

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



Board Minutes

June 10, 2026

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**Board members attending in person:**

Jane McLeod, President

Bill Lonnberg, Treasurer

Linda Pickle, Vice President

Pam MacLaughlin, Board Member at-Large

Regina DiLamore, Secretary

Mary Craig, Board Member at-Large

Reverend Susan Frederick-Gray, ex officio Board Member

**Board Members Absent:**

Steve Mascari, Board Member at-Large

### **Incoming Board Members**

Corrin Clarkson, President

Sarah Kopper, Secretary

Doug Anderson, Board Member at-Large

**Submitted by:** Regina DiLavore

### **Attached Documents:**

#### **A. Consent Agenda**

- President's Report
- 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 7/1/2025-5/31/2026
- President's Report
- Lead Minister's Report
- May 2026 Draft Board Meeting Minutes

The consent agenda was approved and is provided in Attachment A.

## **IV. Unfinished Business**

### **A. Debrief on Annual Meeting**

Jane opened the floor to reflections regarding the recent annual meeting. During this discussion, Reverend Susan shared that Hans Kelson, Technology Coordinator shared his disappointment regarding the sluggish server during the online voting. In response to these technical challenges, Hans has begun researching potential solutions to improve online voting for future congregational meetings.

The Board discussed online voting, noting that its primary purpose is to reduce paper usage. It was agreed that, per Hans's suggestion, future implementation of

the online voting system should first be tested during a non-critical vote to ensure reliability and functionality. Jane noted that the minutes from the annual congregational meeting will be formally approved at the July Board meeting. Lastly, following a brief discussion among the Board members, it was agreed that Reverend Susan will oversee the process of uploading the new Congregational Covenant to the governance section of the UUCB website.

## **V. New Business**

### **A. Reverend Susan's Housing Allowance**

Reverend Susan's housing allowance is part of her compensation package. Reverend Susan calculated the allowance at \$62,801, noting that this amount is exempt from income tax. Jane moved to approve the housing allowance as presented; the motion was seconded and carried unanimously.

### **B. Orienting New Board Members**

Jane led the Board Member Orientation, reviewing key areas including Board responsibilities, governance documents, Bylaws, policies, the Congregational Covenant, and Board practices and processes (see Attachment B for full details).

Following the orientation, the Board engaged in a discussion regarding the church's mission, vision, and ends. Reverend Susan provided the following clarifications:

- Mission: What we do.
- Vision: Who we aspire to be (an aspirational state of being).
- Ends: A discrete description of an end state (an outcome or output).

It was noted that while the Board is responsible for defining the "ends," the congregation adopts the mission and vision. The Board acknowledged that these three concepts are interrelated and overlap, much like a Venn diagram.

The discussion concluded with a review of Sunday Board representative duties. This information is currently filed in the safety folder, and all new members will be required to complete the safety training.

### **C. Preparing for 2026-2027**

Jane initiated a discussion regarding the next steps for a potential name change. The Board considered whether updating the mission and vision statements should precede any decision on a name change, as mission and vision would naturally inform the process. It was noted that current engagement levels are low, suggesting a lack of sufficient momentum for the initiative at this time.

The Board examined the complexities of UUCB's current identity, specifically noting how the inclusion of "church" in the name impacts outreach. While the

name draws many people, it also creates barriers for others who are hesitant to attend. To address these concerns, the Board discussed the need for further dialogue regarding identity and context, as well as the value of documenting and sharing progress up to this point.

Reverend Susan emphasized that the Board should consider whether it makes sense to first establish institutional clarity, that is, defining who the organization is and what it aspires to be before a name change can be effectively evaluated. Corrin noted the importance of documenting the work completed thus far and urged the Board to explore ways to address the concerns of members who are uncomfortable with the current name and who may be hurt because of the lack of progress on this matter. The Board will further discuss this topic at upcoming Board meetings.

#### ***Board Meetings***

Jane led a discussion about the logistics of the Board meetings for the next fiscal year.

#### ***Monitoring Schedule***

Jane outlined the Board's monitoring schedule, noting that the incoming Board will need to adjust these dates and publish the updated schedule on the governance website. It was proposed that this be addressed during the July meeting.

The Board also discussed plans for a retreat in early September, during which the Board and Reverend Susan will establish goals for the coming year which should be aligned with the established monitoring schedule. Additionally, the Board discussed the logistics involved in the transition of duties from outgoing to incoming board members. In closing, Jane requested that all Board members attend the mandatory safety training.

#### ***Special Purposes Fund Liaison***

The Special Purposes Fund Liaison will be selected at the next Board meeting.

## **VI. Feedback from Congregants**

Linda reported positive feedback from the congregation regarding the excitement surrounding the new incoming Board. Reverend Susan noted a concern raised by Carol Marks regarding the transition to a single service in December.

Additionally, Sarah brought forward congregational feedback regarding the "Share the Plate" voting process. Concerns were raised that the current process feels overly competitive and requires a significant time investment from participating non-profits.

## **VII. Executive Session**

The Board entered executive session at 8:33 p.m.

## **VIII. Adjournment**

The meeting adjourned at approximately 8:36 p.m.



**UUCB Board Meeting**  
**President's Report**  
**June 10, 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, June 9 at 5pm.

One brief update since our last meeting: The Board held an open discussion of the proposed Congregational Covenant on Sunday, May 31. About eight congregants participated. Since the meeting, we reviewed their suggestions over email and made a few changes to the Covenant before sending a final version to members for consideration at the annual meeting.

I don't have much else to report outside of the preparations for the annual meeting (which will not have been held by the time I file this report). I am excited to welcome the incoming Board members to our June Board meeting even as I will miss my time in this position. I am deeply grateful for the support, patience, and good humor of the current Board as we have navigated challenges both internal and external to the congregation. Much of my enjoyment in serving on the Board has come from working with all of you; you are a thoughtful, dedicated, and fun-loving group!

At this last meeting of the year, we will:

- Debrief from the annual meeting as needed
- Review the five-year capital plan
- Approve Rev. Susan's housing allowance
- Prepare for the year to come
- Orient new Board members.

I encourage those of you who are being replaced in your current positions to reach out to your successor to arrange a time to review the responsibilities and identify resources.

One reminder: continuing and new members of the Board can sign up for summer Sunday rep slots [here](#).

I look forward to seeing you soon!

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

**General Reflections**

As our second year of shared ministry gets close to wrapping up, I am in deep need of rest, time in the garden, time with family and time to prepare for next year. This has been another wonderful and busy year of ministry within the context of difficult and dangerous political and global times. I am behind on end of the year things including selecting worship themes for next year, planning next year's service schedule, and completing personnel reviews. However, I am not going to GA this year, and I will work through June 28<sup>th</sup> and expect I will be able to get everything completed by the end of June.

**Calendar highlights**

I will be away on a combination of vacation and study leave from June 29 - August 4<sup>th</sup>. I will take additional vacation from August 25 - September 4<sup>th</sup> to go to Alaska with Brian's family! Should be great fun.

**Updates and Highlights from Ministry**

**Pledge Drive Updates:**

As of 6/4, we have received 93% payment toward our FY25-26 pledges (\$752K received out of \$807K pledged). Amanda is sending out reminders throughout June to remind people to please fulfill their pledge by June 30<sup>th</sup>. I am hopeful, we will have at least a 97% fulfillment rate by the end of the fiscal year.

Our pledge total as of 6/4 for FY 26-27 is currently \$858,103! This is very exciting and shows such confidence and excitement for our ministry.

**Ministerial Seed Fund Update:**

The silent phase of the Ministerial Seed Fund campaign is wrapping up and we have received such enthusiasm for this effort from the people we visited. As of 6/4, we have received \$284,000 in commitments to this fund. I am hopeful that with our two public events in June and with the support of Board members and the 60 people that expressed interest in this campaign, that we will meet our \$350,000 goal.

**Membership Update**

This fiscal year, we had 31 new members join the congregation and we officially have now 501 members. I expect this number to dip some as we do an annual roll review required by the bylaws, but this was still an exciting, if momentary, milestone. We did not do a roll review last year, but we plan to do one this July. We are preparing for it now. My plan is for the staff to do this every other year,

contacting those who have not pledged in two fiscal years, to let them know their membership will be inactivated if they do not make a pledge or ask for a waiver.

### **Annual Report**

For your reference, I am including my Annual Report to the congregation. I begin with the context of our world, mindful that this is a historical document and in 50 years, maybe someone (like a future minister) will want to read about what we were doing and feeling and paying attention to in 2026. This is the unedited version. Jo Bowman copy edited it for inclusion in the Annual Meeting report.

2025 - 2026 Lead Minister Annual Report

Rev. Susan Frederick-Gray

### **General Reflections**

This has been a strong congregational year. I continue to be impressed with generosity and care our congregation offers to members and organizations and efforts beyond our congregation.

We've continued to experience strong participation and attendance in programs and worship. There is a palpable feeling of needing one another and strong investment of time, care, and generosity to the congregation. This congregation has buoyed my spirit on many occasions.

This has also been a very challenging year in our country and state. As a historical document, it bears naming some of the realities we are living in. The rise of fascism and far-right authoritarianism in our country is clear and undeniable. I can't list everything, but it feels important to name the context in which we are trying to minister to people, to community, and to defend the values of love, equity, pluralism and the practice of democracy.

We've had federal militarized police and national guard deployed to cities across the country in massive raids targeting immigrants, refugees, people of color and protestors, with at least 46 deaths of people at the hands of Immigration and Customs Enforcement (ICE) or in ICE custody and detention. We've seen a rise in political violence including the murder and attempted murder of elected officials. We've also experienced mass shootings, including at schools and at multiple religious communities, throughout the country.

Major victories born from decades of progressive work have been gutted – including efforts toward equal rights and non-discrimination for transgender and non-binary people; protections for reproductive care and the availability of trans affirming care, the protection of minority representation through the Voting Rights Act, and serious cuts to the healthcare and anti-hunger social safety net. Attacks against voting rights and the integrity of our elections is ongoing as is the overt and staggering corruption of the president's administration, using public dollars and institutions to enrich himself and his friends and loyal allies.

On the global stage, the administration has shredded the post-World War II alliances and stability through many acts of aggression against allies and foes. The dismantling of USAID has caused hundreds of thousands of deaths worldwide. Through cozying up to dictators around the world, the silence on the human rights abuses in Gaza, the war of choice with Israel against Iran, the embargo on Cuba have caused untold suffering, global, economic damage, and has undermined human rights work across the world.

I name all of this to reflect and honor the context of fear, anxiety, anger, that all of our members, staff and many in our wider community are navigating. In the midst of this, we remain committed to courageously defend our loved ones, our faith and our values, to nurture courageous resistance to fascism, to protecting our loved ones and community, to nurture courageous resistance to fascism, to create sanctuary and care for loved ones and our own spirits within and beyond our walls, and still to imagine something beyond the present horrors, a world that is more loving and just, where all people can thrive.

Last year, in the spring, at the beginning of the authoritarian breakthrough, the core of our mission seemed centered on this work of growing courage, creating sanctuary and nurturing imagination. This focus continues and this year it was woven into our monthly themes, our pledge drive, and our overall ministry and programs.

### Courage - Sanctuary - Imagination

#### **Worship**

Is it surprising to know that about 1/3 of my time is spent on the planning, creating, writing, and leading of worship services? Sometimes this surprises me. Sunday is the biggest day in the life of the congregation, and it is the primary place where we create a sense of identity and purpose as a community. It has also been a time to be together in hope and courage to strengthen and buoy our spirits to go back out into the world living our values.

This year, I continued to use thematic ministry - creating an overarching theme for the year with eleven monthly sub-themes that we explored in worship, in children's religious education and in our Chalice Circles program. My hope is that thematic ministry helps draw a through line during the year, go deep with certain theological ideas, and helps us have a related conversation across multiple generations and programs. Even our pledge drive wove in the themes.

This year, the overall theme was Nurturing the Beloved Community, and each month we explored different kinds of qualities needed for the beloved community. Our themes this year were: Community of Possibility and Imagination (August); Community of Welcome and Inclusion (September); Community of Memory and History (October); Community of Gratitude and Service (November); Community

of Sanctuary (December); Community of Courage (January); Community of Truth (February); Community of Hope (March); Community of Interdependence (April); Community of Joy and Resilience (May); and Beloved Community (June).

Worship attendance remained strong throughout the year and our move to two Sunday morning services continued to be successful. One piece of consistent feedback I heard early in the year, was the need to move to two services in early August when school is returns to session. We will incorporate this change for this August.

I continue to be so grateful for the music leadership of Susan Swaney. Her leadership with the choir and the music program, along with Ray Fellman's extraordinary piano playing brings a spirit to worship that creates moving, rich and meaningful worship. I am also grateful for the wisdom and insights of Stephanie Kimball who helped enormously on the setting of worship themes and does so much to weave the themes into the Time for Ages during the service and in throughout the Religious Education (RE) program.

I am also grateful for the Worship Associates (WA), including new members who came on last Spring. Thank you to Erica Whichello for chairing the WA team. I am hopeful that with a bit more capacity next year, we can meet as a team more regularly and increase collaboration with the services. Thank you to Erica W, Sarah Barnett, Olaya Fernández Gayol, Jason Michálek, Sarah Montgomery, Mary Beth O'Brien, Avram Primack, Dinorah Sapp, Matt Stonecipher, and MJ Wallaker.

### **Ministry and Program**

The main program and ministry committees that I work most closely are: Pastoral Associates Care Team (PACT); Caring Team; Social Justice Coordinating Team, and the Democracy Task Force. Each of these teams has submitted a report.

I continue to be grateful for the caring ministry that is led by members of the PACT and Caring team. There is unbelievable and generous ministry offered by our lay volunteers to so many members in this congregation. In addition, I lead a Pastoral Conversations drop-in group every Wednesday at 12:15pm. I run it like a small group with opening readings and a time for silence. This is a time for anyone who needs some community support or is struggling and wants a touchpoint in their week to share how they are and to be held in care by others in community. It has grown to be a bit of a community, and I am grateful for others in the group who share facilitation when I am unavailable.

Within religious education, I am delighted that we were able to add a position midyear of Childcare Coordinator with better pay and more hours. This allowed us to hire Beth Kaylor who is providing consistent and engaged presence to our youngest children and families. I think this is a strong addition to this year's staff team and for our ministry to children and families. Another highlight for the year

was the Sunday Youth service in May. I am hopeful that we can return to a regular tradition of youth led services at least once a year and this was a great start after a hiatus with the pandemic and rebuilding the youth program (which continues).

With respect to Social Justice, some highlights for the year include the Social Justice Coordinating team's work on the holiday gift drives for partner organizations; and their work to coordinate informational sessions for Social Justice Task Force leaders that help them know more about office and safety procedures. Additionally, organizing an annual planning meeting helps avoid conflicts and balance out activities and fundraisers throughout the year.

In March we fulfilled our \$50,000 to pledge to Beacon's Light the Way Campaign that we made at last year's Annual Meeting. This campaign is Beacon, Inc. effort to build Beacon Center – with an overnight shelter, wrap around services, job training and some transitional apartments. We successfully raised \$29,035.52 to match our Special Purposes Fund contribution of \$25,000, making our total donation to the fund \$54,032.52.

The Democracy team is a new Social Justice Task Force organized last Spring. I helped organize this group to help strategize and coordinate the many opportunities there are to resist the dismantling of democracy and to increase the participation and impact of our members in resisting authoritarianism and defending and promoting our UU values. This year, the Democracy team created the ShowingUpTogether email list team to help members share with other members time-sensitive justice actions. This list was used to help turn some of our members out to oppose the hurried redistricting effort in Indiana, that was thankfully defeated. We are just now beginning to look at the UU the Vote efforts for the last summer and fall.

Finally, with respect to Social Justice, it was great to see the leadership of the Homelessness Task force this year organize meeting with elected federal, state and local leaders. They also collaborated on some visits with Hunger Task Force and Democracy Task Force.

Beyond the congregation, a few new initiatives began. I was a keynote speaker and our congregation showed up in force to a new initiative in Indiana called Faith Voices for Justice. While this group is just beginning, the hope is to bring together religious voices across faith traditions who are united for justice, human rights, and democracy in our state. Additionally, working with other UU ministers in Indiana, we have organized an Indiana UU Religious Professionals gathering. This gathering met three times this year, bringing together core staff members of the UU churches in Indiana as well as other UU religious professionals living in the state to help build relationship, share resources, and hopefully strengthen our congregations across Indiana.

## **Administration**

The second largest area of work for me this year has been administration. I am hopeful that with time, I will be able to reduce this administrative load that I hold. I know that I have gifts in this area and want to continue to use them, but also know that when it is too much, it takes away my time for pastoral care, worship and ministry programs. The main administrative committees and teams I work with are: Finance Committee, Pledge Drive committee, Personnel Advisory Committee, Leadership Cultivation Committee, Board of Directors, and the staff. In addition, this year, I also helped form and lead the Ministerial Seed Fund team and was part of the Ministerial Internship Committee.

Some of the highlights from these areas of work include:

- The successful hire of a ministerial intern, Maria Renner, for a 75% time, 10 month internship beginning in September 2026.
- A strongly improved plan for staff support for the annual pledge drive. This began with an early planning meeting with Pledge Drive chair, Corrin Clarkson, and office staff Amanda Waye, Jo Bowman and myself. We mapped out the tasks and timeline of many of the pledge drive needs and were able to set a clear plan with deadlines and clarify roles and responsibility between staff members and the committee. This made the process much smoother and less stressful for office staff and I think that was helpful in the overall campaign.
- The successful 2026-2027 Pledge Drive campaign. We met and even exceeded by a small amount our goal of raising \$845,000 in pledges to fund our ministry next year. Another success was the weaving of the Winter and Spring themes of Courage, Hope and Interdependence into our Pledge Drive theme of Together in Hope and Courage

In addition to these highlights, I offer a bit more depth in few of these areas.

### **Ministerial Seed Fund campaign:**

With nearly 500 adult members, we are in great need of a second minister. The Board approved a plan in March 2026 to fundraise for a Ministerial Seed Fund. This fund - if successful - will allow the congregation to hire a minister in the Fall of 2027. The fund would guarantee the costs of the second minister for the first year and allow us to slowly grow our budget over 5 years to fully incorporate the costs of a second minister into the regular operating budget. This is a great idea because the cost of an additional minister, inclusive of salary and benefits is approximately \$125,000 per year. This is a significant jump in one year. Additionally, a congregation must begin the hiring process for a minister before the pledge drive, so it is important to know you have the funds in place in advance. And this plan also gives additional time for pledges and the budget to increase to accommodate the full costs of a second minister. With the goal of \$350,000, the Ministerial seed fund does all of these things.

In April, as the Pledge Drive was coming to an end, I called a meeting with Charlie Pickle and Jackie Hall who both volunteered to help with the fundraising. We have begun some initial asks and will expand the campaign in June with two gatherings to explain the fund and ask for contributions from the members and friends of the congregation. As of May 19th, we have raised half of our goal of \$350,000 and are hopeful to reach our goal in commitments by the end of June 2026, with people making their contributions as soon as they are able, but no later than June 30, 2027. The financial plan for the Ministerial Seed Fund that Bill Lonnberg, Treasurer, created also included earning a modest amount of interest on the fund.

### **Administration and Financial Practices**

In a partnership with Treasurer, Bill Lonnberg, and Carl Deitchman, of the Personnel Advisory Committee, we put together a plan to review the overall financial and administrative practices of the congregation. I needed help understanding where gaps in our practices might exist and also a plan that would relieve me of some administrative work. Carl Deitchman created the methodology for the review and interviewed all core staff to understand our practices and where improvements can be made. We are just finalizing that report now and I will be sharing it with the Board and staff to create a plan to implement many of the recommendations.

### **Ongoing Efforts and Hopes for the Future**

This year, the Board and I had two big goals that weren't completed. They were to have the Name Change conversation and a Vision for our Future conversation. Two teams were set up to do this work with the plan for the Name Change work to go first with a decision at the December mid-year congregational meeting, and the Vision conversation to begin in the New Year. Unfortunately, we could not successfully move the name change conversation to completion this year. One learning for me is that it is helpful for me to be more involved in these congregation wide conversations. I wanted to learn from the name change process and tried in the beginning to intentionally be more of an observer than participant, but by virtue of my role I have a lot of knowledge about the congregational calendar, communication and can be a helpful cheerleader for key initiatives. By not being on the team, particularly in the beginning, I don't think I was as helpful as I might have been. I also think the damage, chaos, and tragedy of what is happening in our country has made organizing and holding attention on these larger congregational conversations more difficult. I am curious to hear from members about how they hope we might move forward.

I know we have important ministry ahead of us and I am so glad to be doing it with all of you. I am hopeful about the addition of a ministerial intern next year and the hiring process for a second minister to begin the fall of 2027.

With the addition of the second minister, I am hopeful that we can expand the leadership (including justice leadership) that I and our congregation provide in

the wider community, strengthen leadership development in the congregation and have more adequate staffing to help meet the pastoral needs of our congregation. I continue to be so grateful and delighted to be your minister.