

**Unitarian Universalist Church Of Muncie**  
**Minutes of the Board Of Trustees Meeting**  
**Wednesday, January 8, 2020**

Meeting called to order at 6:45 PM

In Attendance:

Board: Caroline Sullivan – President – Present  
Emily Wornell – President-Elect – Present  
John Bartlett – Vice-President – Present  
Jennifer Hollems – Treasurer – Present  
Mary Johnson Robey – Past President – Present  
Brandon Mundell – Secretary – Present  
Seth Carrier-Ladd – Minister – Present

Guests: Mike Sullivan, Nicole Kaplan, Bea Sousa, Nan Barber, Katie Fredrick

**Motion to approve the January 8 Agenda** as amended

Moved – John

Second – Jennifer

Discussion – Add personnel policy review committee and January 22<sup>nd</sup> plans

Vote Yes – 5

No – 0

Abstain – 0

**Motion Passed**

**Motion to approve the December 11 Minutes**

Moved – Unanimous

Second –

Discussion –

Vote Yes – 4

No – 0

Abstain – 1

**Motion Passed**

Reports

President – See Attached Report

Vice President – See Attached Report

Safety Committee concerns

President Elect – See Attached Report

Past President – See Attached Report

Treasurer – See Attached Report

The Fund-Raising line item in the budget is \$7500. To date, the fund-raising total is \$200. Concern that the congregation is not holding the fund-raising events that were anticipated. John reports that he is working on the idea of a cookbook.

Minister – See Attached Report

### Unfinished Business

Introduction – Future Events held at UUCM

Nicole Kaplan is one of the Event Coordinators for the church. She observes that we do not have a policy about who we align with in regards to events at the church. A recent event had a caterer whose corporate policy does not align with our values. She is wondering if we should create a list of vendors who we would like to disallow in our facility.

Brandon, echoed by Jennifer, wonders about the scope of this task and should it be expanded to include our own purchasing decisions and actions. (Sunday Emergencies, Pizza for Bazaar, etc.)

Suggestion to assign this to the social justice committee. Suggestion that there may be resources such as this at other UU churches that may be able to be researched as a place to launch from

Introduction – Reconciliation Continued

What has gone well since August in the church:

Harvest Feast

Bazaar

Ice Cream Social

T-Shirt & Sweatshirt Sales

Pokagon (Alternative), John's Renovation of the Program Council, Long-Range Task Force, Personnel Policy Review Committee, Solstice Event, Other Pagan Events Recently, Committee on Ministries Work on the Evaluation Form, Total Honesty of the Board

Themes are social activities and board work. What to do as we move forward?

Soup Lunch

Birthday Celebration? – Good as a mingling activity

Another Town Hall – January 26 (Focus on the options for the role of Minister for our congregation)

Semi-Formal Dance – Approximately mid-March, avoiding Spring Breaks (Ask Lisa Cox to help)

Bell Retrieval – Possibly early August (Brandon will spearhead a plan)

Parent's Night Out

Game Night, Bingo, Trivia Bowl

Movie Night with Discussion

Cooking Activity (Cookies?)

Introduction Personnel Policy Review Committee

**Motion to appoint Tania Said and Velvet Zorn to the Personnel Policy Review Committee**

Moved – Mary

Second – Jennifer

Discussion –

Vote Yes – 5

No – 0

Abstain – 0

**Motion Passed**

New Business

Stewardship/Finance 2020-2021

Report on the breakdown of pledging levels and how to communicate this information to the congregation. The number of pledging households has decreased.

Stewardship would probably benefit from additional committee members who are more diverse both in age and economic status if we can recruit some.

Talk about the pyramid of giving? Are we much different than other similar congregations.

Encouraging people to exercise the auto-withdrawal option for many reasons.

Hope for 100% participation from the members of the Board of Trustees. Talk about this at the January 22<sup>nd</sup> Special Board Meeting.

Plans for the January 22<sup>nd</sup> Board Meeting

### Board Action Assignments

Opening & Closing Readings for February meeting – TBD Jan 22nd, Opening – TBD Jan 22nd, Closing Appreciation Activity – TBD Jan 22nd

Town Hall on January 26th to focus on the options for the role of Minister for our congregation

Brandon will head the idea of a Semi-Formal Dance Fund Raiser for mid-March

Board of Trustees Members should consider contributing to the 100% goal of participation in Stewardship

Communicate to the Social Justice Committee the need for a policy regarding using vendors who do not align with our values.

Each board member should explore their feelings on affiliation with the UUA. Include reflection about how we would accomplish services that we now receive from the UUA if we chose another path.

### Visitor Questions –

Joys & Concerns - Include for internal reference, delete for public distribution

### Executive Session – No

### **Meeting Adjourned – 9:00 PM**

Next Special Board Meeting – January 22, 2020

Next Regular Meeting – February 12, 2020 – 6:30 PM

**President's Report**  
**January, 2020**

Met with Rev. Seth, alone and with 'presidents'

Emily and I are scheduled to meet with the staff on January 21st

re: selecting an interim

Room reserved for board meeting January 22<sup>nd</sup>

January Splinters

Call with Lisa Presley 1/6

Contact with Bruce re: cold minister's office, heating/boilers, doors left unlocked 1/5

**President Elect Report**  
**January, 2020**

I responded to emails from members and friends

I corresponded with the board regarding several matters

I met with Mary, Caroline, and Seth for the presidents' meeting

**Past President's Report**  
**January, 2020**

I attended Presidents' meeting in December with Caroline, Emily and Seth.

Met with several congregants.

Still working on final reports for the Bazaar.

Recruited members for Personnel Policy Review Committee and will submit motion at Board meeting.

## Vice President's Report January, 2020

In the past month:

Christmas Eve Sights & Sounds

Rewriting the "handbook" for Hospitality members

Started transcribing recipes from the last cookbook to be used in a new one for a fundraiser this year

Program Council

- Fellowship – Jean Filson
  - Harvest Feast – 110
  - Tree decorating – cookies & cider
  - Xmas Eve candle light service – 7 PM setting up at 4 PM
  - Beth Gonser will be the contact for January, February, and March
- Finance – Lynn Sousa
  - Sent out email to committees with budget request forms
  - Due date is January 27 for forms
- Membership – Kirk Robey
  - Nothing new to report
- Property Maintenance – Bruce Craig
  - Working on Long Term Capital needs with Ron Burton (see separate DOC attached)
- Religious Education – Elsbeth Fritz
  - We did have a fire drill on November 24th leaving via the sliding glass doors.
  - We had a combined students day on December 1st, social action the students made cards for the caring committee.
  - Santa Lucia was December 15th Iris Chalk was Santa Lucia.
  - There will be a special visitor on December 22 (Santa)
  - We will have another combined student day on December 29th, it will be art Sunday.
- Social Justice – Jerry McKean
  - January Designated offering is for OUTReach – 2<sup>nd</sup> & 3<sup>rd</sup> Sundays
  - Starting Film of the Month series on January 23<sup>rd</sup>
  - Future designated offerings are with groups we've worked with before except we are adding the YWCA
  - Tree planting project (Bruce Perkins) – Redtail property
- Stewardship – Holly Hanauer
  - We continue to plan for the February pledge drive.
  - We want to encourage everyone to attend our lay-led services on February 9 and 16. There will be great music from the choir, teens, and children, member reflections and homily, special children's stories, and on the 16, a lunch at the end of the service, with seating in the sanctuary.
  - Kirk Robey and the Fellowship committee are assisting with the lunch.
  - Children will be in the sanctuary throughout that service, with nursery care available for the littlest ones.



- Information about our pledge goals will be coming soon, in the January Unigram and special OOS inserts and e-blasts.
- We hope everyone will carefully consider their pledge and be prepared to turn in their pledge form on Giving Sunday, Feb. 16.

**Treasurer's Report**  
**January, 2020**

***Current Year – FY 2019-20***

So far this year, we have received \$125,693 in pledges and gifts (including \$1,692 in loose offerings) vs. \$150,000 last year at this time. We have collected 47.5% of the expected pledges for the year, and we are ½ way through the year. I am following up with Christie to make sure we are still on track to hit our budget number. (Income and Expense v Prior Year)

Our Bazaar raised \$15,565 vs. \$14,882 last year! Other fundraising is lagging since we planned for \$7500 in “misc. fundraising”, and we have brought in \$200 so far. (Income and Expense v Budget)

We earned \$2058 in interest and dividends vs. \$6720 for the full year budgeted (30.6%). This could be due to timing because the value is up.

Dedicated offerings are at \$4,060 vs \$10,500 budgeted for the full year (\$38.7%) Building use is at 100% of the budget (\$495 so far vs. \$500 budgeted for the full year).

Expenses are in line with expectations. Some expenses such as RE, are below budget, and some, like custodians, are above due to timing. Worship Associates are above last year due to their repair/replacement of microphone parts. Child care and nursery expenses are up, which means we have more kids needing more care!

Property maintenance expenses are above last year (\$29,442 vs \$48,555 budgeted for the full year) due to higher expense in repairs and upkeep (\$4,441 v. \$4,500 budgeted for the full year). This bucket includes expenses for carpet cleaning (which we do every year) along with some AC repair and light repair in the parking lot. The Property Maintenance budget isn't the same every month, so this isn't necessarily a bad sign. We have spent 60.6% of the full year budget (Income and Expense v. full year budget).

Our checking account balance is \$21,123 v.\$19,064 last year. (Balance Sheet). All investments are up – Ball fund to \$85,667 from \$75,735, Askren \$12,932 vs. \$11,673, Templar \$221,711 vs. \$200,057, Crosley \$60,405 vs. \$53,326 (Balance Sheet).

**Minister's Report**  
**January, 2020**

*Rev. Seth Carrier-Ladd*

**Worship:**

- everything going well; Santa Lucia Sunday (Dec. 15<sup>th</sup>) went well, Christmas Eve service was lovely
- upcoming: Bill Frederick guest preaching on January 19<sup>th</sup>, also that day the Age of Reading ceremony will be held; two Stewardship Sundays on the docket for February (the 9<sup>th</sup> & 16<sup>th</sup>)

**Rites of Passage**

- Officiated at Jim (Vincent) & Karla's wedding on Monday, December 30<sup>th</sup>
- Attended and served as Marshall at Rev. Rosemary Smith-Morrison's ordination service at the Unitarian Universalist Church of Tippecanoe County in West Lafayette, IN on Saturday, January 4<sup>th</sup>

**Pastoral Care:**

- continue to meet w/folks and make visits; Pastoral Associates continue to be engaged
- Kimm Porter, husband and niece died in a house fire, memorial service was held here and led by her brother (in consultation with me) – I attended the service
- Elsa Reichle died, memorial service tentatively scheduled for Saturday, January 18<sup>th</sup>

**Administration:**

- January Unigram published, slightly later than usual due to the holidays
- led weekly staff meetings
- met with Caroline weekly in President-Minister meeting, as well as Presidents meeting with Emily and Mary
- took staff out to lunch for our annual staff holiday part on Thursday, December 19<sup>th</sup>

**UUA:**

- mentor conversations with both Preliminary Fellowship mentees

**Community Minister's Report**  
**January, 2020**

① PASTORAL COMMUNITY MINISTRY

- I continue to meet regularly with my spiritual directee and with others in the community as requested.

② Other COMMUNITY MINISTRY

- My December *StarPress* column, "Dark with Possibility," explored the values of the darker, slower, more reflective times of the year and how we can grow by recognizing their value.

③ UUCM MINISTRY: PASTORAL CARE

- The Pastoral Associates continue to seek new Pastoral Associates, with an emphasis on diversifying the demographics of the group
- At our December meeting, in addition to the regular things we cover, we began discussing longer-range planning for how we can increase our outreach to the congregation.
- As I could, I've kept up with pastoral care needs within the congregation via phone, text and email.

④ UUCM MINISTRY: OTHER

- I've facilitated Joys and Sorrows as requested.
- My December *Unigram* column, "

⑤ MINISTRY IN THE LARGER UU COMMUNITY

⑥ PROFESSIONAL DEVELOPMENT AND ACCOUNTABILITY

- I have met with Rev. Seth regularly and as requested.