

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

January 15, 2020



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

Ministers attending: Revs. Mary Ann Macklin and Emily Leite

Present by invitation:

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Senior Minister's Report
- B. Statement of Cash Flow
- C. Thoughts on Filing E-1 with State of Indiana
- D. Proposed Change in Bylaws

I. Call to Order

President Stuart Yoak called the meeting to order at 7:00 p.m.

II. Chalice Lighting and Reading

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

III. Check-in (All)

IV. Approval of the Minutes

President Yoak moved for the approval of the December 18 board meeting minutes. The motion carried without discussion.

V. Senior Minister's Report

Rev. Macklin provided the senior minister's report (Attachment A). Rev. Leite extended an invitation to the Board to attend a workshop related to the *Confronting White Supremacy* project on Sunday, Jan 19 at 1:00 p.m. In addition she advised the Board of a relevant podcast from UUCB at 6 p.m. on Saturday. Link to the podcast will be in the Friday Update.

Rev. Macklin recommended three books as relevant resources for the upcoming year, including *When Getting Along is Not Enough* (Maureen Walker); *How to be Less Stupid about Race* (Crystal Fleming); and *Congregational Leadership in Anxious Times* (Peter Steinke).

VI. Monitoring (per Board Policies, Section V)

A. Music Director's Report (Deferred)

B. Social Justice Quarterly Report (Postponed)

VII. Treasurer's Report

A. Seasonally Adjusted Summary Budget Statement

Treasurer Rich Slabach presented the seasonally adjusted budget summary statement for December 31 (Attachment B) showing the church to be in good financial condition at this time. Rich pointed out that the report does not include funds from the selling of grocery cards and investment income in the revenues.

B. Perry Township Grant to Hope for Prisoners KAP Project

Rich presented Carol Mark's response (Attachment C) to the state reporting requirements that would be imposed on the church by accepting Perry Township's awarding of funds for the Hope for Prisoners KAP Project (discussed in December Treasurer's Report). She also includes her concerns about accepting any such grants in the future. Rich notes that said reporting requirements would apply for one year rather than impose long-term reporting requirements as initially feared.

The Board agreed on the need to review existing policies and procedures governing how committees may seek external funds, if any exist. They also agreed that if existing policies do not require pre-approval of such applications, either by the Board or by appropriate administrative authority or both, then the Board needs to change the policies to require such approval.

The Board also agreed not to require withdrawal from the Perry Township Grant now pending. The Board treasurer will report back on this issue at a future meeting.

VIII. Old Business

A. Proposed Bylaw Changes: Filling Vacancies for Elected Positions

President Yoak proposed changes to the church bylaws (Attachment D) to resolve a question regarding the ability of a board officer to serve the full four years as an officer as allowed by bylaw 5.3. The need to stagger the terms of officers as required by bylaw 5.2 could restrict an officer who assumes the role at an irregular time due to an unexpected retirement to a term of three years or even less. Members agreed that the changes proposed did not resolve the question raised. Julie Lawson will work on the issue and propose changes to the bylaws at the next meeting.

IX. Housekeeping

All Sunday announcements, connections booth and readings responsibilities are filled through February.

X. Executive Session

The board entered executive session at 8:00 p.m.

Separate and confidential minutes were recorded for some actions taken in this session.

XI. Adjournment

President Yoak adjourned the meeting at 8:55 p.m.

ATTACHMENT A

Reverend Mary Ann Macklin 2020 January Board Report

December 2019

Our worship services for Christmas Eve and end of year all went well. The Christmas Eve service was full to the running over. Thanks to those members of the Board who helped set up more chairs.

Livestreaming

Some users of our livestreaming services are still having trouble connecting on Sunday mornings. We met with our Multi-Media specialists Andy Beargie and Ned Joyner to explore the issue. Since it is difficult to determine where the problem originates for some people, we are doing a survey to see if we can discern possible patterns for those who are having difficulty. Of note, not everyone does have difficulty so there are myriad possible reasons why troubles arise for some and not others.

Reverend Leite Invitation to Board Members

We hope you will join us for this workshop presentation this Sunday.

Confronting White Supremacy: The Negative Peace of White Liberalism

This is a 45 min TedX like or professional educational presentation with visual slides to help illustrate the main points of the talk. It is should be seen as a grounding in how to become an anti-racist. It focuses on naming, confronting and connecting white supremacy in its various forms and provides road maps towards anti-racism work. The author of this presentation has based the talk around the idea of confronting what white supremacy, what it is, how it functions and how can we identify & do something about it when we see it in our community, our lives and ourselves. The facts/stats based information contained within it was researched & verified; the experiences talked about are either personal to the author or from the black cultural community and the action plans for anti-racist work is grounded in the Black Lives Matter ethos, along with other progressive ideologies working to fight white supremacy, fascism and stop anti-black behaviors. This talk is for those 16yrs of age & up with strong language about racism and historical and recent news story imagery used.

Getting Involved Fair

The Getting Involved Fair will have a later kick-off this year. The Getting Involved parade will be February 16th, the same day as our Side with Love service.

Grocery Card Sale

There currently is not leadership in this area. I will speak with our Connections Coordinator, Ann LeDuc, as well as Leadership Cultivation regarding possible leaders for the Grocery Card Sale. The lack of Grocery Cards being sold will have an impact on our budget.

Respectfully, Reverend Mary Ann Macklin

ATTACHMENT B

Seasonally Adjusted Summary Budget Statement to December 31, 2019				
Revenue	Budget	Actual	% of Budget	Seasonally Adjusted %
Category				
Pledges (Committed, New, Prior Yr)	673,000.00	423,497.67	62.9%	64.7%
Fund Raising (Bazaar, Groc, Auction)	29,000.00	(25.00)	-0.1%	0.3%
Other Income (Fac, Inv Inc, Misc)	18,000.00	6,871.54	38.2%	66.0%
Sunday Plate	24,000.00	12,264.21	51.1%	49.5%
Totals	744,000.00	442,608.42	59.5%	61.1%
Expenses				
Category				
Campus Ministry & Outreach	4,096.00	1,186.43	29.0%	45.8%
Childcare	12,434.00	3,795.64	30.5%	49.5%
Committees	15,308.00	3,172.31	20.7%	39.4%
Denominational	44,259.00	19,814.50	44.8%	43.9%
Ministry - Salary, Sr. Minister	96,183.00	46,755.00	48.6%	50.4%
Ministry - Salary, Assoc. Minister	72,497.00	36,163.60	49.9%	49.7%
Ministry - Benefits, Sr. Minister	32,181.00	11,933.05	37.1%	44.7%
Ministry - Benefits, Assoc. Minister	23,674.00	10,043.76	42.4%	41.6%
Ministry - Other	9,300.00	4,387.19	47.2%	47.3%
Music	46,544.00	21,065.30	45.3%	47.9%
Office	152,022.00	68,647.40	45.2%	48.6%
Plant	134,133.00	63,991.50	47.7%	50.5%
Religious Education	115,074.00	45,065.31	39.2%	48.2%
Totals	757,705.00	336,020.99	44.3%	48.4%
Net Income	(13,705.00)	106,587.43		

ATTACHMENT C

about the E-1 form and money for our social justice work

Carol Marks <admin@uubloomington.org>

Tue 1/14/2020 3:38 PM

To: Rich Slabach <richslabach@hotmail.com>; Mary Ann Macklin <macklin@uubloomington.org>

Hi Rich,

You asked me to send a note regarding my thoughts on the filing with the State of Indiana an E-1 Form, to allow us to receive state government funds from one of the township trustees, to support our social justice programming with Kids with Absent Parents.

I am opposed to this idea for the following reasons:

1) SEPARATION OF CHURCH AND STATE is an important principle for us to honor and uphold as Unitarian Universalists.

I feel that accepting these funds from the township trustee would be a violation of this principle. We should support our own programming with gifts and donations from our members or from the UUA or other UU associated grant-funding groups or other like-minded non-profit non-governmental organizations.

2) ADDITIONAL BURDEN OF EXTRA FORM FILING. Even though we apparently only would be required to file the E-1 Form with the State of Indiana each time we receive funds from a government entity, we have never had this filing on our schedule before and it represents an additional administrative burden.

3) SETTING PRECEDENTS. I don't think it is a good idea to accept the grant because it sets a precedent that would encourage other social justice task forces or groups within the church to apply for such government grants in the future, and would further complicate our financial life in proportion.

Other thoughts:

POSSIBLE SEPARATE 501(c)(3)?

If the Kids with Absent Parents program of the Hope for Prisoners task force would like to separate from the church and create its own 501(c)(3) not for profit corporation, that is a possibility that might be considered. It would mean that entity would be treated not as a project of one of our task forces but like Shalom Center or Boys and Girls Club and any publicity in our publications would be handled similarly, meaning it would not have a high a priority as program of the church would have. But still, it's a possibility that might be considered. They should consult with legal counsel and a certified public accountant for guidance on that.

A GENEROUS GIFT

Also, it's good to note that the Hope for Prisoners KAP program received a gift of \$11,000 from the late Tony Reilly, and so their current balance of funds is \$11,809.16. The expenditures of the program

from March 2019 through December 2019 were around \$1,900.

Carol Marks

-- 0621

Carol Marks
Church Administrator
she/her/hers

Monday-Friday: 10:00 a.m. - 4:00 p.m.

Unitarian Universalist Church of Bloomington
Seeking the Spirit Building Community Changing the World
547 members

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ATTACHMENT D

BYLAWS

OF THE UNITARIAN UNIVERSALIST CHURCH
OF BLOOMINGTON, INDIANA, INC.

December 9, 2018

4.0 DIRECTORS

4.1 Number. There shall be a **Board of Directors** that includes the following four officers of the Church Corporation; The President, Vice President, Secretary, and Treasurer, plus three members At-Large. The Senior Minister is an ex-officio non-voting member of the Board.

4.2 Terms of Office. **The three Board members at large serve two-year terms.** No Board member may serve more than six consecutive years. Each member of the Board shall serve for the designated term or until his or her successor is elected and qualified.

4.3 Election. Directors shall be elected by the Members of the Church at each Spring Meeting and shall take office on the July 1 after the Spring Meeting.

4.4 Vacancies. Vacancies among the non-Officer Members of the Board of Directors caused by resignation or other reasons between the Spring Meetings of the Church shall be filled by the Board until the next Spring Meeting. **Members selected to fill a vacancy will be eligible to stand for election for a full term in office.**

5.0 OFFICERS AND COMMITTEES

5.1 Enumeration. **Officers of this Corporation shall be a President, Vice-President, Secretary and Treasurer.**

5.2 Election of Officers. During even numbered years, President and Secretary shall be elected. During odd numbered years, Vice President and Treasurer shall be elected.

5.3 Term of Office. **The President, Vice President, Secretary, and Treasurer are eligible to serve two consecutive two-year terms in their respective offices.**

5.4 Vacancies. Vacancies in Office caused by resignation or otherwise between Spring Meetings of the Church shall be filled by the Board, until the next Spring Meeting of the Church. **Members selected to fill a vacancy will be eligible to stand for election for a full term in office.**

LEADERSHIP CULTIVATION COMMITTEE

5.8 The Church shall have a leadership cultivation committee, which shall recruit candidates for elected positions within the church organization and shall provide opportunities both within and outside the church for leadership training.

When a vacancy on the LCC exists midterm, the board shall receive nominations for new membership from present LCC members. Vacancies occurring during a term shall be filled by the Board of Directors of the Church for the remainder of the term. Members selected to fill a vacancy will be eligible to stand for election for a full term in office.

The Leadership Cultivation Committee's membership shall consist of at least one Board member, normally the Vice-President or the President, and four elected members, none of whom shall be members of the Board of Directors. The Leadership Cultivation Committee shall select its own chair. The non-Board committee members shall be elected to overlapping three-year terms, one to two members chosen each year. Nominees for the Leadership Cultivation Committee shall be selected by the Leadership Cultivation Committee and elected at the Spring annual meeting. Elected committee members shall not serve two successive elected terms.

7.0 SPECIAL PURPOSES FUND

7.4 Selection and Organization of the Committee. The members of the SPF Committee shall be five in number; three elected by the Members of the Church, one member of the Board of Directors of the Church elected by the Board, and the Treasurer of the Church.

Thereafter one member of the committee shall be elected each year for a three-year term, with their terms overlapping. Members may not be elected to more than two consecutive three-year terms.

Vacancies occurring during a term shall be filled by the Board of Directors of the Church for the remainder of the term. Members selected to fill a vacancy will be eligible to stand for election for a full term in office.

Each new Board shall elect the SPF Committee member to be chosen by it from among its members at its initial meeting.