

*Unitarian Universalist Church of Indianapolis – (UUI)  
Board of Trustee (BoT) Meeting Minutes  
November 20, 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  
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  
Sarah Cannon – RE Director*

*Guests: Mariah Arkins, Linda Parr, Ryan Robinson and Thiana Galicia*

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

*Chalice Reading – Rev Dawn Cooley (“Nothing is Static”)*

**Board Vote**

*Motion for the acknowledgement and approval of the consent agenda (items listed below). Motion made by Mike Hertel. All approved.*

- Transition Team Nominees*
- LFC Charter*
- Environmental Sustainability Charter*

**Gratitude Cards**

- Thank you cards to be sent to Carla Koertge, Stacy Robinson and Cathy DeWees for their time and commitment to the auction. Mike will write and send thanks.*

**Member Input**

*Mariah Arkins, Social Justice Committee Chair, reviewed the updated charter. She advised that 1 or 2 people make up an organizing body, overseeing and organizing, providing support and engaging with members. This team also is involved in the Share the Plate coordination. The budgets for committees under the Social Justice Committee, including Welcoming/Renewal, Agents of Change (currently nonexistent), Refugee Support, Faith in Indiana and Reproductive Justice will all report to Mariah.*

**Fiduciary Governance**

*Jennifer advised there will be a congregational meeting on December 10<sup>th</sup> to vote for Joshua, Alex and Holly being added to the board and to approve our updated budget (staff salary). Kate will record the online votes. John and Sharon will count the votes in the sanctuary.*

### **Board Vote**

*Alex made a motion on behalf of the Finance Committee to approve an additional 3% cost of living adjustment for staff, effective Jan 1, 2024. He stated that these costs would be offset by money we already have. Total increase would be \$3000. Mike Hertel seconded the motion, all approved.*

*Alex advised that pledge collections through September were a little over the expected amount (28%), with the main expenses coming from work on the RE building. He also informed us that the balance sheet reflects the Excel statement now.*

### **Strategic Governance**

*Review of Personnel Policies by Rev Dawn, John Russell and Ryan Robinson. They advised there were some changes recommended by UUA, which the board will vote on December. Some of those include adjusting the pay schedule, recording PTO benefits and working on categories of employment. Please refer any questions to Rev Dawn or John prior to the next meeting.*

*Rev Dawn discussed the staffing document. She explained that it is a tool to show us where we are at versus where we thought we were at in terms of staff salaries. Sharon felt that if we want to grow UUI, then we need to revisit the rate of pay for the DRE/DLRE. Sarah is not currently doing the Lifespan Religious Education. She is willing to take it on, but it would require a review of her contract. Alex felt that having a salary that more adequately reflects her qualifications is important. Holly felt the congregation would be in support of increasing Sarah's salary. Mike felt there were several issues that needed to be discussed due to the significant impact the increase would have on our budget. Rev Dawn explained that this is a goal to work towards. Several board members felt the board should make a statement regarding this being something we should work towards in conjunction with the release of Rev Dawn's compensation document.*

*Jennifer discussed the Officers Committee and advised that this is a group that reviews any pre-work that needs to be discussed prior to the board meeting. Having this committee allows the work to be spread among several people and not just placed on one person. It also increases visibility for the board. She confirmed that there is no decision making in this sub-group of the board. Mike felt that the group needed to have a charter to provide direction and some sense of purpose. Sharon also agreed with that. John wanted clarity on what the group does. Holly and Jennifer will have a charter draft for review at the December board meeting. The Officers' Committee meetings will be held on the 1<sup>st</sup> Monday of each month at 7:00pm. Any board members are welcome to attend.*

### **Generative Governance**

*Rev Dawn reviewed the Statistics document stating that in January, UUA congregations certify and report to the UUA. She advised that there was a drop in membership at UUI in 2012 when Steven Sinclair left. Holly stated that there may be some years that reflect dips where the Membership Committee was looking at the membership numbers regarding who wasn't pledging/attending, who had passed away, etc. Rev Dawn advised that up until about 2018, they tried to keep the numbers low so board members should take these numbers with a grain of salt.*

### **Executive Session**

***Interim Report***

*Kate brought up the issue of Zoom support at different member/rental activities and needing some type of formal document. Mike would like to be a part of the process. Holly suggested a policy needs to be put in place. Rev Dawn advised that someone needs to put together a proposal to bring to the board. Rev. Dawn and Mike will take the lead on reviewing and drafting an update to our current day rental policy.*

***Meeting adjourned at 9:45 pm***