

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



Board Minutes
June 25, 2025

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Board members attending in person:

Jane McLeod, President

Linda Pickle, Vice President

Bill Lonnberg, Treasurer

Mary Craig, Board Member at-Large

Pam MacLaughlin, Board Member at-Large

Reverend Susan Frederick-Gray, ex officio Board Member

Board members attending via Zoom

Regina DiLavore, Secretary

Steve Mascari, Board Member at-Large

Guests attending in person: None

Submitted by: Regina DiLamore, Secretary

Attached Documents:

A. Consent Agenda

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

I. Call to Order and Chalice Lighting

Jane called the meeting to order at 6:15 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

Lead minister's report was dropped down to Unfinished Business to add dates of travel/away times for Rev. Susan.

Jane moved to approve the consent agenda. Pam seconded and the motion carried. See Attachment A for the consent agenda reports.

IV. Unfinished Business

A. Annual Meeting / Beacon Resolution Debrief

Jane will talk to Von and Andrew about approaches they may make to congregants for donations to the Beacon campaign and to consider letting smaller amounts go through UUCB and splitting larger amounts between individual donations and the UUCB drive.

Steve Krahinke and Bill Lonnberg are working on a fall capital campaign for the building. We may consider designing a tack-on option to raise funds for Beacon as part of the campaign – money for our building and for theirs.

Homelessness Task Force (HTF) expressly wants to help. Jane will email them and suggest time with the Board. Perhaps some of HTF funds from T-account can go toward Beacon.

Progress toward this goal should be reported at mid-year and annual congregational meetings.

Raised funds will be held in a T-account until the full \$25K is raised or go in partial amounts if requested.

Use Perspectives and Friday Update to communicate about progress and how to donate. A Beacon drop-down already exists on the giving page of Church Center.

Add monitoring deadlines to Board Monitoring Schedule.

B. Right Relations Committee charge and disruptive behavior policy

Changes to Right Relations Committee charge and disruptive behavior policy discussed. Jane moved to approve the disruptive behavior policy with the amendments as discussed. Mary seconded and the motion carried.

C. Rev. Susan's Travel Schedule

Reverend Susan will be away three days midweek in mid-August and again briefly around September 14.

V. New Business

A. An Approval of Rev Susan's 2025-26 Housing Allowance

Rev. Susan used a UUA worksheet to calculate her housing allowance. It comes to \$60K annually, which is \$2500 per twice monthly pay period. She will provide the worksheet to Amanda Waye for implementation. Jane moved to approve the housing allowance. Pam seconded. The motion carried.

B. Review of Board policies and monitoring schedule for 2025-2026

Jane led a discussion about adjusting the monitoring schedule. The Board concluded that the staff monitoring schedule should remain the same and that the Special Purposes Fund (SPF) Committee should attend one Board meeting per year (with their other report coming at the annual meeting) The pledge drive committee should meet with the Board annually in January.

The Board discussed that the Board Policy is written as if the Board writes the UUCB mission. This section must be re-evaluated since the mission is developed and adopted by the Congregation. The Board determines the Ends based on the

mission. The Board agreed that they will regularly monitor the mission development.

Jane then led a discussion about how to change the Mission and Ends sections of the Board Policy and how often it should be updated. Mission, Vision and Ends typically hold more than five years. When the Board receives the Mission statement, they will consider a three-year rolling strategic plan.

The Board agreed that the policy review and comment will occur on-line.

A three-year rolling strategic plan was then discussed. From a physical campus perspective, the long-term strategy needs to include steps, goals, programs, and measures. Rev Susan noted that we may need to have a discussion about space soon. The Board may need to consider long term goals for the campus if we become a much larger congregation and further discuss how we would advance the mission of UUCB.

The Board is responsible for setting long-term goals and a three-year implementation plan. The Board decided to spend time at the Board retreat discussing mission and vision and which is needed first. The Board agreed that in any given year, the Board should think about an implementation plan for three years. Goals are derived from the mission and will be addressed. Bill noted that UUCB has a 5-year rolling capital plan.

The Board then discussed the personnel committee section of the Policy and decided that any revisions must be made by July 19, 2025, and be finalized at the Board retreat.

Jane led a discussion about the format of the monitoring schedule. It was decided that the addition of a submission deadline date would be helpful. A few Board monitoring events and dates were adjusted.

Mary and Regina have been revising the Leadership Cultivation Committee (LCC) and SPF sections of the Bylaws.

Bylaw revisions will be required to add a Board Youth Representative, and this revision will ideally be completed by the December 2025 Congregational meeting. Jane will call the relevant state authority to determine any restrictions on youth participation on the Board.

C. Board Retreat

The Board retreat will be held August 3, 2025, from 1-4 pm and the goals of the retreat are:

- Set goals for the year
- Finalize changes to the Board policy
- Development of the annual plan
- Rev. Susan goals (tentative)

VI. Feedback from Congregants

No feedback was received for discussion.

VII. Executive Session

The Board entered executive session at 8:16.

VIII. Adjournment

The meeting was adjourned at approximately 8:55 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.