

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

April 21, 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 Mary Ann Macklin, Dave Clements and Emily Manvel Leite

Present by invitation: Ruth Aydt, Martha Oakley

Submitted by: Steven Gilbert, Secretary

Attached Documents:

 A. Senior Ministers Report

- B. Rev. Leite's Report
- C. Treasurer's Report
- D. Board Policies Ends Statements
- E. EML Board Report

I. Call to Order

President Stuart Yoak called the online meeting to order at 7:34 p.m.

II. Chalice Lighting

Julie Lawson lit a candle and provided the reading.

III. Check-in (All)

IV. Approval of the Minutes

Steven Gilbert moved for approval of the March Board meeting minutes. After a second, the motion was accepted.

V. Ministers' Reports

A. Senior Minister's Report

Rev. Macklin provided the senior minister's report (Attachment A).

B. Congregational Life and Religious Education Report

Rev. Manvel-Leite updated the board on Congregational life and Religious Education. Attachment B

C. Interim Minister's Report

Rev. Clements provided an oral update on his activities.

VI. Monitoring (Per Board Policies)

A. Religious Education Report

Deferred to May meeting

B. Treasurer’s Report

Rich Slabach provided the Treasurer’s Report (Attachment C) noting that UUCB is financially on target for this time of year.

VII. Old Business

A. Motion to Adopt the Revised Board End Statements

Stuart Yoak moved acceptance by the board of the revised Board Policies Ends Statements (Attachment D). Steven Gilbert seconded. The motion was approved without dissent.

B. Report by the Next Steps Transition Team

Jane McLeod reported on work being done by the Next Steps Transition Team (new name) toward reopening UUCB for services and other activities. A summary of these actions is provided in Attachment E.

VIII. New Business

A. Motion to Appoint 8th Principle Council

Stuart Yoak moved to appoint an 8th Principle Council to receive suggestions from congregants about how the church might address the 8th Principle in its activities, and perhaps to lay the groundwork for consideration of possible activities. After concerns were raised and discussed concerning both the purpose(s) and composition of such a Council (size, configuration, composition), the motion was tabled for the time being.

IX. Executive Session

The board entered executive session at 9:07 p.m.

X. Adjournment

The meeting adjourned at 10:09 p.m.

ATTACHMENT A

Reverend Mary Ann Macklin
April 21, 2021 Report to the Board
Unitarian Universalist Church of Bloomington

Technology: With the use of an upgraded platform for our livestreaming, we have had a few glitches. However, from my understanding it is not because the new platform is underperforming rather we simply are finding it necessary to adapt to its upgraded performance. Our current plan is to have a full rehearsal sometime before Sunday morning to ascertain any problem areas. We are so lucky to have the dedicated tech staff that we have.

Pledge Drive: Reverend Dave will be addressing this in his report but I do want to say that we did have a good turnout for the Sunshine Extravaganza on Sunday afternoon. There was a steady flow of cars for several hours and plenty of sunshine cookies, plants, and sunshine spheres. Gratitude to everyone who helped out with this effort of connection and fundraising for our congregation.

Budget: We have asked that the review of the new budget be postponed until May. This is not due to a lack of **effort** and energy by our Chief Financial Officer and others with whom I work to create a budget.

Death Education: I recently received certification as a Death Educator through the Conscious Dying Institute as a result of a expedited class. As part of my certification, I offered a practicum six session class which included some of our congregation members. I hope to offer a class this fall for other members of the congregation who may be interested.

Large Church Ministers: I met with our Regions Large Church Ministers this past week. Much of our talk was about the historic significance of the George Floyd trial; then we turned to the practical issue of reopening and the various approaches large congregations are taking. I did hear some tentative dates of when some congregations might begin in person worship again. END REPORT

Recommended Reading or Listening <https://onbeing.org/programs/christine-runyan-whats-happening-in-our-nervous-systems/>

ATTACHMENT B

April 2021 Board Report

Reverend Emily Manvel Leite,
Minister of Congregational Life and Religious Education

This past month I have been focused on ritual and connection for the congregation. I have been intentional about using video to keep the faces of as many congregants as possible familiar within our evolving community. I especially tried to feature our most active high school seniors so they will be known as they graduate next month.

3/14 Offered a ritual marking one year of online-only services: including three hundred and seventy one stones, flowers, and a candle for the future.

3/21 Spring Equinox Intergenerational Service--many thanks to Jane and Abby who helped to create this experience of letting go of the past seasons and moving ahead into a place of hope and intention. This service included readings from five members of varying ages who have not appeared in our services before.

3/28 Online Passover Celebration--12 people attended this online ritual, including both members of the Jewish UU Connections group and people curious about the story and/or practice.

4/4 Re-imagined Child Dedication--worked with ten volunteers, Reverend Macklin, and three families to create videos and an experience of dedication for two toddlers and an infant in our congregation. Rev. Dave joined in for the in-sanctuary piece of the ritual.

4/18 Earth Day Intergenerational Service--I worked with nine volunteers to offer the arc of the story in both Spanish and in English, and worked with the Green Sanctuary Task Force to evaluate and design an online experience of caring for our earth together. The Spanish-speaking story volunteers, at the request of one of the readers, are being invited to a UU Spanish Language group.

So far, there are only 13 members of the EcoChallenge. I will continue to promote it and be an active participant through the end date of the

challenge (May 21) to support those members and to assess how successful this kind of offering is.

Also in March/April, I have been active in facilitating the work of the volunteers working on these Pledge Day goodies:

- Sunshine Cookies--18 volunteers made this extravaganza of sugar happen! The vegan and gluten free options were appreciated.
- Family Sun Fun Kits--I worked with Eve Cusack who had envisioned this offering and did much of the work. RE staff helped with logistics.
- Plant Give-away--I worked with the Green Sanctuary Task Force to offer plants and trees for people to claim and plant at home. Eve Cusack again did a huge amount of outreach to obtain donations of plants, Marcia Veldman helped to staff the table.

ATTACHMENT C

Treasurer's Report April 21, 2021

At the end of March, 2021, we had about \$191,000 in our Chase Checking account and the \$92,700 from the PPP loan in our Old National Bank account for a total of about \$283,700 in liquid assets. About \$250,000 of those funds are earmarked for various reserved purposes, leaving about \$33,700 free and clear. Note that only a small portion those reserved funds will be spent in the near term.

In addition, we have about \$96,600 in the Operational Endowment and about \$72,700 in the Operational General funds as of the end of March under the management of the SPF Committee.

Each quarter I provide the Board with a Seasonal Adjusted Average income and expense review. This is a comparison of the percentages of the current year budget's income and expenses compared to the last 5 years of actual income and expenses. The chart shows the difference between what we've received and spent at this point in the fiscal year versus what's historically been received and spent at this point in the prior fiscal years.



2021-03-31 Seasonal
Adjusted Average.pdf

As you can see from the chart, we are above the amounts received and below the amounts spent compared to prior years. Note the large jump in expenses for the month of February. I've not been able to explain that jump as yet. But I believe it may be due to incomplete data in the comparison years and not an excess amount of spending in this fiscal year. As support for that theory, note that the March comparison drops back down, aligning with the trend established from at least November through January.

I also did a chart of percentages received and spent month by month for this fiscal year. This Income and Expense Trend graph shows fairly consistent lines for both income and expenses this year. There is no jump for the month of February.



2021-03-01 Income
and Expense Trend.pdf

It appears that we will hit our income target for this fiscal year and come in under our expense forecast for this year.

ATTACHMENT D

Ends

Preamble

In policy governance, the board sets forth a set of Ends statements which establish our general principles as well as what our congregation aspires to do. They expand upon our congregation's vision statement of "Seeking the Spirit, Building Community, and Changing the World" and our congregation's mission statement (below) to provide spiritual and governance guidance to the ministers, staff, and lay leaders.

UUCB's mission statement, adopted by the congregation, along with the Vision Statement, at the June 7, 2009 Congregational Meeting:

"In this liberal religious community of inspiration, love and action:

- we celebrate life
- we nurture one another
- we welcome all
- we care for the earth and
- we work for the common good."

The term "Ends" refers to the fact these statements are not policy that dictate "means" or how things are done, but are, rather, our expected outcomes. The Ends statements were adopted by the board in September of 2010 during the transition to policy governance and are a living document maintained by the board with input from the congregation.

Policy I. Ends Statement

Seeking the Spirit

We have a meaningful liberal religious experience which includes:

1. A rich diverse worship life.
2. Compassionate pastoral care.
3. Life-long opportunities for spiritual growth through religious practice, religious education, leadership roles, and community action.
4. Knowledge of denominational and congregational history and traditions.

Building Community

We have a policy of nondiscrimination -- we welcome all and are supportive of people of all ages, races, gender, sexual orientation, abilities, education, and politics.

5. We are generous with our time, talent, and resources.
6. We actively encourage ministry, lay leadership and congregational participation in social justice and the operation of UUCB.
7. We responsibly manage our staff, volunteers, resources, and facilities.
8. We provide pastoral care as appropriate to the congregation's needs and our ability.

Changing the World

We are leaders in our community and world.

9. We are committed to social justice and equality for all people.
10. We advocate against prejudice, injustice, and oppression of any person or group.
11. We work with other congregations and institutions with shared values and goals.

12. We work with the Unitarian Universalist Association and the MidAmerica Region.
13. We help heal the earth.

Preamble (Revised End Statements)

In policy governance, the board sets forth Ends Statements which establish our general principles as well as what our congregation aspires to do. These statements expand upon our congregation's vision statement of "Seeking the Spirit, Building Community, and Changing the World" and our congregation's mission statement (below) to provide spiritual and governance guidance to the ministers, staff, and lay leaders.

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By adopting the 8th principle, we have committed ourselves to working to build a multicultural Beloved Community in which people of diverse racial, ethnic, educational, class, gender, sexual orientation backgrounds and identities come together in mutually-respectful, loving, and caring relationships to seek justice within our congregation, the local community, and in the broader world.

Policy I. Ends Statements

Seeking the Spirit

UUCB exists to:

1. Provide members from a variety of faith traditions with a liberal, universally accepting spiritual home.
2. Provide compassionate spiritual care to congregants without the burden of restrictive creeds, tenets, covenants or preordained beliefs.
3. Provide a space where people from diverse backgrounds with different perspectives can freely gather to explore their beliefs.
4. Provide people of all ages with opportunities to grow together spiritually through liberal religious education and practice, leadership, and community action.
5. Encourage adherence to the Seven Principles adopted by the UUA and to the 8th Principle adopted by the UUCB.

Building Community

UUCB exists to:

1. Build a liberal community dedicated to accountably dismantling racism and other oppressions both within itself and in the larger community.
2. Build an accepting community inclusive of diverse gender orientations.
3. Build a welcoming community where those from diverse cultural and religious backgrounds feel that their experiences and perspectives are valued.
4. Build an active community where members share their time, talents and resources for the common good.
5. Build a thoughtful community where people can explore ideas and perspectives without trepidation or fear of rejection.
6. Provide members, ministers and staff with an environment where they know that they will be welcomed and valued.

Changing the World

UUCB exists to:

1. Encourage leadership and participation in efforts to eliminate prejudice, injustice, and oppression within the community and in the world at large.
2. Provide members with the means to undertake projects fostering social justice and community welfare according to their interests.
3. Provide members with ways to contribute financially and otherwise to good causes within the community and in the world at large.
4. Partner with other congregations and organizations in efforts to foster positive social change.
5. Engage with and encourage the UUA to build a diverse and multicultural beloved faith community.
6. Encourage leadership and participation in projects that foster ecologically sound, sustainable, and livable communities, both locally and throughout the world.

ATTACHMENT E

Update on work of NEST

The group meets on the 2nd and 4th Sundays of each month to continue discussion of the transition from all-remote church activities to what comes next. Since our last Board meeting, the group:

Continued to review guidance from the UUA and other sources: written documents, workshops

Held a second listening session during the Zoom coffee hour. We plan to continue listening sessions the second Sunday of each month. The sessions have given congregation members the opportunity to share hopes, expectations, concerns, and also members of the group the opportunity to shape the conversation and share some of what we have been discussing.

Established a subgroup on metrics: Judy Klein, Rich LeDuc, Dan Lodge-Rigal, with Melinda Swenson as chair. This group will develop recommendations on which metrics to use (e.g., case counts), develop recommendations for how to use the metrics when making decisions (individual v. holistics), prepare advisory guidance on how to apply the metrics to specific decisions (e.g., staff presence in the building, small group gatherings), develop recommendations for public health safety protocols, and prepare a written document to communicate the decision-making process to the congregation. In future, the group will join some Zoom sessions to respond to questions from the congregation.

Reviewed general guidelines for the transition to in-person gatherings which we distributed to Task Forces and other groups, together with questions about how they imagine their work being conducted as we transition (e.g., would they prefer to continue meeting on Zoom, hold some meetings in person, or some combination). The responses will help us understand what additional technology resources we may need (e.g., do we need multiple rooms that can host in-person + remote meetings, i.e., multi-platform)

In this spirit, we approach our work as a measured transition, so that we learn from each step and move forward from that

We developed specific guidelines for small group gatherings outside of the church, at the request of the auction committee

We approved a request from the Library Committee to work in the building provided that they observe public health protocols

We discussed adding a section to the website for the work of this group

We have been adding to a running list of questions we have to consider across areas of church life: for worship, for the choir, for RE, for staff, for small groups, for weddings and memorials, etc.

At our next meeting, we plan to review the feedback from Task Forces and other groups. Dave will also be working on a technology audit so that we understand what we have and what we don't.