

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes April 20, 2022



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

Board members absent:

Ministers attending: Revs. Mary Ann Macklin, Bill Breeden, Emily Manvel Leite. Michele Grove

Present by invitation: Regina DiLavore

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Minister of Story and Ritual Report (Rev. Leite)
- B. RE Consultant's Report
- C. Treasurer's Report

I. Call to Order

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

II. Chalice Lighting

President Yoak lit the chalice.

III. Check-in

IV. Approval of the Minutes

President Yoak called for approval of the March Board minutes. Steven Gilbert so moved. After a second, the motion carried.

V. Ministers' Reports

A. Senior Minister's Report

Rev. Macklin updated the Board on the pledge drive. Compared to past drives, the current deficit is \$25K, but we have the potential to reach 610K. Rev. Macklin raised the possibility of soliciting congregants to donate their upcoming state tax refunds to close the gap. A letter will be sent out to that effect next week. President Yoak will contact other volunteers to assist in contacting those not yet pledged who pledged last year.

Rev. Macklin reported that she has hired Anabel Watson as the new Connections Coordinator. Se will work with Ann LeDuc for a month before taking over entirely.

B. Minister for Story and Ritual

Rev. Leite provided her written report (Attachment A) and answered several questions related to the contents.

C. Minister Emeritus

Rev. Breeden reported conversations with congregants that led him to believe that restrictions due to Covid are primarily responsible for some feelings of ambiguity about the church, but that most people are positive, which was helped by return of the coffee hour between services.

D. Religious Education Consultant's Report

Rev. Michele Grove spoke by Zoom to the board and provided a written report (Attachment B). The most important takeaway at this point is that changes to RE are not done, and that we are entering an interim period this coming year. Changes are not being imposed by her but have come about with congregational input. She emphasized the need to clarify that the previous RE program was good, but that the new one will be better.

VI. Treasurer's Report

Rick Slabach reported that UUCB is expected to do well for the rest of the year in that income is exceeding expenses comfortably. He reported as well that funds will be available from the operational reserves for next year without jeopardizing the reserve. His written report is Attachment C.

VII. Old Business

A. Interim and Contract Minister Searches

The search committee board members (Drew Schrader, Jane McLeod and Linda Pickle) reported that they have sent the position description for an interim senior minister to the UUA for review by potential candidates. Rev. David Pyle, speaking to the Board on Zoom, suggested that the board should also post for a contract associate minister immediately. This will allow UUCB to consider an appropriate senior/associate pair of candidates if such can be found. Drew Schrader said he would act on getting a position description and the word out immediately to possible candidates for the contract position.

VIII. New Business

A. Recommendations of New Board Members for Election in June

1. Recommendation of Linda Pickle

President Yoak moved that the Board approve Linda Pickle to stand for election to the Board At-Large in June. The motion carried.

2. Recommendation of Regina DiLavore

President Yoak moved that the Board approve Regina DiLavore to stand for election to the Board as Secretary in June. The motion carried.

IX. Housekeeping

Abby Gitlitz urged members to sign up as needed for upcoming announcement slots.

X. Executive Session

The Board entered executive session at 9:07.

XI. Adjournment

President Yoak adjourned the meeting at 9:20 p.m.

ATTACHMENT A

Minister of Story and Ritual Board Report April 2022

Reverend Emily Manvel Leite

Over the past month I worked too many hours and am currently planning some compensatory time off. Here is how I used my time:

- I co-created and offered a two year anniversary Covid Memorial Service, and I am working with a Methodist group in co-creating our installation. I am planning to wrap up the installation in late May.
- I supported the March Madness one-week pledge drive, particularly through identifying video segments and working with Hans to create the videos that were offered along with our daily emails.
- I completed the formal part of our Coming of Age program with nine youth/mentor pairs and Abby, Mary Ann and I welcomed three of the youth into membership. All of the youth and all but one mentor reported that they created strong bonds with their mentor or youth partner, and the group worked well together. I am now thinking with Stephanie and Michele about how these bonds might lead to more connections with the congregation and with one another. The Coming of Age group will share a final event/reunion in mid-May for a camp out or overnight (depending on weather).
- I created and offered the Coming of Age rituals and Sunday service.
- I co-created our Earth Day/Easter/Passover service with Stephanie, and offered it with Stephanie and Michele.
- I provided significantly more pastoral care than usual and attended a Team Tend gathering. I also attended NEST meetings.
- I began the Beloved Conversations program through Meadville Lombard to increase my skills in anti-racism/anti-oppression work.
- I attended a seminar about Land Acknowledgements and identified some local resources for further exploration of how to move forward in relationship with local First Nations.
- I recruited seven families to participate in our baby dedication which will be offered on May 8th.

ATTACHMENT B

Unitarian Universalist Church of Bloomington

Report to the Board

March 2022

Interim Religious Education Consultant, Michele Townsend Grove

In February, the interim religious education transition team (Beth Lodge-Rigal, Stephanie Kimball and myself) facilitated an in person listening session called, *Embracing the Interim: Exploring our Religious Education Identity*. These sessions looked at the congregation's current understanding and ideas of the present state of lifespan religious education. Excellent (if not easy) discussions came from these sessions including some rehashing of many misunderstandings of religious education staffing transitions. I am proud of this team and the professional and non-anxious way they handled difficult conversations.

There are three takeaways I have from these conversations.

1. As Rev. Emily Manvel-Leite stated at the March board meeting, the congregation is missing you (the board). The conversations pointed to a yearning to be in relationship with the board and have opportunities for conversation. This is not just about difficult topics. It is about relationship. I believe people really miss having conversations with the board!
2. Many conversations teetered between religious education and ministerial transitions. Since the community is preparing for Rev. Mary Ann Macklin's departure, this makes a great deal of sense. Part of some anxiety which arose focused on confusion and feelings about past transitions. Part of the anxiety was entangled with the current transitions. One thing to note is that all communication must be enhanced because messages are not soaking into the public psyche as readily as they did pre-pandemic.
3. I suggest continued communication and clarity around the specific role of senior minister and specific role of the board. What is the senior minister, minister, and staff work and what is board work? This will help people understand process and better navigate this time of transition.

I continue to work with religious education coordinator, Stephanie Kimbal to build systems and programs for lifespan religious education. Daily, we notice that we are starting from scratch! Systems that worked in January 2020 do not seem to be appropriate anymore. This is exhausting and yet we see that the work this spring will pay off in dividends next fall. Here are some highlights of this work:

- Volunteer teams are coming together. The need for volunteers at all levels is greater than those who are stepping up, but we are proud of those who are participating. As always, there is great talent in this congregation.

- There is a lifespan religious education development team in formation. The hope is that this team will work with religious education staff to dream, design, and implement the lifespan religious education program. Collaboration between professional and lay leaders makes this a rich experience.
- The middle high Our Whole Lives (OWL) program ended on March 6th with a very successful year. The leadership team exceeded in building a trusting and loving learning community. I am grateful to these leaders: Eve Cusack, Guy Loftman, Drew Schrader, and Margie Scradler.
- We are working on putting an Our Whole Lives program in place for next year for middle high aged students, elementary school aged students and adults. This is one program that serves as an excellent outreach to the community as well as a service to UUCB members and friends.
- I provided recommendations for religious education staffing to Rev. Mary Ann Macklin for F2023.

I am on staff until June 30, 2022 **and have set the following goals (these have been updated from my February 2022 report):**

1. To resource and recommend for future lifespan religious education staffing based on the outcomes of the Embracing the Interim sessions in January, February, and March. These recommendations are also informed by current programming and the congregation's mission and vision. A full report will come to the board in May or June and a summary of this report can be shared at the congregation's annual meeting.
2. To be sure that there are enough leaders for next year's Our Whole Lives program including the training of new leadership to mentor with experienced leadership.
3. To partially set up next fall's adult religious education program which will include a spiritual discernment program, an adult OWL program and much more.
4. To work with the religious education coordinator to create a 3-year learning cycle based on the congregation's mission. This will serve as the foundation for future programming.
5. To provide recommended updated to the current safer congregation policy utilizing Church Mutual recommendations as its foundation.
6. To establish a structure for professional childcare that can be utilized on Sunday mornings and beyond.

Thank you for all you do. I am happy to answer any questions which may arise and enter any conversations that may be helpful.

Michele Grove, Interim Director of Religious Education

ATTACHMENT C TREASURERS REPORT

The Finance Committee is bringing the documentation up to date on the T Accounts. It's not going as quickly as we anticipated.

As of the end of March, 2022, a straight-line income and expenses should be at 75%. Our Income was just slightly above 75% of the budget. Our Expenses are below that at just over 67%. Note that we still have not used or counted any of the \$50,000 we had earmarked from our Operating Reserve we thought we'd need for this year's budget.

Detailed financial statements are available on request.

The budget process is underway for the 2022-2023 fiscal year, but we still have some work to do. Our current draft has a target of \$755,500 for income and \$775,643 for expenses. The original pledge drive target of 650,000 has been lowered to 614,000 and we're not sure we're going to hit that. The income total includes another \$50,000 from the operational reserve. In spite of my misgivings last year of whether we could draw on the reserve 2 years in a row, it now appears that we will be able to do so without a serious impact on that reserve. (End of March total is at \$185,000, a small part of which may need to cover this year's budget.)

FY2021-2022 Income and Expense Projection													
	Begin	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Monthly Income (% of Budget)	0	18.07%	26.46%	32.28%	40.93%	45.68%	55.45%	62.28%	67.33%	75.17%			
Monthly Expense (% of Budget)	0	5.74%	16.86%	23.18%	29.65%	37.29%	44.17%	52.57%	59.28%	67.13%			
Target	0	8.33%	16.67%	25.00%	33.33%	41.67%	50.00%	58.33%	66.67%	75.00%			



