

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



Board Minutes

April 16, 2025

I. Call to Order and Chalice Lighting	2
II. Check-in	2
III. Approval of the Consent Agenda	2
IV. Unfinished Business	2
A. Approval of the March Board Meeting Minutes	2
B. Disruptive Behavior Policy	2
V. New Business	2
A. Board Cookies and Conversation	2
B. Board End of Year Assessment	3
C. Gift to Beacon	3
D. Annual Meeting	3
VI. Feedback from Congregants	3
VII. Executive Session	3
VIII. Adjournment	3

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

- March 2025 Fiscal Dashboard and Statement of Cash Flows
- President's Report
- Lead Minister's Report
- Right Relations Committee Description
- Disruptive Behavior Policy
- Leadership Cultivation Committee Report

I. Call to Order and Chalice Lighting

President Jane McLeod called the meeting to order at 6:59 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:

- March 2025 Fiscal Dashboard and Statement of Cash Flows
- President's Report
- Lead Minister's Report
- Right Relations Committee Description
- Disruptive Behavior Policy
- Leadership Cultivation Committee Report

Approval of the March Board Minutes and Disruptive Behavior Policy were moved to the regular agenda. Jane moved to approve the consent agenda, and the consent agenda was approved unanimously. See Attachment A for the consent agenda reports.

IV. Unfinished Business

A. Approval of the March Board Meeting Minutes

Jane verified the date that the Right Relations Committee description was approved.

B. Disruptive Behavior Policy

The Disruptive Behavior Policy will be reviewed at a later date.

V. New Business

A. Board Cookies and Conversation

The agenda for the next Board Cookies and Conversation event on April 27, 2025, was discussed and finalized.

B. Board End of Year Assessment

Jane facilitated a discussion about the Board's End-of-Year (EOY) Assessment results and identified areas for improvement in the coming year. While reviewing

the assessment, the Board discussed the mission and vision work planned for next year, along with an intentional and ongoing study of the congregation. The Board recognized that completing the mission and vision work is crucial for effective long-term strategy development and planning.

After reviewing the assessment, Jane solicited comments on the survey process, and the Board concurred that the process and results provided a clear sense of direction.

C. Gift to Beacon

Jane provided background information regarding the Beacon capital campaign, which aims to raise \$20 million by the end of June 2025. UUCB was approached for a donation. Von Welch is considering requesting \$25,000 from the Special Purposes Fund (SPF) committee with the Board's support. If SPF funds are approved, we will consider a congregational resolution at the annual meeting to raise an additional \$25,000 over five years. Some existing UUCB pledging members have already agreed to increase their pledges to support this effort. The Board will make a final decision on whether to proceed with the resolution at its May 2025 meeting. Finally, Reverend Frederick-Gray inquired whether any Board members had strong opinions about proposing a \$25,000 congregational pledge previously mentioned, payable over five years. There were no responses.

D. Annual Meeting

Jane led a discussion regarding the proposed agenda for the Annual Congregational meeting, scheduled for June 8, 2025, at noon. She will collaborate with the office to solicit and compile reports, with a submission deadline of May 18. These reports will be accessible electronically one week prior to the meeting, and paper copies will be available upon request. Separately, the Board discussed modifying the monitoring schedule to ensure the review of the June meeting's draft agenda is completed in April instead of May.

VI. Feedback from Congregants

No feedback was received for discussion.

VII. Executive Session

The Board entered executive session at 8:32.

VIII. Adjournment

The meeting was adjourned at approximately 9:00 p.m.



Unitarian Universalist Church of Bloomington, Indiana

Fiscal Oversight Dashboard Fiscal Year to date - 7/1/2024 to 3/31/2025

Trend Analysis – Current Operating Budget

Through 3/31	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Total Income	654,725	576,333	567,123	564,294	577,421
Total Expenses	532,842	576,333	476,545	487,969	513,335
Surplus (Deficit)	121,883	0	90,578	76,325	64,086

Income

Through 3/31	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Pledges	574,050	510,466	522,010	515,011	545,681
Plate	26,953	18,767	17,836	26,445	15,117
Additional	53,722	47,100	27,276	22,838	16,624
Total	654,725	576,333	567,123	564,294	577,421

Assets, Liabilities, Current Ratio

As of 3/31	FY24-25	FY23-24
Current Assets	272,102	146,093
Current Liabilities	234,186	64,898
Current Ratio†‡	1.16	2.25

Notes

*FY Budget × 75% (% of FY days through 3/31)

†Current Ratio = Current Assets ÷ Current Liabilities

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

Unitarian Universalist Church of Bloomington, Indiana, Inc.
Statement of Cash Flows
July 2024 - March 2025

	Total
OPERATING ACTIVITIES	
Net Income	136,402.44
Adjustments to reconcile Net Income to Net Cash provided by operations:	
Payroll Liabilities:403b Retirement Plan	0.00
Payroll Liabilities:Section 125-Premium Conversion	-2,714.46
T Snow Removal Reserve Fund	-5,379.97
T25% Sunday Plate	-245.01
TAudit Savings*	-3,499.97
TBazaar	-200.00
TBooktable	223.08
TBuilding Supplies	-224.08
TFeed Our Hungry Neighbors	-1,867.93
TFootball Parking	0.00
TGreen Mntnce & Eqt Replacemt	4,241.29
TGreen Sanct Global Climate Chg	1,929.40
TGroundskeeping (deleted)	97.25
THabitat	-4,675.88
THomelessness Task Force	1,879.74
THope for Prisoners (deleted)	-824.37
THopeforPrisoners KAP	-82.06
TIntl Outreach Task Force	-3,195.25
TJust Peace	300.00
TLegal Fees Reserve Fund*	600.03
TLunch Funds (deleted)	-166.37
TMemorial Svc Contributions	725.00
TMental Health Grant	38,575.89
TMin Discretionary	852.72
TMUSIC	-1,800.00
TOutreach & Campus Ministry	-360.68
TRacial Justice Task Force	382.84
TRainbow Rights Task Force	1,904.74
TRefugee & Immigration Support	-3,094.10
TRepro Justice Task Force	3,904.56
TResilience Production	2,876.37
TSearch Fund*	1,500.03
TSocJustice	13,705.62
TSocJustice from Green Spaces (deleted)	-19,711.40
TSolar Energy Maintenance	2,003.01
TTechnical Reserve*	-65.43

TUUtheVote	461.73
TYRE	1,014.89
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	\$ 29,071.23
Net cash provided by operating activities	\$ 165,473.67
INVESTING ACTIVITIES	
Vanguard 1155	5,151.29
Vanguard 4039	-20,849.93
Vanguard 4291	10,299.95
Net cash provided by investing activities	-\$ 5,398.69
Net cash increase for period	\$ 160,074.98
Cash at beginning of period	112,027.06
Cash at end of period	\$ 272,102.04

Saturday, Apr 05, 2025 11:53:18 AM GMT-7

**UUCB Board Meeting
April 16, 2025
President's Report**

I will begin with a brief reminder to review the materials for the consent agenda in advance of the meeting—by Tuesday, if at all possible—and to let me know whether you would like to elevate any of the items to the regular agenda.

Many thanks to everyone involved in organizing Rev Susan's installation. What a joyous event!

Two updates:

Thanks to all of you for approving our GA delegates in a timely manner. (Some of you may not have seen my late application. I plan to attend virtually. Please let me or Rev Susan know if you have any concerns about me serving as delegate.) I have been in touch with the delegates, all of whom are excited to serve, and am working with them to evaluate their funding needs.

I contacted two members of the Jewish Connections group to solicit feedback on our decision to slow down the "name change" conversation and have not yet received a response.

Six (!) items that require more attention:

I contacted the members of the Right Relations Committee working group to clarify their intent regarding the inquiry process described in the draft disruptive behavior policy. After internal discussion, they clarified that the inquiry should happen before the resolutions that are described (informal, suspension, expulsion). Pam and I revised the policy to reflect their intent. It is available in the consent agenda folder for your review and approval. (I thought we approved the RRC description at our March meeting. In case not, I added it to the consent agenda.)

We reviewed position descriptions last month, using the documents on the Board Google drive. Bill Lonnberg pointed out that our Board policies document includes position descriptions as well. (Some of us who were on the Board last year wondered why we had not accepted the tracked changes in the position description documents from spring, 2024; perhaps we incorporated those changes into the Board policies document instead.) It is not good practice to have two sets of position descriptions. Following Rev Susan's excellent suggestion, I propose that we make the position descriptions an appendix to our policies document. That would allow us to share the position descriptions as separate documents (with, for example, the LCC or interested congregants) while maintaining a single set of descriptions. If you are comfortable with that approach, I can revise the Board policies document accordingly, for review at the June Board meeting.

I posted a tentative agenda for an April 27 Cookies and Conversation event in the consent agenda. Revisions are welcome!

When we discussed the Belcher property last fall, we briefly entertained the possibility of purchasing the sorority property that abuts the parking lot. There are SPF funds earmarked for the Belcher purchase that could be used to purchase the sorority property. Absent objection, I plan to approach the sorority before the end of the academic year. This inquiry would not obligate us to the purchase but would help us gauge its likelihood and determine what the sorority considers a reasonable price. (I plan to start with an offer of \$25K.)

Last fall, Stephanie Kimball asked whether we would consider adding youth Board representatives. When she asked, we were still feeling our way into our new policies and new shared ministry, and suggested that we revisit the topic later this year. We will not have time to discuss this in April. I'd like to open discussion of this possibility at the April Cookies and Conversation event, and discuss it within the Board in May.

A final 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. 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!

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

General Reflections

I am still feeling the joy and glow of the fabulous installation service. I was blown away by its power and beauty. I am grateful to the Settled Ministry Planning team (Mary Beth O'Brien, Olaya Fernández Gayol, Denise Breeden-Ost, Andrew Appel, Ann Kamman, Sarah Montgomery, and Mike McGregor) for all their work and partnership in planning the event. I also want to offer a special thank you to Charlotte Appel who handled the flowers (they were amazing!), to Steve Krahne for helping with the Meeting Room set up, seating and procession, to Jane McLeod for the lovely words of installation and the joy of that moment of the official act of installation, to Abby Henkel Roman who designed the invitations and graphics, and to Jo Bowman and Amanda Waye in the office who did so much around design, printing, communication, parking, and sprucing up to make the event a wonderful success.

Calendar highlights

I don't have any upcoming travel in May. I will be away for the UUA General Assembly and the UU Ministers Association Professional Days from June 16-June 21st. I will fly back early to lead Mary Goetze's memorial on Sunday, June 22nd. Then I will be on vacation and study leave from Monday, June 23rd through July 31st.

Updates and Highlights from Ministry

Pledge Drive Update

As of the writing of this report, we have received \$563,099 in pledges toward our goal of \$755,000. This is 75% of our financial goal. This is great, but where we are lagging still is in responsiveness. We have just over one week left in our campaign and still haven't heard from 45% of our membership. My hope is that we get strong responses in this last week and at Celebration Sunday on April 20th.

Upcoming publicity

In response to the [press release](#) that the settled ministry planning team put out after the installation service, a reporter with the IDS paper (Madelyn Hanes) reached out to do a profile on me and our shared ministry. I will be meeting with her on Thursday, April 17th and I also put her in touch with Jane McLeod.

Organizing, Advocacy and Democracy team

This new group continues to meet and has chosen a chair, Emma Crossen. We also expanded the team, inviting 2 new members, while also saying goodbye to a member who found they did not have the time to commit. One of the key objectives of this team is to help increase the impact of our congregation as we navigate such devastating attacks on our values and freedoms. The team chose as its first action to help the congregation turn out for the April 5th Hands off rallies around the state and they are working to promote turnout from our congregation for the next march/rally – on April 19th. See the Friday updates for more information.

Youth Representatives to the Board

Stephanie Kimball and I have been discussing the possibility of having youth representatives on the Board. I believe this has happened in the past, but not recently. Currently, this role does not appear in the bylaws. At our next Board meeting, I would welcome a conversation about making a change in our bylaws to allow for youth representatives. I recognize that the role of youth on the board can wax and wane depending on size of youth group and whether we have youth who can make the time commitment to serve on the Board. I suggest language for our bylaws that allows but doesn't require youth representatives so that if we are unable to fill these positions, we are not out of compliance with the bylaws. Creating this flexibility might mean that youth could not be voting members of the Board, but they would still have a voice and influence at the table. Possible language for the bylaws could be *"The Board may invite up to two youth representatives to be non-voting members of the Board."*

This topic is arising now because the youth who have just completed Coming of Age on April 13th will be invited to become members of the church and they might be interested in serving on the Board. Additionally, as we work to grow our youth and middle school programs, we are hopeful that we can return to the practice of regularly having youth representatives to the Board.

RIGHT RELATIONS COMMITTEE
UNITARIAN UNIVERSALIST CHURCH OF BLOOMINGTON, INDIANA

Approved By The Board March 19, 2025

In conjunction with the Congregational Covenant, the Right Relations Committee (RRC) serves as a resource for the congregation. The Congregational Covenant frames our intentions to be in right relations with others even in conflict, to support each other as we search for truth, and to go forward in community. The RRC can be called upon for guidance when our intentions to be in right relations are not met.

COMPOSITION

The committee is composed of four members appointed by the Board in consultation with the Minister and chosen for their wisdom, experience, and listening skills. They are respected church members who are able to remain impartial in the midst of conflict.

Members serve staggered 3-year terms and may serve for two consecutive terms. Their names and committee contact information will be posted on the church website.

The committee will meet at least twice per year. UUCB will arrange appropriate training in conflict mediation for each team member, through the UUA or another resource, as needed.

PURPOSE

- Promote Right Relations and healthy conflict resolution within the congregation.
- Identify and share healthy communication resources with the congregation.
- Communicate regularly with the congregation about the role of the RRC and the process for referring matters to the RRC.
- Be visible and available for listening when an interpersonal conflict arises, so that members can seek support and advice before the conflict grows.
- Support individuals or small groups in efforts to resolve the issue themselves, in person, guided by the Congregational Covenant.
- Serve as facilitators or mediators of a discussion if the parties agree.
- Investigate and respond to disruptive/destructive behaviors, as outlined in the Board Disruptive/Destructive Behaviors policy.

PROCEDURES

When receiving a request for assistance or a referral, the contacted committee member will immediately contact as many other members of the committee as possible. The committee will decide by consensus the assignment of a minimum of two committee members to respond to the situation and will offer suggestions on how to proceed.

As a situation unfolds, the committee members assigned will keep the other committee members informed and seek their advice and counsel.

All situations will be held in confidence insofar as possible. Communication will generally be conducted by confidential means. Any files, notes, and written correspondence will be kept private, and will be destroyed only after a situation has been resolved or has been dropped, unless otherwise required by Board policy or laws and regulations.

The RRC will report to the Board and the Congregation as requested. All reports will be circulated in draft form to the entire committee prior to submission to the Board or Congregation to ensure that confidentiality is protected, and that errors of fact and instances of poor wording are corrected.

The committee will work within all church guidelines, including bylaws and sexual harassment policy.

SITUATIONS IN WHICH THE COMMITTEE WILL NOT BE INVOLVED:

- Mediation between family members, partners or spouses.
- Conflict involving staff. The staff supervisor will take the lead in these situations. The RRC is available to offer guidance at the supervisor's request.
- Conflict involving the minister. The UUCB Board will take the lead. Depending on the nature of the conflict, the UUCB Board may seek guidance from the RRC.

RESOURCES

<https://www.uucwc.org/what-does-the-right-relations-committee-do>

<https://uuinstitute.org/courses/right-relationship-teams-330/>

<https://www.uua.org/leaderlab/leadership-technical-skills-reflections-on-right-relationship>

POLICY REGARDING DISRUPTIVE/DESTRUCTIVE BEHAVIOR
UNITARIAN UNIVERSALIST CHURCH OF BLOOMINGTON, INDIANA

Approved June 25, 2025

Here is the UUA's handbook entry on "Dealing with Destructive Behavior":

"Our congregations strive to be inclusive communities, affirming our differences in beliefs, opinions, and life experiences. However, in some cases, concern for the safety and well-being of the congregation as a whole must be given priority over the privileges and inclusion of an individual. To the degree that destructive behavior compromises the health of the congregation, as people of faith our actions must reflect our commitment to maintaining both security and beloved community. Disruptive behavior may involve actions that create concern for the physical or emotional safety of children or adults, staff, members, or even visitors. A baby crying in worship does not threaten the physical or emotional safety of the congregation. It may be distracting, but it is not disruptive. However, someone standing and yelling racial epithets during the service does indeed threaten the physical or emotional safety of those in attendance. This is Destructive. Destructive behavior may involve actions that disturb activities or weaken the congregation's ability to serve current and future members and friends. These incidents can occur on the congregation's property, during a congregational event, or via email and social media.

"Not all conflict is destructive. We hope that most conflicts can and will be resolved by effort on the part of individuals to live our covenant and principles. This includes directly approaching the individual with whom they are having a conflict or consulting directly with the minister or appropriate team member for support and guidance. However, when behaviors are seen to be dangerous (creating concern for the physical and emotional safety of children and adults), destructive (disturbing or interfering with essential congregational activities), or image tarnishing (weakening the congregation's ability to serve current and future members and friends), additional steps may be necessary."

<https://www.uua.org/safe/handbook/covenant/dealing-disruptive-behavior>

While openness to a wide variety of individuals and beliefs is a core value of the UUCB congregation, we also affirm that our congregation must maintain a secure atmosphere in which openness can flourish. We realize that views of what constitutes appropriate behavior are culturally conditioned, and members of our congregation might define the boundaries of acceptable behavior differently. However, when any person's physical safety or emotional well-being is threatened, the source of this threat must be addressed firmly and promptly. Likewise, any behavior that disrupts UUCB activities or diminishes the appeal of the congregation for existing or potential members must be addressed in the manner outlined below.

IMMEDIATE RESPONSE

If an immediate response is required, this will be undertaken by the Minister, if available, a member of the safety team, and/or the leader of the group involved. This may include asking the offending person or persons to leave, or suspending the meeting or activity until such time as it may be safely resumed. If further assistance is required to address a threatening situation, the Bloomington Police may be called. Any time such actions are undertaken without the Minister being present, the Minister must be notified; and a follow-up letter detailing the offense and the action taken in response to the offense should be written and distributed to the Minister and the Board President.

REFERRAL TO RIGHT RELATIONS COMMITTEE

Once an immediate response to a disruptive situation has been provided, or if the situation does not require an immediate response, it will be referred to the Right Relations Committee (RRC), or to an ad hoc committee appointed by the Board if there is no RRC, as a formal written complaint.

INQUIRY

After a formal written complaint has been made to the RRC, two or more members of the RRC will conduct an initial inquiry. Members of the RRC will meet with all persons involved to hear their respective concerns. If no RRC has been constituted, the members of the ad hoc committee appointed by the Board will conduct the inquiry.

In evaluating the problem and determining the response, the committee will consider:

- DANGER: Is the individual the source of a threat or perceived threat to persons or property?
- DISRUPTION: How much interference with UUCB functions occurred/is occurring?
- ATMOSPHERE: How likely is it that current or prospective members will be driven away by the disruptive behavior?

To determine the appropriate response, the committee will consider:

- CAUSES: Why is the disruption occurring? Does it involve a personal conflict between the individual and others in the congregation? Is there evidence that the disruptive behavior is a function of diminished cognitive capacity?
- HISTORY: Is there a history of past disruption by the person or persons?
- PROBABILITY OF CHANGE: How likely is it that the problem behavior will diminish in the future?

If, during its initial inquiry, the RRC determines the complaint to have merit and the behavior to be dangerous and/or disruptive, the RRC may, if needed, choose to collect additional information before deciding on a response.

TYPES OF RESPONSES

The committee will decide on the necessary response on a case-by-case basis. Four levels of response are recommended:

- **INFORMAL RESOLUTION:** After meeting with all persons involved, the committee may determine that the complaint was without merit, or that an informal resolution may be reached without further formal action. The RRC will prepare a written summary of the complaint, the inquiry, and the response, which will be stored in the congregational files.
- **WARNING:** If the original concern about the person's behavior is determined to be valid, the RRC will communicate this finding in writing to the person in question and will create a contract for clearly defined behavior change. All relevant communications will be documented in writing.
- **SUSPENSION:** If the person in question refuses to sign a contract for behavioral change, refuses to abide by the contract, or continues to engage in disruptive behavior, the matter will be referred to the Minister and the Board for further action. These actions may include exclusion from the UUCB building and all UUCB activities for a specified period of time, with reasons for such action, and conditions for return, clearly communicated and documented in writing. Suspension decisions will be made by the Board, although the Board may choose to delegate the decision to the President and Minister.
- **EXPULSION:** If the behavior of the person in question is deemed to be sufficiently dangerous or destructive, then by decision of the Board, in consultation with the Minister, that person may be permanently excluded from UUCB activities and premises, with steps taken to enforce the decision. If the person is a UUCB member, the Board will consider rescission of their membership at the next Board meeting, offering the member an opportunity to speak at the meeting (either virtually or in person as determined by the Board) before a vote is taken (see Bylaws section 3.3). The President will inform the member in writing of the meeting in advance and of the decision regarding membership within one week of the meeting. All documents and evidence pertaining to the case will be kept in confidential congregational files.

APPEALS

Warnings, suspensions, and expulsions may be appealed in writing to the Board. While the

appeal is being considered, any restrictions placed on the participation of the person remain in effect.

POSSIBLE REINSTATEMENT OF A REMOVED INDIVIDUAL

Any request for reinstatement must be made by the person who was excluded from UUCB activities and premises. The request must provide a rationale for reinstatement, including:

1. a statement showing that the person understands the reason for the exclusion from UUCB and, in the case of a former member, why membership was rescinded;
2. an explanation of how circumstances and conditions have changed, such that a reinstatement would be justified.

A reinstatement request may be made no sooner than one year following the removal. The request will go to the Board. The Board will review the request and respond within sixty days as to whether or not to reinstate the removed person. The decision of the Board will be final and not subject to further appeal.

Sources:

<https://www.uua.org/safe/destructive-behavior-policies>

<https://www.uua.org/safe/handbook/covenant/dealing-disruptive-behavior>

https://www.uua.org/files/2023-04/disruptive_policy.pdf

<https://www.uua.org/safe/handbook/covenant/defining-disruptive-behavior>

<https://www.uua.org/safe/handbook/covenant>

April 2025

Leadership Cultivation Committee (LCC) Report to UUCB Board of Directors

- The LCC tabled at the Building Community/Engagement Fair in November as we continue to develop leadership capacity in our congregation. Visibility and one-on-one connections seem important.
- At our UUCB December Congregational Meeting, LCC corrected the oversight of Regina Di Lavore's role as Secretary of the Board being omitted from the June slate of nominees. She received unanimous confirmation.
- Rather than a leadership workshop this year, we have scheduled a panel discussion: Pathway to Engagement at UUCB, Saturday, April 19th, 9:30AM in Fellowship Hall. (Coffee and donuts provided! Panel begins at 10.) We're hoping the unique stories of the panelists we have chosen will inspire the participants to become more involved.
- Both Mary Craig and Bill Lonnberg have agreed to be nominated for another two-year term on the Board. And Von Welch has agreed to be nominated to LCC to replace Carol McCord as her three-year term ends this year. We will send bios of each of these nominees to be included in the yearly report, and will seek their nominations at the June 8th Congregational Meeting.

By the way, Anabel's insight and assistance in providing LCC with names, contact info, and potential leaders have been invaluable. And Rev. Susan's history in the UU church, her fresh perspective and wisdom, her presence—wow! We are indeed grateful!

Sincerely,

Glenda Breeden, Chair

Carol McCord, Daniel Reed, Kathleen Sideli, Anabel Watson (staff liaison), Linda Pickle (board liaison), and Rev. Susan Frederick-Gray