



Minutes

All Souls Indy -- Public Board Meeting

📅 Tue November 10th, 2020

🕒 7:00pm - 9:00pm EST

📍 ASI

👤 In Attendance

Helen Dwyer, Patricia Fisher, Michael Middleton, Babette Miller, Joel Miller, Jean Miller, Tom Mulcahy, Diane O'Brien, Bob Rayhill, Cathy Tanner

I. **ASI Mission and Vision Statements**

Our Mission: To welcome all. To lead with love. To embrace hope. To cultivate community. To challenge assumptions. To face our biases and prejudices with clear eyes. To spark positive change within ourselves and in our communities. To act in ways that help move the arc of the universe toward justice. Our Vision: We will leverage love as a force for positive action.

II. **Welcome**

a. **Call to Order**

b. **Head Count**

Quorum and Voting. A majority of the all Trustees eligible to vote shall constitute a quorum for a meeting of the Board of Trustees. A majority of all Trustees eligible to vote, whether present or not, shall be required to approve a motion.

c. **Chalice Lighting and Reading**

Joel shared a reading, We Are One

d. **Check-In**

III. **Guests:**

A place for guest attendance to be recorded in the minutes.

Alison Cole, Gail Henrie, Petra Ritchie, Sharon Merriman

IV. **Approval of Consent agenda**

Tom moved to pass the consent agenda and Babette seconded. Motion passed.

a. **Minutes from October meeting**

Minutes attached

No changes.

b. **Staff reports**

Submitted via email

Reports are part of the Board Packet for the November 2020 meeting.

V. **Officer/Board/Standing Committee Reports**

a. **Finance Committee**

Review financials; numbers document; PPP loan, planning for post-capital campaign

Regarding the Income and Expense report, Mike noted that the pledges are a little higher than last year. No loss of pledge money. We aren't getting rental income. We're spending about \$8000 more than we're taking in, but this is manageable.

Jean asked when the books are closed for the past fiscal year. This occurred in June 2020.

Mike clarified that there is an error in the final category of the report. It should read 4 months, rather than 3 months..

The PPP loan application is ready and we're waiting on an invitation to submit it to Chase. There will be a Finance Committee meeting on 11/16/20.

Mike sent an email to Derek Hamilton and received a response. He will make some minor modifications to the Endowment. Tom and Jean are interested in those changes and Mike will let them know..

Diane moved and Babette seconded a motion to approve the Treasurer's Report. Motion passed.

VI. **Special Committee Reports**

a. **Net Carbon Zero Resolution - tabling until December**

The resolution vote will be delayed til December, so all Board members have opportunity to review it.

Bruce Russell-Jayne is happy to answer questions prior to the next Board Meeting. The resolution is included in this month's Board Packet and will be re-sent.

Jean notes that this is a resolution from a Board assigned committee, The Net Zero Carbon Team. That group will submit a plan to the Board. The resolution includes a significant commitment and Jean asks that all members review it carefully.

Joel urges that members consider what is Board authority and what is congregational authority.

Bob noted that not having established the larger goal(s) of the church, it is difficult to evaluate whether the resolution fits within the larger goal. He agrees with what it is designed to support, but feels it needs to fit into a longer range goal.

Joel noted that one thing that can make a church more effective is reflection and commitment to goals. That means prioritizing as a collective.

There was discussion about a need to delay significant decisions and commitments until we're out of the pressure from COVID.

1. Please review Resolution and supporting documentation for discussion at December meeting

b. Leadership and Nominations Committee Update

The Nominating and Leadership Committee has 2 names to submit for membership on that committee. They are Cindy Cook and Marty Pearlman. Both have previous church committee experience. There will be a vote on these names during the December Congregational Meeting.

There was clarification of which Board members will continue serving and which members will be stepping down. Those stepping down include: Tom Mulcahy, Babette Miller, Pat Fisher, Diane O'Brien.

VII. Minister's Report

Joel asked that members participate in celebration of Allison Zafiratos' time on staff. She will be ending her employment at the end of December. There will be a celebration at the last service in December and attendees are urged to share notes of appreciation and recognition.

Joel had a conversation with the church resident regarding COVID procedures in the church and he understood and agreed.

Joel met with the Brendon Ridge HOA, along with some staff. It was a positive meeting. The HOA president and Joel will be responsible for communicating between the groups going forward.

The COVID Task Force has been meeting often and have much work ahead. The staff working with the Task Force are looking for ways to get congregants together, safely.

There will be a Christmas Eve Parking Lot/Zoom service.

a. Interim planning - next steps

The By-Laws refer to a Membership Committee and the process of nominating. That committee hasn't been functioning. Joel would like to shift energies to a Welcoming Committee, at least during this time. He's working with Nasreen to put something more formal into place, that takes our livestreaming into account.

Realm trainings will be coming up. Members are encouraged to accept the invite and participate.

Joel would like to spend some time doing history work, possibly basing a sermon around that to see how the congregation responds.

Bob asked about what happens as a follow up to the Start Up Meeting. Joel shared some thoughts. Bob feels there is a need to consider together where we're going...what's our spiritual mission, our mission with the community.

Jean notes that the Personnel Committee has had conversation about whether a 2 year Interim period is long enough, considering the impact of COVID. Joel suggested that they talk further with Sharon Dittmar.

Joel will follow up with his interim colleagues as to where they are in their process. Not being "in person" limits things.

b. **Anti-racism - next steps**

Relative to anti-racism, Joel has had conversations with UUA and others in the community. He feels it's important to offer further training as follow up to the Chris Crass workshop 14 months ago. He's had conversation with Paula Cole-Jones, who has had some ideas about how doing the work of anti-racism can unify a congregation across wide diversities. She suggested 2 thrusts, one with those who attended the workshop and those from the larger church community. Joel will talk with the DIT and get their input. The cost for the 2 workshops would be around \$1200.

VIII. **Unfinished Business**

a. **Approval of board covenant**

Bob will make a minor revision and put the vote on the Covenant into a Boardable poll. Members are asked to respond.

b. **Approval of Board Goals for 2020-2021**

This will be put out for a vote in a Boardable poll. Members are asked to respond.

c. **Governance**

All policies and appendices will be coraled to the Governance Manual. The hope is to the the "V-2" ready for approval in January 2021.

d. **Review of Boardable file organization update**

This will be saved for the next Work Session.

IX. **New Business**

a. **Set congregational meeting agenda**

The Nominating and Leadership Committee has 2 names to submit for membership on that committee. They are Cindy Cook and Marty Pearlman. Both have previous church committee experience.

The agenda for the Congregational Meeting will go out on Fri., Nov. 22.

b. **Board Onboarding - Training input**

The Nominations and Leadership Committee is having conversation about what this can include. It may be reading of the Hotchkiss book on governance and training resources from UUA. Jean suggested it may also include an introduction to use of Boardable.

X. **Closing**

a. **Communication and follow-up needed**

1. **Communication to congregation about board goals**

b. **Board observer report**

Cathy reported....Everyone was respectful and honored other's opinions. Maybe a little verbose, but most everyone was on target throughout.

c. **Review upcoming meeting dates**

The next Board Meeting will be Tues., Dec. 8, 2020.

Board Observer will be Babette.

Chalice lighter and Reader will be Pat.

1. **Set next work session date and time**

Board Work Session will be Sun., Nov. 22 at 1pm, probably

XI. **Adjournment**

Tom moved to adjourn. Diane seconded. Motion passed. Adjourned.

XII. **Executive Session (if necessary)**

NA

XIII. **Submitted by:**

Patricia Fisher, Secretary, ASI Board of Trustees