

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World



Board Minutes December 17, 2014

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Attending: Kathleen Sideli, Von Welch, Arzetta Hulst-Losensky, Ann LeDuc, Doug Cauble, Deb Hutton, Pat Brantlinger

Ex-officios: Reverend Mary Ann Macklin and Reverend Doug Wadkins

Submitted by Ann LeDuc, Secretary

I. Call to Order 7:01 PM

Call to order by Kathleen Sideli, President, at 7:01 pm

Changes to the agenda: None

II. Chalice Lighting and Reading

Chalice lighting and reading by Von Welch.

III. Check-in

Attendance and check-in.

IV. Main Meeting

A. Approval of Previous Board Minutes

Changes to the November 2014 Board meeting minutes were made as follows:

Where it was stated on page 4, "...campaign ended June 30, 2013" was replaced with "...campaign ended June 30, 2014."

Motion by Von: to approve the November 2014 Board of Directors Meeting minutes with the change.

Seconded by Pat.

Vote: approved unanimously.

B. Minister's Report Reverend Mary Ann Macklin

The church staff is working hard during the holiday season.

The ministers are meeting with co-chairs of the Stewardship Committee on Saturday mornings. One topic of discussion is the need for congregations to nurture various modes of stewardship throughout the year. Kathie Lazerwitz and Carole VerWiebe will be joining the Stewardship committee.

Dori Davenport, UUA regional staff, will be at UUCB on February 7th, 9-12:30, to speak on "Building a Culture of Generosity." This will include exploring generosity as a spiritual practice. We will invite congregations from around the area for this event. Board members are strongly encouraged to attend.

UUA Moderator, Jim Key, will be here on February 21st and 22nd to host a workshop/town hall meeting, meet socially with lay leadership, and to preach. The Moderator position is the highest volunteer position and the chief governance officer for the UUA.

Staff and lay leaders are planning a trip to visit Monroe County United Ministries (MCUM). They will talk to MCUM's head staff and point person about what they do and who they serve.

On January 16th, staff and lay leaders will take part in a Red Cross CPR and AED class from 12:30-3:15 pm.

C. Interim Minister's Report Reverend Doug Wadkins

The four topics of interim ministry are heritage, leadership, connections, mission and future.

Heritage is the congregation's story. Our heritage deeply shapes who the congregation is and will be.

As part of January's Friday staff meetings, strength based **leadership** will be discussed. Staff will participate in an assessment of what they do well, how they can work better together, and implications for new staff, including the incoming minister.

During this time of ministerial transition, it is worthwhile for staff to think about their duties and how they might be reconfigured to work better together and with the new minister. The ministry team will work to better understand their ministry and the impact a new minister may have on them.

Reverend Wadkins will be working with the congregation and staff regarding **connections** with the community and the larger UU movement. Our congregation is strong in terms of these connections. This work will include interviews with congregation members to see what they hope for in the future congregational work.

Mission- Reverend Wadkins will work to help the congregation understand why they exist and let it inform the ministerial search and the future of the congregation. This will be the topic of an all congregation workshop on January 31st, "Our Living Faith".

Future- Reverend Wadkins will assist the congregation to plan tangible ways to prepare for the future. This will include ways to help the new minister prepare for the next phase.

D. Old Business

1. Congregational Meeting Debriefing All

The electronic data backup procedures need to be written as an operations policy. Hope to have operations policies complete by early spring. Our server is backed up to disk once a week. The church database is backed up every night at 1 AM to the cloud and a physical server. Google Drive backs up and replicates its contents.

A concise summary of electronic backups will be published in the Prologue.

In response to the question about the terminology "authorized members or employees," Reverend Macklin clarified that all employees are authorized for

significant fiscal transactions, except hourly staff. Hourly staff have job descriptions that explicitly do not include money handling.

In the future, it would improve clarity to include more context before putting forth the bylaw amendments. Presenting the bylaws out of context creates confusion. Bylaws complement our policies, but do not cover the details of our policies.

At the congregational meeting, we had good discussion, understanding and clarity.

Upcoming town hall meeting and ministerial search website information will be published in the January 5th Prologue.

2. Update on MSC Timeline Steps All

Issues related to the meeting with Keith Kron

At our November meeting with Keith Kron, several issues regarding the ministerial search were discussed. Our decisions on these issues were clarified as follows:

“Calling” vs “hiring” a minister:

“Call” refers to the covenant between the new minister and the congregation. If “called” it requires a vote by the congregation to dismiss the minister.

If a minister is “hired,” they can be dismissed by the Board.

We are using the term “calling.”

Motion by Pat: to “call” the minister.

Seconded by Doug Cauble.

Approved unanimously.

A charge document from the Board to the Ministerial Search Committee (MSC) is recommended. The charge should be presented to the MSC before their retreat with Keith Kron. Presenting the charge early, will allow the MSC to have time to communicate with the Board at the beginning of the search process.

Other churches have formed a covenant with their MSC, clearly describing the charge of the MSC.

Associate Minister versus Second Minister:

Second minister is the terminology that the UUA uses to help them distinguish the rank of the minister. Last year, there were only six UUA searches for a second minister.

We will be using the terminology of an “Associate” minister instead of a second minister.

Mary Ann's role in the search process will include the right to veto candidates based on privileged information she knows as a part of her role in the larger ministerial community. Mary Ann will be in frequent communication with the MSC.

The search committee will negotiate the contract with the new minister.

The size of the MSC will be dependent on the strength and diversity of the nominations.

Deb and Pat are working on the letter to all congregants as part of the educational piece. The letter will include a link to the search website. The board will work on revising the letter January 7th- 12th. (This date has changed since the Board meeting, due to the need for office staff to have time to get the letters prepared and in the mail.)

January 25th, 2015 is the date of the town hall meeting.

We can decide at the January meeting more detail regarding our approach to reach out to congregants for nominations (calls, letters, electronically).

The search website and nominations survey are ready for dissemination.

We will identify core constituents and reach out to them prior to nominations.

3. Belcher Property

We have a signed contract that extends our right to buy both parcels of the Belcher real estate. This is a follow-up to the October, 2014 Board meeting, in which it was reported that our contract only covered one out of two parcels of the Belcher property.

4. Green Spaces Finances Update

Four of congregants agreed to extend their loans. One generous couple decided to forgive repayment of their loan of \$10K to the church as a donation.

In late January a letter should be sent to pledgers that have not paid asking if they will be able to pay their pledges.

E. New Business

1. Gun Carry Policy All

Von consulted Guy regarding the laws that pertain to us. We are not covered by statutory school weapons laws. We can make our own rules regarding our property. A gun free zone means that we are not welcoming professions required to carry, such as police officers. We could write our rules to include that we allow persons to carry firearms that are required by their profession to carry.

IU's policy is that guns are not allowed, but they can be locked in your vehicle.

Reverend Wadkins will contact other congregations in the community regarding their gun policies.

An ad hoc committee will be formed to discuss whether or not the church should have gun and weapons policies, and make a recommendation on what the policies should be. The committee will consist of ushers, Just Peace Task Force members, religious education leaders and a Board member. Guy Loftman will be asked to join the committee. Doug Cauble will provide Board representation and provide an update on the committee at the February Board meeting.

2. Monitoring Reverend Mary Ann Macklin

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

III A-E Governance Process: Direct inspection

by the Board of effectiveness of governance process

IV.A-D Board-Senior Minister Relationship

These policies are detailed and cover everything that is not allowed.

Monitoring of reports might be an interesting topic of discussion with Jim Key.

V. Executive Session 9:00 PM

The board met in executive session at 9:00 pm.

VI. Adjournment 9:47 PM

Motion to adjourn: by Von.

Seconded by Arzetta.

Vote: approved unanimously.

The meeting adjourned at 9:47 pm.