



Minutes

All Souls Indy -- Public Board Meeting

📅 Tue October 13th, 2020

🕒 7:00pm - 9:00pm EDT

📍 ASI

👤 In Attendance

Sarah Cannon, 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**

The President, Tom Mulcahy, called the meeting 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.

All members were present.

c. **Chalice Lighting and Reading**

No one volunteered for this role.

d. **Recite Covenant?**

The members recited the church covenant.

e. **Check-in**

III. **Guests:**

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

Bruce Russell-Jayne, representing the Net Zero Carbon Team.

Sarah Cannon, DCCP

IV. **Approval of Consent agenda**

Tom moved and Babette seconded to approve the consent agenda. Approved.

a. **Minutes from September Board meeting**

Minutes attached

b. **Staff reports**

Submitted via email

All staff reports were shared as part of the board meeting packet. The minister's report was discussed during various parts of the meeting. Other parts, specifically anti-racism content will be discussed during the upcoming On-Boarding session.

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

Discussion of Realm...This is a data base, but also structured to address the needs of the church. Joel asked Sarah Cannon to attend since she's been using it as a member engagement platform.

Sarah says it can unify communication. It provides functional tracking. Sarah has been working to move families onto it. Parents can be aware of youth communication. It becomes more useful as more people become registered.

Tom asked if Realm could contain a centralized calendar. Sarah thinks this can be done.

Tom asked whether under 18 year olds are able to message each other. Sarah will look into this. Concerning messages can be screen shot and deleted.

Bob asked for clarification about safe guidelines. The UUA has standards for youth programming and we aim to follow those. Congregants can edit their own privacy settings.

Allison is currently the "Super Admin" for Realm. There are other lower level admin. She can be contacted for questions.

Bob asked Joel how we will measure success of a Realm rollout. Per Joel, we don't expect the entire congregation will use Realm. But, we can still reduce the number of platforms we use. That could be one measure of success. A second measure would be the extent to which we're engaging younger people in the church. Joel feels it would be successful if we could get half the church involved in using Realm. Another would be determining whether the platform draws the staff together in addressing the needs of the congregation.

Sarah will check on availability of "push alerts."

Babette expressed concern about the security of the platform. Sarah says we can get more detail.

Jean wants to know that the rollout will be successful and this will require a good plan and some time. Since Allison will not be working for us much longer, we will need someone else who will have oversight. Sarah says there are some training videos available.

We have been paying for Realm for about 16 months. The staff will continue to have conversations and Joel will provide updates. Joel is pleased with the utility of Realm. He feels it meets millennials and those younger where they live.

It was agreed that regular updates to Board members will be important, including those things noted as how success measures..

a. **Finance Committee**

1. **Review YTD financials & budget update (vote)**

We are at 50% of what we've budgeted and this is consistent with where we were last year at this time. Pledges are holding up.

The budget was created in March 2020 and voted on in April 2020.

Our cost for the minister's salary is a little higher.

We have a gain related to some staff positions that are not currently filled. We'll be saving as a result of the PPP loan.

Jean moved and Tom seconded a motion to approve the budget revision. Approved.

2. **Review endowment report**

This information is provided every quarter. Jan to Sept 2020 we had contributions of over 26,000 from 2 estates. Six per cent of the earnings can go to the operating budget, but we've put about 3% into that budget.

We currently have about 50% invested in stocks. We try to maintain 75%.

Tom asked that, by Dec 2020, Mike arrange a meeting of the Finance Committee and reassess where we are relative to the mix and percentage of stock investments.

3. **Update on PPP loan forgiveness application**

b. **Personnel Committee**

c. **Governance Task Force**

1. **Review Leadership & Nominations Committee; select board rep**

Tom Mulcahy volunteered to be part of this Committee. Jean moved and Pat seconded to nominate Tom to serve on the Leadership and Nominations Committee. Approved.

VI. **Special Committee Reports**

a. **COVID-19 Task Force**

VII. **Minister's Report**

This was partially reviewed during other components of the meeting.

VIII. **Unfinished Business**

a. **Interim Planning - Next Steps**

1. **Start-up with Rev. Sharon Dittmar - Part II**

Next meeting will be Wed., Oct. 14, 2020.

b. **Update on Board Goals for 2020-2021**

c. **Boardable file organization - in process**

Jean and Pat will do a summary of this at the November Board Work Session.

d. **Approval of board covenant**

IX. **New Business**

Mike asked about the concern presented by the HOA.

The Brendonridge HOA has some concerns relative to a history of neighborhood children using the All Souls playground. The playground was recently made unavailable, by Joel's decision, due to concerns about safety and liability. There has been a fair amount of confusion related to past conversations with multiple individuals..

Joel is taking the lead. He will meet with some members of the HOA this week. Joel will ask that the church and the HOA get better acquainted and that we make clear who we want them to talk with, in the future. Joel will recommend they talk with him. He will ask that they let him know who he needs to be talking with from the HOA.

a. **Set Congregational Meeting Date**

Must take place between Nov. 1 and Dec. 15 and we need to give congregation 30 days notice.

Tom moved and Helen seconded to have the Congregational Meeting on Sunday, Dec 13, 2020.

b. **Net Zero Carbon Team resolution**

Bruce Russell-Jayne provided a summary. In fall of 2019, a group of interested congregants proposed that ASI move to Net Zero Carbon. The Board asked for more of a plan. The Net Zero Carbon Team was formed. A list of potential projects was developed. COVID has made it impossible to move forward on these projects.

The main thing that's happened has been the development of the grove. Thirty trees were planted on the grounds.

The resolution has never been approved by the Board.

Tom asked if this is related to our Green Sanctuary accreditation. It has been included in our application for that status.

Babette asked what return on investment we've been seeing with our solar panels. Bruce can let us know during an upcoming meeting. We received a \$20,000 grant for the panels, so the church invested very limited funds into the panels.

Per Bruce, the resolution is more of a vision statement. Bruce suggests it might be re-worded. He and Indra Frank, the Co-Chair, can review and edit and provide it for review and possible approval at the November Board Meeting. Ideally, members will review in Boardable prior to that meeting.

Jean noted that the Board needs to develop a procedure for resolution discussions.

X. **Closing**

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

b. **Board observer report**

Babette felt there were good questions and productive discussions. She thought the packet contents were helpful in preparing for the Board Meeting.

c. **Review upcoming meeting dates**

1. **Board Work Session: October 25, 12:00-1:30 pm**

2. **Public Board Meeting: November 10, 7:00 pm**

XI. **Adjournment**

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

XIII. **Submitted by:**

Pat Fisher, Secretary, Board of Trustees

Parking Lot

Remaining items will be discussed during the Oct. 25, 2020 Board Work Session.