting and window reinforcements.
 - Walkie-talkies for internal communication.

c. Winter Shelter Program (January 27 - February 3, 2025)

- The board reviewed logistics for hosting individuals experiencing homelessness.
- Volunteer recruitment and training were discussed.
- Coordination with other churches and local programs was emphasized.

9. Review Covenant/Extinguish Chalice

- The meeting concluded with reflections and reaffirmation of the board's commitment to its guiding principles.

Adjournment:

- The meeting adjourned at 9:00 PM.