

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Draft Board Minutes

July 20, 2022



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Board members attending: Abby Gitlitz, Stuart Yoak, Steven Gilbert, Rich Slabach, Linda Pickle

Board members absent: Drew Schrader, Jane McLeod

Ministers attending: Rev Emily Manvel-Leite

Present by invitation: Nancy Olson

Submitted by: Regina DiLavore, Secretary

Attached Documents:

- A. Minister of Story and Ritual Report
- B. Nancy Olson - Report on Staff and Workings of the Church
- C. Stuart Yoak - GA Report
- D. Treasurer's Report

I. Call to Order and Chalice Lighting

President Abby Gitlitz called the meeting to order at 7:00 p.m., and lit the candle. A quorum of five out of seven members attended.

II. Check-in

III. Approval of the Minutes

Abby Gitlitz moved to approve the June Board meeting minutes. After a second, the motion carried.

IV. Reports

A. Report from the Minister for Story and Ritual

Rev. Manvel Leite reported on her activities as summarized in Attachment A.

B. Report from Nancy Olson

Nancy Olson reported on the staff and workings of the church as summarized in Attachment B.

C. Report from Stuart Yoak

Stuart Yoak reported on his attendance at the General Assembly as summarized in Attachment C.

D. Treasurer's Report from Rich Slabach

Rich Slabach presented the treasurer's report as summarized in Attachment D.

E. Exit Interview with Reverend Mary Ann Macklin

Abby Gitlitz had an exit interview with Reverend Mary Ann Macklin.

V. New Business

A. Congregational Transitions Interview with David Pyle

Abby Gitlitz, Jane McLeod, Linda Pickle and Stuart Yoak will meet and prepare for the Congregational Transitions Interview with David Pyle.

B. Formation of a Personnel Committee

Formation of a Personnel Committee has been placed in the parking lot. See Section VII.

C. Transition Team for Rev. Connie Grant

Abby Gitlitz will reach out to potential transition team members to gauge interest and will report back to the Board. The transition team will have a two year commitment.

D. Sponsoring Seminarian Madison Colquette

Madison Colquette will be asked to present to the Board to allow all Board members to meet her before endorsement.

E. Church Coverage for August

The next Board meeting will be August 17. Both Abby Gitlitz and Stuart Yoak will be out of town August 17-29. Regina DiLavore will be notified if a Board member must be present.

F. Communication with the Congregation

Board members will write at least two short paragraphs (100-200 words) per year in the Prologue. Sign-up will be via Sign-Up Genius. Communications to be sent to Carol Marks by the due date in Sign-Up Genius.

G. Board Member Roles in the Church (LLC, Leadership cultivation, etc.)

Linda Pickle will be on the SPF Committee

H. Future Things to Discuss

- Retreat Advance will be Labor Day, September 5. Time and location will be sent out.
- Reexamine Board Covenant was placed in the Parking Lot. See Section VII.
- Change in Robert's Rules of Order was placed in the Parking Lot. See Section VII.

VI. Old Business

None

VII. Parking Lot

A. Development of Personnel Committee

B. Reexamine Board Covenant

C. Roberts Rule of Order Change

VIII. Executive Session

The Board entered executive session at 8:50 p.m.

IX. Adjournment

President Abby Gitlitz adjourned the meeting at approximately 9:00 p.m.

ATTACHMENT A

Board Report July 19, 2022

Emily Manvel Leite, Minister of Story and Ritual

My main responsibility this past month has been to coordinate Sunday services: I created and offered the Summer Solstice service, with the help of several board members—thank you! It was good to have hands(and feet)-on activities in that service. People seemed really engaged with them this year.

The last week of June, I worked with Michele Grove to offer a service allowing time to grieve in the context of the SCOTUS decision to remove abortion rights.

The first week of July, Bill and I coordinated the service, addressing the brokenness we are experiencing now and how we might move towards healing.

The second week, David Pyle was confident he would be better and able to come to preach—until he wasn't, and we needed to pivot to his preaching on video. He addressed the interim process. It was somewhat difficult to understand him, due to a recording issue with his laptop. In this week's prologue, I will lift up his sermon and encourage people to watch it online, where the sound quality should be better.

This past Sunday, I worked with Scott Russell Sanders to put the service together. His telling about trees and nature and activism was a welcome moment of being absorbed into a story of hopefulness for me and, I've heard, for others.

Over the next two weeks, I'll be working with Jamie Hinson-Reiger and Forrest Gilmore. One note: I have been weaving a little more historical content into our land acknowledgement during the minister's welcome, sharing some of the history of the Potawatomi people.

Other things to report:

*I coordinated Splash of the Sacred picnic and pool party, supported by Drew Schrader and Celeste (and Mike) McGregor of the MAM Celebration Team.

*The staff unexpectedly didn't get the last few days of integrating MAM's departure and saying goodbye to her due to her catching Covid. This has been challenging, as we didn't get the closure we hoped for.

*We've welcomed Nancy Olson, our staff leader and support person for July. She and I have had meetings about my ministry moving forward. Thank you for approving funds for her presence, it is really helpful.

*Abby and I met. We discussed my letter of agreement, job description, and back up plans in case I am unable to be at a July service, among many other topics.

*I've spent time clearing the decks in my office after three years of neglect—what to keep and what to let go or hand on? This process has been interesting and challenging, especially in regards to the many decades of religious education materials I have. It is definitely highlighting that the past three years have been a time of a huge amount of change for me and for the congregation.

*I am working on identifying participants for Coming of Age for this year.

*The staff have been planning for the fall. We decided to move forward with Soul Matters themes for now, and I've worked on outlining the worship schedule. Several of us met to discern possible imagery to go with the themes. As a staff, we are holding all of these decisions lightly, knowing that we may need to change direction as the year unfolds.

ATTACHMENT B

UUB Board Report: July 2022

Nancy Olson, Transition Support

This month of transition support involves showing up with and for staff and key congregants as they navigate these weeks between Mary Ann's leaving and the arrival of Rev Grant. The mantras are... *Slow down. Breathe. Don't start anything new. Take care of self. Do what one needs to do to maintain. Lightly program for the coming year. Perhaps have some fun, too.*

I have mostly been responding to needs as they arise and run a little bit of interference. The staff has also started a list of items to discuss or review when Rev Grant arrives.

One prominent issue relates to personnel and the letters of agreement. Emily, Stephanie and Anabel each brought up their personnel concerns at our first supervision meetings. Emily's concern was resolved in her meeting with Abby. It appears that personnel discussions with Stephanie and Anabel have been lost in the transitions of Mary Ann, Ann and Michele. (3 key people Stephanie and Anabel have been working with). They both have questions about personnel policies/procedures, compensation. The salaries are not in question by either Stephanie or Anabel. So, good to go with payroll.

Abby and I have discussed this and Rich has been in the email loop. At this point, Stephanie and Anabel know that full resolution will need to wait until Rev Grant arrives.

Connections:

Attending Thursday morning TEND meetings facilitated by Anabel;

Leading July staff meetings on Thursdays;

Weekly "supervisory" meetings with Emily, Stephanie and Anabel;

In touch with Carol re: personnel and general staff support;

Staying in touch with Abby via phone and email;

Initial conversation with Mary Ann;

Still need to connect with Michele;

Attending July Board meeting;

Attendance at 2 Sunday services, expect to attend again on July 31. Will be on call for Emily if needed on July 24.

ATTACHMENT C

Notes on attending UUA General Assembly 2022 in Portland, Oregon Stuart D. Yoak

UUA Opening General Session

Rev. Bill Sinkford, Rev. Meg Riley, and Rev. Charles DuMond led this opening session. Supported by a very large Choir and Orchestra.

All of the General Session programs had signers for the hearing impaired and three large projection screens with simulcast transcriptions for hearing impaired.

As part of each speakers' introduction they described themselves with a visual description (gender, color and style of hair, type of shirt, general age, etc.) for those who could not see them. All of the General Sessions were recorded, and I am hoping this fall to show some of the absolutely outstanding presentations.

Notes on a few of the Break-Out Sessions

Beyond Welcome: Building Communities of Love In-Person

- UU's working together is powerful and joyful work.
- An important key to success is building and maintaining a **covenant** with those we work and to help us organize our efforts as we work together on committees and projects in the church.
- Video: A Conscious Act to Stay Engaged
- Taking time with one another to share what feeds our soul and brings joy to all of us

Session Speaking Justice in the Language of Our Faith

- The power of language.
- UUs have stood by and let the Religious Right co-opt spiritual language and the meaning of terms such as "Faith" – "God" – "Spiritual".
- UU's need to reclaim the power of these terms. Call it "Bumper Sticker Theology".

Session on Environmental Justice and Action

- Brief account of the history of the City of Portland:
 - A rich side and the poor side of town.
 - Many of those living in the poor sections of Portland rarely vote.
- UUs helped citizens in these poorer neighborhoods to organize a grass roots effort to pressure the City to create parks in these poor sections of town.
- UUs helped citizens pass a ballot initiative to create a Clean Energy Fund that established a 1% business license surtax.
- Today, that surtax raises \$44Million dollars annually.

Session on Implementing the 8th Principle

- The presenters in this session focused on a variety of ways UU Congregations are answering the call to be accountable and to take action on implementing the 8th Principle.
- The Board charged itself to discuss and identify how they, as the Board, would integrate the 8th Principle into their work.
- The Board charged each Church Committee to discuss and identify how they would integrate the 8th Principle into their work and requested these committees send report(s) to the Board so that these actions could be shared with the Congregation.
- The Board charged the Religious Education Leaders to discuss and identify how they would integrate the 8th Principle into their work and requested they send report(s) to the Board so that these actions could be shared with the Congregation.
- The Board charged the Ministerial team, Choir/Music, and Staff to discuss and identify how they would integrate the 8th Principle into their work and requested they send report(s) to the Board so that these actions could be shared with the Congregation.

General Assembly Report from Rev Susan Frederick Grey

Rev. Grey drew upon the quote from A. Powel Davies "Who are we called to be?" to introduce her remarks and to challenge us as a prophetic church that proclaims it is love that makes us free.

- How is love calling us?
- How do we widen the circle of love on the world?
- How do we create more Joy in the world?

Saturday – The Ware Lecture

- Pictures and the names of the previous Ware Lecture Presenters.

- Rev. Grey introduced and welcomed Ibram X. Kendi, the Mellon Professor in the Humanities at Boston University and the author of How to be an Anti-Racist and Raising and Parenting Anti-Racist Kids, to join with her in a conversation on racism today and his current work.

Sunday Worship Service

- Choir, orchestra, jazz band, and signing opened the worship service.
- Terrific & Inspiring Preaching by three ministers.
- Choir, orchestra, jazz band, and lots more signing.