

**Unitarian Universalist Church Of Muncie**  
**Minutes of the Board Of Trustees Meeting**  
**Wednesday, January 22, 2020**

Meeting called to order at 6:40 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 – Absent  
Brandon Mundell – Secretary – Present  
Seth Carrier-Ladd – Minister – Absent

Guests: Mike Sullivan

**Motion to approve the January 22 Agenda**

Moved –

Second –

Discussion –

Vote Yes –

No –

Abstain –

**Accepted Unanimously**

Business

Introduction – Interim Ministry

The staff feels that the most recent Interim and Settled ministers have arrived with an “agenda” and instituted change without taking time to learn about the congregation. The staff did not feel great support from either of these ministers during the transitions.

Suggest “Transition Ministry” as the reference term for the period between the departure of Rev. Seth and the calling of a new settled minister.

Is anybody communicating with the staff? Did anyone check in with the staff during the most recent Interim period. The meeting between the President and Past President held this week may be the only meeting between the Board of Trustees and the Staff held in the last 20 years. John agrees that this has not occurred in the past 6 years for sure.

The congregation needs to define and document what is the relationship between the Board of Trustees and the Minister. Does the Board have a supervisory role?

How do we address the notion or feeling that we are a broken congregation. We should explore if this is true or if we have just heard it enough to have accepted it as the truth. Are our problems any worse than other congregations. We have been receiving the message that we are broken.

Should we be asking the UUA (Lisa Pressley) for resources and guidance more often?

What are the Transitional Ministry Options:

Interim – UUA – Full Time – 2 year – Same salary as the current minister + 10% moving expenses

Developmental Ministry – UUA – Approx. 4-5 Years

Contract Minister – May or May not be UUA – One Year at a Time – Same salary as the current minister + 10% moving expenses

Lay Led – No Professional Minister

Introduction – Exit Interview for Seth

Who is the committee to be comprised of – The Board of Trustees (sensitive info)

Awaiting the report from the COM to begin the Exit Interview process

Introduction – Farewell Event for Seth

Reception with light refreshments following a service. April 19 or 26. Awaiting info from Karen Moorman

Introduction – Establishing of Committees

Fund Raising

Service Auction

Discussion about the Spring Carnival and how it overlaps the Service Auction. The Board of Trustees needs to know what funds are desired for OWL training and will see if this can be found in the current budget. The church has budgeted for a significant fund

raising amount to come from the service auction and the Board believes that the Spring Carnival idea is not a good idea at this time and wishes that the organizers had consulted with the Board before moving ahead with a plan that conflicts with the congregation's financial planning that is already in place.

#### Youth Coordinator Search

Look at job description and hours for this position to ensure accuracy before posting. The hiring process for this position can be performed at a later date and will be tabled for now.

#### Transition Ministry

The Board of Trustees will plan on being the group that undertakes the decisions regarding the transitions of the ministry in our church in the near future.

#### Introduction – Pledging Confirmation

Yes, all Board of Trustees members will pledge for the 2020-21 stewardship campaign.

#### Board Action Assignments

Opening & Closing Readings for February meeting – John, Opening – Jennifer, Closing Appreciation Activity – Caroline

Caroline will communicate with Nicole Kaplan regarding Fund Raising efforts (Back off Spring Carnival and Focus Efforts on Service Auction)

#### Visitor Questions –

Be prepared for questions about the ramifications of not affiliating with the UUA

UUA Guidelines for ministerial compensation and the UUA template. We cannot afford a UUA minister.

Reconciliation Committee – Keep eyes on Bill Frederick as a possible resource

#### Joys & Concerns –

#### Executive Session – No

**Meeting Adjourned – 8:45 PM**

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