

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Board Minutes

October 18, 2023



I. Call to Order and Chalice Lighting	1
II. Check-in	2
III. Approval of the Board Minutes	2
IV. Reports	2
A. Interim Lead Minister Report	2
V. New Business	2
A. Consideration and Approval of Draft Ministerial Agreement	2
B. 75 Year Anniversary Celebration (January 5, 1949)	2
VI. Old Business	3
A. Bylaws Special Congregational Meeting	3
VII. Housekeeping	3
VIII. Parking Lot	4
IX. Executive Session	4
X. Adjournment	4

Board members attending in person: Mary Craig, Drew Schrader, Regina DiLavore, Bill Lonnerberg, Jane McLeod, Linda Pickle, Abby Gitlitz

Board members attending via Zoom: None

Board members absent: None

Ministers attending: Reverend Connie Grant

Guests attending: Molly O'Donnell, Mike McGregor

Guests attending via Zoom: JaneAnn Gifford

Submitted by: Regina DiLavore, Secretary

Attached Documents:

A. Lead Minister's Report

I. Call to Order and Chalice Lighting

The meeting was called to order at 7:30 pm. The chalice was lit. A quorum was in attendance.

II. Check-in

III. Approval of the Board Minutes

Vice President Jane McLeod moved to approve the September 2023 Board Meeting minutes, Drew Schrader seconded the motion and the motion carried.

IV. Reports

A. Interim Lead Minister Report

Highlights from the interim lead minister's report include:

- The pace of fulfilling pledge donations is lower than usual at this time of the year. The Board discussed reminding the congregation about fulfilling their pledges.

The Lead Minister's report is provided in Attachment A.

V. New Business

A. Consideration and Approval of Draft Ministerial Agreement

Vice President Jane McLeod moved to approve the new ministerial agreement presented by Mike McGreggor after a few minor revisions were made by Vice President Jane McLeod. Mary Craig seconded the motion and the motion carried.

B. 75 Year Anniversary Celebration (January 5, 1949)

The January 5, 2024 service will be devoted to the UUCB anniversary. Reverend Grant will collaborate with Anabel Watson and the choir to organize the celebration.

C. Congregational Meeting December 10, 2023

A congregational meeting has been set for December 10, 2023 at 1 pm. Reverend Grant will reserve the sanctuary and the event will be publicized by November 10. The Board will provide soup for lunch.

D. Financial Audit

Bill Lonnerberg reported that the finance committee is conducting an audit but will miss the November deadline. The audit results will be reported in December.

E. Solar Panels

- Half of the solar panels stopped functioning in May; therefore, unexpected increases in energy costs have been incurred since June 2023.
- An electrician has determined that a faulty inverter must be replaced. The budgetary need for replacement is \$3,500. The funds will be needed in the December timeframe.
- Bill Lonnerberg stated that \$24,730 in savings have been achieved over 10 years since the solar panels were installed.
- The Board agreed to a sprinter event to raise money for repair and maintenance of the panels.

VI. Old Business

A. Bylaws Special Congregational Meeting

A vote for the congregation to approve the proposed Bylaws in their entirety will be held on October 22. Each section of the Bylaws will be reviewed to explain significant revisions. No revisions will be accepted during the meeting. A description of the types of comments received will be provided. The Board will explain that the old Bylaws have been amended multiple times and that they are not consistent with our current practices. The intent of the Board was to revise the Bylaws to make them consistent and to provide clarity. A simple yes or no vote will be conducted. Copies of the Bylaws have been printed for the meeting.

B. Formation of Pledge Drive Committee

The Board discussed potential members for this year-round committee. President Abby Gitlitz will reach out to potential members to gauge interest and availability for a two-year term. The committee will have six members, two of whom will be on one-year terms, two on two-year, two on three-year.

VII. Housekeeping

Board representation during morning services is good through December 31. The Perspective articles are covered by the Board through November.

VIII. Parking Lot

None

IX. Executive Session

The Board did not enter executive session.

X. Adjournment

The meeting was adjourned at approximately 9:11 p.m.

Attachment A

Date: October 18, 2023
To: Board of Directors
From: Rev. Connie Grant, Interim Lead Minister
Subject: Monthly Report – October, 2023

Highlights and updates:

Seeking the Spirit

- Eight people completed the Credo-Building workshop offered over the past six weeks, and are considering presenting their statements to the congregation at an upcoming worship service.
- Several guest speakers are being scheduled in upcoming months, intended to expose the congregation to different voices and perspectives.
- Worship Associates and Chalice Leaders are taking an active role in planning and presenting services.

Building Community

- The Building Community fair on October 8, intended to include information about and opportunities for engagement and involvement with infrastructure support activities as well as social activities, was well-attended and generated interest and seemed to be a community-building event in itself.
- The Young Adult Group is planning another special event in November to invite IU and other students to lunch at the church, hoping to foster continued connections with the 16 young adults who attended the September event.
- Organization of a Multigenerational Engagement Team continue, intended to generate and support social and other events for people of all ages.
- Report from the Connections Coordinator is below.

Changing the World

- Tickets are available for the Emma's Revolution concert on October 27, which is a fundraiser for Social Justice task forces.
- Living Our Values Everyday (Social Justice) Fair is scheduled for October 22.

Other information:

- Board members are strongly encouraged to attend the "Breaking Barriers, Building Beliefs" workshop on Nov 11 (time TBD), which the MSC has arranged with the UUA Transitions Office. This is described as "a new program that takes into account the realization that as UUs, we need to grapple with breaking old cultural habits, and rebuild belief in the power of Beloved Community." This builds on the Beyond Categorical Thinking workshop, which "asks the congregation to consider what biases it has (both conscious and unconscious) around identities that their potential minister may hold."

Rev. Patrice Curtis, Transformational Interim Ministries Director at the UUA, will lead the workshop, and will preach on Nov. 12

- Update on mold and leakage issues

Mold remediation is taking place in rooms 103 and 105 this week. An air sample test will be taken on Thursday (results expected on Monday), and if results are satisfactory the rooms will be open for use thereafter.

Repair of roof leaks, as previously reported, begins tomorrow.

- As previously reported, I'll be taking time off Oct 23-27, in Richmond, VA with family

Connections Coordinator's Report 10/12/2023

Special Projects this Past Month:

- Organized Building Community Fair (10/8): outreach to over 50 community group leaders and staff, correspondence, table layout and signage, materials,
 - Groups in Attendance: Archives Committee, Associational Affairs, UUCB Board, Book Table, Caring Committee, Choir, Connections Coordinator (also represented Java Crew, Greeters, Flame Keepers, Welcoming Team), Fellowship Dinners, Grounds Committee, Holiday Bazaar, Humanists and Freethinkers, Jewish Connections, Leadership Cultivation Committee, Library Committee, Lifespan Engagement Team, Lifestories Writing Group, Parents Group, Pastoral Care Associates, Pledge Drive, Safety Team, Search Committee, Wednesday Walkers, Women's Alliance, Young Adults Group,
- Continued facilitation and establishing of Welcoming Team's regular activities, including mtg on 9/19, recruitment of WT members for worship announcements/land acknowledgment; implementation of recommendations from WT to general office staff
 - Support to Lynn Struve in updating of Greeters' Manual and FAQ documents
- Hosted YA Pizza Gathering on 9/17 after the service: facilitated discussion of UU'ism and UUCB and initial introductions; 16 in attendance, including newcomers from prior UU congregations and friends of UUCB congregants, current YA Group members, a couple of newcomers with no connections, gathered emails and added to YA list,
 - Organized postering to over 25 Bloomington locations, created Facebook event, corresponded with staff re: poster creation/printing
 - Continued planning for upcoming Young Adult Ministry lunches and service projects: next Young Adult Pizza Gathering on Nov 12
- Facilitated Exploring UUCB on 9/17 and 9/24; correspondence w/ all facilitators and participants
 - Final planning mtg on 9/13 with primary facilitators (Guy and Melinda)
 - Corresponded with Olaya re: Stewardship Presentation and new inclusion of Search Committee presentation
 - Facilitated Book Signing and Covenanting on 10/1, including 2 participants of Exploring UUCB and other members from prior courses; Abby Gitlitz and Connie Grant as Board and Minister
- Wrote and delivered reflection (and guided meditation) on welcoming communities for Sunday service (9/24)
- Participated in facilitation of Wednesday evening Equinox Service (9/20)
- Finalized transition from Needmore Coffee to regular drop-offs by Brown County Coffee

- Wrote Perspectives article; additional new member bios for Valerie Elliott, Jim Strange
- Provided information on church groups to Search Committee
- Assisted with installation of autumn window panel inserts in Meeting Room
- Facilitated staff meetings during the month of September
- Connected Stephanie with contacts at WFHB radio, requested help with publicity

Projects On the Horizon:

- Continued facilitation and establishing of Welcoming Team's regular activities
- Exploring UUCB: Continue recruiting facilitators for 2024, re-schedule spring dates as requested by Rev. Connie, create registrations on Planning Center
- Host YA Pizza Gathering on 11/12 after the service
 - Continue coordination of Young Adult activities/services projects w/ Hans
- Collaborate with Stephanie on coordination of Lunch Bunch/Community Hour snacks
- Continue review/discussion of new Personnel Policy, Job Description, and sign new Letter of Agreement for FY 2023-'24

Any Challenges and/or Thoughts that Have Come Up:

I would characterize this past month as one of change and of a fast-paced environment. I am thinking not only of the past pace in which the Building Community fair came together—and the many groups that coordinated to participate—and the larger events occurring back-to-back (Young Adult Pizza Gathering, Exploring UUCB, the fair, etc.)—but also of the folks who have interacted with our offerings. The Young Adult Pizza Gathering saw numerous newcomers: friends of congregants, UU's from other congregations, and a couple of folks brand new to what we do; the most recent *New to UU* saw three students from Christian Student Housing at IU; and Folks who had been away for a year came to engage with the Building Community fair. These are exciting signs that our community is changing and welcoming in folks who are not regular participants in our current day-to-day activities. It shows that we are interesting, intriguing, and worth folks' consideration (perhaps, as Peter Morales suggests, "seeking a spiritual home").

At the same time, certain activities, which were new changes in recent months, are starting to feel a little more stabilized. I have enjoyed adopting the "welcome and announcements" role on Sundays—with the occasional help of the Welcoming Team— and feel that new or reconfigured committees and teams in which I play a role are starting to feel more settled (i.e. the Welcoming Team, the Leadership Cultivation Committee, the Young Adults group). I am hopeful that this fall season will continue to settle into even deeper consistency in programming and structural meetings to allow for deeper dives and increasingly meaningful projects and improvements to what we do.

I think the biggest challenge in the past months and year has been the continual adjustment to changes, which has required restructuring of my priorities and tasks, relearning new systematized ways of doing things, and adapting to new responsibilities and roles. I sometimes have congregants come up to me and remark that they cannot believe I only work 24 hours per week (and, before, 20 hours). I have appreciated having some consistency in some of what I do, since starting in May of 2022, particularly in the facilitation and development of *New to UU* (which I love facilitating) and *Exploring UUCB*. I feel that *Exploring UUCB* is a good example of a program I am in charge of which has had the opportunity to develop and improve over my past year and several months—including the new implementations of Stewardship and Search Committee presentations. I look forward to the opportunity to more deeply hone in on nuances of other tasks and to continue to gain further familiarity in all areas of Connections.