

Unitarian Universalist Church Of Muncie
Minutes of the Board Of Trustees Meeting
Wednesday, October 14, 2020

Meeting called to order at 6:30 PM

In Attendance:

Board: Emily Wornell – President – Present
Benjamin Strack – President-Elect – Present
John Bartlett – Vice-President – Present
Jennifer Hollems – Treasurer – Present
Caroline Sullivan – Past President – Present
Brandon Mundell – Secretary – Present
Barbara Coeyman – Interim Minister – Present

Guests: Susan Bossung, Cindy Turner

Motion to approve the October 14 Agenda as amended

Moved: Ben

Second: John

Discussion – Add to Ongoing Business: Leadership Development – Process Observer, Add to New
Business: Post-Election, Fundraising

Vote Yes – 6

No – 0

Abstain – 0

Motion Passed

Motion to approve the September 9 Minutes

Moved: John

Second: Jennifer

Discussion –

Vote Yes – 5

No – 0

Abstain – 1

Motion Passed

Reports

Treasurer – See Attached Report

COVID-19 Task Force – Plan to meet the Monday prior to the Board Of Trustees meeting each month. Reviewed Chalice Bakery and Halloween proposals. Sentiment to have a form for activity requests. Christie Williams will develop the form and retroactively record the few events already in process and will require it for all future requests. The Task Force does not have any recommendation or planning for a reopening of the church building at this time.

UUA guidance is no opening until at least May 2021.

Minister – See Attached Report

October 25th will be the first “Transition Forum” (45 minute hour following worship)
Goal is to introduce “Focus Points of Transition Ministry” to the congregation.
Will Board members consider co-facilitation of each breakout group? – All agree. Jennifer may have some minor availability issues.

Should we have a recognition of the Board Members and the relational agreement between both? Perhaps a covenanting ceremony?

Ongoing Business

Introduction – Leadership & Development

We don't do leadership development well in our congregation.

There is a lot of confusion of the role of the Board, how the board interacts with the minister, etc.

COVID-19 may give us a opportunity to re-envision the structure of leadership in our community.

Mission-Based – Why does the congregation exist? – Are our activities and decisions supporting the mission of the congregation?

“We are a loving liberal community” may be an illustration as to why we exist.

What does it mean to commit adequate time, energy and attention? The “Duty of Care”? Think of the things that we would like to know about our congregation? Submit these potential concerns to the President of the Congregation. We tend to get bogged down in the minutia of the day instead of looking at the bigger picture. Let's look froward to how we will function in the future. There are so many good things that we do as a board in terms of meeting our responsibilities as Board Members. Delegating and empowering others to make the necessary decisions and creating the structure for guidance and monitoring.

Introduction – Personnel Policy Committee

Caroline has started communication to the current Committee and there is some confusion as to the scope of the work to be done.

The primary task at this time is to clarify the policy (to be included in the Personnel Policy Manual) on staff members serving as volunteers. Not based on any one situation (reactionary).

Introduction – Start-Up Workshops

Who should be attending the start-up workshops? (20 people maximum)

Emily Wornell
Ben Strack
John Bartlett
Jennifer Hollems
Brandon Mundell
Barbara Coeyman
Karen Moorman (WA)
Transition Teams
Children/Youth RE
Stewardship
Adult RE – Paul Stout
Ric Dwenger
Taylors

These people should be invited to participate as members of the congregation who are involved and who we believe have good ideas and insights. (**Important!** They are not being invited to represent any committee or constituency group)

New Business

Introduction – Committee on Ministries

Introduction – Program Council

Per the Policy and Procedure Manual, the Vice President is the chair of the Program Council and is the liaison (reports) to the Board of Trustees

The past year (pre-COVID) was going well after the departure of the settled minister.

Consistent attendance from committee representatives is spotty or only happens during the critical times of the specific committee function.

The Program Council was formed as a result of our anticipation of the shift to being a “Program Church”

Questions: Do we need a Program Council? What is the role of the Program Council?

Perhaps reimagine this as a “Leadership Council” Only include programs, not operations (ex. Finance)

We currently function like a Pastoral church, not a program church. (The UUA has recently reclassified us as a Large Pastoral Congregation)

Introduction – Hiring Tech Specialist

Rev. Barbara requests a single person point of communication regarding Sunday Service tech production.

Rev. Barbara would also like to see enhanced music offerings but this is currently outside of the available resources.

It has been made know that the Music Director does not possess all of the skills that may be required for additional music production.

Can we easily define a point person under the current production structure for the short term solution of the problem identified by Rev. Barbara.

Introduction – Post-Election

Regardless of the outcome of the election there is potential for emotional distress for the members of the congregation and community. There is also a potential for violence.

There is not another board meeting before the election and we may need to have further discussion outside of tonight, either informally or formally through a special board meeting.

There will be a staff member available each hour via Zoom the day following the election for pastoral support and care.

Introduction – Fundraising

Fundraising is requesting an additional pledge drive in lieu of more Zoom-based fund raising.

Motion to.

Moved –

Second –

Discussion –

Vote Yes – 6

No – 0

Abstain – 0

Motion Passed

Board Action Assignments

Next Meeting: Opening Words – Caroline, Closing Words – Caroline

All Board Members will consider what does it mean to commit adequate time, energy and attention? The “Duty of Care”? Think of the things that we would like to know about our congregation? Submit these potential concerns to the President of the Congregation.

Brandon will coordinate with the Office Administrator regarding the No Smoking Policy amendment to the Employee Manual and Policy and Procedure Manual

Ben and Barbara will coordinate with each other regarding the desires, scope, Job description and potential compensation package for a “Tech Specialist” for our congregation.

Visitor Questions –

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

Executive Session – No

Meeting Adjourned – 9:30 PM

Next Regular Meeting – November 11, 2020 – 6:30 PM (Virtual)

Treasurer's Report
October 14, 2020

- We currently have \$77,381 in our Checking account, so we are currently in good shape!
- Christie has deposited the fundraising checks, and initiated a transfer from Paypal for all of the other payments.
- We are on track for pledges coming in - at 29.5% of the year's pledges coming in at 29% of the way through the year.
- Other expenses are in line with expectations.
- I am working to understand the -\$6,828 balance in the Sabbatical Fund. This is not correct.