

**First Unitarian Church of Chicago  
Minutes of October 20, 2017 Board Meeting**

**Trustees Present:**

Joan Pederson	President
Jim Proctor	Vice President
Christine Harrell	Alternate
Joe Harrington	
Margot Horn	
Dennis Koehn	
John Martin Eatinger	

**Also Present:**

Rev. Teri Schwartz	Senior Co-Minister
Thom Thomas	Student Minister
Beth Moss	Director of Religious Education
Julie Larson	Secretary

Joan called the meeting to order at 7:00. John offered opening words and lit the chalice, followed by check-in by all present

Board meeting agenda started at 7:20.

**1. RE Report by Beth Moss**

Report offered showing breakdown of attendance, budget expenditures, outreach to other church communities for combined programs.

With clarification questions by Joan and Dennis, the motion to accept by Joe, seconded by Margot, was unanimously approved.

**Updates from Priority Teams**

[JP1] **2.** Joan: **Leadership Development Team** is on hiatus to free up participants' time during the capital campaign.

**3.** Dennis and John have agreed to serve as the **Ministerial Review Team**

**4. Policy Team: Policy Regarding Disruptive Behavior**

Joan led a discussion of this policy, dating to the 1980s or early '90s, first noting that it contained semantics, grammar, and punctuation flaws that need to be addressed. A discussion of the content of the policy followed.

Change “President Elect” to “Vice President” and delete inaccurate language that officers are of the Board only, not of the congregation.

Margot: Right track, levels of response. There needs to be clarification on item (F) to make the meaning less vague.

Joan: The reason for the “case-by-case” basis is that there are different types of disruption, and they need to be addressed differently. Assault: perhaps direct to level 3. Others: try progressive steps giving the individual the chance to end the disruptive behavior and remain in the congregation. The committee establishes the initial level and the specific sanctions based on the nature of the disruption.

Beth: Add sentence: If the issue has not been addressed by the first level of response, the next level will go into effect and, if necessary, the last.

Margot: How does this address chronic disrupters who ignore warnings?

Jim: Level 1 warning; Level 2 sterner warning with sanctions; Level 3, removed from the Church membership.

Joan: Committee has set up the parameters for the levels, Does something need board OK or minister’s OK on whether to proceed?

John: Agrees with text and the policy of “three strikes.” Not anything substantive to add, perhaps flush out the parameters for 1, 2, 3.

Joe: The committee becomes empowered to make decisions on behalf of the church to handle issues and assign levels, acting with the weight of the board.

Dennis: Necessary and workable policy with no amendments

Joan: Propose on item two: “church activities” becomes “church activities and instances where the person is representing the congregation as a whole.” For instance, if the Black Lives Matter Task Force is at a large demonstration at Police Headquarters, are they rightfully allowed to represent First Unitarian? At what point is this policy violated?

The language in the policy addresses “behavior” that is at odds with the church covenant. It does not represent the broader church beliefs.

Dennis: New bullet point “where an individual is representing inappropriately or inaccurately the tenets of the congregation.”

Joe: Introductory sentence: Spell out someone with a formal association with the church,

member or friend, not someone off the street who wanders in.

Christine: Difference between official “voted” representative of church and member of the church needs to be clarified.

Joan: We are opening up a plethora of issues by changing the wording listed above.

Teri: Changing the wording will be to narrowing a definition and the policy needs to be flexible.

John: The scope of the of things that can trigger the policy needs to be defined. Consider spur-of-the-moment actions, social media postings, things that can be blown up with affiliation with 1st U.

Tom: Need “identifiable” added to “representative” in regard to inappropriate and inaccurate representation.

Joan: Joe and Joan will amend the text and present at next board meeting.

#### **Break: 8:12-8:20**

#### **Updates from Priority Teams, continued**

**5. Margot reporting for Communications:** Jo Brill is doing a wonderful time on the website, Margot and David are the only members of the team right now .There will be a report next month.

**6. Jim reporting for Spiritual Adventures, the Third Principal Project:** Reviewed the tenets of this new group. The first gathering for the congregation be a story circle after church on October 29, where people can present their stories without judgement. There will be additional circles as this group’s work continues.

Dennis: what is the measurement of success in two years?

Jim: That this church becomes a beacon for for other communities to see how different races, genders, sexualities and not just coexist but become family.

**7. Fundraising:** need a team to be liaison between the Board and the auction and pledge teams. Need to get the fundraising team up and running. Joe will be asked, John is offering to be on the committee.

**8. Social Justice Council** update: Joan attended the last meeting as a representative of the board. It was productive, cordial, and well-run. The best way for the council to remain well-connected to the church is to have a board member attend each meeting, as the council

requested last year. Volunteering to attend some of the upcoming meetings:

November: Jim

December: Christine

January: Margot

February: (no one, so far)

March: John

*[Note: Jim volunteered to attend the February meeting, and Dennis the April meeting.]*

**9. Capital Campaign** update: Teri reported that she, Joan, David, and Steve Pratapas, our capital campaign consultant, met to go over remaining points of feasibility study. The plan from Steve needs to be followed to keep moving forward with fundraising. The next meeting will have a report on this more fully.

**10.** Joan on behalf of David: The **Membership Coordinator** job has been posted to a variety of job boards.

**11. Minister's Report:** offered by Teri. Welcome Thom as half-time student minister. Teri is taking the first 6 month mentorship, David the second. After completing requirements at the end of the current church year, his status will change to ministerial intern. Thom and Teri both attended the annual chapter meeting of the Midwestern UU Ministers' Group. Jim moved, John seconded approval of the Minister's Report. It was accepted unanimously.

**12.** Joan offered the **Treasurer's Report** for Michael Grosse, Treasurer: Balance sheet for 2016–17 is not yet final, and may get small changes. Discussed E-Trade account, Music and Intern endowments. Beverly Bank has the account for the remaining Fenn House funds. The church is operating on budget.

**13. President's Report:** Joan announced that June board meeting will be on the second Thursday June 14, rather than the third, June 21, as previously scheduled, in order to avoid conflict with the UU General Assembly.

**14. September 21 Minutes:** Motion to accept Margot, Jim seconded. They were accepted unanimously without correction.

John offered closing words.

Meeting ended at 9:05 pm