

Unitarian Universalist Church of Bloomington

Approved Minutes of the November 16, 2011 Board of Directors Meeting

Seeking the Spirit, Building Community, Changing the World

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Attending: Steve Dillon, Chris Haynes, John Lawson, Carol McCord, Kevin Rottet, John Summerlot

Not attending: Abby Gitlitz

Ex-officio: Reverend Mary Ann Macklin Reverend Bill Breeden

Call to order by Steve Dillon, President, at 7:01

Motion: Approve the October 19, 2011 Board of Directors Meeting minutes

Moved by Chris Haynes, second by John Summerlot

Vote: approved unanimously

Executive Minister's Report

Reverend Mary Anne Macklin reported agreement on the following Vision for the upcoming Stewardship Campaign:

- Be a model employer
- Broaden presence of the Church in southern Indiana

- Strengthen connections with UUA (Unitarian Universalist Association)
- Build community in Bloomington

The Church's Personnel Policies were submitted to the board per Policy II.B.

The old (pre-policy governance) Board Policies document is being revised to form an Executive Policies document, which should be ready early next year.

Treasure's Report

John Lawson reported the Finance Committee was developing an internal audit procedure (per Policy II.F.3-9) and was reviewing a new UUA document on recommended finance procedures.

Autumn Congregational Meeting Agenda

The agenda draft for the December 11th, 4pm, meeting provided by Steve Dillon was approved with minor revision.

Board Member Succession Issues

There was considerable discussion of the following motion proposed by the Leadership Cultivation Committee for the Autumn Congregational Meeting:

Suspend the by-law rules to allow the current President and Vice-President to be eligible for re-election for additional two year terms (2/3 vote required).

It was concluded that the by-laws revision, intended to enable Policy Governance, that reduced the number of Board members to 7 and extended the terms of the president and vice-president to two years, is not sustainable. The constraints of officer and board succession are too tight. Under the current plan not enough new board members are coming in at an appropriate rate to draw experienced officer candidates from and there is not enough flexibility to allow for succession plan changes due to changing life circumstances. A succession plan, by-law change, and transition plan will be developed by the Board and/or Leadership Cultivation Committee for the June Congregational Meeting.

However, the Board also approves of the proposed motion above. If a better solution is forthcoming and accepted by the congregation, this motion provides a contingency plan that protects the welfare of our congregation.

Motion: to adjourn

Moved by Steve Dillon, second by Kevin Rottet

Vote: approved unanimously

The meeting adjourned at 8:34 PM