

## MidAmerica Region Board Meeting Minutes

March 1, 2022

Approved May 3, 2022

Present: Jim Moir, Dorit Bergen, Rae Jane Araujo, Autumn Mahoney, Tammy Lemmer, Patty Notch, David Pyle, Hans Kelson, David Jackoway  
Absent: McKenna Revel, Sharon Dittmar

Tammy called the meeting to order at 7:33 PM  
Hans facilitated the meeting.

Rae Jane moved that we appoint David Jackoway to be a member of the MidAmerica Region Board, Patty seconded. Motion carried. We welcomed David J to the meeting and we made introductions.

Opening Words were given by Tammy

Motion to approve the minutes of the February 2022 meeting was made by Jim, seconded by Patty. Motion passed.

### Regional Lead's Report

David P reported that there is some cultural adaptation happening in Unitarian Universalism based on some shifts that the UUA has made. The shift is that the conversations with both the minister and the congregation about the ending of a ministry are now being put on paper. This will result in better systems of accountability as ministers leave congregations. Also, the UUA is starting to tell congregations, where appropriate, that they are not ready to use the Settlement System. It was noted that this is happening just as there seems to be a disconnect between very stressed ministers and congregations that are joyful about returning. A question was asked about the availability of ministers. David P explained that four things are happening: a whole generation of ministers are retiring and they are not going into interim

or part-time positions; the second is that the majority of students studying in seminary are not planning to do parish ministry; the third is that our polity creates a situation where our least experienced ministers are often in our most challenging congregations; the fourth is that our ministers are exhausted and they are leaving ministry. David P expects this situation to last 3-5 years, he expects that congregations will have to shift their expectations, which will be hard. David P thinks that parish ministry will come back as an attractive option, it's often a boom and bust cycle. We have to rethink what ministry is because over the years so many expectations have been added that the position is sometimes now unsustainable.

### Board Report for Regional Business Meeting

Last year's report focused on the work we were doing, reading Widening the Circle, the commitments we were making to each other and settling down from turnover on the Board. Tammy asked what she should highlight in her report. It was agreed that we want to mention that we are working to establish scholarships and grant programs which came out of the chapter on reparations from Widening the Circle, we are moving from conversation into action. We should report that we are working on formulating policies in many areas. We might also highlight that our investment accounts are doing well and that our operating budget is doing well because of the pandemic which led to no staff travel. Keep distinct the operating budget and the investment accounts. A high priority of the Board has been and continues to be understanding and developing its relationship with the UUA. Tammy will share a draft of the Board report with everyone prior to the 21<sup>st</sup>. **Please watch for an email from her in the next two weeks with Board Report in the subject line. She will welcome feedback.**

### Retreat Planning

Thanks to everyone who has replied with their lodging needs. Most of us will arrive by Thursday evening.

Our flexible agenda for the retreat will include:

- Work on MidAmerica governance policies
- Three way covenant between the UUA, the MidAmerica and the Director of Congregational Life including the question of financial integration
- Revisit Board mission and covenant

**David P will send us drafts of the governance policy manual this week  
Please read in advance of the retreat.**

Retreat logistics were discussed. David P will conduct an opening service for us and Jim and Hans will conduct our closing service. Tammy will share at least one draft of the agenda with all of us.

#### 2nd Quarter Financials, FY 21-22

The Board received the report, David P asked if there were any questions. There was a question about the adjunct consultation pass-through line. There was a \$1000 mistake in last year's budget that was corrected in this year's budget. The staff is now traveling, but not everyone is traveling equally. Many of the staff is going to GA. David P believes we may end the fiscal year in the black by more than his estimate.

#### Budget Proposal, FY 22-23

The Board received the proposed budget in advance. David J moved and Rae Jane seconded approval of the Regional Budget for FY 2023. Motion carried.

#### Administrative Business

David P proposed the following three motions:

Motion 1: That the MidAmerica Region Board of Trustees remove Ian Evison and Eric Huffer from the MidAmerica Region account within the

UUA Common Endowment Fund and add David Pyle and Rae Jane Araujo to that account.

Motion 2: That the MidAmerica Region Board of Trustees authorize David Pyle and Lisa Presley to take any and all necessary steps to make David Pyle the Region's Primary Account Holder for all accounts, credit cards, and any other aspects of the relationship with Chase Bank.

Motion 3: That the MidAmerica Region Board of Trustees authorize Lisa Presley and Rae Jane Araujo to be signatories on all accounts held by the MidAmerica Region with Chase Bank.

Jim moved and Autumn seconded the three motions. All three motions carried.

#### Process Observation

We did a lot in this meeting in a timely manner, David P thanked everyone for engaging with the material ahead of time, David J pointed out that seconds for motions were not needed with meetings under 12 members. Tammy thanked everyone for their engagement and for help with planning the retreat.

There will be an Executive Committee meeting before the retreat.

Closing Words were given by Tammy.

Meeting was adjourned at 9:32 PM

Respectfully submitted by Dorit Bergen, secretary