

# Unitarian Universalist Church of Bloomington, Indiana

*Seeking the Spirit, Building Community, Changing the World*



## Approved Board Minutes

December 19, 212

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**Attending:** John Lawson, Carol McCord, Kathleen Sideli, Drew Schrader, John Summerlot, Von Welch

**Not attending:** Deb Hutton

**Ex-officio:** Reverend Mary Ann Macklin

**By invitation of the Board:** Rev. Barbara Child

Submitted by Von Welch, Secretary

## **Call to Order**

Call to order by Kathleen Sideli, President, at 7:05pm

Chalice lighting and reading by Von Welch.

Attendance and check-in.

Changes to the agenda: Added report on Roof.

## **Approval of Previous Board Minutes**

Motion: Approve the November 28<sup>th</sup>, 2012 Board of Directors Meeting minutes by Carol McCord. Seconded by John Lawson.

Vote: approved unanimously.

## **Executive Minister's Report**

Reverend Macklin reporting.

She has seen a large response to UU History and Heritage, both from the pulpit and in religious education classes. Over 39 people attended a recent class.

There was a large response to World AIDS day service, in particular the number of people who lit candles as extras had to be put out. This day clearly continues to be a significant event to the congregation.

Rev. Macklin is working on a District Women's conference in May.

In planning for her sabbatical, Rev. Macklin is planning for her additional responsibilities as Executive Minister, a role she did not hold during her last sabbatical.

There is a recognized need for a "post-membership class" intended to be taken 3-6 months after becoming member to help new members re-connect. Staff are investigating such a class.

She has received a number of suggestions for more personal stories from lay leaders from pulpit. The goal is to convey why they have chosen this congregation.

## **Old Business**

### **SFCC Update and Timeline**

Kathleen Sideli reporting.

The Sustainable and Fair Compensation Committee (SFCC) has a draft report written and the Board will devote their January 16<sup>th</sup> meeting to studying it. Part of that meeting will be discussion how the report should be disseminated.

The SFCC is very confident in the report, having received budget numbers from comparable congregations that match nearly exactly.

### **Monitoring Approach**

The Board reviewed how Monitoring should be working at the Board meetings:

1. Section IV.D in the Board Policies sets out a schedule for monitoring topics.
2. Prior to each meeting, the Board should be reviewing the relevant policies.
3. The Executive Minister is responsible for implementation of the policies, and will report on the relevant implementation at the Meeting.

It was noted that the policies are often written in negative, as the assumption is that all rights not denied are available to the Executive Minister.

### **Congregational Meeting Follow-up**

One editorial correction was made by the Secretary.

Motion: Approve the Congregational Meeting minutes by John Summerlot, seconded by Carol McCord.

Vote: approved unanimously.

## **New Business**

### **Consultation on Search Timeline**

Rev. Child joined the Board to review the Traditional versus Alternative Timeframes for Ministerial Transition (both had been previously presented to the Board by Lisa Presley in August). She provided handouts on both timeframes. Keith Kron, UUA Transitions Director, has recently introduced the Alternative Timeframe.

In summary, the Alternate Timeframe provides for a faster transition. The Board continued to agree that extra time provided by the Traditional Timeframe was most appropriate, as that time will probably benefit us in determining our needs and working through finances.

Rev. Macklin mentioned she has spoken with Keith and brought him up to date on our transition plans.

Rev. Child made the following recommendations regarding the process:

- We ask Keith to lead the BCT weekend himself.
- Start with a one-year renewable contract with the Interim Minister (instead of two years) to provide greater flexibility for both parties. It is not unheard of to have a different Interim Minister for the second year.
- We might take maximum advantage of Keith's experience and request he recommend a specific Interim Minister, as opposed to a short list of 3-5 suggestions.

- The Board should read the Settlement Handbook  
[http://www.uua.org/documents/mpl/transitions/settlement\\_handbook.pdf](http://www.uua.org/documents/mpl/transitions/settlement_handbook.pdf)
- The Board should read the 2012 Task Force on Retired Ministers  
[http://www.uuma.org/global\\_engine/download.asp?fileid=4C55C2AE-5B1C-42BA-AB97-4B0E278EFC94&ext=pdf](http://www.uuma.org/global_engine/download.asp?fileid=4C55C2AE-5B1C-42BA-AB97-4B0E278EFC94&ext=pdf)
  - Note this document requires a UUMA account to access. Rev. Macklin provided a copy to the Board.

Rev. Child discussed that the Interim Minister will provide significant leadership and education to the congregation during their tenure in the factures for choosing a new minister and that the Board should not attempt to do this during 2013.

The question was raised whether there was data from the UUA on how Ministers spend their professional time. The point was raised that it can be difficult to discern what is professional effort and what is volunteer effort by Ministers.

Rev. Child recommended two messages the Board should be delivering to the congregation at this time:

- The Interim Minister will be addressing many questions.
- Rev. Breeden will be leaving in Sep '14 and we need to make sure we are not so distracted with the transition we fail to celebrate his Ministry and say a proper goodbye.

The question was raised on the process for communicating reports from the SFCC to the congregation and Rev. Child suggested we consult with Kay Crider or Elaine G. [Last name missing.]

### **Monitoring: Governance Process**

The Governance Process consists of the officer roles for the Board, which are (correctly so) higher-level than job descriptions. The Leadership Cultivation Committee is seeking job descriptions as soon as possible in preparation for approaching possible candidates for the elections in 2013.

The At-large Directors are working on a general description for themselves, which they will share with the rest of the Board in the next few days, after which each of other Board members should develop their own specific position description.

### **June 2013 Board Meeting (GA conflict)**

The June 2013 Board meeting will be held on June 12<sup>th</sup> instead of June 19<sup>th</sup> to avoid conflicting with the UU General Assembly in Louisville.

### **Roof Report**

John Lawson reporting.

The low bid for a metal roof is approximately \$60K. We currently have close to \$40K and John is confident the difference can be covered.

We are planning on doing the portion of the roof covering Fellowship Hall first and then the portion over the Religious Education (RE) wing. This is not ideal from the standpoint that the RE wing roof is older, but this prepares us for the solar panels we are planning to install.

We are evaluating what our annual budget is for maintenance of the physical campus is in total. Right now it is \$13K/year but the estimate for actual costs is about \$35K.

## **Executive Session**

The board did not meet in executive session.

## **Adjournment**

Motion to Adjourn by John Summerlot, and seconded by John Lawson.

Vote: approved unanimously.

The meeting adjourned at 9:22pm.