

Board members present: Paula Fulks (2022), Steve Harvey (2022), Claire Wyneken (2023), Toni Saunders (2023), Sara Fleming (2024), Kalen Ponche (2024) - arrived at 8pm, Steve Swift (2024), Chuck Schuder (2024)

Not Present: Barbara Gadon

Guests: none

6:30 Gather (5 min)

- Chalice lighting & Opening Reading

Sara

6:35 Check-ins (15 min)

6:50 Report from Paula re Signature issue. Discussion. [10 minutes]

The board discussed whether it has the right tools to be informed and involved in financial oversight of the church. The board plans to create a charter to consider policy revision to look at who is able to sign checks on behalf of the church. Steve H. will develop a charter for an ad hoc committee to begin in January and complete work by end of March (membership: Paula, Peter, Sara, Claire, Rev. Barbara). The charter will be voted on via email by BoT then emailed to Rev. Barbara.

7:05 Meeting Preparation (5 min)

- Finalize agenda
- Ombudsbuddy Report - SteveS
- Confirm meeting assignments:
 - o Timekeeper - Claire
 - o Process & Transparency Observer - Chuck

7:10 Consent Agenda (5 min)

The board unanimously approved the October 2021 meeting minutes, the November 2021 meeting minutes and accepted the following policy monitoring reports:

- 4.1 Treatment of congregants [barbara]
- 4.2 Staff treatment [barbara]
- 3.5 Policy Noncompliance Paula/Kalen (left over from November)
- Affirmation of New Eliot members (Bylaws, Article III, Part A): None to report.

7:15 The new ends (15 Minutes)

The Congregational survey was finalized and will be published in January to the church as a whole. In general, attendance is down and participation is also lower. Members as a whole are looking forward to Eliot reopening (this survey was conducted in October). We are feeling lonely and stressed at these times of great change. We appreciate the virtual offerings that Eliot has provided and hope these continue alongside in-person offerings.

- **ACTION:** Kalen will reach out to Cathy about publicizing results and what has been done before
- **ACTION:** Steve H. and Claire will work on pay recommendations for Rev. Barbara to be completed by the end of February.

7:30 Board Development and linkage (5 minutes)

- The board will host a joint event with the Canvass team on April 9. Steve H and Chuck will work with them.
- The nominating committee is hosting a leadership development event from 9-12pm Feb 12th.
- Steve H. will send out something to read for ongoing board education.
- The Board workshop will be on 2/19 from 9-12pm.

7:35 Short break! (5 minutes)

7:40 Treasurer's Report [Sara] (10 minutes)

Sara said the current income is not great and reported that the numbers are negative for the month and year to date. She said the financial report is now including accounting for mortgage interest. She plans to modify the reports from July to December to reflect the same so they are consistent. Sara plans to speak with Camille about a possible issue with Realm not rolling over people's contributions from year to year.

7:55 Lead Minister's Incidental Report. General discussion - [Barbara] 20 min

No report

8:20 Meeting Summary, and looking ahead: (10 min)

Decisions/Actions Taken/Follow Up

- SteveH – write charge for ad hoc committee. (Email if needs approval) Email to barbara. First meeting January. Resolve end of march. Barbara, Claire, Peter, Paula, Sara
- Kalen reaches out to Cathy regarding publicizing results of survey.
- Claire and SteveH significant progress in making recommendations for lead minister reimbursement adjustment by end of January. Finish with task by the end of February.
- Claire and SteveH will discuss with Barbara membership decline and results of survey, any plans for outreach. etc.
- Sara will talk to Camille about many topics. Including possible problem with Realm
- Toni find flowers for Barbara.

Process & Transparency Report -

- The board changed the agenda at last minute, blurred lines between means and vision, lots of actions without formal motions

Monitoring assignments for January 11, 2021 Meeting

- 4.9 Board communication and support [barbara] – Changed from Dec to Jan
- 4.6 Financial Condition and Operations (contingent on committee? from October)
- 3.1 Unity of Voice Paula and SteveS

8:30 Adjourn

Reminder Dates

- January 11, 2022 -- January Board meeting
- February 12 2022 Possible leadership development event.
- February 19 2022 Winter retreat
- February / March – Select next Chair-Elect (to be chair beginning 7/1/2023)
- April 9, 2022 – UU Palooza event (Board/Canvass event)
- May 15 2022 -- Congregational meeting.
- June 18, 2022 – Tentative day of onboarding event for incoming Board.
- July 2022 -- First meeting of new Board
- August 19-20 2022 -- Next year's Board retreat.