

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World



Board Minutes

May 21, 2014

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Attending: Kathleen Sideli, Drew Schrader, Abby Gitlitz, Doug Cauble, Arzetta Hults-Losensky, Von Welch, Deb Hutton

Ex-officio: Reverend Mary Ann Macklin

Submitted by Abby Gitlitz, Secretary

I. Call to Order 7:02

Call to order by Kathleen Sideli, President, at 7:02

Changes to the agenda: None

II. Chalice Lighting and Reading

Chalice lighting and reading by Arzetta Hults-Losensky from “Earth Prayers”, William Ellery Channing.

III. Check-in

Attendance and check-in.

IV. Consent Calendar

A. Approve April 2014 minutes All

Motion by Von: To approve April minutes.

Seconded by Deb.

Vote: approved unanimously.

B. Minister’s Report Mary Ann Macklin

See attached “Minister’s Report”

V. Discussion Calendar

A. Old Business

1. Minister Emeritus Working Group Deb Hutton

The MEWG has met both with and without Reverend Breeden. The MEWG will continue through the interim ministry and through the first year of the settled minister.

The Board discussed a draft resolution to be presented at the Congregational Meeting to confer upon Reverend Breeden the title of minister emeritus.

2. Stewardship Campaign Update Drew Schrader

Current pledge total: \$497,956.

We have around 300 pledge units at this time.

At this point last year we had about \$481,462 pledged. By 6/2/13 we had \$503,382

3. Budget Update **Arzetta Hulst-Losensky**

The Finance Committee is working on a trimmed down budget based on the numbers coming in from the Stewardship campaign. We believe we will be about \$15,000 below our target amount of \$550,000.

The Finance Committee will present a low, medium, and high budget to the congregation at the Congregational Meeting and ask them to empower the Board to approve a final budget based on the final pledge numbers.

The church continues to discuss the sustainable and fair contribution to the Church retirement plan. We have seven staff that are eligible to take part in this plan. See the "UU organizations retirement plan"

Motion by Doug: To accept the UU organizations retirement plan as presented to the Board by Arzetta with a 10% employer contribution for eligible staff to take effect July 1, 2014.

Seconded by Deb.

Vote: approved unanimously.

4. Interim Minister Final Report **IMSC**

On May 4 the Board voted in special meeting to empower the president of the Board to sign a contract with Reverend Wadkins. (See report at the end of these minutes)

Reverend Douglas Wadkins signed a contract to be UUB's interim minister. His contract will begin July 1, 2014 and after a time of transition he will be part of worship services beginning Aug 3.

5. Leadership Cultivation Update **Von Welch**

The LCC has a full slate of candidates that will be presented at the Congregational Meeting for vote.

B. New Business

1. Remote Participation policy **All**

See "Proposed Board Policy Addendum: Meeting Participation through Electronic Communication"

Motion by Von: That we amend our policies as stated in the above proposal.

Seconded by Drew.

Vote: approved unanimously.

2. Executive Minister Designation **All**

There was discussion about changing the designation of Reverend Macklin from Executive Minister to Senior Minister as, denominationally, it is an unclear term. Mary Ann consulted with Laurel Hallman about what the duties of a Senior Minister are and whether they match with what Mary Ann is currently doing. Laurel supports this change in title as does the incoming interim minister Doug Wadkins and Reverend Breeden.

Motion by Deb: We recommend to the congregation that in the bylaws the title Executive Minister be a changed to Senior Minister.

Seconded by Arzetta.

Vote: approved unanimously.

Motion by Von: That contingent on the above proposed bylaw changes being accepted by the Congregation; the board will edit and change the board policy accordingly.

Seconded by Drew.

Vote: approved unanimously.

3. Monitoring

<http://www.uubloomington.org/uuchb/govt/boardpolicies2013.pdf>

No special monitoring other than:

IV.A-D: Management Team Relationship, Direct inspection by Board of effectiveness of the Board – Executive Minister Relationship

4. June Congregational Meeting Planning All

Kathy presented a coherent and succinct Annual Meeting agenda for discussion.

5. Update on Regional Affairs Doug Cauble

Doug attended his first meeting as a new member of the board of the Mid America Region He spoke to how the staff look to the board to gauge the needs of the congregations vis-a-vis the regional affairs office. See ""MidAmerica as a Learning Network of Faith Communities:" Proposed as a Provisional Covenant of the MidAmerica Region, UUA"

Kathy Sideli spoke to Dennis McCarty of the UU church in Columbus, Indiana about the UUCB Board visiting to see what a fellow regional church is like.

VI. Executive Session

VII. Check-out All

VIII. Adjourn 9:32

Motion by Drew: To adjourn.

Seconded by Arzetta.

Vote: approved unanimously.

May June monitoring: II.A: General Executive Minister Constraint β Written report by the Board on effectiveness of existing Limitations policies. Required exhibit: summary of policy changes approved by the Board.

Upcoming announcements:

5/25 Arzetta

6/1 Von

6/8 Doug

6/15 Abby

April 4, 2014 - Special Board meeting 10:30 am, Reverend Macklin's Office

Attending: Kathleen Sideli, Drew Schrader (IMSC), Abby Gitlitz (IMSC), Doug Cauble, Arzetta Hulst-Losensky, Von Welch (IMSC), Deb Hutton

Ex-officio: Reverend Mary Ann Macklin (IMSC)

The IMSC brought its recommended interim minister candidate, Douglas Wadkins, to the board for consideration. Rev. Wadkins was recommended to the IMSC by the UUA Transition Office and the IMSC, including Rev. Macklin, met with Douglas and endorses him enthusiastically as our interim minister.

Motion by Doug: To endorse Douglas Wadkins as the UUB interim minister and to empower the President of the Board move forward with his hiring. Seconded by Abby.
Vote: approved unanimously.

May 2014 Board Report

Reverend Mary Ann Macklin/ Co-Minister/Executive Minister

Preparation for Reverend Breeden's Retirement: Continues. We need to clarify who is responsible for particular aspects. My annual report addresses much of the details and I have asked Reverend Breeden to write a final report regarding his ministry here.

Twenty First Century Class Complete: Four staff members participated with an average of 30 hours each. Well worth the time. It has changed how we do things. **Meanwhile, The digital Prologue:** Is it being read? Not as much. Even major tech users say they would read it more if it were printed out.

Moving Expenses for IM: I have submitted a request for funds to the Special Purposes Fund.

Tech Grant Follow-Up: Von Welch, Carol Marks and I will meet with the Center for Congregations regarding this follow-up. We would like to keep solid relationship with Center for Congregations.

Garage Sale: It was profitable but a lot of work. There is some question as to whether we will have one in the fall? I'm working toward that goal.

Auction: Outcome was favorable. Over \$11,400 was a net.

Intercultural Competency Training: Growing and deepening our capacity for successful multicultural ministries and stronger intercultural relationships is critical to the fulfillment of our vision for Unitarian Universalism and building the beloved community. In these days of increasing complexity in diversity in our world, and our congregations, learning how to work more effectively with people who are different than us is important—we need to develop skills and attitudes that assist us in getting where we want to go. 1) Not shame based; about being efficient not good or bad 2) It is not only about race. Help span any difference that makes a difference 3) Scientifically replicated through social science, intercultural, not just US model. 4) How to moderate in conflict to be more successful in conflict management. This is developmental model: skill and attitude based.

Internship: I have been asked to be a Teaching Pastor for Natalie Spriggs-Trobridge as part of her Meadville Lombard education; currently Natalie is the DRE in Indianapolis; during her education, Natalie will volunteer at a community site during their first year, and intern at a congregation her second and third years. The Teaching Pastor accompanies the student all three years, serving in a mentorship role the first year and as the internship supervisor the second and third years. Internships at Meadville are 20/hrs a week, for two years, and are generally unpaid. Unlike traditional internships, the students take a class alongside of the internship with assignments that take place within the congregation (i.e. observe worship service and reflect on the aesthetics, or analyze the leadership structure of the congregation). During the second internship year, the student does a focused initiative, which is a project that engages a marginalized population within or outside the congregation (i.e. young adult ministry, focus on transgender issues, etc.).

As a Meadville Lombard Teaching Pastor, I will receive complimentary enrollment in one course per year at Meadville Lombard, participation in the annual Learning Convocation (at our expense), and the title of Adjunct Professor of Ministerial Formation. I have been in positive discussions with Kathleen Sidelli (President), Von Welch (Vice President), Reverend Doug Wadkins (incoming Interim) and our staff about this opportunity.

You can find more information on the website at <http://meadville.edu/futuretps>

FLEX PLANS

On Monday, May 12, Treasurer Arzetta Hults-Losensky and Church Administrator Carol Marks talked with Stacey Spencer of Greenwalt CPAs in Indianapolis about updating our Section 125 Flexible Benefits plan. The rules for this type of benefit have changed substantially in the last couple of years, and we want to make sure we are in compliance with the law. The cost of writing a new plan document for us will be \$750. The initial cost will be covered by the current Office Expenses budget. Greenwalt will send us a letter each year after that, informing us of any changes or amendments that are needed. Updating or amending the plan will run \$250 to \$450, depending on how substantive the amendments are. Some years there will not be a need for changes. We will continue to administer the plan and provide reimbursements ourselves, instead of paying Greenwalt to issue reimbursement checks, as this is more cost effective with the small number of participating staff we have here. We anticipate that we will have the new plan in place in time for the upcoming fiscal year which begins on July 1, 2014.

INNOVATIVE CIRCLES

A team from UUA Congregational Life have gathered and pooled their energy and resources to support a Multisite effort over the next couple of years. Their guiding vision:

We see dozens of multisite networks emerging in the next 7-10 years. These will take various forms: satellite campuses, existing congregations “yoking” together, mergers, networked congregations keeping their own budgets and boards but sharing staff and programming, larger and smaller congregations partnering, numerous smaller partnering, virtual church, etc. These congregations will not be satisfied with simply sharing a couple of staff members for efficiency sake. Rather they will be leaders of our movement striving to deepen the architecture of our interdependence. They will pursue staff and program sharing with the goal of sharing “congregational DNA.” Some will even seek to become “one church, many locations.” They will see those they serve, not just as the members already in the pews, but as the entire region in which they live.

Towards that end, they are gathering [Innovative Learning Circles](#) where participants can identify and explore the challenges and blessing of MultiSite models. Innovative Learning Circles are a cross between small group ministry, video conference, and case study with heavy influence by Parker Palmer’s Circles of Trust.

Bring Back Our Girls: Work in progress with women from other congregations around Bloomington.

March 2014

UU ORGANIZATIONS RETIREMENT PLAN A BRIEF SUMMARY

Please review the UUA's printed or online retirement plan information for details.

All participating congregations must readopt the UU Organizations Retirement Plan to continue as a participating employer. The deadline is June 30, 2014. If adopted by then the effective date will be July 1, 2014.

Employers must remit an employer contribution to all employees who have met the eligibility service requirement. Eligible: at least age 18 and worked for a consecutive 12 month period during which he/she worked at least 1,000 hours.

The employer must offer the same percentage employer contribution to all eligible employees.

The minimum base employer contribution is 5%.

The UUA Fair Compensation guidelines recommend 10% employer contribution. (may be met with any combination of employer contributions, ex. base (7%) and matching (3%) contributions).

An employer may offer a matching employer contribution, but is not required to do so.

Salary and housing is included in the compensation base for retirement contributions. Some items may be excluded (ex. insurance)

Current and new employees, including part-time employees working less than 1,000 hours annually, may enroll in the Plan and begin making tax-deferred employee contributions.

Participating employers may elect "auto-enrollment".

Implementation may occur between January 1, 2014 and July 1, 2014, but only after adoption of a motion by the governing board and acknowledgment by the UUA that the 2014 Employer Participation Agreement is in good order. Implementation may not be retroactive.

TIAA-CREF is the record keeper for the UU Retirement Plan.

Proposed Board Policy Addendum: Meeting Participation through Electronic Communication

Background as prepared by Von Welch:

- I'm not aware of any current Policy or Bylaw addressing remote participation at Board meetings.
- Section 5-14-1.5-3.6 of the Indiana Code lays out a framework for state agencies. This doesn't apply to us, but serves as a model.
 - <http://www.ai.org/legislative/ic/code/title5/ar14/ch1.5.html>
- E.g., Purdue Board of Trustees Policy (based on Indiana Code)
 - <http://www.purdue.edu/bot/meetings-dropdowns/electronic-meeting-policy.html>

Discussion:

- Addendum allows for remote participation using a mechanisms that provides for simultaneous communication between all members and observers. The intent is a speaker phone (or similar technology) is allowed, but one board member cannot relay another member through a private cell phone conversation. Any members of the congregation or public attending a meeting must have equal access to communications with all Directors.
- Quorum is a majority of the Board (as defined by Bylaws). This policy requires the majority participating in a meeting to be physically present. So three members physically present and two remote is permissible, but two physically present and three remote is not. This is to prevent meetings from turning into teleconferences.
- Directors must attend at least half of the meetings physically. The intention is to allow occasional electronic participation, not a physically remote Director.

Proposed new section to be added to Board Policy:

Policy III.H: Meeting Participation through Electronic Communication

- A Director who participates in a Board meeting by means of electronic communication is considered to be present at the Board meeting, shall be counted for purposes of establishing a quorum, and may vote at the Board meeting.
- Directors may participate in meetings of the Board by electronic communication only if the Director uses a means of communication that permits all participants and observers in the meeting to simultaneously communicate with each other during the Board meeting.
- A majority of the Directors participating in a meeting must be physically present at the place where the Board meeting is conducted.
- A Director must physically attend at least half of the Board's meetings.

"MidAmerica as a Learning Network of Faith Communities:"

Proposed as a Provisional Covenant of the MidAmerica Region, UUA

Revised Draft (Bill S., 4/16/2014)

Motivation and Intention

In April, 2013, the delegates of the Central Midwest, Heartland, and Prairie Star Districts of the UUA voted overwhelmingly to reorganize themselves into a single governance unit, the MidAmerica Region. While the delegates understood that this larger organization would achieve significant economies of scale, they also aspired to create a "New Era in UUism" within the Region.

Since that vote, both the Board and the Staff of MidAmerica have worked hard and accomplished much to integrate the three organizations into a single entity. In doing so, we believe that we have laid the groundwork for the new era. The covenant proposed here opens a broad, participative process of envisioning the possibilities of that new era and bringing them into reality. The active participation of our congregations and other UU communities throughout this process is essential if we are to embody our shared faith in the creation of something truly new, authentic, and powerful.

Proposed Covenant

Recognizing ourselves within our Unitarian Universalist tradition and in the presence of the Sources of our multifaceted religious tradition, we, the delegates present at the 2015 MidAmerica Regional Assembly, do covenant as follows:

- We will recognize and celebrate each of our congregations as a faith community engaged in learning, collaboration, innovation, and action. We will explore together the new opportunities possible within our Region, strengthening these capacities and envisioning what we might become.
- We will engage those opportunities through dialogue, reflection, consultation, experimentation, and democratic decision-making. We will learn how we can best (1) express and embody our covenantal relationship within our Region and our Association; (2) work together to support and nurture our congregations and our larger movement within and beyond MidAmerica; and (3) work together to support and nurture our Region.
- We will encourage our congregations to affirm a congregational version of this covenant.
- Within these processes of learning, we will welcome the participation of noncongregational UU groups situated within MidAmerica, such as professional society chapters, campus ministries, social justice networks, schools and camps, and other organizations "beyond congregations."