

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World



Board Minutes February 19, 2015

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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, Reverend Doug Wadkins, and Reverend Emily Manvel Leite

Submitted by Ann LeDuc, Secretary

I. Call to Order 7:05 PM

Call to order by Kathleen Sideli, President, at 7:05 PM

Changes to the agenda: None

II. Chalice Lighting and Reading

Chalice lighting and reading by Deb Hutton.

III. Check-in

Attendance and check-in.

IV. Main Meeting

A. Approval of Previous Board Minutes

Motion by Deb: to approve the January 2015 Board of Directors Meeting minutes.

Seconded by Doug Cauble.

Vote: approved unanimously.

B. Minister's Report Reverend Mary Ann Macklin

Many UU clergy were in Selma, Alabama 50 years ago for the civil rights march from Selma to Montgomery, led by Martin Luther King Jr. Reverend Macklin and Reverend Wadkins will be going to Selma for the 50 year anniversary of the march.

Reverend Macklin has taken some much needed time off. She will be meeting with her support team this week.

C. Old Business

1. Finalize Weapons Policy Doug Cauble

Although the committee realizes that a strict no weapons policy cannot be enforced, they feel a strong statement should be made. One idea discussed included posting signs at entrances that show a gun in a red circle with an "X" through it.

Reverend Wadkins reported that Shalom offers a secure place to lock up alcohol and weapons. He also stated that, in almost every congregation, there are members that carry weapons with them at all times.

Doug Cauble was given the charge to go back to the committee and request the committee recommend a statement to the Board.

2. Debrief on Jan 25 Town Hall Mtg Von Welch

See attached Town Hall Meeting notes.

Many great questions were asked, discussed, and answered during the Town Hall meeting.

The question of whether or not to check with nominees first continues to be discussed among congregants.

3. Review MSC-related activities All

a) Communications

Information about the MSC process will be published in two upcoming Friday Updates.

This Sunday will be our last Sunday to remind congregants to submit their nominations for the MSC.

b) Nominations Process Update

58 congregants have submitted their nominations to date.

Board members will distribute paper ballots before and between services this Sunday.

Reverend Wadkins added that it is important that the congregation feel invested in the list of recommendations.

On March 2nd, Ann will send to all Board members the list of congregants who have submitted their nominations. This list will not include the names of nominees.

On March 4th the Board will meet in executive session at 7:00 PM to review the list. The Board will review the number and breadth of nominators at that point. We may extend the nomination period for two weeks, if we feel the nominators are not adequately representative of the congregation. The board will decide if any congregants need to be contacted to encourage them to submit their nominations. We should reach out to past Board members and past search committee members if they have not submitted their nominations.

On March 11th in executive session, the Board will take the first look at the list of nominees.

4. Update on search for legal counsel Kathleen Sideli

Von will contact Guy Loftmann to define the scope of the role of the church's legal counsel.

Kathy will contact Rob Fischman to see if he, or someone else at the law school, would be willing to assist the church with its legal affairs.

5. Vote on nominations for SPF Von Welch

See attached Stuart Yoak UU church experience and narrative bio.

Motion by Von: to appoint Stuart Yoak to serve the rest of Kim Deckard's term on the Special Purposes Fund Committee (through June of 2017).

Seconded by Arzetta.

Vote: approved unanimously.

6. Jim Key's Visit

Mr. Jim Key, UUA Moderator, is visiting this coming weekend at the request of our congregation.

The Board will meet with Mr. Key at 6:30 pm at Noodles & Company on Friday, February 20th.

This is an opportunity to learn what is going on in the UUA, the future of Unitarian Universalism, and what other congregations are doing.

Leadership Cultivation will be meeting with Mr. Key on Saturday, February 21st. Also on Saturday, Mr. Key will be hosting a Town Hall Meeting at 1:00 pm.

Mr. Key will be delivering the sermon on Sunday, February 22nd.

7. Mid America Assembly

Doug Cauble is the Vice President of the UU Mid America Region.

Julie and Doug Cauble will attend the Mid America Assembly in Naperville IL in April. Julie will be a delegate. Additional Board members may attend.

D. New Business

1. Monitoring: SPF investments Von Welch

See attached Special Purposes Fund Board Report.

The large anonymous donation is reflected in the report.

2. SPF Town Hall Meeting on Divestment

The committee is considering the divestment issue and will continue the discussion in March. They may hold a Town Hall meeting on divestment in May.

Divestment funds have not been around for a long time. As a result, there is not a long term track record for their performance.

3. Interim Minister Evaluation (per UUA) All

The UUA has asked the church to evaluate our interim ministry at three points during the interim. The evaluation is completed via an electronic form. The deadline for the upcoming evaluation is February 28th.

Kathy will send Board members the link to the evaluation categories and Board members will send Kathy their input.

V. Executive Session

The board met in executive session at 8:46 PM.

VI. Adjournment 9:09 PM

Motion by Von: to Adjourn.

Seconded by Arzetta.

Vote: approved unanimously.

The meeting adjourned at 9:09 PM.

Special Purposes Fund Board Report – 06/01/14 to 12/31/14

								1[1]
								Notes
Endowment Accounts								2
								3
								4
Beginning Balance	Earnings	Distribution	Other Transfers	Deposits	Expenses	Ending Balance		5
97,754.16	4,334.92	-1,206.58				100,882.50		6
								7
Investments								8
100% Vanguard Wellington fund								9
(approximately 2/3 equities and 1/3 bonds)								10
Investment profile has not changed in this period.								11
								12
General Accounts								13
								14
Beginning Balance	Earnings	Distribution	Other Transfers	Deposits	Expenses	Ending Balance		15
198,114.44	978.72	1,206.58		1,287.51	-6,190.49	195,396.76		16
								17
Income								18
9/15/2014 Repro Justice returned grant funds								19
				287.51				19
12/21/2014 Harv Hegarty donation to NR Harv Hegarty Fund								20
				<u>1,000.00</u>				20
Income Total								21
				1,287.51				21
Expense								22
9/8/2014 Amethyst House - for ad in program								23
				500.00				23
10/1/14 Harland Clark check order								--
				71.28				--
11/6/2014 i - C Robertson Grounds Income								25
				284.21				25
11/10/2014 i - Lundin S.J. Large Grant Fund B								26
			3,000.00					26
11/10/2014 i - Lundin S.J. Small Grant Fund A								--
			2,335.00	<u>5,335.00</u>				--
Expense Total								--
				6,190.49				--
Investments								29
7% Cash								30
26% Vanguard intermediate term bond fund								31
26% Vanguard short term bond fund								32
40% Vanguard Wellington fund								33
2% Gold								34
No change in investment profile in this period.								35
								36
Notes								37
none								38
								39
Comments								40
The Special Purposes Fund Committee is undertaking a review of investments, including possibilities for fossil fuel divestment.								41
								42
Committee								43
Chris Haynes (Chair), Arzetta Hults-Losensky (Board Treasurer), Von Welch (Board appointed), Joanne Wilhelm (Secretary)								44
								45

Unitarian Universalist Church of Bloomington, Indiana

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Town Hall Meeting Notes

January 25, 2015

Von Welch, Vice President of the Board of Directors led the meeting. There were 67 attendees.

- Welcome
- Ministers' opening words
- Introduction of Board members present
- Slide show presentation
- Question and answer session
- Ministers' closing words

Questions and answers:

Noretta: Why not ask members before you nominate them?

Noretta said that she had talked with several people that she would like to have serve on the committee. Each of them had reasons they did not want to or could not serve.

Von: We feel that the request coming from the Board to the nominee will have more weight. When asked if they are willing to serve on the MSC, we will explain to the nominee that they have been nominated by many members and friends of the congregation.

Connie Loftman: Are spouses of Board members or staff allowed to serve on the committee?

Anna Beauchamp: How much actual in person contact time is required? Can much of the work be accomplished electronically?

Harlan Lewis: Just the weekend travel alone is very time consuming. Expect a minimum of 250-300 face hours.

David Keppel: When thinking about a diverse committee, is nominating someone who is less well known within the congregation a waste of time?

Von: If you feel strongly about a nominee that is less well known, please bring the nominee to the Board's attention.

Stuart Yoak: Will the congregation help create the packet?

Harlan Lewis: In the past we have done a congregational survey. Then the committee submits the packet.

John Crosby: Regarding the start date, what amount of time will we give the candidate before they have to start?

Von: We may need to be a little flexible with the actual start date.

Eve Cusack: Will people who are gone for extended periods of time be unable to serve on the committee?

Von: It would be difficult for someone who is gone for extended periods to serve on the committee.

Eve Cusack: Will the ministers be involved in the search?

Von: Reverend Macklin will be consulted and have veto power during the pre-candidate time.

Congregation member: Can one person nominate the same person 3 times?

Congregation member: Are we looking for diversity in the ministerial team?

Reverend Macklin: Balance in the ministerial team is important. Reverend Wadkins is helping to look at what balance we need.

Harv Haggerty: How will the search committee get down to finalists?

Von: Phone interviews and pre-candidates in neutral pulpits. Only one candidate will be brought to the church, the final candidate.

Lloyd Orr: We could solicit any candidates we want?

Reverend Macklin: Electronic communication has changed the process. The UUA tries to help us find the candidates we want. We could nab anyone we want. We are very lucky to have Keith Kron from the UUA helping us.

Judy Berkshire: Is it required for the candidate to be currently serving a congregation? If not, how do we see them?

Von: No, neutral pulpits and on-line sermons will be used to see the candidates.

Phil Cooper: Gender identity.... Categories on search committees not selected against.

Reverend Macklin: Changed "sex" to "gender" to address gender identity.

David Keppel: Is there any specialization in candidates we are looking for that might help us when selecting the search committee?

Von: No

Reverend Macklin: Reverend Wadkins will assist in identifying what we need.

Steve Pollitt: What is the procedure if the search fails?

Von: Calling the wrong person is the worst scenario. If there isn't a strong second choice, we start the whole process over.

Abby Gitlitz: What is Reverend Wadkins role with the search committee?

Von: Reverend Wadkins will not be working with the committee. Keith Kron and Reverend Macklin will be working with the committee.

John Crosby: My fear is that we are becoming a rigid church; that we will listen too closely to what Keith Kron wants.

Von: That's why we are looking for strong, trustworthy committee members. I do not find UUA reps to be authority figures.

Pat Brantlinger: Keith Kron said "Do what you want to do."

Noretta: We bought 15 copies of a book that told us how to hire a minister.

Von: Are you referring to the book, "In the Interim?" We have definitely put our own mark and process on things.

Amy Taylor: This congregation sets examples, takes the lead and others in the UUA learn from us.

Diane Port: If we have a candidate that has been with another congregation, where is the confidentiality?

Reverend Manvel Leite: Generally there is a person that the candidate puts forth as a contact. A candidate may not be hired and may need to stay with their current congregation.

Lloyd Orr: Our most influential minister was hired right out of school.

Bob Port: Packets in the past were glossy, big productions. Will the committee be tasked with doing the whole packet?

Reverend Macklin: People at the UUA can be paid to help with the packet.

Congregation member: In academics we look for specific areas of expertise. For example, are we looking for someone strong in social justice?

Von: Reverend Wadkins is gathering information about what we need.

John Summerlot: Will we be able to afford what we want in a minister?

Von: We are a lot better set than we were 2 years ago. Hopefully another strong stewardship campaign will get us there.

Phil Cooper: How young can committee members be?

Von: They just need to be members of the congregation.

Anna Beauchamp: How are we communicating the nomination time and procedure?

Von: Letter, electronic communications (Prologue), paper ballot, paper Prologue with ballot, ballot boxes at church. We will monitor responses to make sure we are getting enough.

Harv Haggerty: In academics, sometimes we go for someone that is not movable unless we put our best foot forward. With our best food forward, we are able to get them.

Meeting ended at 1:47 PM.

Stuart D. Yoak
Unitarian Universalist Church Experience

Unitarian Universalist Church in Bloomington

- Member 2011–current

Current Church Activities

- Co-teach the Exploring UU Class
- Serve as Sunday Morning Newcomer Welcomer
- Led Unitarian Universalism History Class

Other Activities

- Organized and prepared Festschrift for Reverend Bill Breeden on his retirement
- Served on Stewardship Committee
- Participated in Chalice Circle
- Participated in Outreach Service in Paoli
- Participated in All Church Retreat
- Participated in Humanists Forum

First Unitarian Church of St. Louis

- Member 1982-2011
- Parent of three children who attended Sunday School
- President, Board of Trustees (served two terms)
- Chair, Ministerial Intern Committee
- Chair, Adult Education Committee
- Co-chair, Capital Campaign Committee
- Served on Annual Campaign Committee
- Chair, Clark Lecture Committee
- Chair of Sunday Morning Adult Forum
- Represented the First Unitarian Church of St. Louis at UU General Assembly
- Organized numerous events and programs

Stuart D. Yoak, Ph.D.

Executive Director, Association for Practical and Professional Ethics
Senior Scholar, Indiana University

Dr. Yoak is the executive director of the Association for Practical and Professional Ethics. APPE is an international, multidisciplinary association advancing ethical understanding and practice in the classroom, the workplace, and society. APPE members are leading academic faculty, business leaders, corporate ethics officers, government agency directors, and professionals in all disciplines. APPE individual and institutional members span all 50 States and 18 foreign countries.



Prior to taking the position at the Association, Dr. Yoak was the Project Director in Medical Ethics for the Department of Surgery at Washington University School of Medicine, and was a member of the Brookings Institute Executive Faculty where he taught courses in government ethics. From 2002-2010, he served as the Executive Director of the Center for the Study of Ethics and Human Values at Washington University in St. Louis. During his almost 30 years at Washington University, Dr. Yoak held faculty appointments and taught professional ethics at the John M. Olin School of Business, the School of Engineering, and the School of Medicine.

He holds a B.A. in Humanities from Michigan State University, M.A. degrees in Philosophy and Information Science from the University of Missouri-Columbia, and a Ph. D. in Philosophy from Washington University in St. Louis. His governmental work experience includes a director position with the Missouri Supreme Court where he designed and implemented a state-wide, legal information system. His administrative work experience also includes a number of director level positions in higher education at Wayne State University and Washington University.

From 1982-2011, Dr. Yoak chaired the Biomedical Ethics Committee at Christian Hospital in St. Louis where he directed the Ethics Consult Service and led a medical ethics education program for physicians, nurses, staff and members of the broader community. He also served as a member of the Washington University Human Subjects Review Committee, and regularly gives presentations on business ethics, medical ethics, and the responsible conduct of scientific research.

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