

**Board Minutes Status: Approved**  
**First Unitarian Church, South Bend**  
**February 9, 2022**

**Present:** Kay Azar, Anne Mannix, Catherine Lundergan, Gail DeSomer, Ken Chambers, Becky Lindstrom, Rev. Chip Roush,

**Absent:** Ruth Reagan (resigned)

**Guests:** Jim Ward, Melanie Smith-Guillaume, Pat Davis, Dan Holm, Joseph Gress, Lynn McDonald, Barbara Williams

I. Introduction

- A. Chalice Lighting by Rev. Chip
- B. Check-in
- C. Covenant
- D. Approval of Minutes from January 12th Meeting: Becky moved to accept the minutes, Gail seconds. Minutes approved
- E. Set Agenda
- F. Request for special offering: Melanie S-G asks for permission to do a special collection for a Harriet Tubman statue for South Bend. Our support is very important and supports the Black community in town. The Board approves this request by a show of hands.

II. Reports

- A. Minister's Report
- B. President

1. \*Meeting with the Informal Working Group on Change in the Church  
Anne introduces the COM and discussion with a group of 11 congregants represented by Dan Holm and Barbara Williams.  
\*This group of 11 congregants has gotten together regarding our Strategic Plan and the groups concerns and possible proposals.  
\*Lynn responds to actions of Committee on Ministry and their conversation with Lisa Presley, UUA rep. Lisa suggested a workshop on conflict engagement. She also suggested we are not yet ready to work on mission and vision. The COM wants all to feel heard. The group of 11 congregants is planning a meeting on Sunday coming to hear their thoughts and concerns. The established processes seems to have been by-passed. We all want to see a greater openness and transparency regarding concerns/solutions proposed. A special Board Meeting would be most appropriate, and as usual, anyone is welcome to attend. Should we have a special board meeting? Consider the conflict management workshop. Trust also seems to be a big issue at this point.  
\*Proposal 1, special board meeting vs. Proposal 2, wait for mediation, Proposal 3, the group of 11 congregants gives Board a written proposal and then a meeting to discuss.  
\*Kay moves to have a special board meeting that is well advertised and open to all. Catherine seconds. Motion passes. This also means the board participation in the meeting planned on Sunday will be postponed until we can set a date for the special board meeting and have it advertised to the congregation.  
\*Lisa Pressley has suggested a conflict management workshop. Becky moves to allow the COM to explore someone from the UUA to help move us

through the process of exploring concerns. Ken seconds the motion. Motion passes.

2. COVID Policy Adoption

Review and comment on Becky's proposal for how we move forward. One concern from a member would increase outdoor numbers when the numbers are in the yellow and orange range. Catherine moves to adopt COVID policy as discussed, adjust/revisit outdoor numbers and changes if we go back into the red zone as situation changes. There is also a friendly amendment to allow indoor meetings when we are in the red zone and the numbers are starting to trend down. Gail seconds. Motion passes. Becky will write the revisions to the policy and send them to the office for posting on the church website. There is a shortage of volunteers available to who can run the sound board during hybrid services. If there are not any volunteers available, we can pay a sound board technician on per service basis. Keeping the sound board staffed is the responsibility of the Worship Arts Committee.

3. Resignation of Ruth Reagan & New Board Member

Should we get another Board Member to fill Ruth's vacancy? The consensus is positive. We will look for someone to fill that seat.

4. Lease Update: lease is being reviewed by lawyer who has some suggestions.

C. Treasurer – There is a deficit this month due to lack of pledged funds coming in but overall still in the black for the fiscal year.

D. Committee Reports

1. Technology Committee: Worship committee to handle getting people trained and scheduled for sound board on Sunday mornings
2. Stewardship Committee: Anne will help Ken as they gear up for pledging.

III. Old Business

A. Retreat Follow up – discussion postponed

B. UUA Conversations/Conflict Engagement: waiting on Committee on Ministry to get all the necessary information.

IV. New Business

Discussion: Policy on New Committees & New Topics at Board Meetings

We need to have a Covenant on Right Relationship, we have a behavioral covenant for disruptive persons but not one between board, minister and congregation. Becky, Gail and Anne will work on it.

V. Other Business

VI. Adjournment at 8:40 pm.

Next Board of Trustees Meeting: Wednesday, March 9, 2022

Respectfully submitted  
Kay Azar, Secretary