

UUCM Board meeting January 18, 2017, 6:30 pm
(minutes approved Feb. 15,2017)

Attendance: Board: President Holly Hanauer, Past President Sherry Ware, Vice President Susan Bossung, President-Elect Jerry McKean, Secretary Sharon Seager, Treasurer Usha Shivaswamy, Youth Representative Anna Dillinger, Rev. Seth Carrier-Ladd, minister.

Visitors: John McKillip, Tom Lowe, Judy Lowe, Mike Sullivan.

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

Board members welcomed and introduced themselves to Anna Dillinger, the recently-elected first Youth Representative to the Board.

Minutes of the December 12, 2016 meeting were approved as distributed.

The agenda was approved as distributed, except for removing Item #3 under New Business, New Facebook Policy.

Visitor Mike Sullivan, speaking on behalf of the Concerned Secular Humanists, thanked the Board for its efforts to work toward becoming a Freethinker Friendly congregation. Jerry McKean is soliciting names of those interested in serving on this task force and welcomes additional members. McKean will serve as the official liason between the Board and this group. McKean and the prospective members will meet, choose a chair pro tem, and form a steering committee.

Reports

President Holly Hanauer reported that the church was notified by Brandon Pieczko, archivist responsible for managing the Unitarian Universalist Church of Muncie records that have been placed in Bracken Library's Archives and Special Collections, that most of the records have been digitized and may be viewed online in the Digital Media Repository. Sharon Seager, church historian, will follow up on this.

Vice President Susan Bossung reported that some committees are working more successfully than in the past. The Membership Committee has met, has started several activities: a regular dinner for new members, a question and answer session and a Roots and Wings program monthly.

Treasurer Usha Shivaswamy distributed two financial documents: Income and Expense, July through December 2016, and Balance Sheet Previous Year Comparison, as of Dec. 31, 2016.

McKean volunteered to talk to the Pokagon group and emphasize that they must collect the money for the Fall Retreat in advance. It is not a regular line item in the budget.

Minister Seth Carrier-Ladd reported that Sunday services have been going well. Christmas Eve service was well attended. A small number attended on Christmas day.

The Membership Committee has started hosting a Sunday evening dinner for new members. The recent one was successful. He plans to have a Question and Answer session after the Sunday service once a month. He will try to do the Roots and Wings introductory sessions monthly.

He reported that the "silent phase" of fundraising for the new piano was successful: \$63,650 was raised. The target had been \$60,000. Additional money will need to be raised for the Piano Maintenance Fund. A Celebration Dinner will be held on Jan. 21. The new piano will be dedicated on Sunday, March 5.

Carrier-Ladd is also working to raise money to fund the internship for the next year.

He reported that the Two-Services Task Force will present its proposal on Jan 22, after the service.

He reported that the Religious Education program for children and youth is going well. Attendance is increasing, especially of 4th and 5th graders. The youth group has sponsored several "lock-ins."

The high school group is planning to have a mission trip, probably in June 2018.

More than 100 volunteers participated in the church's annual Martin Luther King day of service at the Second Harvest Food Bank.

Several church members are planning to attend the Women's Rights march in Indianapolis on Jan. 21.

The Board went into a brief Executive Session at 7:10 pm, to discuss a confidential personnel matter. The Board returned to regular business at 7:20 pm.

New Business

1. Eleanor Johnson, chair of the UUCM Membership Committee, submitted a request that the Board purchase a subscription for the Faith Forward Membership Program developed by the UU Congregation of Dallas. The core component costs \$49 per month, no contract. It can be cancelled at any time without penalty. If the request is granted, the current budget would need to be adjusted starting in February 2017 by an additional \$245. If passed, a request for funding will be made to the 2017-18 budget. There will be an assessment of this program by the October 2017 Board meeting.

Jerry McKean moved, and Usha Shivaswamy seconded, a **motion** to support this request by adjusting the current Membership Committee allotment to \$245. This should enable the committee to subscribe to the Faith Forward program.

The motion passed, with one abstention.

2. Jerry McKean made a **motion** , seconded by Sharon Seager, to make a minor amendment to the Personnel Policy manual of UUCM: to remove the words “either settled or interim” from the wording under ! EMPLOYMENT POLICIES AND PRACTICES, NOTE THAT THE POLICIES OUTLINED IN THIS MANUAL DO NOT APPLY TO MINISTERS, either settled or interim. The motion would additionally remove the second sentence in the 4th paragraph of that section, which states: “For the purpose of this manual and the policies herein, an interim minister will be considered the same as the settled minister.”
3. The new Facebook policy was not ready for action at this time.
4. Nadine Tringali, Director of Religious Education, submitted a request to purchase a new computer for use in her Religious Education work. The computer she is currently using is slow, has out-of-date software and hardware, and greatly limits her ability to do her job efficiently.

Usha Shivaswamy made a motion, seconded by Sherry Ware, to fund the purchase of the computer that Tringali recommended for \$1400 from the SOS Fund.

The **motion** passed unanimously.

5. The Board set a date for an Executive Session to discuss the recommendation for the minister’s salary: Tuesday, January 24, at 4:00 pm.

The Board met in executive session on January 24, 2017, to discuss personnel issues. Those in attendance were Holly Hanauer, Sherry Ware, Susan Bossung, Usha Shivaswamy, Jerry McKean, Anna Dillinger, and Sharon Seager. The following motions were passed:

Motion: Usha Shivaswamy made a motion seconded by Susan Bossung as follows: The Board recommends to the Finance Committee for the 2017-2018 budget a 2% (1% cost of living and 1% merit) increase to the minister’s current 2016-2017 base salary (base salary includes minister’s salary and housing). The motion passed unanimously.

Motion: Jerry McKean made a motion seconded by Usha Shivaswamy as follows: The Board recommended to the Finance Committee for the 2017-2018 budget that the ministerial base salary be increased by \$4450. The motion passed unanimously.

During the time for Visitor Questions, Mike Sullivan questioned how the internship is being funded. He expressed concern about the lack of transparency in some fundraising.

He asked, regarding the upcoming congregational vote for or against having two services, how the vote would be presented. He expressed the need for opponents to be heard, not just advocates.

The Board briefly discussed some of the ideas in the chapter “Buzz” in *The Growing Church*. Particularly important—and difficult-- is the need to create a truly multiracial and multicultural congregation.

Board members invited and encouraged Anna Dillinger to report to us about what the youth are doing, and whether they have particular concerns that the Board needs to hear.

The meeting adjourned at 8:25 pm.

Respectfully submitted by Sharon Seager, Secretary.