

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

July 17, 2019



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Board members attending: Michelle Cook, Stuart Yoak, Steven Gilbert, Sharon Wiseman, Julie Lawson, Abby Gitlitz, Jane McLeod, Rich Slabach

Not attending: none

Present by invitation of the Board: Rev. Forrest Gilmore, Rev. Emily Leite, Adrienne Summerlot, Ned Joyner

Ministers attending: Rev. Scott McNeill

Submitted by: Steven Gilbert

Appended Documents:

- A. Affiliated Community Ministers Report
- B. Religious Education Report

I. Call to Order

Michelle Cook called the meeting to order at 6:58 p.m.

II. Chalice Lighting and Reading

Stuart Yoak conducted the chalice lighting and Julie Lawson conducted the reading.

III. Check-in

IV. Motion to Approve Change in Board Membership

Due to her resignation from the board, Michelle Cook called for a motion to make the following changes:

- Stuart Yoak, current vice president, to assume the role of President replacing Michelle Cook.
- At-large board member Abby Gitlitz to assume the role of Vice President replacing Stuart Yoak.
- Jane McLeod to join the board as a member at large for the balance of the 2019-2020 board year, replacing Abby Gitlitz.

Steven Gilbert moved and Abby Gitlitz seconded the motion to approve these changes. The motion carried.

Michelle Cook relinquished the presidency to Stuart Yoak and the reconstituted board acted on the remaining business of this meeting.

V. Approval of the Minutes

Steven Gilbert called for a motion to approve the June 19 board minutes. Julie Lawson so moved with Sharon Wiseman seconding. The motion carried.

VI. Old Business

A. Update: Appreciative Inquiry

Stuart Yoak moved for Abby Gitlitz to replace him on the Appreciative Inquiry Steering Committee as co-chair. Sharon Wiseman seconded. The motion carried.

Stuart noted that issues related to Abby's availability would necessitate moving the bulk of the Appreciative Inquiry effort to Spring 2020 rather than Fall 2019 as previously planned. Current intention is to complete the project in time for a report at the June Congregational Meeting.

B. Approval of the Budget for 2019-2020

Stuart Yoak moved to approve a \$650,000 budget for 2019-2020 FY. Julie Lawson seconded. The motion carried.

Stuart noted in passing that this figure, though not at the \$670 K desired, was a positive outcome relative to the outcomes of similar efforts at fund raising by similar congregations this year.

VII. Monitoring (per Board Policies, Section IV)

A. Affiliated Community Ministers Report

Reverend Gilmore presented his take on the impact of his work as Affiliated Community Minister and his plans for the future, summarized in Attachment A.

B. Religious Education Report

Rev. Emily Leite and Adrienne Summerlot presented their report on the current status of the religious education program, summarized in Attachment B.

C. Audio-Visual Specialists Report

Ned Joyner provided a brief informal report on A-V affairs. He reports being particularly pleased with the addition of two more powerful projectors in the sanctuary and with the ability to show videos. One of his main goals is to work out ongoing problems with internet reliability. Another is to find a way to ensure that wireless transmission in the sanctuary remains unimpeded during services.

VIII. New Business

A. Change in LCC and SPF Board Representatives

In light of the above changes in board membership and responsibilities, Stuart Yoak called for the board to approved his appointment as (a) representative to the LCC for the remainder of the 2019-2020 board year, and (b) temporary appointment as representative to the SPF Committee, pending identification of another suitable representative. Sharon Wiseman so moved, with Rich Slabach seconding. The motion carried.

IX. Housekeeping

A. New Board Member Orientation

Stuart Yoak distributed copies of the 2016 Church Bylaws and 2018 Board Policies with a request that both new and continuing board members become familiar with the contents of these documents.

B. Proposed Date for Board Advance (Retreat)

Stuart Yoak asked board members to be thinking about what to focus on at the upcoming board advance. The event is scheduled for Friday, August 30 from 5 p.m. to 9 p.m. at a location is yet to be determined.

C. Signup for Sunday Announcements

All slots for announcements and connections booth are now filled through 8/25/2019.

X. Executive Session

The Board entered executive session at 8:28 p.m.

XI. Adjournment

Jane McLeod moved and Abby Gitliz seconded a motion for adjournment. The motion carried. The meeting adjourned at 8:51 p.m.

ATTACHMENT A

AFFILIATED COMMUNITY MINISTER'S REPORT TO THE BOARD

Unitarian Universalist Church of Bloomington

Rev. Forrest Gilmore

July 17, 2019

We've done it. One year together in affiliation as community minister and congregation.

Of course, much of my work in community ministry is outside the church in my role as Executive Director of the Shalom Community Center, a resource center and housing provider for people experiencing extreme poverty here in Bloomington.

I also have somewhat of a public ministry as a moral voice in our community as my role often intersects with local politics. With that public voice, I often speak to issues of poverty, including housing affordability, the minimum wage, public transportation, the opioid crisis, and basic dignity for people without homes. But I also have found myself involved in other community struggles, including racism, governmental sexual ethics, and the climate crisis.

In direct connection with the church, I've preached at Sunday worship three times over the last year and participated in the Celebration of Ministry service in September.

I have a ministerial support committee made up of Alan Backler, Barbara Child, and Margie Schrader. We meet approximately once per month to explore issues in my work and secure one of many threads of connection with the congregation.

I also attended this year's Regional Assembly in St. Louis. The professional expense fund you've granted me paid for attendance at the assembly and my annual dues for membership in the Unitarian Universalist Ministers' Association.

Since this model of ministry does not fit traditional models, I think we'll continue to ask ourselves, "What is Community Ministry?" And I believe that's good... an evolving orientation of who we are to one another.

I see my role in a few different ways:

- To represent Unitarian Universalism publicly in direct engagement with injustice in our community,
- To invite the congregation to step out beyond the walls of the church to live and share our values in our larger community,
- To bring into the congregation the voices of the vulnerable,
- To serve not just people experiencing hunger, homelessness, and extreme poverty through the work of Shalom Community Center, but to minister to the larger community in their search for the nourishment of a heart that loves.

I am exceedingly grateful to do that work with the mantle of our shared relationship together. I have not had an official, ministerial relationship with a congregation since I left parish ministry in 2009. Although different from parish ministry, this relationship with the church has helped me re-establish a felt sense of being a minister in our faith tradition again.

ATTACHMENT B

Religious Education Report July 2019

Prepared by Adrienne Summerlot and Emily Manvel Leite

June & July Religious Exploration

This summer, we've been excited to offer several options, including some new choices! We know summer brings changing schedules, travel, and we are providing opportunities to be with familiar faces, make new friends, learn, grow, and the possibility of participating together as a family. We are inviting adults to participate as well. Adults can choose the same thing or something different than a child or youth they brought along. Adults without children and youth are also encouraged to attend. As always, newcomers and visitors are welcome to come to religious exploration!

9:15am-Early Risers Breakfast Club

Our goal with offering cooking during the 9:15am service has been to connect people and to encourage more people to attend the first service. As possible, we also hope to help educate our congregation about sustainable cooking and eating lower on the food chain, which helps us to put our Unitarian Universalist promises of Yearning to Learn and Value the Earth into action. We felt this is a wonderful way to lean into our June theme of Hospitality and July's theme of Grace, as we know food brings folks together. Feedback from the congregation has been overwhelmingly supportive. This community building effort has been wildly successful. It cost approximately \$100 per Sunday for supplies and has required about 4 volunteers in addition to the RE staff to run smoothly.

11:15am- Spirit Play for All Ages

Through offering Spirit Play during the 11:15am service, we've hoped to help children and adults find community and connect with the power of stories. Our Spirit Play classroom is a cherished space that some of our children and youth experienced when they were younger and have welcomed the opportunity to revisit. The preschoolers have been especially engaged when older children, teens, and adults join them to hear the story in their classroom.

11:15am-Makerspace

Our goal with offering Makerspace during the 11:15am service is to connect people and to hold space for creative exploration, a safe place to experiment and to challenge ourselves to think critically, problem solve and discover new ways to do things. We believe that Makerspace encourages us to draw on our Unitarian Universalist promises of Yearning to Learn and Believing in Our Ideas. We also think this a wonderful way to lean into our June theme of Hospitality, as we are making things to be used in our wider community and July's theme of Grace, as investigate ways to find a bit of grace in our everyday life.

Summer Religious Exploration Attendance June 2019			
SUNDAY	9:15am Early Risers	11:15am Spirit Play	11:15am Makerspace
June 2	8 kids/ 4 adults	2 kids /2 adults	13 kids /4 adults /1 teen
June 9	8 kids/ 5 adults	8 kids /4 adults	8 kids/ 4 adults
June 16	8 kids /4 adults	8 kids/ 4 adults	2 kids / 2 adults
June 23	<i>Intergenerational Service</i>		
June 30	8 kids/7 adults	0 kids/helpers went to-->	12 kids/ 5 adults
July 7	14 kids/4 adults	5 kids/2 adults	9 kids/4 adults
July 14	5 kids/4 adults	0 kids/0 adults	5 kids/2 adults

Important Staffing Update for Religious Education

Kitty McIntosh, our religious education assistant is leaving her position for another job in Bloomington. Fortunately, she has agreed to stay on supporting childcare through August until we can hire a childcare team leader. She is also willing to help make the transition to a new hire as smooth as possible and assisting with training as she is able. This is also calling Emily and Adrienne to review their current job descriptions as it has been quite some time since they have updated them. We interviewed 3 highly qualified candidate and were pleased to offer the Religious Education Assistant position to Dalton Gibson who will start on Sunday, August 4th.

Proposed Plans for August

RE staff did some serious thinking regarding what to do for August. Things we kept in mind:

- * transition of RE Assistant from Kitty to a new hire
- * our hope to have bigger age ranges of kids cultivating relationship
- * wanting something full of fun so kids/youth are bringing their parents to church
- * limited availability of volunteers during school start up

We have decided to spend August having fun with and exploring water with the goal of using some of those experiences to inspire or provide elements for the Water Communion Intergenerational service on September 1. We will identify skilled volunteers who might enjoy leading kids' participation in the service. We know there are kids within the congregation who are interested in singing, movement, acting, art, playing musical instruments. We also know many kids enjoy playing with water! We feel that this will be a fun way to wrap up summer and start the school year. We are currently in the process of identifying adults who might lead in different areas and will plan the program from there. We will be offering preschoolers their regular class and classroom beginning August 4. High School Youth group is scheduled to resume August 11th and we hope they'll choose to be involved in the creation of the service while maintaining youth group time to reconnect and forge new connections.

Volunteer/Teacher Recruitment

Summer recruitment has been more challenging than we anticipated, given that we were asking people to help with just one service, one time. We had planned to heavily recruit volunteers in May, but that was likely too late. In future years, we will seek volunteers shortly after Spring Break. The volunteers we have had have been wonderful and we've discovered that recruiting folks while they were enjoying breakfast is very successful! In regards to Fall teacher recruitment, we have 13 of 24 teachers and advisors we need to recruit. Plus we are actively recruiting Coming of Age mentors and OWL Facilitators in addition. Emily's absence for much of May has put us behind in this project.

Dismantling White Supremacy Pilot

We officially wrapped up the pilot process through the UUA. We are happy to report that those in our group are committed to staying on and carrying this work forward with the exception of Luis Fuentes-Rohwer who is unable to stay on. In June, we conducted a physical audit of our space, with special attention to religious education classrooms, the nursery and childcare. In July, the group began to work on ways to bring anti-racist resources and ideas to our teachers through orientation and ongoing training. We are currently exploring the possibility of several members of this team attending the 2019 BLUU Harper-Jordan Memorial Symposium from October 30th-November 2nd in St. Paul, MN.

Vision Team

Currently the Vision Team is exploring what shifting to Family Ministry would look like at UU Bloomington. Discussion has involved 4 different family ministry models: Family Friendly, Family Centered, Family Sensitive, and Family Empowered. We are looking at both passive and active programming ideas, partnering with social justice and lay leaders in the congregation, as well as community partners. We are utilizing all of this thinking to prioritize what to offer for families and people of all ages in the 2019-2020 year.