

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Board Minutes

January 17, 2023



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Board members attending: Abby Gitlitz, Jane McLeod, Linda Pickle, Rich Slabach, Mary Craig, Drew Schrader

Board Members Attending via Zoom: Regina DiLavore

Board members absent: None.

Ministers attending: Rev Connie Grant, Rev Emily Leite

Guests attending: None

Submitted by: Regina DiLavore, Secretary

Attached Documents:

- A. Lead Minister's Report

I. Call to Order and Chalice Lighting

President Abby Gitlitz called the meeting to order, and the chalice was lit. A quorum was in attendance.

II. Check-in

III. Approval of the Minutes

December minutes were approved. The motion was seconded and approved.

IV. Reports

A. Report from Lead Minister

Board discussed the member questionnaire. Rev Connie Grant reported a 20% response rate which is excellent. A reminder will be sent out.

The Governance Review Working Group has begun meeting and plans to propose By-law amendments to the Board. Once By-laws are revised and voted on at the Congregational meeting, the working group will begin to consider policy revisions.

Rev. Grant also reported that she is working on reorganizing the caregiving group and is planning on a worship team of 5-6 individuals.

The Interim Lead Minister Report is provided in Attachment A.

V. New Business

A. Assessment of Effectiveness of Ends Statement

The board discussed how ends are measured, including potential input from the Congregation. The Lead Minister conducts an ends interpretation and the Board accepts the executive division of ends. Currently the Board needs to assess our current ends statements to evaluate if the executive is in compliance with the ends statements. The Board agreed that Rev. Grant report was organized in line with and responding to our current ends statement.

B. Senior Minister Statement of Cash Flow

The January 2023 Senior Minister Statement of Cash flow was discussed.

Discussed creating a sustainability reserve fund for when the church needs plant equipment (e.g., water heater) so that more sustainable energy efficient units can be purchased.

C. Reflections on Article II Discussion

Approximately 43 people attended the meeting. The UUA Board met the week of January 16 and an article was published in the Prologue. A new draft has been published.

D. Update on Church Safety Procedures

Deferred

VI. New Business

A. Stewardship

The Board members and others on the stewardship Team are planning an event to celebrate donors and other activities during the annual stewardship drive.

B. Create Timeline for Formation of Search Committee

Timelines were discussed for messaging and nomination to the committee.

C. How delegates are chosen for GA and why it matters

The Board discussed how delegates are chosen for GA as well as the application process, education, and timeline.

VII. Housekeeping

Board members have signed up for announcements through January 15.

Signups for Prologue articles are needed for mid-January.

VIII. Topics for Future Consideration

A. Town Hall Ends Discussion

Potentially schedule in the future.

B. Pledge Statements

Checks should be labeled as a pledge.

IX. Executive Session

The Board entered executive session at 9:26 p.m.

X. Adjournment

President Abby Gitlitz adjourned the meeting at approximately 9:44 p.m.

ATTACHMENT A

Date: January 18, 2023, 2022
To: Board of Directors
From: Rev. Connie Grant, Interim Lead Minister
Subject: Monthly Report, January, 2023

1. Results of the member questionnaire:

158 total responses to date (with a deadline of Jan 26).

Desired contact:

6 I would like to be contacted by Rev. Connie Grant, Interim Lead Minister

9 I would like to be contacted by Anabel Watson, Connections Coordinator

1 I need some help and hope the church may be able to provide assistance (we will follow up with you to find out more about what you need)

Church attendance:

68 I attend Sunday services in person regularly (usually 3-4 times/month)

43 I attend Sunday services in person occasionally (usually 1-2 times/month or less)

21 I attend Sunday services online regularly (usually 3-4 times/month)

37 I attend Sunday services online occasionally (usually 1-2 times/month or less)

22 I do not currently attend Sunday services

Program participation:

109 I participate in ongoing programs of UUCB (Chalice Circle, Humanists/Freethinkers, Earth Kin, or other group)

1 I would like assistance connecting with programs and activities of UUCB

UUCB membership:

142 I want to continue my commitment and involvement as a member of UUCB

12 I want to deepen my commitment and involvement as a member of UUCB

3 I have moved on and no longer want to continue my membership in UUCB

2. The Governance Review Working Group has begun meeting, with the plan to propose Bylaw amendments to the Board, which can then be presented to the congregation for a vote at the annual meeting. Once recommendations about the Bylaws are complete, the Working Group will begin working on revised Policies to recommend to the Board.

3. Reporting against Ends

Seeking the Spirit

- a. First graders will be participating in an Age of Reason ceremony on January 22
- b. Youth Group is planned to begin meeting in February
- c. Discussion of the new Article II draft led by Guy Loftman and Stephanie Kimball is planned for Feb. 12.
- d. Rev. Emily and Stephanie are organizing a pilgrimage to the Legacy Museum May 29-June 1.
- e. Dementia training (with lunch) is being planned for early Spring.
- f. Stephanie is producing a winter-spring Adult Religious Education prospectus of classes and other offerings, to be published January 20.

Building Community

- a. Rev. Emily and I are recruiting a Worship Associates Team, with a charter to creatively and practically support Sunday (or other) services
- b. The Pastoral Care Associates Team (renamed from Team Tend) is being expanded from current 2-3 members to 5-6 and will have orientation about their roles in tending to the needs of the congregation.

Changing the World

- a. Social Justice Task Forces will offer an opportunity for congregants to get involved in the work that they do, after the service on Jan 22. The planned name of this event is "Living Our Values (Everyday)."

4. Regarding Ends:

According to John Carver, "The ends concept—unique to Policy Governance—is a very special type of goal, one that designates the results for which the organization exists, the recipients or beneficiaries of those results, and the worth of the results or the results for certain recipient groups." As Dan Hotchkiss ("Governance and Ministry") notes, "Carver relies heavily on the distinction between ends and means—what we intend to accomplish versus how we are going to do it." And Hotchkiss further notes that the distinction cannot always be made so clearly, because "'how' we do things is a major part of 'what' we want to accomplish."

I think of "ends" as deeper than goals. Not just what are we going to accomplish this year—although that is clearly important—but what do we exist to do. Are we doing it? When we "monitor" ends, we assess what progress we have made in working toward those ends. What work have we done? What work are we doing? We can then periodically assess whether our means are effective in working toward our ends, and whether our "ends" (and/or our means) need to be revised. Not that we will at some point say "been there, done that, don't have to do it anymore," but that based on our articulation of why we exist, are we living into our reason for being?

Although Carver disparages mission statements and Hotchkiss is not a fan of ends statements, "Ends" can be a tool for finding the "zone of overlap between the board and staff that includes both discernment and strategy" (Hotchkiss) in order to facilitate articulating and achieving "expectations for organizational performance" (Carver).