

Unitarian Universalist Church Of Muncie
Minutes of the Board Of Trustees Meeting
Wednesday, August 11, 2021

Meeting called to order at 6:30 PM

In Attendance:

Board: Benjamin Strack – President – Present
Steve Chalk – President-Elect – Present
Joe Kaplan – Vice-President – Present
Lisa Cox – Treasurer – Present
Emily Wornell – Past President – Present
Brandon Mundell – Secretary – Present
Barbara Coeyman – Interim Minister – Present

Guests:

Consent Approval of the August 11 Agenda, as Amended and the July 14 Minutes.

Discussion – Add Security System Discussion.

No Dissention

Consent Approved

Discussion of The Minister's Report

Focus the next few months on leadership development and reviving some essential committees.
Especially Membership

Stewardship is losing new people because existing leadership is not willing to recognize their contributions or perspective.

Perhaps rename and retask the "Program Council" as a "Leadership Council"

Distrust – Distrust of the Ministry

Afterpastor work. There has been misconduct in the congregation from clergy, members and friends in the past at UUCM. We are recognizing this and unpacking.

A few suggestions on trust building:

Watch the wider American culture and see how speaking up openly and transparently is utilized.

Advocate the idea of using the word “ouch” to signal.

Circles of Trust sessions to be offered.

Conversations about Theology

Rev. Barbara observed some stark responses regarding theology. Especially amongst those identifying as Humanists.

Spiritual circles, open guided conversations.

Treasurer’s Report

One month in to the Fiscal Year. Checking account balance is healthy. Pledge receipts are above the projected schedule (typical).

1859 Forum for Community Conversations funds. The committee does not currently exist. These funds would be managed through this committee. The Treasurer plans to keep this fund on the Treasurer’s Report to keep it in our minds. Important that to understand that this fund is not money that belongs to the church. We are just acting as the Fiscal Agents for it.

Proposal to move payroll processing to the Accountant has been delivered at the cost of \$115 per month. The Treasurer will work with the Office Administrator to facilitate this transition.

New Business

Introduction – COVID Update

Revise the plan based on the new knowledge of the spread of the Delta Variant.

Motion to revise the policy to require mask use at all times while in the building.

Moved: Ben

Second: Joe

Discussion –

Vote: Abstain –

No Dissent

Motion Passed

Reopening Plan: The COVID Task Force is planning on performing a walkthrough analysis of the church building to give better recommendations. There is a possibility of October 3rd or 10th for a reopening day.

Be mindful that the number of cases today is higher than the same time last year. We are working to balance the progress made in understanding the virus and its spread, versus the need to gather together in person for our community.

We would like to set solid numbers and thresholds, but this is still very difficult based on available information and guidance.

There are now many logistical hurdles to overcome to enable reopening. We will probably need to create a "Worship Task Force" Staff are already beginning to have some of the necessary discussions.

The President of the Board would like to be able to announce the reopening in early September around a Labor Day grounds clean up event as a kickoff.

There may be a need for special Board Meetings as we move toward this goal.

Introduction – HVAC Taskforce

Would like to have a plan for the upgrade and/or replacement for the HVAC system as soon as possible. We can then work on the timing that the congregation would be ready to move forward with the plan.

However...

If the planning is already done, then we would be prepared for the possibility of moving forward with the plan in the case of an emergency on very short notice.

Motion to create an HVAC Task Force.

Moved: Lisa

Second: Joe

Discussion – Should have a Board representative on the Task Force. The board believes that funding is readily available or securable for this project.

Vote: Abstain –
No Dissent

Motion Passed

Introduction – Security System

The current contact system has the Board President and the physically closest other Board Member as the persons to call by Consumer Security.

There may be a question as to response time for the alarm. The Office Administrator is reaching out to Consumer Security to get a report of the timeline from the recent alarm for our analysis.

This reminds us that we need to make sure that good practices are being used and that we may have become lax in the last 18 months.

Suggestion to add a white board or in-out board to the wall at the security panel to denote occupancy vs. empty.

Old Business

Introduction – Transition Team and Appointments

Holly Hannour and Jay Moorman have agreed to be on the Transition Team. Aryn Sweeney is on COM and would no currently be eligible. The chair of the COM and the President of the Board are both comfortable allowing Erin to chose the committee that she would like to serve on.

The COM will need to have future leadership development planned for the committee, as the current chair is probably ready to rotate out of the position.

If we chose Developmental Ministry, the Board of Trustees should be tasked to this, not the COM.

Perhaps task the COM with assisting the Vice President in the reimagining of the Program Council. The COM was already interested in this task a year ago, however the idea was sidelined. They are ready to jump back in again.

The President would like to see the implementation of many of the suggestions from the COM Spring Report by the October Congregational Meeting.

The Past President should focus on the Membership Committee as the Chair of the Nominating Committee as soon as possible. Ben Ewing has expressed interest in this work.

Introduction – Ministry Moving Forward

September 12 for a Town Hall about Ministry Going Forward.

Communicate clearly to the congregation that the authority for the decision for ministry going forward lies with the Board of Trustees. The Board will make a good faith effort to collect and understand the needs and desires of the congregation before making the decision.

There is a feeling that the Developmental Ministry is what the congregation is probably looking for based on the content of discussions in the recent past.

Introduction – Board Housekeeping

Board Retreat August 29th from 12:30 PM to 6:00 PM at the church.

How did our experience with the hybrid meeting format go?

Mostly good with some minor tweaks for sound.

Feedback From Process Observer

Executive Session –

Board Action Assignments

Joe will be in contact with Rev. Barbara regarding the reimagining of the “Program Council”

Lisa and Rev. Barbara will consult with each other regarding alignment of budget and contracted staff salaries

Lisa will be in contact with the Office Administrator regarding the Payroll transition.

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

Process Observer – Lisa

Meeting Adjourned – 8:56 PM

Next Regular Meeting – September 8, 2021 – 6:30 PM (In-Person with Virtual Option)

Treasurer's Report
August 10, 2021

Balances:

Checking account balance (per balance sheet) as of 8/10/21 is \$81,029 vs \$72,926 last year.

As of 7/31, Investment Accounts:

Crossley: \$78,728— (Building Projects: \$25,672 available for use)

Ball Fund: \$111,785— (General Funds)

Templar: \$277,580

Askren: \$16,242— (RE)

1859 Account: \$83,595— (Community Benefit)

Piano Fund: \$9,328— (Piano Maintenance)

Income and Expense for July 2021:

- Our pledges and gifts have brought in \$36,065; this is 155% of July's budget.
- Our Gross Profit was \$36,859 vs budget of \$24,671.
- Total expenses were \$19,618 vs budget of \$26,014.
- There is a net income of: \$17,240 for July.

Open Issues:

- Anticipate accountant will be sending draft of end of year financial reports soon.
- Accountant proposal of \$115 per month to process payroll for the Church. This would include all payroll, tax payments, and payroll liabilities and direct deposit. There was discussion of increasing budget to do this.
- Need signatures for on-line banking and credit card authorization.