



**Meeting Minutes
Board of Trustees
First Unitarian Church, South Bend
November 9, 2022, 7:00 p.m.**

Present: Gail deSomer, Florence Klecka, Karen Dickson, Rev. Chip Roush, Lynn Liston, Bill Stevens, Elena Wake, Ken Chambers, Becky Lindstrom

Guests: Rin Adams, Lynn McDonald

Call to Order

Meeting called to order at 7:05. Next was check-in, then Rev. Chip led the Chalice Lighting and recitation of Covenant.

Approval of minutes

Motion made to accept the October meeting minutes by Lynn L., seconded by Becky. Carried with one abstention.

Changes to Agenda

Added COVID feedback, snow removal, Building Committee updates, and Town Hall.

Reports

Reports from Minister, Treasurer, and Committees received in packet. Additional information given in meeting:

Minister: Karen reminded Chip to send out the Office Administrator's job description, and Chip promised to do so. Gail noted that, as the perpetual calendar charges the Board with certifying the membership numbers at year end, the Membership Committee has begun canvassing various members who have been absent. Karen asked about the Mini-Retreat mentioned in the calendar, and Chip noted that it is one of several items that are not applicable every year.

President: Nothing to report.

Treasurer: Overall, we're still in the black. The mortgage payment is smaller than before, because the Endowment money has helped out. Elena noted that she will be gone for two weeks, and that Ken will need to sign checks in her absence. Also, Bill needs to be added as a signatory.

Building Committee: Per Kathy Vetter, the sprinkler system test will be scheduled.

Grounds Committee: Snow Removal. Kathy Vetter cannot help with this as in the past, as she lives mostly in Elkhart now. Barb Carmichael does *not* have a policy template, as previously believed. The snowplow firm (Pedro) used in the past has a basic rule of plowing when the snow is 2" or more. As no one is willing to contact him for each snowfall, Becky moved to ask him to come out and plow the parking lot and sidewalks whenever there has been 2" or more of snowfall, using his own judgment, at least for now. Gail seconded, and the motion was carried. Lynn will follow up with him.

Old Business

Next Board Town Hall Meeting: Date was agreed to be December 18. Ken will ask Diana Mendelsohn about child care, with Max Castaneda as backup. Florence will contact Kathy Platt, about snacks.

- Outside consultant: Lynn M., representing Committee on Ministry, suggested hiring an outside consultant to work toward conflict engagement, per attached letter. Pros and cons were debated. Lynn felt no one from

the Board would be trusted by all parties to mediate; UUA experts have suggested long-term conflict engagement, as not all of last year's letter writers have the same concerns. Decision is on hold for now.

- Bill asked for identification of the issues. Gail listed them: No active youth or adult RE, content of Chip's services, need for marketing. All have been addressed to some extent.
- People feeling they have been heard: Avoiding hurt feelings is difficult; even after hours of discussions, there have been cases where people insist they haven't been given a chance to air their grievances. No solution is apparent.
- Content of meeting: Lynn did not feel old conflicts from the previous year was the purpose of the Town Hall meetings; it should be to increase transparency about what has been proposed and accomplished. Need for keeping minutes was raised. Becky and Gail stressed the importance of telling people that the Board is working to address their concerns. Bill moved that the following format be adopted as a working hypothesis for the meeting:
 - In response to previous suggestions and our own concerns, the Board has done the following (fill in)
 - Results we are seeing. What do people see going well at our church?
 - What additional joys or concerns do people have?
 - What suggested solutions do people have for those concerns or prior concerns?
 - Provide a handout of the previously expressed concerns, solutions, and outcomes.Gail seconded the motion, which was carried with two abstentions.
- Chip suggested a subcommittee, from BOT and COM members, be formed to plan and publicize the meeting. Lynn so moved, and Gail seconded it. Motion carried. Karen, Lynn L., Lynn M. and Rin volunteered to be on the subcommittee, which will make up an agenda, handout, and get the meeting publicized. Florence, as this Sunday's pulpit host, will give a brief recap of this meeting.

Zoom glitches: Rin noted that the Zoom host should ideally be in the sanctuary, to make it easier to see when something goes wrong.

COVID Update: Gail reported that most people, when told why the policy has been updated, did not object. Not everyone has been wearing masks, but then, it is not required, and this is to be expected. Rin noted that it was hurtful that someone asked if the church actually had any vulnerable members.

New Business

Updated Lighting Proposal: Tabled until next month.

Adjournment

The meeting was adjourned at 9:32 p.m.

Next Board of Trustees Meeting: Wednesday, December 14, 2022, at 7:00 p.m. eastern time

Respectfully submitted by:

Florence Klečka, Secretary, Board of Trustees