

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved **Congregational Meeting** Minutes

June 7, 2020



<u>CALL TO ORDER</u>	3
<u>GUIDELINES FOR CONDUCTING THE VIRTUAL CONGREGATIONAL MEETING</u>	3
<u>INTRODUCTION OF PARLIAMENTARIAN AND AGENDA</u>	3
VOTE TO PROCEED UNDER EMERGENCY RULES	3
<u>CHALICE LIGHTING AND OPENING WORDS</u>	3
<u>SENIOR MINISTERS' REPORT</u>	3
<u>UPDATES</u>	ERROR! BOOKMARK NOT DEFINED.
PLANNED GIVING REPORT	3
<u>QUORUM REPORT</u>	3
<u>MOTION FOR APPROVAL OF MINUTES</u>	4
<u>MOTION TO APPROVE CHANGES TO UUCB BYLAWS</u>	4
<u>LEADERSHIP CULTIVATION COMMITTEE REPORT AND MOTION</u>	4
MOTION TO APPROVE THE LCC SLATE OF ELECTED OFFICIALS	4
<u>SPECIAL PURPOSES FUND REPORT</u>	4
<u>BOARD OF DIRECTORS' REPORT</u>	4
<u>TREASURER'S REPORT AND MOTION TO APPROVE 2020-2021 BUDGET</u>	4
<u>VOTE TO SELECT THE 25% SUNDAY PLATE RECIPIENT</u>	5
<u>MINISTER'S CLOSING WORDS</u>	5
<u>ADJOURNMENT</u>	5

Submitted by Steven Gilbert, Secretary

ATTACHMENTS:

- A. Modified Slide Deck
- B. Senior Minister's Report
- C. Planned Giving Report

- D. Proposed Changes to UUCB Bylaws
- E. Treasurer's Report and Proposed Budget
- F. Board of Director's Report

Call to Order

President Stuart Yoak called the meeting to order at 4:13 p.m.

Guidelines for Conducting the Virtual Congregational Meeting

Vice President Abby Gitlitz provided an overview of the procedures for the online meeting and for voting, and a covenant of rules for participants to follow.

Introduction of Parliamentarian and Agenda

President Yoak introduced Parliamentarian Guy Loftman and provided an agenda for the meeting (Attachment A slide 1)

Vote to Proceed Under Emergency Rules

President Yoak called for a motion to proceed with the meeting online under emergency rules as previously explained by VP Gitlitz. A motion to that effect was made by VP Abby Gitlitz and seconded. The motion carried by poll vote.

Chalice lighting and Opening Words

Reverends Mary Ann Macklin and Emily Manvel Leite lit the chalice and provided the opening words.

Senior Ministers' Report

Reverend Mary Ann Macklin provided the Senior Minister's report (Attachment B)

Planned Giving Report

Chairperson Libby Devoe provided the planned giving committee update (Attachment C).

Quorum Report

One hundred and sixty-four confirmed members signed into the meeting, which considerably exceeded the 56 members (10%) needed to ensure a quorum.

Motion for Approval of Minutes

President Yoak called for a motion to permit the Board of Directors to approve the June 2020 Congregational Meeting minutes at a future Board meeting. VP Abby Gitlitz so moved. The motion was seconded and carried by poll vote.

Motion to Approve Changes to UUCB Bylaws

President Yoak called for a motion to approved changes to the UUCB bylaws as shown in Attachment D. Deb Hutton so moved. After a second the motion carried by poll vote.

Leadership Cultivation Committee Report

Chairperson Deb Hutton provided the Leadership Cultivation Committee report (Attachment A slides 2-3) along with the slate of candidates for 2020-2021 openings on the LCC and Board of Directors (Attachment A slides 4-8).

Motion to Approve the LCC Slate of Elected Officials

Chairperson Hutton called for a motion to approve the slate of candidates. A motion was made and seconded, and the motion carried by poll vote.

Special Purposes Fund Report

Chairperson Andrew Appel provided the Special Purposes Fund report (Attachment A slides 9-11). He noted that assets were up some from last year at the same time. The recent slide in the markets have prompted him to consider maybe being a little more conservation in UUCB investments, but not action has been taken yet to that effect.

Board of Directors' Report

President Stuart Yoak provided the report for the Board of Directors (Attachment F).

Treasurer's Report and Motion to Approve 2020-2021 Budget

Treasurer Rich Slabach presented the Treasurer's report and proposed budget for the 2020-2021 (Attachment E, and Attachment A slides 12-17), cautioning that the proposed budget should be considered tentative in light of unknown factors that may affect church finances over the upcoming months; and that a revised budget may be presented to the Congregation for approval at its December meeting.

Abby Gitlitz moved to accept the presented budget. After a second, the motion carried by poll vote.

Vote to Select the 25% Sunday Plate Recipient

VP Gitlitz and Board Member Drew Schrader explained the procedure for voting on the 25% Sunday Plate Recipient for 2020-2021. The vote is to be conducted online immediately after the meeting for a half an hour, with the results being announced by email and in the church bulletin next week.

Minister's Closing Words

Reverends Macklin and Leite provided the closing words and extinguished the chalice.

Adjournment

VP Abby Gitlitz moved to adjourn. After a second, the motion carried by poll vote. The meeting adjourned at approximately 5:25 p.m.

Agenda Overview

ATTACHMENT A



- I. Call to Order
- II. Guidelines for a virtual Congregational Meeting
- III. Introduction of Parliamentarian and Call for Motion to Proceed Under Emergency Rules
- IV. Chalice Lighting & Opening Words
- V. Senior Minister Report
- VI. Planned Giving Committee Update
- VII. Quorum Report
- VIII. Motion for the Board of Directors to Approve the Congregational Meeting Minutes
- IX. Leadership Cultivation Committee Report
- X. Motion to Approve the LCC Slate of Elected Officials
- XI. Special Purposes Fund Report

LEADERSHIP CULTIVATION COMMITTEE REPORT



What LCC does:

- Nominates members to elected positions: Board, LCC, & SPF
- Recommends members, on request, for other committees
- Cultivates 'leadership' in general, throughout the year

LCC Committee Members:



- Deb Hutton, Chair
- Anne Haynes / Pat Brantlinger
- Arzetta Hults-Lozensky
- Dan Wiseman
- Stuart Yoak, Board President
- Ann LeDuc, Connections Coordinator

Slate for 2020-2021: pg.1



Board of Directors:

- 1 President (2-year term)
 - > Stuart Yoak (1st term)
- 1 Vice President (2-year term)
 - > Abby Gitlitz (1st term)

Slate for 2020-2021: pg.2



Board of Directors:

- 1 Secretary (2-year term)

 - > Steven Gilbert (2nd term)

Continued on next page ...

Slate for 2020-2021: pg.3



Board of Directors:

- 3 At-Large Members (2-year term)
 - > Julia Karin Lawson (2nd term)
 - > Jane McLeod (1st term)
 - > Drew Schrader (1st term)

Slate for 2020-2021: pg. 4



Leadership Cultivation Committee:

- 3 Members (3-year term)
 - > Pat Brantlinger
 - > Beth Hollingsworth
 - > Nicole Motz

Slate for 2020-2021: pg. 5



Special Purposes Fund Committee:

– 2 Members (3-year term)

> Andrew Appel (1st term)

> Ruth Aydt (1st term)

SPF Committee



- Members
 - Andrew Appel (Chair)
 - Harlan Lewis
 - Kathleen Sideli
 - Rich Slabach (Board Treasurer)
 - Julie Lawson (Board appointed)



SPF Committee

- Memorial donations in memory of Velma Harrison, Lloyd Orr, and Tommie Owens
- Estate bequests: Tommie Owens and Marion Sinclair
- Fund use: BLUU Symposium attendance, music compositions, matching funds and PPE for Habitat for Humanity



SPF Committee

- March 2020 Assets

	SPF	Operational
Endowment	\$130,413	\$76,230
General	\$278,082	\$46,141

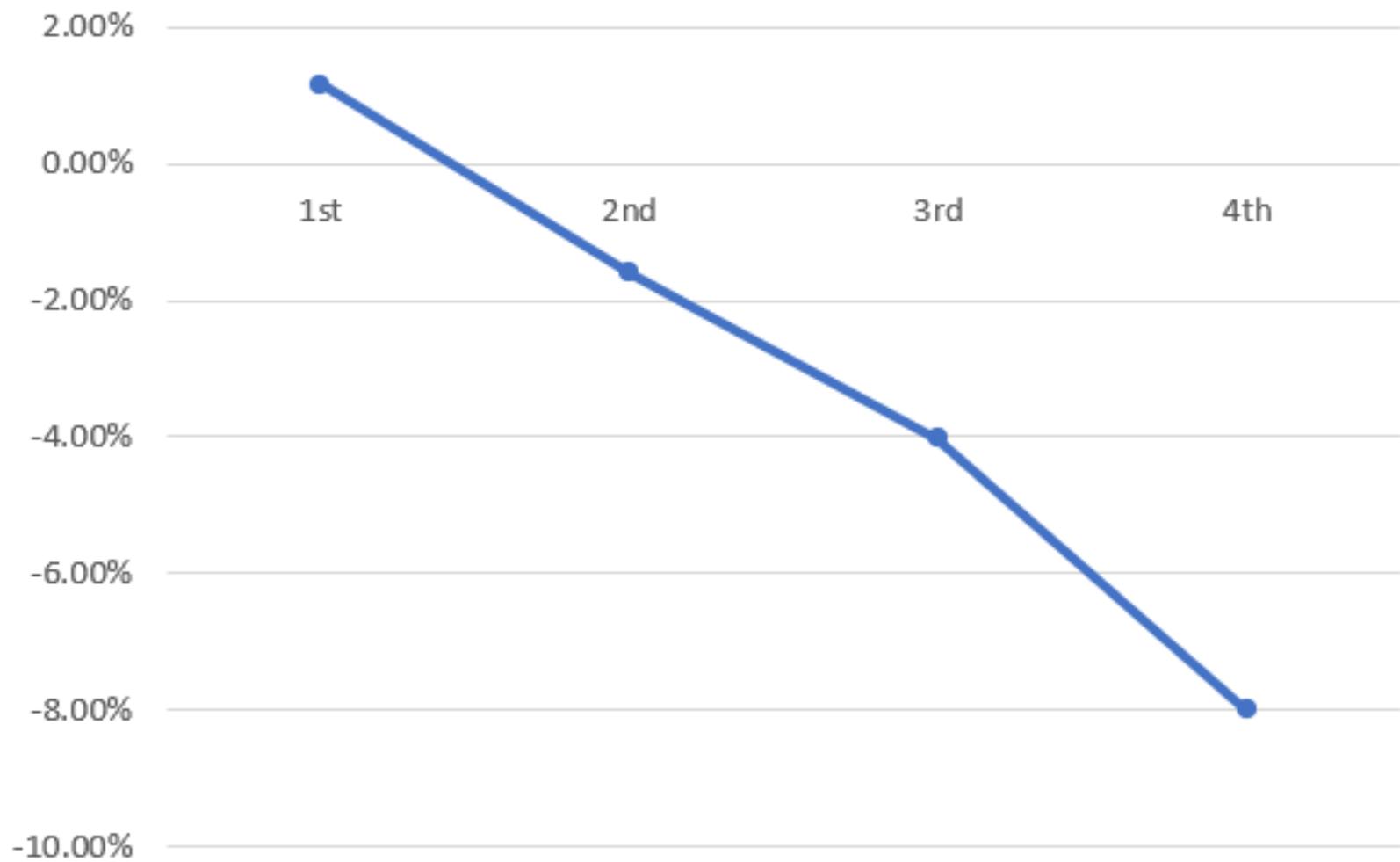
- Vanguard Wellington Fund (VWENX) had a year-to-date high of \$77.06/share, hit a low of \$57.08 on March 23, 2020 and closed at \$72.12 on June 4, 2020.

Seasonally Adjusted Summary Budget Statement to May 31, 2020

Revenue	Budget	Actual	% of Budget	Seasonally Adjusted %		
Category					% diff	\$ diff
Pledges (Committed,New,Prior Yr)	673,000.00	584,390.03	86.8%	94.6%	-7.8%	(52,321.64)
Fund Raising (Bazaar,Groc,Auction)	29,000.00	25,371.33	87.5%	89.2%	-1.7%	(487.81)
Other Income (Fac,Inv Inc,Misc)	18,000.00	10,504.49	58.4%	97.7%	-39.4%	(7,085.84)
Sunday Plate	24,000.00	22,801.65	95.0%	93.2%	1.8%	433.65
Totals	744,000.00	643,067.50	86.4%	94.4%	-8.0%	(59,268.50)

Expenses						
Category						
Campus Ministry & Outreach	4,096.00	1,464.62	35.8%	88.8%	53.0%	2,172.63
Childcare	12,434.00	6,016.68	48.4%	91.9%	43.5%	5,410.17
Committees	15,308.00	4,317.88	28.2%	77.6%	49.4%	7,561.13
Denominational	44,259.00	39,779.00	89.9%	97.0%	7.1%	3,152.23
Ministry - Salary, Sr. Minister	96,183.00	85,738.79	89.1%	91.3%	2.2%	2,076.29
Ministry - Salary, Assoc. Minister	72,497.00	68,355.48	94.3%	90.4%	-3.9%	(2,818.19)
Ministry - Benefits, Sr. Minister	32,181.00	23,113.03	71.8%	87.2%	15.4%	4,948.80
Ministry - Benefits, Assoc. Minister	23,674.00	19,974.95	84.4%	77.9%	-6.5%	(1,532.90)
Ministry - Other	9,300.00	8,349.17	89.8%	89.3%	-0.5%	(44.27)
Music	46,544.00	36,350.74	78.1%	90.6%	12.5%	5,818.12
Office	152,022.00	131,676.52	86.6%	90.0%	3.4%	5,143.28
Plant	134,133.00	108,061.99	80.6%	94.0%	13.4%	18,023.03
Religious Education	98,074.00	84,653.66	86.3%	89.2%	2.9%	2,828.35
Totals	740,705.00	617,852.51	83.4%	90.7%	7.3%	53,966.93
Net Income	3,295.00	25,214.99				

Inc Variation from Seasonal Average



Exp Variation from Seasonal Average by Quarter



	FY2019-20	FY2020-21	
Income			Notes
Committed Pledges & Grants	650,000	650,000	
New Pledges and Grants	3,000	3,000	
Bazaar	10,000	10,000	
Facilities Use Fees	9,000	1	
Grocery Card Fundraiser	7,000	4,000	
Investment Income	4,000	3,000	
Miscellaneous	5,000	3,000	
Prior Year Pledges	20,000	20,000	
Sunday Plate	24,000	24,000	
Talent Auction	12,000	12,000	
Total Income	744,000	729,001	

Expense			Notes
Total Campus Ministry&Outreach	4,096	4,096	
Total Childcare	12,434	12,434	
Total Committees & Programs	15,308	6,829	
Total Denominational	44,259	42,810	
Total Ministry- MAM & EML	170,627	200,791	
Previous Associate Min.	96,170		<i>Portion included in lines 26 D & F and 28 D & F</i>
Total Other Ministry	9,300	82,300	
<i>Revs Breeden, Carlson, Child</i>		<i>9,000</i>	<i>Included in Line 28</i>
<i>Consulting Fee&Implementation</i>		<i>42,000</i>	<i>Included in Line 28</i>
Total Music	46,544	46,544	
Total Office	152,021	158,359	
Total Physical Plant	134,133	118,633	
Total Religious Education	55,809	54,942	
Total Expense	740,701	727,738	
NET	3,299	1,263	

ATTACHMENT B

Unitarian Universalist Church of Bloomington End of Year Report for June 7th Congregational Meeting Reverend Mary Ann Macklin

In this church year, July 2019 through June 2020, I believe we are experiencing the greatest amount of challenge and change for our congregation, at least in my years of ministry in serving here, 18 years. In February, a negotiated resignation was reached with our Associate Minister, Reverend Scott McNeill; you will hear more from Board about this. Needless to say this transition was a stressful process for many members of our staff, lay leadership and congregation. As a result, consultants suggested we not start any new congregational projects or make any changes for the next year, 2020-2021, in order to heal and resettle into a sense of normalcy.

Enter Covid19.

And here we “gather” for a virtual congregational meeting. And in our country and throughout the world, people are in the streets, demanding the end to violence and systemic racism towards black people, against police brutality and police killings of black people, racial profiling, racial inequality in the U.S. criminal justice system. In Bloomington, we have been given direction by Black Lives Matter Bloomington as well as leaders at the “Enough is Enough” protest march on Friday, including BPD needs to sell the Bear Cat and invest that money into serving the community. In our congregation our anti-racism work continues through a variety of avenues, including our Racial Justice Task Force, our Hope for Prisoners Task Force, our Religious Education’s Dismantling White Supremacy Group, also, events and Worship services utilizing Relational Cultural Theory. Our vision is clear, *Seeking the Spirit Building Community. Changing the World.* And I say Steady as She Goes.

Of note, we recently learned that our congregation recently received news that we were approved for a Connect Through Tech Grant from the Indianapolis Center for Congregations, Inc. (the “Center”). This grant will support investments in technology that will aid in your congregation staying connected during the Covid19 challenges. Meanwhile, cases of Covid19 continue to rise in Indiana and in Monroe County. How do we chart the course of this congregation during a Pandemic. Ferris Wheel of Magical Thinking.

Unknowns about testing. Unknowns about reporting. Unknowns about Economy. Unknowns about White House Incompetence. Unknowns about Human Behavior. Arrival of IU Students. Unknowns about Second Wave. Autumn and Winter with Virus.

Since early April, I have in contact with other Unitarian Universalist ministers as well as Mid-America Regional staff to learn from and share with others the impact Covid19 is having on congregational life. Numerous documents have been created, depending on the location of the congregation individual state guidelines. On Thursday, May 14th, a message was sent to Unitarian Universalist congregational leaders from the President of the Unitarian Universalist Association, Reverend Doctor Susan Frederick Gray (a molecular biologist and her first job was as an Umpire for Little League) that stated in part:

Over the past several weeks, the UUA has consulted with multiple public health officials in order to update the guidance we provided on March 12 recommending congregations stop gathering in person.

Based on advice from experts, we continue to recommend that congregations not gather in person. We also recommend that congregations begin planning for virtual operations for the next year (through May 2021).

Take a moment to breathe. I know this is significant.

See full message of Reverend Doctor Susan Frederick Gray at the end of my Annual Report for the Congregational Meeting.

Personally and professionally, I agree with this recommendation. Of course, the UUA serves congregations, it does not dictate what we can and cannot do. I applaud the courageous stance of this recommendation and also feel relief that such a clear recommendation was named. Our Board of Directors also agree with the spirit of this recommendation and “plan for virtual operations for this year, through May 2021”. The Board will continue to meet monthly with ministers to assess and reassess the timing, models and mode of reopening. Details of plans for moving forward this year will be explored with staff, lay leaders and through congregational input. (Resources from other congregations)

However, in addition to these resources some issues pertaining to the Unitarian Universalist Church of Bloomington and the community we serve should be soberly considered:

- Given that a large part of our church population or their households is in a high-risk group, is returning before vaccine even practical?
- Considering that a large part of our leadership and their households, including some ministers, staff, board, and key volunteers, are in a high-risk group, thus making this difficult or even impossible to implement.
- Is creating a model in which some folks are able to return and a large group is not, the best way to serve our community?
- Is creating any type of two-tier system, where parts of the church life would need to happen both in-person and online, a drain on volunteer energy and resources that it decreases our effectiveness?
- Does any return plan put pressure on ministers, staff, and volunteers in key positions to return before it would be advisable? Does it pressure people to hide medical concerns or ignore them?

Again, our Board is opting to see the UUA Recommendation as a guideline; however, it will reassess the situation monthly at their regularly scheduled meetings.

I will say that some UU churches are declaring that they will not return to full operations in their building until a viable and time tested vaccine is available. Given the health concerns, ethical concerns, and the great number of unknowns in this situation, this is a viable option for UUCB, and will be part of the monthly consideration.

Needless to say, we have some decisions ahead as a congregation. Meanwhile, UUCB continues on track with a proposed 2020-2021 budget that will be a temporary guide as we enter the summer and autumn season. (Watching Weekly) However, I have suggested that a newly revised budget, based on income and expenses experienced, be presented at the December congregational meeting to be approved by the congregation.

Through staff and lay leaders, the outreach to congregational members and friends from the onset of Covid19 has been exemplary and caring. The support of the congregation continues to be encouraging. At this time, since conditions do not favor hiring an Interim Minister, we are reconfiguring our ministry for 2020-2021 and have already secured the ongoing help from Reverend Barbara Carlson (pastoral care), Reverend Bill Breeden (social justice and preaching), Reverend

Barbara Child (chalice circles and adult education class), the expansion of Reverend Emily Manvel Leite's ministerial responsibilities as well as guests in our pulpit prominently this summer and periodically in the rest of the fiscal year.

Our message and presence, albeit virtually, will be important as we go forward during these times which we know are uncertain; that's why I didn't say "these uncertain times" ☺

Lastly, my gratitude to so many people who continue to serve, support and enrich the ministry of this congregation. Our Board. Our Staff. Our Lay Leaders. Our Volunteers. Our Musicians. Our Everybody. Our Everybody. We know that connection is vital to the human spirit and we will continue to do so as a congregational body. We know that community and a sense of belonging brings our hearts, souls and minds together so we will continue established and new ways of connecting. We know that a full spirit and sense of belonging results in a profound caring for the world around us, so we will reach out. *Seeking the Spirit. Building Community. Changing the World.*

For this reason, this year's Special Services Award goes to Everyone, the members and friends of this congregation. Everyone. Everyone who cares about and serves this congregation.

There will be a Special Services Award attachment in our next Prologue, properly signed, which you can print out, add your name(s), and hopefully display in a place of prominence. ☺ And, hey, take a **creative** photo of you or you all to send it in for our Slideshow at the end of the worship service for Summer Solstice.

Lastly, thanks again to our staff, lay leaders, congregation members and friends. With encouragement from the Board of Directors, our core staff will be taking the week off so our "offices" will be closed. Please contact any of the ministers listed for pastoral needs.

With gratitude, MAM

Reverend Mary Ann Macklin

Can someone get rid of this line...

ATTACHMENT C

PLANNED GIVING REPORT

I have good news. I want to tell you about four significant things that were made possible by the planned gifts of those who went before us.

First, planned gift money permitted an African-American adult and youth from our congregation to attend a Black Lives of Unitarian Universalism symposium. There, they and other people of color had experiences that we simply cannot create here in Bloomington and they connected with the larger BLUU movement.

Second, Legacy Funds permitted Sue Swaney to commission a choral tango, set to Walt Whitman's "Weave In, My Hardy Life," in memory of the late Dan Quilter, a former president of our congregation and a dedicated supporter of Interweave, our early GLBTQ support group.

Third, planned giving bequests provided over \$2,700 to Habitat for Humanity to buy 2,000 disposable masks for volunteer builders and ReStore staff, and 6 gallons of hand sanitizer to keep them all safe.

Fourth, under an innovative new Special Purposes policy that can award matching funds to social justice task forces, the combined Homelessness and Help Feed Our Hungry Neighbors task forces received \$1,700 to support community groups who are providing food and shelter during the Covid19 pandemic.

We are grateful to those of you who have already included the church in your estate plans.

Now more than ever, we remind all of you of the importance of having an up-to-date will.

And from deep in our hearts, we give a resounding Thank You for all the good works your gifts will make possible some day.

Planned Giving Report, June 7, 2020 Congregational virtual meeting

ATTACHMENT D

Proposed Changes to Bylaws for June 2020

Explanation. The following changes to the Church Bylaws were approved by the Board in April for submission to the Congregation in June, 2020 for its approval. The purpose of the changes were (a) to clarify when an interim appointment of a board member by the Board to fill a vacancy must be submitted for approval to the Congregation; and (b) to clarify that the term of such an interim appointment will not preclude the appointee from subsequently serving two (for officers) or three (for at-large members) full terms in their own right; and (c) to clarify existing practices.

Original Wording:

4.2 Terms of Office. The three Board members at large serve two-year terms. No Board member may serve for more than six consecutive years. Each member of the Board shall serve for the designated term or until his or her successor is elected and qualified.

4.3 Election. Directors shall be elected by the Members of the Church at each Spring Meeting and shall take office on the July 1 after the Spring Meeting.

4.4 Vacancies. Vacancies among the non-Officer Members of the Board of Directors caused by death, resignation or other reasons between the Spring Meetings of the Church shall be filled by the Board until the next Spring Meeting. Directors who are absent at three consecutive regularly scheduled board meetings shall forfeit their membership upon majority vote of the Board of Directors.

5.2 Election of Officers. During even numbered years, President and Secretary shall be elected. During odd numbered years, Vice President and Treasurer shall be elected.

5.3 Term of Office. The President, Vice President, Secretary, and Treasurer are eligible to serve two consecutive two-year terms in their respective offices.

5.4 Vacancies. Vacancies in Office caused by death, resignation or otherwise between Spring Meetings of the Church shall be filled by the Board, until the next Spring Meeting of the Church, subject to concurrence by any intervening Congregational Meeting.

New Wording:

4.2 Terms of Office. Three at-large Board Members are elected by the congregation for two-year terms. No at-large Board Member may serve for more than six consecutive years, except that a partial term resulting from an interim appointment to the Board to fill a vacancy shall not count as part of the six-year term limit. Each at-large member of the Board shall serve for the designated term or until his or her successor is elected and qualified.

4.3 Election. At-large directors shall be elected by registered church members at the appropriate spring congregational meeting and shall take office on the subsequent July 1.

4.4 Vacancies. A vacancy in an at-large position caused by death, resignation or dismissal prior to completion of the regular two-year term shall be filled through Board appointment. This interim appointment must be submitted to the congregation for approval at the first subsequent congregational meeting. At the normal end of the interim term, the interim appointee may stand for election for the first of up to three two-year terms of their own. Directors who are absent from three consecutive regularly scheduled board meetings shall forfeit their membership upon majority vote of the Board.

5.2 Term of Office. The President, Vice President, Secretary, and Treasurer are elected by the congregation for two-year terms. No officer may serve for more than four consecutive years, except that a partial term resulting from an interim appointment to fill a vacancy shall not count as part of the four-year term limit. Each officer shall serve for the designated term or until his or her successor is elected and qualified.

5.3 Election of Officers. Board officers shall be elected by registered church members at the appropriate spring congregational meeting and shall take office on the subsequent July 1. The President and Secretary shall be elected in even numbered years, and the Vice President and Treasurer shall be elected in odd numbered years.

5.4 Vacancies. A vacancy in an office caused by death, resignation or dismissal prior to completion of the regular two-year term shall be filled through Board appointment. This interim appointment must be submitted to the congregation for approval at the first subsequent congregational meeting. At the normal end of the interim term, the interim appointee may stand for election to that office for the first of up to two two-year terms of their own. Officers who are absent from three consecutive regularly scheduled board meetings shall forfeit their membership upon majority vote of the Board.

ATTACHMENT E TREASURER'S REPORT

Good afternoon. I'd like to start the Treasurer's Report with how we are doing in the current fiscal year.

This first slide shows the current year trend of Income compared to our most recent three-year seasonal average. Preliminary figures through the end of May, 2020 (with one more month left in the current fiscal year) show that we are experiencing a drop of seasonally adjusted revenue of 8%. That is about \$59,000 of our \$744,000 budgeted amount.

Next slide. Fortunately, our expenses are also down by almost the same amount. This slide shows the end of May expenses compared to that same seasonal average. A 7.3% decrease in expenses. About \$54,000 of what we budgeted.

Next slide. This is a trend for this year's seasonally adjusted income by quarter. It's been a fairly steady decline.

Next slide. This shows the trend for this year's seasonally adjusted expenses. Notice that the third quarter's expense total, while substantially below average, is showing an uptick from previous quarters.

Because of these trends, we have applied for and been awarded an SBA Paycheck Protection Program loan under the Covid-19 legislation to cover 2.5 months of wages and salary. That will ensure that all our employees from the Ministers to the child care workers will not see a reduction in salary for the time being if these trends continue.

Next slide. Even in 'normal' times, putting together a budget for a new fiscal year is an artful application of educated guesses. This year's attempt is a blend of hope and realism – some relatively sure estimates along with some highly speculative guesses.

The budget reflects a reduction in anticipated revenue from last year's budget due to an anticipated decrease in Facilities Use Fees. We believe that's realistic with the closure of the building.

Total Revenue is targeted at \$729,001. That may be high but we prefer to view it as highly hopeful. I think we have reason for that hope. This congregation can do some incredible things. For example, just last month we surpassed our Talent Auction goal of \$12,000.

Next slide. The proposed budget reflects a reduction in expenses from last year's budget by about \$13,000. The reduction in Committees and Programs from last year is a reflection of known reductions in Coffee Hour expenses and a review of money not spent by committees last year.

We allocated most of the money we would have paid for an Associate Minister toward having more pulpit guests, contracting for some part-time ministerial services, and Reverend Leite's move to full time. We also anticipate additional costs and expenses this fiscal year as we review our Ministerial structure with the help of a consultant and implementing what we can from that review.

The largest reduction in Plant expenses from last year reflects the end of mortgage payments in March of 2021.

Finally, this budget projects Revenue over Expenses of about \$1263.

Due to the unusual state of the economy as a result of the pandemic, we will be closely monitoring our revenue and expenses and conduct an extensive review of this budget prior to our December Congregational meeting. At December's meeting, we'll provide a new budget for the remainder of the fiscal year for your approval.

Stuart, back to you for the motion to approve.

ATTACHMENT F

UUCB June 7, 2020 Congregational Meeting Report from the Board

This year our beloved Church – this congregation of members, friends, ministers, and staff – was presented with serious and significant challenges. And, in each instance, we have come together with a commitment to the values we hold dear and demonstrated the creative energy necessary to advance the vision of this church - Seeking the Spirit, Building Community, Changing the World – to meet these challenges.

As you know, we started this calendar year with the negotiated resignation of our Associate Minister, Scott McNeill. This came as a surprise to many of you, however, your faith in the process, in the Board and the support we received from the UUA, and your support of our staff and ministers, meant that as a congregation, we are more deeply committed to the mission of this church than before.

We had envisioned a Spring of reflection and reconnection as together we examined what the next steps for this church would be going forward. Instead, we were confronted with the realities of a global pandemic, which shuttered our physical doors and spurred us to learn how to reflect and connect in with each other in many different ways.

Currently, as we confront the local, national and world-wide challenges of the Covid19 pandemic, our church is developing new and effective ways to build an even stronger community and advance our mission of Seeking the Spirit, Building Community, Changing the World.

The Ministers and our Board together decided that now was not the time to begin the search for an interim or new minister. We need to take time to evaluate what our church needs will be as we grow and change.

We are deeply grateful that, during these past few months, Reverend Emily Manvel Leite has agreed to increase her hours from part time to full time to assist with worship services and pastoral care.

On a very special note, I am pleased to inform you that ,Rev. Macklin is working with Rev. Leite and the Board to develop a new and expanded ministerial position that officially will begin on July 1, 2020 as Rev. Leite takes up the new position as our Minister of Religious Education and Congregational Life. Watch for more details about this new position and the work Rev. Leite will be doing in the year ahead.

Rev. Macklin also has assembled a robust ministerial team from ministers who know the needs of this congregation and already have deep connections with congregants. Rev. Barbara Carlson, Rev. Barbara Childs, and Rev. Bill Breeden now provide pastoral care, work with our small group ministry, and assist the social justice task forces of the church.

In keeping with our values and with the full approval of the Board, our Senior Minister asked all of our full time and part-time staff to continue their work in the safety of their homes, and promised the church would continue to provide their full pay and benefits.

And, the results have been truly amazing.

- Outstanding quality and variety of sermons from the pulpit,
- Creative and beautiful musical offerings,

- And, the technological wizardry that has brought the faces and voices of our congregation into our services each Sunday and is bringing us together in ways never before imagined.

As a congregation, we have responded with

- increasing numbers of people streaming each Sunday,
- with online collection plate giving,
- with heartfelt comments and “thumbs up” emojis during the service.

Of special concern has been those members and friends who, due to age or isolation, are most vulnerable. Under Rev. Macklin’s leadership, the amazing help from our staff, and the participation of congregational members and task forces, our church is directly reaching out to those individuals who have special needs. And, we continue to keep in touch with each one of them through this difficult time.

You may be pleased to know that even during this uncertain time, our congregation continues to grow.

With the help of Ann LeDuc – our connection coordinator and virtual zoom master – we have welcomed two groups of new members to our congregation.

There are uncertainties going forward and we are adopting new and frequent ways to monitor and respond to this changing environment.

We may not know what tomorrow will bring, but we do know that this congregation is a strong, resilient, and a powerful force that is leading us forward as we seek the spirit, build community, and change the world.

In closing this Board Report, a few important notes of appreciation are in order:

First, to Rev. Macklin, Rev. Leite, and each member of our church staff – your leadership has brought us through these past, difficult few months, and your creativity and love continues to lead us forward.

To Sharon Wiseman who needed to step away from the Board this spring, we thank you for your wisdom and guidance this past year.

To Drew Schrader, our thanks for accepting the Board’s appointment to serve the remaining months of Sharon’s term.

And, to Abby Gitlitz, Steven Gilbert, Rich Slabach, Julie Lawson, and Jane McLeod – my amazing colleagues on the Board – you are simply the very best.



Stuart D. Yoak, Ph.D.
President, Board of Directors