

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World



Approved Congregational Meeting Minutes

December 9, 2012

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Submitted by Von Welch, Secretary

Call to Order

President Kathleen Sideli called the meeting to order at 4:03pm. Guy Loftman was introduced as Parliamentarian. Rev. Macklin and Rev. Breeden spoke opening words and lit the chalices.

Kathy Sideli noted this was the first congregational meeting at the UU Church of Bloomington to be streamed over the Web, and also noted the passing of a key church members Bill and Cookie Lynch, Ledford and Julia Carter, and Irma Cassels in the past year whose significant contributions to the church remind us of what we can accomplish together

Introduction of the Board

Board Responsibilities

Kathy Sideli introduced all the members of the board as follows (all were in attendance) and gave a brief overview of board responsibilities as described in the Board Policies: www.uubloomington.org/uucb/govt/boardpolicies2011.pdf

- Kathleen Sideli, President
- Carol McCord, Vice President
- Von Welch, Secretary
- John Lawson, Treasurer
- Deb Hutton
- Drew Schrader
- John Summerlot

Organizational Chart

John Summerlot presented the latest version of the Organizational Chart (see attachments). He noted it is a living document being updated approximately every six months. This latest version distinguished between full- and part-time staff.

Members are encouraged to contact John with any corrections or suggestions.

The Church is looking for a suitable place to post it (it had been in the library but needed to be moved to make room for other activities).

Kathy Sideli noted that understanding our organization helps us to function better.

Report on UUA Reorganization

Amy Taylor, president of the board of directors of the Heartland District, reported on the re-organization of the District and Region of which our Church is a part. We are currently part of Heartland District as well as the MidAmerica Region (and then

the UUA itself). The Heartland District is one of 19 districts in the country (there used to be 24 before recent re-organizations). The MidAmerica Region is one of five in the country, and has three Districts (HeartLand, Central Midwest and Prairie Star).

Recently the UUA challenged Districts to examine themselves and decide if they should exist and are well organized to serve their congregations. In response the three Districts in the MidAmerica Region are re-organizing, planning on replacing the three current District Boards with a Regional Board. This new Board will be incorporating in Iowa, due to Iowa's position on marriage equality.

More information and updates can be found on the MidAmerica website: www.midamericauua.org

Executive Minister's Report

Reverend Macklin reported on her activities as Executive Minister. She noted that the Executive Minister position is described in the Board Policies.

General Assembly will be in Louisville, KY this year, which gives us a rare opportunity for our Church members, given its proximity. Reverend Macklin noted that attendance gives one a new understanding of what it means to be UU. She also noted that our District Conference will be in Muncie in mid-April.

She reported that staff, in particular Carol Marks, have been working hard with members of the congregation on two grant proposals.

A Technology in Ministry Grant for \$30K in matching funds has been submitted and secured. We will be receiving the check soon. Von and Jackie have been point persons on the submission and agreed to continue to serve as point persons for the project. Rev. Macklin noted it couldn't come at a better time as our technology is ready for improvement.

Molly O'Donnell and Marcia Veldman led the submission of a grant for Solar Panels to be installed on the Church roof, which is pending.

With regards to parking, she reported we have been in communication with IU regarding the possibility of parking across Fee Lane once the construction is complete. It is unclear at this point how much parking will be available. We are still encouraging those who are able to park either at the tennis courts or the IU-owned lot on Matlock.

Rev Macklin continued reporting:

- New signage is expected soon as part of the Green Spaces Initiative.
- We have recently developed volunteer staff positions, which are defined positions that were advertised in the Prologue and filled by volunteers. The positions of Historian and Librarian were recently filled.
- The Church staff meets every Friday with monthly meetings that include key volunteers.

- Planned Giving committee was recently formed and Margie Schrader has agreed to be its Chair.

Finally, Rev. Macklin praised the activities of the Board. She commented that its current size (7) meant everyone has an active role.

Treasurer's Report

John Lawson, Treasurer reported on the Church financial state. In terms of income, pledge payments are right on average and income is right where it should be. John explained that the average is based on the last three years, excluding 2009-10 due to the economic downturn that year. One item of note was that Prior Year pledges are up, catching up for an unexplained short-fall at the end of the previous year.

Similarly expenses are also right on the three-year average. In summary we are right where we should be and in good fiscal shape.

John then discussed the fact that our roof needs to be replaced. In particular, the roof over the religious education wing is 20 years old. We have standard 3-tab shingles now and are exploring three options: standard dimensional asphalt shingles, metal shingles, and a standing seam metal roof. He believes the standing seam metal roof is the best choice because it has a 50-year lifetime, would be resistant to the wind and water problems we have been having, of the three options, it would work best with the solar panels we have planned, and would have benefits to our utilities costs due to its heat reflection.

The Finance Committee is trying to figure out how to pay for the new roof without borrowing. We may have to borrow, but if we do so, congregational approval will be obtained first.

The question was asked by the congregation about metal roofs getting hot, and would extra insulation be installed to compensate for that? Also what about noise (in particular from rain)? Chris Haynes responded, based on his research from purchasing a metal roof for his own house: a metal roof doesn't get hotter than asphalt of the same color. Also, metal roofing has foil insulation on the underside that serves to reflect heat. In terms of the noise, the metal roofing will be laid on top of the existing roofing, which provides good sound insulation.

Another question: How is collection of pledges for Green Spaces pledges going? John Lawson responded that we are in year two (out of three) of the pledges and it is going pretty well.

Another member of the congregation commented that she has replaced two roofs with metal, and doesn't notice noise. She also noted that asphalt roofing pollutes due to small pieces of asphalt coming off and that copper roof would be very aesthetically pleasing.

Quorum Report

Deb Hutton reported 89 members in attendance, well over 10% of congregational membership required by the bylaws for a quorum.

Motion for board to approve congregational minutes at a future board meeting

Motioned by Amy Taylor, and seconded by Ed Robertson.

Vote: approved unanimously.

Social Justice Grants Announcement

Linda Patton reported for Social Justice Fund (SJF) Committee on this year's Lundin Social Justice Grant fund recipients. The SJF committee received requests for over \$4K of funding and recommended two \$500 grants which were approved by the Special Purposes Fund committee. The recipients are:

- The Homelessness Task Force. The task force will receive \$500 to help provide food, cleaning items and cleaning service for the Interfaith Winter Shelter.
- The Reproductive Justice Task Force will receive \$500 to help bring Rev. Rob Keithan, Executive Director of the Religious Coalition for Reproductive Choice, to speak in support of reproductive justice.

Board Report

Sabbatical Committee Report

Beth Lodge Rigal reported for the Sabbatical Committee formed at the end of October, and that includes Deborah Hutton, Doug Cauble, John Summerlot and the Ministers. The charge of the committee is to support the Ministers and the Congregation through the upcoming sabbaticals by both Ministers.

The Ministers earn one month of Sabbatical for each year of service. While Rev. Breeden took that last Sabbatical, he and Rev. Macklin will be switching so that he can have a full year of service between his Sabbatical and retirement. Rev. Breeden plans to take his Sabbatical from April-July of 2013 and Rev. Macklin from August-December of 2013.

While we do not have a finalized agreement yet, Rev. Barbara Child has agreed to help serve the congregation during these Sabbaticals.

John Summerlot showed the first part of the timeline poster at this point. It will be posted in the Church along with the Organizational Chart.

Ministerial Transition Timeline

Kathy Sideli presented the activities undertaken by the Board and the resulting timeline they have determined for the Ministerial transition resulting from Rev. Breeden's announced plan to retire in 2014.

The Board met with Lisa Presley, our District Representative, and was briefed on relevant UUA policies and where our congregation stands relevant to other UU congregations in the U.S. In particular she noted we are no longer a small congregation, in that we rank #24 out of over a 1,000 congregations in terms of attendance (i.e. top 3%), #47 in terms of membership, and #107 in terms of budget. This and other factors lead to the conclusion that our Church needs two full-time Ministers.

Kathy Sideli discussed the history of our Church prior to our current Ministerial team. Over that 42-year period the Church had 7 ministers, with 5.5 years being the average term. The current 10-year period with the current ministers represents an unusual period of stability. The last time we had an interim Minister, 20 years ago, we had 300 members; we now have over 500 members. Our last change did not involve an interim minister as Rev. Macklin and Rev. Breeden were called as part of a three-person shared ministry with Barbara Carlson prior to her retirement a few years later.

UUA guidelines recommend a 2-year period with an interim minister to help the congregation understand its needs, what it wants in its new minister and how it might want to adapt. The interim minister is a professional who helps with this transition.

Kathy Sideli discussed the process by which a new Minister is selected. The Board does not choose new minister; instead it facilitates the process, which is led by a search committee. The Congregation has input on who serves on the search committee.

Kathy Sideli discussed the opportunities this transition presents us. We have plenty of time to restructure how we are organized, if we so wish.

In terms of challenges, she noted that we are currently paying our ministers under the "package system" which is no longer used in the UUA and the salary increases we have been giving our ministers have been modest. Affording an interim and replacement minister will be financially challenging to do in a fair and sustainable manner. We also want to be equitable to Executive Minister Macklin and our staff during this process.

At this point the timeline poster, showing the timeline determined by the Board for the ministerial transition, was presented:

- April 2014 – Board work with UUA to bring on Interim minister.
- July 2014 – Interim Minister arrives.
- December 2014 – Search committee selected.
- October 2015 – Candidates considered.

- Jan 2016 – interview process.
- July 2016 – New minister arrives.

Question from the congregation: What’s the green [on the chart]? John Summerlot responded that would be explained later in the agenda during other committee reports.

Another member of the congregation thanked the Board for the planning and stressed this was a wonderful opportunity since we have so much time for the transition. He further thanked Rev. Breeden for giving the congregation advanced notice.

Kathy Sideli concluded her presentation by discussing how the Board will continue working hard to communicate the timeline and process.

Sustainable & Fair Compensation Committee Report

Carol McCord reported in her role of vice president and member of the Sustainable and Fair Compensation Committee (SFCC). Other members include Chris Haynes (chair), Ruth Sanders, and Kathy Sideli. Rob Hongen recently stepped down from the committee.

Carol reported that fair compensation was re-iterated as a Board priority in 2011, resulting in the formation of the SFCC in February of 2012 (before Rev. Breeden’s announced retirement plans). The SFCC has met with numerous consultants (at least 3), and worked closely with the Board (they met together on several occasions) and the Stewardship Committee.

Carole noted that the congregation has enjoyed a stable and high-level of ministry for many years. In order to continue that, we have to look at what it will take to pay, in a sustainable way, for that level of ministry in the future. With Rev. Breeden’s retirement announcement, the committee has had to increase its focus on sustainability in addition to fair compensation.

In response to a prior question, John Summerlot noted the green on the timeline poster was the “Fair Compensation Line.” Kathy Sideli noted with regards to the line that lots of data is being collected and investigated, and that we do not have specific numbers at this time to share.

Stewardship Assessment Report

Jackie Hall and Mary Boutain presented on the Stewardship Assessment report. First they noted we should congratulate ourselves for a successful \$850K Green Spaces capital campaign in addition to an annual \$450K annual operational campaign during port economic times.

They noted you can view the Stewardship Assessment Report online:
<http://www.techwerks.tv/myVideo.php?clientID=933&name=yes>

The report presented the following commendations:

- Robust, high impact social justice program

- Excellent religious education programs for children/youth/university students & adults
- Thriving new member program, caring committee & chalice circles
- Dynamic, well-loved co-ministry
- Many sophisticated stewardship practices
- Fabulous campus with expansion potential (Belcher property)

The report presented the following observations:

- Pledge distribution is bottom heavy (a very few numbers of people are giving in the higher pledge ranges)
- One-on-one connections are not part of stewardship practice now or in past decade
- Congregation-wide input and ownership of future priorities is needed and can fit with “new” policy governance

The report presented the following recommendations:

- Establish a Stewardship Ministry Team (this has been done).
- Utilize UUA program resources
- Develop rotation schedule for personal connections short term opportunities (this means establishing one-on-one meetings on some form of schedule that may not be annually)
- Increase education around electronic giving options and distribution of financial commitments
- Develop a list of goals together or programs and future ministry plan, get input and ownership from congregation.

Adjournment

Kathleen Sideli adjourned the meeting.

A member of the congregation commented that the meeting was excellent in terms of both content and process.

Motion to Adjourn was made by Tommie Owens, and seconded by Clare Robertson.

Vote: approved unanimously.

The meeting adjourned at 5:25pm.

**Agenda for UU Church of Bloomington
Congregational Meeting, December 9, 2012
4:00 p.m.**

4:00 p.m.

- Call to order Kathleen Sideli

- Introduction of Parliamentarian Guy Loftman

- Chalice Lighting Reverend Macklin and Reverend Breeden

4:05 p.m.

- Introduction of Board members Kathleen Sideli
Board Responsibilities
Organizational Chart John Summerlott

4:15 p.m.

- Report on UUA Regionalization Amy Taylor

4:25 p.m.

- Executive Minister's Report Reverend Macklin

4:35 p.m.

- Treasurer's Report John Lawson
Including update on roof

4:45 p.m.

- Quorum Report

4:50 p.m.

- Motion for board to approve congregational minutes at a future board meeting

4:55 p.m.

- Social Justice Grants Announcement Linda Patton

5:00 p.m.

- Board Report

- Sabbatical Committee Report Beth Lodge Rigal
Ministerial Transition Timeline Kathleen Sideli and Board
Sustainable & Fair Compensation Cmte Report Carol McCord and SFCC members
Stewardship Assessment Report Jackie Hall and Mary Boutain

5:30?

- Motion to Adjourn



UU Church of Bloomington Congregational Meeting

December 9, 2012

Agenda



4:00 p.m. Call to order

- Introduction of Parliamentarian
- Chalice Lighting

4:05 p.m. Introduction of Board members and Board Responsibilities

- Organizational Chart

4:15 p.m. Report on UUA Regionalization

4:25 p.m. Executive Minister's Report

4:35 p.m. Treasurer's Report, including update on roof

4:45 p.m. Quorum Report

4:50 p.m. Motion for board to approve congregational minutes at a future board meeting

4:55 p.m. Social Justice Grants Announcement

5:00 p.m. Board Reports:

- Sabbatical Committee Report
- Ministerial Transition Timeline
- Sustainable & Fair Compensation Cmte Report
- Stewardship Assessment Report

5:30? Motion to Adjourn



INTRODUCTION OF BOARD OF DIRECTORS AND BOARD RESPONSIBILITIES

UU Board of Directors 2012-13



- Kathleen Sideli, President
- Carol McCord, Vice President
- Von Welch, Secretary
- John Lawson, Treasurer
- Deb Hutton
- Drew Schrader
- John Summerlot

UUCB Board Responsibilities



The purpose of the Board of Directors, on behalf of the congregation, is to see to it that the Corporation

- 1) Achieves appropriate results for appropriate persons at an appropriate cost and
- 2) Avoids unacceptable actions and situations.

UU Board Policies, June 15, 2011

www.uubloomington.org/uucb/govt/boardpolicies2011.pdf

UUCB Board Responsibilities



The Board shall govern with an emphasis on:

- (1) outward vision rather than internal preoccupation,
- (2) encouragement of diversity in viewpoints,
- (3) strategic leadership more than administrative detail,
- (4) clear distinction of Board & Executive Minister roles,
- (5) collective rather than individual decisions,
- (6) the future rather than past or present, and
- (7) proactivity rather than reactivity.

UU Board Policies, June 15, 2011

www.uubloomington.org/uucb/govt/boardpolicies2011.pdf



John Summerlot

ORGANIZATIONAL CHART



Amy Taylor

REPORT ON UUA REGIONALIZATION



UU CHURCH BLOOMINGTON



**Heartland District
MidAmerica Region
Unitarian Universalist Association**

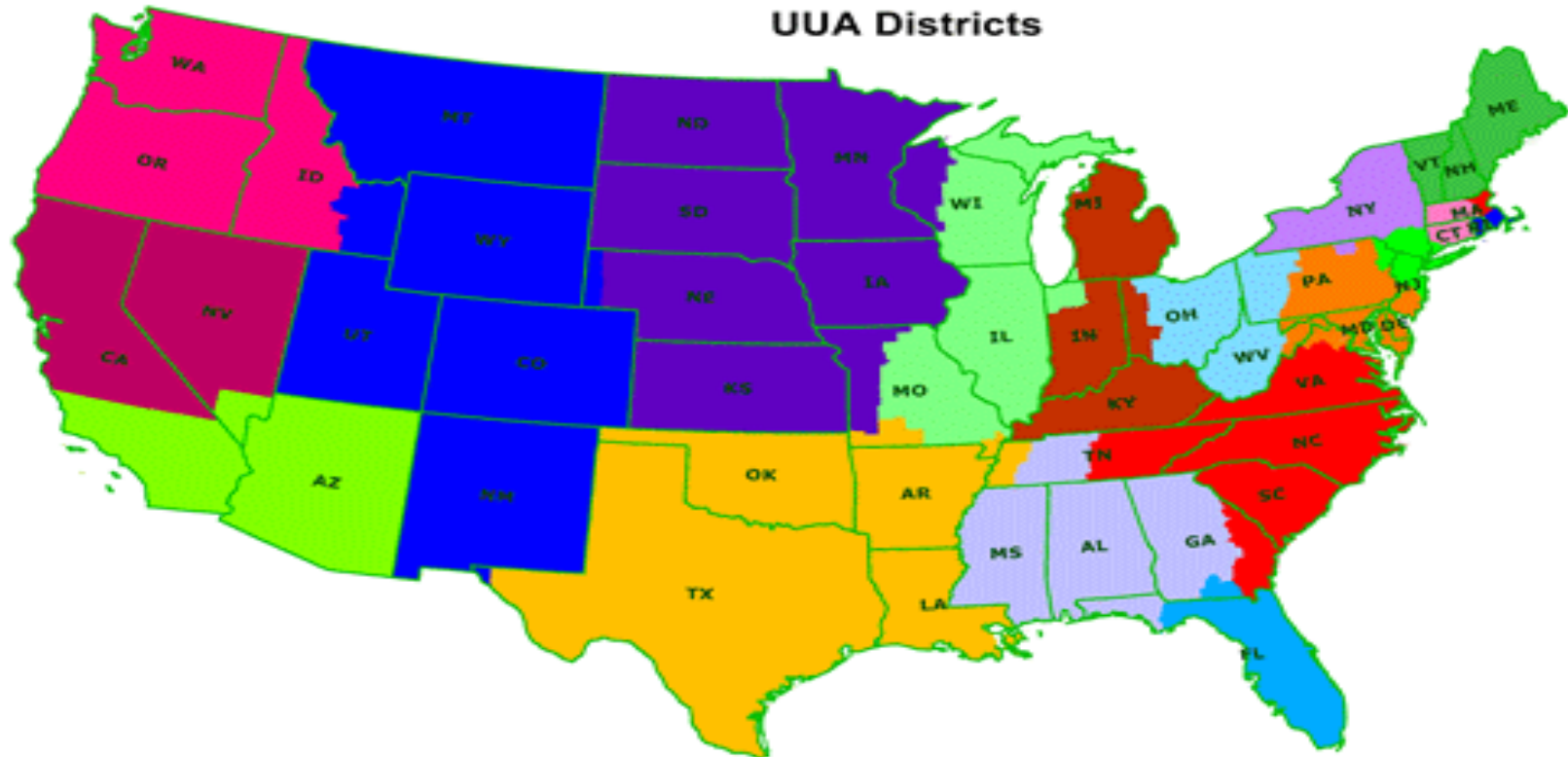
HEARTLAND DISTRICT



- 1 of 19 Districts of the UUA
- Heartland is:
 - Kentucky
 - Michigan's Lower Peninsula
 - Western Ohio
 - Indiana
- 56 member congregations
- About 7500 members
- Next slide shows district in brown coloring

Unitarian Universalist Association of Congregations

UUA Districts



- | | | |
|--|--|---|
|  Ballou Channing |  Metro New York |  St. Lawrence |
|  Central Midwest |  Mid-South |  Pacific Central |
|  Clara Barton |  Mountain Desert |  Pacific Northwest |
|  Florida |  Northern New England |  Pacific Southwest |
|  Heartland |  Ohio Meadville |  Southeast |
|  Joseph Priestley |  Prairie Star | |
|  Mass. Bay |  Southwestern | |

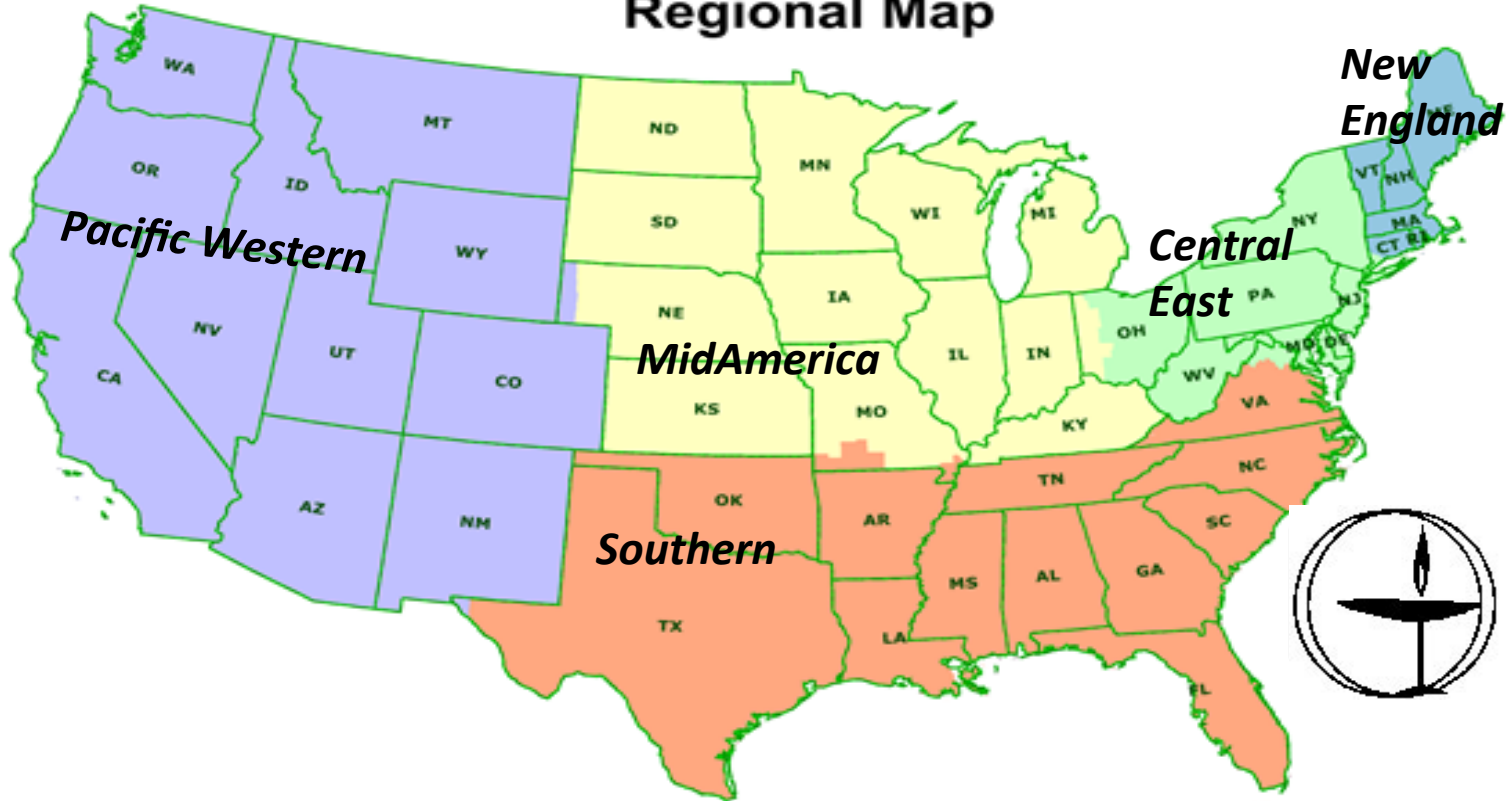
Parts of Mexico are in the Southwest District
 Alaska is a part of the Pacific Northwest District
 Hawaii is a part of the Pacific Central District
 Puerto Rico and the US Virgin Islands are part of the Florida District

MIDAMERICA REGION



- 1 of 5 Regions of the UUA
- 1 of 3 Districts in the MidAmerica Region
 - Heartland
 - Central MidWest
 - Prairie Star
- Heartland District is eastern border of the region
- Next slide shows MidAmerica in yellow

Unitarian Universalist Association of Congregations Regional Map



REGIONALIZATION in MIDAMERICA

Staff working as Regional Staff by Jul 1, 2013

More people to serve you w/special skills

No decrease in services

Regional Board

Replace 3 District Boards (vote in April)

Incorporate in Iowa - marriage equality

Cost efficiencies & opportunities

Transition costs covered by other 2 districts

Ministers Chapters of all 3 Districts support

Simplification

Connections

Covenants

Regional website: www.midamericauua.org



Rev. Mary Ann Macklin

EXECUTIVE MINISTER'S REPORT



John Lawson

TREASURER'S REPORT

Revenue and Expenses - as of: November 30, 2012			
	<u>Revenue</u>		
Category	Budget	Actual	Notes
Pledges and Grants	453478	200877	Pledge payment is right on the three-year average for end of November
2013 Pledges new	3000	3500	
Bazaar	9000	0	
Other fundraising	1000	5631	
Facilities use	8000	3110	
Grant for Campus Min Asst	1077	1077	
Interest income	50	0	
Investment income	2000	895	
Kroger-Marsh	8000	0	
Sunday plate	27000	9433	
Talent Auction	12000	0	
Misc	2500	593	
Prior year pledges	<u>3500</u>	<u>20528</u>	recovered 76% of 2011-12 deficit
Totals	530605	245644	total income is right on three-year average without prior year pledge payments

	<u>Expenses</u>		
	Budget	Actual	
Campus-young adult	4552	2514	
Childcare	10033	3791	
Committees	15400	3097	
Denomination & MCUM	43030	9400	
Ministry	137730	58867	
Music	35169	14041	
Office	97859	35630	
Plant	114134	46136	
Religious Education	<u>70142</u>	<u>28666</u>	
Totals	528049	202142	expenses are right on three-year average
Net operating	2556	43502	



QUORUM REPORT



**MOTION FOR BOARD TO APPROVE
CONGREGATIONAL MINUTES AT A
FUTURE BOARD MEETING**



Linda Patton

SOCIAL JUSTICE GRANTS ANNOUNCEMENTS



Beth Lodge Rigal

SABBATICAL COMMITTEE REPORT



Kathleen Sideli and Board

MINISTERIAL TRANSITION TIMELINE

Ministerial Transition



Board approach to the transition:

- Retreat with UUA Facilitator, Rev. Lisa Presley
- Briefing on UUA policies re: ministers
- Consideration of UUCB shared (co-)ministry
- Development of time-line for search



Key Elements

UUCB (500+ members) ranked:

#24 (of 1,000+) in attendance (top 3%)

#47 for membership (top 5%)

#107 for budget

UUCB needs two full-time ministers

Ministerial Transition



UUA guidelines:

- recommend interim minister for 2 years
- interim period helps us adapt to loss/change
- search committee (chosen by membership)
- interim minister assists congregation and executive minister ponder needs & directions

Opportunities



- Chance for congregation to consider needs and direction of UUCB with professional input.
- Opportunity to restructure, if necessary, various elements of staffing and ministry.
- Time to reconsider stewardship and its role in determining our future directions.

Challenges



- UUCB hasn't had an interim minister in 20 years
- Since stable shared ministry resulted in modest salaries (in old 'package' approach), how do we afford an accredited interim minister and a new minister at current UUA salary and benefit rates?
- Need to be equitable to exec minister & staff while offering competitive offers to interim and then new minister

Timeline for Ministerial Transition



- April 2014: Interim minister selection
(by board and UUA)
- June 2014: Reverend Breeden retires
- July 2014: Interim minister arrives
- Dec 2014: Search committee selected
- Oct 2015: Candidates considered
- Jan 2016: Interview process
- July 2016: New minister arrives



Carol McCord and SFCC members

SUSTAINABLE & FAIR COMPENSATION CMTE REPORT

Sustainable and Fair Compensation Committee



SFCC Members: Chris Haynes (chair), Carol McCord, Ruth Sanders, Kathy Sideli, Rob Hongen (2012)

- Board Committee established to take on salary equity issues long discussed (reiterated as board priority at Dec 2011 congregational meeting)
- Committee finalized in February 2012 (before July retirement announcement)

SFCC



- Met with numerous UUA consultants to get comparative salary data
- Working closely with stewardship and board to present recommendations in 2013
- Resolving compensation issues will be critical to a successful search



Jackie Hall and Mary Boutain

STEWARDSHIP ASSESSMENT REPORT

Stewardship December 2012



- Thanks -- \$850,000 in last capital campaign, over \$450,000 in annual operational campaign
- Oct – Stewardship assessment by UUA
- <http://www.techwerks.tv/myVideo.php?clientID=933&name=yes>

Stewardship Assessment Oct 2012

Commendations



- Robust, high impact social justice program
- Excellent religious education programs for children/youth/university students & adults
- Thriving new member program, caring committee & chalice circles
- Dynamic, well-loved co-ministry
- Many sophisticated stewardship practices
- Fabulous campus with expansion potential

Stewardship Assessment Oct 2012



Observations

- Pledge distribution is bottom heavy
- One-on-one connections are not part of stewardship practice now or in past decade
- Congregation-wide input and ownership of future priorities is needed and can fit with “new” policy governance

Stewardship Assessment Oct 2012



Recommendations

- Establish a Stewardship Ministry Team
- Utilize UUA program resources
- Develop rotation schedule for personal connections short term opportunities
- Increase education around electronic giving options and distribution of financial commitments
- Develop a list of goals together or programs and future ministry plan, get input and ownership from congregation.

UUCB Stewardship what's up?



- Have enthusiastic, stewardship team
- Active participation of board
- Short term – move forward this year with some changes
- Longer term ??



MOTION TO ADJOURN