

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

**Meeting is called to order at 7:07 p.m.**

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

**Guests: Lynn McDonald, Joseph Gress, Peg Faulmann**

**I. Introduction**

- A. Chalice Lighting from Rev. Chip
- B. Check-in
- C. Covenant
- D. Approval of Minutes from the February 9th Meeting: No comments on last month's minutes. Motion made by Gail deSomer to approve the minutes, second by Ken Chambers. Motion passes unanimously.
- E. Set Agenda

**II. Reports**

- A. Minister's Report: See written report
- B. President

1) Meeting with the Informal Working Group on Change in the Church. Since meeting with Mark Bernstein, do we still want to meet with the letter writers? It is suggested that we respond instead with a letter responding to them. The alternative is to invite them to a Board Meeting. Possible response is to say what we have done and respond with what we plan to do moving forward.

How do we want to respond to the 12 letter writers? It seems that a letter would be the best option. Regardless, anyone is welcome at any Board Meeting. We need to acknowledge we got their letter and that we are working towards the problems expressed and how. We have looked at each Board members role, including Chip's, and can say what we are doing to address the issues brought up. It allows us to "speak with one voice" as suggested by Mark. It is further suggested that we complete the Mission and Vision statements with the congregation this spring, encouraging the letter writers to participate.

The Committee on Ministry joined the Board for this discussion. The COM members present agree that a letter to the members is most appropriate and several people would write the letter and all on the Board and COM would review and cooperate with revisions/edits.

Will we proceed with a workshop on Conflict Resolution vs. moving forward with Mission and Vision? It appears that most agree with letter writing. Board affirms not in interest of church to have less than a full time minister. We will not discuss a change in structure of congregation and ministry at this time and be clear about that. Gail will write first draft. Gail moves that the Board responds to concerned members with a letter explaining what the Board has been doing to resolve the stated issues, Ken seconds the motion. Motion passes unanimously. Any consideration of Conflict Resolution may depend on response to letter. We still need to move forward with Mission and Vision process. A group will gather to write a conflict management policy to include members of the Board and COM. Have it completed to vote on at the Annual Meeting.

2) COVID Policy:

- a) On the State of Indiana dashboard do we want to use the map color (data for the last week) or the advisory level (data for the last two weeks)? <https://www.coronavirus.in.gov/indiana-covid-19-dashboard-and-map/> Currently, at Blue level in both maps. Which level (data for one week vs. data for 2 weeks? Current color on dashboard for the past week.
  - b) Who is in charge of making the decision on the current precaution level and notifying the church office & worship participants? It is suggested that Chip and/or Worship Committee vs. the office make the recommendation. There is a consideration of folks to run the services if initially on Zoom and finding the right folks to do so. First, the office folks should not be expected to make the decision. Thursday may be too short a time for all necessary changes to weekly service. Document Becky wrote, if cases are increasing rapidly we move quickly to change to online vs. slow changes can be called a week ahead. Also, consider cancelling if we don't have personnel to run the electronics.
  - c) Should we have childcare and RE classes? Becky reports on conversation with parents. They indicated that they are not really interested with classes at this time but are more interested in giving the kids social/play time. Look for things to be outside during the service. How soon can we start to do that weekly? We would need child care at least for the little children/babies. Little structure necessary but some thought to having material available for natural play. Gail volunteered to take care of the kids this week. Chip stated they are trying to contact some St. Mary's students. Diana Mendelsohn is also a possibility and Chip will reach out to her tomorrow. Suggested that Diana could be considered a possibility for DRE. Do need a volunteer to be with the kids outside for this week and moving forward. Could she provide indoor childcare through March and be in charge of outdoor activity for April, May and June for now. We will take care of kids that happen to show up in March and make a push for kids to come back as of April.
  - d) Do we as a board want to meet in person? Not at this time.
  - e) Kathy Platt wants to have an auction on 5/21. This is okay to move forward.
  - f) Mary Alice Lundergan wants to have an art show. Should we encourage them to plan for in-person events and then go to Zoom if they need to?
- C. Treasurer: Running in deficit past three months due to decreased pledges but still in the black. Catherine submitted a request to the Endowment Comm. for funds to pay down mortgage. Annual budget needs to be completed by April for the Board to continue for the May Annual Meeting.
- D. Committee Reports
- 1) Technology Committee: Ken reports phone system is in and almost fully set up. Need to get password to get into the WiFi.
  - 2) Stewardship Committee: Doing well so far receiving pledges. Having welcome back party if you've turned your pledge in.
- E. Office Report: No report at this time.

III. Old Business: None

IV. New Business: None

V. Other Business: None

VI. Adjournment at 8:55 pm.

Next Board of Trustees Meeting: Wednesday, April 13th, 2022

Respectfully submitted, Kay Azar, Secretary, Board of Trustees