

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



Board Minutes
August 19, 2026

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Board members attending in person:

Mary Craig, Vice President

Bill Lonnberg, Treasurer

Sarah Kopper, Secretary

Doug Anderson, Board Member at-Large

Regina DiLavore, Board Member at-Large

Reverend Susan Frederick-Gray, ex officio Board Member

Board members absent:

Corrin Clarkson, President

Pam MacLaughlin, Board Member at-Large

Guests attending in person:

None

Submitted by: Sarah Kopper

Attached Documents:

A. Consent Agenda

a. [Report on asset protection](#)

B. [Lead Minister's Report](#)

I. Call to Order and Chalice Lighting

Mary called the meeting to order at 7:02 with a quorum present. Regina lit the chalice.

II. Check-in

III. Powerful Question(s)

Tonight's powerful question was: What would success look like in June 2027? Board members discussed the question from two perspectives: success in their individual roles and success for the congregation.

IV. Calendar Review

Mary reviewed the new board calendar and highlighted upcoming tasks and events. Mary noted that the Friday update email did not go out as scheduled, though it was complete and available on the website. Rev. Susan will follow-up with staff.

V. Consent Agenda

The consent agenda consisted of the following items:

- July 2026 draft board meeting minutes
- Report on asset protection

Mary moved to approve the consent agenda, seconded by Regina. Motion passes 5-0. See [attachment A](#) for the report on asset protection.

The Treasurer's Report and Lead Minister's Report were moved off of the consent agenda for further discussion.

VI. Treasurer's Report

Bill reviewed July's fiscal dashboard and explained how we account for pre-paid pledges at the start of the fiscal year. Rather than include all pre-paid pledges in the July balance sheet, up to \$50,000 of pre-paid pledges are added each month until they are all accounted for.

Doug moved to approve the treasurer's report, seconded by Regina. Motion passes 5-0.

VII. Lead Minister's Report

Rev. Susan asked for recommendations on where to advertise the director of administration position and noted that members are welcome to apply.

Rev. Susan led a discussion on whether it would be useful to host a cookies and conversation about the new second minister position. The gathering would provide an opportunity to share more about the new minister's role and responsibilities and answer any questions from the congregation. The Board tentatively scheduled this conversation for September 20th between services.

Rev. Susan introduced the idea of hosting a democracy hub prior to the midterms. The hub would be non-partisan and would not allow fundraising. Candidates from all parties would be invited to attend the service and talk to congregants in a designated area of the building during fellowship hour. The goal of the hub would be to help members engage with democracy and make a difference in this fall's election.

Mary moved to approve the lead minister's report, seconded by Doug. Motion passes 5-0.

See [attachment B](#) for Lead Minister's Report.

VIII. Name Change

Mary led a discussion about the name change and how to best move forward. Rev. Susan noted that the name change did not come up during the Imaging Our Future event held on May 2nd. She also expressed her desire to be more involved in the name change engagement process, while noting that a significant portion of her time this year will be spent hiring and onboarding a new director of administration and second minister. The Board also discussed the need to prioritize defining the mission and vision before continuing the name change conversation.

At the conclusion of the discussion, the Board decided to table the name change discussion for at least a year. This pause will allow space for the vision and mission conversation and for Rev. Susan to focus on hiring and onboarding two major staff positions.

The Board then discussed how to communicate this decision to the congregation and tentatively scheduled a cookies and conversation for October 25th.

IX. Executive Session

Board entered executive session at 8:42.

X. Adjournment

Mary moved to adjourn at 9:04. Motion seconded by Bill and passes 5-0.

ATTACHMENT A

II.F.1-2 Asset Protection Report

July 30, 2026

by Amanda Waye, Director of Administration
Unitarian Universalist Church of Bloomington, Indiana

Summary of insurance policies, limits, and coverage.

Our congregation is insured with a multi-peril policy and workers compensation policy through Church Mutual Insurance Company, S.I., of Merrill, Wisconsin.

Amanda Hanzel is our agent and our contact at Church Mutual. Our current policy period runs from 04/16/26 to 04/16/27. A copy of the policy is filed in the Director of Administration's office.

Claims Filed

We have filed one claim for water damage in July 2023.

Our Coverage

Church Mutual changed the insurance products that they offer in early 2021. Our new policy provides all the same coverage as our old one did.

The policy covers Property, including but not limited to the building and all the congregation's personal property stored inside it, personal property of the ministers, and systems and equipment breakdown (like exploding steam boilers, if you have them, which we don't) unless due to wear and tear.

Our building is not covered for mine subsidence but is covered for earthquake and sinkhole collapse. We are not covered for damage caused by government action, nuclear hazard, utility services, war, terrorism, or water damage unless such damage causes fire or explosion. This coverage is limited to \$1,000,000 per occurrence with an aggregate limit of \$3,000,000.

Our property deductible is \$5000, except in case of earthquake, when the deductible amount is 5% of the stated value of the building.

We have Legal Defense Coverage of \$5,000 for each defensible incident with an aggregate limit of \$15,000. This is an add-on for things that are not covered elsewhere within the policy. Example: Stand Alone Contract Disputes.

The General Liability part of our policy covers our congregation in case of a wide variety of awful things that might happen, including bodily injury, property damage, and abuse or sexual misconduct. The general aggregate limit is \$3,000,000. Catastrophic violence has its own category. This coverage is limited to \$100,000 per occurrence with an aggregate limit of \$300,000. This has a \$50,000 per person limit within the above stated paramotors.

Our policy does not cover the following:

- Certified acts of terrorism
- Hired law enforcement or hired security services
- Loss due to virus or bacteria
- Asbestos
- Lead

Of note, we do routine criminal background checks on all new employees as well as childcare staff and volunteer Religious Education teachers and facilitators. At one time they regularly

received Reducing the Risk training, to prevent child sexual abuse, but because of Religious Education staff changes in the last year, I am not sure of the status of those trainings. Training materials for this purpose can be found at Church Mutual's website, www.churchmutual.com.

We are also covered for theft of church money and securities for a total of \$2,000, with a deductible of \$250. We have a blanket bond for anyone handling money, whether staff members or volunteers, in the amount of \$20,000.

Our policy covers our ministers or employees and volunteers acting under our direction and control and within the scope of his or her duties" for counseling professional liability in the amount of \$1,000,000 per claim, with an aggregate of \$3,000,000.

Our policy covers Directors and Officers with liability coverage. It is a \$500,000 limit with no deductible.

We also have coverage for hired and non-owned automobile liability in case something unfortunate happens when a church event involves members going somewhere in a vehicle. Each occurrence has a limit of \$1,000,000 with an aggregate of \$3,000,000. This includes a collision deductible of \$500 and comprehensive coverage of \$250. There is also a medical expense endorsement for \$10,000 for any one person and an aggregate of \$25,000.

The total cost for the current year (2022-27) is \$16,160.00. This includes our workers compensation policy costs, which can vary depending on the size of the staff each year. Policy premiums are annually updated in April, and this has been paid in full already.

Fiscal Manual Review

We also review our congregation's Fiscal Manual on an annual basis. The most up to date copy is included, below.

Respectfully submitted,
Amanda Waye
Director of Administration

ATTACHMENT B

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

General Reflections

This is going to be a busy year and my priorities, particularly in the fall, will be hiring; onboarding and supervising the ministerial intern; and worship and administrative oversight during the transition. The hiring process and team meetings will take a lot of time. I may have to miss some other committee meetings to make room in my calendar for these additional teams. It feels a bit overwhelming currently, but once the processes have launched, I expect to feel the excitement and opportunity to better size our staff and skills for our size church.

Calendar highlights

I will be away August 25 – September 4th. My in-laws invited my husband and I to join them on an Alaska cruise. It is not a great time to be away, but we are grateful for this opportunity.

September theme is **Active Hope**

Updates and Highlights from Ministry

Administrator Hiring team:

I have recruited the hiring team from among people that work and will work closely with the Director of Administration. This includes Carl Deitchman who led the Financial and Administrative Practices review and is doing the job on an interim basis; Bill Lonnberg (Treasurer), Steve Krahne (facilities), Dee Morris (Sunday collection and Social Justice accounts) and myself.

I drafted a timeline that has us collecting applications through Labor Day and then beginning the interviewing process with a goal of hiring someone by the end of October, or sooner.

We have posted the position on Indeed and will begin circulating it in the congregation, inviting people to share it with people they know who might be interested. *If you know of places where non-profits tend to network or share open positions, would you let me know. I am not sure the best place to try to recruit people in Bloomington and surrounding area.*

Second Minister Hiring Team

I am still working on recruiting people for this team. I put an ad out in Friday Update inviting people to email me if they are interested. I wonder whether it is important to have a Board member on the hiring team. If anyone from the Board is interested, please let me know. Initially, I thought this might be essential, but I don't feel as strongly about that now. I think I can just keep you up-to-date in Executive sessions as needed.

I hoped to have the team recruited by the end of this week, but two people declined, so I may have to extend my timeline.

My hope is that I, along with a Board member (maybe for a Cookies and Conversation topic) could share about the 2nd minister hiring process. I want to make sure the congregation understands this is a hire and not a called ministry position and what the difference is.

I'd also like for the hiring team to hold a town hall in late September or early October with the congregation inviting people to share hopes they have for the skills the next person will bring and talk about the portfolio areas for the 2nd minister. I have ideas, but also want to hear to what extent those align with the congregation.

At this point, I hope the 2nd minister will hold the portfolio of Pastoral Care, Membership Development (working with and supervising Connections Coordinator), Social Justice (or sharing this with me); and bringing attention to Family Ministry working with Stephanie. I welcome feedback on this. And happy to discuss in a future meeting.

Ministerial Internship

Maria Renner will begin as our Ministerial Intern on Sunday, September 6th. On Sunday, we will just introduce her during the service. The Internship Committee is hosting a reception in fellowship hall after for her to meet people. Her general hours at church will be Wednesday (with some evenings), Thursdays, and Sundays, with some Zoom meetings on Tuesday and an occasional Saturday commitment. As a reminder, she will be working 75% time (30hrs a week) for 10 months, ending on June 30th. Maria is a seminary student at Methodist Theological School in Ohio. She lives in Indianapolis and will be commuting from Indianapolis for this internship.