

BoT Meeting Minutes

14 Feb 2018 / 7:00 PM Regular Meeting / UUI Cottage

Prepared by Piero Madar, BoT Secretary

Our Slack Website: uu-indy.slack.com

ATTENDEES

David Jackoway (pres)	Jamie Hinson-Rieger	Jim Olson (treas)
Piero Madar	Jonathan Warner	Ray Wilson
Stacy Robinson (veep)	Susanne Hinson-Rieger (guest)	Colleen Russell

MEETING OPENING

- Reading from UUCA (Atlanta) minister Jonathan Rogers: [Draw the Circle Wide](#).
- The Board Covenant was read aloud by all.

LAST MONTH'S MEETING MINUTES

- Minutes are open for editorial review and adjustment if necessary, after they are posted on [Slack](#).
- [Last month's meeting minutes](#) were approved by the Board.

FINANCIAL STATEMENTS - Jim

- Someone in the congregation pledged a significant amount for two years in advance. There were some accounting gymnastics to reconcile for that.
- Building & Grounds is still over budget. Will square that up with Ray later.

- Otherwise, we are on-track and on target. A lot of pledges rolled in for December.
- Sunday plate was \$2300 over forecast. Short term rentals are also up.
- Dues for UUA did not make it into the statements, but Mara confirms they have been paid.
- We are now current on our Indiana 941 reporting and taxes.
- Several members have pledged Stock certificates and these are quite time-consuming to convert.
- Piero will make sure to send his pledge in Bitcoin this year in case Jim runs out of things to do.
- IndyCAN has not yet been paid.
- Financial statements from last month are accepted by the Board.

MUSIC DIRECTOR TRAVEL REIMBURSEMENT - David

- This issue has been discussed in previous meetings.
- A quick straw poll: how many want to reimburse directly? How many want to do a fundraiser? The board was divided.
- It's an awkward situation that we want to make the best of.
- Suggestion from David: If Linda can submit receipts, the board will reimburse expenses this one time. If she does not have receipts, the music committee can have an internal fundraising collection for her.
- Ray made a MOTION: The Board will reimburse Linda's trip expenses if she can verify them, not to exceed \$1,000.
- There was more robust discussion.
- The motion carried in favor, but not unanimously.
- David will contact Carol Kirk and ask for receipts to be sent to Mara. If there is any shortfall, the music committee should make it up through an unpublicized campaign.
- This topic was budgeted 5 mins, but ended up requiring 23 min.

SOLAR UPDATE - Ray Wilson

- Second installment on \$76k is paid. IPL is paid. Panels are up, but wires are still being pulled through conduit.

ADMINISTRATIVE ASSISTANT - David

- We have interviewed 6 candidates. One dropped out today after accepting a FT job elsewhere. We should be wrapping up the interviews this week because Mara is on vacation next week.
- The goal is to have someone in place by the end of February.
- Ray had some follow-up questions about the job description. He feels that job description is too nebulous or vague, that it encompasses too many different things. David will send the job description to Ray again.
- David explained we DO know what the job is, but candidates who fill all the requirements are harder to find. There will be some skill deficiencies in any of the candidates; they will have to come up to speed on those.
- The ultimate goal is to free up workload on Mara and Susanne.
- Ray is very concerned that expanding the role from the scope of 'Social Media Communications' into 'Administrative Assistant' will swallow up any effectiveness in the social media aspect.
- David countered that this type of combined job description is quite common for admin assistants. This is not a 'Trojan Horse' position that entices with a Social Media role but then devolves into admin work only.
- Stacy: Couldn't the RE associates help out to offload some work from Susanne?
- Jamie: RE is having the problem of not enough volunteers. Finding parents even just to teach is a challenge that consumes a lot of time. Volunteers are in very short supply. This is an issue that all UU churches are struggling with, not just UUI. However, UUI did make a conscious decision not to operate as a Co-op.
- David: Do we have a vote of confidence to proceed with the hire? Or should we put the brakes on? Now is the time to speak up. There was general assent to proceed.

UPCOMING CONGREGATIONAL MEETING - David

- Topics for the Feb 18 2018 meeting are
 - The recent micro-aggression incident
 - Jon Warner - Stewardship campaign

- Quorum Vote for unbudgeted expenditure on 4 delegates for UUA General Assembly in Kansas City, \$450 per person, \$1800 total. \$175 per person if they are off-site.
- Jamie's career change announcement and UUI full-time employment, and related upcoming challenges.
- Discussion about how Jamie should present the story to the Congregation.
- There are significant hurdles to overcome, not the least of which is raising an additional \$70k of pledges to pay his salary.

MICROAGGRESSION INCIDENT UPDATE - David

- David's email got some feedback. There was discussion on the teams, committees and forums. Creedo forum suggested to provide links to educational materials in the next eBlast, including positive examples of what to say.
- One person was uncomfortable with the term *Microaggression*. They felt that it was insider lingo
- Jamie had called Melita and apologized on the same day of the incident. He let her know the board was taking it very seriously, which she appreciated.
- She is still excited to return in April with her one-person show, and won't let one bad experience spoil the overwhelmingly positive reception she had here.
- Ray could not believe this kind of thing can happen at our church. Susanne countered that they happen quite frequently here, and can provide examples. To be sure, they are not intentional aggressions, but a product of unconscious bias.
- It's not really important which person said this, but rather that we need to try and minimize these occurrences in the future.
- With our diverse community, we recognize that sometimes we will be bumping up against each other in matters of gender, class, race, or other marginalized identities.
- Jamie would like to use examples and stories to help people imagine a UU that looks different, beyond our default perceptions, to broaden and change our scope of who UU's can be.
- Our wall of portraits of all white members isn't very diverse, even though that's who we are right now. Maybe we could add some other 'historical heroes of UU of other congregations' to diversify?

UUA BOARD CONFERENCE CALL - Jamie

- Refer to [THIS ARTICLE](#) that was posted on Slack.
- UUA had commissioned a panel of inquiry to investigate reasons for last year's high profile walkout of several of UUA top leadership.
- There is significant tension between the UUA board and it's own commission panel. They were not aware that the panel would be publishing a progress report, which was highly critical of the Board.
- The commission was at the point of quitting out of frustration, because they were under-resourced.
- The commission asked to extend their tenure until 2020 because they felt there was so much work to be done.
- UU professionals of color are having problems, they are getting dismissed in higher numbers than we usually see, and reporting more toxic work environments than normal. There are wide issues of race happening within the UU church and culture.
- The commission has been given a very deep mandate to look into these problems. This is not just a matter of passing the '8th principle' and calling it done.
- UUI will continue to be engaged in this conversation for the long term, in the form of worships and workshops. But it will be uncomfortable.
- Ray was put off by the aggressive tone of the article when he read it for the first time.
- David: It isn't their job to make us feel comfortable-- we need to see the unvarnished truth. Possibly it is deliberately provocative to make us confront the issues. If you read it more than once, it helps to move past the tone and hear what they are saying. However, it does lack some detail (context) about proportions of black UU ministers vs white ministers that are being dismissed.
- Jamie: We have a moment right now when we are feeling uncomfortable, to experience what UU people of color have felt for the entire history of Unitarianism. It should help us imagine a future where nobody has to feel that way. But in order to get there, we are going to have to go through some of what they experience.
- Being Unitarian means that no single set of beliefs is normalized in our religion - we are pluralistic. They are asking for the same thing regarding Culture: That no single culture is valued more than another.

STRATEGIC PLANNING & PROGRAM TEAM - Stacy

- There was no strategic planning meeting yet.
- Program team did meet, and schedule themes are set for every other month.
- No updates to charter, but be intentional about our purpose when we are meeting.
- We will address 8th principle work, as well as the Green Clause in the charter.
- Board can ask for Program Team to take on work amongst the committees, but can also report back that there may not be capacity (or interest) to take it on.

COMMENTS/QUESTION BOX - Jamie

- Should we have a physical comments box where people can give more regular feedback?
- Other congregations have used a 'suggestion book' for feedback from members, which is not anonymous but is regularly reviewed. There are pros and cons to this approach.
- Is the Board interested in implementing a mechanism like this? What if the comments are quite grave in nature e.g. 'I was harassed by a UUI member' or 'I don't feel safe here' .. We don't have a process or policy for resolution of those.
- Susanne: We need a conflict resolution policy. Of course there is our Behavioral Covenant but there needs to be something for smaller-scale engagement. Something that doesn't require assembly of a committee or tribunal.
- All Souls is considering this as well.
- At GA they have a 'Right Relations' team-- we could do this on a city-wide basis. That way the people who are helping to resolve are not on our own church.
- The idea of getting feedback somehow is good, but the issue is the HOW.
- We could implement a [Kaizen](#) approach that offers continuous improvement *Solutions*.
- We are out of time -- this topic is tabled until next meeting.

ACTION ITEMS

David to contact Carol Kirk with decision about Linda's reimbursement.

David to resend the Administrative assistant job description.

Congregational meeting agenda to Mara.

David to inquire about Midwest Leadership School delegates (and budget) from Leadership Fulfillment committee.

ADJOURNMENT

Meeting adjourned at 9:12 pm.