

*Unitarian Universalist Church of Indianapolis – (UUI)  
Board of Trustee (BoT) Meeting Minutes  
February 19, 2024/7pm/In-person Meeting/Zoom*

*Prepared by Tammy Jackson, BoT Secretary  
Our Slack Website: uu-indy.slack.com*

*Board Members Present:*

*Jennifer Gatz – President  
Holly Hendrickson – Vice President  
Tammy Jackson – Secretary  
John Russell – Trustee  
Joshua Elliott – Trustee  
Kate Stephens – Trustee  
Mike Hertel – Trustee  
Sharon Chrust – Trustee  
Rev Dawn Cooley – Interim Minister  
Absent: Alex Ervin - Treasurer*

*Guests: David Jackoway, Kathy DeWees, Amy Flynn and Carla Koertge*

*Meeting called to order by BoT President Jennifer Gatz at 7:00pm*

***Chalice Reading:*** *Rev Dawn*

***Consent Agenda Approvals & Acknowledgements:***

***Board Vote:*** *Jennifer made the motion to approve the Consent Agenda items for December. All approved.*

***Member Input:***

*Carla – flooring donation for RE building (all 3 rooms). Need Ray’s approval – Jennifer will work with him.*

*Kathy DeWees – honor founders of the church with plaque and picture. Evelyn & Jim Barnhardt (library), Frank Chrust – 1<sup>st</sup> minister of UUI (minister’s office), Nevils & Juanita Shedd – joined soon after UUI’s formation (music room), Aletha Pettijohn – founder (front office) and Frances Linthecombe – founder (possibly music room). Proposal will be sent to the Fine Arts committee for input and then they will present to the board. Proposal for March agenda.*

*Amy Flynn – Music Committee – Charter review. Amy will talk to Linda Parr and then to Rev Dawn.*

***Personnel Manual:***

*John Russell – Part 3 of 4. Categories of employment, performance reviews, etc. Digital binder created by Rev Dawn.*

***Fair Compensation Report:***

*Mike drafted a document for board review. The finance committee discussed this at the last meeting. Budget implications are significant. Should it be a 2–3-year plan vs a 1-year plan? The bigger discussion*

is, what is the vision of the church? Board to have a budgeting priorities conversation at the next Officer's meeting.

David Jackoway – Leadership Development – plans for the next church year in terms of board members terms ending. There are 3 – Jennifer, Holly, and Mike. Let David know your intentions soon!

Delegates for **Mid America Regional Conference** – appointed by the board. Conference runs April 19<sup>th</sup> & 20<sup>th</sup>. Sliding scale cost. Joint assembly with Pacific West. David will put information in the e-blast. Delegates must be members of the church.

**General Assembly** – online June 20-23. Youth delegates are an option. The DRE can nominate a youth to go. Dawn will discuss with Sarah.

**Denominational Affairs Coordinator** – David is nominating himself. This position will promote what is going on with the UUA.

#### **Interim Report:**

Rev Dawn – suggested to review our 2010 Governance report.

May 18<sup>th</sup> – Sharon Ditmar to talk about how we move forward.

**Updated Behavioral Covenant & Policy** – Holly – Edits were made, and language was updated. Idea for a listening circle. Rev Dawn suggested an idea for pastoral care associates stating there is enough going on to keep volunteers busy. There is training available online and associates would go through an application process. We could combine this with Right Relationship Training. This topic will be added to the March agenda. Suggestion made for an area-wide Right Relations team.

**Rental** – Mike – Short-term rental agreement. Discussed turning over the facilities rentals for non-member activities to Ellen. We would pay a stipend of \$500 per month with a 30 day out. She is familiar with the church. The stipend would be reviewed at 4 months. Money to pay this would come from our Reserves.

**Board Vote:** - Sharon moved to accept the hiring of Ellen – all approved.

**Zoning** – Mike – Found out that schools can be included. Do we want to seek other zoning? We are incurring a net loss of \$3000 per month without a tenant. If we want to be receptive to a daycare center, then we need to go through the zoning process. 35 of the 40 interested parties have been daycares. There is a \$2000 upfront charge to start the zoning process. It was decided that we would pursue zoning based on a serious candidate. Mike will tell the leasing agent to avoid daycare centers.

Hotchkiss discussion – Chapters 1-4 for March meeting.

#### **An Executive Session was held from 9:00-9:25pm Discussing Restorative Justice**

Sharon – board name tags – will talk to Wendy about making them for us.

Appraisals – Sharon Ditmar to discuss report to congregation and talk about options.

**Meeting adjourned at 9:30pm**