

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

July 15, 2020



<u>I. CALL TO ORDER</u>	3
<u>II. CHALICE LIGHTING AND READING</u>	3
<u>III. CHECK-IN (ALL)</u>	3
<u>IV. APPROVAL OF THE MINUTES</u>	3
<u>V. NEW BUSINESS</u>	3
A. GREEN GROUNDS AND BUILDING COMMITTEE REPORT	3
B. DISMANTLING WHITE SUPREMACY (DWS) WORKING GROUP AND RE ACTIVITIES	3
C. SENIOR MINISTER'S REPORT	3
D. UPDATE ON IU PLANS FOR FALL REOPENING	4
E. APPOINTMENT OF BOARD MEMBER TO SPF	4
<u>VI. OLD BUSINESS</u>	4
A. REPORT ON THE 25% PLATE COLLECTION RECIPIENT	4
B. REV. LEITE'S MINISTERIAL LETTER OF AGREEMENT	4
C. COMMUNITY MINISTERS REPORT	4
D. PLANNING FOR FALL 2020 BOARD ADVANCE	4
<u>VII. HOUSEKEEPING</u>	5
<u>VIII. EXECUTIVE SESSION</u>	5
<u>IX. ADJOURNMENT</u>	5

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

Board members absent:

Ministers attending: Revs. Mary Ann Macklin

Present by invitation: Molly O'Donnell, Adrienne Summerlot

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Green Grounds and Building Committee Report

- B. Religious Education and DSW Report
- C. Senior Minister's Report

I. Call to Order

President Stuart Yoak called the meeting to order online at 7:02 p.m.

II. Chalice Lighting and Reading

President Yoak lit the chalice and provided the reading.

III. Check-in (All)

IV. Approval of the Minutes

- President Yoak moved for approval of the June Board meeting minutes. After a second, the motion carried.
- President Yoak moved for approval of the July 5 Ad hoc Board meeting minutes, with an amendment by Steven Gilbert removing attachment A and references to it. After a second, the motion carried.

V. New Business

A. Green Grounds and Building Committee Report

Molly O'Donnell reported on activities of the Green Grounds and Building Committee (Attachment A).

B. Dismantling White Supremacy (DWS) Working Group and RE Activities

Adrienne Summerlot reported on the present state of the White Supremacy Working Group and Religious Education Activities (Attachment B). The contract with the Three Sisters facilitators group has been terminated. DWS is currently disbanding and will be reconstituted at a future date due to factors described in the attachment.

Religious Education is working toward greater flexibility and inclusion in its programming, and expects their new data system to support changes being made.

C. Senior Minister's Report

Rev. Macklin provided the Senior Minister's Report (Attachment C), adding three special notes not in the report, to wit.:

- A request that the Board stay abreast of who among staff and ministers is available to work, so work will not be accidentally replicated. Schedules are shown in the Prologue.

- A note that the current plan by the administration in the event of a severe economic downturn in the Fall is for ministerial and staff salaries to be cut by an appropriate percentage, as opposed to enacting layoffs.
- A request for the Board to consider a request by Rev. Bill Breeden to permit Chad Fulks to be added by proxy to the UUCB membership rolls. Mr. Fulks is currently imprisoned under a death sentence at Terre Haute Federal Penitentiary. President Yoak moved to accept the request, and Steven Gilbert seconded. The Board generally looked favorably upon the request, but after discussion and a determination that an immediate decision was not required, tabled the motion pending a direct request for membership from Mr. Fulks himself, if such is possible.

D. Update on IU Plans for Fall Reopening

Jane McLeod reported that current plans for reopening include having students of campus attending classes both in-person (at a reduced level) and electronically. Dorms would be open with reduced services. All students would be required to wear masks and observe other safe practices or face severe penalties. No classes would be held on campus following Thanksgiving or the first three weeks of the Spring semester. Covid-19 testing would be required of all students prior to beginning classes.

E. Appointment of Board Member to SPF

President Yoak moved and the motion was seconded for Julie Lawson to be reappointed for one year to be the Board representative to the Special Purposes Finance Committee. The motion carried.

VI. Old Business

A. Report on the 25% Plate Collection Recipient

President Yoak called for a retroactive motion to replace the Refugee Network with Monroe County United Ministries as the recipient for the 25% Plate for this year, given that Refugee Network voluntarily withdrew as the recipient. Jane McLeod so moved and Drew Schrader seconded. The motion carried.

B. Rev. Leite's Ministerial Letter of Agreement

Approval of the letter is postponed until August (tentative).

C. Community Ministers Report

The community minister's report is postponed until August

D. Planning for Fall 2020 Board Advance

President Yoak asked the board to be thinking about the fall advance.

VII. Housekeeping

- President Yoak reminded Board members to sign up for Sunday announcements.
- Jane McLeod volunteered to conduct the chalice lighting and reading at the August Board meeting.

VIII. Executive Session

The Board entered executive session at 8:33 p.m.

IX. Adjournment

The meeting adjourned at 9:03 p.m.

ATTACHMENT A

Green Building and Grounds – July 2020 Report to the UU Church Board of Trustees

BUILDING

ELECTRICITY:

Although the building is closed during most of the week, the spaces are being air conditioned to prevent mold. The building (and exterior lights) used **28% less** electricity from mid-May to mid-June 2020 than in the same period in 2019, and on June 15th, though it was only an average of 3°F cooler.* Because of our solar panels we had a *credit* of \$225.00 on our June bill, and have saved about \$30,000 to date.

WATER:

Jeff has been flushing toilets and indoor water lines to keep them safe, and water is being used outside on the evergreens planted in 2019 and the vegetable garden and garden tower. The annual usage (June 1st to July 1st) was **down about 22%** (from 64 in 2019 to 50 units in 2020).

NATURAL GAS:

Because we are still heating water, the annual natural gas usage (June 1st to July 1st) was **down about 5%** in 2020 from 2019.

GROUND

I have been the grounds chair or co-chair since June 2013 and will be stepping down at the end of August 2020. I asked to speak to the board to suggest that funds for managing grounds maintenance be added to future budgets. If staff manages volunteer recruitment and sign ups it would probably cost **\$1,000 a season to hire a consultant with occasional labor.*****

The ideals of “greening” our grounds as proposed by a small group of Green Sanctuary members in 2017 has been adopted by the ministers, staff and congregation (per *MAM’s Musings* in May 2018: “on our way to making our grounds reflect our Unitarian Universalist values”). Except for lawn mowing, most of grounds work has been done by volunteers.** There is less lawn, but caring for new trees, bushes, and additional gardens makes managing grounds maintenance more complicated and time consuming.

In 2019 I created a site plan with numbered areas to be maintained and uploaded it to the Green Sanctuary Task Force portion of the church website. (See screenshot on next page.) Ann LeDuc has worked with me since then to recruit volunteers for specific areas. Since then about 30 people have volunteered to help in specific areas of the grounds. I’ve met with most of them to determine an area they could work on and explained what tasks that involves.

In early July Ann LeDuc asked Anna Knust if she would act as my co-chair for the next few weeks. Ann will continue to locate a co-chair for next year, and preferably to create a team of volunteer leaders.

*Because our internet service was changed our PV output wasn’t tracked from mid-March to mid-June, so the total for the first two months of the shutdown is estimated, but the estimated mid-July 2019 to mid-June 2020 was **down 8%** than the same period in 2018 to 2019.

**With a \$3,000.00 grant from Special Purposes in 2019 we hired Gardens by Ana, whose employees from Made Up Mind (former felons) ran our drip irrigation to keep the evergreen trees under warranty during the dry months of summer 2019, weeding while the system runs. The grant will cover a second year of their services, but we have been able to recruit volunteers to water both these trees and the hollies that were planted at the same time, so there is over \$1,300 that could be used for work that volunteers cannot be found to do.

***I asked Ana Jackson, of Gardens by Ana, for her estimated 2021 rates to reach this estimate:

- Her time would be charged at \$25/hour for two hours at a time. To walk the grounds with a volunteer to assess gardens and trees and advise on next steps twice a month from April through September would cost an **estimated \$300 per season.**
- Laborers (two for minimum two hours) would cost about \$200 per visit to do any heavy work that volunteers cannot handle, or **\$400 per season.**
- Hauling yard waste would cost about \$100 per 10’ trailer load, including mileage **up to \$200 per season.** (Our yard waste area is limited, and already full this season. We had that done two times in 2019, including removing sod from the picnic table location.)

Choose an area of our Grounds to help maintain in 2020

- 1C South Perimeter Path – Center
- 1E South Perimeter Path – East End
- 1W South Perimeter Path – West End
- 2 East Perimeter Path
- 3c Vines & brush along driveway
- 3e Dried leaves & brush
- 3p Parking Lot weeds & dried leaves
- 4 Terrace & bushes at east end
- 5 Playground & along fence
- 6 Courtyard redbuds & oak tree
- 7 Islands near sign & steps
- 8 Redbuds, east parking area
- 9 Rain Garden
- 10 Tree/shrubs north of sheds
- 11 Hazelnut Hedge
- 12 NW evergreen trees
- 13 Shrubs east of Portico
- 14 Gardens at office entrance
- 15a Bypass Path: top third
- 15b Bypass Path: middle third
- 15c Bypass Path: lower third
- 16 Boxwood & holly bushes
- 17 Garden at office windows
- 18 Memorial Garden
- 19 Veggie Garden
- 20 Garden Tower
- 21 Monarch Garden



ATTACHMENT B

Religious Education Report- July 15, 2020- Adrienne Summerlot

Adrienne and Emily have committed to regular calls to families registered for Religious Education to check-in, reach out to provide support, etc. during this pandemic. Any immediate concerns get brought to the caring committee or ministers for follow up. Adrienne has continued digital ministry and spends a good portion of her time creating resources for families that help them to engage more deeply with worship, bring spirituality into their home lives, or connect with the community and regularly updating these resources on the RE website. Adrienne and Emily continue to dedicate time to exploring and learning how we can adapt religious education in these times.

May 2020

Religious Education partnered with local religious educators in a group called Interfaith Friends to highlight social justice needs, ways that families could connect, and engage in supporting those causes. This information was made available to our families through weekly emails, Facebook, and the prologue.

Reverend Emily Manvel Leite offered our annual Flower Communion Intergenerational Service. Adrienne Summerlot offered our annual Bicycle Blessings ritual. We launched our first offering of Postal Pals and had 18 folks participate and become mailing buddies. We imported all registered families into Planning Center (the new church database) and have begun to explore the possibilities for virtual religious education using the many tools available via Planning Center. The Board determined that Reverend Emily Manvel Leite would extend her work into a full-time role which now has her as the supervisor of the Director of Religious Education and also welcoming an additional role as the Minister of Congregational Life.

June

We continued to partner with Interfaith Friends, with a large part of content creation and technical support falling on Adrienne. We launched the second round of Postal Pals with eight more connections made. We continued calling, emailing and sending cards to families. Emily and Adrienne both attended Liberal Religious Educators Association's professional days. Adrienne also attended General Assembly and has been continuing to delve deeply into anti-racism resources, such as the Commission on Institutional Change's report, Widening the Circle. Reverend Emily Manvel Leite offered our annual Summer Solstice Intergenerational Service. Adrienne and Emily successfully facilitated a parent and child virtual discussion of the book Not My Idea (we gave over 50 copies away in November). With the fantastic help of our religious education assistant Stephanie Kimball, we are continuing to gain more understanding of how to utilize planning center. We have begun to use Mailchimp with Planning Center to send our weekly emails, which allows us to gain insights into click rate, engagement, and make our emails much more attractive and user friendly.

July

Adrienne has been working with RE Assistant, Stephanie Kimball to prepare our August virtual program which will involve porch deliveries of materials for an exciting program which has both synchronistic and asynchronistic components. This month Adrienne is hosting two conversations for parents who are discerning what Back to School means for their families. She is also working to support a youth-led conversation about The Hate You Give with youth and parents. Adrienne now commits additional time to stay abreast of denominational affairs and bring that information back to staff leadership.

Religious Education Vision Team

Group Members: Adrienne Summerlot, Emily Manvel Leite, Ruellen Fessenbecker, Amy Makice, Lisa Meuser, Jamie Kirkley, **Amy Beck, **Sarah Kopper (**new members as of June!)
The Vision Team has been critical in helping Emily and Adrienne to be in communication with families and bring their voices into our conversations as we imagine how to move forward with religious education. We have identified that we will be utilizing Soul Matters this year for Religious Education which will have resources for parent support, family to family connection, kid to kid/youth to youth connection and focused on building relationships. We welcomed facilitation by Kelly Sage from Women Writing for Change at the beginning of July. As a result of that time, we are abuzz with energy about what lies ahead, gained clarity of who in the group is willing to help drive certain areas, and look forward to meeting again in August to identify potential volunteers and set plans into motion.

Dismantling White Supremacy Working Group

Group Members: Adrienne Summerlot, Emily Manvel Leite, Aleisha Kropf, Mary Beth O'Brien, Whryne Reed, Martha Oakley*, Stephanie Kimball (*these members joined in at different points that the original group that started this work)

In December 2019- this group made a presentation at the congregational meeting with their findings their work which was to audit Religious Education and the congregation using tools provided by the UUA. In February 2020- the group welcomed Reverend Macklin into a conversation about those findings and what might lie ahead for religious education, the working group, and the congregation. We determined that rather than moving ahead into an action-based plan we would seek outside facilitation by Black women to help us create a foundation to build on, establish working, and clarity on the mission and goals. We envisioned this being an intensive retreat and Reverend Macklin was excited to join us for the retreat opportunity. At the advice of Whryne Reed, we accepted a proposal from Three Sisters and entered into a working relationship with them. However, Covid-19 hit and we had to adjust what this would look like as a physical intensive retreat weekend was no longer possible. We shifted to doing this work via Zoom from May through June. Throughout this time, it became clear that trust wasn't present throughout the entire group participating. Members expressed difficulty in their personal ability to be fully committed at the levels expected by the facilitators. Additionally, there was a lack of clarity from the facilitators if we were in retreat mode or action mode which lead to regular confusion. At the end of June, one of our members, Whryne Reed experienced harm in her work with one of the church's social justice leaders, she reached out to the entire group for help on the evening of Monday, June 22nd. Adrienne responded to Whryne about her request immediately and called the leader on Tuesday and left a voice message. Adrienne remained in

conversation with Whryne throughout the week via text and phone while she attended General Assembly and continued to work for the congregation (not something that usually happens). Adrienne was finally able to talk to the leader via phone on Saturday, June 27th; however, this was not before they contacted Whryne again and created more harm. We then headed into our last scheduled meeting with Three, who was made aware of the situation of harm by the leader and by the group for failing to act. In summary, this meeting was painful and difficult and ended without a closure for the group, the facilitators, and Whryne.

Reverend Emily Manvel Leite hosted a healing circle on Tuesday, June 30, open to any group members who wanted to attend. Aleisha, Martha, Adrienne, Emily, Mary, and Stephanie attended. We shared our experiences, positive and negative, of being a part of the dismantling white supremacy working group and listened to one another. We shared some intentions for future work dismantling white supremacy culture. We agreed that this meeting and some immediate follow-through regarding the inappropriate request for a thank you note are the end of this chapter of our work, and this Dismantling White Supremacy group will not continue.

Martha, Mary Beth, Adrienne, Stephanie, and Emily intend to be involved in some way in future DWS work in the congregation. This may or may not include being part of a future group. Aleisha is not interested in being a part of a future group linked with RE but is interested in acting in an advisory capacity for DWS for UUCB.

We agreed that the primary focus of action for this time was on closing out this chapter of DWS and addressing the immediate concern of the harm we have caused to Whryne. While suggestions for longer-term actions were compelling, we tried to maintain our focus on urgent issues. We agreed that we needed to take immediate action to address the harm we have inflicted upon Whryne. We each agreed to pursue personal outreach to Whryne in whatever ways we, with no expectation that this outreach will be acceptable after harm.

As a group, we agreed to make sure that there is a process in place for

1. remedial anti-racism training of all social justice leaders
2. a commitment to determine what that training should look like.
3. Adrienne committed to continuing her conversations with Reverend Breeden regarding how to put this into place for upcoming social justice meetings.
4. Emily committed to following up with Right Relations and to hiring Black leadership for congregational training.

We committed to immediately:

1. Sending a direct letter to the congregation describing what happened with the DWSWG in full transparency. Including the appalling thank you note request and how we, the DWS group, perpetuated and deepened the harm caused through our neglect. Martha drafted the letter, and everyone agreed to look at it and offer edits by Thursday. Emily committed to figuring out how to get this letter to the congregation, given that it is outside of the usual protocols. Emily further committed to taking it to the board and asking them

to sign on to the letter. After a few more revisions, the Board agreed to send the letter via email.

2. This letter would include a way for the congregation to take action in support of Black voices and vision as directed by BLM and/or BLUU.

We also discussed asking for a special congregational meeting as soon as possible to vote to adopt the 8th UU Principle as a congregation. Emily is committed to taking that request to the board. We hope that the adoption of the 8th principle will create leverage for the hard work needed within the congregation. The next natural opportunity to call a vote for adopting the 8th Principle is at the December congregational meeting. Adrienne has been attending regular national calls about adopting the 8th principle. She has asked Stuart Yoak to investigate our bylaws and policy to determine if there are any obstacles or roadblocks we need to address before proposing the adoption. (This has been true in other congregations.) Once we have that figured out, we can identify who wants to help draft the proposal, strategize around getting information out to the congregation, etc. that could tie back in with our anti-racism work we are planning in Religious Education with adults, youth and children.

Where are we now?

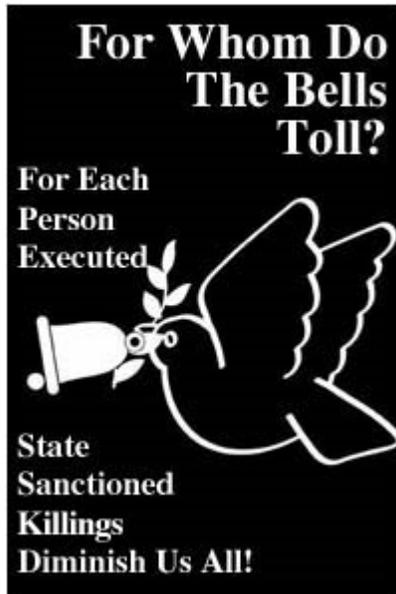
We have sent a letter to Three Sisters releasing them from working with this group and officially stating that this group as it was has disbanded. We still have not sent the letter to the congregation and have no immediate plans to do so as the potential impact could create more harm, which does not match the intent it was thoughtfully created with.

Adrienne Summerlot, Martha Oakley, and Aleisha Kropf have been able to be in conversation with Whryne Reed. Mary Beth O'Brien has also been invited into conversation with her as well. Right relations have been notified of the conflict and harm. Adrienne has agreed to keep Abby Gitlitz and Reverend Mary Ann Macklin of any developments.

ATTACHMENT C

**Reverend Mary Ann Macklin
Senior Minister Board Report
For Wednesday July 15, 2020**

First Federal Execution in 17 Years Took Place Tuesday Morning in Indiana



The first Federal execution in 17 years was carried out this morning, Tuesday July 14th. Our Church opposes state sanctioned killing and we found our banner (above, which we'd hoped not to have to raise again) and it is now displayed on the front church grounds. Reverend Bill Breeden and Glenda Breeden have been on site in Terre Haute, the place of the execution. We have invited members of the Bloomington Multi-Faith Alliance to join us in opposition to these killings and in this time of mourning. Two more executions are scheduled for this week.

Bloomington Indiana and Black Lives Matter

After local Black Lives Matter protests and rallies took place in response to events of the 4th of July weekend (along with various narratives of what occurred), we are reminded that these are challenging times for our Bloomington community, our country and our world. I believe that as leaders we, within the awareness of our own capacities, should strive to maintain a non-anxious presence for those around us. Tensions are high and the lack of competent leadership at the national level is wearing. For those of us with the privilege to do so, self-care is important. May we support one another so our liberal religious voice remains clear and strong.

Dismantling White Supremacy Working Group

We will have a report from Director of Religious Education regarding the current status of this group during our Board Meeting. As stated in a message to the Board, “If anyone should have any questions about the Dismantling White Supremacy working group, they should reach out directly to Adrienne Summerlot or Martha Oakley.”

Current Status Reverend Scott McNeill

While attending this year’s General Assembly, some of our congregation’s leadership were surprised to see Reverend McNeill’s participation in, what appeared to be, a prominent leadership position on the national level within the UUA. The following statement of clarification was issued by Reverend David Pyle and Carey McDonald regarding that position.

Rev. Scott McNeill is the chair of the Election Campaign Practices Committee, a role that he has been in for the last few years. The ECPC is appointed by the Board, and it helps oversee UUA contested elections, and since we haven’t had one (and don’t expect one until the 2023 UUA presidential election) their role has been more in the background. Scott has not been up for reappointment recently. The previous Co-Moderators were advised of his negotiated departure, and at that point did not feel it warranted a review of this volunteer position (there’s no formal policy stating this would be required from a congregational departure). If there are new developments then we will share that with the current Co-Moderators and they’ll work with the UUA Board and ECPC to address the appropriate path forward. – Carey McDonald, Executive Vice President of the UUA (If there are further questions, please contact Rev. David Pyle, MidAmerica Regional Lead, at dpyle@uua.org)

Routine Items

***Church Administrator Carol Marks and Minister of Congregational Life and Religious Education Reverend Emily Manvel Leite are away from work until July 26th. I will have the month of August off. Other staff will be taking time off as part of the summer. Please note this.**

* Libby DeVoe will be stepping down from the Planned Giving Committee at the end of this year, but Ann Kamman and Charlotte Appel will be strong new members who can pick up the work upon Libby’s departure. For those who may not know, Libby resurrected the Planned Giving Committee and led the committee into a whole new level of professional functioning and success. Her leadership merits a great deal of gratitude.

*As part of our Covid19 arrangements, snail mail is being forwarded to Church Administrator Carol Mark's home address. She was informed that in September this forwarding mechanism will cease. With the Board's affirmation, she will secure a PO Box in Nashville for church mail.

*As a staff, we are aware of the heightened stress among our congregation members due to many issues, including the challenges of education during a pandemic (leaders, parents, students)-----beginning of the school year for MCSSC and K-HS schools as well as opening of Indiana University. We are trying to stay connected and supportive of folks during this time.

*Aidan Wright, a youth of our congregation, has submitted a proposal for his Eagle Scott Project to benefit our grounds. Reverend Leite and Molly O Donnell helped with the planning. We are in the final stages of preparation before he begins. Basically, a quick summary in Aidan's words, of what they will be doing and how they will maintain safe social distance.

The main goal of the project is to remove all the invasive honeysuckle in 15,000sqft area shared by the church and the nearby sorority, and replacing it with native plants. We will also be replacing the benches and firepit in the outdoor group area. We plan on maintaining social distancing by requiring all workers to wear masks, and dividing volunteer groups by family. I've got a more detailed description of what we're doing in the post-approval section of my eagle workbook.

I have read Aidan's 29 page workbook outlining the project and it is well planned and will greatly benefit our grounds from invasive species.

During our Board Meeting I would like to discuss: the basic proposal of how we will handle our budget if we encounter a steep economic downturn in our country and a significant budget deficit. Also, for discussion, how we might go forward with our ministry, in light of not having a relief minister this summer as planned, in the year to come.

Respectfully submitted,

Reverend Mary Ann Macklin

PS Reminder if you have cause to enter the building during a non-worship time. Contact office of administration to let them know you will be in the building. Use disinfectant wipe as you go in, sanitize everything you touch, and sanitize on your way out. Wear a mask as you enter. Use a disinfectant

wipe to open doors with. Wash your hands as soon as you enter the building and before you leave.

Staff are beginning to have two person meetings OUTSIDE on the church grounds, again, scheduled ahead with office/admin. We want to keep these scheduled so there is not a lot of overlap, particularly with our custodian and others who will have contact with multiple surfaces in the building.