

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Board Minutes

November 16, 2022



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Board members attending: Abby Gitlitz, Jane McLeod, Linda Pickle, Rich Slabach, Stuart Yoak

Board Members Attending via Zoom: Drew Shrader

Board members absent: Regina DiLamore

Ministers attending: Rev Connie Grant and Rev Emily Manvel-Leite

Submitted by: Regina DiLamore, Secretary

Attached Documents:

- A. Lead Minister's Report
- B. Financial Report

I. Call to Order and Chalice Lighting

President Abby Gitlitz called the meeting to order at 7:15pm and the chalice was lit. A quorum was in attendance.

II. Check-in

III. Approval of the Minutes

October minutes were approved.

IV. Reports

A. Report from Lead Minister

Board discussed Rev. Grant's report section by section and was gratified by the progress and proposals she presented. Topics included hiring a new staff person to fill position of present Church Administrator; changes in salaries, duties, and titles of present staff; planning for the Carol Marks celebration on December 11; possible ways to solicit nominations from the congregation for the lead minister search committee; a Transition Team event in January to enable a shared discussion of congregants' experience of changes in core church staff; a reminder that copies of *Governance and Ministry* are available for Board members in Rev. Grant's office. The Interim Lead Minister Report is provided in Attachment A.

B. Personnel Committee Report

Jane McLeod reported on the progress of the development of a Personnel Policy.

V. Old Business

A. Honoring Carol Marks

Discussed during the lead ministers report.

VI. New Business

A. Congregational Meeting

Modifications to the December 2021 meeting were decided.

B. Staffing Proposal

Discussed during the lead ministers report

C. Search Committee Timeline

Abby will provide a draft to the board.

D. Stewardship

A lengthy discussion of possible approaches to Stewardship in spring 2023 resulted in initial planning to recruit a core lay group to carry out possible related events under the general theme of “Revival”; Abby will be Board liaison.

VII. Housekeeping

Board members have signed up for announcements through December 24.

VIII. Topics for Future Consideration

A. Article II [[Link](#)]

B. How delegates are chosen for GA and why it matters

IX. Executive Session

The Board entered executive session at 9:00 p.m.

X. Adjournment

President Abby Gitlitz adjourned the meeting at approximately 9:40 p.m.

ATTACHMENT A

Date: November 16, 2022
To: Board of Directors
From: Rev. Connie Grant, Interim Lead Minister
Subject: Monthly Report, November, 2022

1. Staffing

We are close to hiring a very qualified, very enthusiastic (about the position and about Unitarian Universalism) Director of Administration to begin January 1!

I have developed a staffing plan that I would like to share with the Board in executive session.

2. Honoring Carol Marks

As you know, a celebration to honor Carol Marks is being planned for December 11, 11:30 – 1:30. Poetry, Pie, ‘Preciation. How would the Board like to participate?

I would like to discuss a related item in executive session.

3. Search Committee formation

Appended is an example of a way to solicit nominations from the congregation.

4. Transition Team activities

An event is planned for January, to give congregants the opportunity to reflect on and process their experiences with the departures of ministers and other core staff members.

5. Governance Review

Copies of “Governance and Ministry: Rethinking Board Leadership” (2nd ed, 2016) are available for Board members and Governance Working Group members

As I reported in September, many UU churches, both large and small, have moved to this model, having found Carver-model policy governance to be “too corporate” and not suitable for church governance. I have worked with at least three congregations that have happily made this shift; David Pyle, MidAmerica Regional Lead, is in favor of this model and is available to assist as needed. One of the fundamental goals of this review of your governance documents is to achieve internal consistency within the documents themselves as well as with your actual practice of who you are and who you want to be.

Example from First Unitarian Church of Pittsburgh

Script for solicitation of Ministerial Search Committee nominees

April, 2020

1. This is (name) from First Unitarian Church. I'm calling to follow up on the Board's request for nominations for the Ministerial Search Committee (who will be working over the next year to recommend our next settled minister). The Board wants to make sure that every church member* has the opportunity to participate in this process.
2. Have you seen the Board's email requesting nominations (yes/no)**
3. (If yes) Have you thought about people you would trust to be part of the Ministerial Search Committee? (yes/no)**
4. (If yes) Based on the criteria that were listed in the Board's email, are there up to 5 people you would like to nominate? (yes/no)**
5. (If yes) Would you like to tell me those names so I can forward them to the Board's data managers, or would you like to email them in yourself to search@first-unitarian-pgh.org? (Note that all nominations must be received at search@first-unitarian-pgh.org no later than Sunday, April 12).

(* "every church member" means that in a multi-member household each member can make their own nominations).

** (If no) At any point in the process, they may want to opt out. (e.g., they may have seen the Board's email, but don't have anyone they want to nominate.) But if they want to participate and want to know more:

Would you like to hear about the suggested criteria for potential nominees for the Ministerial Search Committee? (if yes, see below)

When considering a person whom you would trust to serve on the Ministerial Search Committee, the UUA suggests the following:

- Consider active members who regularly attend Sunday services, participate in congregational life, have exhibited lay leadership, and are supportive of professional ministry.
- Individuals who are well respected in the congregation and who are able to abide by ethical guidelines and maintain confidentiality of information.
- Your nominees should be respectful communicators who will act in the best interests of the congregation, be mindful of the importance and sensitivity of the search process, and are able to reasonably consider different points of views and be willing to compromise.
- Consider nominating members who would reflect the membership of the church, including gender, race, sexual orientation, religious identities, and length of membership.
- Please be mindful that serving on the Ministerial Search Committee will require a time commitment of a minimum of 5 –10 hours per week for about one (1) year. Search Committee members will need to be present, in person, for all meetings. Committee members will need to be comfortable with electronic communication.
- Members who are selected to serve on the Ministerial Search Committee will be asked to make this their major volunteer activity for the duration of the search. No one may serve concurrently on the Search Committee and the Board of Trustees, Nominating Committee, or Transitions Team. Staff members or their spouses are not eligible to serve on the Search Committee.