

UUCM Board Meeting, December 20, 2017

Attendance: President Jerry McKean, presiding, Vice President John Bartlett, Past President Holly Hanauer, Treasurer Jennifer Hollems. Ministerial intern Joel Tishken. Minister Rev. Seth Carrier-Ladd, Secretary Sharon Seager.

Invited Guests Steve Chalk and Jamie Butterbaugh, from the Committee on Ministries. Visitors Lisa Cox and Brandon Mundell.

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

Minutes of the UUCM Board meeting held on November 15, 2017 were approved as revised: on page 1, replacing the word "policy" with "covenant." The revised wording now describes a "Healthy Relationships Covenant."

Unfinished Business

Vice President John Bartlett moved that the Agenda which was distributed be revised, to take up the Unfinished Business, Committee on Ministries, Healthy Relationships Policy first, since Steve Chalk and Jamie Butterbaugh were present and prepared to make their presentation to the Board. The motion passed.

The Committee on Ministries (COM), at the request of the Board, has been exploring the possibility that UUCM might adopt a Healthy Relationships Covenant. They have been doing research on ways that institutions like churches deal with complaints and grievances. Lisa Presley, of the UUA, has been one resource person.

Jennifer Hollems distributed to Board members copies of a document from the First Unitarian Universalist Church of Houston, entitled "How to Complain at Church," which described their grievance procedure.

The COM has attempted to address some of the controversies that have arisen during the past year. They hoped to focus on preparing a covenant, rather than writing a disruptive behavior policy. They held three focus group meetings, each of which were attended by only about ten people.

The COM distributed material prepared by the UUA's Lisa Presley, "Managing Complex Change." This analysis suggests that the Board has failed to make the "Case for Change," which has served to increase resistance, conflict and confusion. President McKean and Rev. Seth suggested forming a special group to focus on this: Steve Chalk, Holly Hanauer, Ginny Nilles, and Jerry McKean.

The Committee on Ministries and the Board scheduled a video conference with Lisa Presley of the UUA. It will be held on January 18 at 7:00 pm.

President Jerry McKean reported that the second phase of the financial “Bridge the Gap” campaign is winding down and will end by January 31. Only about \$14,000 has been raised. Few people have notified the Office Administrator that they plan to increase their pledge.

Reports

President Jerry McKean reported that in addition to doing the regular duties of the position, he has, together with Past President Holly Hanauer, initiated the second phase of the Bridge the Gap campaign. He has recruited the Long- Range Planning Task Force, which will consist of Rev. Seth Carrier-Ladd, Dylan Ford, Margaret Reeder, Bruce Perkins, and Ginny Nilles. McKean will convene a meeting for mid-January.

McKean is planning to appoint the Two-Services Evaluation Committee and a Safety Committee. He assisted in preparing materials on planned giving to the church.

Past President Holly Hanauer has recruited people for a Sabbatical task force to apply for a Lilly grant (Annemarie Voss, Holly Ford, Bill Frederick, Jerry McKean). At this point, no one from the 2017 Bazaar committee is willing to commit to leading the 2018 Bazaar. The Adult RE committee has not met.

Vice President John Bartlett reported that Ministerial Intern Joel Tishken’s class on “Own Your Religious Past” has completed, and he is planning 3 classes on anti-racism and an adult version of writing a personal religious statement.

He reported attendance figures: greater attendance at Harvest Feast, Santa Lucia was successful, the Common Read was completed and poorly attended, RE—OWL has graduated. Stewardship will undertake a one-on-one canvass.

Four new members have signed the Membership Book.

Ministerial intern Joel Tishken reported that three connection groups are underway: One is for women, two are for young adults. He will lead a “Centering” group focusing on anti-racism work.

Treasurer Jennifer Hollems reported that pledges are up, compared to last year. Expenses are slightly higher due to higher insurance costs and staff salaries, partially offset by the elimination of the cost for the webmaster.

Our investments remain strong. Hollems distributed charts showing and comparing our finances over the past 12 years.

Minister Rev. Seth Carrier-Ladd reported that worship services are going well. Listeners are hearing a greater variety of voices, and very creative selections of poetry, etc. The Santa Lucia services went very well; there was good attendance at both services. He plans to introduce some small adjustments in start times (9:15 and 11:15) and format, in order to increase attendance at the first service. A special e-blast will be published electronically tomorrow, it will include an opportunity to provide feedback about the two-services.

New Business (see above section regarding Grievance Procedures.) Visitor Questions

Brandon Mundell expressed his great concern about the future of the church, saying he is aware of considerable dissatisfaction.

President McKean thanked the visitors for attending and expressing their views. The meeting adjourned at 9:00 pm. The next Board meeting will be January 17, at 6:30 pm.

Respectfully submitted by Sharon Seager, Secretary of the Board of UUCM.