

Unitarian Universalist Church of Bloomington, Indiana
Seeking the Spirit, Building Community, Changing the World



Board Minutes
February 15, 2023

I. Call to Order and Chalice Lighting	2
II. Check-in	2
III. Approval of the Minutes	2
IV. Reports	2
A. Report from Lead Minister	2
V. New Business	2
A. Special Purposes Fund (SPF)	2
B. Music Director's Report	3
VI. Old Business	3
A. Stewardship	3
B. Personnel Policy	3
VII. Housekeeping	3
VIII. Topics for Future Consideration	4
IX. Executive Session	4
X. Adjournment	4

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

Board Members Attending via Zoom: Regina DiLamore

Board members absent: None.

Ministers attending: Rev Connie Grant, Rev Emily Leite

Guests attending: Andrew Appel

Submitted by: Regina DiLamore, Secretary

Attached Documents:

- A. Lead Minister's Report
- B. Special Purposes Fund Committee Board Report
- C. SPF Update on Socially Conscious Investing
- D. UU Music Directors Board Report

I. Call to Order and Chalice Lighting

President Abby Gitlitz called the meeting to order at 7:07 pm and Mary Craig lit the chalice. Jane McLeod took attendance. The Board reached a quorum.

II. Check-in

III. Approval of the Minutes

Regina DiLavore moved to approve the January minutes. The motion was seconded and approved.

IV. Reports

A. Report from Lead Minister

The Board discussed the high response rate for the congregational survey. A follow-up will be sent closer to the pledge drive.

Rev Connie provided an update on the Governance Committee work. The Board will be able to consider amendments to the Bylaws within the next few months.

An update on the transition team activities was also discussed. The RE meeting and worship associate team was discussed.

The Board appreciates the submission of the Interim Lead Minister Report. The report is provided in Attachment A.

V. New Business

A. Special Purposes Fund (SPF)

Andrew Appel reviewed the Special Purposes Fund Report and socially conscious investing and fossil fuel divested investing. Currently 9% of UUCB investing is in fossil fuel divested investments. The Board discussed potentially purchasing a more efficient HVAC system.

The Special Purposes Fund Committee Board Report and SPF Update on Socially Conscious Investing Report are provided in Attachment B and C.

B. Music Director's Report

The Music Director's Report is provided in Attachment D.

C. Senior Minister Religious Education Update

The Senior Minister's Religious Education Update is provided with the Interim Lead Minister's Report in Attachment A.

D. Review and update Board Position Descriptions

Abby Gitlitz advised that the Board Position Descriptions must be updated annually. The Board discussed required updates and the Board Position Descriptions will be revised in March.

E. Set Date of Congregational Meeting

The next Congregation meeting will be June 4, 2023 at 2 pm.

VI. Old Business

A. Stewardship

The Stewardship celebration will be April 1 from 11-4 pm. The festivities will include a thank you brunch, social justice activities, six-word activity for the transition and a musical performance.. The Board discussed revising the stewardship format moving forward.

B. Personnel Policy

The Board discussed the personnel policy manual. The manual has been revised and is a completely new document. The main item of discussion was whether the Board will update the manual to reflect the UUA recommendations for health insurance coverage or whether we will wait for the results of the stewardship campaign before deciding whether we can offer more generous benefits. There was general support for providing more generous benefits but also some concern about doing so before the campaign has concluded. The manual will be reviewed one more time and voted on by the Board in March. The Board discussed when the new personnel policy manual will be adopted.

C. Personnel Committee

The purpose of the committee is to support the Board, advise and support the lead minister. Members of the committee will be appointed by the Board.

D. Bimonthly Forum Topics and Lucy Booth

- February 19 – General Assembly

- April 16 – Green Investing

VII. Housekeeping

Board members have signed up for announcements through April 16.

Board members have signed up for Prologue Articles through April 17.

VIII. Topics for Future Consideration

None discussed.

IX. Executive Session

The Board entered executive session at 8:51 p.m.

X. Adjournment

President Abby Gitlitz adjourned the meeting at approximately 9:21 p.m.

ATTACHMENT A

Date: February 15, 2023
To: Board of Directors
From: Rev. Connie Grant, Interim Lead Minister
Subject: Monthly Report, February, 2023

1. 550 members have been certified with the UUA as of February 1, 2023. 561 members were certified in 2022.
2. Final results of the member questionnaire as of Jan 30:

261 total responses (plus some additional messages to me indirectly responding to the questionnaire).

Desired contact:

- 10 I would like to be contacted by Rev. Connie Grant, Interim Lead Minister
- 19 I would like to be contacted by Anabel Watson, Connections Coordinator
- 5 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:

- 96 I attend Sunday services in person regularly (usually 3-4 times/month)
- 72 I attend Sunday services in person occasionally (usually 1-2 times/month or less)
- 33 I attend Sunday services online regularly (usually 3-4 times/month)
- 65 I attend Sunday services online occasionally (usually 1-2 times/month or less)
- 40 I do not currently attend Sunday services

Program participation:

- 158 I participate in ongoing programs of UUCB (Chalice Circle, Humanists/Freethinkers, Earth Kin, or other group)
- 8 I would like assistance connecting with programs and activities of UUCB

UUCB membership:

- 225 I want to continue my commitment and involvement as a member of UUCB
- 23 I want to deepen my commitment and involvement as a member of UUCB
- 9 I have moved on and no longer want to continue my membership in UUCB

This felt to me like a very and useful and productive exercise, laying groundwork for the upcoming pledge drive and potential follow-up review of the membership roll.

3. The Governance Review Working Group has begun analyzing current Bylaws and discussing proposed changes. Proposed amendments will be presented to the Board for approval. A Q&A meeting for the congregation is planned for approx. 30 days before the annual meeting, where they will be voted on by the congregation. Once recommendations about the Bylaws are complete and submitted to the Board, the Working Group will begin working on revised Policies to recommend to the Board.

4. Transition Team activities

a. Unfinished Business?

Sunday, March 5, 1:00 – 2:30 pm

UUCB Members and Friends,

Your Interim Lead Minister and Transition Team are offering an opportunity for you to process your thoughts and feelings about the departure of ministers from UUCB in recent years.

This will be a loosely-structured opportunity to share thoughts and feelings with each other and with your Interim Lead Minister. Are there things you wish had been different or that you had done differently? Even if you have mixed feelings, is there appreciation that you wish you could have expressed to any of the ministers who have left?

This coming spring, your Ministerial Search Committee will be chosen and will start working toward the goal of calling a new settled Lead/Senior minister to begin serving you in August, 2024. Will you be ready to welcome a new minister, or is there “unfinished business” related to previous ministers that is keeping you from moving forward?

You are also welcome to make an appointment with me to privately discuss whatever has come up for you.

In faith and hope,

Connie

Rev. Connie Grant

Ground rules

Identify yourself by name

respect each other’s privacy

respect each other’s truth

report on your own experience

Overview of history

many stories, all true, depending on which piece of the larger story you experienced.

no one narrative: mosaic of narratives

different people experience different aspects of a ministry

Wishes

Are there things you wish had been different or that you had done differently?

Appreciations

Even if you have mixed feelings, is there appreciation that you would still like to express to any of the ministers who have left?

b. Clear the Air, Religious Education Parents

Dear Parents of Infants through High Schoolers at UUCB,

As you are likely aware, over the past ten years or more there have been controversies surrounding the staffing and planning of UUCB's religious education program for children and youth.

For some, experiences may have been painful. For many, reasons for decisions that were made or actions that were taken may have been unclear.

Regardless of your feelings about how well religious education at UUCB is working now, are there things you were uncomfortable with on the path that was taken to arrive at this place?

Do you wonder how parents' input is invited into decision-making around religious education programming at UUCB?

If you'd like to talk with me and with each other about any of these things or anything else related to religious education at UUCB, I invite you to a conversation on **Saturday, [April date TBD], 3:00 – 4:30 pm** in the church library. Sarah Kopper and Kelly Rockhill, who are Transition Team members as well as parents, will also participate. Childcare will be provided.

I'd also be glad to meet with you individually to talk about any questions or concerns you may have. Please contact me at Constance.L.Grant@gmail.com to schedule a time to meet.

Looking forward,

Connie

Rev. Connie Grant, Interim Lead Minister

5. Reporting against Ends

Seeking the Spirit

- a. A report on lifespan religious education from Stephanie Kimball is included as Appendix A.
- b. In-person attendance at Sunday services seems to be trending upward, currently in the neighborhood of 140 Sundays. A few more chairs are being set out each Sunday. Number of viewers on Vimeo varies. Typically around 30. On recent Sundays, 100 and 81 were reported.

Building Community

- a. A Worship Associates Team, with a charter to creatively and practically support Sunday (or other) services, has been recruited and a first meeting is scheduled at the end of February. They should become visible in March and will participate in planning and implementing a multigenerational service on April 2.
- 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 in March about their roles in tending to the needs of the congregation. A "commissioning" ceremony is anticipated as part of a worship service in the spring.

Changing the World

- a. Social Justice Task Forces are active! The Prologue newsletter details some of the ways they are involving congregants in their work.

Religious Education Update

Stephanie Kimball, Director of Lifespan Religious Education

February, 2023

Current Programming:

- Religious education courses for children and youth:
 - *Spirit Play*. This Sunday morning program for young children (ages 4-6) is generally well attended, with 5-9 children present each week. There are five trained and highly experienced teachers who have been working consistently since we returned to in-person activities, and a couple of additional volunteers who have been willing to step in at the last minute when needed. The children and their families seem to be building community among themselves; I am looking for ways to support and encourage that.
 - *Kids' Club*. The Sunday morning program for elementary children (ages 7-12) continues to focus on building community. Guests from various task forces have shared activities related to their issues, giving children and adults a chance to meet each other. We also discuss stories and what they reveal about Unitarian Universalist values and heritage.
 - *OWL (Our Whole Lives)* for 7th & 8th graders continues until March 6, and continues to be a very successful program. Facilitators are Abby Gitlitz, Matt Stonecipher, and Pat Slabach.
 - *OWL (Our Whole Lives)* for 4th & 5th graders will be offered this spring, led by Pat Slabach and Eve Cusack. If facilitators are available and there is enough interest, we will also offer OWL for 2nd graders this spring. These age groupings are atypical, as we are still working to "catch up" after the pandemic disruptions. Next year we expect to be able to begin a regular rotation of the various age-group offerings.
 - *YRUU (Young Religious Unitarian Universalists, aka Youth Group)* has just restarted, meeting on February 5 for the first time since March of 2020. Three youth advisors and I will try to keep up a weekly meeting schedule this spring, though ideally there would be 6-8 adults involved.
 - In March and April, there will be a new 5-week offering for children ages 4-7 called *Yoga Adventures: Mindful motion and stories*, taught by Kelly Rockhill.

- Religious Education for Adults
 - This spring we have four programs aimed at various aspects of building beloved community. The *21-day Racial Equity Challenge* is an asynchronous activity that encourages people to choose from a list of readings, videos, podcasts, and more in

order to deepen their knowledge and understanding of past and present racism in our country. A two-hour workshop called *Raising Anti-Racist Kids* will provide an overview of issues, resources, and options for more in-depth programming. Dr. Alex Lichtenstein of Indiana University will be making a presentation about, and then leading a tour of, the exhibit *Unmasked* that he and colleagues have brought to IU, featuring historic anti-lynching art exhibits. And in May, Rev. Emily Manvel Leite and I will co-lead a *trip to the Legacy Museum* and historical sites in and around Montgomery, Alabama. The goal of all these activities is to further our congregation's awareness of systems of oppression and deepen our commitments to change.

- We have two offerings that are aimed at building greater understanding of Unitarian Universalism. Stuart Yoak's *Journey through Unitarian Universalist History* helps participants understand our faith's historical roots and the cultural contexts that shaped the formation and evolution of our denomination. *Article II discussions* offer opportunities for participants to examine our current principles and sources, and to consider the proposed revision put forward by the Article II Commission.
- Three programs are focused on spiritual growth. *Shambhala Meditation*, led by Sarah Flint, invites people to start or deepen their meditation practice. *The Inner Work of Age*, co-facilitated by Rev. Emily Manvel Leite and myself, holds space for people to explore the work of becoming an elder rather than simply growing old. And *Listening In*, co-facilitated by Denise Breeden-Ost and Angi Sullivan, which has been meeting since the fall and continues through May, is an opportunity for spiritual deepening.
- One program this spring, *Saving Us: Responding to Climate Change* led by Molly O'Donnell, delves into the faith basis of our actions to reduce our carbon footprints.
- *Understanding Dementia*, led by Dayna Thompson from IU Health, aims to build community by increasing our understanding of dementia and our ability to help those struggling with it.
- *Create Your Unitarian Universalist Path* is a new course designed to help people identify their needs, preferences, and goals and to develop an individualized, intentional path for personal growth and participation as a Unitarian Universalist.
- Childcare
 - We now have four regular childcare providers, two college students and two high school students.
 - Autumn Harff now acts as Childcare Team Leader, and has taken over the day-to-day scheduling and communication tasks.
 - Childcare is now available on Sunday mornings, as well as for many Sunday afternoon programs, and Thursday evening choir practice.
- Library
 - The children/youth library has been moved from the upstairs hallway to room 106. Most of our materials are now in that room, but are not yet fully organized.
 - The Fuchs' Library Committee has suggested expanding that collection to include more topics important in religious education. We are exploring the idea of adding shelving along the west wall of the library.

- Both collections are in the process of being scanned for an online catalog. We are also upgrading our check-out process, with the help of our Technology Coordinator Hans Kelson.

Additional Activities

- Lifespan Religious Education Fair. Showcased offerings for all ages; January 29.
- Education Matters, the monthly religious education newsletter
- Planning Center Sharing. Continuing to explore ways to make use of our new database, learning and sharing with other staff
- Age of Reason Ceremony and Celebration with Emily Manvel Leite (postponed to Feb. 26)
- Social Justice Circle. Building relationships with social justice leaders by attending the monthly Social Justice Circle meeting whenever possible
- Chalice Circle Service Projects. Communicating with Chalice Circle leaders about potential service projects to benefit religious education programs and providing support needed for their members to do the projects

Staffing notes

Director of Lifespan Religious Education

In December, Reverend Connie Grant suggested adding “Lifespan” to my job title to help dispel the persistent myth that religious education is solely for children.

Religious Education Coordinator

Curt Swedran is currently working 10 hours per week as Coordinator. With this amount of time available, he is able to help mainly with Spirit Play (preparing materials, communicating with volunteer teachers) and OWL (preparing materials), and to help out as needed on Sunday mornings. Without an increase in hours for this position, it seems unrealistic for a Coordinator to do very much more than what a Religious Education Assistant would typically be expected to do. We continue to explore ways for Curt to gain experience with religious education curricula and practices.

Childcare Team Leader

Autumn Harff was promoted to this position in January. She now coordinates the schedule for childcare staff, including the frequent last-minute changes, and serves as a liaison between childcare and DLRE.

Professional Development

- On February 15 I will complete a Renaissance Module, the *Philosophy of Religious Education*, led by Adena Dannouf and Mary Shelden.
- In addition, I am enrolled in a year-long Wellspring course for religious professionals.

Challenges and New Directions:

The main challenges for children and youth religious education continue to be a shortage of adult volunteers and inconsistent attendance.

While there is a healthy number of Spirit Play teachers and a group of children who attend fairly regularly, Kids' Club is a different story. We currently have only one volunteer teacher, who is only available once per month. While there are 18 children enrolled, only 6 have been coming frequently (1-3 attend most weeks) and 6 have never attended. This makes it difficult to build relationships, let alone build on content. Parents I have spoken with have all said that they come as often as they are able, and that the children enjoy themselves when they are here, but schedules are complicated and there are many demands on families' time.

Partially as a response to this situation, I plan to experiment in the coming weeks with having the elementary-aged children build connections with the broader community by being present – and participating – in the worship services. I will be creating materials to help them make sense of the various elements of our services, and will work with Reverend Grant to find or create opportunities for young people to participate in various ways. Following the service, we'll meet briefly for special kids' activities, snacks, conversations, and more.

As mentioned above, we are also trying to re-start our high school youth group, YRUU. This cohort faces the novel challenge of having to rebuild without the benefit of seniors and juniors who have experienced UU "youth culture" and carry on the group's norms and practices. We're fortunate to have a couple of former youth group members helping with occasional mentoring, and also to have one experienced youth advisor. However, with a total of just three youth advisors (plus me), it is a challenge to keep up with a weekly meeting schedule – and difficult to build momentum as a group if we meet less often.

As OWL draws to a close, I would like to build middle school programming (YUUMS) that would capitalize on the bonds formed over the past several months. Unfortunately, we currently do not have adult volunteers to make this feasible.

It would be extremely beneficial if middle and high schoolers could attend youth cons this spring, and go to GA in June. However, this would require support from the congregation in the form of funding and also adult chaperones (for cons) and sponsors (for GA). And, of course, the youth themselves would need to see value in these activities.

Budget Priorities for 2023-24

Because religious education now looks rather different than it did a few years ago, our spending needs are shifting, too. For instance, while we are not going through art supplies at the same pace as we did when 150 children attended weekly, we are frequently providing meals for the congregation to make it more feasible for people to stay for lifespan religious education programming after the service. As we experiment with and further develop this model, we may find that this should not be a religious education expense *per se*, but at the moment this is the budget we are drawing from for these resources.

Aside from meals, here are some other areas that I believe need some significant funding support in the coming year(s):

Library expansion. As mentioned above, both our adult (Fuchs') and children/youth libraries are expanding to lifespan religious education. For instance, we have very little available for older children, teens, and young adults; very few resources specifically for parents, and little addressing the spiritual paths of elders. The Library Committee plans to hold a Book Fair in the spring of 2024, and may also generate a "wish list" to guide donations, but some funding support will be necessary as well.

Adult religious education. In our current budget, there is a small amount set aside for the "ARE Committee." However, adult religious education often requires the purchase of books and other materials, supplies, and refreshments. Even when participants generally purchase their own books, we always make copies available for loan so that expense is not a barrier keeping people from enrolling.

OWL. There is a lot of interest in expanding our OWL offerings to make it truly a lifespan program at UUCB. This will require the purchase of additional curriculum materials for adults as well as for young adults and older adults. Also, the curriculum for grades 1-2 has recently been updated, so we will need to replace our old materials for that age group. The Reproductive Justice Task Force generously provided funds to train four new facilitators this year, but we will need to continue training new people in order to expand our programs (and to replace those who are no longer teaching.)

Support for volunteer teachers. This year, two congregation members created a curriculum for a year-long course they named *Listening In*. While they have been generously providing volunteer hours, they did ask for financial support for spiritual direction. I believe that it is appropriate and important for those who are holding space for others' spiritual growth to be held in turn by spiritual directors funded by our congregation. I believe that making this sort of support available for more of our volunteer teachers could begin to change the culture of religious education teaching in much-needed ways.

Childcare. Much of our childcare toys and furnishings are old, worn out, and/or broken. Since the childcare room is one of the first (and perhaps most important) points of contact for many new members or attendees, it seems worthwhile to invest in some upgrades in this area.

Conclusion

The needs and priorities of religious education continue to shift and evolve as we work to establish a truly lifespan program, within the context of a world unsettled by a long and ongoing pandemic. My intention is to keep observing and listening, to better understand the emerging energies and needs of our congregation, while experimenting with creative ways to approach religious education for all ages and stages. I deeply appreciate the support of the ministers, staff, board members, volunteers, and participants as we make this journey together.

ATTACHMENT B

Special Purposes Fund Committee Board Report

July 2022 through December 2022 (quarters 23Q1 and 23Q2)

Investment Funds	Notes
Name	Ending Balance
Operational Endowment	92,625.87
Operational Available	174,699.48
Special Purpose Endowment	163,051.75
Special Purpose Available	283,534.85
Totals	713,911.95

Accounts

Ending Balance	Name	Classification	Notes
61,539.20	Checking register (Cash)	Group One Assets	
385,520.44	Vanguard Wellington Fund (Admiral Shares)	Group One Assets	
24,874.59	Vanguard Brkrgr (FFD): Parnasus (PARNX)	Group One Assets, FF Divested	C
18,027.81	Vanguard Brkrgr (FFD): S&P 500 ex-Energy (SPXE)	Group One Assets, FF Divested	C
20,556.63	Vanguard Brkrgr (FFD): Money Market Fund	Group One Assets, FF Divested	C
0.00	R.W. Baird (FFD): Parnasus (PARNX)	Group One Assets, FF Divested	C
0.00	R.W. Baird (FFD): S&P 500 ex-Energy (SPXE)	Group One Assets, FF Divested	A,C
83.10	R.W. Baird (FFD): Cash	Group One Assets, FF Divested	B,C
101,371.55	Vanguard Inter-Term Inv.-Grade Bond Fund	Group Two Assets	
101,938.63	Vanguard Short-Term Inv.-Grade Bond Fund	Group Two Assets	

Proportions

Checking	9% Equities	43% Bonds	48%
----------	-------------	-----------	-----

Transactions

Date	Description	Amount
Transfers		
	Checking to Vanguard Bond Funds	40,000.00
	From Legacy Fund to Paris Pledge Fund	344.30
	From C Robertson Endowment to C Robertson Income	4,436.88
12/19/2022	From SPF Checking to Vanguard Money Market Fund	10,000.00
12/27/2022	From R. W. Baird to Vanguard Brokerage: PARNX	24,545.13
12/27/2022	From R. W. Baird to Vanguard Brokerage: SPXE	17,980.49
12/27/2022	From R. W. Baird to Vanguard Brokerage: Money Market	10,537.93
Income [Deposits]		
7/15/2022	mem John Woodcock	100.00
8/17/2022	mem Al Strickholm	500.00
11/5/2022	Donation to Endowment	25.00
12/15/2023	mem Barbara Spencer Edmonds	50.00
	Income Total	675.00
Expenses		
8/11/2022	UU Church: memorial garden irrigation system	2,000.00
8/14/2022	GGI Services: down pmt for fence in memorial garden (Robertson funds)	1,600.00
8/19/2022	UU Church: music commission, Kirchner piece for water communion, Swaney fund	4,000.00
9/20/2022	HFI: partial payment for 2 HVAC heat pump units	14,280.71
12/11/2022	First Book Monroe Co: grant	750.00
12/16/2022	ONB: Stop payment fee for lost Social Justice grant check	38.00
12/21/2022	Termination fee charged by R.W. Baird for moving funds to Vanguard Brokerage	150.00
	Expense Total	22,818.71

Comments

At Board request, SPFC is now managing investment and reporting of the Operational Endowment and Operational Available Fund, which receives the endowment distributions as well as savings. Board maintains control of Operational Available Fund expenditures.

Group One Assets are allocated among all Endowment and Available Investment Funds in proportion to their balances. Group Two Assets are allocated among Available Investment Funds in proportion to their balances.

Terminology has evolved for clarification and to match the quarterly report format most recently updated in Feb 2022, with look-back to 21Q3. See online document at tinyurl.com/spfc-report-guide for a detailed description.

In the future a donor's name will only be associated with those funds if the donation equals or exceeds \$40,000.

Committee

Approved by Andrew Appel (Chair), Rich Slabach (Board Treasurer), Ruth Ayd, Linda Pickle (Board appointed), and Doris Wittenburg

Notes

- A SPXE fund may be closed due to small size (\$27M total investment).
- B 12/30 SPXE dividend of \$83.10 arrived in Baird account after 12/27 transfer of assets to Vanguard.
- C R.W. Baird assets transferred to a newly established brokerage account at Vanguard in December, 2022.

Report
Generated 2/9/2023 16:41:35

ATTACHMENT C

SPF Update on Socially Conscious Investing

Our Fossil-Fuel-Divested funds have been held first at Hilliard Lyons and then R. W. Baird (after their acquisition of H.L.) since inception in 2016. Baird indicated in fiscal 23Q1 that they would prefer that we find another brokerage house. New federal laws made it increasingly difficult for them to advise non-profits.

Since we rarely use their advisory services, SPF established a brokerage account with Vanguard with the help of Rev. Grant, Abby Gitlitz and Carol Marks. Signatories are Rich Slabach, Ruth Aydt and Andrew Appel. This was completed in early December, 2022.

All of the assets held at R. W. Baird were then transferred, in kind, to Vanguard in late December, 2022. One of the held accounts, SPXE (a S&P 500 index fund that withheld investment in fossil fuel producers) was so small at \$21M total investment that R. W. Baird had closed it to further investment. This asset was sold on February 10, 2023.

The SPF Committee met on February 9 to review finalists for new investment. The list was generated by screening funds for their alignment with the Paris Climate Accord using [impactmap.org](https://www.impactmap.org) and then further screened using the Fossil Free Fund screener recommended by Molly O'Donnell. The committee chose the First Trust NASDAQ Clean Edge Green Energy Index Fund (QCLN) due to its size (>\$1 billion total investment), 5-year and 1-year performance number and reasonable expense ratio.

The cash balance generated from the existing funds in the Vanguard Money Market and sale of SPXE will be split so that roughly equal investments will be held in QCLN and the Parnassus Mid Cap Growth Fund (PARNX) which has been held since inception and passed the Fossil Free Fund screener.

A total of 9% of total combined SPF & Operational assets are currently in Fossil-Fuel-Divested funds. SPF will be setting a roadmap to increase this percentage over the next few years.

ATTACHMENT D

UU Music Director's Report to the Board

February 9, 2023

- 1) Having one service on Sundays is GREAT for the choir! We're having a blast.
- 2) I have recruited a few people in each section to serve as helpers to new members or people who just need a little help. They have been great. A few took the Dementia Training with the staff, and I will encourage members of the choir to sign up for the March 12 training.
- 3) Toward the end of the choir season, when we have less to rehearse, I might try to schedule a special dementia training session for the choir from 6:30 – 7:30 before/during choir. I think it's very important – even if I can't make everything about choir dementia-friendly, we can all be more aware of how we can be helpful.
- 4) Looking forward to collaborating with Steve Krahnke and Dan Lodge-Rigal on the April 1 musical blow-out.
- 5) I am incredibly grateful to Jill Courtney, who is so organized and creative and keeps our little children's choir chugging along. They provide such a sweet boost.
- 6) Also incredibly grateful to Carrie Newcomer for stepping in and providing special music on February 12. (Ian and I will be out of town, watching Jake conduct the Illinois Symphony!)
- 7) I am thinking ahead to commissions in honor of John Lawson, John Woodcock, and David and Ann McIntosh. And looking for ways to incorporate Anabel's dance skills, the UU Boomwhackers, and various other church resources.

I am participating in some enrichment activities of my own:

I happen to have a break in my teaching schedule that allows me to observe Dr. Raymond Wise rehearse the African American Choral Ensemble most Wednesdays, which is very inspiring to me.

The last week of February, I will be attending the national American Choral Director's Association conference in Cincinnati with my friend Michelle Louer, music director at the enormous Second Presbyterian Church in Indy. She and I attend a national conference together about every five years, and it is always incredibly useful and fun. I'm signed up for some special participatory sessions on vocal jazz and Latin music.

And I will be Music Directing *Don't Let the Pigeon Drive the Bus* for Constellation – shouldn't be too time-consuming, because they're using accompaniment tracks. I just have to coach the cast on their songs. I realized recently that working in Theatre has completely changed my approach to choral music over the last 12 years or so.

As always, this work for this church is one of the great joys of my life! Thank you all for making it possible. Always happy to answer questions.

Sue