

**Unitarian Universalist Church Of Muncie**  
**Minutes of the Board Of Trustees Meeting**  
**Wednesday, June 10, 2020**

Meeting called to order at 6:35 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 – Absent (On Leave)

Guests:

**Motion to approve the June 10 Agenda as amended**

Moved by chair for approval

Discussion – Add Extension of the Closing Date and Transition Team

Vote Yes – 6

No – 0

Abstain – 0

**Motion Passed**

**Motion to approve the May 13, 19, 24 and June 2 Minutes**

Moved by chair for approval

Discussion –

Vote Yes – 5

No – 0

Abstain – 1

**Motion Passed**

Reports

President – See Attached Report

Vice President – See Attached Report

President Elect – See Attached Report

Past President – See Attached Report

Treasurer – See Attached Report

The Director of Religious Education (DRE) is requesting an expenditure to purchase a laptop with the surplus in the DRE Professional Expenses account. Questions about the need? Will follow-up.

Minister – See Attached Report

### Unfinished Business

Introduction – Facebook Policy

Postpone until July

Introduction – Personnel Policy update

Personnel Policy Review Committee convened and did not get all of the tasks completed due to the COVID-19 response. There were no major policy changes to be proposed. The committee will be reconvened again in the next year.

### New Business

Introduction – Review of Hourly Workers

At least one hourly staff person has indicated that they are not comfortable being paid for work not being done.

When we began the COVID-19 response, our assumption was that we were going to be back to somewhat normal operations within a few months. We now know that the response is going to be significantly extended.

The suggestion is that we pay hourly and per-occurrence staff people for the time they do work.

**Motion to pay hourly and per-occurrence staff for only the hours and/or occurrences worked beginning with the 2020-21 fiscal year.**

Moved – Jennifer  
Second – Mary  
Discussion –  
Vote Yes – 6  
No – 0  
Abstain – 0

**Motion Passed**

Introduction – Extension of the Closing Date

Discussion to have the church building remain closed through the end of September.

Discussion of what we mean by the church building being closed.

Perhaps very limited, board approved, activities will be permitted

Discussion of how long do we stay closed and what triggers the OK to open

It feels like September 30, 2020 is a responsible time period to assume for now, pending additional discussion due to the dynamic nature of the response.

**Motion to extend the date that the church building will remain closed until at least September 30, 2020.**

Moved – Mary  
Second – Emily  
Discussion –  
Vote Yes – 6  
No – 0  
Abstain – 0

**Motion Passed**

Introduction – Establishing COVID Task Force

We have some potential volunteers. How large do we want this task force to be?

Lawyer? Tim Hollems (Others)

Doctor? Bill Morton, Phil Gift, Ty Wholt

What is the purpose of the Task Force? Keep current with the information available. Make recommendations to the Board of Trustees for potential actions.

**Motion to establish a special committee, the COVID-19 Response Task Force. The task force will act as advisors of best practices for hygiene, gatherings and reopening plans, based upon research and knowledge from science, medical and legal experts. The task force will report to the Board of Trustees and other church committees.**

Moved – Emily

Second – John

Discussion –

Vote Yes – 6

No – 0

Abstain – 0

**Motion Passed**

Introduction – Transitions Team

The Nominating Committee nominates the following persons for the Transitions Team

Jerry McKean (Volunteered), Cindy Turner (Volunteered), Katie Frederick (Volunteered), Eleanor Trawick (Recruited), Ben Ewing (Recruited)

**Motion to nominate Jerry McKean, Cindy Turner, Katie Frederick, Eleanor Trawick and Ben Ewing to the Transitions Team.**

Moved – Mary

Second – Jennifer

Discussion –

Vote Yes – 6

No – 0

Abstain – 0

**Motion Passed**

Introduction - Congregational Meeting

**Motion to allow members who were eligible to vote at the October 2019 Congregational meeting to be allowed to vote in the June 14, 2020 Congregational Meeting.**

Moved – John

Second – Emily

Discussion –

Vote Yes – 6

No – 0

Abstain – 0

**Motion Passed**

Board Action Assignments

Next Meeting: Opening Words – TBD, Closing Words – TBD, Appreciation Activity – TBD

Mary will communicate the acceptance of the nominations to the Transitions Team to the nominees

Emily and John will collaborate regarding the Facebook Policy for review at the July board meeting.

John will figure out Poling in Zoom with the assistance of Mary.

The Board needs to appoint two members to the Nominating Committee

Visitor Questions –

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

Executive Session – No

**Meeting Adjourned – 8:45 PM**

Congregational Meeting – June 14, 2020 – 1:00 PM (Virtual)

Next Regular Meeting – July 8, 2020 – 6:30 PM (Virtual)

**President's Report**  
**June, 2020**

Wrote annual report

Wrote splinters

Signed checks

Wrote 45 individual emails to folks in congregation just to keep in touch

Sent postcards to Westminster and Grace Reef

Continue talking with Julia about getting calling going

Extra board meetings

Wrote postcards to or called those not on email about virtual congregational meeting

Weekly leadership check in with MidAmerica Region

Working with Rev Barbara on getting things in the Unigram and spotlight announcement

Beginning discussions with Jennifer and Mary on how to help at virtual service auction

Always discussions with Bruce Craig—thank heaven the tree doesn't need to come down \$\$\$\$

Working on script for annual meeting

Wishing we could have a party for transferring to a new board

**President Elect Report**  
**June, 2020**

- Regular and special board meetings
- Congregational budget meeting
- Weekly staff meeting
- Met with members of fundraising committee to address concerns
- Met with Nicole, Jennifer, and Christie to get everyone on the same page for fundraising
- Participated in several protests and marches in support of BLM and against police violence
- Wrote annual report
- Talked to several congregants and members about meeting the needs of diverse folks in our church
- Working with the social justice committee to draft a public statement in response to police violence against black folks in our country

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

Contacted Susan Magrath, board member of AWAKEN. She spoke with the board including BeBe Bahrami to let them know the building will not be available in July for their dinner. The AWAKEN board has decided to do a carryout dinner and an online auction to replace their annual dinner and silent auction.

Attended all board meetings and congregational budget meeting.

Nominating committee met to find people to work on the Transition Team. Jerry McKean, Cindy Turner, Katie Frederick, Eleanor Trawick, and Ben Ewing have accepted nominations to the team.

Met with Nicole Kaplan about holding a virtual bazaar. Working with Jennifer Parks-Strack on a virtual service auction.



**Vice President's Report**  
**June, 2020**

Attended regular and special board meetings

Helped moderate the Congregational budget meeting

Prepped for the Congregational meeting on June 14

Ran network line from the walk through to the sanctuary for service video equipment

Wrote the VP annual report

Assisted with services

Kept website software up to date

Assisting with users' Zoom needs

**Treasurer's Report**  
**June, 2020**

***Current Year – FY 2019-20***

Our Pledges and Gifts are running below budget (\$241,954 vs. \$270,937 for the full year budget). I am following up with Christie to determine why. (Income and Expense v Budget)

Fundraising for this year so far is \$15,891 vs. \$25,500 budgeted (\$9,609 deficit). Nicole and the fundraising committee have several things going on including a painting party and regular trivia night. So, those should help. (Income and Expense v Budget)

Dedicated Offerings have brought in \$9,767 so far and paid out \$6,790. So, there is \$3,000 in the checking account that will be sent out to the organizations we collected for. (Income and Expense v Budget)

Interest and dividends are still above our full year budget. We earned \$6,778 vs. \$6,720 budgeted, and we still have June to go. (Income and Expense v Budget)

Expenses are in line with expectations. The minister's life insurance is at almost 200% of budget, and I am following up with Christie on that. It could be misclassified, and it could be that we incorrectly budgeted (\$891 vs \$449 budgeted). (Income and Expense v Budget)

The Choir Director has been paid 45.5% of budget and the Music Director 119%. I am following up with Christie – could be due to virtual services.

Property maintenance is over budget (\$50,488 vs. \$49,055 budgeted), but not by much! This is due to the AC repair (\$1861) and the boiler leak (\$343 in repairs, \$2200 or more in extra water and sanitary district spending). But, that is fixed, and our expenses are back down. There are also \$250 in piano tuning charges in the property maintenance spend, and those need to be reimbursed from the designated fund. I let Christie know. (Income and Expense v Budget)

Our checking account balance is \$12,260 vs \$23,325 last year. (Balance Sheet). The value of our investments is only updated in Quickbooks quarterly (done by the accountant), but they are all about the same as last year at the end of May (in the Indiana Trust System).

Ball fund to \$84,985 vs. \$82,782 last year

Askren \$12,691 vs. \$12,743

Templar \$215,895 vs. \$216,884

Crosley \$59,925 vs. \$58,385 (Balance Sheet).

Available funds in an emergency:

We have a money market fund at the bank that has a balance of \$7500 that can be transferred over in an emergency.

JUNE, 2020

COMMUNITY MINISTER'S REPORT

REVEREND JULIA CORBETT-HEMEYER

I've decided to try something different this month. I'll not reiterate the things that don't change from month to month, which feels wearisome to me and I expect you're tired of reading! Rather, I'll highlight what's been new and different in this month.

① PASTORAL COMMUNITY MINISTRY

- I've expanded the focus of my posts to our public Facebook page to include UU-informed commentary or current events as well as addressing pastoral concerns that arise for people from the pandemic. I need to step up the frequency of these.

② OTHER COMMUNITY MINISTRY

- My June *StarPress* column, which was essentially my *Unigram* column with a shorter and somewhat less-personal introduction, ran on Sunday, June 28 both in print and online.
- I've chosen to use our public Facebook page to share communications from the UUA nationally and regionally as appropriate, especially to lift up a UU perspective on current events. I've also posted them on our Facebook group since not all in our congregation will have seen them.
- As you recall, I had decided to step back as sole author on my college textbook, *Religion in America*, and then decided to remain as sole author for one more edition. Then, as I wrote in the introduction to my annual report this year, "the world changed, and then the world changed, and then the world changed." Between Seth's leaving and an interim minister coming on staff, the next years here at UUCM will be intense. Live everything else, personally and professionally, it's complicated by covid-19. Then there's the less-than-good recovery from the fall I took back in October. I've again decided that it's time for someone else to take over as first author. I will remain on as a consultant/second author (the details aren't worked out yet). While the book has been a very significant aspect of my ministry, I want to shift the focus of what I'm doing in the future. I want to focus more directly on ministry, primarily in and with this congregation who has come to mean so much to me. I don't feel I can do both and do either well. This is, I believe, the best decision for me, for our congregation, and for the ongoing progress of the book as well. The consultant/senior scholar role feels right to me at this point in my life.

③ UUCM MINISTRY: PASTORAL CARE

- The Pastoral Associates contact calling list is finished and people are making the initial calls! We should soon have a much better idea of how people want to be contacted and how frequently. Assigning responsibility for the continuing contacts will be done based in part on how many of our congregants want regular contacts. So far, although not all the calls have been made, there are few people who feel the need for repeat contacts at this time.

#### ④ UUCM MINISTRY: OTHER

- I preached on June 7<sup>th</sup>. As a reminder, the blurb read: “These are challenging times, and many of us are struggling to hold all that is happening around us, globally, nationally, and locally. There are prophetic voices being raised, and many of us are a part of that in one way or another. However, we can hold only so much for so long. This morning, I invite us to sit back and focus on letting go of what we’re holding, to allow ourselves a moment of much-needed respite as we look at what the world of nature can teach us in these unprecedented times.”
- My June *Unigram* column dealt with the variety of ways people can participate in the BLM movement, emphasizing that there is ample room for *everyone’s* contributions.
- I participated in the June Worship Associates meeting.
- My June 10 chat room was to focus on alternatives to policing that shift the emphasis from punishment and incarceration (which affect people of color disproportionately) to addressing the causes of behavior defined as criminal.

#### ⑤ MINISTRY IN THE LARGER UU COMMUNITY

- I spoke June 14<sup>th</sup> at Heartland UU Church in Carmel, IN. I’ve spoken there several times and have a good working relationship with the person who coordinates their worship services. They are a lay-led congregation of nearly 60 members that offers a combination of lay-led services, sermons guest speakers, and a monthly social action project that replaces the worship service. I reworked my June 7<sup>th</sup> sermon from UUCM.

#### ⑥ PROFESSIONAL DEVELOPMENT AND ACCOUNTABILITY

- I attended a webinar, “Understanding and Responding to Implicit Bias and Micro-Aggression” presented by the Shafer Leadership Academy on June 18<sup>th</sup>. The learning objectives of the webinar were to:
  - Understand the concepts “implicit bias” and “micro-aggressions”
  - Recognize situations and contexts where they are more likely to occur
  - Identify strategies to reduce “implicit bias” and “micro-aggressions”
  - Practice strategies to move toward recovery and repair when they do occur
- I also participated in a follow-up webinar, “Continuing the Dialogue about Race and Bias in Everyday Life” on June 30<sup>th</sup>.