

# Unitarian Universalist Church of Bloomington, Indiana

*Seeking the Spirit, Building Community, Changing the World*

## Approved Congregational Meeting Minutes

December 12, 2021



<b><u>CALL TO ORDER</u></b>	<b>2</b>
<b><u>CHALICE LIGHTING AND OPENING WORDS</u></b>	<b>2</b>
<b><u>INTRODUCTION OF PARLIAMENTARIAN</u></b>	<b>2</b>
<b><u>GUIDELINES FOR CONDUCTING THE VIRTUAL CONGREGATIONAL MEETING</u></b>	<b>2</b>
<b><u>MINISTERS' REPORTS</u></b>	<b>2</b>
<b><u>RELIGIOUS EDUCATION REPORTS</u></b>	<b>2</b>
<b><u>QUORUM REPORT</u></b>	<b>3</b>
<b><u>COMMITTEE AND TASK FORCE UPDATES</u></b>	<b>3</b>
GREEN BUILDING COMMITTEE	3
NEXT STEPS TRANSITION TEAM	3
PLANNED GIVING	3
RIGHT RELATIONS COMMITTEE AND MOTION TO REVISE COVENANT	3
SOCIAL JUSTICE FUND COMMITTEE	3
<b><u>TREASURER'S REPORT</u></b>	<b>4</b>
MOTION TO APPROVE THE REVISED BUDGET	4
<b><u>MOTION TO AUTHORIZE BOARD APPROVAL</u></b>	<b>4</b>
<b><u>BOARD OF DIRECTOR'S REPORT</u></b>	<b>4</b>
<b><u>CLOSING WORDS</u></b>	<b>4</b>
<b><u>ADJOURNMENT</u></b>	<b>4</b>

Submitted by Steven Gilbert, Secretary

### ATTACHMENTS:

- A. Modified Slide Deck
- B. Senior Minister's Report
- C. Minister of Story and Ritual Report
- D. Board Report

## **Call to Order**

President Stuart Yoak called the Zoom meeting to order at 4:12 p.m.

## **Chalice lighting and Opening Words**

Abby Gitlitz lit the chalice as President Yoak led the congregation in the opening words

## **Introduction of Parliamentarian**

President Yoak introduced Parliamentarian Guy Loftman.

## **Guidelines for Conducting the Virtual Congregational Meeting**

Vice President Abby Gitlitz reviewed the procedures for conduct of the meeting and outlined the agenda and procedures for voting. Practices votes were conducted.

## **Ministers' Reports**

Reverend Mary Ann Macklin provided the Senior Minister's report, thanking our temporary part-time ministers for stepping in following Rev. Clements's departure, Hans Kelson and Andy Beargie for their efforts in tech support and members of the NEST committee for monitoring the situation in regard to the Pandemic. See Attachment B.

Rev. Emily Leite reviewed her activities as Minister of Story and Ritual including reimagining elements of these activities for services and other church activities. See Attachment C.

Rev. Bill Breeden expressed his pleasure in being asked to be part of the ministry team and optimism in serving the congregation.

## **Religious Education Reports**

Rev. Michele Townsend Grove reviewed her role as Interim Religious Education Consultant, urging congregants to become involved in upcoming opportunities to influence the shape of future RE at UUCB.

Stephanie Kimball discussed her role as Religious Education Coordinator. Including her efforts to build resilience into the current and future program.

## Quorum Report

Board Member Julie Lawson reported 129 attendees, exceeding the 57, or 10%, of the total membership required to conduct business. This number was later revised to 84 due to a misunderstanding but still exceeds the quorum required.

## Committee and Task Force Updates

### Green Building Committee

Molly O'Donnell reported that UUCB continues to make progress in its efforts to reduce its carbon footprint (Attachment A slides 1-3)

### Next Steps Transition Team

Abby Gitlitz represented the NEST committee (Attachment A slide 4), reporting that the committee continues to monitor the pandemic situation, attending to UUA and CDC guidelines as it makes decisions to reopen elements of UUCB programs.

### Planned Giving

Charlotte Appel reported on the current membership and activities of the Planned Giving Committee, including options for giving (Attachment A slides 5-7).

### Right Relations Committee and Motion to Revise Covenant

Amy Makice introduced the members of the RRC and asked that the congregation approved changed to its previously adopted covenant with the congregation (Attachment A slides 8-10). These changes add language to operationalize the 8<sup>th</sup> Principle adopted by UUCB at the June meeting. The revised covenant would add the italicized text:

- (We affirm and promote right relations through) *the goal of dismantling racism and other oppressions in ourselves and our institutions*, and
- (Thus, we at UUCB covenant to affirm and promote right relations through) *striving to examine our own cultural systems of hierarchy and harm with courage, vulnerability, and accountability. We strive to be inclusive in our relationships and our community, and to seek out and honor the perspectives of others.*

President Yoak moved and the motion was seconded to accept this change in wording. The motion was approved by the congregation with a show of hands.

### Social Justice Fund Committee

Denise Ogren introduced the social justice fund committee members, the social justice grants made in Fall 2021, and the current state of the funding raised through plate donations (Attachment A slides 11-14).

## **Treasurer's Report**

Treasurer Rich Slabach reviewed proposed changes to the 2021-2022 budget based on changes in both income and expenditures since the budget was adopted in June. These changes may be seen in Attachment A slides 17-20.

## **Motion to Approve the Revised Budget**

President Yoak moved for approval the changes to the budget. The motion was seconded and approved by the congregation in a show of hands.

## **Motion to Authorize Board Approval**

President Yoak moved and it was seconded that the congregation should allow the board to approved these minutes at a future board meeting. The motion was approved by the congregation with a show of hands.

## **Board of Director's Report**

President Yoak called for a rousing cheer for Ann LeDuc, our Community Relations Coordinator, who is leaving at the end of December. An appropriate silent cheer was provided.

President Yoak and Vice President Gitlitz gave the director's report, primarily focusing on the next steps in UUCB's ministerial transition process. Several questions from meeting participants were fielded in a short subsequent discussion. The written report is included as Attachment D.

## **Closing Words**

Rev. Macklin gave the closing words

## **Adjournment**

After a motion and second, President Yoak adjourned the meeting at 5:50 p.m.

ATTACHMENT A



**In 2021: ranked 98 out of 100 for buildings of worship**



Molly O'Donnell,  
building co-chair



Click the **ABOUT** tab

for links to

- Energy Star,
- Renewable Energy,
- Permaculture Projects



Unitarian Universalist Church of Bloomington, Indiana

ENERGY STAR®

**REDUCING OUR CARBON FOOTPRINT**

ENERGY CONSERVATION

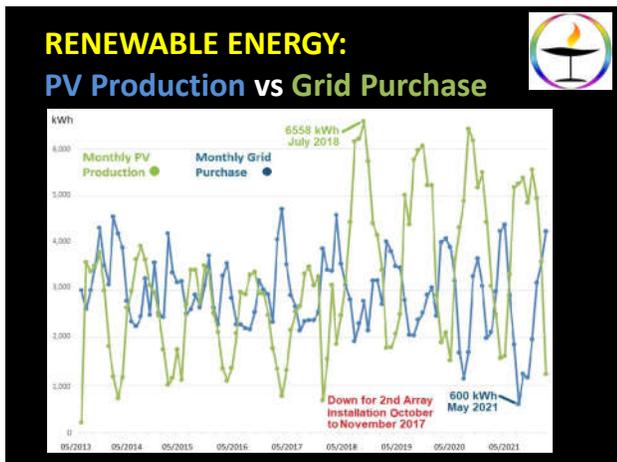
ENERGY EFFICIENCY

RENEWABLE ENERGY

**REDUCING OUR IMPACT ON OUR EARTH**

We focused on four areas to reduce our impact on our Earth:

1. Energy Conservation
  - Improvements to our building
  - "Get in a Zone!"
2. Energy Efficiency
3. Renewable Energy
4. Creating a Carbon Sink by improving the soil and adding trees, bushes, and native plants.



- NEST Committee**
- Abby Gitlitz
  - Judy Klein
  - Ann LeDuc
  - Rich LeDuc
  - Mary Ann Macklin
  - Jane McLeod
  - Dan Lodge-Rigal
  - Sarah Sanchez
  - Melinda Swenson
- Congregational Meeting December 2021
- Seeking the Spirit, Building Community, Changing the World
- 4
- 

- Planned Giving Committee**
- Charlotte Appel, Co-Chair
  - Ann Kamman, Co-Chair
  - Harlan Lewis
  - Bob Port
  - Marlin Howard
- Congregational Meeting December 2021
- Seeking the Spirit, Building Community, Changing the World
- 5
- 

- Options to Make a Planned Gift**
- 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.
- Congregational Meeting December 2021
- Seeking the Spirit, Building Community, Changing the World
- 6
- 

Legacy Circle membership is remaining between 90-95. Planned Giving does not make this happen; people either already have this on their mind and want to talk to us, or they don't.



## IT IS THE GOOD WORKS OF THIS CONGREGATION THAT MAKE PEOPLE WANT TO CONTRIBUTE

## RRC Committee



- Steve Dillon
- Jack King
- Carol McCord
- Amy Makice
- Doris Wittenburg
- [rightrelations@uubloomington.org](mailto:rightrelations@uubloomington.org)

## Proposed additions to the Covenant of Right Relations



We affirm and promote right relations through:

Part 1: The goal of dismantling racism and other oppressions in ourselves and our institutions.

## Proposed additions to the Covenant of Right Relations



Thus, we at UUCB covenant to affirm and promote right relations through:

Part 2: Striving to examine our own cultural systems of hierarchy and harm with courage, vulnerability, and accountability. We strive to be inclusive in our relationships and our community, and to seek out and honor the perspectives of others.

## Social Justice Fund Committee



- Denise Ogren
- Steve Mascari
- Sarah Kopper
- Jay Sissom
- Advisors: Jackie Hall and Bill Breeden

## Fall Social Justice Grants



- Racial Justice Task Force: \$750 to purchase a Platinum Sponsorship at the Monroe County Branch NAACP Freedom Fund Banquet.
- Habitat Task Force: \$1000 to purchase a small storage shed that Habitat for Humanity of Monroe County would install and use at the site of its new Osage Place neighborhood.

## Fall Social Justice Grants



- Homelessness Task Force: \$1,000 to purchase bowls, plates and mugs for Shalom Community Center for serving breakfasts to guests.
- Team First Book Monroe County: \$750 to award grants to schools and programs with low income children to purchase books for children to own and take home.

Congregational Meeting December 2021 Seeking the Spirit, Building Community, Changing the World 13

## 25% Plate Fund



- This year's 25% Plate recipient is New Hope Family Shelter.
- Support to date: \$3,349.

Congregational Meeting December 2021 Seeking the Spirit, Building Community, Changing the World 14

## Finance Committee

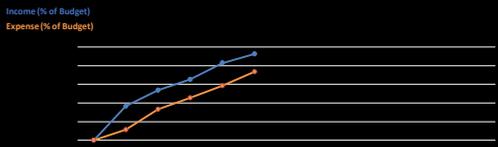


Members

- Rich Slabach (Chair/Treasurer)
- Carolyn Emmert (Secretary)
- Ruth Sanders
- Kitty McIntosh
- Jennifer Diaz
- Arzetta Hulst-Losensky (Chief Financial Officer)

Congregational Meeting December 2021 Seeking the Spirit, Building Community, Changing the World 15

## Finance Committee Income and Expenses Year to Date

Congregational Meeting December 2021 3

## Finance Committee Revised 2021-2022 Budget Summary



Income	Original	Revised	Notes
Pledges & Grants	576,000	620,000	Fall 'Leap' Drive Increased Pledges by 44,000
New Pledges	3,000	3,000	
Bazaar	10,000	10,000	
Talent Auction	11,000	11,000	
Facilities Fees	6,500	6,500	
Grocery Cards	5,000	5,000	

Congregational Meeting December 2021 Seeking the Spirit, Building Community, Changing the World 4

## Finance Committee Revised 2021-2022 Budget Summary



Income (cont)	Original	Revised	Notes
Investment Income	4,000	4,000	
Miscellaneous	10,000	10,000	
Prior Year Pledges	25,000	25,000	
Ray of Sunshine Funds	3,700	3,700	
Sunday Plate	20,000	20,000	
Operational Reserve	85,000	50,000	Reduced by 35,000
<b>Total Income</b>	<b>759,000</b>	<b>768,200</b>	<b>Overall Increase of 27,000</b>

Congregational Meeting December 2021 Seeking the Spirit, Building Community, Changing the World 5

## Finance Committee Revised 2021-22 Budget Summary



Expenses	Original	Revised	Notes
Campus Ministry & Outreach	4,442	4,442	
Childcare	12,603	12,603	
Committees & Programs	10,074	8,074	Reduced by 2,000
Denominational	45,410	45,410	
Ministry Salary & Benefits	276,159	261,771	Reduced by 14,388
Other Ministry	8,900	11,900	Increased Pulpit Guest by 3,000

Congregational Meeting  
December 2021

Seeking the Spirit, Building Community,  
Changing the World

6

## Finance Committee Revised 2021-2022 Budget Summary



Expenses (cont)	Original	Revised	Notes
Music	47,103	47,103	
Office	171,549	172,251	Increased Health Benefits by 702
Physical Plant	95,440	95,440	
Religious Education	85,533	108,269	RE Coordinator Promotion Increased RE by 22,736
<b>Total Expenses</b>	<b>757,213</b>	<b>767,263</b>	<b>Overall Increase of 10,050</b>
<b>Net</b>	<b>1,987</b>	<b>937</b>	<b>Decrease of 1,050</b>

Seeking the Spirit, Building Community,  
Changing the World

7

## ATTACHMENT B

NOTE: This report is the report to congregation, also to the Board. S.G.

**Senior Minister's Report  
Congregational Meeting  
Reverend Mary Ann Macklin  
December 12, 2021**

The Golden Sprint Event. We did it. In October I asked you to join my spouse DebPhelps and me to meet the minimum amount set for our 2021-2022 Pledge Drive. We had a \$43,000 gap to reach our minimum goal of \$620,000. (Bit by bit) Now, I promised that if we met said goal, which we did, that I would share one of my outstanding photos from my high school hurdling days, which I did. Also, once my hamstring heals, I promise to clear a hurdle during a worship service. I informed our Board of Directors that my top goal this year is to leave our congregation in good fiscal health.

After the unexpected departure of Interim Minister, Dave Clements last July, I am so grateful for everyone who has pitched in to help with the ministry of this congregation, including our lay leadership and board of directors. A special thank you to our regular staff, our Interim Religious Education Consultant, Dr. Michele Grove and heaps of gratitude to Minister of Story and Ritual, Reverend Emily Manvel Leite, for picking up some more hours and Minister Emeritus Reverend Bill Breeden for stepping up during a time of need in the congregation. Thanks also to Reverend Barbara Child for helping with our Chalice Circle program and Reverend Forrest Gilmore for his periodic presence in our pulpit.

I also want to recognize another change in August, when Ned Joyner, our main Sunday tech person left for seminary. We are very fortunate, very, that Hans Kelson has now at the helm of that position. Hans is here most Sundays and is currently engaging a serious overhaul and rerouting of equipment. Our gratitude remains with Andy Beargie who continues to be part of the big picture journey of our multi-media programming within the congregation.

With that said, as a congregation, we continue to navigate the waters of being in a pandemic. Our NEST crew, who are riding the waves of decision-making concerning Covid19 and its variants, continue to take daily changes in metrics and overall congregational best practices into consideration. There are no easy answers

and we appreciate your input and support of our ongoing changing policies in these times.

Of note, I never did get the last month of my sabbatical a few years ago (circumstances required that I return early), so I will be away mid-February through mid-March; Reverend Breeden and Reverend Leite and others will again engage and enhance the ministry of the congregation during that time.

I gave a shout out to our Connections Coordinator of six years, Ann LeDuc, in our worship service this morning. Ann, and her family will be leaving for Canada soon. At this point, her last time on-site here in Bloomington will be December 17<sup>th</sup>. Then she will take some of her vacation time for several weeks and be with us via cell phone, Zoom, and other methods in January as we explore the transition of that position. Questionnaire: people are staying connected. 40 people have joined the congregation since the onset of the pandemic.

As many of you know I will be completing my ministry here as Senior Minister at the end of June 2022. This summer. As I have shared before intuitions in the past few years is that my time is coming to completion as other forms of ministry call me. The other night, a few weeks ago, I experienced a dream . I was at a conference and a number of you were there as well as other folks in my life; so many were wondering and asking (in my dream) what will you be doing after June. And I clearly said, “I am not sure. My body is exhausted so first I will spend time tending and healing through this time letting go.” Pretty clear. I am saddened to leave this role with you and I know many of you are sad to see me go. We will take time this spring to honor that grief so I can have honorable closure with the congregation.

Here’s the thing though, I know that fresh eyes for the vision of this congregation going forward and a fresh spirit for guiding and offering ministry are needed in a way that I can no longer provide in the years to come.. It’s not a bad thing. It just is. But, it allows me to not only look forward to how things will unfold for you all next year and in the years to come. It’s exciting. And it’s a relief.

Also, some of you know that I am doing some chaplaincy at IU Health Bloomington Hospital. What’s that all about? So I am in a program called CPE, Clinical Pastoral Education (root canal for the soul), which involves education, group work with a supervisor, while serving on site at a hospital. I like the work because it stretches different ministerial muscles for me, but it also very

challenging at times. The group work, while unnerving at times, also provides a place for my own discernment about my past, current and future ministry. What does that mean for the congregation? I am at the hospital on Fridays so not available for pastoral calls that day. I am on-call Wednesday nights and once-a-month on weekends. Basically I am getting some continuing education.

My blessings and gratitude for all you do.

Peace in this season of hope.

Mary Ann  
Reverend Mary Ann Macklin

## ATTACHMENT C

### **Minister of Story and Ritual Congregational Meeting Report, December 13, 2021 Reverend Emily Manvel Leite**

Now that I have been your Minister of Story and Ritual for five months, I've been asked to tell you something about what I do in this role. In my description of ministry, my job is summarized as being the development of opportunities for spiritual awareness and connection for all ages using the tools of ritual, shared experiences, and storytelling.

One central part of my work is envisioning, writing, and creating the multi-generational services and rituals that mark seasonal shifts and the flow of congregational life: for instance, our Water Communion and the Equinox and Solstice services. For UUs, congregational rituals aren't set by a liturgy or denominational authority, so we have to continuously find ways to meet the needs of the moment in an ever-evolving process. This is creative work - over the years I've created things like our Thanksgiving ritual, the bridge of support at our flower communion, the Yule spiral, and many other ritual elements to meet the congregation's needs. I think about this question every time I create a service: What needs to be created or shifted to address where we are right now? This fall I re-imagined our Water Communion as an exploration of the muddy places in our lives, and the Autumnal Equinox as a reflection on the experience of living in a gooey, unformed time, like cocooning butterflies.

But ritual is always seeking a balance between the new and the familiar, and I have worked to maintain the grounding presence of familiar rituals in a time filled with so much change:

finding ways to continue our remembrance of congregation members who have died at our Gathering of Spirits service, where we also launched our Covid Memorial Installation Project,

and also continuing our traditions of sharing gratitudes at Thanksgiving and offering the Procession of Giving at the beginning of December.

One of the things I've been thinking about a lot is how to bring more of the arts and multiple experiential modes into worship. I have recruited a new Worship

Arts Playgroup from the congregation to generate ideas, and I've been thinking about this together with the other ministers and staff....

This has led me to do more with imagery related to our monthly congregational themes and to invite more metaphorical thinking by offering things like September's muddy puddle of Possibility and October's weekly weaving of our Web of Connection.

I hope many of you are currently finding ways to launch yourself over our Bar Set Low for Joy. This coming week you're invited to join a Set the Bar Low for Joy event--pop-up gatherings outdoors at peoples' homes to share conversation, a hot beverage, and, if you like, to take video or a photo with our Golden Bar Set Low. These gatherings were the brainchild of our Worship Arts Playgroup. You can find info on them in the Friday update and on Facebook.

As with those events, part of my ministerial work is to create opportunities for connection and ritual outside of Sunday worship. We offered a pilgrimage time on November 1st for people to come and remember those who have died. Last Friday night, we had a wonderful outpouring of generosity at our sing-along and drive-through Procession of Giving, and we celebrated our ability to give and to feel joy together. These real-world interactions help us stay connected as a community, and they lift our individual spirits.

As your Minister of Story and Ritual, I also create and offer baby dedications and other rites of passage. This fall, these have included the Age of Reason Ceremony and the family celebration that followed it, and also the first four sessions of our nine-month-long Coming of Age Program for 10th graders.

Finally, and especially joyfully, I get to find and tell stories for all of you--whether you are young or old or in-between. Part of what I love about stories is that they don't have a single meaning: they speak in different ways to each of us at different moments, and often we find the meaning in them that we need to hear.

Beyond all these details, I am honored to simply be one of your ministers, and I hope you will feel free to call upon me whenever you are in need.



**UNITARIAN UNIVERSALIST CHURCH**

The Reverend Mary Ann Macklin, Senior Minister  
The Reverend Emily Manvel Leite, Minister of Story and Ritual

---

**Memorandum**

**To:** Members and Friends of the Unitarian Universalist Church of Bloomington  
**From:** Stuart D. Yoak, President, and Abby Gitlitz, Vice President  
**Re:** Report Given at the Congregational Meeting on Sunday, December 12, 2021  
**Date:** December 15, 2021

This has been an amazing and difficult couple of years for the church and this congregation.

Abby and I wish to share with you some reflections on the past as well as providing an outline of the steps ahead as we move forward together.

We have weathered ministerial transitions and seen the rise of Covid infections which has caused losses in our church community and throughout our region. We have navigated restrictions on in-person meetings and a general uncertainty regarding what's next regionally, nationally, and throughout the world.

Throughout this, UUCB has remained a strong, vibrant, and growing community. We have adapted and continue to adapt thanks to the commitment of the people involved in this congregation. From the online bazaar to outdoor religious education, from the caring committee outreach to the reworking of the greater program to accommodate new safety protocols, we all, as a congregation, have faced these uncertainties with open minds and open hearts.

And, we continue to grow. Following the worship service on Sunday we held an in-person membership ceremony inviting over 40 people who recently joined the church and were now finally able to sign the official membership book in-person.

To keep our church community strong, the Board of Directors are looking toward the future and the transitions ahead. We want to share with everyone how the process will unfold regarding the ministry of this church after Rev. Macklin's departure in July.

First, it is important to recognize that over the past years of ministerial transitions our congregation has been blessed and supported by Rev. Emily Manvel Leite, Rev. Barbara Carlson, Rev. Barbara Childs, and Rev. Bill Breeden. They have been absolutely invaluable and we are much in their debt for the continuity we have maintained as a congregation.

Over the past few months, the Board has been in contact with the UUA Ministerial Transitions Office and, most importantly, with Rev. David Pyle, the Mid-America Regional Lead, to learn more about the ministerial search process. Rev. Pyle facilitated the Board's Retreat (aka Board Advance) in November and our discussions covered both the process and how best to ensure maximum participation by the congregation throughout this process.

In January, 2022, the Board will appoint a five-person Search Committee to help the church select an Interim Minister. This is different from the search for a settled or called minister and will take about a month from start to finish. The Interim will most likely begin at UUCB in August of 2022 for a two-year posting.

During the 1st year the Interim will lead us through a collaborative and interactive process that will enable the Congregation to identify who we are today and what our hopes are for the future. The Interim Minister will also participate in worship services and work with the Board and the Staff. In the 2nd year, 2023-2024, the Interim will lead us through the process of finding and securing for a new Senior Minister.

For the last many years our church has been served by the equivalent of two and a half full time ministers, with the ministry split in a variety of ways. In addition to the Interim Minister and the services of Reverend Emily Manvel Leite as our Minister of Story and Ritual, we also will need another full-time minister to serve the congregational needs during this time. Rather than have two concurrent interim ministers tasked with the same task, the Board will hire a Contract Minister who also will join us in August 2022, most likely for a two-year appointment. The Contract Minister will lead worship services, provide pastoral care, work with and supervise the staff, as well as other executive duties.

With the Interim Minister's assistance, we anticipate a new senior minister will begin with us in August 2024.

What will that ministry look like? That is something the congregation, as a whole working with the Interim Minister, will to decide. Please know the members of the UUCB Board of Directors are committed to engaging the entire congregation in this ministerial transition process.

This is an exciting time for our church community.

We are indebted to the Founding Members of this church for their vision and dedication to create the Unitarian Universalist Church of Bloomington. We are the beneficiaries of their hard work and we stand on their shoulders. It is now our turn. It is our turn to build on the past and create a vision for where our beloved church community will be for many years to come.

Thank you all for being part of this vibrant and caring church. Please do not hesitate to contact us if you have any questions.

Stuart D. Yoak  
President, Board of Directors  
Unitarian Universalist Church of Bloomington Indiana  
Email: [sdyoak@iu.edu](mailto:sdyoak@iu.edu)  
Phone: 812-822-1918

Abby Gitlitz  
Vice President, Board of Directors  
Unitarian Universalist Church of Bloomington Indiana