

Unitarian Universalist Church of Bloomington, Indiana  
*Seeking the Spirit, Building Community, Changing the World*



Board Minutes  
February 19, 2025

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**Board members attending in person:** Regina DiLamore, Jane McLeod, Pam MacLaughlin, Steve Mascari, Reverend Susan Frederick-Gray, Mary Craig

**Members attending via Zoom:** Linda Pickle

**Members Absent:** Bill Lonnborg

**Guests attending in person:** Sue Swaney, Andrew Appel

**Submitted by:** Regina DiLamore, Secretary

**Attached Documents:**

- A. Consent Agenda
  - January 2025 Fiscal Dashboard and Statement of Cash Flows

- President's Report
- Lead Minister's Report
- Lifespan Religious Education Report to the Board

## B. Special Purposes Fund Committee Report

### I. Call to Order and Chalice Lighting

President Jane McLeod called the meeting to order at 7:00 pm. The chalice was lit, and a quorum was in attendance.

### II. Check-in

### III. Approval of the Consent Agenda

The consent agenda consisted of the following items:

- Approval of January Board meeting minutes
- President's report
- Treasurer's report
- Lead minister's report
- Lifespan Religious Education report

The President's Report and Lifespan Religious Education report were moved to the regular agenda and minor clarifications on the reports were discussed. A vote was taken on the remaining items, and the consent agenda was approved unanimously. See Attachment A for consent agenda reports.

### IV. Monitoring Reports

#### A. Special Purposes Fund (SPF)

SPF Committee Chair Andrew Appel reported that the July 2024-December 2024 period was not especially active. In brief, the Board had requested a transfer of the Haynes gift to the operational reserve for the shed and income was received through the Sue Swaney Composition Fund. Andrew also reported that investments are doing well and an electronic request for SPF funds is now on the UUCB website. The SPF Committee report is provided in Attachment B.

The Bylaws pertaining to the SPF and SPF committee will be revised later this year. Board Members-at-Large, Mary Craig and Steve Mascari, attended the last SPF committee meeting.

## **B. Music Director**

Sue Swaney, Music Director, began her report by stating that she enjoys working with Reverend Susan Frederick-Gray and the staff. She also shared the following updates:

Sue noted a growing enthusiasm among our youth to participate in musical activities. She is eager to explore ways to incorporate youth musicians into special events. To this end, they are considering increased flexibility to include youth in events such as the Earth Day service and the premiere of Catherine Dalton's newly commissioned piece, scheduled for January 2026.

Sue also shared that our benedictions have become more friendly and participatory, fostering a stronger sense of community. Similarly, there are plans to continue making our preludes more participatory. These preludes are designed to reflect the monthly theme, encouraging congregational engagement.

Sue reported that some congregants have inquired about splitting the choir between the two services and offering different musical styles. However, this arrangement would significantly increase administrative work. She also noted a lot of extra time has been spent preparing for memorial services lately. Finally, Sue shared that the choir is taking care of each other with meal trains and transportation as needed along with a quarterly social event.

## **V. Unfinished Business**

### **A. Review of Board Covenant**

Jane McLeod, President, led a discussion about the draft Board covenant. Jane moved to approve the revised Board Covenant and Mary Craig seconded the motion. The motion was approved unanimously, and it will be posted on the UUCB website.

### **B. Right Relations Covenant and Committee**

Jane McLeod, President led a discussion about the working group on the Right Relations Committee. Members of the group were Scott Sanders, Libby Devoe, Rich Slabach, and Carol McCord. This committee drafted the disruptive and destructive behavior policy in addition to a description of the revitalized Right Relations Committee.

A draft of the right relations covenant was presented to the Board. Discussion ensued about this covenant being a congregational covenant and requiring approval by the congregation.

Jane and Reverend Susan Frederick-Gray led a discussion about the Covenant and decided to consider asking a working group to discuss both the mission and covenant next year. The Board will continue working on the disruptive behavior

document in the interim. Jane then led a discussion about moving forward with appointing the Right Relations Committee with terms to begin July 1. The Board agreed with Reverend Susan Frederick-Gray that committee members should have some experience with mediation or related conflict resolution processes.

## **VI. New Business**

### **A. Sanctuary Status**

The Board discussed the Resolution adopted in March 2017 and reaffirmed the congregation's commitment to this resolution.

### **B. Draft FY26 budget**

Reverend Susan Frederick-Gray led a discussion about the draft base budget. Below is a summary of the goals of the budget which required a pledge goal of \$720K.

Staff Compensation:

- Provides a 2.5% Cost of Living Adjustment (COLA) for all staff, excluding the minister.
- Offers a larger raise for the Communications Coordinator/Office Assistant to better align with UUA compensation guidelines.
- Extends health and other benefits to staff working 28 hours or more, impacting one additional staff member.

Financial Stability:

- Eliminates reliance on reserve funds.

Operational Adjustments:

- Accounts for increased costs associated with transitioning to two worship services.

Program and Technology Investment:

- Increases budgets for various programs and technology, including worship, hospitality, tech upgrades, and religious education.

UUA Support:

- Increases contributions to the UUA, moving closer to, but not fully reaching, fair share/honor level giving.

Reverend Susan Frederick-Gray then reviewed the aspiration budget, which would allow us to provide more robust COLA adjustments for staff, make the communications coordinator position full-time, and raise our contribution to the UUA to the full honor level. The Board decided to set the pledge goal at \$755K.

**C. Finance Committee Members**

Greg Weaver was appointed to the Finance Committee.

**VII. Feedback from Congregants**

The Board did not receive feedback for discussion.

**VIII. Executive Session**

The Board entered executive session at 8:54.

**IX. Adjournment**

The meeting was adjourned at approximately 9:02 p.m.

## Attachment A



# Unitarian Universalist Church of Bloomington, Indiana

## Fiscal Oversight Dashboard Fiscal Year to date - 7/1/2024 to 2/28/2025

### Trend Analysis – Current Operating Budget

Through 2/28	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Total Income	585,398	511,127	524,115	522,851	517,236
Total Expenses	469,741	511,127	402,872	430,954	453,616
Surplus (Deficit)	115,656	0	121,243	91,897	63,620

### Pledges / Plate

Through 2/28	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Pledges	512,521	452,712	495,832	476,526	488,434
Plate	21,195	16,644	14,750	24,592	14,524
Total	533,716	469,356	510,582	501,118	502,958

### Assets, Liabilities, Current Ratio

As of 2/28	FY24-25	FY23-24
Current Assets	267,572	187,043
Current Liabilities	235,882	75,182
Current Ratio†‡	1.13	2.49

#### Notes

\*FY Budget × 67% (% of FY days through 2/28)

†Current Ratio = Current Assets ÷ Current Liabilities

‡Starting in September 2024, the Current Assets include the Old National SPF checking account

UUCB Board Meeting  
March 19, 2025  
President's Report

Now that we are becoming experts at working with a consent agenda, I will just briefly remind you to review the materials for the consent agenda in advance of the meeting—by Tuesday, if at all possible—and let me know whether you would like to elevate any of the items to the regular agenda.

Many thanks to all who attended the February 23 Cookies and Conversation event. It was a small group but I nevertheless found the discussion helpful and informative. If there are any specific issues that were raised at the meeting that you think deserve more sustained discussion, please let me know.

The discussion at the Cookies and Conversation event suggested to me that we should slow down the “name change” conversation, perhaps pausing it until next year. I’ve spoken about this briefly with Mary, Linda, and Rev. Susan. One option would be to appoint working groups for the congregational covenant, mission, and name change, each of which would have Board representation. The working groups would engage in their work in sequence, with the covenant group starting first (July or early August) with the goal of adopting a new covenant at the December congregational meeting. Having a covenant in place, even if only a draft, by mid-fall will allow the mission and name change groups to start their work with some understanding of how we work together on potentially contentious issues. The Board would serve as a central coordinating committee that would share each group’s progress on a regular basis, thereby ensuring that each group is aware of the work of the other and that their efforts are aligned. I don’t think we will have time to discuss this at our March Board meeting. (I will slip it onto the agenda if I can.) If not, I will try to find a few minutes to get your thoughts about this individually. We can make a final decision in April or May. **Addendum: I received a request to appoint the group that will develop the *process* for discussing the name change sooner rather than later—out of respect for the Jewish Connections group and to ensure that the name change discussion does not get lost in the discussion of mission and covenant. I hope that we will have time to discuss this briefly at our March meeting.**

I attended a UUA webinar on sanctuary on February 21, 2025, at which I learned about the lawsuit the UUA and other faith organizations filed related to the termination of the protected spaces/sensitive locations policy (which protected churches, schools, and hospitals from immigration raids). The UUA offers specific [guidance](#) to congregations on how to respond to ICE agents and on the legal risks associated with serving as sanctuary. There is a lot to digest and the ground continues to shift. If an ICE agent enters our building, please direct them to Rev. Susan or to me. We will determine whether we are legally obligated to allow them to enter.

I had the pleasure of speaking with Rev Katie Romano Griffin from All Souls’ in Indy, who will offer the sermon at Rev Susan’s installation. She was very impressed with our focus on



trust- and relationship-building in Rev Susan's first year and, I am confident, will offer thoughtful and inspiring comments at the installation.

**Three items that require your attention:**

Congregants who are interested in attending GA as delegates have been asked to apply by Monday, March 17th. You can find the application form [here](#), with responses. We will decide which applications to accept in Exec Session at our meeting.

According to our monitoring schedule, March is the month during which we review the Board position descriptions and, if needed, recommend changes. You can find the current position descriptions [here](#). Please mark any changes you wish to recommend directly in the documents, either using comments or the "suggesting" mode. If you feel that any of the revisions warrant discussion by the full group, let me know and we will add this to our meeting agenda.

A brief reminder about service award nominations. Each year (or so), we present a service award to one or more members. Past recipients can be found [here](#). I added a [spreadsheet](#) to the service award folder for 2025 nominations. No rush, but if you think of someone who would be a worthy recipient, please add them to the spreadsheet. We will want to finalize the recipients at our May Board meeting.

As always, thank you for your attention to these many items and your commitment to UUCB!

March 2025 Lead Minister's Report to the Board  
Unitarian Universalist Church of Bloomington  
Submitted by: Rev. Susan Frederick-Gray

### **Calendar highlights**

I don't have any upcoming travel in April

**March 30<sup>th</sup> – 4PM** – Installation Service!! The installation service is a public occasion where we (minister and congregation) formally enter into a covenant of shared ministry and the wider community celebrates with us. I am excited the Rev. Mary Ann Macklin and Rev. Bill Breeden will offer the charge to the congregation

2025-2026 Pledge Drive kicks off on Sunday, March 23<sup>rd</sup> and will end with a one service (10:30am) Celebration Sunday and post-service party on April 20<sup>th</sup> (Easter Sunday). Thank you for the Board's leaders in the Leadership Party event. The success of that event put us on target to reach our \$755,000 pledge goal!

### **Updates or Highlights from Ministry**

I don't have major updates to share this month. The month has been incredibly busy with the preparation and lead up to the Pledge Drive Kick-off, multiple memorial services and the installation service. Things are all going well in these areas and I am hopeful to get a bit of a breather in April once the Pledge Drive has begun and the installation service has happened.

### **Organizing, Advocacy and Democracy group:**

After advertising this potential new group and getting good interest, I invited 5 initial group members, including a number of new UUCB members, to meet as we try to put some structure around this group. I think the dangers of any group like this, particularly, in this time, is to get pulled in too many directions. Our first task, as we begin to map out what our purpose is to meet with other organizing groups in Bloomington and southern Indiana. A key part of organizing is building relationships and we want to map a bit of what is already happening in the community to understand better where we are best positioned to plug in or bring something new to the table. We will also be working on setting up a structure and choosing leadership over the next month.

### **Sanctuary Congregation**

Following up on our conversation from last month, I plan to call together a team to do more work to prepare our congregation and a space for any potential needs.

# Religious Education Report to the Board

February, 2025  
Stephanie Kimball

## Highlights from Children and Youth Programming:

- Our children's program has grown substantially since the start of the religious education year in September. By December, we were frequently seeing more than a dozen children in Kids' Club, our class for 2nd - 5th grade. In Spirit Play (4-6 year olds), attendance was consistently high too, with 9-11 children each Sunday.
- January Intersession provided opportunities for children and youth, 2nd grade and up, to explore our congregational theme of *Intention* through a variety of activities. Since people volunteered to lead one-time classes based on their areas of expertise (i.e. mending, winter sowing, juggling, karaoke, folk dancing, drawing, etc.) we were able to offer multiple options each day; that was fortuitous because attendance among that age group grew to 20 during that month!
- We have only had two Sundays with a 2-service schedule, but so far the children's attendance has been distributed fairly evenly between the two service times, alleviating the overcrowding concerns (for now). I think it's likely that we will need two Spirit Play classes during first service before long, and that at least one of the Kids' Club classes will need to split as well.
- Five people participated in a special Spirit Play training I held in January, and another five joined the Kids' Club teaching team. These increases have helped, but we still have to rely too heavily on a few "core" teachers to cover all our class times. Our ability to add more classes is limited by our volunteer numbers.
- We now have people willing to lead middle school classes, but most of our middle schoolers are currently enrolled in OWL and unable to attend both regular religious education and the 2-hour weekly OWL sessions. I am hoping that middle school RE classes will resume in May, when OWL ends. They may also become involved in youth programming (see below).

## Youth Programming, 2025

This year we are participating in the Center for Congregation's Mental Health Initiative, having received a \$40,000 grant to build up our youth programming. We plan to kick this off on March 1 with a Youth Advisor Training developed by Jennica Davis-Hockett and Nico Van Ostrand from the UUA. Everyone who is interested in working with youth (grades 7-12) now or in the future should plan to attend to learn about current resources and best practices for building a vibrant, relevant youth-centered program.

Throughout this spring and summer, we have planned a number of activities and events that give youth a chance to build deeper relationships, practice leadership skills, and become more connected with the greater Unitarian Universalist community. These activities include an adventure challenge course at Bradford Woods, a trip to Holiday World celebrating the end of the school year, camping and wilderness adventures with the Wild Nature Project, and attending the UUA General Assembly in Baltimore. We also have a small allowance for upgrades to the Youth Room, including fresh paint and some updated used furniture.

In the course of this year, we hope that our youth programming will grow, both in terms of the numbers of active youth and the vibrancy of the experience. To do this, we need a critical mass of committed adult volunteers to help lead the activities, build relationships with the youth, and develop a plan for a sustainable program going forward. I hope that our March 1 training, as well as other congregational events throughout the year, will help raise awareness and draw in new volunteers to help make this happen.

## Childcare

I'm happy to report that we now have six childcare staff plus one adult volunteer, all of whom are reliable and good with the children.

## Adult Programming

Programs completed so far this year include:

- ❖ Creative Expressions: "Making Things" as Possible Paths to Spiritual, Psychological, and Emotional Growth
- ❖ Money Management for Young Adults
- ❖ A Journey through UU History
- ❖ Dreamwork
- ❖ UU National Novel Writing Month Group

Ongoing and upcoming classes include:

- ❖ Spirit In Practice
- ❖ OWL for Adults
- ❖ Owing Your Religious Past
- ❖ Indigenous Studies Working Group
- ❖ Facing Death with Life

In November I suspended the remaining scheduled Death Cafes, because attendance had been low and I didn't feel I could continue to spend the time promoting and facilitating these sessions given all the other demands. A few additional courses that we'd planned for this year are on hold as we are lacking facilitators.

## Gifts and Challenges

It is exciting to see increasing numbers of people – children, youth, and adults – engaging with religious education programming as volunteers and as participants. Our Kids' Club is particularly energized these days, with enthusiastic children who are genuinely happy to be here.

I am also extremely grateful to Charlotte Appel for taking over the task of organizing, preparing, and serving food for Community Hour, so that I can focus on programming!

Our biggest challenge continues to be that we need more adults involved as volunteer teachers, both for children and adult programs.

## Safety Policy

Teachers have requested that we make a small change to our Safety Policy, allowing 2nd graders to be released to find their parents in Fellowship Hall at the end of religious education classes. Currently, only those in 3rd grade and up may be released on their own, while 2nd graders need to wait for their parents. This causes confusion and some frustration in Kids' Club, where 2nd graders are mixed in with older kids, and the teachers feel it would be simpler have the same rule for all.

I would like to discuss this with parents before a change is made, but wanted the board to be aware that we may be requesting one or more small adjustments. Please let me know if there is a specific process or timeline for suggesting changes like this.

## Attachment B

# Special Purposes Fund Committee Board Report

July 2024 through December 2024 (quarters 25Q1 and 25Q2)

<b>Investment Funds</b>								<b>Notes</b>
<b>Name</b>	<b>Beginning Balance</b>	<b>Earnings</b>	<b>Distribution</b>	<b>Transfers</b>	<b>Deposits</b>	<b>Expenses</b>	<b>Ending Balance</b>	
Operational Endowment	103,207.20	5,643.47	-1,992.07				106,858.60	
Operational Available	148,987.89	7,194.72	1,992.07	29,309.20	200.00	-13,619.00	174,064.88	
Special Purpose Endowment	181,739.74	9,937.81	-3,457.10				188,220.45	
Special Purpose Available	323,903.00	14,675.24	3,457.10	-29,309.20	1,640.00	-150.00	314,216.14	
<b>Totals</b>	<b>757,837.83</b>	<b>37,451.24</b>			<b>1,840.00</b>	<b>-13,769.00</b>	<b>783,360.07</b>	

## Accounts

<b>Ending Balance</b>	<b>Name</b>	<b>Classification</b>
46,657.45	Checking register (Cash)	Group One Assets
506,707.25	Vanguard Wellington Fund (Admiral Shares)	Group One Assets
44,812.13	Vanguard Brkrq (FFD): Parnasus (PARNX)	Group One Assets, FF Divested
20,562.55	Vanguard Brkrq (FFD): Cln Edge Green En (QCLN)	Group One Assets, FF Divested
409.40	Vanguard Brkrq (FFD): Money Market Fund	Group One Assets, FF Divested
0.00	Vanguard Brkrq (FFD): Cash	Group One Assets, FF Divested
82,278.91	Vanguard Inter-Term Inv.-Grade Bond Fund	Group Two Assets
81,932.38	Vanguard Short-Term Inv.-Grade Bond Fund	Group Two Assets

## Proportions

Checking 6%                      Equities 50%                      Bonds 44%

## Transactions

<b>Date</b>	<b>Description</b>	<b>Amount</b>
<b>Transfers</b>		
7/14/2024	Board request to transfer Haynes gift to operating reserves	29,309.20
10/16/24	Selling of asset(s)	20,000.00
<b>Income [Deposits]</b>		
8/7/2024	MUUSA Fund	200.00
8/20/2024	Sue Swaney Composition Fund	1,540.00
11/25/2024	Sue Swaney Composition Fund	100.00
	<b>Income Total</b>	<b>1,840.00</b>
<b>Expenses</b>		
7/2/2024	From SPF to Abby Gitlitz for Rev. Connie Grant Goodbye gift	150.00
7/16/2024	From Oper. Reserves for New Shed per Board request	13,619.00
	<b>Expense Total</b>	<b>13,769.00</b>

## Comments

At Board request, SPFC is now managing investment and reporting of the Operational Endowment and Operational Available Fund, which receives the endowment distributions as well as savings. Board maintains control of Operational Available Fund expenditures.

Group One Assets are allocated among all Endowment and Available Investment Funds in proportion to their balances. Group Two Assets are allocated among Available Investment Funds in proportion to their balances.

Terminology has evolved for clarification and to match the quarterly report format most recently updated in Feb 2022, with look-back to 21Q3. See online document at [tinyurl.com/spfc-report-guide](https://tinyurl.com/spfc-report-guide) for a detailed description.

In the future a donor's name will only be associated with those funds if the donation equals or exceeds \$40,000.

## Committee

Approved by Andrew Appel (Chair), Bill Lonnerberg (Board Treasurer), Ruth Aydt, Licia Weber, Steve Mascari (Board appointed).

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**Notes**

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