

# Unitarian Universalist Church of Bloomington, Indiana

*Seeking the Spirit, Building Community, Changing the World*



Unapproved Board Minutes

April 16th, 2014, 7:05 p.m.

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**Attending:** Kathleen Sideli, Drew Schrader, Abby Gitlitz, Doug Cauble, Arzetta Hulst-Losensky, Von Welch, Deb Hutton

**Ex-officio:** Reverend Mary Ann Macklin

Submitted by Abby Gitlitz, Secretary

## **I. Call to Order**

Call to order by Kathleen Sideli, President, at 7:03

Changes to the agenda: None

## **II. Chalice Lighting and Reading**

Chalice lighting and reading by Abby “The Pot of Earth” by Archibald Macleish.

## **III. Check-in**

Attendance and check-in.

## **IV. Consent Calendar**

### **A. Approve March 2014 minutes All**

Motion by Von : To approve March minutes.

Seconded by Doug.

Vote: approved unanimously.

### **B. Minister’s Report Mary Ann Macklin**

See attached “Minister’s Report”

## **V. Discussion Calendar**

### **A. Old Business**

#### **1. Minister Emeritus Working Group Deb Hutton**

The group continues to meet. It is particularly good to have Clarke Miller on the committee as he brings a voice of a retired minister who served outside of our congregation. MEWG will put something in the prologue regarding Barbara Carlson’s leave taking and how the congregation will take time to celebrate her in September.

#### **2. Regional Meeting debriefing All**

See Minister’s remarks.

Social action – One attendant from another congregation said she was tired of her church always talking about social justice since her congregation never does anything about it. Our church continues to stand out for our very active social justice work.

Doug Cauble has now been voted in as our Regional representative. Currently there is a pushback by many congregations regarding info coming from on high (region/UUA) but

our church has really benefitted from outside consultants. Doug would like to see other congregations make more use the resources out there.

### **3. Presentation of IM application IMSC**

The UUA Transition Office (TO) offers two choices for use receiving our applicants – either a small pool of 4-5 from which we much choose (and compete with other congregations with), or a single candidate whom the TO believes is the best fit for our congregation. The advantage of the latter route is that we would not be in competition with other congregations for the candidate. The disadvantage is that if we do not move forward with the suggested candidate, we would need to wait for the second round of match-making. After significant discussion, the IMSC has decided that the single candidate route gives our congregation the best opportunity to arrive at the strongest candidate and has informed the TO of our choice in that matter. Our congregation’s application for an Interim Minister will be submitted on 4/17/14.

The IMSC will vet the chosen candidate and then bring our recommendation to the board for a vote.

## **B. New Business**

### **1. Stewardship Campaign Update (as of 4/15/14) Drew Schrader**

- 34 New Pledges for a total of \$17,584
- 229 Current Pledges for \$425,305
- 8% increase from current pledgers over last year’s amount
- Only 22 of the 229 decreased their pledge
- 134 outstanding pledgers from last year - if they hold steady would be \$131,591
- If our outstanding pledges matched the 8% \$142,118
- If remaining pledgers match last year = \$556,896
- If remaining pledgers match 8% increase = \$567,423

The committee has identified roughly 30 people who would benefit from a personal pledge call. The Stewardship Committee would like the Board’s help contacting them. The Board commends Drew Schrader and Mary Boutain for conducting a strong stewardship campaign.

## **2. Monitoring**

<http://www.uubloomington.org/uucb/govt/boardpolicies2013.pdf>

II D1. Annual Budgeting

II E. Financial Condition  
See 2013-14 Operating Budget

II H. Communication and Counsel to Board  
Inspection of board of effectiveness of board-exec minister communication

IIIF. Standing Committee  
see Finance Committee report

June - The Board will discuss the title “executive minister” and whether it still makes sense to use with Mary Ann.

July – Discuss the T-accounts.

**VI. Executive Session 9:20**

**VII. Check-out All**

**VIII. Adjourn 9:30**

Motion by Doug : To adjourn.

Seconded by Drew.

Vote: approved unanimously.

*May monitoring:* IV.A-D: Management Team Relationship, Direct inspection by Board of effectiveness of the Board – Executive Minister Relationship (need to fix Policy statement to remove reference to Mgt team and “council”)

Upcoming announcements: 4/20 Abby 4/27 Von 5/4 Drew 5/11 Doug 5/18 Kathy

## Reverend Macklin April 16, 2014

### Board Report

April 16<sup>th</sup> the church staff had a Strategic Planning for Social Media and Technology. The 21<sup>st</sup> Century Class began in October, and met every other week. The meeting was at Beth Shalom and it was good to have an off-site meeting for the focus it allowed.

In terms of Social Media, Technology and our Congregation: What does all of this mean to the Board? What does it mean to have Livestreaming and more people attending but less people in pews? What is our mission? What is building community? Religious Community is shifting but what do we want to maintain as a religious community??

MAM left quickly the past few Sundays after worship due to Honors Convocation delivered the IU Invocation and ***Mechirah***: the purchase of chametz from Beth Shalom.

Regional Assembly. Kudos to staff and lay leaders; Amy Taylor, Carol Marks, Jackie Hall and Adrienne Summerlot, (Social Justice) our Youth! Bill and I did morning worship and Shari Woodbury did evening worship. Andy Beargie went above and beyond in terms of technology staying calm and collected when dealing with varied and substandard technology.

MAM will meet with a Finances and Personal Financial Consultant in April. She expresses her gratitude to Arzetta , John and Carol for all of their help.

All Church Retreat will be May 9<sup>th</sup> and 10<sup>th</sup>.

A “take away” for MAM from the exit interview is that she spends a lot of her time trying to get the right people in the right place, including staff.

Kudos to Staff. Sue Swaney: Carmina Burana, Carol Marks: stepping up in so many ways, Judy Bennett: flying solo with Exploring UU, Reverend Leite: Climate Summit for Youth, Coming of Age Program, Chalice Making.

Future: Spiritual Crafting, Possible Beloved Community, New Website in July,

FINANCE COMMITTEE REPORT

1. The Finance Committee has prepared a preliminary FY 2014-2015 budget. This committee, like the Executive Minister and the Board, places a high priority on moving to fair and sustainable compensation for the staff. The minister's benefit package represents 25% of her/his salary and housing. The Executive Minister is committed to paying a fair minimum wage of \$10.10 per hour to the hourly employees. Our congregation has made good progress towards meeting the goals the fair and sustainable compensation.
2. Hourly employees include Office Assistants, Child Care workers, and Religious Education (RE) Assistants.
  - The two office assistants' wage would increase from \$9.25/hour to \$10.10/hour (0.092 increase) and from \$9.75 to \$10.60/hr (0.087 increase).
  - Child care wages would increase from \$8.00/hr to \$10.10 (0.26 increase).
  - The RE assistants' wages would increase from \$10.00/hr to \$10.10/hr (0.01) and from \$10.50 to \$10.60/hr (0.01).
  - The cost, for wages and payroll tax, increases from \$37,127 in FY 2013-2014 to \$41,077 in FY 2014-2015. Total increase is \$3,950.
3. The music director's compensation has been increased to pay her for the 11 months she works. The past budget only paid for 10 month's salary even though she worked 11 months. The custodian's work schedule has been increased from 20 hours per week to 21 hours per week and his compensation has been adjusted accordingly.
4. Funding for most of the line items in this budget remains the same as in the FY 2013-2014 budget. Three committees, Sunday Services, Welcoming Congregation, and New Committee Seed Money, have been eliminated from the budget.
5. The Sabbatical and Search Funds have been separated. No funds have been allocated to the Sabbatical Fund for FY 2014-15.
6. The UU Organization Retirement Plan necessitates three additional employees being covered by the plan. The UUA recommends an employer contribution rate of 10% of salary (salary and housing for ministers) as fair. Currently the church funds the 10% employer contribution rate for the ministers. The Executive Minister proposes the church fund all retirement eligible employees' Retirement Plan.
  - The cost will be: \$14,500 for the Executive and Interim Ministers, as compared to \$12,430 in FY 2013-14 for 2 ministers. This is an increase of \$2,070.
  - The cost to fund the retirement plan for the five additional employees (Admin., MRE, DRE, Member Coordinator, and Custodian) is \$11,718.
  - The total cost to fund two ministers and five staff members' retirement plan is \$26, 218. This is an increase of \$13,788 for FY2014-15 over FY2013-14.
7. We are still in the early stages of the Pledge Drive. Adjustments may need to be made once we have a better idea of the pledge and fundraising income.