

# Unitarian Universalist Church of Bloomington

## Approved Minutes of the January 19, 2010 Board of Directors Meeting

Seeking the Spirit, Building Community, Changing the World

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**Attending:** Steve Dillon, Abby Gitlitz, Chris Haynes, John Lawson, Carol McCord, Denise Ogren, Kevin Rottet

**Ex-officio:** Reverend Mary Ann Macklin, Reverend Bill Breeden, Carol Marks

**Call to order** by Steve Dillon, President, at 7:04

**Chalice Lighting and Reading** by Kevin Rottet

## **Motion: Approve the November 17, 2010 Board of Directors Meeting minutes**

Moved by Dennis Ogren, second by Kevin Rottet

Vote: approved unanimously

Note: A snow storm resulted in cancellation of the December Board meeting.

## **Motion: Approve the December 12, 2010 Congregational Meeting minutes**

Approve as corrected.

Moved by Carol McCord, second by Dennis Ogren

Vote: approved unanimously

## **Minister's Report**

Reverend Mary Ann Macklin reported that the Ministerial Support Committee serves them in very important ways. The current committee members are Clark Miller, Sharon Yarber, and Jason Hill. She also reported that the Leadership Development Committee, formerly the Nominating committee, was in the process of shifting its role to include more leadership development, as well as nominating responsibility. The committee members are Jan Skinner (chair), Beckie Wagner, Anne Haynes, Bob Flynn, and Ex officio Mary Ann Macklin and Carol McCord.

Reverend Bill Breeden reported that our facility maintenance plans were in good order.

## **Review of Personnel Policy Manual**

Carol Marks reported on development of the Personnel Policy Manual in conjunction with the Human Resources Advisory Committee. A few corrections were noted in the context of the Board expressing satisfaction with the document as a whole.

## **Review of Governance Process**

There was discussion of the Board's transition to policy governance. The transition was perceived to be going well, though as expected it is a slow process. There was appreciation for reports submitted a week or so prior to Board meetings and agreement that it was important for Board members to study the reports carefully before meetings. It was agreed that substantial word smithing during Board meetings was undesirable.

There was anticipation of shortly having more time for visioning during Board meetings and brief discussion of this might be approached. There appeared to be agreement that the president, vice-president, and ministers would share primary responsibility for setting this agenda, with all

board members encouraged to provide suggestions. It was also felt that short readings provided in advance of meetings would often be valuable to provide a focal point for board visioning.

## **Review of Board-Executive Minister Relationship**

The sense of brief discussion was that Board-Executive Minister were quite satisfactory.

## **Review of Compensation/Benefits Plan**

Reverend Macklin reported the intention that over the next five years we become a Model Employer, in the terminology of the Unitarian Universalist Association. Professional consultation is being arranged to plan this transition. Success will depend on meeting budget goals.

Reverend Breeden reported that among over 1000 Unitarian Universality churches, we are 28th in attendance, but only 64th in membership and 106th in revenue.

The Board consensus was that the Model Employer goal was very important and needed to be brought to the congregation's attention, along with the statistics reported by Reverend Breeden.

## **Review of Five-Year Capital Plan**

There was general approval of Reverend Breeden's five-year building maintenance plan, including his suggestion that a congregational volunteer team undertake renovation of the Religious Education wing roof. Liability release forms similar to those used by Habitat for Humanity would be signed by these volunteers.

## **Review of Financial Condition/Cash Flow**

Treasurer John Lawson reported that our finances were consistently running on the positive side of projections based on averages from two to four years ago. There was an atypical downturn last year due to the overall economy.

## **Faith Formation Workshop 2020**

The Church is sponsoring a "Faith Formation Workshop 2020" weekend workshop on February 25-27, 2011 (primarily 9:30-4 the 26th), facilitated by the Reverends Sue Stinnamon and Phil Lund. We are providing substantial financial support from multiple funds. The workshop is free

to all members of our congregation, and open to others in our region. It promises to be exceptionally valuable for our visioning.

## **Budget Priorities**

There was consensus that care of our facilities and becoming a Model Employer were appropriate priorities for the next few years.

## **Chief Financial Officer**

It was agreed that it was desirable for a CFO position to be created with duties distinct from the Treasurer. It could be possible for both positions to be filled by one person, though this was not desirable.

## **Plate on Association Sunday**

There was discussion of sharing the collection plate on the coming Association Sunday, when Unitarian Universalist Association President Morales will be present. The sense of the Board was that 25% of the collection should go to community support (PALS) as mandated by congregational vote, with the remainder on that Sunday going to the UUA.

## **Motion: to adjourn**

Moved by Dennis Ogren, second by Steve Dillon

Vote: approved unanimously

**The meeting adjourned at 8:36 PM**