

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

December 15, 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. Mary Ann Macklin, Emily Manvel Leite and Bill Breeden

Present by invitation: Carol Marks

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Senior Minister's Report
- B. Church Administrator's Report
- C. Minister of Story and Ritual Report

A. Call to Order

President Stuart Yoak called the meeting to order at 7:07 p.m.

B. Chalice Lighting

Stuart Yoak lit the candle. Jane McLeod provided the reading.

C. Check-in

D. Approval of the Minutes

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

E. Monitoring

A. Senior Minister's Report

Rev. Macklin reviewed holiday service plans, thanked Drew Schrader for his work on the Congregational Meeting. Her written report is attached (Attachment A).

B. Report from the Minister for Story and Ritual

Rev. Manvel Leite reviewed various projects on which she is working, including the memorial project and plans for the upcoming solstice service. Her written report is attached (Attachment B).

C. Church Administrator's Report

Carol Marks reviewed issues related to church administration including the impact of Covid, managing the stress of other people and improvements in data-based management. Her written report is Attachment C.

D. Rev. Breeden's Report

Rev. Breeden primarily discussed issues related to prisoners on Death Row at the Federal Prison at Terre Haute with whom his is working, some of whom have expressed their desire to join UUCB.

F. Old Business

The board briefly recapped the December Congregational Meeting. They generally agreed that it was uncontentious, informative, and that it went well.

G. New Business

A. Approval of the Minister's Housing Allowances

President Yoak moved that the Board approved housing allowances for Ministers, including \$21,850 for Rev. Macklin; \$17,000 for Rev. Manvel Leite; \$9,600 for Rev. Breeden, with an \$11,408 cap for Rev. Dave Clements, now gone. Abby Gitlitz seconded and the Board approved the motion.

B. Ministerial Search Committee

The Board agreed to suggest candidates for inclusion on a five-person committee to search for an interim minister in the Spring. The goal is to formulate the committee at the Board meeting in January, with appointments to follow.

H. Executive Session

The board entered executive session at 8:10 p.m.

I. Adjournment

The meeting adjourned at 8:50 p.m.

ATTACHMENT A

NOTE: This report is the report to congregation, also to the Board. S.G.

**Senior Minister's Report
Congregational Meeting
Reverend Mary Ann Macklin
December 12, 2021**

The Golden Sprint Event. We did it. In October I asked you to join my spouse DebPhelps and me to meet the minimum amount set for our 2021-2022 Pledge Drive. We had a \$43,000 gap to reach our minimum goal of \$620,000. (Bit by bit) Now, I promised that if we met said goal, which we did, that I would share one of my outstanding photos from my high school hurdling days, which I did. Also, once my hamstring heals, I promise to clear a hurdle during a worship service. I informed our Board of Directors that my top goal this year is to leave our congregation in good fiscal health.

After the unexpected departure of Interim Minister, Dave Clements last July, I am so grateful for everyone who has pitched in to help with the ministry of this congregation, including our lay leadership and board of directors. A special thank you to our regular staff, our Interim Religious Education Consultant, Dr. Michele Grove and heaps of gratitude to Minister of Story and Ritual, Reverend Emily Manvel Leite, for picking up some more hours and Minister Emeritus Reverend Bill Breeden for stepping up during a time of need in the congregation. Thanks also to Reverend Barbara Child for helping with our Chalice Circle program and Reverend Forrest Gilmore for his periodic presence in our pulpit.

I also want to recognize another change in August, when Ned Joyner, our main Sunday tech person left for seminary. We are very fortunate, very, that Hans Kelson has now at the helm of that position. Hans is here most Sundays and is currently engaging a serious overhaul and rerouting of equipment. Our gratitude remains with Andy Beargie who continues to be part of the big picture journey of our multi-media programming within the congregation.

With that said, as a congregation, we continue to navigate the waters of being in a pandemic. Our NEST crew, who are riding the waves of decision-making concerning Covid19 and its variants, continue to take daily changes in metrics and overall congregational best practices into consideration. There are no easy answers

and we appreciate your input and support of our ongoing changing policies in these times.

Of note, I never did get the last month of my sabbatical a few years ago (circumstances required that I return early), so I will be away mid-February through mid-March; Reverend Breeden and Reverend Leite and others will again engage and enhance the ministry of the congregation during that time.

I gave a shout out to our Connections Coordinator of six years, Ann LeDuc, in our worship service this morning. Ann, and her family will be leaving for Canada soon. At this point, her last time on-site here in Bloomington will be December 17th. Then she will take some of her vacation time for several weeks and be with us via cell phone, Zoom, and other methods in January as we explore the transition of that position. Questionnaire: people are staying connected. 40 people have joined the congregation since the onset of the pandemic.

As many of you know I will be completing my ministry here as Senior Minister at the end of June 2022. This summer. As I have shared before intuitions in the past few years is that my time is coming to completion as other forms of ministry call me. The other night, a few weeks ago, I experienced a dream . I was at a conference and a number of you were there as well as other folks in my life; so many were wondering and asking (in my dream) what will you be doing after June. And I clearly said, “I am not sure. My body is exhausted so first I will spend time tending and healing through this time letting go.” Pretty clear. I am saddened to leave this role with you and I know many of you are sad to see me go. We will take time this spring to honor that grief so I can have honorable closure with the congregation.

Here’s the thing though, I know that fresh eyes for the vision of this congregation going forward and a fresh spirit for guiding and offering ministry are needed in a way that I can no longer provide in the years to come.. It’s not a bad thing. It just is. But, it allows me to not only look forward to how things will unfold for you all next year and in the years to come. It’s exciting. And it’s a relief.

Also, some of you know that I am doing some chaplaincy at IU Health Bloomington Hospital. What’s that all about? So I am in a program called CPE, Clinical Pastoral Education (root canal for the soul), which involves education, group work with a supervisor, while serving on site at a hospital. I like the work because it stretches different ministerial muscles for me, but it also very

challenging at times. The group work, while unnerving at times, also provides a place for my own discernment about my past, current and future ministry. What does that mean for the congregation? I am at the hospital on Fridays so not available for pastoral calls that day. I am on-call Wednesday nights and once-a-month on weekends. Basically I am getting some continuing education.

My blessings and gratitude for all you do.

Peace in this season of hope.

Mary Ann
Reverend Mary Ann Macklin

ATTACHMENT B

Church Administrator's Report to the Board of Directors

UU Church of Bloomington, Indiana

December 15, 2021

Well, it's hard to know where to start!

COVID AND CHURCH ADMINISTRATION FROM 20 MILES AWAY. Since mid-March 2020, I have been working mostly from home, and this has worked out amazingly well. There have been moments when it would have been helpful to be at the building when it wasn't actually safe to do so, but they have been few. We devised ways to accomplish all the primary functions of the church administrator's position via remote control, including bank deposits, bill paying, payroll, supervision of staff, and support for the ministers regarding publications and orders of service. The only parts of my job that I did not do until recently regarded facilities use questions and the distribution of keys to the building for lay leaders. I actually have felt happy about not driving my car as much to commute to work during the past 18 months, since it is at least one thing I could easily do that helped decrease my carbon footprint. I am generally in the church building to work on Mondays and Thursdays in recent weeks.

MANAGING STRESS—MY OWN AND OTHER PEOPLE'S. Yes, it has been stressful. Not knowing how the pandemic will progress, and needing to stay nimble about the way we provide services to the congregation, have been a challenge. During this time, I believe I have become more adaptable, more of a creative problem solver, and less negative about change. Change is not comfortable in the best of times, but we have learned to cope with it a bit better this year I think. Talking with members of the congregation, we are mostly experiencing the situation in similar ways. For some folks with underlying anxiety, it is especially upsetting when things change, but we are moving through it the best we can and trying to be patient and understanding with each other. I appreciated having the month of February 2021 completely off, for rest and recovery. I am thankful that I have not been ill, and I am sure that the concentrated period of rest really helped, in addition to my being "vaxxed and boosted," as the young people say.

IMPORTANT ADMINISTRATIVE MOMENTS SINCE NOVEMBER 2020.

--Provided administrative support for all the holiday activities we usually do, adapting to current circumstances

--Helped with the pledge drive for 21-22 which really did amazingly well even though we were \$30,000 short (recovered later with Rev. Macklin's Golden Sprint)

--Continued work with other staff, mainly Ann LeDuc and Monica Overman and Mandy Skinner, to move our database functions to a new online database system, Planning Center. Currently we are keeping track of all members, events, registrations, and resources using this system. We will be moving groups

and task forces in the congregation to the new system in the coming months to improve their communication tool set.

--We moved through the difficult time of disruption in our Religious Education staffing, and are very grateful for Dr. Michele Grove and Stephanie Kimball's work to help us stabilize this area of church life under continuing challenging circumstances.

--We survived the departure of yet another minister (David S. Clements).

--Helped facilitate installation of outdoor security cameras on the building, and a new keyless entry system, which will be up and running by mid-January.

--Assisted with advertising for a new Connections Coordinator in November 2021. Ann LeDuc, our current Connections Coordinator, is definitely a leader in her field, and will be sorely missed when her time on our staff is completed.

CHALLENGES IN THE FUTURE. I am aware of the possible challenges of the next two to two and a half years in the life of our congregation. Although the departure of Rev. Macklin will be difficult, we are resilient, and I have confidence that the ministers who come after her to help us in our transition will do their best, and that the congregation will make good choices after that for settled ministry for our congregation.

Carol Marks, your Church Administrator since 1992.

12/14/2021

ATTACHMENT C

Minister of Story and Ritual
Board Report 12-21

Thanksgiving and Procession of Giving services went well. The Procession of Giving drive-through drop-off was the most thorough ever, with an extraordinarily small number of missing gifts.

Set the bar low for Joy—small and joyful!

Covid memorial installation is slowly emerging, worked with Steve Krahnke to shift location of the rings to preserve sight lines in the sanctuary. $\frac{1}{3}$ of the number rolls are signed out, over $\frac{1}{5}$ are back.

Working with Methodist, Presbyterian and Episcopal ministers on an interfaith Longest Night service we will offer at 6PM this Sunday. Planning for a thoroughly hybrid solstice service. Families are invited, but so far no children are signed up to come.

Coming of Age Gifts Workshop. Supporting Coming of Age pairs in making plans to have fun together and beginning to prep for COA overnight, Covid willing.

Enjoying monthly play dates with Worship Arts Playgroup to play with ideas for the upcoming monthly theme.

Still hoping as I said last month that we'll have time early in the new year to talk together about our experiences of last year and move forward with clearer understanding of what happened for all of us.

-Emily