

Present: Steve Evans (dialed in), Mike Stimson, Shelly Kaldenberg, Jean Rommes, Brandon Bundt, Ross Loder, Margaret Schultz, Zac Bailey

Staff: Deb Desert

Absent: Katy Philby, Mark Stringer

I. Chalice Lighting and Opening Words 5:30-5:35

II. Phone call with Laura Parks regarding January 8 – 9 retreat 5:37 – 6:15

Laura asked the questions “What did the board get out of the AI sessions?” to open the discussion. Board members responded: Better understanding of UUs; very consistent responses across all demographics; representatives from all church demographics were represented. The language used might have been different, but the basic message was similar.

The Nested Bowls Agenda was discussed. It was agreed that on Friday evening we would each answer the four questions Laura mailed out to us to give us a basis for going on the next day to determine the values, mission and ends that come from what we heard and saw. Each person should plan on 6 to 10 minutes. Presentations can be anything.

Other discussion included the information that about 20% of congregation attended AI sessions and we believe that everyone was heard, including the “quiet majority”. We discussed some of the aspects on Harvey’s letter to the Board and will be looking for ways to measure the ends statements.

Laura reviewed the technology required for the retreat.

III. Review details for January 8 – 9 retreat; make assignments:

Margaret transcribed all info from the sessions and prepared packets for all board members, pics of magazine covers.

Dinner Friday Night the 8th - Margaret
Breakfast Saturday morning - Zac
Lunch Saturday - Brandon
Snacks - Jean

IV. Report from Erin or Mark re meetings to determine whether we need a resolution on the Black Lives Matter banner.

Concerns were raised about vandalism to signs in other congregations. Deb indicated our banners will be placed high up on the building making it more difficult. Dedication of the banner will occur in January. After discussion it was determined that this is an executive action, and something we should simply

recognize but does not require a vote or Board approval. The board discussed and ultimately endorsed, with consensus, the executive's plan to hang the BLM banner and the associating activities.

V. **Administrative Items**

Jean asked to add the topic of Mark's sabbatical to the agenda. Mark sent email to Jean. He would like to set his sabbatical time frame from Feb. 23, 2016 - Aug. 2, 2016. This proposal generated a lot of discussion, including: What is the process when Mark leaves? Will Erin effectively take over as acting minister? What is the current status of the Tomorrow Team? Will Mark's sabbatical put a halt on the process? Deb indicated that Mark and she were working on a plan to be sure that everything continues with no interruptions and that the plan would be completed very shortly. Ross moved to remove the 12-month notice requirement for executive sabbatical, acknowledge the executive's request. Shelly seconded. Unanimously approved.

Margaret moved to approve amendment of the minutes; Mike seconded; unanimously approved.

Endowment Investment Committee: nominees
Discussion of by-laws for the committee
Greg Nichols currently only member, still need 2 more
Nominees: Todd Lachman

Financial Oversight Committee: nominee(s)
Nominees: David Witke

Nominating Committee
Ross - Consider Gina & Brian Campbell