

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved **Congregational Meeting Minutes**

June 9, 2019



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Submitted by Steven Gilbert, Secretary

ATTACHMENTS:

- A. Senior Minister's Report
- B. Slide Presentation

- C. Proposed Budget 2019-2020
- D. Budget Discussion

Call to Order

Michelle Cook called the meeting to order at 4:00 p.m.

Introduction of Parliamentarian Steve Dillon

Chalice lighting and Opening Words

Reverends Mary Ann Macklin, Scott McNeill, and Emily Manvel Leite lit the chalice and provided the opening words.

Senior & Associate Ministers' Report

Reverend Mary Ann Macklin gave the senior minister's report (Attachment A) followed by a report from associate minister Scott McNeill (Page 16-19 in the 2019 Annual Report)

Updates

Planned Giving Report

Libby Devoe provided an update on planned giving, reporting that over the last six months Legacy Circle membership increased by 10% to 88 members. Bylaw changes have added flexibility in use of planned giving funds, allowing for such expenditures as grounds improvement, skylights, new carpets and sewer repair work. She urged members to consider making a gift, identifying modes of giving on Slide 5 Attachment B.

Green Buildings and Grounds

Molly O'Donnell summarized progress that has been made on the repair and upgrading of our buildings and grounds, which she summarized in slides 7-10 Attachment B. This year, the solar panels produced 84% of the electricity used by the church. Molly is currently looking into the cost and practicality of a geothermal installation.

Right Relations Committee

Amy Makice reviewed the membership and activities of the RRC summarized in slides 12-14 Attachment B, urging members to use the RCC as needed to resolve difficulties.

RE Vision Team

Adrienne Summerlot reviewed the work of the RE Vision Team, primarily touching upon activities of the Vision Team as reported on page 25 of the 2019 Annual Report.

Quorum Report

Stuart Yoak announced that 122 members were present at the meeting, which considerably exceeded the 55 members (10%) needed to ensure a quorum.

Motion for Approval of Minutes

Michelle Cook called for a motion to permit the Board of Directors to approved these June 2019 congregational meeting minutes at a future board meeting. Kathy Sideli made a motion to that effect, seconded by Abby Gitlitz. The motion carried.

Special Purposes Fund Report

Helmut Henschel provided the special purposes fund report, summarized in slides 19-21 Attachment B. Helmut noted that the SPF committee controls and may distribute up to four percent of endowment funds in any given year, while it may distribute the general funds at its discretion. While the SPF committee invests the operational funds, only the board decides how to use these funds.

Leadership Cultivation Committee Report

Deb Hutton presented a report on membership and activities of the Leadership Cultivation Committee (slides 23-24 Attachment B) and the slate of candidates selected by the LCC for Board and SPF positions open in 2019-20 (slides 25-26 Attachment B).

Motion to Approve Candidates for Board and SPF

Michelle Cook called for a motion to approve the slate of candidates proposed by the LCC for Board and SPF positions for 2019-20 (slides 25-26 Attachment B). Harv Hegarty so moved, with Ed Robertson seconding. The motion carried.

Board Report

Michelle Cook presented the report from the board, summarized on slides 29-36 Attachment B. Her presentation included a special plea to those present either to make a pledge, to increase their existing pledge or to make a special one-time pledge

in order to reach the \$670K upper budget goal set by the Board. Board members distributed special pledge cards to those present at the meeting for this purpose.

Treasurer's Report and Motion to Approved 2019-2020 Budget

Ed Robbins proposed the budget for the 2019-2020 fiscal year (Attachment C). After a brief introduction to the budget changes (Attachment B, slides 38-39 and items in Attachment D), he called for a motion: to approve the presented budgets and allow the Board to make adjustments to the budget, depending on the level of committed pledges received as of June 30, 2019 - the end of this fiscal year (slide 40, Attachment B). Deb Hutton so moved, with Steve Dillon seconding. The motion carried with no discussion.

Special Services Award Recipients

Reverends Macklin, McNeill and Leite presented special service awards to Ruellen Fessenbecker; to Amy Crozier and her sons, Robert and Charlie Crozier-Hocker; and to Debbie Fish for their outstanding service contributions to the church.

Announcement of 25% Sunday Plate Recipient

Julie Lawson announced that the 25% Sunday Plate Recipient for the 2019-2020 fiscal year will be Volunteers in Medicine.

Minister's Closing Words

Reverends Macklin, McNeill, and Leite provided closing words and extinguished the chalice.

Adjournment

Kathy Sideli moved for adjournment and Doug Cauble seconded. The motion carried. Michelle Cook adjourned the meeting at 5:10 p.m.

ATTACHMENT A

Reverend Macklin Senior Minister Report Congregational Meeting

Reverend Macklin began by defining Ends Statements as part of a Policy Governance structure. The act of describing our congregation's most fundamental reasons for being creates what are termed "Ends statements" under Policy Governance. A principal aspect of the Policy Governance approach is that the board should focus on defining our congregation's Ends and on formulating policy that ensures progress toward those Ends. Ends are statements about the purpose of an organization, why it exists, rather than what it does, or how it does things or in terms of spiritual deepening, how it "being's" about things. Reverend Macklin pointed toward her Annual Report as a reference to understand End Statements.

The Ends statements were adopted by the board in September of 2010 during the transition to policy governance and are a living document maintained by the board with input from the congregation.

SEEKING THE SPIRIT

We have a meaningful liberal religious experience which includes:

1. A rich diverse worship life.
2. Compassionate pastoral care.
3. Life-long opportunities for spiritual growth through religious practice, leadership roles, and community action.
4. Knowledge of denominational and congregational history and traditions.

BUILDING COMMUNITY

We have a policy of nondiscrimination — we welcome all and are supportive of people of all ages, races, gender, sexual orientation, abilities, education, and politics.

1. We are generous with our time, talent, and resources.
2. We actively encourage shared ministry and lay leadership.
3. We responsibly manage our staff, resources, and facilities.

CHANGING THE WORLD

We are leaders in our community and world.

1. We are committed to social justice and equality for all people.
2. We advocate against prejudice, injustice, and oppression of any person or group.
3. We work with other congregations and institutions with shared values and goals.
4. We work with the Unitarian Universalist Association and the MidAmerica Region.

5. We help heal the earth.

Reverend Macklin concluded her report by referencing a recent Pew Forum research study which explores the reasons why people attend church on a regular basis.

<https://www.pewforum.org/2018/08/01/why-americans-go-to-religious-services/>

<https://unseminary.com/5-needs-guests-are-attempting-to-meet-when-they-come-to-your-church/>

With quotes and edits from Rich Birch from Unseminary.

The results also provide some insight into why guests come to your church. **It's important for us to understand these internal motivations so we can design experiences that will ultimately connect with the broader culture.**

Here are five needs that people are attempting to meet when they come to your church:

1) Exploring spirituality

It might seem obvious, but when people arrive at your church, they are there because of spiritual questions. They often arrive here with questions as they search for truth and ways to make meaning of life.

First-time guests want to learn how your community and your approach might connect with what they believe. They're wondering if the experience of coming to your church can help them grow. Thriving congregations offer teachings relevant to people's lives today as well as connection to ancient teachings and texts.

2) Raising children is part of the human experience for many.

It turns out that a part of the reason why people come to church is because they look at the children they have been charged with raising, wonder what it takes to raise a well-rounded adult, and come to an instinctive conclusion that faith is a part of the equation.

Thriving and impactful churches that understand this implicit human need should go out of their way not just to provide a children's ministry but also to equip those that raise children.

3) People come church in times of personal crisis.

Often, they find themselves dealing with major life transitions, anything from moving to a new town to starting a new job or becoming a parent for the first time. They could very well be experiencing marital stress or some kind of self-realization around hurt from years ago.

Is your church positioning itself to help people with the habits, hurts, and hang-ups that they bring to the table?

4) People want to be better.

They're looking to improve the way they interact with the world around them. They're looking for support and guidance in becoming kinder, gentler people who make a difference in the lives of others.

This is critically important, particularly as we see increasingly effective churches find ways to get people out of their seats and into the streets to make a difference in their communities. This is a need that people have, and fulfilling that need is one way to connect with your broader community.

5) Friendship

People are experiencing loneliness at epidemic levels. More than twice as many people self-identify as lonely than a generation ago.

People do lie awake at night and wonder if they have any true connections or community. People see church as a place to make connections, to get to know other people, and to find friends. If your church appears cold and distant, it won't be the kind of place where people will want to build meaningful connections. People want to attend churches that are warm and engaging.

What elements of your ministry do you need to change to help fulfill these five needs? Is there something going on in your ministry that *doesn't* meet the real needs of people in your community? I'd love to hear your comments below.



Unitarian Universalist Church of
Bloomington

CONGREGATIONAL MEETING ATTACHMENT B



Reverend Mary Ann Macklin

SENIOR MINISTER'S REPORT



Reverend Scott McNeill

ASSOCIATE MINISTER'S REPORT



Libby DeVoe

PLANNED GIVING



Easy Planned Giving Options

- Leave the church a percentage of your estate in your will
- Leave the church a specific sum in your will
- Make the church a beneficiary of your retirement fund or IRA
- Even a gift of 5-10% of your estate is very good news



Molly O'Donnell and Jana Perea

GREEN

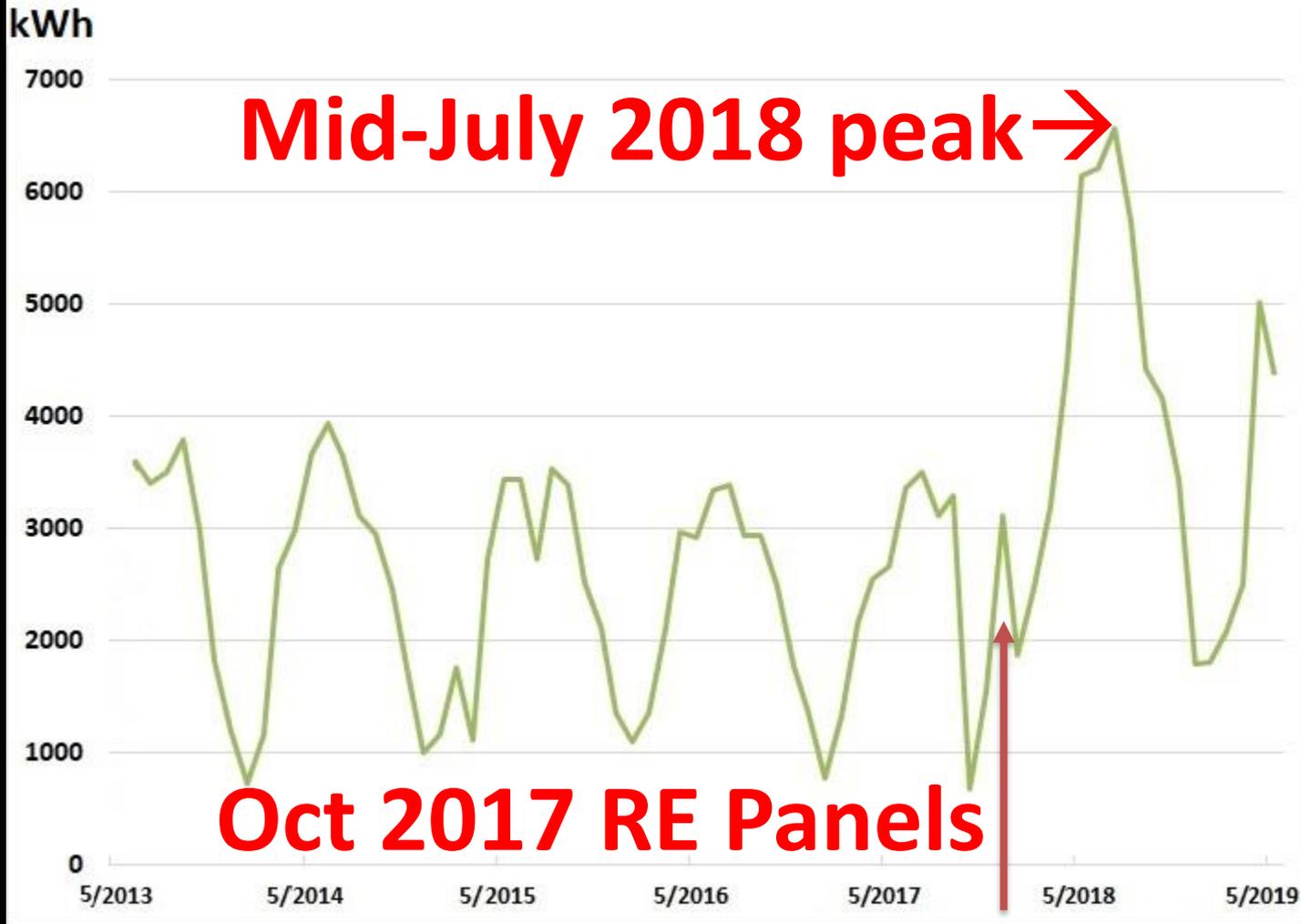
Update:  Building and Grounds

Building Maintenance

- Sewer overflow problem
- The Commons ceiling
- Sanctuary Carpet

Contact Carol Marks about any building problems!

Solar Panel Production



Green Grounds

**Built and planed
a terrace by the
main entrance**



**Planted and
mulched at
evergreens in
the Northwest**



Completed walking paths in the South and East woods



We've accomplished a lot,
but we can't implement plans
without volunteers!



Amy Makice

RIGHT RELATIONS COMMITTEE

Right Relations Committee



- Amy Makice
- Doris Wittenburg
- Jack King
- rightrelations@uubloomington.org



How to use the RRC

- Both parties may request RRC help
- One party may request RRC help and then RRC will invite the other party
- rightrelations@uubloomington.org



Training Opportunities:

- RRC co-sponsored a difficult conversations training June 3
- Difficult Conversations training June 24, 6-8 Fellowship Hall



Adrienne Summerlot

RE VISION TEAM



At Large Directors

QUORUM REPORT

MOTION



To permit the Board of Directors to approve the congregational meeting minutes at a future board meeting



Helmut Hentschel

SPECIAL PURPOSES FUND COMMITTEE

SPF Committee



- Members
 - Chris Haynes (Chair)
 - Harlan Lewis (Vice-chair)
 - Kathleen Sideli (Secretary)
 - Ed Robbins (Board Treasurer)
 - Helmut Hentschel (Board appointed)



SPF Committee

- Special Purpose Legacy Fund donations in memory of John Hicks, Melisa Keller, and Lloyd Orr
- Operational Endowment donor: Carol Ver Wiebe
- Legacy Fund use: bike rack, meeting room carpet, sewer repair
- Paris Pledge fund use: trees, bushes, mulching and watering



SPF Committee

- March 2019 Assets

	Special Purpose	Operational
Endowment	\$126,370	\$86,011
General	\$263,200	\$41,272

- SPF Committee now managing operational general fund, Board controls expenditures



Deborah Hutton

LEADERSHIP CULTIVATION REPORT

Leadership Cultivation Report



- What LCC does:
- Nominates members to elected positions: Board, LCC, & SPF
- Recommends members, on request, for other committees
- Cultivates 'leadership' in general, throughout the year



LCC Committee Members

- Deb Hutton, Chair
- Anne Haines
- Arzetta Hults-Lozensky
- Dan Wiseman
- Michelle Cook, Board President
- Ann LeDuc, Connections Coordinator
- Rev. Scott McNeill, Associate Minister

Vacancies for 2019-2020: pg.1



- Board of Directors

- 1 Treasurer (2-year term)

- > Rich Slabach (1st term)

- 2 At-Large (2-year term)

- > Sharon Wiseman (2nd term)

- > Abby Gitlitz (1st term)

Vacancies for 2019-2020: pg. 2



- Leadership Cultivation Committee
 - 1 Member (1-year term)
 - > Anne Haynes (2nd term)
- Special Purposes Fund
 - 1 Vacancy (3-year term)
 - > Ryan Timmons (1st term)

MOTION



To approve the slate for elected positions,
as presented by the Leadership Cultivation
Committee



Michelle Cook

BOARD OF DIRECTORS REPORT

Your Board of Directors



Left-to-right:

Helmut Hentschel (At-Large), Steven Gilbert (Secretary), Sharon Wiseman (At-Large),
Edward Robbins (Treasurer), Julie Lawson (At-Large), Michelle Cook (President),
Stuart Yoak (Vice-President)

Staying in Touch with Your Board



- Welcome and Announcements at services, plus last Sunday of the month in the “Lucy Booth” during coffee hour
- Open Board meetings 3rd Wednesday in Library – watch Prologue for changes
- Prologue articles, town halls and congregational meetings, Minutes online and in Foyer
- E-mail, chat, and call



Annual Report Highlights 1 of 2



- Our congregation *Sides with Love!*
- The Promise & The Practice, Black Lives of UU
– \$5033.00 raised and submitted by deadline for matching donation
- Sanctuary Congregation – forever ready
- Support for lay leaders – Childcare
- Collaboration to review and revise Division of Financial Tasks within our church

Annual Report Highlights 2 of 2



- Annual Retreat facilitated by Ministry Team
- Enneagram Workshop facilitated by UUA Transitions Office Rep., Rev. Keith Kron
- Professional Development through the Center for Congregations
- Grant and funding support for various entities
- Appointment of board members to Appreciative Inquiry Steering Committee

Appreciative Inquiry



- Steering Committee
 - Stuart Yoak, Board Vice President
 - Sharon Wiseman, Board At-large
 - Congregational Representatives (TBD)
- Next Steps

Annual Pledge Drive

Your pledge dollars support...



- Youth RE programs: UU UNO representation, youth conferences, leadership and other seminars
- Social Justice activities within our congregation and visibility of UUCB in our community
- Minister salaries, housing allowances, benefits, etc.
- Staff hours and wages
- Building and grounds maintenance which impacts our ability to perform necessary upgrades and provide safety assurances

Annual Pledge Drive Gains & Losses



\$650,000 Budget

- Necessary increases to wages and/or hours for multi-media specialists, childcare workers, office, and RE assistants
- Largely maintains the status quo*

\$670,000 Budget

- Increases minister and staff salaries
- Increases support for social justice programming (i.e., SJ Funds, movies, other)
- Increases contributions to reserve funds for legal fees, and grounds and long-term maintenance

Annual Pledge Drive

Your board's request...



- Has your household submitted it's annual pledge?
- Will you help us meet the gains of the \$670k budget?



Edward L. Robbins

TREASURER'S REPORT



Proposed 2019-20 Budget

- The budget is based on anticipated, committed pledges
- Our alternative goals for committed pledges are \$650,000 and \$670,000.
- Additional income is derived from facility use fees, investment income, the bazaar, auction, grocery card sales, and other sources

Fair and Sustainable Goal



- We have talented and dedicated ministers and staff. We appreciate all they do for this congregation and community.
- Our goal budget provides for small cost of living increases for the ministers and staff to meet fair and sustainable compensation goals.
- Pledges are still short of our goal budget.

MOTION



To approve the presented budgets and allow the Board to make adjustments to the budget depending on the level of committed pledges received as of June 30, 2019 – the end of this fiscal year



Reverend Mary Ann Macklin

SPECIAL SERVICES AWARDS



Sharon Wiseman

**ANNOUNCEMENT OF 25% PLATE
RECIPIENT**



Ministry Team

CLOSING WORDS

MOTION

Adjournment



ATTACHMENT C
PROPOSED BUDGET 2019-2020

Unitarian Universalist Church

	FY 2018-19	FY2019-2020	FY2019-2020
Income			
Committed Pledges & Grants	640,000	650,000	670,000
New Pledges and Grants	3,000	3,000	3,000
Bazaar	10,000	10,000	10,000
Facilities Use Fees	6,500	9,000	9,000
Grocery Card Fundraiser	7,000	7,000	7,000
Investment Income	4,000	4,000	4,000
Miscellaneous	10,200	5,000	5,000
Prior Year Pledges	12,500	20,000	20,000
Sunday Plate	24,000	24,000	24,000
Talent Auction	11,000	12,000	12,000
Total Income	728,200	744,000	764,000
Expense			
Campus Ministry & Outreach	2,976	4,096	4,096
Childcare	11,642	12,434	12,434
Committees & Programs	13,337	15,308	16,958
Denominational	48,662	44,259	44,329
Ministry - Sr. & Associate Ministers	224,671	224,533	228,464
Other Ministry	9,300	9,300	9,800
Music	45,544	46,544	47,234
Office	146,124	152,021	155,699
Physical Plant	133,011	134,133	137,533
Religious Education	91,539	98,073	99,152
Total Expense	726,806	740,701	755,699

Motion:

To approve the presented budgets and allow the Board to make adjustments to the budget, depending on the level of committed pledges received as of June 30, 2019 - the end of this fiscal year.

ATTACHMENT D

JUNE 2019 CONGREGATIONAL MEETING

Budget Discussion FY 2019 – 2020

We present you with two proposed budgets for this coming fiscal year July 2019 to June 2020.

A summary of the proposed budget was available to each of you as you entered the room.

The detailed proposed budget for this fiscal year will be available online on the church website, "About Us".

Note that the proposed budget shows two alternatives. One alternative is based on a total pledge amount of \$650,000 and the other on a total pledge amount of \$670,000. We ask you to approve both alternative proposed budgets. The Board will meet this month, and based on the pledges received to date will decide which alternative to implement as the final 2019-2020 budget.

Let's talk about some features of the two budget alternatives. First, items that are the same for both alternatives:

- In both alternatives, based on the \$650,000 and \$670,000 pledge amounts, the hourly wage for childcare workers, office assistants, and the R.E, assistant has been increased. Childcare workers, currently at \$10.30 per hour, will be paid \$11.00 per hour. The two office assistants, currently at \$10.25 and \$11.50 per hour, and the R.E. assistant, currently at \$12.00 per hour, will all be paid \$13.00 per hour. Of note, the City of Bloomington and Target just increased their minimum wage to \$13.00 per hour this year.
- Also in both alternatives the amount of funds for hospitality, for coffee and tea, has been increased. A new category of Social Justice Movies has been added to both of these budgets.
- The hours for the multi-media specialists is increased to 428 hours per year, up from 353 hours, under both budgets. With our active and growing congregation we are asking Andy and Ned to do more. Also under both budgets the amount of funds for special music programs and events has been increased. We all enjoy the special music guests.
- Another change for both alternatives is increasing the number of hours for the Minister of Religious Education. This increases Reverend Emily Manvel Leite's hours from 24 hours per week to 28 hours per week. This increase in hours is

denoted for helping the ministry team with pastoral care, end-of-life ministry and small group ministries.

- Some good news is that our contribution to the UUA Annual Program fund, which includes both the Mid America Region and the national UUA, under a new formula is \$4,400 less than this current year.

A principal difference between the two alternatives is that the budget based on the \$670,000 pledge allows for a small 1.7% cost of living raise for the ministers and staff.

It also allows some extra money for “social justice, grounds”, which pays for mowing, mulch, and wood chips, and also for a long term maintenance reserve.

As announced in this year's Pledge Drive, we will not be asking for an increase in the budget for FY 2020-2021. There will not be a formal pledge drive; rather, pledging members and friends are being asked to commit to the same amount pledged for 2019-2020 in the following year, 2020-2021.

IRRELEVANT CONTENT DELETED AFTER THIS POINT (S.G.)