

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Congregational Meeting Minutes



June 8, 2014

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Submitted by Abby Gitlitz, Secretary

I. Call to order 4:08 Kathleen Sideli

II. Chalice Lighting Reverend Macklin

Chalice lit by Glenda and Bill Breeden

III. Executive Minister’s Report Reverend Macklin

Reverend Macklin pointed out that this is the end of our fiscal year and it is a time of looking back and looking forward as well. Please refer to the Annual Report to the Congregation for a full report on the church’s activities in 2013-14.

She underscored some of the things that the church would be doing in the future:

Multicultural competency trainings will be done by the Mid America Region. The UUCB will participate in these trainings.

She has been asked to be a teaching pastor for the Meadville Lombard Seminary. She will have an intern for the next three years, but for the first year the intern will work in Indy and for the next two the intern will be in Bloomington. She is looking forward to having a chance to share her knowledge.

Due to the Affordable Care Act we have to make some significant changes to our staff’s health plans. Arzetta, Carol Marks and John Lawson have put in a monumental numbers of hours working on these changes.

Innovative Circles is a new program being instituted by the UUA, and the UUCB has been asked to participate. The program looks at multi-site ministries, including satellite churches, large/small church partnering, etc. Shari Woodbury will participate in this program with Reverend Macklin on behalf of the congregation.

Chalice lighters is a regional program that can help provide grants for our church to do innovative things. Amy Taylor will be our representative on this program.

Last year we instituted a Musical Artist in Residence/Assistant program. This person helps Sue Swaney with the music programs of the church. In 2013-14 Colleen Haas was our assistant and brought more percussion to the music of the church. She was not able to do as much in the spring as she would have liked for personal reasons and so will return to do more in the fall. Our Assistant for the 2014-15 year will be Janiece Jaffee.

John Summerlot will be working on emergency procedures within the congregation.

Green Spaces capital campaign comes to an end on 6/30/2014 so it is important for any outstanding pledges to be submitted by then. We were fortunate that a number of members of the congregation loaned the church money since the projects were frontloaded more than two years ago. By collecting the outstanding pledges, the church will be able to pay them back.

IV. Introduction of Parliamentarian

Guy Loftman served as parliamentarian.

A. Planned Giving Committee Margie Schrader

The Planned Giving Committee is very pleased at the generous response to date. Twenty-two planned giving commitments have been made. The committee continues to contact congregants to ask them to consider the church in their planned giving. Members who commit to the church will have their names recognized if so desired.

B. Stewardship Update Mary Boutain, Drew Schrader

The church is in the midst of a three-year plan to raise the budget of the church to provide fair and sustainable compensation for all the ministers and staff. For the 2014-15 fiscal year the individual pledges have increased in total dollar amount when compared to last year at this time. However the total number of pledges has decreased (from 333 down to 305). This means that the church will not be able to have as robust a budget for the upcoming year as we had hoped. The financial team has done a remarkable job crafting a budget that falls within our financial abilities. Members and friends who are still interested in pledging are encouraged to do so.

V. Special Purposes Fund Report Chris Haynes

The Special Purposed Fund (SPF) committee manages the church's endowment and other non-operational funds. At the end of the last quarter the church received a large anonymous donation that will double the size of the endowment (due to administrative issues, it will not be

deposited into the SPF funds until the next quarter). See the Annual Report for more detailed information that breaks down the end-of-quarter total of \$165,204.95.

VI. Quorum Report Deb Hutton, Drew Schrader, Doug Cauble

We have 98 members signed in for the meeting, which is well more than the 10% needed for a quorum.

VII. *Motion: For board to approve congregational minutes at future meeting*

Harlan Lewis so moved.

Amy Taylor seconded.

The motion was approved unanimously.

VIII. *Vote on 25% Recipient* **Congregation**

The president instructed the congregation to mark their vote on the slips provided between just two organizations—Boys and Girls Club of Bloomington and Suzie’s Place. The representative from Templeton’s Healthy Snack Food Program withdrew their submission during the morning service since she was so moved by the needs of the other two organizations that are not federally funded programs as Templeton’s is. However, the congregation will be able to support the Templeton program in innovative ways unrelated to the 25% allocation.

IX. *Motion: Approve Leadership Cultivation Slate for board* **Kelly Rockhill**

The Leadership Cultivation committee put forth the following leadership slate for consideration. Details about the candidates are listed in the annual report on p 17:

Kathleen Sideli, President (for a second term)

Ann LeDuc, Secretary

Pat Brantlinger, board member at large

Michelle Cook, LCC

Harv Hegarty, LCC

Kim Deckard, SPF

The motion to accept all the candidates was approved unanimously.

A correction to the annual report: This year there will not be an adult from the congregation going to the Midwest Leadership School.

X. Update on festivities related to Reverend Breeden's retirement **Reverend Emily Manvel Leite**

The church has been celebrating Reverend Breeden over the last few months. The Committee has asked the congregation to share stories about him for a "Bill Book" in remembrance of his time here. We have also made a focus on social justice projects a large part of these celebrations. He will be preaching for the last time on June 15 (Gospel Sunday) but will be present at the service on June 22. There will also be a church-wide picnic at Bryan Park on the 22nd, followed by the Splash of the Sacred at the Bryan Park pool.

XI. Board Report

A. Board Priorities 2013-14 **Kathleen Sideli**

President Sideli summarized the Board Report, which is included in the Annual Report. The board continued to focus much of its attention in the past year on achieving fair and sustainable compensation for the ministers and the staff, after having made great headway the previous year. They focused on the church's overall fiscal health during the transition, assisted Reverend Breeden regarding his upcoming transition, set up the process that culminated in the hiring of an interim minister, and supported the staff and ministerial team during last year's sabbaticals. The board met with many facilitators and experts during the year (events also open to members of the congregation). The board is already planning for the upcoming challenges which will include initiating a search for our next called minister.

B. Ministerial Transition Update **Von Welch**

We have contracted with Interim minister Douglas Wadkins who will begin work at UUCB in August. He is an experienced called minister and has also had previous experience as an interim minister. He comes highly recommended by the UUA Transitions Office and prior congregants. Now the board is moving forward on developing and implementing a plan to bring a called minister here in 2016. This will include attending a search committee orientation workshop at General Assembly in June.

C. Bylaw changes.

The board recommended that the bylaws be changed to alter Reverend Macklin's official title from "Executive Minister" to "Senior Minister" to align it with common usage across UU congregations nationally. The specific changes are to change "Executive Minister" to "Senior Minister" in Sections 4.1, 4.9, and 4.10, and to change "executive limitations" to "senior minister limitations" in Section 4.11. These changes will not result in any change in duties or practices.

Julie Lawson so motioned.

Pat Brantlinger seconded.

The motion was approved unanimously.

Motion to update the postal address of the UUA in section 13 to "24 Farnsworth Street, Boston, MA 02210" to reflect their recent move.

Iris Kiesling so motioned.

Allison Chopra seconded.

The motion was approved unanimously.

XII. Treasurer's Report and motion to approve 2014-15 budget Arzetta Hulst-Losensky

Proposed budgets and a pie chart that showed the breakdown of expenses by category is included in the slides appended to these minutes. The two budgets reflect high and low scenarios based on a high and low projected pledge income. The motion is to allow the board to accept whichever of these two budgets fits the amount of revenue that comes in from outstanding pledges in the coming days.

Stuart Yoak so moved.

Harv Hegarty seconded.

The motion was approved unanimously.

XIII. Recognition of Retiring Leaders and Board Members Kathleen Sideli

Sideli thanked Abby Gitlitz for returning to the board to serve as secretary during this last complicated year. She thanked Drew Schrader for serving on the board the past two years where he brought new energy to a variety of projects, including special websites for Stewardship and the Interim Minister. She also thanked Kelly Rockhill for her behind-the-scenes work on Leadership Cultivation which is such an important group of people who scope out potential leaders in the church for future positions. She acknowledged Tom Nelson-Laird, also stepping down from LCC, and Lloyd Orr for his work on the Special Purposes Fund, both of whom were in El Salvador as part of the Habitat building project.

XIV. Special Services Award Recipients Reverend Macklin

Reverend Macklin explained that she wanted to bestow a special service award to Marlin Howard, who managed to get involved with numerous activities in the past year despite only recently joining the congregation—Java Crew, helping Doris Wittenberger with memorial events and joining the Caring Committee. She called it "The Hit the Ground Running Award."

She read a special statement, honoring Glenda Breeden for an astounding career in our church not only as the minister's wife but for so many other activities that excited her passion, including being a worship associate, quilt making for the prisoners, volunteering at the homeless shelter and many other things. She received a loud standing ovation. Reverend Macklin indicated that Glenda plans to continue attending services after Bill's retirement so we should honor his 'ministry of absence' by refraining from asking her about him and just allowing her to be herself among us, along with her daughter and the family.

She then gave a special award to the YRUU Facilitators - For keeping our youth excited and interested in this church, for being mentors and forces in the teens' lives.

XV. Announcement of 25% Sunday Plate Recipient Deb Hutton, Drew Schrader, Doug Cauble

Suzie's Place will be the 25% Sunday plate recipient for 2014-15.

XVI. Vote on Emeritus Minister Status for Reverend Breeden Deb Hutton

Deb Hutton read a resolution created by the Minister Emeritus Working Group (see attachment) which confers upon Reverend Bill Breeden the title of Emeritus Minister of the Unitarian Universalist Church of Bloomington. Only 50% of retiring UU ministers are invited to have emeritus status. It is a special covenant they enter with the church and with the new minister(s).

The Minister Emeritus Working Group (Deb Hutton, Jack King, Clark Miller) so moved.

Steve Lessmann seconded.

The motion was approved unanimously.

XVII. Recognition of Ministerial Team

The Board read a special tribute to recognize the end of an era with the retirement of Reverend Breeden. They wanted to point out the outstanding work of our co-ministry, which began when Reverend Carlson was still our called minister, and then continued over a period of more than a dozen years. They acknowledged others as part of their unique ministerial team—including Reverend Leite, Reverend Burnett and Reverend Child. See attached for the full text.

XVIII. Minister's Closing Words Reverend Breeden

XIX. Motion to Adjourn 5:37

Bob Flynn so moved.

Jan Skinner seconded.

The motion was approved unanimously.

UNITARIAN UNIVERSALIST CHURCH OF BLOOMINGTON
CONGREGATIONAL MEETING
JUNE 8, 2014
**RESOLUTION TO CONFER EMERITUS STATUS
ON THE REVEREND BILL BREEDEN**

Whereas:

The Reverend Bill Breedon is retiring from the position of Minister at the Unitarian Universalist Church of Bloomington, Indiana.

He has served this congregation long and well.

His years of leadership and service have contributed to a period of unprecedented growth in membership. He has affirmed, loved, and respected us.

His prophetic witness on issues of war and non-violence, criminal justice, poverty, hunger, gender equality, and human rights has raised consciousness and inspired effective action in both church and community. He has ministered tirelessly with the homeless and the imprisoned.

His passionate preaching has provided generous measures of wisdom, humor, and get-up-and-get-going motivation.

His love of music and his exuberant performances have enriched our lives.

His pastoral care has helped many come through times of transition, loss, and stress with wholeness restored.

His energy and hands-on work have helped implement the renewal and greening of the church's buildings and campus.

Therefore be it resolved:

that the Unitarian Universalist Church of Bloomington confers upon the Reverend Bill Breedon the title of Minister Emeritus and grants to him all the rights and privileges thereof.

So moved by the Minister Emeritus Working Group.

UUCB Ministerial Team
The End of an Era
June 8, 2014

ABBY

We have understandably been celebrating Reverend Breeden's ministry and have granted him emeritus status so that he can remain connected with our congregation in future years.

DREW

The board wanted to take this opportunity to also recognize the end of an extraordinary shared ministry that began over a dozen years ago when Reverend Barbara Carlson brought Reverend Macklin and Reverend Breeden into a co-ministry team relationship. When Reverend Carlson retired in 2005, Reverend Macklin and Reverend Breeden continued the co-ministry concept.

KATHY

In many ways one might say they represented a 'yin and yang' ministry. One explanation of yin and yang suggests "complementary (rather than opposing) forces that interact to form a dynamic system in which the whole is greater than the assembled parts." That is a wonderful description for these unique individuals who have led our church, graced our pulpit, ministered to our needs and brought leadership to the community around us, in notably different but equally profound ways.

VON

We have benefited from how they have partnered together to serve us, discovering in themselves ways of being that each of them brought out in the other. And we never compared one with the other since we accepted them for who they were. Don Quixote once pronounced that "all comparisons are odious." We were more likely to compare them to their own standards—comparing Reverend Macklin's annual science sermon to a previous one, or comparing Reverend Breeden's latest anti-war sermon to one in the past. They were always setting new standards of their own making—yet never making us feel there was a competition between them.

ARZETTA

What a gift their ministry has been for our church. And as team players they made it look easy to embrace other ministers in their work—incorporating Reverend Leite as the religious education minister and during sabbaticals, Reverend Burnett and later Reverend Child. We have all benefitted from the bounty of the combination of these diverse talents.

DOUG

We know how complex it must have been for them to fine tune their thoughts and activities to ensure that we received what we needed. There is no flow chart or operations plan that could have made that easy to do. It took their dedication to their work, their love of the church and their commitment to each other to make a team ministry work.

DEB

While we have been focusing on the departure of Reverend Breeden from the everyday life of the church, we also know we will continue to prosper from the ongoing work of Reverend Macklin and Reverend Leite. Yet today we recognize that we are losing the synergies of this close-knit team. So, please join us at this historic moment in our congregation's history to show our appreciation to our co-ministers for their amazing efforts over the years.

Unitarian Universalist Church of Bloomington



Congregational Meeting

4 - 5:30pm
June 8th, 2014

Congregational Meeting
6/8/2014

Seeking the Spirit, Building Community,
Changing the World

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Agenda



- **4:00 pm** Call to order (Kathleen Sideli)
- **4:05** Executive Minister's Report
 - Planned Giving, Stewardship
- **4:20** Special Purpose Fund Report (Chris Haynes)
- 4:25 Quorum Report
- 4:25 Motion: For board to approve congregational minutes at a future board meeting
- 4:28 Vote on 25% Recipient
- 4:30 Motion: Approve Leadership Cultivation Committee Slate
- 4:35 Update on Reverend Breeden's retirement festivities (Rev. Leite)
- **4:40** Board Report
- **4:50** Treasurer's Report, Motion: Approve 2014-15 budget (Arzetta Hulst-Losensky)
- 5:00 Recognition of retiring Board Members (Kathleen Sideli)
- 5:05 Special Services Award Recipients (Reverend Macklin)
- 5:10 Announcement of 25% Sunday Plate Recipient (Cauble, Hutton, Schrader)
- 5:15 Motion: Approve Reverend Breeden Emeritus Status (Deb Hutton)
- 5:25 Minister's closing words (Reverend Breeden)
- 5:30 Motion to adjourn

Call to Order

By President Kathleen Sideli



Introduction of Parliamentarian
Guy Loftman

Chalice Lighting
—Reverend Macklin



Reverend Macklin

EXECUTIVE MINISTER REPORT

Congregational Meeting
6/8/2014

Seeking the Spirit, Building Community,
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June-us



In ancient Roman myth, the Janus image looks to the future and the past. Janus was the symbol of endings and beginnings, transition. The month of January is named in his honor. In present day Unitarian Universalist Church of Bloomington times, our fiscal calendar ends in June and begins in July, thus “June-us”, looking back and forward at the same time.



Margie Schrader
PLANNED GIVING

Congregational Meeting
6/8/2014

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Legacy Circle



Anonymous

Andrew and Charlotte Appel

Patrick Brantlinger

Louray Cain

Joan Caulton

Bob and Libby DeVoe

Delores Freiburger

Abby Gitlitz

Anne and Christopher Haynes

Harv and Connie Hegarty

Sandra Hernshaw

Lois and Richard Holl

Deborah Hutton

David Keppel

Diane and Ted Lock

Clarke and Mary Brennan Miller

Diane and Robert Port

Harriet and Dick Pfister

Carol Shapiro

Kathleen Sideli

Melinda Swenson

Ruth Aydt and Von Welch



Mary Boutain, Drew Schrader
STEWARDSHIP REPORT

Congregational Meeting
6/8/2014

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Stewardship Report



Current Pledged Amount: \$503, 919

Total Pledge Units: 305

Pledged amount last year: \$503, 382

Total pledges in 2013-2014: 333



Chris Haynes

SPECIAL PURPOSE FUNDS REPORT

Congregational Meeting
6/8/2014

Seeking the Spirit, Building Community,
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Balances



Endowment: \$46,125.28

General: \$119,079.67

Total: \$165,204.95

Investments



Endowment: 100% Vanguard Wellington

General:

18% Cash

20% Vanguard intermediate term bond

21% Vanguard short term bond

37% Vanguard Wellington

4% Gold

Deposits



Green Spaces loan repayment: \$15,113.67

Dividend: \$49.48

Social Justice fund: \$1,200.00

Memorial donations: \$2,000.00

– Elizabeth Lion, Dee Lane, Paul Peterson,
Dorothy Davis

Harv Hegarty: \$10,000.00

Expenses



Tech Grant matching: \$10,790.37

Wayne Mitter to Habitat: \$5,925.08

Robertson Grounds endowment: \$459.27

Social Justice TF grant: \$1,295.00

Goodbye Workshop: \$1,050.00

LED Lamps for Mtg Room: \$3,500.00



At-large directors
QUORUM REPORT

Congregational Meeting
6/8/2014

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MOTION: BOARD TO APPROVE CONGREGATIONAL MINUTES AT A FUTURE BOARD MEETING

Congregational Meeting
6/8/2014

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Congregation

VOTE ON 25% SUNDAY PLATE RECIPIENT

Congregational Meeting
6/8/2014

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Nominees for 25% of Sunday Plate Fund for 2014-15



Templeton Healthy Snack Food Program

Boys and Girls Club of Bloomington

Susie's Place



Kelly Rockhill

**CULTIVATION COMMITTEE SLATE
FOR BOARD, LCC, AND SPF**

Congregational Meeting
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LCC Slate of 2014-16 Board Members



Kathleen Sideli, President

Ann LeDuc, Secretary

Pat Brantlinger, At-large

LCC Slate for LCC and SPF (Terms ae 2014-17)



Michelle Cook, LCC

Harv Hegarty, LCC

Kim Deckard, SPFC

Approve LCC Slate



Call for other nominations.

Motion: Approve Leadership
Cultivation Committee Slate



Reverend Leite

UPDATE ON REVEREND BREEDEN'S RETIREMENT FESTIVITIES

Congregational Meeting
6/8/2014

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Festivities Celebrating Bill's Ministry



December: Holiday Sing along

March: Games Night sponsored by
the High School Youth Group

April: Showing of Times of a Sign

May: Campfire Sing along at the UU
Retreat

Festivities Celebrating Bill's Ministry



Ongoing:

- Collection of remembrances for the "Bill Book"
- Encouragement of work for Social Justice and wearing of Bill Buttons.

Bill Festivities in June



- Focus on our ongoing Work for Social Justice, including events on June 14 and 21.
- Gospel Sunday Service, Bill's final Sermon.
- June 22: final service, Congregational Picnic and Splash of the Sacred.



Kathleen Sideli
BOARD REPORT

Congregational Meeting
6/8/2014

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Introduction of Board members



President: Kathleen Sideli
Vice President: Von Welch
Secretary: Abby Gitlitz
Treasurer: Arzetta Hults-Losensky
At-large: Doug Cauble
Deborah Hutton
Drew Schrader

Board Accomplishments (2013-14)



- Ensured the church's fiscal health for the transition
- Made progress on fair and sustainable compensation for ministers and staff
- Supported the ministerial team and the staff during Rev. Breeden and Rev. Macklin's sabbaticals

Board Accomplishments (2013-14)



- Assisted Reverend Breeden as he transitions into a new relationship with our congregation
- Set up a process culminating in a contract with the best interim minister possible for our congregation
- Already involved in planning for the search for our next called minister



Von Welch

MINISTERIAL TRANSITION UPDATE

Congregational Meeting
6/8/2014

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Interim Minister Hired



- Arrives in August, serves two years.
- Currently IM in Cleveland Heights.
- Called for 13 years in Bellingham WA.
- Recommend by UUA Transition Office.
- www.douglaswadkins.org



Next Steps: 2014 Summer/Fall



- Attending search workshop at GA.
- Ministerial Settlement Representative meets w/congregation and Board.
- Board defines our process for electing our Ministerial Search Committee.

Next Steps: 2015/2016



- Spring 2015: Ministerial Search Committee formed.
- Spring 2016: Candidate visits, congregation votes on candidate.
- Summer 2016: New called minister arrives.



Von Welch

BY-LAW CHANGES

Congregational Meeting
6/8/2014

Seeking the Spirit, Building Community,
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Executive Minister to Senior Minster Title Change



- Discovered community is not as familiar with “Executive Minister” as “Senior Minister.”
- Consulted with Rev. Laurel Hallman, Rev. Breeden, Rev. Child, and Rev. Wadkins – all support this title change.
- With Rev. Breeden’s retirement, this clarifies future ministerial relationships.
- No change in how we operate.

Revised Section 4.1



4.1 Number. There shall be a Board of Directors that includes the following four officers of the Church Corporation; The President, Vice President, Secretary, and Treasurer, plus three members At-Large. The Senior Minister is an ex-officio non-voting member of the Board.

Revised Section 4.9



4.9 Senior Minister. The Senior Minister shall operate within policy set by the Board of Directors in order to facilitate and manage the daily operations of the Church.

Revised Section 4.10



4.10 Reports to the Board. The Senior Minister shall provide regular reports to the Board of Directors.

Revised Section 4.11



4.11 Role of the Board. The primary role of the Board shall be to care for the temporal and spiritual health of the congregation. The Board shall set policy with end objectives and senior minister limitations, and shall monitor compliance.

Motion: Bylaw change for
Executive Minister title change.



Motion: Change bylaws to reflect change
of “Executive Minister” to “Senior
Minister.” Specifically:

- Change “Executive Minister” to
“Senior Minister” in sections 4.1, 4.9
and 4.10.
- Change “executive limitations” to
“Senior Minister limitations” in 4.11.

Bylaw Change: Update UUA Postal Address



UUA headquarters have moved from 25 Beacon Street to 24 Farnsworth.

Address referenced in bylaws to clearly identify the organization.

Revised

13.0 REVERSIONARY CLAUSE



In the event of the dissolution of the church, all outstanding debts shall be paid and the remaining assets, both real and personal, and including all property heretofore and hereinafter donated to said church, shall become the property of the Unitarian Universalist Association, 24 Farnsworth Street, Boston MA, 02210, or its successor, subject to all applicable laws.

Motion: Update UUA postal
address



Motion: Change UUA postal
address to “24 Farnsworth
Street, Boston MA, 02210” in
Section 13 of bylaws.



Arzetta Hults Loseensky

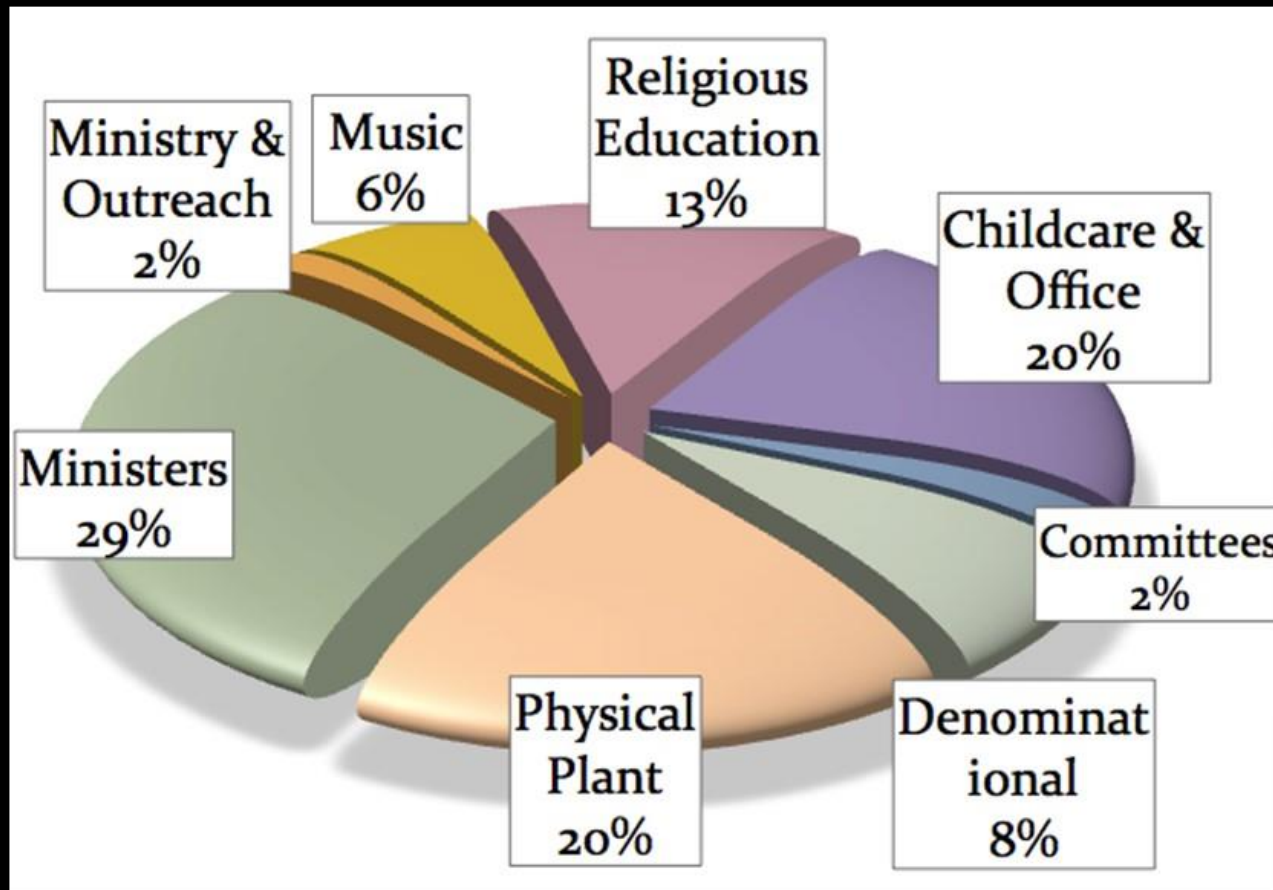
TREASURER'S REPORT

Congregational Meeting
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2014-2015 Budget by Category





Kathleen Sideli

**RECOGNITION OF RETIRING
BOARD AND COMMITTEE
MEMBERS**

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Retiring Board Members



Abby Gitlitz, Secretary (2013-2014)

Drew Schrader, At-large (2012-2014)

Retiring LCC and SPF Members (2012-2014)



Leadership Cultivation Committee:

- Kelly Rockhill
- Tom Nelson-Laird

Special Purposes Fund:

- Lloyd Orr



Reverend Macklin

SPECIAL SERVICES AWARD RECIPIENTS

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Seeking the Spirit, Building Community,
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Doug Cauble, Deb Hutton, Drew
Schrader

ANNOUNCEMENT OF 25% SUNDAY PLATE RECIPIENT

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Deb Hutton

**MOTION: REVEREND
BREEDEN EMERITUS STATUS**

Congregational Meeting
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Rev. Breeden Emeritus Status Motion



Motion: The Unitarian Universalist Church of Bloomington confers upon the Reverend Bill Breeden the title of Minister Emeritus and grants to him all the rights and privileges thereof.



Board

RECOGNITION OF MINISTERIAL TEAM

Congregational Meeting
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Rev. Breeden

MINISTER'S CLOSING WORDS

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MOTION TO ADJOURN

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