

*Unitarian Universalist Church of Indianapolis – (UUI)
Board of Trustee (BoT) Meeting Minutes – December Part 2
January 8, 2024/7pm/Regular 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
Alex Ervin - Treasurer
Tammy Jackson – Secretary
John Russell – Trustee
Joshua Elliott – Trustee
Kate Stephens – Trustee
Mike Hertel – Trustee
Sharon Chrust – Trustee
Rev Dawn Cooley – Interim Minister*

Guests: David Jackoway and Heilene Houdek

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

Financial Reports:

Alex reviewed the financial reports. He explained that the roll over account and the Endowment account were down somewhat due to the market. Cash and checking accounts were about the same as the last couple months. He went over the Profit & Loss for July – December 31st, 2023. \$9100 plate offering (this is about \$800 less than where we want to be). Pledge income at 52%. Cleaning expenses were high due to the RE building renovation. We also have \$0 in rental income, which is a big driver of our deficit. The silent auction brought in \$6,600.

Interim Report for December:

Rev Dawn asked for guidance regarding applying for the Chalice Lighters Grant through the MidAmerica Region. The Chalice Lighters are the number of people who pledge to contribute whenever there is a call. She stated that applying would require board approval. She also expressed that she didn't feel like we would get the grant. The congregation could come up with an idea and apply for the grant or we could contribute to help fund other projects for other congregations. David Jackoway suggested the Beacon Fund as another source for funding.

Rev Dawn advised that on March 2, there would be a Stewardship workshop (in-person) at All Souls. She asked if there was any interest from the board members in attending. She will get details and open it up to the congregation as well. She also stressed that All Souls is not asking for financial help from UUI.

Rev Dawn discussed the fact that the DRE is currently salaried and exempt and she is working more than 40 hours per week.

Behavioral Policies:

Jennifer asked if they looked good. Rev Dawn stated that she had reviewed them and didn't find anything problematic. Holly suggested they be brought to the congregation for a vote.

Mike suggested this be a short-term priority for the Safe Congregation group. Alex suggested we ask the congregation if there are interested people who want to be a part of the committee. Sharon questioned if a board member could spearhead the task force and find people to join. Board members agreed this was a high priority and Sharon advised that we have something in writing to take to the congregation. Holly volunteered to head up this task force. David Jacoway suggested a member of the Transition Team be a part of it. He will ask for interest and have them contact Holly. She will start working on a charter to have for review on or before the February board meeting.

It was decided that going forward, the Secretary needs to take minutes at the congregational meetings.

Serving with Grace – Book Review:

Rev Dawn led the discussion with questioning the board as to the differences between their work job and their church job – some answers included that accountability was not the same, church does not equal small business, they were similar in that satisfaction comes from the people, they were different in that decision making is more collaborative with church, they were similar in the overall arching vision and pride in what we do and in that feeling of being a part of something bigger. Lastly, they are different regarding levels of workplace personality vs church where we all come together.

We discussed spiritual practice and what that meant to us. A few answers were, does it move me in some way, does it help me get in touch with myself and more listening and less talking.

Another question was, what do we need to do differently? Some suggestions were check-ins for committees as a way to get to know one another better and to provide a list of committees and activities that people can get involved in. This is especially important for new or potential members. Kate advised that there is a list of programs on the UUI website. Jennifer stressed the importance of showing appreciation for each other's work. Mike thought it might be helpful to distinguish the board members in way of a special badge. Sharon suggested dreaming big and opening yourself up to possibilities. Joshua felt that Zoom, as a way of meeting, does not facilitate good dialogue. It makes things convenient but not relational. Having in-person board meetings from time to time was discussed.

Lastly Rev Dawn questioned how would spiritual practice change the culture of shared ministry? Holly suggested that it was a matter of consumer-ship vs building community and relationships. Kate felt it would require a shift in the current climate – more celebration in doing the work and uplifting church work. Holly suggested more regular reporting on what the different groups are doing. Jennifer liked the idea that if people felt burned out, they could step away and not feel like they had to have a replacement. Kate stressed the importance of allowing for those boundaries to be there. On the other hand, John felt that if someone was finding joy in their position, we needed to hang on to that person and not make mandatory turnovers if someone is doing a great job. Holly suggested a volunteer recognition and celebration pitch-in. She thought a slide show might be fun. Rev Dawn stated that she will be doing a service on shared ministry, and this might be a good opportunity to do something like that.

An Executive Session was held from 8:38 -9:00pm to discuss misogyny related to a congregational conflict.

Meeting adjourned at 9:00 pm