

# Unitarian Universalist Church of Bloomington, Indiana

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

## Draft Congregational Meeting Minutes

December 11, 2022



<b><u>CALL TO ORDER</u></b>	<b>1</b>
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Submitted by Regina DiLavore, Secretary

### ATTACHMENTS:

- A. Modified Slide Deck
- B. Interim Lead Minister Report
- C. Minister of Story and Ritual Report
- D. Religious Education Report
- E. Transition Report
- F. Treasurer's Report
- G. Financial Deck
- H. Board Report

## Call to Order

President Abby Gitlitz called the meeting to order at 2:01 p.m.

## **Chalice lighting and Opening Words**

Stuart Yoak lit the chalice as Reverend Connie Grant led the congregation in the opening words.

## **Introduction of Parliamentarian**

President Gitlitz introduced the Parliamentarian Steve Dillon.

## **Ministers' Reports**

Reverend Connie Grant provided the Interim Lead Minister report, discussing the transitional ministry, development of a staffing plan and importance of the Interim Lead minister in helping the congregation determine their identity. See Attachment B.

Rev. Emily Leite reviewed her activities as Minister of Story and Ritual including sharing the history of the UUCB land acknowledgement, seminar on how to service UUCB members online and a conference on moving Social Justice Forward. See Attachment C.

## **Religious Education Reports**

Stephanie Kimball reviewed the status of the religious education program including status of classes, plans for updating Article UU Bylaws in 2023 and other planned activities for 2023. See Attachment D.

## **Meeting Business**

### **Quorum Report**

Board Member Linda Pickle reported 75 attendees, exceeding the 56, or 10%, of the total membership required to conduct business.

### **Motion to Approve Minutes**

President Yoak moved that the Board be allowed to approve these congregational meeting minutes at a future board meeting. The motion was seconded by David Keppel and approved by the congregation in a show of hands.

## **Committee and Task Force Updates**

### **Social Justice Fund Committee**

Denise Ogren summarized four grants totaling \$3,240 that were awarded to move the mission of UU forward. (Attachment A slide 8)

## Transition Update

Reverend Grant and President Gitlitz provided an update on the transition timeline. The first year of the transition revolves around reflection and spiritual preparation. The second transitional year will revolve around heart storming or brainstorming, the hopes for the church. See Attachment E.

January 2023: Members can provide their thoughts about previous minister departures and church life.

March 2023: Members submit up to three names for the search committee considering how well they work with others, who can look out for all members (including children), activity level in the church, responsible leadership, awareness and trust.

Spring 2023: Board will create a short list of names from all the candidates. The Board will call candidates to develop a slate of seven members for presentation in the June Congregational meeting. Formation of the search committee through a retreat, clarification and assignment of responsibilities, and survey. The search committee will be separate from the Board.

Fall 2023: Workshop *Beyond Categorical Thinking*, Cottage Meetings, Focus Groups

December 2023: Congregational Record Development

January 2024: New Ministers express interest

Q1-2 2024: Search committee observes candidates preaching

2024 Q2: Minister is selected, preaches at UUCB and congregation votes.

## Member Questions About Transition

*Joan Caulton:*

Question: Is there a directory of current members of the church?

Response: President Gitlitz indicated one would be made available.

*David Keppel*

Question: Will the search committee be allowed to talk with the congregation about what they want in a new minister?

Response: President Gitlitz said yes, this communication is imperative. The committee will need this information. However, when deliberating about applicants, the information will be sealed.

*Debbie Fish:*

Question: Suggested providing photos in church directory.

Response: President Gitlitz asked that members ensure that the profile in the database is public to the church, opt in and provide a photo. The Lucy booth will be set up to assist members. Staff will also provide information on the website

*Martha Dogan:*

Question: Please explain the meaning of a cottage meeting and the transition team.

Response: President Gitlitz clarified that the transition team sets up transition team activities and times. The team is geared towards helping the Congregation go through the transition in a way that helps us know the church better.

*Avram Primack:*

Question: Can we have a Lucy Booth to help members?

Response: Yes, we will set it up moving forward.

*Lee Meyers:*

Question: How do candidates match up with the church?

Response: Candidate profiles and church profiles are developed and available through the minister's search on the UUA website.

*Joan Caulton:*

Question: Do we have to post a salary?

Response: Typically, we will have a salary range, but the minimum salary is posted.

*Rich Janda:*

Question: Is David Pyle's presentation from 2-3 years ago available?

Response: Yes, it is available on the UUA website. Inviting David Pyle back to provide an updated version was discussed.

*Lynn Struve:*

Question: Can members attend when candidates are preaching at the pulpit within six hours of Bloomington?

Response: No, the congregation will not be informed about candidates preaching in the pulpit. The top candidate will come to UUCB and preach, and the congregation will vote. All activities will be confidential until this point.

*David Keppel:*

Question: What happens if the congregation is ambivalent about the candidate?

Response: Typically, the vote is overwhelmingly positive. There may be a few negative votes. The congregation typically trusts in the process of the search committee.

## **Leadership Cultivation Report**

President Gitlitz announced that there will be a leadership conversation on January 21, 2023, for UUCB members interested in leadership roles. President Gitlitz described the difference between mid-term appointments and elections. The following mid-term changes were announced:

- Stuart Yoak is stepping down as Vice President, Jane McLeod will change roles from Board Member at Large to Vice President
- Doltan Gibson has not been able to serve on the LLC, Nicole Motz will fill the role
- Doris Wittenberg will fill a vacant role on the Special Purposes Fund for 18 months.

## **Treasurer's Report**

Treasurer Rich Slabach offered thanks to the Finance Committee and reviewed proposed revisions to the 2022-2023 budget that shifts funds from one expense to another. These changes may be seen in Attachments F and G.

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

Rich Janda moved for approval the changes to the budget. The motion was seconded by Charlie Pickle and was approved by the congregation in a show of hands.

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

President Abby Gitlitz reviewed significant events and accomplishments of the past six months. The written report is included as Attachment H.


## **Closing Words**

Rev. Grant gave the closing words.

## **Adjournment**

After a motion, Vice President Jane McLeod adjourned the meeting at 3:16 p.m.

ATTACHMENT A



Abby Gitlitz


**Call to Order**

Congregational Meeting  
June 2022

Seeking the Spirit, Building Community,  
Changing the World

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Rev. Grant / Stuart Yoak

**Chalice Lighting and Opening Words**

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Abby Gitlitz


**Introduction of Steve Dillon,  
Parliamentarian**

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Rev. Connie Grant

**Interim Lead Minister's Report**

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Rev. Emily Manvel Leite


**Minister of Story and Ritual  
Report**

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Stephanie Kimball


**Director of Religious Education  
Report**

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Denise Ogren


**UU Social Justice Fall Grants for 2022**

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- Habitat Task Force
- Team First Book Monroe County
- Hope for Prisoners Task Force
- Refugee & Immigration Support & Education Task Force

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Linda Pickle


**Quorum Report**

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Stuart D. Yoak

**Motion for the Board of Directors to Approve Congregational Meeting Minutes**

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Rev. Connie Grant

**Transition Update from the Interim Minister**

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Abby Gitlitz

**Formation of a search Committee**

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Nicole Motz

## Leadership Cultivation Committee Report

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## LCC Functions

- With input from the congregation, we seek members to fill elected positions to the Board, LCC, and SPF.
- Recommend members when requested by other committees.
- Conduct leadership workshops and leadership conversation sessions to cultivate leadership within the congregation.

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## Mid-term appointments for Board of Directors

- Jane McLeod, Vice President
- , At Large Member

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## Mid-term appointments for Leadership Cultivation

- Nicole Motz – One-year appointment

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## Mid-term appointments for Special Purposes Fund

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## Mid-term appointments for Right Relations Committee

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**Rich Slabach**  
 treasurer@uucbloomington.org

**Finance Committee**

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**Finance Committee Members**

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

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**Rich Slabach**

**Motion to approve the revised budget**

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**Stuart D. Yoak and Abby Gitlitz**

**President's Report**

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**Closing Words**

**Reverend Connie Grant**

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**Jane McLeod**

**Motion to Adjourn**

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ATTACHMENT B

## Reports for Congregational meeting December 2022

### Chalice lighting

As we light the flame of the chalice, symbol of Unitarian Universalism, may we be reminded of

The connection between our approach to theology, which upholds individual freedom of belief, and our approach to polity, which holds that each congregation is autonomously governed.

Unitarian Universalist historian Conrad Wright tells us “it is a fact of no small consequence that Unitarian Universalists stand in a tradition of congregational polity that is almost four centuries old; that [congregational self-governance ] has proved to be more durable and adaptable to changing times than any of the doctrinal formulations—whether of God, or human nature, or human destiny—that dominate accounts of the history of liberal religion (Conrad Wright, *Walking Together: Polity and Participation in Unitarian Universalist Churches* ).”

## Interim Lead Minister's report

I've been with you just over four months now, and we're still getting to know each other.

Maybe you've learned that I can sometimes be very serious. Maybe you've also learned that I sometimes laugh at my own jokes, and that it's ok for you to laugh, too—with me or at me.

I think that one of my most important roles as your interim lead minister is to be the minister I am, which I believe paves the way for your next settled lead minister to be the minister they are. Of course, I'm not the same as any of the other ministers who have served this congregation, and not the same as the minister who will next come to serve you. Perhaps there are some things you like about the way I do things, and likely some things you don't! It has been said that congregations always love their interim ministers—they either love them while they're there, or they love it when they leave!!

Of course, ministers come and go, however long they stay. And the congregation goes on, with its own history, personality, and culture. I've been told that interim ministry is consultative, while settled ministry is relational. Of course, I can provide some consultative perspective about best practices and things you might consider as you decide what to do. But I believe that all ministry is relational, based in a relationship with a congregation.

As I'm getting to know you, individually and collectively, I'm learning to love you as a congregation! One of the things I appreciate most about you is your commitment and dedication to the congregation—to the friendships you have built here and to the church as an institution, important in your lives and in the community.

I do the things ministers do, with primary responsibility for preaching and pastoral care, among other things. I'm also your head of staff, and a major focus of recent months has been the development of a staffing plan—with the support of your Board of Directors—, not just to replace the irreplaceable Carol Marks, but to serve the administrative and technological needs of the congregation now and into the future.

As you may have read in the Prologue,

Your new Director of Administration, Amanda Waye, will begin on December 16 for training with Carol. Carol has been thoughtfully and carefully developing a training manual and a plan for passing on information about the church and its workings. Amanda has considerable experience that will be applicable to this position, having been administrator of a bank branch and manager of a realty firm.

Hans Kelson will begin in a new, expanded role as full-time Technology Coordinator beginning January 16. Hans will take on overhauling the audiovisual system in the sanctuary, updating and maintaining the infrastructure of the church website as well as a number of other immediate projects and ongoing duties to support 21<sup>st</sup>-century technology for the church. He'll also continue running the sound system and livestreaming services on many Sunday mornings.

Monica Overman and Mandy Skinner, current Office Assistants, will expand and differentiate their roles and will each increase their working hours beginning in January. Monica will become Administrative Assistant and will take on additional administrative tasks to support the congregation and professional staff. Mandy will become Communications Coordinator, including editing the Prologue and weekly update and updating website content. Monica and Mandy will also continue to share many of their current duties.

I've also been in conversation with existing staff to clarify their roles and responsibilities, both for their own working purposes and so this can be communicated to the congregation.

One of my major roles as your Interim Lead Minister is to help you figure out who you are as a congregation and who you want to be.

I'm so glad to be here with you in Bloomington, during these times of transition both in the congregation and the world. These are challenging times, and I have full confidence that this congregation will thrive and flourish as you meet the challenges and move forward into your future!

I am available to you to talk about anything that's in your heart or on your mind, about what's going on in your life or in the church. Please be in touch!

## Transition Update

The Unitarian Universalist Church of Bloomington is a congregation in transition. During this planned two-year transitional time you are preparing yourselves to call a new settled minister who will begin to serve you in August, 2024.

This first year focuses on intentional reflection and preparation. Your Transition Team (Andrew Appel, Ruth Aydt, Alan Backler, Deb Fish, Sarah Kopper, Kelly Rockhill, and Kathy Sideli) and I have been planning a number of participatory activities designed for the purpose of spiritual preparation, so that you will be ready for this new ministry.

In an October worship service, you heard from some members who joined the congregation over the past decades about their memories of the church during the decade in which they joined. Many of you took advantage of the opportunity to jot down your own recollection of (and feelings about) congregational events significant to you, and to post your notes on a timeline of congregational history. Soon your Transition Team and I will reflect back to you some gleanings from your perspectives.

Next month, we are planning an opportunity for members to express their thoughts and feelings about ministerial departures over the years, in conversation with me and with each other.

I am also planning to extend an invitation to various groups within the church to have a collective conversation with me about their experiences or concerns. I have also had a number of conversations with individuals about various aspects of church life, and I am available to anyone who would like to have such a conversation with me.

Additional opportunities to “heartstorm” (more fun than brainstorming) your hopes and dreams are also planned. Watch for more information about these and other participatory events as they are scheduled in upcoming months!

Here is a rough timeline of some highlights of the actual search process, which will be the focus of your second transitional year:

Spring, 2023 - Search Committee is chosen with input from the congregation - Abby will provide details about how this will work.

Then the Search Committee will begin the search itself. (If you’ve read the book “Search,” it’s really not like that at all. If you haven’t read the book, I don’t recommend it!)

Late Summer to early Fall, 2023 - Congregational survey

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March, 2024 - Search Committee selects a candidate—and hopefully reaches a meeting of the minds and hearts with a candidate who also selects the Unitarian Universalist Church of Bloomington as their potential congregation

April, 2024 - Search Committee announces candidate to the congregation

End April, 2024 – “Candidating Week”: Candidate preaches two sermons and has many meetings with congregants in various configurations. On the second Sunday, members of the congregation vote whether to call the candidate as your next settled lead/senior minister.

Now Abby will tell you about the process for choosing a Search Committee.



Extinguishing the chalice flame

As we extinguish the chalice flame,

We carry the light of this community with us,

Reminded that the business of the congregation is as sacred as any practice of the church.

ATTACHMENT C

Over the past six months we have begun a journey of discovery, as we have, with Connie's thoughtful guidance, begun to experience and explore what this congregation will become next. This has also been a time of ongoing exploration for me, as I continue to solidify my role as your part time Minister of Story and Ritual. As I hope you can tell, I love the weeks when I get to tell you a story, and I've been honored to create and share meaningful services with you with particular assistance from the rest of the staff, Dinorah Sapp, our Story Troupe, and Scott Russell Sanders. A few highlights of these months for me:

In July, I began the practice of sharing some of the history of this place and its indigenous peoples as a part of our Land Acknowledgement from time to time. I look forward to continuing this ongoing learning with you, and I love that we now say the names of the Myamiaki, Lenape, Bodawodmik and Sawanwaa peoples together.

In September, I attended a two day conference exploring how to more effectively welcome those who join us online for worship. This is really important as we continue to serve people both locally and around the world, whether or not you are able to be in this room in person. We've already implemented some of what I learned, and I look forward to implementing more with the support of our media team. I am thrilled that Hans Kelson will be joining us as our full time Technology Coordinator.

In early November, Stephanie Kimball and I attended the Liberal Religious Educators' Fall Conference in Birmingham, Alabama to learn about moving the work of racial justice forward. We visited the Legacy Museum in Montgomery while we were there. It was a powerful and moving experience and we are exploring ways to share that experience with you soon. She'll tell you more in a moment.

Finally, I have been working to make our multigenerational services more welcoming to children by providing meaningful activities at different times during the service. So if you've seen people moving around with baskets, know that we are offering items to our children to let them know that they are warmly welcomed here—just like you.

I am so grateful to be working with and for each of you. Thank you.

ATTACHMENT D

## Religious Education Congregational Report December 11, 2022

This fall has been a busy time for lifespan religious education. We continue to offer Sunday morning classes for children ages 3-12, as well as child care for infants and toddlers. Many of you have participated in **adult** religious education programs as well. This year OWL, sexuality education, is underway for 7th and 8th graders, with 20 youth participating.

Looking ahead to the first half of 2023, I'm excited to be co-hosting a discussion and information session on Article II on January 8, with Guy Loftman of Denominational Affairs. Article II is the section of our UUA bylaws that define our denomination's purpose. Currently, Article II names our principles and sources. I hope you will join us on January 8 to review and discuss proposed changes to this important document.

Also in January, I look forward to relocating the children and youth library from the little space at the end of the hallway upstairs to Room 206, right across from Fellowship Hall. Stay tuned for more information on that, as well as other upcoming library changes.

I'm also looking forward to restarting high school youth group, continuing to grow partnerships with social justice task forces, and expanding OWL, Our Whole Lives sexuality education. This spring we plan to offer 5th & 6th grade OWL, and next year we'll loop in 1st and 2nd graders and also introduce a class for adults – making this truly a lifespan program.

As Reverend Emily mentioned, the fall LREDA conference was a transformative experience, and we are exploring possibilities for sharing that with you, possibly in the form of a group field trip to the Legacy Museum in Montgomery, Alabama. If you'd like to help plan this, or related programs, please do let me know.

I hope you are seeing that religious education is NOT just for children. It is for all ages, all backgrounds, everybody. The best way to keep up with news about programming, registrations, and more is to read our monthly newsletter, Education Matters. You can find the link in any Prologue, on our website, or just email me and I'll add you to the list.

(slide with QR code)

Finally, I have heard a lot of people wondering, where are the children? Again, there are families and children who are attending regularly, and we're having a good time on Sunday mornings. But there are many others who are registered but not attending, and still more who we haven't heard from in quite a while. What's going on?

First, a little perspective: Weekly, indoor religious education for children did not resume until February of this year. We were not able to offer childcare until May. Two years is a really long time for a 6 or 8 year old. It's understandable that families developed new routines during that time, patterns which may be hard to break now that church is again accessible to all.

Second, we are hearing that this is a phenomenon in many congregations. While the pandemic has been hard on everyone, it has affected different age demographics in different ways. Many families with elementary-aged children find themselves particularly exhausted at this point. These are parents who had to make tough choices in order to be available to supervise their children doing school from home, when schools abruptly closed in March of 2020. With online schooling, a lot of children suffered learning losses, and may have lost ground socially as well – all requiring extra support from their parents.

There's much more to be said here, but the bottom line is this: If you know a family with children, consider reaching out to them with an offer of support. Maybe take them a meal, or offer to babysit or help with homework if that's appropriate for you.

And parents who are here today, or watching via livestream, please know we are here for you whether you can attend regularly right now or not – please let us know how we can support you. You are a valuable part of our congregation, and we look forward to you being back with us when it's right for you.

Thank you.

ATTACHMENT E



## Transition Update

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ATTACHMENT F

## Finance Committee Report and Motion to Approve 2022-2023 Revised Budget

Good afternoon. I am here to present the Finance Committee Report and a Revised budget for the remainder of this fiscal year.

[Committee Member Slide]

My thanks to the members of the Finance Committee for their input and service to the Church. It's been a lot of fun working with them.

Committee members are:

- Carolyn Emmert (Secretary)
- Ruth Sanders
- Kitty McIntosh
- Jennifer Diaz
- Arzetta Hulst-Losensky, Chief Financial Officer

Before I present the revisions to the budget for your approval, I'd like to review where we stand to date.

[Income and Expenses to Date Slide]

This slide shows a trend of income and expenses to the end of October as a percentage of the budget. The blue line is income; the red line shows the expenses; the green line represents the budgeted spending and expenses if there were no month-to-month variation.

As the chart shows, income got off to a great start in July with many people paying their pledges for the entire year, and moving toward "normal" since then. This is something that happens each year.

Expenses are below the green normal line.

With the proposed budget changes, we are expecting that line to edge up toward that normal line.

[Income Slide]

Now to the proposed revisions to the 2022-2023 budget. The next few slides are a summary of the Income and the Expenses we're proposing to change for this year's budget. If you'd like to see the detailed version, please send an email to [treasurer@uucbloomington.org](mailto:treasurer@uucbloomington.org) and I'll provide you with that. And please remember that detailed financial statements are posted on the bulletin board by the entrance from the courtyard each month.

As you can see on this first slide, the revisions are not expected to change the total income or the total expenses for this year. The proposed revisions just shift some spending from one purpose to other purposes.

[Expense Slide 1]

The original budget had \$84,000 budgeted as a set-aside for a contract minister. At that time, we didn't know if we would hire a contract minister. We wanted to have our Interim Minister help us determine if and how that money might be spent. Well, she's done just that.

The Set-Aside money has been revised from 84,000 to 30,684 to cover the changes to date. We may have more changes coming as a result of recommendations by the new Personnel Committee.

The specific changes:

Barbara Childs has been hired to act as a consultant for Chalice Circles. As of August 1, the position held by Carol Marks has been upgraded to Director of Administration with new duties and a salary increase. As of October 1, our Connections Coordinator, Anabel Watson increased her work to 24 hours per week.

[Expense Slide 2]

Starting January 15, we'll eliminate the Multi Media positions. Hans Kelson will become our new full time Technology Coordinator with expanded duties. We'll keep some funds for a new AV Tech position. Our Office Assistants are taking on some new duties with new titles and salary increases reflecting those changes.

[Expense Slide 3]

Mandy will become our Communications Coordinator and Monica will be our Administrative Assistant.

As a result of these employee changes, our payroll tax obligations will increase.

Note that the changes come very close to balancing the original amounts.

Again, if you'd like to see the detail behind this summary, contact me at [treasurer@uucbloomington.org](mailto:treasurer@uucbloomington.org). Are there any questions, at this time?

I move that we accept these revisions to the 2022-2023 fiscal year budget.

Bylaws

4.8 Budget. ... Congregational approval also is required for an expenditure in any budget line that is projected to exceed the budgeted amount by more than 5% or \$3,000, whichever is greater. Any mid-year changes to the annual budget may be made at the Fall congregational meeting or at a special congregational meeting. In addition, Board approval is required for all overages on budget lines.

ATTACHMENT G



Rich Slabach  
treasurer@uucbloomington.org

## FINANCE COMMITTEE

Congregational Meeting  
December 2022

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## Finance Committee

Members

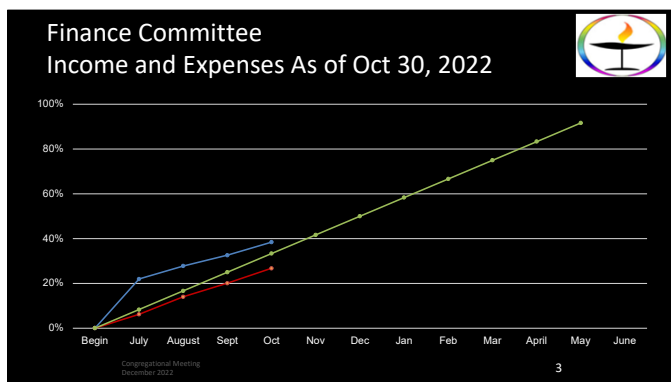
- Rich Slabach (Chair/Treasurer)
- Carolyn Emmert (Secretary)
- Ruth Sanders
- Kitty McIntosh
- Jennifer Diaz
- Arzetta Hults-Losensky (Chief Financial Officer)

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## Finance Committee 2022-2023 Budget Summary


	2022-23	Revision	Notes
Income	777,792	777,792	
Expenses	765,436	765,434	
Net	12,356	12,358	

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## Finance Committee 2022-2023 Budget Summary


Expenses	2022-23	Revision	Notes
Minister Set-aside	84,000	30,684	Changed Purpose
Committees: Chalice Circles	500	10,100	Added Consultant for Chalice Circles
Dir of Admin	64,454	78,017	Changed Position
Connections Coord	29,850	34,158	Increased Hours

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## Finance Committee 2022-2023 Budget Summary

Expenses	2022-23	Revision	Notes
MultiMedia	14,105	0	Changed position
Technology Coordinator	0	29,393	New position
AV Tech	0	3,000	New position
Office Assists	18,200	0	Changed Position

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Finance Committee  
2022-2023 Budget Summary



Expenses	2022-23	Revision	Notes
Communications Coordinator	0	11,856	New position
Admin Assist	0	11856	New position
Office Payroll Tax	4,613	6,658	Result of changes
Net Changes	215,722	215,720	Close Enough!

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ATTACHMENT H

## **Abby**

This fall has been an exciting and busy time for members of the Board as we welcomed Rev. Connie Grant as our Interim Lead Minister and officially began the process that will lead to our Congregation calling a new Senior Minister in 2024.

Here are some of the major tasks the Board has been working these last six months.

## **Stuart**

The formation of a short-term personnel committee to revise and update our personnel policies and personnel handbook. Personnel Committee members were Laura Kress, Kitty McIntosh, and Jane McLeod. The committee reviewed the current UUCB personnel policy and proposed changes based on the most recent UUCB guidelines and on best current practices in HR. The most consequential changes involve how vacation and sick leave are treated, and the processes by which allegations of misconduct are handled.

## **Abby**

The formation of a short-term Stewardship investigation team tasked with looking at the bigger picture of how our church conducts stewardship, including the annual pledge drive, Auction, the Bazaar, Sunday offering, Planned giving and periodic special asks. They are looking at how and why people give, and how that changes based on a variety of demographic factors [I am not certain I know what this means]. The goal of this group is to present suggestions to the board as to how the church might approach stewardship in a more comprehensive way going forward. This team consists of Libby DeVoe, Harlan Lewis, Von Welch, Joan Caulton, Corrin Clark, and Rich Slabach.

## **Stuart**

We have convened a small committee of the board to take a critical look at our Bylaws and Policies to make sure they are uniform and consistent with current church operations. The group will suggest any changes to the Board in the spring so that any proposed bylaw changes can be brought to the congregation for the June 2023 Congregational meeting. This team consists of Steve Dillon, Steve Gilbert, Stuart Yoak, and Rev Connie Grant as advisor.

## **Abby**

Madison Colquette, a member of our church, entered Meadville Lombard school this fall and requested that UUCB be her sponsoring congregation. Sponsorship, in this case, signifies that we have confidence in her potential and suitability for UU ministry. This does not indicate a financial commitment, but it does involve a commitment from our lead minister to serve as a mentor. Rev Grant has met with Madison to create a “Covenant between applicant for Ministerial Aspirant status and Interim Lead Minister,” which details mutual expectations and outlines their working relationship. The Board unanimously agreed that, on behalf of our Congregation, we will sponsor her as she sets out on this exciting journey toward becoming a credentialed UU Minister.

## **Stuart**

One of the major tasks of Interim ministry is to assist the Congregation and the Board in reviewing past and present practices in an effort to strengthen to church in preparation for calling a new Senior Minister. The Board has been extremely grateful for the guidance Rev. Grant has given us in recognizing some of our “it has always been done this way” church practices. Her extensive training and “fresh eyes” on the way we administer and function as a church community are helping us tremendously.

## **Abby**

One of the major tasks the Board is reevaluating is the functional model for church. As it now stands, our church has been following a model referred to as the Carver model of Policy Governance that we adopted in 2008. This model describes the Board as just a visioning entity and the lead minister as CEO responsible for all of the things that actually happen. Given the changes that have occurred at UUCB these past few years, we believe it does not provide enough coordination and oversight when problems arise. With Rev. Grants assistance the Board has begun a process of looking at other models for church governance that might serve us better. We look forward to sharing with the congregation further details on this process in the upcoming months.

This is an exciting time for our church. The interim process is helping us look back and look forward. Back at processes and practices that can be updated and forward at ways we can be a stronger and more vibrant community.

As we move into 2023, members of the Board look forward to working with the congregation and our ministers as together we enter the time of search.