

UUCM Board Meeting, April 25, 2018

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

Visitors: Jeff Turner, Steve Robert, Lisa Cox.

After Check-in and Opening Words, McKean called the meeting to order at 6:30 pm. Board members and the minister read the Covenant. McKean asked Mary Johnson Robey to prepare Opening Words for the next meeting.

Minutes of the previous meeting, held on March 21, 2018, were approved, with this additional wording to be added to the Policy and Procedures Manual, under the subheading "Duties of All Committee Chairs," the words "Identify and mentor a chair for the succeeding year." The following sentence will be inserted in the P&P Manual: "To ensure that committees are able to perform their duties at the earliest possible time after the Program Year begins, each standing and special committee shall elect a chairperson from among its members (excluding the Nominating Committee whose chair is prescribed in Article IX of the By-Laws).

Motion

Bartlett moved to approve the March 21, 2018, minutes as revised; Hanauer seconded the motion, and the motion carried.

The agenda for this meeting was approved as distributed. Reports

President Jerry McKean reported that during the month of April, in addition to performing the regular duties of the position, he has done several additional things. He has worked with the committee which is preparing a Clergy Renewal Grant application to the Lilly Foundation. He has met with the Finance Committee, which has recommended a budget that reflects the estimated amount pledged, and does not anticipate a deficit. He has met with the Board and Committee on Ministries to discuss the results of the listening sessions and develop a plan to respond to the concerns, suggestions, and joys. He has worked with Bartlett and Linda Hanson on sections of the response dealing with the minister. He will appoint a Two Services Evaluation Committee and will convene a meeting of the Safety Committee. He has assisted in preparing materials on Planned Giving to the church. Past President Holly Hanauer reported that she has met with the Nominating Committee, and they have found good candidates for the open Board positions: Caroline Sullivan will stand for election as President-Elect, and Brandon Mundell for Secretary.

Hanauer worked with John Bartlett and Joel Tishken to plan and carry out the Program Fair, held on April 8. They were pleased with the results in recruiting volunteers for a number of committees. Their greatest need is for members of the Bazaar steering committee.

She served as a facilitator for the two Listening Sessions. She has helped to sort and compile the data from those sessions.

Vice President John Bartlett reported that Adult RE has begun to work on planning some events. Ministerial intern Joel Tishken has helped with advising small-group topics and activities. He is leading a small group workshop on writing sermons and another one on developing a statement about your own religious beliefs.

Treasurer Jennifer Hollems reported that the Finance Committee has approved a budget recommendation to forward to the Board and congregation. There will be a special congregational meeting on April 29 to review the recommended budget. This will be an “austerity” budget, with a projected zero deficit. The committee reduced some budget allocations based on a review of what was actually spent in 2016-17 and what we are on track to spend this year. The committee recommends no raises in pay for staff members. Finally, in order to avoid a deficit, the budget was adjusted by reducing the annual payment to the UUA by \$15,000. Many of the budget cuts are expected to be controversial. The Finance Committee has attempted to spread the cuts as widely as possible, in order to create a sense of shared pain. The only subject for the Congregational meeting on April 29 will be the budget proposal.

Minister Rev. Seth Carrier-Ladd reported that Sunday worship services are going pretty well. The next monthly theme is “Risk.” Two special services are being planned: May 13, the Bridging Ceremony for high school students, and the Coming-of-Age Sunday for younger students on May 20. He has worked on the Lilly grant application, and thanked the sabbatical preparation committee for their ideas and editing. The Religious Education program will have a Teacher- Appreciation Sunday. 7 youth plan to go on the UUA Service Journey, on June 4-9. Rev. Seth and Holly Ford will be chaperones. Megan Wenning, the UUCM Membership Coordinator, continues to be on unpaid medical leave. Fundraising has begun for the Boston Bound youth trip next year.

Rev. Seth indicated his awareness of some complaints and encouraged those who have grievances to talk to him directly.

Unfinished Business Listening Sessions. Members of the Board and members of the Committee on Ministries

continue to read and compile, summarize and interpret the enormous amount of data that was collected in the two Listening Sessions. Several joint meetings are scheduled for the next week. New Business

Annual Reports are due May 4, 2018. The Property Maintenance Committee has scheduled a Work Day on Saturday May 5.

Ministerial intern Joel Tishken has been leading two Adult RE classes: one on “Shared Pulpit” encourages members to write sermons; another on credo writing encourages members to explore and write their personal religious statement. Tishken is also training more co- facilitators to lead small-group activities.

A group of leaders from the Board and the Committee on Ministries is working to compile and interpret the complaints and concerns voiced in the Listening Sessions held recently. Their report will be available soon.

The Board approved of the purchase of a new Sanitizer. It will be paid for as a special item outside of the regular budget. Fundraising has begun; McKean will publicize the progress of fundraising for this.

The Board approved rolling over Jim Helton's professional expenses as Music Director, to encourage Helton to attend the meeting with other UUA music directors.

McKean appointed an evaluation committee to prepare a motion for continuing or cancelling the Two-Services proposal, which has been tried this past year. Members will include Bea Sousa, Caroline Sullivan, and Katie Williams.

The Finance Committee met on April 18, 2018, and approved its final recommendation on the budget for 2018-2019. It is an "Austerity Budget," which will be accomplished by giving no raises for any staff, no changes in hours for anyone. This budget will be "balanced," with no deficit projected.

The Finance Committee achieved their budget proposal by spreading relatively small cuts across the many programs, interests, and staff, with a goal of "sharing the pain" of budget cuts, but not eliminating valuable programs. The Finance Committee ultimately achieved their zero- deficit budget by drastic cuts (about \$15,000) in the amount sent to the UUA. This would end the UUChurch of Muncie's status as a "Fair Share" congregation, a goal sought over many years.

Motion Holly Hanauer moved, and Mary Johnson Robey seconded, to approve the budget recommended by the Finance Committee. The motion passed, unanimously.

Visitor Questions Lisa Cox asked, regarding the budget, what happens when or if more money comes in than is spent.

Steve Robert asked what will happen to the Two-Services proposal. He announced that he is seeking a seat on the Board.

Executive Session

There was a brief Executive Session at 8:30 pm, to discuss a personnel matter.

The meeting was adjourned at 8:40 pm.

Respectfully submitted by Sharon Seager, secretary.