

MINUTES
BOARD OF DIRECTORS MEETING
Wednesday, July 23, 2014

Members

Todd Daniels-Howell, Chair	Charles Young, Treasurer
Ann Mackey, Vice Chair	Eric Galloway (COM /LL)
James Hamstra (SPRC)	Margaret Mayo (AL)
Nick Tumminello (Finance)	Kathleen Custer, LL
Mark Grove, Secretary	Vic Childers (Trustees)

Ex Officio

Darren Cushman Wood

Absent

Bill Groth (AL)
Linda McClain (LL to AC)
Angela Ockerman-Jones (AL)

Guest

Eric Steele
Sara Bayles
Ron Gifford

1. Pastor Darren opened the meeting with a prayer.
2. The minutes of the May 28, 2014 meeting were approved as distributed (Charles/Nick)
 - *There was no June meeting of the Board.*
3. Endowment Committee Report (Todd/Darren)
 - The committee recommends a 4.5% distribution, up from 3% suggested earlier in the year. The recent performance of the invested funds allows for a higher distribution this year. Recognizing this was an unusual year in terms of market performance, looking forward the committee recommends staying with 3% for future guidance.
 - The committee also recommended not leaving the distribution invested with the foundation (a step recently taken by the Board in revising the Endowment Policy) as the funds would then be at risk for decline, making fewer dollars available than might be needed or planned for. In addition there are fees for keeping money at the foundation, further reducing the intended distribution. Finally, the auditor had some problem with continuing to hold these funds at the foundation. Instead, the distributed funds will be kept in the bank.
 - Based on these recommendations there will be a change prepared to the *Endowment Distributions* section of North's [Endowment Policy](#) and brought back to the Board at a future meeting.
 - In response to a question, the Endowment Committee believes it is their role to manage the endowment and not to provide guidance as to how the money should be spent. The Board of Directors has an established review process with the Trustees having their piece and the Program and Mission Endowment Committee has theirs.

4. Property Development update (Ron Gifford)

- Ron provided an update [to a presentation](#) he made as a member of North's Land Use Task Force to a combined meeting of the Board of Directors, the Ministries Council, and the Board of Trustees in October 2013.
 - The presentation addressed pending developments in areas bordering North as well as the larger neighborhood.
 - At the October meeting, Ron's presentation was followed by one by Pastor Darren that connected ministry issues and North's *Long Range Plan* to land use. This included maintaining consistency with the *Guiding Principles for future development of new property* that were established by the Ministries Council in 2011.
 - *Summaries of the presentations and the Guiding Principles may be found in the document linked above.*
- There has been a lot of activity since last Fall, though North is mainly in a holding pattern while other opportunities developed:
 - We were in the process of applying for a community development block grant working with [Midtown Indy](#). Midtown took the lead in submitting the grant proposal. While we did not get the grant, we received good feedback from the City on the concept.
 - [The North Midtown TIF District](#) is going forward. The city is quietly considering looking for a private manager for the park.
 - The City has agreed to provide some funding for area development.
 - Lilly Endowment has provided additional funds for [Tarkington Park](#) improvements.
 - Funds have been secured by Midtown and [Mapleton Fall Creek](#) for [façade development](#). Merchants are generally agreeable to approaching this on a funding-match basis through which they will provide money as well.
 - A possible rapid transit line is still being reviewed with a hub near 38th and Meridian. There is also discussion of a smaller transit center hub for busses to layover to align route schedules, etc.
 - A small planning grant is available if we work with Midtown.
 - Additional funding may be available through the *Local Initiatives Support Corporation (LISC)—Great Places 2020* that may serve 5-6 neighborhoods. LISC is looking for groups on the cusp of taking action rather than just talking.
 - There are a number of deadlines coming up quickly that do not commit North to taking any particular step but leave our options open.
 - Ron recommended that a refashioned version of the taskforce be reappointed by the board and then follow the normal nominations process and how that group gets incorporated in the broader committee structure.
 - Maintain flexibility in process, including applying for tax credits

Discussion

- Any development of our property in combination with other local initiatives must be done in a manner consistent with the mission and vision of North and be in

alignment with and/or extensions of our ministry efforts and areas. This approach is consistent with the Ministries Council's *Guiding Principles on future development*.

- North is not able to develop the land on its own and should we move forward would have to work with a partner. Midtown Indianapolis is an ideal partner. Some of the area's neighborhood boards have looked to Midtown for its leadership and growing expertise to lead in such efforts.
 - Given the continuing level of collaboration with Midtown, we should probably develop a more formal arrangement through a *Memorandum of Understanding*.
- The window of opportunity is now given other local development and grant/tax credit availability. In order to keep our options open, we would need to take some action* immediately given application deadlines and funding cycles.
- The best way to gauge what appears to be growing interest among developers would be to ask them to provide additional information as to what they may be considering for the area through a Request for Information (RFI) process. This is not as detailed as a Request for Proposal (RFP).
- Given the looming deadlines, Land Use Task Force members are drafting a possible RFI for developers this month with a goal of receiving responses by the middle of August, allowing us to narrow the list by late September to one or more with whom we wish further discussions or eventual negotiations.

**In submitting a letter of interest for the 2020 grant and in issuing an RFI to developers we would not be entering into any definitive or binding agreements, but taking these steps not only keeps our options open but also allows for the opportunity to gather the information necessary to have an informed and thorough discussion with the congregation as to any possible development activity that may involve North.*

Action

- Following Ron's report and discussion among members a three-part motion was proposed (Kathleen/Margaret) and passed unanimously by the Board:
 - That North move forward in collaboration with Midtown in a formal expression of interest in seeking a *Great Places 2020* grant; and
 - That North issue a *Request for Information (RFI)* to area developers as to the type of development they would propose for the property along Illinois Street under consideration and how they envision working with North in moving forward in any such development; and
 - That North establishes a Developer RFI Review Team to evaluate the proposals and narrow the developers under consideration to one or two for further conversation.
 - Additional related actions are described below in items 5 and 6.
5. Developer RFI Review Team (Todd/Darren)
- Following on the Board's establishment of the review team (above), Darren suggested several members of North as possible team members with a goal of having a five-member team. They would join Ron and two members of the Board

(Todd and Ann). There was agreement among the Board and Darren will approach those named, having the flexibility to seek others as necessary.

- The RFI Review Team will report back to the Board at the September meeting.

6. Land Use Task Force reorganization (Darren)

- After limited activity since last fall, it is time to reactivate the Task Force. Lay Leadership will be asked to help identify additional members to establish two subcommittees:
 - One to work with the developer on the nuts and bolts of any proposal, including financials (Ron would chair)
 - The other to look at economic revitalization and empowerment from the programmatic side. Just as much as developing land, we would be developing people and relationships consistent with the ministry of the church (Eric would chair)
- Once constituted, the Task Force will also provide assistance to the Board in preparing for a larger congregational discussion of the concept, goals, and desired outcomes. This will include:
 - Providing background information through a number of articles throughout August in the *Newsletter* as well as announcements from the pulpit. These will cover areas addressed in the October 2013 meeting as well as more recent developments noted above.
 - Ron has offered to prepare the newsletter items
 - All-congregational forums.
 - The deadline for completing these activities is the charge conference
- Ron and Eric will report back to the Board in September.
- As noted above, the task force may now be a candidate for becoming a formal committee and as such would follow the usual North process for creation and membership on a continuing basis.

7. Committee/Board/Senior Pastor Reports

- Trustees (Vic)
 - No report
- SPRC (James)
 - Happy to have Eric with us
 - We have filled the position of Childcare Coordinator. [Adrianna \(AJ\) Carlisle](#) will start in August.
 - Mark Gilgallon is leading the search for North's new organist; Martin also has made a couple of local recommendations. Members of the Choir are involved in auditions
 - Finance Director search update. There have been discussions regarding the possibility of having a shared position with Trinity Episcopal (neither church needing a full-time position). Due to an organizational change, those discussions are on hold for review by Trinity until mid-August. In the meantime the

advertisements have restarted but to date no viable candidates have been identified.

- Ministries Council (Eric)
 - No report
- Lay Leadership (Kathleen)
 - The Celebrations of Ministries Fair will be September 14th. Julie Eggert is leading the effort and all committee chairs have been asked to have tables. This also is an excellent way to recruit new committee members.
 - Lay Leadership will soon start asking people to serve on various committees and in committee leadership. Lay Leadership continues to work with the committees in develop succession plans to aid in the transition from one chair to the next.
- Chair (Todd)
 - No report
- Finance (Nick)
 - June finances and attendance are holding together nicely.
 - The Finance Committee will be moving into beginning part of budgeting process in the next six weeks and will prepare a preliminary budget to help inform the stewardship effort.
- Senior Pastor (Darren)
 - Staff will take budget numbers into account in planning their activities for next year.
 - Review ministries teams, with a goal of having a good working leadership director in time for charge conference.

8. Executive Session

Upcoming Meeting Dates

August 27

- Long-Range Forecast of Income/Expense Update (Nick)
- Suggested change to the endowment policy in the bylaws

September 24

- Property Development (Ron & Eric)
- Report of RFI Review Team

October 22

November 19 (not 26th)

December 17 (not 24th)

Future Topics

- Change to the Endowment Policy
- Flower shop
- Dashboard
- Updated membership directory
- Innovation Fund
- Ministries Council Delegation of Authority process *Eric*
- Emergency preparedness plan
 - Operational Review *Darren*

- Review of Appendix on Disruptive Behavior *Linda on behalf of new task force on special needs*
- Formalize committee and response team
- Possible additions for North website
 - Staff organizational chart
 - A new chart displaying relationships of committees, councils, etc. to supplement the expanded Leadership Roster
 - Long Range Planning Final Report
 - Under an *Inclusiveness* page
 - Resolution Supporting Full and Equal Status
 - Resolution Adopting Two Welcoming Statements
 - The Inclusiveness page might offer some brief introductory text and additional links and/or descriptions of our various groups addressing inclusiveness, including the Affirming Group, IHN, Prison Ministries, Disabilities Awareness, etc., pulling text from or linking to
 - <http://www.northchurchindy.com/ministries/adults/adult-groups/> (that has information about our support from RMN and a link I've asked Laura to correct)
 - <http://www.northchurchindy.com/ministries/adults/sunday-school-adults/> for the description of the Affirming Group
 - <http://www.northchurchindy.com/outreach/local/>
- Other policy documents?