

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Congregational Meeting Minutes

December 13, 2020

Amended retroactively by the Board February 17, 2021 to include the written
President's Report (aka Board of Directors' Report)



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Submitted by Steven Gilbert, Secretary

ATTACHMENTS:

- A. Modified Slide Deck
- B. Senior Ministers Report

- C. RE Ministers Report
- D. Interim Minister's Report
- E. President's (aka Board of Directors') Report

Call to Order and Chalice Lighting

Vice President Abby Gitlitz called the meeting to order via ZOOM at 4:20 p.m. after which Rev. Emily Manvel Leite conducted the Chalice Lighting

Guidelines for Conducting the Virtual Congregational Meeting

Vice President Gitlitz provided an overview of the procedures for the online meeting and for voting.

Introduction of Parliamentarian and Agenda

VP Gitlitz introduced Parliamentarian Guy Loftman.

Senior Ministers' Report

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

Congregational Life and Religious Education Report

Reverend Emily Manvel Leite provided this report (Attachment B).

Interim Minister's Report

Reverend Dave Clements reported on his activities as Interim Minister (Attachment C).

Committee Reports

Green Building

Molly O'Donnell provided an overview of the current state of our green building efforts (Slides 1-2 Attachment D). UUCB has succeeded in reducing its carbon footprint earning an energy star certification rating of 97%. To date UUCB has saved \$33K in energy costs through Green Building Committee efforts. It's next major goal is to reduce natural gas usage.

Green Grounds Report

Anna Knust reported on efforts of the Green Grounds Committee (Slides 3-4, Attachment D). Currently she is looking to make the group's efforts more efficient by restructuring the use of volunteer time and by using automation where possible.

Planned Giving Report

Retiring Chair Libby Devoe provided the planned giving committee update (Slides 5-6 Attachment D). She reported that at the present time 67 households representing 17% of the congregation were engaged at some level of planned giving. She went on to urge others in the congregation to include gifts to the church in their estate planning.

At the conclusion of this report, Reverend Macklin offered strong and heartfelt thanks to Libby for her long and fruitful service as Chair of the Planned Giving Committee, crediting her with making the committee's efforts really "take off." She also revealed that a gift had been left for Libby near her birdbath at home.

Social Justice Funds Report

Denise Ogren reported on Social Justice Committee funding (Slides 7-9 Attachment D). The committee approved \$1300 in two new grants as well as extending \$1000 dollars grants previously made but deferred due to the pandemic. Disbursements for the 25% plate fund were reported and are shown in Slide 18.

Treasurer's Report

Rich Slabach provided the treasurer's report (Slides 10-12 Attachment D). He noted that the financial condition of the church is good at this time, with income currently exceeding expenses. However, this situation will require monitoring as conditions may change in the Spring. He noted changes made in the budget that had been adopted in June, with the largest being \$5K for more hours for our technology specialists. This leaves a comfortable buffer of around \$40K between income and anticipated expenses.

VP Gitlitz moved for congregational acceptance of the Treasurer's Report. Julie Lawson seconded. The motion passed.

Quorum Report

VP Gitlitz reported that 146 confirmed members were signed in at the beginning of the meeting exceeding the 58 members (10% of eligible membership) needed to ensure a quorum.

Motion for Approval of Minutes

VP Gitlitz called for a motion to permit the Board of Directors to approve the December 2020 Congregational Meeting minutes at a future Board meeting. After a second, the motion carried.

Motion to Approve Adoption of the 8th Principle

VP Gitlitz moved and Stuart Yoak seconded the motion that UUCB adopt a modified version of the UUA 8th Principle, which reads:

We, the members of the Unitarian Universalist Church of Bloomington, Indiana covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

Drawing on feedback from open informational sessions held online ahead of the Congregational meeting, Board members Julie Lawson, Drew Schrader and Jane McLeod provided background on the origins and history of the 8th Principle along with the Board's reasons the Board was asking for its adoption as written and presented above. They focused especially but not exclusively on the meaning that such an action would have for members of color, both here and elsewhere.

The motion was then open for discussion. An objection was raised that version presented for adoption differed from the UUA version disseminated earlier to the congregation for review, specifically that the first eleven words in the UUCB version replaced the UUA wording, which was: *We, the member congregations of the Unitarian Universalist Association, . . .* VP Gitlitz replied that anyone who objected to the wording change should indicate that by voting against the motion.

Concerns about the 8th Principle focused on that it did not follow the structure of the other seven principles, it was too vague, that the first seven principles already covered these issues, that it did not cover additional kinds of oppressions, etc.

Responses included that our traditions as Unitarian Universalists are not fixed and must be responsive to new understanding; that adopting the 8th Principle would clearly identify our commitment to dismantling racism; that it is simply not enough to dismantle racism in ourselves we must acknowledge and dismantle racism in our institutions; adopting the 8th Principle would honor and clearly demonstrate our solidarity with Black Lives UU who proposed this principle Individuals expressing concern tended to favor postponing the vote pending further study rather than rejecting the motion outright.

The discussion lasted for over an hour, during which a motion was made and seconded to strike the colon from the proposed 8th Principle for the sake of grammatical clarity. After the question was called to end all discussion, a vote was held on this question. The motion to strike the colon from the statement failed.

The original motion to adopt the 8th Principle was then put to a vote via email, with phone links for those unable to access email. Voting remained open until 8 p.m., after which the votes were tabulated.

Subsequent data showed the motion that UUCB adopt the 8th Principle as written carried by a vote of 151 to 2.

Drew Schrader, who conducted the online vote, added later by email:

It is noteworthy that that is more than our quorum report of 146 as well as more than were actually in the meeting at the time we called the vote - more like 123ish. We can attribute the additional numbers to:

- additional people added during the meeting that did not get counted for quorum*
- Places where there were more than one member on a device that we did not get recorded during check-in*
- The fact that some people might have left the meeting, but were originally in attendance and voted because of the email we sent to all of the folks from the quorum.*

Board of Directors' Report

President Stuart Yoak declined to report orally due to the length of the meeting, opting instead to email his report to the congregation at a later date. *These minutes were amended retroactively by the Board on February 17, 2021 to include the report for informational purposes, provided in Attachment E.*

Minister's Closing Words

Reverend Macklin provided the closing words, thanking Board, staff and those in attendance for their efforts and concerns, as well as their willingness to listen to one another while working out contentious issues.

Adjournment

VP Abby Gitlitz moved to adjourn. Jane McLeod seconded. The meeting adjourned at approximately 6:55 p.m.

ATTACHMENT A

Reverend Mary Ann Macklin Report to the Board December 13, 2020

Good Afternoon Everyone. I begin my December Report to the Congregation with words from our Unitarian Universalist President, Reverend Susan Frederick Gray which echo in my own heart.

I send you my deep care in this time of changing seasons and tumultuous days. I continue to hold all of you in my prayers—as you lead your communities in these fraught times.

While there is very hopeful news about the efficacy of new coronavirus vaccines, there is still cause for serious concern. Given the dramatic surge in cases, we reiterate our recommendation for congregations to plan to gather virtually through May 2021. (our Board visits this in their monthly meetings)

As mentioned in today's worship service, we are and will be creating new ways to be together as congregation. Last month we sent out a survey to see how everyone is doing. If you did not answer the survey, we will be trying to contact you just to make sure everything is OK. That simple question we can ask one another, in these times. Are you OK? Mind. Body. Spirit. Are you OK? We make that promise to one another when we join this congregation, to care for one another along the way. The pandemic is challenging that promise, no doubt about that, but let us do the best we can while caring for our own health and safety.

MINISTRY

- 1) Since meeting last June we have Reverend Dave Clements aboard. His presence is helpful to our ministry on many levels. (Covid) Thank you Reverend Dave for joining our ministerial team and being part of this congregation as we find our way forward. Thank you to Reverend Emily as well and our staff and ALL the other ministers who participate in our congregational life to help us remain vibrant during this year of 2020.

FISCAL

- 1) Proposed budget for January through June to adapt to changes as a result of Covid19, meeting virtually, and current economic conditions. I've worked with our Treasurer and CFO to address this. We do need more money for our tech team, particularly in terms of worship and new ways to be reaching out.

2) Balloon Payment

A balloon payment mortgage is a mortgage which does not fully amortize over the term of the note, thus leaving a balance due at maturity. The final payment is called a balloon payment because of its large size.

Our balloon payment will be \$27,463 (within a few dollars) and is due on March 2, 2021. (doesn't get paid off with regular payments)

Have a fundraiser in late January and early February (January 29th at 6:30pm and February 5 at 6:30pm). Livestream two productions.

Resilience Production's Sentences: from the pen to the page, features the writing of Glenda Breeden and Phillip Stroud, adapted to stage by Gladys Devane and Danielle Bruce, with music by Dan Lodge-Rigal. The hope for "Sentences: from the pen to the page, which some of you may have seen the stage production, is to provide human faces for those women and men who are currently incarcerated in prison industrial complex.

Fire In My Bones: A Meditative Opera by Phelps and Macklin. The production of this Opera was over 15 years ago and the cast of characters will include a younger Susan Swaney, a younger Ray Fellman, a very young Jake Woolen and many others dear and near to our hearts. Steve Krahnke directed this production of Fire in My Bones.

We hope you will join us for Dinner Theater via livestream and donate to help us pay off this balloon payment. We plan to have a percentage of each donation go to a cause as designated by these two productions.

Lastly, regarding this large payment, if some of you were planning on making a year-end donation to the congregation, I hope you will consider designating the balloon payment as your designation.

8th PRINCIPLE

Our living tradition, our Unitarian Universalist congregations affirm and promote seven Principles, which we hold as strong values and moral guides. We live out these Principles within a “living tradition” of wisdom and spirituality, drawn from sources as diverse as science, poetry, scripture, and personal experience.

About the Proposed 8th Principle

The Black Lives of UU (BLUU) Organizing Collective encourages all Unitarian Universalists to advocate for the formal adoption of an 8th principle, articulating a commitment to the dismantling of white supremacy, within the stated principles of our faith.

The Unitarian Universalist Association has been asked to seek pathways to adopt the 8th principle that do not require lengthy protocols and procedural maneuvering, instead seizing this moment of opportunity to declare this commitment internally and to the broader community.

Today this the vote adopt the 8th principle is a vote to move forward in our living tradition.

GRATITUDE

Again thanks to all of our staff, lay leaders and ministers for all they are doing to keep our UUCB ship afloat during these times. The waves continue to crash over the bow but we have solid crew and their love and commitment to this congregation is strong. Steadfast. Know that. Deep in your bones. Know that.

ATTACHMENT B

UUCB Congregational Meeting Report from Reverend Emily Manvel Leite December 13, 2020

It has been a challenging year as the pandemic has continued and worsened around us in the past several months. We have been working hard together as ministers and staff, and as a congregation, experimenting and learning new ways of creating services, facilitating conversation, offering religious education, and continuing our social justice work.

In our religious education program, we have felt that our primary goal in these times is to facilitate connections in any way we can. We have also reaffirmed our commitment to evaluate everything we offer for bias and to include the work of anti-racism in each of our programs. Let me tell you a little bit about how we came to that commitment.

The religious education program joined the UUA's Dismantling White Supremacy Pilot program in January of 2019. A team of people gathered to evaluate our classrooms and program to see how well or poorly they addressed race and racism. We discovered that we were not doing well, and religious education staff and volunteers began reworking both our classroom environments and the curriculum to address identified problems. Primary among the issues we identified, we recognized that while our congregation has members of many races, often people of color visit or join our congregation, remain a short time, and then leave. Their departure has been our deep loss. Yet, while adults of color may choose to attend or not attend this church, our children, who are more diverse than our adults, often do not have that choice. We have black and brown children who are a part of our congregation. They need us to do this work now.

Recognizing this hard truth, the Dismantling White Supremacy Group decided to stop studying and start acting. The group focused their attention on the proposed 8th principle of Unitarian Universalism, as supported by Black Lives of UU.

And in August of last year, we invited religious education teachers and advisors to join the work. Those volunteers voted to covenant with one another to engage in learning about the proposed 8th principle and to learn to address race and racism as teachers and advisors. (The 8th principle addresses racism and other oppressions, and we'll be talking about adopting it as a congregation later today.)

Last December, the DWS group spoke to this meeting about our commitment to the 8th principle and asked the congregation to begin to engage in its work by attending a presentation by Jada Bee in January. Over 100 people came and listened and learned.

The DWS group intended to ask that the 8th principle be voted upon by the congregation in June of 2020, but that process was slowed down by their inability to meet in person as Covid began.

And then came the death of George Floyd. We paused, we grieved, we raged, we marched, and we learned some more. We learned once again, or for the first time, that our country is, in the words of President Barack Obama, a place where it is “tragically, painfully, maddeningly, ‘normal’” to be treated differently according to one’s race, “whether it is dealing with the health care system, or interacting with the criminal justice system, or jogging down the street, or watching birds in a park.” We learned the names of many others who had died at the hands of police. A month later, we were reminded that our own community is not immune to the pernicious disease of White Supremacy as we witnessed the threatened lynching of Vauxx Booker near Lake Monroe.

The work has been calling us ever more fiercely.

Religious Education has committed to continuing to address the 8th principle in its work through pandemic times.

Our UU Home program offers projects and learning around anti-racism and anti-oppression tied to each month's congregational theme.

Our Practicing Our Promises program expanded its exploration of each of our principles to include a deep dive into the 8th principle designed for families to learn together.

And our Anti-Racist Families program offers families, children and youth resources to address racism through reading and conversation.

I believe that our teachers, families, and children are ready and our youth are eager to adopt this 8th principle as one of the promises of our congregation and to continue this work in the renewed context of our whole congregational community committing to the work together.

We have experienced making a commitment to adopt the eighth principle without really knowing what the work would look like, and then learning along the way. All of us have made plenty of mistakes as we have tried to accountably dismantle racism and other oppressions.

And yet, we are further along the path than we ever could have imagined we would be if we hadn't made the commitment to learn and to try, and then to try again.

We hope you will join us.

ATTACHMENT C

Interim Consulting Ministers Report Dec. 2020

Time quickly moves forward and it seems hard to believe that by the end of this month I will have been here 4 months. What a challenging time we have all faced with this pandemic and an equally challenge for me to get to know all of you. As we approach the end of 2020 in the few months that I have been with you many things have happened.

- **Meeting with Ministers:** We met as ministers and divided up the roles and responsibilities. There is much work to do and our tasks are more challenging given the lack of direct contact with all of you.
- **Envisioning “Our Future”:** Thank you for all of you who participated in these envisioning sessions. We had over 150 members participate and I enjoyed the sessions that I was able to attend. There were themes that came out of the sessions:
 1. The loss of not being able to meet together is something that each group identified as something that they miss.
 2. Not being able to process the resignation of Reverend Scott and have time just to talk about that still needs to happen.
 3. Not being able to process other situations in the congregation where members were on different sides of a situation and didn't have the time to work together and really listen to others points of view. Feels were hurt and healing needs to happen around these issues.
 4. Appreciating the community involvement of this congregation and the various task forces and groups
 5. Hope for the future is that as a congregation we will continue to be a voice in this community and be engaged in issues that support our values and stand up against issues that do not support our values.
 6. Geography is no longer a boundary. We are a church that anyone in the world can join in and listen to our services and become involved and even join.
 7. Zoom has allowed us to expand our margins we are no longer building bound
 8. Greatest asset is the strength of our leadership and our ministers.
 9. Want us in the future to be a congregation that practices in our actions and in our services what it means to be anti-racist, calling out systems of oppression and white supremacy
 10. A strong desire to be focused on a cause that as a congregation we could learn about and work towards.
- **Task Forces:** Will be the Minister liaison to the group. Have been meeting in their monthly Social Justice Circle.
- **Dealing with Loss:** Working with the staff and helping them to deal with the effect of the behavior of the past minister and will beginning to deal with the members of the congregation.
- **Music- Car Choir:** Working with our Dir. Of Music and have tested our concept on the car choir and found that it can work. Will be and have recorded music and have had great participation.

- **8th Principle:** Have spoken about this in sermons, in meetings and am ready to do my part in educating the congregation, staff and leadership about the importance of beginning to deal with our own biases. Would like to do the 21 day Racial Challenge as well as do a church wide read of the book CASTE .

ATTACHMENT D

Click the **ABOUT** tab for links to **Energy Star, Renewable Energy, Permaculture Projects**

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

ENERGY STAR

REDUCING OUR CARBON FOOTPRINT

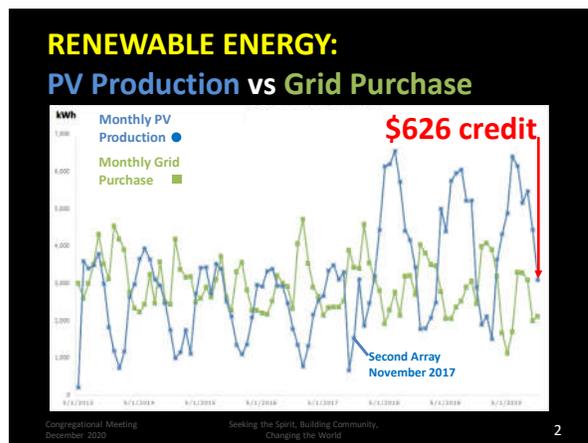
ENERGY CONSERVATION
ENERGY EFFICIENCY
RENEWABLE ENERGY

REDUCING OUR IMPACT ON OUR EARTH

We focused on four areas to reduce our impact on our Earth:

1. Energy Conservation
 - Improvements to our building
 - "Get in a Zone!"
2. Energy Efficiency
3. Renewable Energy
4. Creating a Carbon Sink by improving the soil and adding trees, bushes, and native plants.

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Green Grounds Group

Anna Knust
Anne Haynes, Bill Lonnberg, Dennis Davoren, Georgia Emmert, Janice Bagwell, Mike Drescher

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Green Grounds Group

- Restructuring
- Grounds Maintenance
- Look for more volunteer opportunities this spring!

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Planned Giving Committee

- Charlotte Appel, Co-Chair
- Ann Kamman, Co-Chair
- Harlan Lewis
- Bob Port

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How to Make a Planned Gift

- Leave the church a percentage of your estate in your will
- Leave the church a specific sum in your will
- Make the church a beneficiary of your retirement fund or IRA
- Even a gift of 5-10% of your estate is very good news

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Social Justice Fund Committee



- Denise Ogren
- Anna Beauchamp
- Steve Mascari
- Sarah Kopper
- Jay Sisson
- Advisors: Jackie Hall and Bill Breeden

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Fall Social Justice Grants



- \$300 Reproductive Justice Task Force: snack stewards program at Planned Parenthood
- \$1000 Team First Book: books for low income young children

These grants were extended for another year due to the inability to use them this year.

- \$500 for Habitat for Humanity fundraisers
- \$500 for the bus tour to Lyles Station

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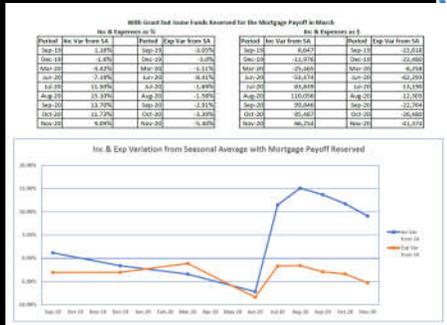
Spring 25% Plate Fund



- HealthNet IU Health (formerly known as Volunteers in Medicine) \$8321.
- This year's 25% Plate recipient is Monroe County United Ministries child care program.
- First quarter totaled: \$2,155.

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2018 Grant that Total Funds Received for the Mortgage Payoff in March



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Unitarian Universalist Church of Bloomington IN Fiscal Year 2020-2021 - Dec 2020 Revision



Income	FY2020-21	Jan - Jul '21	Notes
Committed Pledges & Grants	650,000	650,000	
New Pledges and Grants	3,000	3,000	
Bazaar	10,000	10,000	
Facilities Use Fees	1	850	Reflecting actual receipts through 10/31
Grant Income (PPP)		92,700	Brought the PPP loan into the budget
Grocery Card Fundraiser	4,000	4,000	
Investment Income	3,000	3,000	
Miscellaneous	3,000	3,000	
Prior Year Pledges	20,000	25,000	Anticipated increase of 5,000
Sunday Plate	24,000	20,000	Anticipated decrease of 4,000
Talent Auction	12,000	12,000	
Total Income	729,001	\$23,650	Overall increase of 94,649

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Expenses



Expenses	FY2020-21	Jan - Jul '21	Notes
Total Campus Ministry and Outreach	4,056	4,056	
Total Childcare	12,434	12,434	
Total Committees & Programs	6,829	6,829	
Total Denominational	42,810	42,810	
Total Salary & Benefits - Sr Minister	730,449	729,349	1k cost less than anticipated
Total Salary & Benefits - Min of RE & CL	70,345	72,793	Correction to Profit Expenses
Total Salary & Benefits - Interim Minister	0	86,309	Hired Rev Dave Clements
Total Ministry Salary & Benefits	200,791	286,441	Overall increase of 85,651
Total Other Ministry	75,796	40,300	To D Clements's Salary, Housing, Benefits
Total Music	40,544	40,544	
Total Office	162,937	168,142	increased 5,595 mostly to Multimedia hours
Total Physical Plant	118,633	118,633	
Total Religious Education	57,258	55,509	Decreased 1,349 due to new RE Assist hire
Total Expense	727,738	762,139	Overall Expenses increased 34,401
Net	1,263	41,511	Overall Net increased 40,248

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ATTACHMENT E

Board of Directors President's Report UUCB December 13, 2020 Congregational Meeting

At the June 2020 Congregational meeting, we recognized that the Covid19 pandemic confronted us with serious local, national, and world-wide challenges. Sadly, these challenges are still very much with us.

However, I hope that over these past months you have been found comfort and inspiration in the ministerial leadership and staff support that has enabled our church community to remain strong, vibrant, and safe.

We have so much to be thankful for.

The creative and inspiring leadership of our ministerial team:

- Senior Minister, Mary Ann Macklin, and our
- Minister of Congregational Life and Religious Education, Reverend Emily Manvel Leite.

- Our semi-retired and ever active ministers Barbara Carlson, Barbara Childs, and Bill Breeden.

- And, the newest member of the ministerial team: Reverend Dave Clements our Interim Consulting Minister.

Their spiritual and practical guidance through this time has been outstanding. They have held us together with their love, their wisdom, and their laughter.

And, their work would not be possible, without our amazing staff who have found creative and successful ways to stay in touch with each other and with all of us.

Having watched and worked with our ministers and staff prior to the pandemic, enabled me to see first-hand how important the informal and daily communications are among the ministers and staff. The easy and unplanned ways they remind and support one another in their work for all of us.

As with all of us, the pandemic has distanced us to our individual home locations and turned our in-person gatherings into flat video screens.

And, yet, under these seemingly impossible conditions, our ministers and staff developed new ways

- to stay in touch with one another,
- to keep the members and friends of our congregation in touch with one another, and
- to expand the ministry of this congregation to the local community and beyond.

On behalf of your Board of Directors I want to thank each one of our ministers and staff.

Our entire congregation has responded to the challenges of this pandemic with strength and creativity.

Your continued financial support and involvement in all of our work – from each small chalice circle, to all of the Task Forces and Committees, and to the amazingly creative efforts that resulted in a very successful fall Bazaar – it has all been outstanding.

A true affirmation of the collective engagement in the important work of this church.

As we close out 2020 and look ahead to a new year, there are so many people to recognize and to thank.

I want to close with two recognitions that are, for me, indicative of the future and the possibilities that lie ahead for our church.

First, an example from our creative and inspiring worship services.

On Sunday, October 25, Rev. Macklin, our ministerial team, and staff, along with members and friends from the local Bloomington community, supported by our truly out-of-this world audio/visual technicians, created

“Star Trek -- Inspiration for the 21st Century” worship service.

I hope many of you saw this service and, if not, it has been saved so you can stream it from our website.

This service with our ministers in Star Trek uniforms, with Rev. Leite speaking Klingon, with the Star Trek USS Enterprise flying over our city and landing on our parking lot complete, with a crew of dancers including our senior minister, was simply amazing from start to finish.

However, what makes this service – like many of our services – so very special is the response we had following the service.

We received an email from a woman in Australia who watched the service and wanted to express her sincere gratitude for our church. She also wanted to tell us - not only how much it meant to her - but that she was sending the link to all her Facebook friends around the world.

One example of our mission “Seeking the Spirit, Building Community, Changing the World”

My second recognition is to our growing membership

As a member of your Board of Directors, I have the privilege to represent our Congregation in welcoming new members into our church.

Ann LeDuc, our connections coordinator, organizes and leads these membership ceremonies throughout the year and now, of course, they are conducted virtually.

Since our last Congregational meeting in June, we have added 24 new members to our role.

Many of these new members have never actually set foot in our church or attended an in-person worship service.

However, they have been touched by our online worship services and they have attended our virtual Newcomers Unitarian Universalist Class.

They bring their questions and their insights. They bring their skills and their willingness to participate and to be engaged with us. They bring new hopes and dreams to our congregational community.

An ongoing example of our mission of "Seeking the Spirit, Building Community, Changing the World" in action.

We have so many blessings to be thankful for. And, for me, being a member of the Unitarian Universalist Church in Bloomington with each one of you is truly a blessing.

Thank you all. I look forward to seeing you on zoom in the days and weeks ahead.

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