

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



Board Minutes

March 19, 2025

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

Guests attending in person: None

Submitted by: Regina DiLamore, Secretary

Attached Documents:

A. Consent Agenda

- February 2025 Fiscal Dashboard and Statement of Cash Flows
- President's Report
- Lead Minister's Report

B. Five Year Capital Plan Projections

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:

- President's report
- Treasurer's report
- Lead minister's report

Approval of the February Board Minutes was moved to the regular agenda. Jane moved to approve the consent agenda. Linda Pickle, Vice President seconded the motion, and the consent agenda was approved. See Attachment A for the consent agenda reports.

IV. Unfinished Business

A. Approval of the February Board Meeting Minutes

Reverend Frederick-Gray requested minor changes to the February Board Meeting minutes. Jane moved to approve the amended meeting minutes, and the motion passed.

B. Bylaws Revisions

On March 5, 2025, Reverend Susan Frederick-Gray, Mary Craig, Member at Large, and Regina DiLavore, Secretary, met with the Special Purposes Fund (SPF) Committee to review the Bylaws pertaining to the SPF and SPF committee and to discuss differences between pertinent Bylaws, policies, and procedures. Following the meeting Mary Craig and Regina DiLavore began the process of Bylaws revisions. Mary Craig led the discussion about the Bylaws revision status and suggested changes.

C. End of Year Assessments

Jane led a discussion about the newly developed End of Year Assessments for the Board and for the Lead Minister. Jane indicated that the assessment was developed based on suggestions from David Pyle, Regional Lead for MidAmerica UUA. Following discussion about the Board assessment structure, the Board

agreed that Jane would convert the assessment into a Google form with a Likert scale and a field for comments. Each individual Board member will complete them by April 9.

The Lead Minister Assessment will also be converted to a Google form with a Likert scale and field for comments. The Board will discuss the results of Lead Minister assessment in Executive Session at the April Board meeting and then with Reverend Susan at the May Board meeting. In May, the Board will also discuss how the assessments worked and report out at the Congregational meeting in June.

D. Right Relations Committee Charge

Jane led a discussion about the Right Relations Committee description and its charge, both prepared by the Right Relations working group. The Board offered its feedback. Jane will finalize the Right Relations Committee description and place it in the Consent Agenda for the April Board Meeting.

E. Disruptive Behavior Policy

Jane led a discussion about the draft Disruptive Behavior Policy prepared by the Right Relations working group. The Board provided feedback and suggested revisions. Jane and Pam MacLaughlin, Member at Large, will work together on revisions prior to Board approval.

F. UUCB Name Change

Jane led a discussion about the timing of the name change process and will follow-up with concerned parties.

V. New Business

A. Five Year Capital Plan Projections

Bill Lonnberg, Treasurer led a discussion about the five-year capital plan projections for FY25-26 and FY28-29. In FY25-26 approximately \$60,338 will be needed to cover expenses related to kitchen equipment, windows, and meeting room exterior doors. In FY28-29 approximately \$53,200 will be needed to cover kitchen equipment, flooring, HVAC, and parking lot maintenance. Following a discussion on different ways to fund these capital projects, Reverend Frederick-Gray and Bill agreed to work on a proposal for the Board.

VI. Feedback from Congregants

Congregants are pleased with the Board's efforts to open communication channels and offer Cookies and Conversation events

VII. Executive Session

The Board entered executive session at 8:55.

VIII. Adjournment

The meeting was adjourned at approximately 9:01 p.m.



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 30th – 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 23rd and will end with a one service (10:30am) Celebration Sunday and post-service party on April 20th (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.