

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

May 19, 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: Adrienne Summerlot

Submitted by: Steven Gilbert, Secretary

Attached Documents:

A. Senior Ministers Report

- B. Report from Rev. Leite
- C. Interim Minister's Report
- D. RE Report

I. Call to Order

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

II. Chalice Lighting

Drew Schrader provided the reading.

III. Approval of the Minutes

Stuart Yoak moved for approval of the April Board meeting minutes. After a second, the motion was accepted.

IV. 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 provided a brief update on her activities.

C. Interim Minister's Report

Rev. Clements updated the board on his current goals and activities (Attachment B).

V. Monitoring (Per Board Policies)

A. Religious Education Report

Adrienne Summerlot and Rev. Leite provided an overview of their current and planned activities, summarized in Attachment C.

B. Treasurer's Report

Rich Slabach provided a brief Treasurer's report, noting that access to Vanguard is now available to the members of the SPF committee and that the committee plans to create policy recommendations to guide use of the funds.

VI. Old Business

A. Report from the Next Steps Transition Team

Jane McLeod reported on continuing work being done by the Next Steps Transition Team toward reopening UUCB for services and other activities. No specific dates were given.

B. Motion to Appoint an 8th Principal Council

President Yoak reported that he is continuing work on plans for a motion to create an 8th Principal Council. Julie Lawson volunteered to work with him in this effort. The motion continues to be tabled for now.

VII. New Business

A. Review and Approve Agenda for the June Congregational Meeting

President Yoak presented a tentative agenda for the June congregational meeting. The agenda was approved with minor modifications.

B. Problem of Staggered Terms for Officerships

Secretary Gilbert presented the board with a motion for restoring the staggering of the presidential term with the vice-presidential term, as called for in the church bylaws. After concern was raised that staggering these terms would create ongoing difficulties, the motion was withdrawn. The Board will revisit the desirability of staggered terms prior to the next elections in 2022.

VIII. Executive Session

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

IX. Adjournment

The meeting adjourned at 8:15 p.m.

ATTACHMENT A

Reverend Mary Ann Macklin Senior Ministers Report Board of Directors May 2021

Covid or Something Else?

Change is afoot and it seems difficult to discern what changes are happening due to Covid, due to Zoom fatigue, due to Cicada mania, due to new technology, or other relevant and nonrelevant things. Whatever the case, we are living into the unknown in a way not experienced in my lifetime as a minister. I understand that people are eager to hear definitive information about the church going forward. Our NEST team will meet on Sunday afternoon with our sub-committee of Metrics Folks and we hope to have some definite decisions for the summer and fall after that meeting.

I have had an uptick in people seeking pastoral care. In addition, I think many folks are now going in for surgeries that were put off during part of the pandemic---or we just have a lot of people who need surgery. I am grateful that we started our Team Tend weekly meetings in which we review a spreadsheet of names and updates. It allows for quicker follow-up and also awareness over the long-term. Many kudos to Sharon Yarber, Melinda Swenson and Ann LeDuc.

Senior Minister Message

My message to the congregation will go out May 24th. The core staff and many staff assistants have been apprised. I have also been in touch with people in the congregation who have been integral to ministry here. I will read a draft of my message at the Board Meeting this evening and will send the final product to our Treasurer, Steve Gilbert as the conclusion of this report.

ATTACHMENT B

Interim Consulting Ministers Report Apr/May 2021

April and May are always times of year that I enjoy the re birth of things. April/May are also time where my work as an Interim Consulting Minister is beginning to move into the next phase. I am involved with many projects and below are some updates:

- **Staffing**

Religious Education: Part of my role as your Interim Minister is to assist you as a board in looking over the staffing needs of the congregation and to recommend where a staffing change is needed for the benefit of the whole. April saw this happening as the board executive leadership looked at the needs of the congregation and where the church needs to be headed as it moves from being run as a program church to being run as a large church. Religious Education was an area that needed some attention. Over the next few weeks an Interim RE professional will be contracted with to begin the process of reimagining RE. **Goal is to have person in place by mid to end of July.**

Church Administrator: I have been working with our current church administrator to assist her in redefining the role of a church administrator in a large congregation. This is an ongoing project but with the outcome result of a new job description. Our current church administrator is not leaving nor am I recommending a change. The needs of the church administrator have changed and it is time to update her job with what makes the best use of her skills and time. **Hope to have this finished by end of June.**

Minister of Ritual and Story: This is a new position which has been created for Reverend Emily. This position speaks to her strengths and she and I are working together over these next few weeks to define the role, responsibilities and accountability of this new position. **Goal is to have this completed by mid-June.**

Social Media Position: This is a new position and I am in the process of defining what the responsibilities will be, who they will report to and how they will be held accountable. We are actively looking to IU to see what type of Internships would be available to us that we might hire a student Intern that is looking for an Internship in Social Media. **Goal is to have a plan in place by June 6th.**

Minister Intern: UUCB was contacted by a ministerial student who is looking for a parttime Internship from September thru May. I applied for a grant from the UUA which would cover about \$7,500 of the \$10,000 expense. Hope to hear back by end of May on grant.

- **Racial Justice – Caste Reading Complete**

The congregational read of the book Caste was a great success. We had over 150 members participate in the read. On May 2nd we held an online discussion about the book and discussed next steps. Out of that has come the idea of an 8th Principle Council. This is a project that you as a board have adopted and will roll out.

Planned Congregational Racial Justice Events:

1. 21 – Day Racial Justice Challenge – Will begin in June
2. Church Wide reading of the book An Indigenous Peoples’ History of the United States – June – August
3. 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. Task forces will be meeting on May 25th to discuss plans and projects for this next church year.

- **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.
- **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** – We are about \$100,000 short of our goal. I will continue to reach out with the assistance from the team, the board the ministers and others to those who have not yet made a commitment to pledge. **Goal is to make our \$675,000 raised by June 13th.**

Interim Minister Projects for coming month

- Continue to work with Adrienne and Reverend Emily to make sure that RE has a strong presence in June, July and August. Also be a listening ear and offer a presence as they adjust to their new situations.
- Work with Pledge Drive and reach our Goal by the annual meeting on June 13th.
- Continue work with Staff on redefining their positions.
- Work with Sr. Minister and members of the board in setting up the Interview process for an Interim for RE.
- 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 C

Religious Education Report to the Board 5.19.21

Adrienne Summerlot, Director of Religious Education

Emily Manvel Leite, Minister of Congregational Life & Religious Education

Our focus for this year in Religious Education is **Connection**.

Regular Programming:

Practicing Our Promises facilitated by Reverend Emily Manvel Leite and Stephanie Kimball

POP boxes have been finding their sweet spot this spring. All of the current families involved with the POP program are actively engaging with the boxes and enjoying the connections with other families through the communal art projects. We hope to offer a display of this communal art whenever we are able to re-gather on Fee Lane.

UU Home facilitated by Reverend Emily Manvel Leite and Stephanie Kimball
UU Home families have appreciated the addition of a kids' page, which makes the items in the kits accessible for reading-age children to use on their own, whether or not their family has time to dig in together. Some of the children are now taking leadership in getting their families engaged with the materials. The UU Home Parent gatherings never took off and were discontinued in March. Reverend Emily will develop other opportunities for parent support as it seems helpful, and created a gathering at the specific request of one family at the beginning of February, which Adrienne facilitated.

Anti Racist Families facilitated by Adrienne Summerlot, Stephanie Serriere, Jason Michalek.

This group did not regain momentum after winter break. We offered online meetings in February and March and have decided to shift this to a more passive program. The facilitators are working together to make the lending library more robust and how to help families keep the 8th Principle front and center and engaged with anti-racism work.

Youth Group facilitated by Adrienne Summerlot and Kelly Rockhill and guests meets on the 3rd Sunday of the month via Zoom. The group of 7th-12th graders

is small but steady with 5-10 youth attending monthly. This group has appreciated kits delivered to their home which allows them to participate in an activity together in real-time while socializing.

2 youth and one adult volunteer joined with youth and leaders from 10 UU churches in our area for our first virtual youth conference in March. Our April gathering welcomed a new youth group member and our largest attendance yet with 13 youth learning to make homemade pizza via Zoom. In May, we had our first in person gathering at Griffy for a hike which was a tremendous joy for the youth. The facilitators noted how you could feel the buzz and energy of their connection just being able to talk while walking and some meeting each other for the first time. We are thankful for the protocols given by NEST and from the hiking group which made this event a success.

Additional Programs:

Coming of Age reunion: At the end of January, Reverend Emily facilitated the gathering of 6 youth and 6 mentors from last year's Coming of Age group to check in, reconnect, and play. They were glad to see each other, to hear about one another's lives, and to share a couple of playful activities. They look forward to getting together in person to celebrate their Coming of Age when pandemic allows.

8th Principle Conversation facilitated by Reverend Dave Clements and Adrienne Summerlot on the 1st Sunday of each month. We had a considerable turnout (28 participants) at the first meeting in February. March and April's meetings were smaller with a handful of engaged folks connecting the congregational theme to the work of living into the 8th principle. Due to the Caste conversation on May 2, we didn't have an 8th principle conversation this month.

Conversations with families of 4th-6th graders helped us to identify this group needed an invitation to reunite and connect with one another. Adrienne crafted and mailed homemade cards for the kids in February included a bingo card and invitation to join us for a virtual reunion. Martha Nord and Laura Jesseph hosted a reunion with game time during coffee hour in February with the attendance of almost a dozen kids. In April, this group of 12 kids gathered on zoom and made slime together with Adrienne Summerlot and Martha Nord. One of our kiddos who moved to Germany was even able to join us! There was loads of fun and mess and this might have just been one of the closest to in person experiences we had over zoom. Some of these kids will be moving up to 7th grade, Martha is

willing to help facilitate another online or in person experience in the future, and Laura would also be interested! The adults really appreciated the opportunity to reconnect with the kids who have changed so much during this time.

Recent Highlights:

1/31 Coming of Age Reunion

3/21 Spring Equinox Intergenerational Service

4/04 Re-imagined Child Dedication

4/18 Earth Day Intergenerational Service and Sunshine Extravaganza

5/9 Graduation Recognition for post-high school programs/degrees

5/16 Flower Communion Intergenerational Service

Professional/Staffing: Emily was away in February, Adrienne was away in March.

In February, Adrienne attended the New Day Rising Conference focused on how congregations could advance the work of dismantling white supremacy.

In March, Reverend Emily joined a national UU Ministers' Association group digging into *Widening the Circle of Concern: Report of the UUA Commission on Institutional Change*. She also attended an evening workshop on combating Anti-Asian violence.

In April, Adrienne and Reverend Emily attended Mid America's Future Change Framework Workshop and the RE Team attended Conversations with Leaders: Dual Platform Future for All Ages. Adrienne began Youth Peer Pastoral Care Training through the UUA.

In May, Reverend Emily attended a storytelling conference through the New England Storytellers group.