

*Unitarian Universalist Church of Indianapolis – (UUI)
Board of Trustee (BoT) Meeting Minutes
January 15, 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: Bob and Sharon Lipford, Wendy Daugherty and Judith Skyles

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

Chalice Reading: *Rev Dawn – Reading from Eric Walker Wikstrom – Author of Serving with Grace.*

Consent Agenda Approvals & Acknowledgements:

Approvals – *December Minutes, Personnel Policies Part 2 and Officers Committee Charter*

Acknowledgements – *Rental Work Group Report, November Profit & Loss, Interim Report and RE Report*

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

Visiting Committee: *Fine Arts. They coordinate exhibits for the sanctuary. Wendy Daugherty proposed a 2024 charter. She advised that celebration of music and the arts was added, and watering and plant care was removed. They also removed the Spirit in Place activity. We appreciate and thank Wendy and the committee for all they do. Also, thanks to Wendy for making the beautiful calligraphy name tags for our congregational members. Holly asked if there was anything they needed going forward but Wendy stated that everything was good and there was nothing needed at this time.*

Financial Report Review:

Alex advised that the contribution report was at 52% for 2024, which is a good rate of collection. He also stated that Mara would be sending out the tax forms soon, which may increase contributions. In looking at the numbers, he noticed that the silent auction income had been recorded in the miscellaneous income so going forward, there will be a separate line item for silent auction. The finance committee's philosophy for stewardship is "dream big". They will build a best-case budget and campaign on that. Increasing the RE Director salary will be a priority. The HVAC estimate will be included in that, and Alex will get with Ray on the numbers for the budget. Mike brought up that there was a significant difference between the

December and January balance sheets and questioned how much we are spending out of our reserves. Alex will investigate this further.

Interim Report:

Rev Dawn posed the question of what type of minister do we want next? She stated that Sharon Ditmar with Mid America Region suggested we do a 6-month review of our interim period. This would be best accomplished by a sub-group of the board. The board would agree on questions to answer. Another option would be to extend the interim ministry by 1 year. There may be a benefit to doing this to keep doing the work on what we are ultimately looking for in a minister. It would make sense to keep Rev Dawn for a 3rd year if we decided to go this route. The 3 options for ministry are: Developmental Minister, Contract to Call and Settled Ministry. For the Developmental minister, the board would need to identify 3-5 goals and then we would be matched with a minister who could help us meet those goals. The next step in this process would be to have a conversation among the board and to find out what the policy is regarding this. We would then have a conversation with the congregation. The Evaluation Sub Committee will consist of Jennifer, Sharon and Joshua.

Mike voiced concern that we are not getting the complete story from UUA as we go through this process. If we do all the work, where is the challenge for the settled minister? Rev Dawn explained that the UUA wasn't going to work with us on another option because they felt we needed to do an interim ministry. Joshua stated that we don't want a "fixer upper" minister but rather we want to choose from top tier prospects. Rev Dawn said that she felt Sharon Ditmar would be able to offer some education regarding these issues and said that most ministers don't want to work on policy but rather on social justice.

Rev Dawn's work schedule is full! She is looking for ways to step back from some things. Being on 3 different policy groups is a bit much. Sarah Cannon will take her place on the Safe Congregation; Mara will step in on Personnel and join that committee and her third commitment to the Rental Work Group will be transitioning in February. She will stay on with that group for now.

She also advised that she needed board approval for her \$30,000 housing allowance for 2024.

Board Vote: Sharon moved to approve, Mike seconded the approval and all approved.

Rev Dawn also brought up some tech needs for the sanctuary. Kate advised that the Tech Committee was formed to discuss tech needs for the church, but they have not met since Jamie left. Rev Dawn asked for funds to replace the microphone for the podium and Kate informed everyone that there was a line item in the budget for tech needs, but it was currently at zero. It was agreed that we should spend the money to replace the podium microphone.

Program Council/Team

Jennifer led the discussion by stating that we needed leadership from the board. In the past, the responsibility had fallen to the Vice President. She put forth the question of what should be the goal for the council? Holly felt that we should look at the organizational charts and structure. Rev Dawn advised that in our next book discussion on Governance and Ministry, the author, Dan Hotchkiss goes into a lot of about this. Sharon felt there were areas where adult RE comes into programming. Kate stated that she had investigated other churches and their program teams, and they do include adult RE. Mike felt networking between the leadership and mentorship with people of different skill sets was important. Kate also felt there was a benefit to working together for a common goal. Joshua felt that committees helping each other should happen organically. Kate advised that we want to avoid focusing only on committees. Sharon thought we should be conscious of the invisibility of the teams. Rev Dawn

suggested that was why we needed the organizational charts. Holly felt that relying entirely on the eblast wasn't enough in terms of communication on programs and activities. We need to do a better job of communicating what people can get involved with, especially for the new members and visiting guests.

Organizational Charts: *Rev Dawn reviewed some examples of other congregations' organizational charts. One was the DuPage congregation in Naperville, IL. Theirs is approximately the same size as UUI. One idea was to put the chart on a poster and put it up in the Social Hall. Another example was the Hotchkiss model, which All Souls uses. This one focuses on how the different entities relate to each other. Jennifer will send the organizational chart UUI had created to Rev Dawn for review. Jennifer also liked the idea of the Hotchkiss model. Rev Dawn suggested that we could use both models in different places since they communicate different things.*

An Executive Session was held from 8:47 -9:07pm to discuss Stewardship.

The February board meeting will be held in person at the church.

Meeting adjourned at 9:08 pm