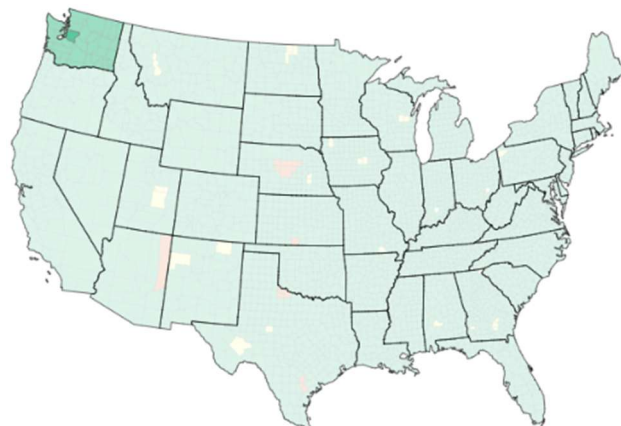


**SUNDAY Q&A: May 7, 2023**

**SINCE THE LAST Q&A THE BOARD HAS...**

- **Thank you for feedback received in April Q&A.** Board did discuss. We're wondering...  
Reach out to congregants who've left, benefits of membership in marketing materials, market for weddings and renting rooms during the week, create video/brochure, look at non-profit rules for ratio of overall income v. how much for rental.
- Community survey sent to community to elicit feedback on Board performance. **Thank you to everyone who participated!** Survey closed 05/04. Results given to Board 05/06. Results will be given to community in summarized form in the near future. In general, was positive. Lots of suggestions for improvement – all welcome! Today, we'll start with these two things in this Q&A: Better coverage of Ministerial recruitment activities and Financial update.
- Minister Recruitment
  - Ministerial Search Committee report – Cathy Lane to report.
  - Board Interview Subcommittee – Jean to report. Agreed upon panel interview and structure thereof, board member training, and consideration of interview process last steps (not finalized):
    - Saturday – Reception with community
    - Saturday – Candidate dinner with the Board
    - Sunday – Speaker
    - Sunday – Informal mingling during hospitality
    - Sunday – Workshop
- Financial recap. Dorothy to report.
- Governance Committee (meets 1-2 times per month):
  - Near completion: Staff performance review templates and process, Staff on-boarding checklist
  - Active work (gaps): Minister contract template, Sacred Service volunteer roles/responsibilities/policies, community communications plan, escalation (grievance) process, environmental sustainability policy compilation, 1099 & W2 contract templates
  - Next (June-Aug): Incorporate Jan-May policy manual changes (gaps), update policy manual (revisions), review nomination committee process
  - Discussion Examples: how and why reporting volunteer hours, various UWM ethics agreements, policy manual structure.
- Planning 2023 Board retreat(s): No use of UOB budget. Two separate single day events scheduled:
  - May 20: Focus on Board function/interaction.
  - Sept 9: Focus on annual business strategy.
- COVID Policy: Per the CDC tracker the entire U.S. is now predominantly low risk (green).
- COVID memorial event. See Lisa Singer if interested in participating.
- Income Idea form. Form complete. To be put in use soon.
- Staff performance reviews in process.



**In Partnership: WHAT BOARD NEEDS FROM COMMUNITY**

- Include in your daily affirmations: UOB is abundant, prosperous, and thriving.
- New Minister prayer (In sanctuary pick up or, if on-line, contact Monica to receive a copy by e-mail)

**In Partnership: WHAT COMMUNITY NEEDS FROM BOARD (Q&A)**

- In person: Step up to the microphone (this allows those on-line to hear better).
- On-line: Post questions in chat. Monica will read for you.