

*Unitarian Universalist Church of Indianapolis – (UUI)
Board of Trustee (BoT) Meeting Minutes
December 18, 2023/7pm/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
Tammy Jackson – Secretary
John Russell – Trustee
Joshua Elliott – Trustee
Kate Stephens – Trustee
Mike Hertel – Trustee
Sharon Chrust – Trustee
Sarah Cannon – RE Director*

Absent: Alex Ervin – Treasurer, Rev Dawn Cooley – Interim Minister

Guests: Mariah Arkins, Erica Pahud, Carla Koertge, Judith Skyles

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

Chalice Reading – Holly Hendrickson – Reading from Rev Orlanda Brugnola

Board Vote

Motion for the acknowledgement and approval of the consent agenda (items listed below). Motion made by Sharon Chrust. All approved.

- November Meeting Minutes*
- Social Justice Charter*
- Personnel Policies Part 1*
- LFC Nominee*
- Interim Report*
- DRE Report*
- Profit & Loss*
- Behavioral Policies*
- Tenant Update*
- Development Team Update*

Gratitude Cards

- Thank you cards to be sent to Demetrius Chapman for work on the RE library and to Emily Watson for her work regarding RE. Holly Hendrickson will write/send thanks.*

Member Input

David Jackoway reported on the MidAmerica Regional Assembly. It will take place April 19-20, 2024, in Madison, WI. It will include a Keynote Conversation between the Rev Sofia Betancourt, President of the

UUA and the Rev Dr. Karen Thompson, President of the UCC. There will be both in-person and online workshops and other programming.

Mike stated that pledge numbers are down compared to this time last year. We are at \$77,000 through October, which is down \$39,000 from last year. Holly advised that pledges tend to come in more towards the end of the year. There seemed to be some discrepancies in the calculation so Mike will talk to Alex and discuss it further with the Finance Committee.

Fiduciary Governance

Regarding targeted gifts, Jennifer advised that they are allowed, with board approval. Kate went over the estimates for the cottage floors. One for less thickness in the floors came in at \$2500, and the other for more thickness came in at \$3000. This would be vinyl plank flooring, both waterproof. The Pagan Collective will be donating the labor involved. The estimates are for material only. Mariah suggested purchasing the thicker flooring for durability. The money for the flooring would come from our cash reserves. Mariah also advised that labor would be \$2-2500 if we were outsourcing it.

Board Vote

Jennifer made a motion to approve the price of the new cottage flooring at \$3,040.10. All approved.

Strategic Governance

John discussed topics related to Part 2 of Personnel Policies. One topic being employees taking part in congregational meetings and that members wanting to become employees would forfeit that right.

Mike expressed concern regarding employees having access to congregant information. Specifically, pledge information and giving history. He suggested that we have something in writing that access would be given on as needed basis. Mike will review and bring up any concerns for discussion at next month's meeting.

Thank you to John Russell for all his time and efforts committed to this undertaking and to Ryan Robertson and Rev Dawn for their contributions as well.

Jennifer stated that she had reviewed the charter for the Officers Committee. It was decided by the board that a 10-day turnaround for meeting notes would be acceptable.

David Jackoway advised that the Behavioral Covenant was approved by the board but not the policies behind it. As best we can see, this hasn't been reviewed since 2010.

Holly brought up the IRS document that was received and suggested it go to the Finance Committee for review and then be discussed by the board. Mike pointed out that it would have to be brought up to the congregation as well.

Jennifer led the discussion regarding communication in relation to board member emails. The concern is that responses aren't coming back to what is being sent out. Mike felt that a courtesy acknowledgement of receipt would be helpful, however other board members expressed their desire to NOT receive multiple messages of receipt. It was decided that we could better use Slack to acknowledge documents and other items being sent out for review by board members and if we thought something would require a long or back and forth discussion, it should be brought up at the next board meeting.

Kate advised that she has made a video that shows how to navigate Google drive. She has sent out a link via email as well as posted in Slack.

Jennifer stated that beginning in January, folks providing reports for the board packet will upload them directly to the board packet themselves. The folder will be created for you.

Generative Governance

The book review of Serving with Grace will take place at the January board meeting.

Executive Session 8:25 -8:48pm

A follow-up meeting will be planned for the 8th of January.

The Officer's Committee meeting will be planned for the 2nd or 3rd of January.

Holly provided a reading by Nancy Schafer.

Meeting adjourned at 8:57 pm