

Unitarian Universalist Church of Bloomington

Approved Minutes of the March 21, 2012 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, Kevin Rottet, John Summerlot

Ex-officio: Reverend Mary Ann Macklin

Call to order by Steve Dillon, President, at 7:10

Motion: Approve the February 15, 2012 Board of Directors Meeting minutes

Moved by Abby Gitlitz second by John Lawson

Vote: approved unanimously

Executive Minister's Report

Reverend Mary Ann Macklin reported that preparations for the Stewardship Campaign was the primary focus at the moment. She invited John Summerlot to share the evolving "org chart" design. The Gather Here event will be Saturday, March 24th, which Board members are encouraged to attend if available.

Carol McCord reported on the meeting of the Sustainable and Fair Compensation Committee, Reverend Mary Ann Macklin, and some Board members with consultant Art Hillman last Saturday. The following Motion reflects intentions expressed during this meeting.

MOTION: Sustainable and Fair Compensation Committee

The Board create a Sustainable and Fair Compensation Committee, for a term of one year, with the following membership: Christopher Haynes (chair), Robert Hongen, Carol McCord, Ruth Sanders and Kathleen Sideli. The Committee is charged to:

1. comprehensively evaluate the current compensation of all our staff in the context of our community and comparable congregations,
2. develop a plan for transition to compensation that is both fair and sustainable, including the event of staff transitions,
3. suggest approaches for communicating the plan and its motivation to the congregation.

The Committee shall provide a preliminary report of its findings at the September 2012 Board meeting and a final report at the February 2013 Board meeting.

Moved by Chris Haynes, second by John Summerlot

Vote: approved unanimously

Stewardship Campaign

Abby Gitlitz, Board liaison with the Stewardship Committee, reported on evolving Stewardship plans. The theme is BOOM. Our Stewardship literature will prominently feature a suggested giving level chart. Board members are strongly encouraged to play a central role in the Lead Event on April 1st at 3:30 PM, greeting folks as they arrive and other services.

Motion: Amend By-laws

The following eight Motions to Amend By-laws be published in the Prologue for consideration at the next congregational meeting. They must be submitted for publication no later than 10 AM, April 16th. [Amendment of by-law 5.9, Personnel Committee, is tabled for later consideration.]

Moved by Steve Dillon, second by Carol McCord

Vote: Approved unanimously

1. Motion to Amend By-Law 4.1

Current Section 4.1:

4.1 Number. There shall be a Board of Directors that includes the following four officers of the Church Corporation; The President, Vice President, Secretary, and Treasurer, plus three members At-Large. Lead minister(s) are ex-officio non-voting members of the Board.

Proposed Change:

4.1 Number. There shall be a Board of Directors that includes the following four officers of the Church Corporation; The President, Vice President, Secretary, and Treasurer, plus three members At-Large. The Executive Minister is an ex-officio non-voting member of the Board.

Reason for Change:

To be consistent with prior By-Law Amendments regarding the Executive Minister.

2. Motion to Amend By-Law 4.2

Current Section 4.2

4.2 Terms of Office: Board Members at large are eligible to serve two consecutive two-year terms as Board Members. Each member of the Board shall serve for the designated term or until his or her successor is elected and qualified.

Proposed Change:

4.2 Terms of Office: The three Board members at large serve two-year terms. No Board member may serve more than six consecutive years. Each member of the Board shall serve for the designated term or until his or her successor is elected and qualified.

Reason for Change:

To allow for proper succession of the Board members in the smaller, visioning, and policy Board.

3. Motion to Amend By-Law 4.8

Current Section 4.8:

4.8 Executive Committee. To take any action which may be required between meetings of the Board of Directors, the Board may by a majority vote of the whole Board designate four or more of its members to constitute an Executive Committee which shall have and exercise such authority of the Board in the management of the Corporation as the Board may specify; but the designation of the Committee and delegation thereto of this authority shall not operate to relieve the Board of Directors or any member thereof of any responsibility imposed by law by the Articles of Incorporation or these Bylaws.

Proposed Change: Delete the entire Section

Reason for Change: No need for Executive Committee since size of Board was reduced. Special meetings of the Board may be called at any time by the minister(s), The President, or any two Directors pursuant to By-Law 4.6.3.

4. Motion to Amend By-Law 4.11

Current Section 4.11:

4.11 Reports to the Board. The Minister(s) and the Director of Religious Education shall make regular periodic reports to the Board of Directors.

Proposed Change: Delete the entire Section.

Reason for Change: Outdated procedures. The Ministers make regular reports to the Board.

5. Motion to Amend By-Law 5.2

Current Section 5.2:

5.2 Election of Officers. During even numbered years, President and Vice President shall be elected. During odd numbered years, Secretary and Treasurer shall be elected.

Proposed Change:

5.2 Election of Officers. During even numbered years, President and Secretary shall be elected. During odd numbered years, Vice President and Treasurer shall be elected.

Reason for Change:

To allow for proper succession of the Board officers in the smaller, visioning and policy Board.

6. Motion to Amend By-Law 5.3

Current Section 5.3:

5.3 Term of Office. The President and Vice President will each serve one two-year term in their respective offices and they are not eligible to serve in their respective offices for two consecutive terms. The Secretary and Treasurer shall serve for a term of two years and until their successors are elected and qualify. No person shall be chosen as an Officer who is then in the concluding year of six or more consecutive years of service as a Director.

Proposed Change:

5.3 Term of Office. The President, Vice President, Secretary, and Treasurer are eligible to serve two consecutive two-year terms in their respective offices.

Reason for Change:

To allow for proper succession of the Board officers in the smaller, visioning, and policy Board. To allow for the President and Vice President to serve in their respective offices for two, two-year terms for more continuity of leadership and to allow for proper transition into leadership roles. Also, this makes the officers' terms consistent with the at-large Directors' terms pursuant to By-Law 4.2.

7. Motion to Amend By-Law 5.7

Current Section 5.7:

5.7 Finance Committee. The Church shall have a Finance Committee of seven members to advise and assist the Treasurer concerning budgetary and other financial matters. Four members shall be appointed by the Board of Directors, one per year, and shall have four-year overlapping terms. The other three members shall be President, Vice-President and Treasurer, who shall be the chair. Paid professional staff members shall not be eligible to serve on the Finance Committee.

Proposed Change:

5.7 Finance Committee. The Church shall have a finance committee consisting of the Treasurer, who will be chair, and three or four members appointed annually by the Board of Directors. Paid staff members are not eligible to serve on the Finance Committee.

Reason for Change:

Need to reduce size of the committee and to include non-Board members with financial expertise to better advise the church on budgetary and other financial matters.

8. Motion to Amend By-Law 9.0

Current Section 9.0:

9.0 Reports of Officers and Committees.

All Officers, Directors, and committees shall report in writing to the Board of Directors at least once a year. Such reports shall be kept on file and ready for convenient reference and inspection by Members of the Church.

Proposed Change:

9.0 Congregational Meeting Minutes and Board Meeting Minutes

All congregational meeting minutes and Board meeting minutes shall be kept on file and available for convenient reference and inspection by members of the congregation.

Reason for Change:

To update By-Law to be consistent with other policy changes and By-Law Amendments. Minutes should be kept on file in the office and on-line for convenient reference and inspection.

Report to Board from Membership Coordinator, Judy Bennett

Our membership on October 1st 2011 was at 480, as I reported last Fall. Since then we have had some losses from the membership roles. In January we sent out 22 letters to non- participating, non-pledging members to ask whether they still wished to continue their membership. The end result was that 15 people were removed from the roles in January . We also lost some members due to attrition. Since October 1st, 20 people have signed the membership book and the result is that our membership total is back up to 479. My goal is to make 500 by the end of 2012.

During the same time period we held three Exploring UU classes, for a total of 27 people. We held an extra class in October because of the increased need in the Fall, but then the class routinely scheduled for November had to be canceled due to insufficient participation. I think perhaps next year we should just go with our regular schedule of alternate odd months for the class. Of those who took the class, 9 became or are about to become members.

In 2011 we had 243 guests who registered, which is down from 262 in 2010. It is hard to compare these numbers though because there are several people who decline to fill out a guest card and prefer to remain anonymous. So far this year guests registered for January and February are slightly down, but March is about twice what we usually see and it is not over yet!

Policy Monitoring: I and IV A-D

The Board Policy General Ends Statement and the Board - Executive Minister relationship were considered briefly and deemed satisfactory.

Calendar

Potential dates for a May Board retreat are the 12th or 19th. The final retreat date and the next Town Hall meeting date will be resolved via email.

Motion to adjourn

Moved by Abby Gitlitz, second by John Summerlot

Vote: approved unanimously

The meeting adjourned at 8:52 PM