

**Towson Unitarian Universalist Church
Board of Trustees
November 2022 Meeting**

Date/Time:	November 30, 2022
Meeting:	November Board Meeting
Participants:	Patty Barry, SaraRuth Davis, Andrew Hager, Ellie Hughes, Larry Magder, Michael Magrogen, Tracey Myers-Preston, Rev. Clare Petersberger, Susan Riggs, Samantha Saalfeld
Absent:	
Guests:	John Barry, Luke Williams
Location:	Zoom
Next meeting:	Wednesday, January 18 at 7:30 pm

Pre-meeting Action Items:

Activity	Owner	Target Date
These action items are to be completed before the meeting. Often, they are related to consent agenda items, which are items for which there is no discussion unless a member has a question concerning them.		
Read and provide revisions of minutes from the previous Board meeting.	All	11/30
Read reports.	All	11/30

Scheduled Agenda:

Chalice Lighting	Ellie Hughes
Process Observer	Susan Riggs

Go-Around Question	Andrew Hager
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Consent Agenda	Owner
Approve minutes from October Board Meeting	Patty Barry
Accept Minister's Report (Appendix 1)	Rev. Clare Petersberger
Accept President's Report (Appendix 2)	Andrew Hager
Accept President-Elect's Report (Appendix 3)	Ellie Hughes
Accept Treasurer's Report (Appendix 4)	Larry Magder

Discussion Agenda	
<p>Endowment Committee Report</p> <p>A snapshot of the Endowment from September 9 shows it down by \$47,000, but \$26,000 of that is due to the expected part of the 5% draw.</p> <p>The percentage of the endowment invested in socially responsible funds has increased, as directed by the Board. Over time, John recommends this should continue.</p> <p>The Endowment Committee plans to have recommendations when they next report to the Board.</p>	John Barry
<p>Planning for Board Auction Event: Virtual Games (January 21)</p> <p>We do have another Board Meeting before the event, although it is the same week as the event.</p> <p>Thus far, only have 3 signed up. We can announce openings for more participants</p> <p>Games to be played: Scattegories, a scavenger hunt, and Pictionary. Other suggestions included bingo and a get-to-know-you game.</p> <p>Andrew will develop the scavenger hunt. Patty will take care of gift bags.</p>	Andrew Hager
<p>A-team Check-in</p> <p>Chason was contacted to look into the heating issue in the office. Dynamo put a sensor light on the sign so that it's not on all the time.</p> <p>The fence is in. The door will be installed in December.</p> <p>Gratitude was expressed for the new digital mixer.</p> <p>A number of committees still need volunteers. Testimonials during service will be given each week in January, focusing on how service to this group or committee centers me.</p> <p>The A-team will continue to look into unrelated business income and the difference it has from other rentals. For instance, the Handel Choir is renting space to rehearse, not charging people to</p>	Rev. Clare Petersberger

Discussion Agenda	
<p>enter. This is different from what occurred with Concerts in the Great Hall or yoga classes. It comes down to: Are people being charged to come into the building?</p>	
<p>Stewardship Planning</p> <p>Theme: Rising Together</p> <p>Andrew stated the need for stewardship volunteers, including someone to lead or perhaps co-lead.</p> <p>Rev. Clare expressed that it's important to remember that we are not just trying to raise money, but are working towards having the ability to fulfill our mission.</p> <p>The Board discussed methods and activities that had been used in the past for the stewardship campaign including:</p> <ul style="list-style-type: none"> • A chair or co-chairs leading a committee • The initial pitch: letters sent to members and friends • Testimonials during Sunday service: how TUUC's mission enriches their lives. • Follow-up phone calls made to those who haven't pledged. These involve checking in with folks, not just asking for money. Stewardship is one way that folks can positively interact, but this takes quite a bit of work • Kick-off potluck brunch an/d or end-of-campaign celebration • Neighborhood gatherings • The Board acknowledged that the last two years, the stewardship campaign has looked different, due to the restrictions in place because of Covid. <p>Suggestions/Ideas for this year:</p> <ul style="list-style-type: none"> • Launch Feb. 1, want pledges back by mid-March. • Form a committee to make these decisions, including both Board and non-Board members • In January, at services there will be testimonials from folks representing committees who need volunteers, explaining how their service centers them. This can be built upon as stewardship begins, with the focus shifted toward the 	<p>Andrew Hager</p>

Discussion Agenda	
<p>financial: how giving can help center ourselves and helps us all rise together.</p> <ul style="list-style-type: none"> • Encourage those who give to enroll in automatic deductions or automatic renewal and to increase their pledges. • Encourage newcomers/those who haven't given. How to have a culture of giving without being too hard a sell? • Perhaps have three tiers of volunteers: a chair, a committee, and then volunteers to make calls or carry out specific tasks. • Sarah Ruth suggested that we link the spiritual practice of giving to pledging. • You experience a benefit for giving. While we don't have tangible giveaways like NPR tote bags, we could create a scale: \$50 buys us this for our church, and \$500 gets this for our church. • Ellie spoke about research into what motivates people to give. Most don't give transactionally; instead, they give to buy into values. This is not incompatible with knowing the impact of what you're giving and how it supports the mission of the church. • Tracey suggested having an aspirational budget: getting suggestions from members and identifying what their ideas would cost. Flip the culture of the organization. • Hold Town Hall meetings to allow people to ask questions Perhaps one virtually and one in person. • Set up a booth in the lobby to entertain questions/educate folks. • Tracey expressed that we meet people where they are. (Some are new and don't understand. Some would love a Zoom. Some would love a dinner. Others would love competition.) We should have levels of engagement so that people can find their comfort level. • Tracey also explained that people often don't understand or take ownership of needing to take care of the church financially. Perhaps we need an educational campaign as part of the drive. This could involve a weekly email with a video, visuals, and/or graphs? Maybe involve the kids by having them send pictures. • Engagement and community-building as part of the campaign. 	

Discussion Agenda	
<p>Andrew will pick a date for a virtual stewardship meeting in December. If Board members have ideas about specific folks that might be well-suited for Stewardship Committee, let Andrew know.</p>	
<p>Discussion of Open Question</p> <p>What changes do we need to make in order to be more accessible, given the diversity of abilities in our community? (Reminder: open questions are ones we will not solve tonight, but topics that need ongoing attention and action.)</p> <p>The Board began with a look at how TUUC meets the diversity of abilities in our community and how we might better do so.</p> <ul style="list-style-type: none"> • There was optimism that the new digital mixer would improve the situation for those with hearing issues. Addressing the needs of those who are hearing impaired is not as easy as it once was, as a wide variety of hearing devices are now in use that are not all compatible. • A note was made to look into captioning devices, like those currently used in theaters. On Zoom, captioning is enabled during services. While not perfect, it is useful. • The suggestion was made that a relatively simple improvement for folks with special dietary needs would be to have index cards with ingredients listed for items t are served during hospitality. • TUUC’s commitment to multiplatform ministry and monitoring of current Covid levels enhances the ability of those who are immunocompromised to participate. • The Board discussed and acknowledged the difficulties for those using wheelchairs and scooters, including that there is no accessible restroom upstairs and difficulty exists getting up the ramp. To improve this, TUUC will need an architectural assessment but will need to raise funds. • The plan to put some content on YouTube, so that folks can watch another time, might help with some disabilities. • SarahRuth and Kara Tyler have discussed ways to include those who are neurodiverse in Religious Exploration. • A Town Hall might generate ideas about what folks think is needed. Perhaps a broader conversation regarding 	<p>Andrew Hager</p>

Discussion Agenda	
accommodations vs. inclusion would be important, with the goal to increase empathy in all.	

Having no further business before it, the meeting adjourned at 9:08.