

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



Board Minutes  
March 18, 2026

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**Board members attending in person:**

Jane McLeod, President

Bill Lonnerberg, Treasurer

Regina DiLavore, Secretary

Steve Mascari, Board Member at-Large

Linda Pickle, Vice President

Mary Craig, Board Member at-Large

Reverend Susan Frederick-Gray, ex officio Board Member

**Board Members Absent:**

Pam MacLaughlin, Board Member at-Large

**Guests attending by Zoom**

Dr. Stephanie Kimball, Director of Lifespan Religious Education

**Submitted by:** Regina DiLavore

**Attached Documents:**

- A. Consent Agenda
  - President's Report
- B. Director of Lifespan Religious Education Report
- C. Lead Minister's Report

## **I. Call to Order and Chalice Lighting**

Jane called the meeting to order at 7:00 p.m. The chalice was lit, and a quorum was present.

## **II. Check-in**

## **III. Approval of the Consent Agenda**

The consent agenda consisted of the following items:

- Fiscal Oversight Dashboard 7/1/2025-2/28/2026
- President's Report
- February 2026 Draft Board Meeting Minutes

The Lead Minister's Report and the Director of Lifespan Religious Education Report were moved to the regular agenda. Jane moved to approve the consent agenda, and the motion carried. See Attachment A for the consent agenda reports.

## **IV. Monitoring Reports**

### **A. Director of Lifespan Religious Education Report**

Stephanie Kimball, Director of Lifespan Religions Education provided the mid-year report. She reported that the hiring of Beth Kaylor as our Childcare Coordinator was impactful. Her experience and deep ties to the congregation have transformed the childcare space into a welcoming environment where staff, parents, and children feel at home. Our elementary level Our Whole Lives (OWL) program saw robust enrollment this spring, even drawing in new families who have since begun attending regular services.

On Sunday mornings, a new flexible curriculum for "Kids' Club" and "Explorers" has successfully balanced structure with creative freedom. Teachers now draw from a menu of themed activities, fostering month-long projects that provide continuity for the children. Meanwhile, our High School Youth Group has settled into a steady rhythm of bi-monthly meetings, and our Adult Religious Education is offering diverse programs on Indigenous studies, spiritual aging, and social justice.

Despite these successes, we face a significant hurdle in volunteer recruitment for children's programming. With over 50 openings remaining through May, we often must combine classes or rely on Eric and Stephanie to teach. Looking ahead, bridging this volunteer gap remains our primary focus. See Attachment B for the full report.

## **V. Unfinished Business**

### **A. Lead Minister's Report**

Reverend Susan and Bill reported that they met with Carl Deitchman regarding an evaluation of financial and administrative operations. Carl will conduct an assessment and provide recommendations for improving financial operations. See Attachment A for the full Lead Minister's Report.

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

Jane facilitated a discussion regarding the progress of the Right Relations Committee and the development of the right relations covenant. The committee reported that it is prepared to present its work to the congregation and is ready for any necessary action. It was noted that the covenant will require congregational vote after which it will be posted on the church website.

During the review of the draft covenant, Reverend Susan suggested incorporating language that emphasizes mindfulness regarding the varying power dynamics and diverse identities of our members. The Board further discussed how the Right Relations draft covenant might be integrated into a broader congregational covenant. Feedback from the Board included a recommendation to expand the text to include more direct references to our shared commitments, specifically focusing on how the congregation agrees to navigate moments when mistakes are made.

The discussion concluded with a plan for Jane to consult with the Right Relations Committee to determine if the committee would like to be involved in the next stage of revision or if the Board should proceed with further revisions based on the ideas presented.

### **C. Next Steps for Working Committees**

Jane facilitated a discussion regarding the next steps for the Name Change Committee, noting that the Board and the committee must now transition from gathering individual

preferences to a broader discernment of what name best serves the collective identity of UUCB. The discussion emphasized the importance of encouraging high attendance at upcoming meetings, with a focus on shifting the dialogue away from personal desires toward a shared vision of which name truly fits the mission of the congregation. A lengthy deliberation followed regarding the overarching process, including a proposal to integrate the name change efforts into the vision change process.

Proposed dates for the initial meetings regarding the name change was set for May 2nd. The annual congregational meeting is scheduled for June 7 to report on the results of these discussions.

#### **D. Bylaw Revisions**

Mary provided an update regarding the ongoing revisions to the Bylaws, noting that the Committees of the Board section has been revised. While progress has been made, the Special Purposes Fund section remains under active review and requires further refinement. Consequently, Mary informed the Board that the Bylaw revisions will not be finalized in time for the upcoming congregational meeting.

### **VI. New Business**

#### **A. Annual Assessment Instruments**

Jane announced it is time to conduct assessments for fiscal year 2026. Rev. Susan requested a couple of items be added to the self-assessment tool. Jane provided the dates when the assessments must be completed to summarize and report back to the Board.

### **VII. Feedback from Congregants**

None

### **VIII. Executive Session**

The Board entered executive session at 8:56 p.m.

### **IX. Adjournment**

The meeting adjourned at approximately 9:13 p.m.



**UUCB Board Meeting  
President's Report  
March 18, 2026**

If you would like this report, or any other items from the consent agenda, to move to the regular agenda, please let me know by Tuesday, March 17 at 5pm.

A few updates:

The congregation exceeded its commitment to the Beacon Light the Way campaign, even before the successful fundraising event on March 8. We are an amazing collective! We will celebrate this accomplishment at the annual meeting on June 7.

I made a few changes to the proposed spring meeting schedule based on some changing thoughts about the name change discernment process and my realization that I had scheduled a Zoom info session on the same night as our May Board meeting! You can find the revised schedule [here](#).

For the meeting:

We will finalize the annual assessment instruments at this meeting. You can find draft instruments in this [folder](#). I will ask us to complete the assessments before our April Board meeting.

We have received one application for GA delegates which you can find [here](#). We will decide whether to approve this request during Executive Session. [2026 GA Delegate Application form \(Responses\)](#)

And looking ahead:

Our next Cookies and Conversation sessions are scheduled for Sunday, March 29 at 10:30am and 12:30pm. These sessions will focus on granting Rev. Mary Ann Macklin emerita status (although, of course, we can address other questions and comments from participants). I prepared a brief form to collect comments which I will distribute through a Friday Update after these two sessions.

We will select recipients of the 2026 service awards at the May Board meeting. Please add your nominations [here](#).

I look forward to seeing you soon!

March 2026 Lead Minister's Report to the Board  
Unitarian Universalist Church of Bloomington  
Submitted by: Rev. Susan Frederick-Gray

### **Calendar highlights**

Reminder that I am leaving for Lisbon, Portugal on Sunday, March 22<sup>nd</sup>. I will leave for the airport right after 2<sup>nd</sup> service. I return late on Friday, March 27<sup>th</sup>. I will be at the Unitarian Universalist Service Committee (UUSC)-sponsored convening, titled "Converging Futures: Where Gender Justice, Democracy, and Faith Meet."

In April, I will be away April 24-27 for a long weekend in Nashville, TN where I will also preach the installation service of Charlotte Arsenault at the First UU Church of Nashville. I am grateful to support the Nashville congregation that was my internship congregation.

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

**Pledge Drive:** The 2026-2027 Pledge Drive kicks off this Sunday, March 22<sup>nd</sup> and will end with Celebration Sunday on April 19<sup>th</sup>. Thank you to the Board for your support of the Leadership reception and for making your pledges in advance of the campaign. We have already raised just over \$200,000 toward our \$845,000 goal!

### **Move to one service schedule**

Last year, we set a schedule to be at one Sunday service from Memorial Day through Labor Day. I received feedback that since we were very crowded in August, we should move to two services sooner. Given our ministerial staff situation, it is important to have some break with just one service. However, I also recognize that August is a time when a lot of people check out the church. Sue Swaney, Stephanie Kimball and I have discussed whether switching to one service earlier in May and then moving back to two earlier in August might be beneficial. It would make May services more crowded but would prioritize having more space in August that might favor newcomers. There are several factors to weigh, including demands on Children's religious education. So, I am not sure we will be able to make this change. I would welcome any input or suggestions from the Board about changing this schedule, or from any of you individually as members and leaders.

### **Financial Support**

I have previously named some concerns I have had about our financial management and organization. To be clear, I have no concerns about anything being fraudulent or suspicious – just not as professional or clear as it could be. I have been working with Bill



to fill in gaps. Congregations often have complicated financial situations, and as a church grows, it becomes more important to have strong professional skills in this area. I have discussed this with Bill and we plan to look at some bookkeeping/accounting firms that work with non-profits to give us an assessment of our operations in this area and potentially work with us to improve areas that need improving. Bill Lonnberg, Carl Deitchman, and I are working on this effort.

# Religious Education Report to the Board

March, 2026

Stephanie Kimball, Director of Lifespan Religious Education

## Mid-year Highlights

**Childcare.** In January we hired Beth Kaylor as our new Childcare Coordinator. Beth has a lot of experience in childcare, and also a long association with this congregation. As Childcare Coordinator, she made an impact on day one, organizing the childcare room to make it feel calm and welcoming. She has developed a good rapport with the rest of the childcare staff as well as the kids and their parents. I am very excited to have this new position in the church, and to have Beth filling it!

**OWL.** In February and March we offered Our Whole Lives (OWL) sexuality education at the elementary school level. We had 13 children enrolled in our K-1 class, and 18 in our Grade 4-5 class. Three or four families not previously connected to the church participated, with at least one family now attending services and regular religious education classes.

**Sunday Morning Religious Education.** In January, I made some adjustments to our Sunday morning “Kids’ Club” and “Explorers” classes, continuing the quest to find the balance between being too prescriptive (with volunteer teachers feeling like they’ve got to “get through” the lesson plan) and being too open-ended (leaving teachers feeling like they have to provide too many ideas or do too much preparation). With the current system, I encourage the teachers to bring their own explorations of the congregational theme to their time with the children; I provide a menu of stories and activities along with some discussion and reflection prompts, and the kids and adults explore together throughout the month. Feedback so far has been positive; the teachers seem to enjoy the spaciousness to address the theme in ways that speak to them, while having enough structure and material in place that they don’t have to come up with their own plans for how to spend the hour. The children also seem to enjoy having monthlong projects and activities, providing continuity even if they do not attend every week.

**Youth Programming.** The High School Youth Group has settled into a rhythm of meeting twice a month, once at the church and once for a special activity of some sort. I am currently wrapping up reporting for the Mental Health Initiative grant from the Center for Congregations that concluded in December.

**Adult Religious Education.**

- **Indigenous Studies.** We now have an active reading/study group that meets monthly to share what we are learning about the history, cultures, philosophies, and present day situations of Indigenous peoples of our region and beyond. Additionally, a group meets monthly to plan events for the congregation, including a potluck and presentation by Ryan Conway, a local Shawnee farmer, as well as a viewing of the movie *Fancy Dance*. In April, we plan to attend the PowWow at IU together, and in June we're organizing a tour of the archeology museum at IU.
- **Inner Work of Age.** This workshop is currently underway, with 10 participants. This program focuses on the spiritual growth available to people in the second half of life, and the possibilities of eldering.
- **Resisting Tyranny, Building Power.** This group, meeting initially for 3 Wednesdays in April, will focus on this year's UUA Common Read, *Social Change Now*, by Deepa Iyer. Using an ecosystem approach to social justice organizing, participants will identify their strengths and energies and choose their roles in the resistance movement accordingly. Each evening will kick off with a meal at 6pm. It's my hope that this will eventually grow into a monthly community night for the congregation, based around social justice work and building a movement.
- **Special topics.** Lay leaders have offered several successful programs this spring, including OWL for Adults, Exploring Philosophical Daoism, Poetry as a Spiritual Practice, and more.

## Challenges

My biggest challenge continues to be the lack of volunteer availability for children's Sunday morning programs. At the moment, there are 51 openings from March 22 through the end of May, and while I expect some of those will be filled as dates get closer, there will also likely be many days when classes need to be combined, and/or Eric and I both need to teach. (Eric and I both love to be with the children, but it's preferable to have at least one of us available to check in on all the classes, provide support, etc.)