

Unitarian Universalist Church Of Muncie
Draft Minutes of the Board Of Trustees Meeting
Wednesday, December 8, 2021

Meeting called to order at 7:00 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 – Not Present
Brandon Mundell – Secretary – Present
Barbara Coeyman – Interim Minister – Present

Guests: Lisa Presley (UUA), Denise Ewing, Ben Ewing, Nicole Kaplan

Consent approval of the December 8 Agenda.

No Dissent

Motion Passed

Consent approval of the November 10 and November 29 Minutes.

No Dissent

Motion Passed

Guest Discussion – Lisa Presley

Congregational Life Consultant for the Mid America Region of the UUA. Has been connected with the UUCM congregation for many years in differing capacities. Knew and/or worked with Settled Revs. Carrier-Ladd, Perchlik & Lakin and is aware of Interim Angie Thiessn (sp?) so is familiar with our ministerial history.

Recognizes that we have had a series of ministers that have not worked well for the congregation.

Lisa frankly acknowledges that the UUA process for ministry in the past has experienced some shortcomings and that our congregation may have experienced some difficulty as a result.

The current processes have been adjusted to address the shortcomings that have been identified.

Treasurer's Report

Gifts & pledges are slightly off pace, yet expenses are down as well. However, we are still looking at a deficit budget shortfall. The transfer from the Crosley Fund to pay for the air purifiers is now in process and should be completed by the end of the month.

The Treasurer is exploring options for an audit (which we have not undertaken in a number of years)

Payroll transfer is not complete yet, there are some questions as to what parts are transferring and/or staying in house.

Leadership Council

First meeting has been held. First steps regarding leadership development (video) shared by Rev. Barbara. Unigram article about what the Leadership Council is may be forthcoming. Next meeting in January.

MARRC

What is the capacity that the UUCM can do for the Afghan Refugees well? Perhaps building community, transportation volunteers, setting up a home.

The Vice President has tried to make some contacts with no concrete commitments.

Minister's Report & Discussion

The minister asks for the board to authorize one (two generously) hours to be added to the Youth Coordinator Position. The main task to be undertaken in this extra time is to have a staff member to assist in the coordination and promotion of the 9:30 Adult discussion group.

There is concern that the group and the chairs may not be receptive of this idea base on experiences with the past ministry.

Rev. Barbara reminds one of the Interim tasks is change and that she would ask for faith that this effort is not about control.

Concern that based on past experiences is that this task may be a more psychological burden than one hour might afford.

The annual impact is approximately \$820 dollars per year. The partial year impact would be approximately \$420 plus taxes.

Concern that this may not go well and especially that the personalities involved may clash.

The minister offers to approach the chairs of the committee to discuss this with the support of the board to potential fund this if the plan is amenable.

Request from the Office Administrator to roll over an additional 2 days of vacation to 2022 beyond the 5 days allowed by the personnel manual.

Motion to allow the Office Administrator to roll over 2 additional days of vacation from calendar year 2021 to calendar year 2022 beyond the 5 days allowed by the personnel policy.

Moved: Christie

Second: Lisa

Discussion –

Vote: Abstain –

No Dissent

Motion Passed

Question about December 24th service. The suggestion from the minister is to share an already available online Christmas Eve service instead of creating a multi-platform service. The Board supports the minister in this decision.

Invitation again to participate in Circles of Trust... Perhaps Old Maps No Longer Work reading

New Business

Introduction – Children and the Vaccine Mandate & End Point for Vaccine Mandate

Concern from a member that the Vaccine Mandate should be removed. Doctors and Hospitals do not turn away patients if they are not vaccinated, they instead, care for them. One of the functions of the church is to help the spiritual and communal needs. It is not with our values to exclude people. Masking and social distancing work well in the hospital environment. This past

weekend, our congregation turned away a family. Implore to repeal the vaccine mandate to welcome and be inclusive.

Another member understands the need for safety and health. Worries that we are oversimplifying the issue. Feels that excluding people does not align with the UUA principles. Does not feel that the first experience that visitors see is getting turned away.

Motion to have a blanket exemption from the Vaccine Mandate for persons under the majority age of 18 years.

Moved: Joe

Second: Lisa

Discussion –

Vote: Yes – 4

No – 0

Abstain – 1

No Dissent

Motion Passed

Motion to drop the vaccine mandate for Sunday Services at the beginning of the new year on January 2, 2022.

Moved: Joe

Second: Lisa

Discussion –

View that the Vaccine Requirement follows the CDC guidelines

View that our protocols are beyond any other local organization

Comment that the Board has not received official guidance regarding a Vaccine Requirement from the COVID-19 Task Force

Comment that before the discussion and straw poll at the Nov. 29 special meeting, the COVID-19 Task Force had not discussed suggesting a Vaccine Requirement.

Vote: Yes – 3

No – 2

Abstain – 1

No Dissent

Motion Passed

Further discussion: Are we to follow the science or the values. Strong suggestion that we should publish that our decisions to reopen and vaccine mandates have not followed the science as the board initially decided to use as our guide.

Introduction – Priorities for '22-'23 Budget

What are the goals for the upcoming year budget?

The Stewardship committee wants a goal number from the Board of Trustees.

Perhaps: Expand the role of the Youth Coordinator Position to a whole life focus.

 Rehire a membership coordinator.

 Technology improvements

Discussion that because of the continued uncertainty we maybe should not be as aspirational.

Theme of Stewardship is “Widening the Circle”

Introduction – Need for a 2nd-3rd grade RE teacher.

Currently one of the RE Childcare staff is traveling to and from Indianapolis. The DRE is asking if the Board would consider funding a gasoline stipend.

The Board Declines to take any action on this item.

Introduction – Discussion from the Floor

Another member reports that the multi-platform service has some technological problems. Projecting the Zoom feed to the in-sanctuary screen was problematic. We may have some hardware issues.

Old Business

Introduction – 1859 Forum Recreation

Concern that the requirement that all voices be included in the discourse might not be as feasible as hoped. Continued work on the forum vision will be needed.

Introduction – Developmental Goal Setting, Part 2

Narrowing the focus of our brainstorming results. We are closer to the concept that 5 goals are what is practically achievable.

Feedback From Process Observer(s)

Executive Session – No

Board Action Assignments

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

Process Observer – None (All)

Meeting Adjourned – 10:40 PM

Next Regular Meeting – January 12, 2021 – 7:00 PM (Virtual)

Treasurer's Report:

Northwest Bank Balances as of 12/7/21:

Primary Checking Account Balance: \$53,501

Money Market Account Balance: \$7,714

Designated Fund Account Balance: \$15,730

Investment Accounts as of 12/7/21:

Crossley: \$80,459 — (Building Projects)

Ball Fund: \$114,243 — (General Funds)

Templar: \$282,612

Askren: \$16,552— (RE)

1859 Account: \$84,728 — (Community Benefit)*

Piano Fund: \$9,546 — (Piano Maintenance)

Income and Expense For 1st Quarter

- Our pledges and gifts have brought in \$102,269; this is 84.5% of expected budget.
- Our Gross Profit was \$111,954, 83.2% of expected budget.
- Total expenses were \$122,316 vs budget of \$135,155.
- There is a net income of: \$ -10,903, with expected income of \$ -531.22

Other Issues:

- The minutes have been sent to Indiana Trust to request to initiate the transfer of funds from the Crosley account to cover the Air purifiers.
- Bookkeeper is working with Swift and Associates to transfer payroll.
- The church's Business Personal Property is not listed as exempt in the county assessor's office. We need to submit the application for exemption by April 1st.
 - Swift and Associates have completed the application.
- Treasurer has names of accounting firms to request quote for audit of financial records.

* Under the control of the Governing Committee of the 1859 Forum for Community Conversations