

UUCM Board meeting December 12, 2016, 6:30 pm  
(minutes approved Jan. 18, 2017)

Attendance: Board: President Holly Hanauer, Past President Sherry Ware, President-Elect Jerry McKean, Vice President Susan Bossung, Secretary Sharon Seager, Rev. Seth Carrier-Ladd, minister.

Visitors: Bea Sousa, Susan Taylor, Linda Hanson.

The regularly-scheduled meeting of the UUCM Board of Directors began at 6:30 pm at the Unitarian Universalist Church of Muncie with a chalice lighting, opening words, and a check-in. Members of the Board and the minister read the Covenant.

The minutes of the November 16, 2016 meeting were approved as corrected.

The agenda was approved as distributed.

Bea Sousa, representing the Two Services Task Force, made a presentation to the Board. Her remarks follow:

I am here on behalf of the Two Services Task Force. Although there are some who might express surprise, we have only recently decided that it is time to openly advocate for a second service. All of us, including the minister, came to the task force with doubts. But over the last year, our study and research...especially into what is known about church growth and development...have convinced us that a second service is the best way for us to move forward from the challenging hybrid transition stage where we have been stuck for a long time.

So tonight we are here to inform you of that decision, give you a rough idea of the proposal we are drafting, lay out a suggested timeline, acknowledge some of the remaining challenges, and ask for your commitment as a group and as individuals to join actively with us. Without your enthusiastic and public support, there is no reason for us to move forward. We, of course, welcome your suggestions and concerns.

Here is our proposal as it now stands: two services during the school year with essentially the same sermon and readings (maybe some tweaking), but different in music. A 9 am humanist service could have different hymns and primarily classical music. An 11 am contemporary service would have a wider variety of music, be more spiritual in nature. Children's RE will occur during the second service, with nursery and preschool care at both. A 10-11 o'clock coffee hour would provide time for cross-service visiting, as well as adult RE and small group ministries. A wide variety of activities is possible after the 11 o'clock service: small group ministries, more adult RE, as well as youth groups (which now meet after the service anyway). We estimate the cost to be about \$11,000, with much of it toward a second musician. Worship Associates and Sights/Sounds volunteers have agreed to participate in both services on their assigned Sundays.

We are still meeting and working with some groups, as well as soliciting commitments of support from advocates in the congregation. We plan to make a similar report to the congregation after service January 22. At that time we will be looking for supportive statements from board members and the above advocates. We will continue to finalize the proposal in the coming months, perhaps hold Q and A sessions, and raise a portion of the \$11,000 initial cost. With a positive vote at the May Congregational meeting, the second service would begin in August 2017, with the board establishing an independent committee to gather data and assess as the year progresses.

Challenges remain to be sure...getting hospitality teams together to hear their suggestions is one and organizing this important function will take careful planning and management. We suggest teams large enough to support an "early" and "late" group so the entire team does not have to work all morning. The choir is not yet of one mind. We hope they will eventually agree to sing once a month at both services. The biggest challenge is that for a second service to be successful, the construction of a membership "onramp" needs to move forward more vigorously. As the congregation has grown and changed, it has become increasingly difficult for newcomers to find a long-term home here, to find what church experts call a "circle of personal connection". And the means for achieving these connections are not the same as it was for long-time members who joined decades ago. Seth has agreed to help with this. While we know a number of minds were changed as a result of our September service and the documents we made available in a recent special eblast, there are still many opposed. Anecdotally, support appears to fall along generational lines, but not always. Many younger and newer to the congregation are excited about this opportunity.

We are once again at 80% capacity on Sunday mornings, like we were a bit over a year ago. (Thanksgiving Sunday attendance, in the 60's in 2015, doubled this year. Some RE classes have tripled in size over the past month.) Attendance fell for a while in the spring... that should have been expected because systems resist change. But this time we believe that we can move beyond this challenging hybrid church stage where we have been off and on for decades. One difference... we have a minister on board, ready to do the extra work at no increase in salary. And we have a plan ready to implement.

This is not the biggest risk we have ever taken....the vote would be for a one year trial, with a second congregational vote at the end of the year. But we are in the midst of a most challenging time in our culture and nation...people, especially young families with children, are seeking a loving, supportive, inclusive community where they and their children can experience the opposite of what is rampant in political and social media discourse. Society needs us now more than ever. And so we ask, if not now, when?

We will now address your concerns and questions.

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After Bea Sousa's presentation, Board members discussed the report and committee conclusions with her, Susan Taylor, and Jerry McKean (all members of the Two Services Task Force).

Linda Hanson, chair of the Committee on Ministries, reported to the Board about the work this committee does. Its task is to evaluate all of the ministry teams in the church, and to act as a liaison between the minister and the congregation and between the Board and the congregation. The committee has attempted to meet with all relevant groups, and has addressed some issues with Pastoral Care and Adult Religious Education.

### **Reports**

President Holly Hanauer spoke with Elizabeth Carrier-Ladd and Nadine Tringali after the November UUCM Board meeting, in which the Board authorized a member of the youth group to become an ex-officio member of the Board. The youth group elected as their representative Anna Dillinger.

Past President Sherry Ware reported that the Membership Committee cancelled the New Member Dinner; they plan to examine and perhaps order Membership materials from UUA. The Bazaar Planning Committee reported a profit of \$15,778, and a new committee has been formed for next year's bazaar—Usha Shivaswamy, Sue Errington, Ginny Nilles. Sherry Ware will chair the Nominating Committee. The Fundraising Committee will be recruited and convened in 2017. Lynn Hale and Nan Barber will serve on the Stewardship Committee.

Usha Shivaswamy sent by e-mail the Treasurer's Reports: Income & Expense, July through November 2016, and Balance Sheet Prev Year Comparison, as of November 30, 2016.

Community Minister Rev. Julia Corbett-Hemeyer submitted her report by e-mail for November, 2016.

Minister Rev. Seth Carrier-Ladd reported some recent challenges with the church's Facebook page. He suggested that a Facebook Usage policy is needed. The Communications Committee will formulate such a policy.

Fundraising for purchasing a new piano has begun. He reported that the St. Lucia service was well attended: 230 people. Harvest Feast, on the other hand, was not well attended. There will be Powerpoint announcements on the screen before Sunday services. A Forum of/by/for Millennials will be held.

### **New Business**

**Motion:** Jerry McKean moved, and Susan Bossung seconded, to create a Task Force to investigate, and take the necessary steps toward implementing the Freethinker Friendly Program at UUCM.

The motion passed unanimously.

Holly reported that the 1859 Forum, which is intended to be a community-wide series of educational programs, is sponsored by UUCM but has not been active in the past. Ginny Nilles has expressed interest in this project.

**Motion:** Sharon Seager moved, and Sherry Ware seconded, that Ginny Nilles be appointed chair of the 1859 Forum, with authorization to recruit additional members.

The motion passed unanimously.

### **Unfinished Business.**

The Board then considered a proposed Inclement Weather Policy, which was postponed from the previous meeting.

A decision to cancel a Sunday morning service will be made by the Board President and Minister by 8 a.m. on Sunday morning.

Notification about cancellation will be made by Office Administrator in a special eBlast and on the church voicemail system;

The Communications Committee Chair will post an announcement to Facebook pages;

The Webmaster will post closure notice on church website.

The Board President will ensure that notification phone calls be made to those individuals without access to the internet.

The Office Administrator will maintain a list of names and phone numbers of those without internet access on an ongoing basis.

[Note: An earlier version of this policy included a radio announcement on WBST, but that had to be removed after we learned that the station no longer does these announcements.]

Regarding the Workman's Compensation Insurance policy, the existing policy with First Comp is \$1218. Church Mutual, which provides the church's other insurance, charges \$1902. The deadline for a decision between the two companies is January 1, 2017.

**Motion:** Jerry McKean moved and Sharon Seager seconded to authorize Holly Hanauer to contact Don Inglis of Church Mutual, to see if they could match [within \$100] the competing bid for worker's comp. [note: Holly did contact Inglis, who reported that his company would not match the other offer.]

Since the time was then 9:10 pm, editing of the church "Welcome statement" was postponed. There was brief discussion of the chapter "Worship" by Victoria Safford, in *The Growing Church*. The meeting adjourned at 9:30 pm.

Respectfully submitted by Sharon Seager, Secretary