

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

November 17, 2021



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

Board members absent:

Ministers attending: Revs. Emily Manvel Leite and Bill Breeden

Present by invitation: Jack King

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Minister of Story and Ritual Report

A. Call to Order

President Stuart Yoak called the meeting to order at 7:12 p.m.

B. Chalice Lighting

Stuart Yoak lit the candle. Julie Lawson provided the reading.

C. Check-in

D. Approval of the Minutes

Stuart Yoak moved approval of the October minutes. After a second, the motion carried unanimously.

E. Monitoring

A. Right Relations Report

Jack King reported that the Right Relations Committee has adopted a set of Best Practices and Procedures for internal use (Attachment A) and is preparing to propose amendments to the founding Right Relations Committee document for Board approval (Actions 1-4, Attachment B). Amendments to the Covenant of Right Relations were specified in actions 2 and 3, Attachment B. Jack moved and Steven Gilbert seconded for two amendments to the Covenant (actions 2 and 3 in Attachment B) should be presented in December to the congregation for approval. No formal vote was taken on the motion.

B. Report from the Minister for Story and Ritual

Rev. Manvel Leite shared with the board what she has been doing over the past month (Attachment C). She also shared her hopes for the ministerial transition ahead and expressed a desire to “clear the air” with the board regarding events over the last year, adding that she would welcome the opportunity to work full time.

F. Reports

A. Revised FY22 UUCB Budget

Rich Slabach presented a draft of the amended budget to be presented for approval by the Congregation in December. Although the new budget stays in the black by a thin margin, it avoids the need to dip into the UUCB’s operational reserves.

B. Treasurer’s Report

Rich Slabach asked the Board to extend the Finance committee’s deadline for completing its audit of the UUCB’s T-accounts to January, citing the

complexity of the undertaking. Julie Lawson moved for approval of the request. After a second, the motion carried without dissent.

G. New Business

A. Agenda for the December Congregational Meeting

Stuart Yoak presented a draft of the agenda for the upcoming Congregational Meeting in December. After some discussion and clarifications, the Board approved holding the meeting entirely online in order to simplify voting and check-in procedures.

H. Executive Session

The board entered executive session at 8:53 p.m.

I. Adjournment

The meeting adjourned at 9:30 p.m.

ATTACHMENT A

PRACTICES AND PROCEDURES

Our practice is to be collegial, flexible, and to offer our services in confidence.

When receiving a request for assistance or a referral, step one is for the contacted committee member to contact as many other members of the committee as possible by phone, Zoom, or in person. The Committee will decide by consensus the assignment of a person or persons to deal with the situation, and will offer suggestions on how to proceed.

As a situation unfolds, it is incumbent on the committee member(s) involved to keep others informed and to seek support and consent for dealing with factors not previously considered.

All situations are to be held in confidence insofar as possible. Communication will generally be done by confidential means (e-mail not being a good idea!). Any files, notes, and written correspondence shall be kept private, and will be destroyed when a situation has been resolved or has been dropped.

The RRC will report to the Board and the Congregation as requested. All reports will be circulated in draft form to the committee before being submitted in order that confidentiality is reviewed and protected, and that errors of fact and instances of poor wording are caught.

10/10/2021

ATTACHMENT B

Right Relations Committee Minutes of Meeting, October 17, 2021

The Right Relations Committee met by means of Zoom on Sunday, October 17, 2021. Present were Doris Wittenburg, Carol McCord, Steve Dillon, and Jack King (Chair). Actions were later reviewed and approved via e-mil and telephone by member Amy Makice

Four actions were taken by consensus.

1. It is recommended to the Board that the first paragraph of the Board document titled “The Right Relations Committee” which begins with the phrase “The Right Relations Committee (RRC) consists of three members . . .” be replaced by the following text:

The Right Relations Committee (RRC) consists of three to five members of the congregation, appointed by the Board of Directors in consultation with the Senior Minister and the Leadership Cultivation Committee. Each member of the RRC will serve until resignation or replacement by the Board. The Board shall review suitability of each member’s continued service on the committee at least every two years. The members’ names and contact information will be made available to the congregation on the church website and at least two times a year in the Prologue.

2. It is recommended to the Board and Congregation that the following text be added as the final item in the left-hand column of the document titled “Covenant of Right Relations:”

8. The goal of dismantling racism and other oppressions in ourselves and our institutions.

3. It is recommended to the Board and Congregation that the following text be added as the final item in the right-hand column of the document titled “Covenant of Right Relations:”

Striving to examine our own cultural systems of hierarchy and harm with courage, vulnerability, and accountability. We strive to be inclusive in our relationships and our community, and to seek out and honor the perspectives of others.

4. The Right Relations Committee Adopts the document titled “Practices and Procedures” and dated 10/10/2021 as a current description of its manner of operating.

jdk

ATTACHMENT C

Report to the Board, November 17, 2021

Emily Manvel Leite, Minister of Story and Ritual

This past month, I have continued to be focused on the ritual needs of the congregation. I've contributed to the services in a variety of ways, offering stories, the minister's welcome, and other elements as needed. I co-led a workshop on creating a home observance of All Souls Day with Dinorah Sapp. I created the annual Gathering of Spirits service and designed and helped facilitate the Monday evening outdoor gathering. I offered an outdoor workshop for our Coming of Age group and the Age of Reason ceremony and party for first grade families. I created and led our intergenerational Thanksgiving Service, and started a Worship Arts Playgroup which will meet monthly to plan ways to enhance connections with congregational themes. I've also begun working on our Procession of Giving events and service and am meeting with other faith leaders to design a Longest Night service for later in December. I've been continuing work on our Covid Memorial Installation. We have many people in our congregation engaged in co-creating it, and are expanding the project to participation from other congregations.

As you move forward into considering our upcoming ministerial transition, I thought this would be a helpful moment to let you know my hope, particularly since more than one person has let me know that they've heard that I am not interested in working full time for the congregation. I wanted to be sure that you know that I hope very much to continue to serve as one of your ministers next year, and I would like to work full time, though I would accept a part time position. I am not interested in the senior minister position, but I hope to be considered as a part of your future ministry team. I would also like very much to have the opportunity at some point to talk together about your experiences of last year and also my own, to clear the air in our relationship and to move forward together having straightened out as many misunderstandings as possible. It was easy for misunderstandings to arise in a year-plus of only seeing one another

remotely, and I look forward to continuing to work with you this year, and hopefully also in the future.