

# Unitarian Universalist Church of Bloomington, Indiana

*Seeking the Spirit, Building Community, Changing the World*

Approved Board Minutes

April 17, 2019



<b><u>I. CALL TO ORDER</u></b>	<b>3</b>
<b><u>II. CHALICE LIGHTING AND READING</u></b>	<b>3</b>
<b><u>III. CHECK-IN</u></b>	<b>3</b>
<b><u>IV. APPROVAL OF THE MINUTES</u></b>	<b>3</b>
<b><u>V. SENIOR MINISTER'S REPORT</u></b>	<b>3</b>
<b><u>VI. OLD BUSINESS</u></b>	<b>3</b>
A. UPDATE: APPRECIATIVE INQUIRY	3
B. UPDATE: PLEDGE DRIVE	3
C. UPDATE: FQHC LETTER OF SUPPORT REQUEST	3
<b><u>VII. MONITORING (PER BOARD POLICIES, SECTION IV)</u></b>	<b>4</b>
A. RIGHT RELATIONS COMMITTEE	4
B. RELIGIOUS EDUCATION (II.J. RELIGIOUS EDUCATION)	4
C. DENOMINATIONAL AFFAIRS	4
D. SOCIAL JUSTICE QUARTERLY REPORT	4
E. STATEMENT OF CASH FLOW (II.E. FINANCIAL CONDITION)	4
F. REPORT FROM "COFFEE WITH THE BOARD"	4
<b><u>VIII. NEW BUSINESS</u></b>	<b>4</b>
A. CLERGY RENEWAL GRANT	4
B. CHALICE LIGHTER GRANT APPLICATIONS	5
C. BYLAW CHANGES FOR JUNE CONGREGATIONAL MEETING	5
<b><u>IX. EXECUTIVE SESSION</u></b>	<b>5</b>
<b><u>X. ADJOURNMENT</u></b>	<b>5</b>

**Board members attending:** Michelle Cook, Stuart Yoak, Steven Gilbert, Ed Robbins, Sharon Wiseman, Helmut Hentschel

**Not attending:** Julia Lawson

**Present by invitation of the Board:** Adrienne Summerlot, Carol Marks, Jack King

**Ministers attending:** Reverends Mary Ann Macklin and Scott McNeill

**Submitted by:** Steven Gilbert

**Appended Documents:**

- A. Chair's Report to the Board
- B. Senior Minister's Report
- C. Childcare Report
- D. Religious Education Report
- E. Denomination Affairs and Social Justice Reports
- F. Summary and Statement of Cash Flows

## **I. Call to Order**

Michelle Cook called the meeting to order at 7:00 p.m.

## **II. Chalice Lighting and Reading**

Sharon Wiseman conducted the chalice lighting and reading.

## **III. Check-in**

## **IV. Approval of the Minutes**

Michelle Cook moved approval of the March 2019 Board Minutes, with Stuart Yoak seconding. The motion carried unanimously.

## **V. Senior Minister's Report**

Rev. Mary Ann Macklin delivered the Senior Minister's Report, Attachment B. The budgeting process for the upcoming year is going well. The proposed budget is prepared.

## **VI. Old Business**

### **A. Update: Appreciative Inquiry**

Stuart Yoak will report on progress on the Appreciative Inquiry Initiative at the May board meeting.

### **B. Update: Pledge Drive**

Carol Marks reported that \$285,515 has been pledged from the 133 returns received as of April 17. While this is less than at this point last year (around 321K from 140 pledges), Carol feels this is not a concern at this point. Pledges received by April 22 will be more telling of the status of the current pledge drive. Board members will begin canvassing on April 23, targeting those congregants who pledged last year but who have not yet pledged for the coming year. Their goal will be to complete canvassing by May 5. Carol reviewed processes for canvassing and for selecting congregants for the board members to contact.

### **C. Update: FQHC Letter of Support Request**

Michelle Cook reported that she has sent the FQHC Letter of Support discussed and approved by the board at the March board meeting.

## **VII. Monitoring (per Board Policies, Section IV)**

### **A. Right Relations Committee**

Jack King reported that the Right Relations Committee has met six times since their training last fall. To date they have dealt with two referrals. One required only one interview to resolve, while the second is now in progress. The RRC has not yet made plans to educate the congregation on right relations and the function of the committee, but such planning is on the agenda. Jack raised the need for more RRC members as discussed and approved at the April board meeting. Michelle Cook agreed to work with the Leadership Cultivation Committee to identify new members to expand the RR Committee as soon as possible.

### **B. Religious Education (II.J. Religious Education)**

Adrienne Summerlot presented reports on the status of childcare (attachment C) and Religious Education (Attachment D). She reported that the Vision Team was learning a great deal by examining practices of other congregations.

### **C. Denominational Affairs**

Rev. Scott McNeill briefly discussed UUCB participation in the April Regional meeting at St. Louis as well as options for participation in the upcoming General Assembly meeting in Spokane. His report is in Attachment E.

### **D. Social Justice Quarterly Report**

Rev. McNeill presented the report on Social Justice, also included in Attachment E.

### **E. Statement of Cash Flow (II.E. Financial Condition)**

Treasurer Ed Robbins reported that cash flow is about where it should be for this time of year. Narrative and data summary are in Attachment F.

### **F. Report from “Coffee with the Board”**

Stuart Yoak reported no significant input from the March “Coffee with the Board.”

## **VIII. New Business**

### **A. Clergy Renewal Grant**

Stuart Yoak presented a brief informational summary of a Clergy Renewal Grant Rev. Macklin and he submitted in April through the Christian Theological Seminary funded by the Lily Foundation. If accepted in August,

the grant will begin in 2020 at which time more information will be shared with all concerned (See Attachment B, Sr. Minister's Report, Sabbatical).

**B. Chalice Lighter Grant Applications**

Michelle Cook moved and Stuart Yoak seconded that the board approve submission of a Chalice Lighters Grant Application, as summarized in Reports to the Board (Attachment A). The motion carried unanimously.

**C. Bylaw Changes for June Congregational Meeting**

Michelle Cook reported that no bylaws were currently up for change at the June congregational meeting.

**IX. Executive Session**

Board entered executive session at 8:19 p.m.

**X. Adjournment**

Steven Gilbert moved that the meeting be adjourned. Stuart Yoak seconded. The motion carried and the meeting adjourned at 8:35 p.m.

ATTACHMENT A

# Reports to the Board

Michelle Cook, President

April 17th, 2019

## Old Business

### Update: Appreciative Inquiry

At the March 2019 Board meeting, the Board voted to establish an Appreciative Inquiry Steering Committee comprised of two Board representatives and three congregants that are representative of various qualities and demographics of the congregation. The Steering Committee shall exist in this regard, only to be disbanded once its purpose is fulfilled.

The Board representatives to the Appreciative Inquiry Steering Committee are Sharon Wiseman and Stuart Yoak. Additional committee members will be recruited by Stuart and Sharon with input from the Senior Minister.

Month	Task
March +	<p>Establish a steering committee to lead the Appreciative Inquiry process from start-to-finish. The committee should be composed of two Board representatives and three congregants that are representative of various qualities and demographics (i.e., age, gender, length of membership, level of involvement in congregational life, invested in the future of the congregation, etc.)</p> <p>The committee shall conduct research on the methods, roles, responsibilities, benchmarks, etc. for conducting Appreciative Inquiry (AI) and establish and communicate a definition of AI and associated Covenant to the congregation.</p>
June	<p>The committee shall present the AI definition, Covenant, and calendar to the congregation at the June Congregational Meeting.</p>
July/Aug	<p>Continue advertisement of the AI definition, Covenant, and calendar to the congregation through various communication channels.</p> <p>Recruit an individual/firm to assist in evaluation of the data collected during the Discovery phase of AI.</p>
Sept/Oct	<p>Discovery: Collect data. Conduct interviews, receive reflections from congregation members through in-person, online, and other methods.</p>

Nov/Dec	Dream: Evaluate data. Identify themes and potential for the future of the congregation. Share outcomes of the evaluation at the December Congregational Meeting.
December +	Design: Visioning & Goal Setting. Craft propositions, action items, and goals, in alignment with the Dream.  Destiny: Prepare to act. Declare the intended actions identified in the Design and ask for support from the congregation to meet established goals.

## Update: Pledge Drive

Rev. Macklin and McNeill lead a discussion with the Board on members' roles and responsibilities for the 2019 Pledge Drive.

## Update: FQHC Letter of Support Request

President of the Board, Michelle Cook, was contacted by Centerstone VP for Population Health & Clinical Integration, Jason Turi, to provide a letter of support to the agency as it seeks to apply for a federal grant that will establish a Federally Qualified Health Center (FQHC) in Bloomington. Mr. Turi indicated that letters of support from faith-based organizations is a requirement of the grant. He also offered that another Bloomington community health organization, Volunteers In Medicine (VIM), would also be applying for the same funding. Both organizations are in support of one another in this endeavor.

A letter of support was provided to both Centerstone and Volunteers in Medicine, as discussed at last month's Board meeting. Both organizations were extremely grateful for the contribution to their grant application.

## Monitoring

### Right Relations Committee Report

Committee members Amy Makice, Jack King, and Doris Wittenburg, presented their annual report to the Board.

### Religious Education Report (II.J: Religious Education)

Adrienne Summerlot and Rev. Emily Manvel-Leite presented a quarterly report to the Board.

[Board Report 4/19/19 - Childcare](#)

## Denominational Affairs

Rev. McNeill presented a report on denominational affairs and activities of the UUA and MidAmerica Region.

## Social Justice Quarterly Report

Rev. McNeill presented a quarterly report on Social Justice Committee activities at UUCB.

## Statement of Cash Flow (II.E: Financial Condition)

Treasurer, Ed Robbins, presented the following financial reports to the Board:

[Statement of Cash Flows for Board](#)

[Statement of Cash Flows Narrative](#)

[2019-03-31 Budget Report](#)

## New Business

### Clergy Renewal Grant

Vice President, Stuart Yoak, worked closely with Senior Minister, Rev. Mary Ann Macklin, to submit a grant to support her sabbatical activities this summer. Stuart and Rev. Macklin provided an overview of the grant and its submission process to the Board.

### Chalice Lighter Grant Application

Rev. Emily Manvel-Leite contacted Board President, Michelle Cook, to request the Board's support for a [Chalice Lighter Grant Application](#) to be submitted by congregation member, Alan Backler, with the purpose to create a video-based curriculum for UU kids at smaller churches or at home based on Rev. Leite's storytelling. Revs. Macklin and McNeill have already expressed their approval for the proposal.

Copied from the grant application...

#### *Project Description*

This project is designed to create videos and an accompanying teacher's guide for use in RE programs for children, primarily in preschool through grade 6. The videos will focus on stories told by Rev. Emily Manvel Leite, Minister of Religious Education at the UU Church of Bloomington, IN. The stories she tells will be based on children's books and folk tales, related to the UU Principles and Sources (See Other Documentation 1). The guide will be designed to support congregations in introducing the stories, tying them to the principles/sources, and

engaging children in related follow-up activities. The videos and guide will be made available, free of charge, to congregations which may be struggling to providing engaging stories for children in their religious education programs.

**MOTION:** Approve the Chalice Lighters Grant Application to the MidAmerica Region of the UUA with the purpose to create videos focusing on children's stories told by Rev. Emily Manvel Leite, Minister of Religious Education at the UU Church of Bloomington, Indiana.

## Bylaw Changes for June Congregational Meeting

Currently, there are no proposed changes to the church Bylaws to be presented at the June Congregational Meeting. Any proposed changes must be brought to the attention of the Board President by May 15th, 2019 (next Board meeting) including rationale, current text (if any), and proposed changes to language/formatting in order to make the agenda for the June meeting.

## ATTACHMENT B

### **Senior Minister Board Report**

**April 17, 2019**

**Reverend Mary Ann Macklin**

#### **Our Long Time Members**

I begin this report by naming two long time members who died in 2019. Lloyd Orr passed away on January 24, 2019 and we held his memorial here on March 2, 2019. Jean Knowlton died March 23<sup>rd</sup> and her memorial took place here on April 11<sup>th</sup>. Lloyd and Jean were longtime members who helped create the congregation we know today. It is good to remember them on many levels as we go forward with the work of the congregation.

Connections Coordinator, Ann LeDuc, is creating new ways to recognize longtime members who are still with us. When you see someone wearing a longtime member ribbon (with the number of years on it) on their nametag, make sure and thank them for their dedication and commitment to this congregation.

#### **Pledge Drive**

Carol Marks joins me today with instructions for Board Members as we begin follow-up for Pledge Drive 2019 as well as Pledge Day itself.

#### **MidAmerica Assembly**

I recently attended the UU MidAmerica Assembly April 3-7. Initially I joined with other colleagues for conversation, worship and business. Reverend Susan Frederick Gray, current President of the UUA, was our speaker for both gatherings. On Saturday, April 6<sup>th</sup>, I co-facilitated a workshop with Frank Diaz (member of our congregation) entitled "Dying to Know", addressing the issues of death and dying cross culturally as well as our congregational efforts in end-of-life issues.

#### **Sabbatical**

After taking a month of sabbatical time away in February to discern how to engage future sabbatical time, I decided to apply for a Clergy Renewal Grant from the Center for Congregations. The application was due April 11<sup>th</sup> and without the dedicated work of Stuart Yoak I doubt I would have made that deadline. I/we have applied for a Clergy Renewal Grant in the past and was not awarded the grant. They are highly competitive. We will be informed in late August regarding whether or not we are grant recipients and the actual sabbatical would be September 2020. Funds include monies for my own sabbatical and sabbatical coverage for the congregation.

## Wellspring

This spiritual deepening program continues twice a month. Last Sunday's worship service on Lectio Divina was an outgrowth of this ministry. We received much positive feedback for that service. Part of the feedback included the opportunity to hear other congregation member voices in the pulpit. Of note, both of these members were part of this program and sensitive to creating a presence while sharing spiritual practice.

## Budget

The proposed budget for 2019-2020 is prepared. We have hard copies for those who need it.

## ATTACHMENT C

### Childcare Report prepared by Kitty McIntosh and Adrienne Summerlot

#### Current Staffing of Childcare

Our childcare is currently made up of 3 high school students, 4 college students/young adults, and 3 parents (who work minimal shifts).

#### Current Usage of Childcare

Sunday mornings we average 1-2 children and 2nd service we average 2-3 children. The most children we have had in attendance at any service this year on Sunday morning was 6.

#### November-March Childcare Usage

Childcare was offered at many events, such as board meetings, choir (until end of Feb, now by request), chalice circles, leadership cultivation, SJ monthly movies, etc.

MONTH	# of Childcare Requests Scheduled	# of Childcare Requests Cancelled	% rate of Cancellation
November 2018	24	10	42%
December 2018	21	5	24%
	<i>2 that weren't used but staff were paid</i>		
January 2019	31	16	52%
February 2019	14	7	50%
March 2019	13	4	31%
	Stopped scheduling choir in March due to lack of need 1 that was not used by staff were paid		

**What have we learned this year?** Cancellations and childcare not being used but paid are both detrimental to staff morale. We would like to see both of these numbers decrease. Simply offering childcare for events, classes, etc may not be enough to encourage families and/or support young adults in leadership.

## **Childcare Survey**

In February, we surveyed our families who use childcare, we received 22 Responses  
Survey Questions and Responses are below.

### ***Has a lack of childcare ever kept you from participating in a church event or church leadership?***

5 yes's, 17 no's

### ***If so, is there anything that would have made it more likely for you to participate?***

—earlier timing for the event (4) but only two of the previous yes's

—childcare provided for the event (5), 4 of the previous yes's

—other Interest level for kids, timing

### ***Is there anything else you would like us to know re: childcare?***

Thank you for what you provide

The people in the childcare room

My kids loved it and so did I!

I appreciate that you provide it.

Thank you for all you do! It's very appreciated and allows our family to participate in church.

Love that it's available and the kindness and compassion of staff. Would love a pictorial directory of who's who in the childcare group (staff) ***We have put pictures and names of staff on childcare door and updated website.***

I so appreciate it! I recognize you can't have it for every single thing...

They are awesome!

But the things I have chosen was provided for and it was a great help.

I totally appreciate all efforts made to provide childcare-thank you!

I'm always impressed at the availability for childcare at church events. Thanks!

### **What next?**

We believe that there are a couple of strategies we could ***consider*** for the next school year and some things we could start to slowly integrate before then to help make childcare a pathway for Religious Education and member engagement in congregational life.

#### **1) Childcare Stipend for Support of Ministers/Staff/Lay Leaders**

In an effort to support ministers/staff/lay leaders with young children in a different way, possibly offering an annual childcare stipend

(amount/procedure, etc TBD) to reimburse them for childcare when used to attend church events. This would allow the individual more freedom to schedule childcare, convenience of choosing childcare location, we only need to pay one sitter not two staff, as well as this frees up time of religious education assistant from scheduling, cancelling, etc..

## **2) Religious Education Partnering With Social Justice and Lay Leaders**

We would like to partner with social justice task forces and lay leadership to identify events that might appeal most to families and offer childcare (perhaps for kids up to Kindergarten age), as well as more intentional programming that would run alongside the event for children in Kindergarten and up, to further support the event/program. It may be helpful for people without young children to understand that many families utilize child care throughout the week for work and the thought of coming to something and putting their child in childcare again is not appealing for the parent or child. Another plan is an educational piece, to work with lay leaders who would like to attract families to their events (and who offer childcare but often no one requests to use so we cancel), on how to make their events more truly family friendly.

## **3) Relational Marketing**

*NOTE: Relationship marketing is a strategy designed to foster customer loyalty, interaction and long-term engagement. It is designed to develop strong connections with customers by providing them with information directly suited to their needs and interests and by promoting open communication.*

We need to employ both passive and active strategies for marketing childcare and help build relationships between childcare and the congregation. Childcare is very siloed. Encouraging childcare staff to take turns coming out of their room on Sunday morning and spend part of coffee hour at the Family table would help engage members and especially new families. Sharing information in the prologue/facebook that helps congregation meet childcare staff on a more personal level. Creating a welcome to childcare document/handbook and mailing with introduction letter in the beginning of the school year (and as new people register) to childcare families. Communicate the idea that childcare is the beginning of your child's pathway to being in community in the congregation. This is the place where they make friends, be known to and by adults. Amplify that parents can find care for their children and

support for themselves so they can focus on their own needs.

## ATTACHMENT D

### **Religious Education Report to the Board -April 17th, 2019 Prepared by Adrienne Summerlot and Emily Manvel Leite**

#### **Spring 2019**

##### **World of Wonder (Preschool)**

Having unexpectedly lost one of our preschool teachers to cancer treatment, other teachers and subs are stepping up. The population of the preschool classes has increased, especially during second service, which went from averaging 1-2 children per Sunday to 6-9 children per Sunday. Both classes are integrating new children (mostly three year olds) into the group, which is going well most weeks.

##### **Roots and Wings (K-2nd grade)**

Our K-2 group is settled into a good routine after many months together. Both groups are lucky to have teachers from last semester, Al Kosinski (9:15) and Sheila McDermott-Sipe and Christy True (11:15), providing consistency while working with new teams.

##### **Curiosity Club (3rd-6th grade)**

At 2nd service, we discovered, that having one section of this class for just 3rd graders and the other for 4th-6th graders was helpful while OWL was going throughout the school year, as many of the students in this class were younger siblings of those enrolled in 7th-8th grade OWL. After spring break and OWL completion, we have mostly been combining the sections due to lower numbers. The kids and teachers loved the idea of looking at their group as an agency for social justice. In addition to having a lesson in February that focused exclusively on black women in history, they made lasagnas for Shalom Center, partnered with Green Grounds and hosted a Soup Fundraiser where they voted on who would benefit and raised \$361 for Backpack Buddies.

##### **OWL/YUUMS (7th-8th grade)**

Our Whole Lives for 7th & 8th grade concluded on March 24th with a celebration with over 75 adults and youth in attendance. Drew Schrader, Amy Makice and Jessie Monroe are now meeting with this group, YUUMS for all of April and May, utilizing this time to help the group have fun together and make connections with the larger congregation. We are also intentionally working to invite current 8th graders to visit High School Youth Group on occasion to help ease the transition and connect them with current high school youth.

##### **High School Youth Group**

High School Youth Group is in the process of integrating incoming 8th graders, beginning by visiting baby goats, ducks and chickens at Steve Politt's farm. Martha Oakley and Emily Manvel Leite are now in the midst of leading a 3 week program utilizing a UUA anti-racism curriculum, "Be The Change" from April 14th-April 28th.

#### **Religious Exploration**

**March 8th- Show and Tell About a Memory.** We were fortunate to have several guests from within the congregation to join our kids for some small group conversation around special objects and fond memories.

## **Additional Programs, Special Worship and Services**

Adrienne shared remarks during Anti-Racism Service

Spring Equinox Service

Difficult Conversations: Transgender Conversation facilitated by Amy Makice

Hosted Regional Middle School Election Conference

**Childcare** (*see more detailed attached report per request*)

## **Continuing Education**

Adrienne is currently taking a course through UU Institute on Sustainable Volunteers.

Emily and Adrienne continue to be a part of the Dismantling White Supremacy support group for pilot congregations (see below).

Emily will be heading to Nevada next month to participate in a Worship Design Workshop.

## **Vision Team**

Cancelled Re-imagining Workshop in January due to low interest and inclement weather. We have identified a few Thriving Congregations to explore and learn from: UU Asheville, NC, Foothills Unitarian in Fort Collins, CO, South Church in Portsmouth, New Hampshire and River Road UU Congregation. These congregations are similar in size to ours but have more children and youth enrolled in religious education. The team has just started discussing their findings, but some interesting things that stood out to us are: Teen Leadership Program, Immersive Experiences, and Parental Support/Engagement.

## **Dismantling White Supremacy Working Group**

Members of the group are: Renee Reed, Aleisha Kropf, Luis Fuentes-Rohwer, Mary Beth O'Brien and the RE Team, Kitty McIntosh, Emily Manvel Leite and Adrienne Summerlot. They have met monthly since February and utilizing Juana Bordas' book *Salsa, Soul, and Spirit: Leadership for a Multicultural Age* as they look more closely at our religious education program and how we can work together to dismantle white supremacy. Adrienne Summerlot has been facilitating the group, and both Adrienne and Emily are in a monthly peer group that offers wisdom and support through this process. The formal piloting of the assessment tool will end in June, but we hope this group will want to continue this work as a group or in a different way in the congregation.

## **Exciting Things On the Horizon:**

**-Community Pledge Day-** Ongoing Social Justice Egg Hunt & Family Hang out and Snack Potluck.

**-Our Whole Lives (OWL)-** We are sending 4 volunteers to be trained in Louisville in June 2019. Matt Stonecipher and Abby Gitlitz will be trained in young adult/adult level and Drew and Margie Schrader will be trained in 7th-12th grade.

**-Summer Religious Education (June and July)** will really be shaking things up with some new offerings and age groupings.

-1st Service: Childcare or Early Risers Breakfast Club

-2nd Service: Childcare, Spirit Play (Preschool age and older) or Makerspace  
(Kindergarten age and older)

## ATTACHMENT E

### **Scott McNeill – report on the UUA/our connection with the larger “denomination”:**

- From UUCB perspective:
  - Regional Assembly
    - The conference in April, in St. Louis, was well-attended (we had at least 5 delegates who are members of the church; and, Rev. Mary Ann and Rev. Forrest were present as ministerial delegates – this was the first year we’ve been able to give Forrest that delegate status, which I arranged after he officially became an affiliated community minister)
    - Rev. Mary Ann and Frank Diaz represented us well as presenters of a program
  - General Assembly
    - This year, General Assembly is in Spokane, Washington (which isn’t an easy-to-reach place)
    - Attendance is expected to be down for GA as a whole, and among our church, that’s true, too. Currently, I know that Hans Kelson intends to go (and believe Carol will be registering him as soon as he gets some information to her), and Renee Reed also is planning to attend. From our newsletter articles casting a wide net, and emails to specific folks who’ve previously attended, it seems like those are the only ones who will physically go (as members of the church; I’ll be there).
    - We have 11 delegate slots (due to our membership size) and you can be a delegate off-site (meaning if you’re still in Indiana, for instance) – so, we may find folks to use those slots (however, this year, there is intentionally less business happening at the GA itself, as it’s intended to be more of a place for spiritual discernment about the work of our Association, so I don’t know that it’s important to make sure we utilize all of our delegate slots in 2019).
    - In 2020, there will be an election for Moderator of the UUA (this role is the equivalent of Chair of the Board of the UUA, as well as the main leader of General Assemblies). Making sure we cast ballots for that (and then the Presidential election, which I think would be 3-4 years later) will be important; a note: one does not have to pay the registration fee for an off-site delegate to vote. So, for instance, if we send 5 people to GA as delegates – we would still have 6 votes we could cast, and while those people could register as off-site delegates and participate in things other than the election – those 6 votes could also be cast without having to pay the registration fee (off-site registration is between

160-180 dollars, which is very different than the fee for delegates who attend – which is more like 450-500).

- From the larger Unitarian Universalist community:
  - Upcoming Elections
    - As I mentioned, next year there will be an election. I believe I've shared in this forum that I was asked to be the chair of the UUA's election process (a role that is shifting slightly to also include caring for candidates in their discernment process and throughout the election – and we will be adding more members to our small band!). I appreciate the opportunity to do this; the offer came due to work I've done with the UUA's Right Relationship Team (a program I helped begin, and led for its first few years at General Assembly).
    - Part of why this matters is that the UUA is undergoing some significant changes. The current Moderator position is now held by two people (a new thing for the UUA), and part of that is based on the idea of collaborative leadership. So, we will be broadening the way people consider leading the UUA, and trying to level the playing field for it by providing a fund for candidates to campaign with (while also limited the window – for the last Presidential election, candidates campaigned for 2+ years for a 6 year term).
    - I mention this because it looks like one of the things congregations will be asked to do is help the elections group reach delegates beginning next Spring (in the coming months before the election) to send them direct information about the candidates and the election process, so that it's as clear and fair as possible. I know that there are often questions that arise about how we select delegates, how delegates vote (polling a congregation or their conscience – and UUCB has historically said to use their conscience), what expenses we're able to pay for people attending GA, and more – and given these changes within the UUA, it may be helpful to pay attention to those questions earlier than we often begin doing so (often in the Spring).
  - UU World:
    - Many of you may have read the UU World article about Trans\* issues, or heard that there were issues raised by it.
    - A similar concern (but with less attention) was raised about an article in the same issue regarding autism and neurodiversity issues. Our congregation held a great forum about the article and feedback around the UU communities.

And, this will segue into my Social Justice report.

### Scott McNeill – report on Social Justice:

- One of the things we are beginning to form is a group to help us pay attention to how welcoming we are (for people of many backgrounds and experiences). We'll call this a/the **Diversity and Inclusion Team** (which is a model other congregations, especially ones near our size, have developed).
  - This will help us look at our communications and information to make sure it appropriately represents our values of justice and inclusion (this is one of the solutions that arose for the UU World following the feedback about their article, as they will have staff who specifically look at their work to make it as diverse and inclusive as is possible and appropriate).
  - Our Diversity and Inclusion team will work with staff and lay leaders, bringing together groups like Racial Justice and Rainbow Rights, while also paying attention to issues like physical accessibilities and being mindful of socio-economic status.
- Our Social Justice Task Forces are continuing to work, many of them are moving along full-steam ahead. The Just Peace Task Force had a very busy March and April is also very full of events and projects for our Reproductive Justice Task Force.
- You all likely know that Mary Goetze (who initiated and leads our Kids with Absent Parents program) won city recognition for so much of her hard work.
- One particular update is that the Hunger Task Force held a lunch in memory of Lloyd Orr, who cared deeply for the Walnut Grove Food Pantry. I was able to join them that day and it was great to see people connect over this meal, and lift up Lloyd's memory, as well.
- Our Community/Pledge Day has an interesting idea by way of Religious Education. In conversations with myself and Emily, and Emily, Adrienne, and Kitty, an idea sparked for a social justice egg hunt this Saturday – where, and the details may have changed since I brought it up, but the idea was that for each egg someone finds, they can give “points” for 1 of 2-3 social justice projects and we'll make a donation based on those results. I really appreciated this ability to work together; we're definitely trying to do more of that between social justice and our RE program and ministry to/with families.

## ATTACHMENT E

### Statement of Cash Flows, Narrative Summary Report March 31, 2019

Net Income Fiscal Year (FY) to date was well in excess of budget.

Note that the Revenue year-to-date was almost exactly equal to the historical seasonally adjusted percentage of the budget\* for the entire fiscal year FY).

Expenses were slightly over the seasonally adjusted budget. Comments thereon:

- Minister salary and benefits are normally at 75% of budget by March 31 (since for that item one would normally expect such expenses to be uniform throughout the year. For some reason, the historical seasonally adjusted percentages for this category were lower than pro rata.
- Religious education was also higher than the seasonally adjusted values.

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\*Seasonally adjusted numbers normally represent the 3-year historical average of year-to-date values compared to the equivalent values at the end of such fiscal years. Thus, for example, for an expense category, if we incurred 60% of the full FY budget at the end of a given month, but historically we have only incurred 40% of our full FY item, the "% of budget expense would show 60% while the seasonally adjusted item would be 40%. It was felt that showing both figures would give us valuable insights.

## Statement of Cash Flows FY To Date March 31, 2019

### Revenue

Category	Budget	Actual	% of Budget	Seasonally Adjusted %
Pledges	655,500.00	536,181.40	81.8%	82.7%
Fund Raising	28,000.00	10,686.37	38.2%	39.7%
Other Income	20,700.00	16,842.61	81.4%	87.6%
Sunday Plate	24,000.00	17,525.41	73.0%	72.9%
<b>Totals</b>	<b>728,200.00</b>	<b>581,235.79</b>	<b>79.8%</b>	<b>80.2%</b>

### Expenses

Category	Budget	Actual	% of Budget	Seasonally Adjusted %
Campus Ministry & Outreach	2,976.00	61.20	2.1%	79.9%
Childcare	11,642.00	6,332.86	54.4%	70.0%
Committees	13,337.00	5,401.50	40.5%	45.0%
Denominational	48,662.00	45,157.00	92.8%	72.2%
Ministry - Salary, Sr. Minister	96,501.00	72,580.50	75.2%	69.9%
Ministry - Salary, Assoc. Minister	72,515.00	53,043.84	73.1%	70.6%
Ministry - Benefits, Sr. Minister	31,080.00	23,656.90	76.1%	66.6%
Ministry - Benefits, Assoc. Minister	23,823.00	15,142.02	63.6%	60.2%
Ministry - Other	9,300.00	3,612.72	38.8%	64.4%
Music	45,544.00	31,274.01	68.7%	71.4%
Office	146,125.00	101,786.99	69.7%	70.8%
Plant	133,011.00	93,146.79	70.0%	73.7%
Religious Education	91,540.00	66,913.19	73.1%	67.2%
<b>Totals</b>	<b>726,056.00</b>	<b>518,109.52</b>	<b>71.4%</b>	<b>69.9%</b>

### Net Income

2,144.00	63,126.27
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