

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

March 17, 2021



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

Board members absent: none

Ministers attending: Reverends Emily Manvel Leite and Dave Clements

Present by invitation: Jack King, Andrew Appel, Joan Middendorf

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Interim Minister's Report
- B. Right Relations Committee Report
- C. SPF Data Report

I. Call to Order

President Stuart Yoak called the meeting to order online at 7:03 p.m.

II. Chalice Lighting and Reading

Stuart Yoak lit a candle and provided the reading.

III. Check-in (All)

IV. Approval of the Minutes

Jane Mcleod moved for approval of the February Board meeting minutes. Drew Schrader seconded. The motion was approved without dissent.

V. Ministers' Reports

A. Report from Minister of Congregational Life and Religious Education

Rev. Manvel Leite provided a brief report on congregational life and religious education.

B. Interim Minister's Report

Rev. Clemens reported in progress of CASTE readings and other activities (Attachment A)

VI. Monitoring (Per Board Policies)

A. Right Relations Report

Jack King reported on progress and activities of the Right Relations Committee (Attachment B). Since its formation the committee has dealt with three cases. Two have been resolved.

B. Special Purposes Fund Report

Andrew Appel reported on progress and activities of the Special Purposes Fund (Attachment C). In summary the SPF funds are doing well in the current market.

VII. Old Business

A. Review and Adopt the Revised Board Ends Statements

President Yoak tabled the vote on the proposed Board Ends Statements pending further review and feedback through Rev. Clements from Task Force leaders at their next meeting.

B. Treasurer's Report on External Audit

Treasurer Rick Slabach reported on the outcome of a recently completed external audit of church finances. Auditors cited two areas of concern which will be given attention by the Finance Committee.

C. Motion to Affirm formation of Reopening Work Group

Secretary Steven Gilbert moved that the Board affirm its approval of an interim motion submitted to board members online by Abby Gitlitz on February 21, to wit: *To approve the formation of a UUCB working group to assess when reopening might occur and determine what reopening might mean, including changes in operations that we might like to make or to keep; this group to include: Abby Gitlitz, Jane McLeod, Rev. Macklin, Ann LeDuc, Rev. Clements, and Melinda Swenson.*

The motion was approved without dissent.

D. Update from Reopening Work Group

Abby Gitlitz reported that the Reopening Working Group was meeting every other week to review and deliberate on issues related to reopening of the church for live services and/or for other uses.

VIII. New Business

A. Discussion of 8th Principle Reparations Proposal

Joan Middendorf presented a proposal that she and other members of a CASTE reading group had submitted to the Board as a highly tentative first step toward action on the 8th Principle. The board agreed that the formation of a coordinating Council might be a good step toward dealing with such suggestions, since others may be expected. President Yoak will discuss next steps with Rev. Macklin when she returns and send a note of appreciation to the Middendorf group for their proposal. He and Rev. Clements will review the church bylaws to see what approvals are needed to form such a Council.

B. Discussion of B-Tech External Lighting System

President Yoak presented information on the new external security system to be installed with funding from SPF.

C. Housekeeping

The board reviewed upcoming chalice lighting and readings assignments and Sunday Service Announcements.

IX. Executive Session

The board entered executive session at 8:39 p.m.

X. Adjournment

The meeting adjourned at 9:04 p.m.

ATTACHMENT A

Interim Consulting Ministers Report March 2021

March is an exciting time of year as we all look forward to the start of Spring and a time of re-birth. March is also the time where I begin to formalize plans and suggestions around staffing, ministry and fundraising. We are also about 1/3 of the way on our church wide read of the book Caste. I am involved with many projects and below are some updates:

- **Racial Justice – Caste Reading**

Congregational read of book Caste – Over 150 members are involved in the weekly readings and facilitated groups. We have only had 3 people drop out and their reasons were all family and or work related. The facilitators are provided with a series of prompts each week and they can use those questions to encourage discussion within their group. So far we are receiving great feedback from the facilitators. Members are in some cases beginning to feel uncomfortable and sad as they come face to face with the history of oppression that has been occurring over the past 400 years.

Planned Congregational Racial Justice Events:

1. When the read of Caste is completed there will be a facilitated meeting for all to attend. That is being planned for some time in May.
2. 21 – Day Racial Justice Challenge – Planned for May
3. Church Wide reading of the book An Indigenous Peoples' History of the United States – June – August
4. Beloved Conversations - September - November

Task Forces – All task force leaders are participating in the facilitated groups and are excited about developing action plans in which they can begin to become more engaged in this community in regards to their task force interest. The revised End Statements were sent out to the task forces to review and comment on and will be a part of our discussion on Tuesday March 23.

- **Staffing Assessment Roles Etc.** – Continue to lead staff meetings each week and am working with staff to identify specific responsibilities that their job requires and what tasks are they performing because no one else was doing them. I am working on a proposal for what staff positions are needed as the congregation moves forward and what staff roles need to be redefined and responsibilities and tasks changed. I will be ready to present this proposal at the April board meeting.
- **Ministry** – Working with ministers on developing ways in which we can work more collaboratively and develop a ministry team that is collaborative in its approach to ministry in worship, religious education, pastoral care and leadership development.
- **Pledge Drive for 2021/2022** – Working with a team and the pledge drives theme this year is Sunshine. Sylvia McNair CD, Fray of Sunshine will be available during the pledge campaign for \$20.00. We are planning a Pledge card drop off event on Sunday April 18th from 3 to 5 in the afternoon. Our famous car choir will be performing.

Member will be able to come on our campus tune in on their car radios and listen to our choir. In addition they will be encouraged to make sunshine cookies and bring them for a cookie exchange. In addition, as they leave our campus they will receive a surprise gift.

Interim Minister Projects for coming month

- Continue working with the Racial Justice Task Force on Our Church wide read of the book “Caste”
- Work with Pledge Drive Committee and launch Pledge drive on March 28th
- Continue work with Staff on redefining their positions.
- Develop staffing plan for 2021/2022 and have ready to present to board in April
- Continue work with staff on their own professional and personal development.
- Continue to work with the ministry team on ways to collaborate

It is a great privilege and honor to have this opportunity to serve this board, the ministers and this congregation.

Sincerely,
Rev. Dave Clements
Interim Consulting Minister

ATTACHMENT B

Right Relations Committee

Report to Board, March 17, 2021

Membership of your Right Relations Committee is now five in number—Amy Makice, Doris Wittenburg, Carol McCord, Steve Dillon, and myself. We are in the business of providing resources to members and friends of the church to assist them in working through situations of conflict. Our ultimate goal is not conflict-resolution per se, though that may happen along the way. What we do aim for is to help establish or maintain mutual trust and respect between persons or groups at odds with one another in order that community not be fractured.

In some situations the simple presence of a listening ear has been enough to meet that need. Three referrals have required more intense involvement. Two of those have come to a satisfactory conclusion. The third is still active.

We have also provided programs in two areas. Amy Makice led a multi-session zoom discussion of *When Getting Along Is Not Enough* by Maureen Walker. Her subtitle says it all—*Reconstructing Race In Our Lives and Relationships*. And we help conduct training for persons who volunteer to staff the table at the Monroe County Fair for the Rainbow Rights Task Force and PRISM.

Internally we are working on two questions—essentially confidentiality and accountability. In other words, how can we maintain confidentiality in our dealing with persons and our record keeping? And the other side of the coin, how at the same time can we be held accountable to you and the church for how effectively we do what we do?

When we have done more talking among ourselves we should probably talk with you again.

ATTACHMENT C

July 2020 through December 2020 (quarters 21Q1 and 21Q2)

Name	Beginning Balance	Earnings	Distribution	Transfers	Deposits	Expenses	Ending Balance	Notes
Operational Endowment	84,816.03	12,398.56	-1,255.01				95,959.59	
Operational General	54,169.87	5,664.88	1,255.01			-2,019.40	59,070.36	
Special Purpose Endowment	144,823.96	21,149.12	-2,688.83				163,284.25	
Special Purpose General								
	<u>293,924.42</u>	<u>24,671.96</u>	<u>2,688.83</u>		<u>1,544.91</u>	<u>-5,800.00</u>	<u>317,030.13</u>	
Totals	<u>577,734.30</u>	<u>63,884.53</u>			<u>1,544.91</u>	<u>-7,819.40</u>	<u>635,344.33</u>	

Investment Accounts

Ending Balance	Name	Usage	Notes
21,882.05	Checking register	Common	A
377,521.11	Vanguard Wellington Fund Admiral	Common	A
96,107.67	Vanguard I-T Investment-Grade Inv	General only	B
87,373.66	Vanguard S-T Investment-Grade Inv	General only	B
34,212.86	Hilliard Lyons: Parnasus (PARNX)	Divested, General only	B
18,247.02	Hilliard Lyons: S&P 500 ex-Energy (SPXE)	Divested, General only	B,C

Proportions

Checking 3%	Bonds 50%	Equities 46%	F-f Divested 8%
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Transactions

Date	Description	Amount	Notes
Transfer			
#N/A			
Income			
8/2/2020	From UU budget for SJ Lundin Fund	800.00	
9/2/20	From UU - unused grant to SJ Film Series, expired Nov 2019	744.91	
	Income Total	1,544.91	
Expense			
9/23/2020	UU Church: from Operational Reserve for Rev Clements moving expenses	2,019.40	
11/2/20	From SJ Lundin Grant fund to \$300 Repro Jstc, \$1000 First Book Monroe Co.	1,300.00	
12/4/20	SPF Clarke Dewey Wells Fund: Car Choir	4,500.00	
	Expense Total	7,819.40	

Comments

At Board request, SPFC is now managing investment and reporting of the Operational Endowment and Operational General Fund, which receives the endowment distributions as well as savings. Board maintains control of Operational General Fund expenditures.

The Operational Endowment and General funds have the same investment profile as the Special Purpose Endowment and General funds, respectively. In particular, they all share in proportion to their assets the Wellington fund, checking, and fossil-fuel divested accounts.

Investment Fund and Investment Account are clarified terminology from the quarterly report format introduced in 19Q2, which the online document at tinyurl.com/spfc-report-guide describes in detail.

In the future a donor's name will only be associated with those funds if the donation equals or exceeds \$20,000.

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Hilliard Lyons was acquired by R. W. Baird. Naming will be updated at the next folder archive scheduled for summer 2021. 80

Committee 81

Approved by Andrew Appel (Chair), Rich Slabach (Board Treasurer), Julie Lawson (Board at Large), Ruth Aydt, and Harlan Lewis. 82

Notes 83

A Common usage funds are distributed among all investment funds. 84

B General usage funds are distributed among general (not endowment) funds. 85

C SPXE fund may be closed due to the portfolio dollar amount being below R. W. Baird thresholds. Fund is currently closed to new investment. 86

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