

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



Board Minutes

May 21, 2025

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Board members attending in person:

Jane McLeod, President

Linda Pickle, Vice President

Bill Lonnberg, Treasurer

Regina DiLamore, Secretary

Mary Craig, Board Member at-Large

Pam MacLaughlin, Board Member at-Large

Steve Mascari, Board Member at-Large

Reverend Susan Frederick-Gray, ex officio Board Member

Guests attending in person: None

Submitted by: Regina DiLamore, Secretary

Attached Documents:

A. Consent Agenda

- April 2025 Fiscal Dashboard and Statement of Cash Flows
- Presidents Report
- Lead Minister's Report
- April 2025 Draft Board Meeting Minutes

I. Call to Order and Chalice Lighting

Jane called the meeting to order at 7:01 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:

- April 2025 Fiscal Dashboard and Statement of Cash Flows
- President's Report
- Lead Minister's Report
- April 2025 Draft Board Meeting Minutes

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. Fiscal Year (FY) 2026 Budget

Jane led a discussion about the proposed FY 2026 budget regarding a select number of line items. Jane moved that the Board bring the proposed budget to the Congregation on June 8, 2025. Pam seconded the motion, and the motion passed unanimously.

B. Beacon Donation / Resolution

Jane announced that a proposal to donate \$25,000 from the Special Purposes Fund (SPF) to Beacon was sent to the SPF committee. A response to the proposal is expected by May 28, 2025. Assuming that the SPF Committee approves the proposal, the Board must decide if they want to bring a resolution to the Congregation to raise another \$25,000 over five (5) years. The Board discussed the draft resolution prepared by Jane. The proposed request to SPF has received

endorsements from Reverend Forrest Gilmore, Executive Director at Beacon, Inc., and the UUCB Homelessness Task Force.

Reverend Susan led a discussion on how funds raised for the Beacon project could be integrated into a broader capital campaign. This larger campaign is intended to address urgent needs, specifically the replacement of kitchen equipment, windows, and sliding entry doors, with an estimated goal of \$50,000. The Board further discussed potential communication and fund-raising strategies.

Jane moved to approve the \$25,000 resolution to be presented at the June 8, 2025, Congregational meeting conditional upon the SPF Committee approving the \$25,000 donation from SPF. Steve seconded the motion, and the motion was approved unanimously.

C. Mission-Vision-Name-Process

Jane led a discussion about strategy for the Mission-Vision-Name-Process. The Board agreed that one working group will be required for the name change process and another working group will be required for the covenant-mission work. The second working group could be extended if the workload is significant.

The Board engaged in a discussion regarding the formation and responsibilities of the Name Change Working Group. The Board determined that this group's primary task will be to develop a recommendation for the Board's consideration and to foster consensus for that recommendation within the congregation. (Congregational approval, by a 2/3rds majority vote, would be required to change the name.)

The Board will appoint the members of both working groups. Rev. Susan will offer support, and the Board will receive updates midway through their work. Jane proposed a timeline for this work, which was broadly accepted. See the President's Report in Attachment A for details of the timeline.

Rev. Susan explained the difference between mission and vision. A discussion ensued about whether vision can be discussed separately from mission (and vice-versa). The Board decided to refocus the second working group on mission-vision discernment, with covenant being a secondary goal.

V. New Business

A. An Open Letter Rejecting Presidential Attacks on Nonprofit Organizations

The UUA sent an open letter rejecting presidential attacks on nonprofit organizations and requested that UUCB sign the letter. Rev. Susan asked the Board to consider whether to authorize her to sign the letter on UUCB's behalf. Concerns about Rev. Susan signing the letter were discussed. Ultimately, Pam

moved to approve, Mary seconded the motion, and the motion passed unanimously.

B. UUA Leadership Meetings

Jane and Linda reported on their positive experiences attending UUA leadership meetings via Zoom. They found the meetings interesting, appreciated the chance to network with individuals from other congregations, and gained insight into available UUA resources. Though the meetings are canceled for the summer, they wanted the Board to be aware of this opportunity for future participation. Linda particularly emphasized the importance of increased interaction and engagement between the congregation and the UUA.

Linda and Jane offered to send out the UUA invitations for these meetings so Board members could attend when available.

C. Board Schedule

The June 18, 2025 Board meeting will be held on June 25, 2025, and no Board meeting will be held in July. The Board retreat will be held August 3, 2025, from 1-4 pm.

VI. Feedback from Congregants

No feedback was received for discussion.

VII. Executive Session

The Board entered executive session at 8:42.

VIII. Adjournment

The meeting was adjourned at approximately 9:03 p.m.



Unitarian Universalist Church of Bloomington, Indiana

Fiscal Oversight Dashboard Fiscal Year to date - 7/1/2024 to 5/31/2025

Trend Analysis – Current Operating Budget

Through 5/31	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Total Income	716,467	704,640	629,113	708,404	650,208
Total Expenses	678,147	704,640	585,526	623,602	625,145
Surplus (Deficit)	38,320	0	43,587	84,802	25,063

Income

Through 5/31	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Pledges	623,448	624,110	567,491	614,125	596,619
Plate	29,408	22,945	22,132	28,890	22,068
Additional	63,611	57,585	39,490	65,389	31,521
Total	716,467	704,640	629,113	708,404	650,208

Assets, Liabilities, Current Ratio

As of 5/31	FY24-25	FY23-24
Current Assets	263,670	103,944
Current Liabilities	309,317	202,422
Current Ratio†‡	0.85	0.51

Notes

*FY Budget × 92% (% of FY days through 5/31)

†Current Ratio = Current Assets ÷ Current Liabilities

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

UUCB Board Meeting
President's Report
June 25, 2025

Well, that was a pretty great annual meeting! The energy and enthusiasm of members was palpable. Thanks to all for making the meeting a success!

This is our last Board meeting before our retreat on August 3rd. We will start planning for the retreat during the meeting and will handle any follow-ups over email.

Please review the materials for the consent agenda in advance of the meeting—by Tuesday, June 24, if at all possible—and to let me know whether you would like to elevate any of the items to the regular agenda.

You will see two versions of the disruptive behavior policy: one has changes tracked (if you want to be able to follow the revisions I made in response to your feedback), the other is a clean copy (which you may find easier to read). If you have additional comments, please add them to the clean copy.

You will also see two versions of the draft monitoring schedule for 2025-26. Here, too, if you have comments to add before the meeting, please use the clean copy.

Sign-ups for [slots](#) as Sunday Board representative are now available through September 7th and, for the Board Perspectives [article](#), through June 2026. There are still a few open slots for Sunday Board representative over the summer. Please sign up when you can.

During Executive Session, we will identify potential members of the Right Relations Committee, Pledge Drive Committee, and Personnel Advisory Committee, and of the name change and mission/vision working groups. You can find lists of people who have been recommended/nominated for the committees/working groups in the Executive Session folder. Please feel free to add names.

I look forward to seeing you soon!

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

General Reflections

As our first year wraps up, I am ready for some time away to rest, to read, to do nothing! As well as time to see family and friends and celebrate a milestone birthday. This has been a wonderful year. It has also felt non-stop, especially with the number of deaths and memorial services. I have lost some planned time off and away to accommodate these and one of my goals for next year is to take more of my vacation and study leave time.

Calendar highlights

I was glad to attend the UUA's 2025 General Assembly; although my roommate was sick throughout the GA and I started to feel bad on my last two days, so I didn't get to attend as much as I would have liked. I still got some inspiration and I believe Stephanie Kimball did too. We'll be talking later this week about the ideas we heard that we may wish to try next year, or let percolate for the future.

I had hoped to be on break for a combination of denominational activity, vacation, and study leave from June 17 – August 1st. This has been cut short with both leading memorial services on June 22 and June 28th. So, my new schedule is to be on vacation and study leave beginning June 29- August 1st. I am going to do my best to protect this time as I really do need time to rest and read and be ready for the next year.

Updates and Highlights from Ministry

Pledge Drive Update

As of 6/24, we have received 97% of our FY24-25 pledges (\$638K received out of \$655K pledged). This is very good news as the Pledge Drive Committee noted that in previous years, we had only received around 85% of pledge, so one of our goals was to increase fulfillment. I hope we might continue to receive a few more pledge payments in this last week of the fiscal year. Amanda has been sending out reminders to people who have outstanding pledge balances during June.

Our pledge total for FY25-26 is now at \$790,653! This all very exciting and shows such confidence and excitement for our ministry.

Additional Ministerial Support

I had a few good conversations at General Assembly with colleagues and UUA staff about the best ways to create a little more ministerial support with our limited budgeted amount for additional ministerial support (roughly \$25K). I have a meeting this week with Mid America staff Lauren Wyeth and David Pyle to further discuss. I hope with some time to let ideas percolate, I may have a plan by September.

Annual Staff Performance Review

I have completed annual staff performance reviews for all of my direct reports. Amanda has completed annual reviews for her direct reports. I have a follow up with Stephanie Kimball to ensure she has completed or will soon complete a review for the RE Assistant.