

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

January 20, 2021



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Board members attending: Stuart Yoak, Abby Gitlitz, Steven Gilbert, Rich Slabach, Julie Lawson, Jane McLeod, Drew Schrader

Board members absent: none

Ministers attending: Reverends Mary Ann Macklin, Dave Clements and Emily Manvel Leite

Present by invitation:

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Senior Minister's Report

- B. Cong. Life and RE Report
- C. Interim Minister's Report
- D. Safety Procedures Report

I. Call to Order

President Stuart Yoak called the online meeting to order at 7:02 p.m.

II. Chalice Lighting

Jane McLeod lit a candle and provided the reading.

III. Check-in (All)

IV. Approval of the Minutes

Jane McLeod moved for approval of the December Board meeting minutes. After a second, the motion was accepted.

V. Ministers' Reports

A. Senior Minister's Report

Rev. Macklin provided her report to the Board, shown in Attachment A.

B. Congregational Life and Religious Education Report

Rev. Manvel Leite provided this report (Attachment B)

C. Interim Minister's Report

Rev. Clements provided the report in Attachment C.

VI. Monitoring (Per Board Policies)

A. Report on Safety Procedures

President Yoak provided the board with a written report from Administrator Carol Marks (Attachment D).

B. Leadership Cultivation Committee Report

President Yoak updated the Board on vacancies and anticipated LCC activities for the spring. Two leadership positions will need to be filled in June. The LCC also provided money for leadership training for Hans Kelson.

VII. Old Business

A. Motions Granting Access to Vanguard Accounts

The following two motions were made by President Yoak, seconded, and approved by the Board:

Motion 1: The following individuals are authorized to act and sign on UUCB Congregational accounts at Vanguard: Andrew T. Appel, Ruth A. Aydt, and Harlan L. Lewis.

Motion 2: The following individual, as church administrator, is authorized to have limited authority on UUCB Congregational accounts at Vanguard: Carol Marks.

VIII. New Business

A. Update on UUCB 8th Principal Activity

Rev. Clements updated the board on Racial Justice activities planned for the spring. A summary including these activities included in his report in Appendix C under Racial Justice. Board members Julie Lawson and Drew Schrader will facilitate groups reading the book Caste as part of UUCB's major educational effort to address racism. Rev. Macklin asked all board members to participate in the reading project.

B. Review of Board End Statements

At the suggestion of Rev. Macklin and approval by President Yoak, board members Steven Gilbert, Jane McLeod and Drew Schrader agreed to serve as an ad hoc subcommittee to review and revise the existing Board Ends Statements in light of the new congregational commitment to the 8th Principal. No date was set for completion.

IX. Executive Session

The board entered executive session at 8:30 p.m.

X. Adjournment

The meeting adjourned at 9:00 p.m.

ATTACHMENT A

**January 2021 Report to the Board
Unitarian Universalist Church
Reverend Mary Ann Macklin
Senior Minister**

Trauma Stewardship

I hope you have had a chance to read “**Trauma Stewardship**” by Lipsky. I would like to use part of time during the Board Meeting to hear your “take aways” from the book in these uncertain times.

Fundraiser for Balloon Payment on Mortgage

Next week, on January 29th, we will have our first evening of two for the fundraiser to pay off the Balloon Payment for our mortgage on the church building. I have asked Stuart Yoak, President of the Congregation, to send a special message out from the Board of Directors early next week highlighting the details and importance of this payment.

I hope you all will be participating in these two evenings, the second of which will be February 5th.

Post Holiday Report

All went fairly well over the holiday season except for a number of deaths in our congregation. Covid19 played a role in several deaths. In this report I want to lift up the name of Ed Robbins who died on December 28th. Ed served as the Treasurer of the Board just over a year ago. I last saw Ed about a year ago at the Monroe County Library. He was reading the Wall Street Journal, I believe, and we had a wonderful chat about life and the congregation.

I also want to lift up the name of Mallory Kuhl, formerly Matthew, who was transitioning into her gender identity and seemed to be blossoming. She died of either a ruptured pancreas or gallbladder. In a conversation with her sister, I learned that Mallory delayed going to the hospital because she had a high deductible for insurance; such a sad statement about our healthcare system.

Other deaths were listed in our Prologue and recognized in our worship services. I ask you to keep all these fine spirits in your hearts as well as family and friends.

Church Security

This past Friday we received this message from our UU MidAmerica liaison, Reverend David Pyle:

Deep breath... We don't know what might happen in our country in this week leading up to the Inauguration, but we are aware of the call for right wing extremists to be present at state capitals and our nation's capital, and, when finding many of those locations to be well guarded, may choose to act out instead in local communities against congregations identified as being on the side of inclusion, democracy and justice like ours.

We recommend you stay safe and unengaged from these folks. If you have staff in your buildings over the weekend – perhaps to record your worship service – you may want to consider staying away for the weekend. Susan Frederick-Gray's message yesterday provided some more detailed thoughts on this, and I wanted to highlight it for you. You can find it at:

<https://www.uua.org/pressroom/press-releases/love-calling-us>.

*If something does happen and you need our assistance, **please reach out to me and/or your primary contact**, but mostly to Ashley Horan ahoran@uua.org and Susan Leslie sleslie@uua.org from our UUA Outreach Strategy Team, who can talk you through next steps. Susan and Ashley may also be reaching out to your congregation directly in the next day or few, especially if you are located in a state capital.*

With love and each other, we will weather whatever comes. On top of all this tension let's not forget the steps we've taken in recent weeks to defend democracy and the possibilities in the near future for a world closer to one of justice, health and peace for all.

Rev. David Pyle

MidAmerica Regional Lead

We have and will implement other security measures as we go forward. I spoke about this issue at our Large Church Minister's Meeting today. Feel free to ask me about the details.

Also I have invited Reverend David Pyle to be in our pulpit on February 28th to preach about Beloved Community.

UU Campus Ministry

We have a new Campus Ministry Coordinator, Jason Michalek, who is a very engaged, young adult member of our congregation and currently a graduate student at Indiana University. Jason is innovative and immediately suggested a new name for the position, Campus Enrichment Orchestrator. I like that. Plus he can use the shortened, CEO. I will be meeting with him weekly. Welcome Jason.

Review My Goals

I revisit my ambitious annual goals monthly as well as the End Statements as set out by the Board.

The following are the goals, which I shared early last fall, for this year. If you have any questions, please let me know.

Covid 19-2020-2021

Educate, demonstrate and inspire others to model being a non-anxious presence in the face of the unknown, including the space and resources to grieve, with hearts open to those who are suffering, particularly marginalized people and beings.

Meanwhile, Hope for the best and plan for the worst.

- 1) Work with board and Reverend Dave to help define our vision for going forward in these unknown times with input from congregation, staff, ministers, and other stakeholders.
- 2) Work with board to explore the current shape of our ministerial team (job description for Reverend Leite) and create clear lines of communication throughout staff and leadership in terms of role clarity, responsibility and accountability.
- 3) Create a comprehensive End-of-Life program for the congregation in collaboration with End of Life Task Force. Red Chair Meetings with congregation members to access personal planning.

- 4) Meet with CFO, Treasurer and President twice a month to assess finances across the board and create concrete plans for economic downturn that will impact the life of the church and others.
- 5) Since our live-stream Sunday worship services have become the absolute primary means of connecting as a congregation, a key focus, as Senior Minister, is to insure that rich and meaningful worship services are created which keep us grounded in our identity as Unitarian Universalists, nurtured in mind/body/spirit and inspired to our greater selves. Also include more embodied joy and sacred movement.
- 6) Create space and resources for after pastor issues.
- 7) To discern ways to upgrade our technological communication and outreach to the greater whole.
- 8) Assess and bring together the various lines of anti-racism efforts in the congregation.
- 9) Have means of keeping staff informed of key communication from Regions and UUA
- 10) Assess possible impact of new hospital being built nearby upon our property, the Belcher property. Work with President of the Board to meet with stakeholders in this situation.
- 11) Work with Reverend Dave, Board, staff and lay leaders to explore changes needed to create larger church organizational structure in which an anti-white supremacist lens is utilized and staff and lay leaders feel valued.

Personal Professional Goals

- 1) Find ways to rekindle collegial relationships.
- 2) Reconnect with the inner life and source of my ministry
- 3) Explore and embody new approaches and priorities to my ministry and relationships.
- 4) Reignite pursuit of ongoing education to nurture my mind, body and spirit as a spiritual leader.
- 5) Increase my education and use of technology.
- 6) Create space for after pastor issues.
- 7) Reconnect and VALUE my creative ministry and the joy that comes with that ministry for myself and others.

Pandemic

Lastly, I look forward to our monthly check-in regarding pandemic procedures and explorations as we move forward in these luminal times.

Peace, Mary Ann
Reverend Mary Ann Macklin

ATTACHMENT B

Religious Education Report to the Board 1.20.21

Emily Manvel Leite, Minister of Congregational Life and Religious Education
Adrienne Summerlot, Director of Religious Education

Our shared focus for this year in Religious Education is Connection.

December 2020: Winter Play

Winter Play--we invited families to sign up if they wanted to participate in an exploration of winter holiday traditions together through the month of December. approximately 25 families participated and enjoyed learning together about Advent, Hanukkah, Christmas, Kwanzaa, and 3 Kings Day.

January 2021: Worlds of Imagination

Religious Education was instrumental in creating the Worlds of Imagination program that our whole congregation is connected to through the Time for All Ages each Sunday that invites us into a new imaginary world each week. Follow up conversations have been enjoyed after each service (often including a show-and-tell of items associated with that world) and activities are offered over Facebook for community members to continue connecting with that world. We've visited Wonderland, Oz, and *The Snowy Day* of Ezra Jack Keats, and will be visiting the Hundred Acre Wood and Middle Earth before the end of the month. It has been fun interacting with people who don't have many connections with religious education families.

2020-21 Religious Education Programming (Sept-Dec, Feb-June)

The following programs were offered in the fall and will be continuing in the spring.

Youth Group facilitated by Adrienne Summerlot and Kelly Rockhill and guests

After Adrienne jump-started it by delivering a packet of silly/useful supplies for the November youth gathering, our youth group is newly rejuvenated. They now have a regular attendance of 9-10 youth each month. They're enjoying games, artwork and especially the opportunity to stay connected.

Anti Racist Families facilitated by: Adrienne Summerlot, Stephanie Serriere, Jason Michalek.

This twice-monthly program utilizes picture books and lessons for preschool-5th grade, but is accessible for all ages. We use stories that center characters of color and seek to

- provide adults and children with language for ongoing conversations
- deepen understanding of race, racism, and oppression
- increase awareness of what it means to actively work toward being anti-racist

Practicing Our Promises facilitated by Reverend Emily Manvel Leite and Stephanie Kimball

This program provides bi-weekly story boxes for families to explore our UU Principles (or Promises, as we refer to them with children) together, including our new 8th Principle, which, in

children's language, is "Make a loving community for everyone, regardless of skin color or group." This program supports

- Development and expression of a strong Unitarian Universalist identity
- Connecting UUCB families and children through art, writing, and shared social justice work rather than on-line gatherings

A family reports on their experience of POP boxes:

"Receiving our promise box every other week has been a true highlight of our family's fall. It has provided a tangible way for our kids (ages 6 and 8) to connect with the church when the thought of watching another screen was too much to bear. They loved hearing the familiar (and new!) stories, completing the activities, talking about the promises, and seeing what other families had written in the journal of each box. We felt especially grateful to have had the magenta promise box the week our congregation approved the 8th principle. As soon as they saw the magenta underlay for the story they said, "We don't have a pink promise!" which provided the perfect opportunity to discuss the congregational meeting and how our congregation and denomination are working to dismantle racism. We appreciate how hard the RE team is working to keep us connected while we are apart and look forward to exploring new boxes and stories this spring."

UU Home facilitated by Reverend Emily Manvel Leite

This program offers a support group for parents and monthly deliveries of materials for families to explore each congregational theme through small moments of story, conversation, activity, and spiritual practice at home to sustain

- the connecting-up of home life with our congregational community
- parent/caregiver connections with one another

A parent writes about participating in UU Home:

"As new members, we are very grateful for the front porch delivery, the thoughtful readings, and fun activities every month. It makes us feel connected to our new congregation. It was a bit challenging at the beginning to carve some quality time, but now we intentionally set a space for reflection and creative time a couple of times a week. Fun, wild, interesting, and thought-provoking conversations have risen from our time together using the UU Home Kit. Thanks to the RE team and to UU Bloomington for this most loving project."

Religious Education Vision Team

Our RE Vision Team is exploring new ways to bring our congregation's commitment to the 8th principle into all of our programs for children, youth, families, and adults and to support people in doing things at home to engage in dismantling white supremacy. The team is especially interested in evaluating how to be more welcoming of people who do not arrive from a position of privilege.

It was powerful to witness the congregation's responsiveness to the call of its young people during the congregational meeting, which reminded the Vision Team how important it is to have children and youth have a part of the agency and ownership of the vision of the congregation. How can we raise up their voices and help them take leadership even more? How are they

going to come to a feeling that they are equally a part of what makes the congregation what it is? And how can people of all ages learn together how to disrupt racism and other oppressions? The Vision Team is wrestling with these challenging questions.

ATTACHMENT C

Interim Consulting Ministers Report Jan. 2021

Much has happened in the last month in our country and world as well as in our church community. It is exciting to have witnessed the congregations support and adoption of the 8th principle. Working with the ministers, the board president and our racial justice task force leaders a targeted approach has been developed to provide opportunities for the congregation to grow and learn how to live up to the commitment that the 8th principle demands. Below is a planned online for this year in regards to living into the 8th principle. In addition, an update on Staffing needs and healing ways to move forward as a congregation and leaders to deal with the pandemic and issues that were put on hold because of Covid-19.

- **Racial Justice year- long planned approach:**
 1. January – launch of sign-ups for church wide read of the book, “Caste”
 2. February – April Begin read of book and provide facilitated groups that members can join with to discuss what they are reading.
 3. April – Begin 21 day racial social, justice challenge.
 4. June – August – Church wide read of the book, “An Indigenous Peoples’ History of the United States
 5. September – December – Beloved Conversations
- **Staffing Assessment Roles Etc.** – Continue to lead staff meetings each week and am working with staff to identify specific responsibilities that their job requires and what tasks are they performing because no one else was doing them. Will be working hard over the next 6 – 8 weeks to develop a proposal for what staff positions are needed as the congregation moves forward and what staff roles need to be redefined and responsibilities and tasks changed. One thing that has come out of this work so far is the need for a new staff position that deals directly with social media and all of the ways that the congregation can utilize the many programs that are available. Another common theme so far is the need for the development of a new website, and to update and revamp other forms of communication that is being used such as the Friday update and the Prologue. I plan on having a proposal ready to present at the March or April board meeting.
- **Healing emotionally from the resignation of a Minister:** I watched a video that was made of the congregational meeting in February of 2020. It was very apparent to me that the Ministers and the board had a plan to deal with this but never had the opportunity to roll out that plan. Part of what I am dealing with now is how to support the emotional healing of the ministers, staff and board members. In the coming weeks I would like to have the opportunity to meet one on one with each board member and to gain your perspective and to give you an opportunity to share your story.
- **Envisioning “Our Future”:** Just a recap of what I reported on last month. 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 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. Also not being able to process the loss of Reverend Scott.

3. 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. Zoom has allowed us to expand our margins, we are no longer bound by our geography.
 4. Greatest asset is the strength of our leadership and our ministers.
 5. 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. To be a force in this community.
- **Task Forces:** In our monthly SJ Circle meeting in January all task force leaders were present and they committed to offering their support and the members of their task forces in getting behind the racial Justice plans for this year. They expressed a strong need that they need better ways of communicating what they do to the community and to the members.
 - **Music- Car Choir:** This has been a great success and will continue until the time when we can meet safely together.

Interim Minister Projects for coming month

- Church wide read of the book “Caste” – will be conducting a training of facilitators before the church wide read begins. Purpose is to provide facilitators with the tools they will need to handle the discussions as well as how to handle the various technology needs that might arise in the zoom meetings.
- Work with Sr. Minister on fundraising activities which are planned for Jan. 29th and Feb. 5th. Goal is to raise \$30,000.
- Put together a team for the stewardship drive that will be launched in March and run thru April.
- Continue work with Staff on redefining their positions.
- Conduct one on one meetings with all board members.

It is a great privilege and honor to have this opportunity to serve this board, the ministers and this congregation.

Sincerely,
Rev. Dave Clements
Interim Consulting Minister

ATTACHMENT D

Safety Procedures Report to the Board

January 20, 2021

From Carol Marks, Church Administrator

I was requested today by Congregational President Stuart Yoak to provide an update on Safety Procedures now in place for our congregation.

THE BUILDING

Our building is kept secure by the systematic vigilance of senior staff members, ministers, and board members. Since mid-March 2020, the building has been closed, and only in use for occasional staff work sessions and the Sunday morning live streamed services. As always, the exterior doors are checked after every use to be sure the building checks secure.

Smoke alarms throughout the building have recently had their batteries changed. The custodian is in the building twice a week to ensure that all systems are operational and that the water is run to prevent bacterial development in underused plumbing. Regular maintenance continues on our Heating and Air Conditioning systems.

Problems with exterior of the building have been reported to the church administrator and have been addressed timely by contractors. An example is the recent reinstallation of an exterior light fixture on the lower Religious Education wing.

In recent days, when political violence has seemed especially volatile in our country, leadership requested an extra occasional cruise through the parking lot by the Bloomington Police during the live stream of our Sunday service.

THE PEOPLE

Our policies for protection of children and other vulnerable people continue to be in place, even with the new and unusual ways we have of being together during the pandemic.

Our Zoom platform and Facebook presence are being used in such a way to prevent their abuse by those whose interests are not in accord with our mission and vision.

The maintenance and cleaning of the building continue as needed due to the reduced use of the facility. Extra cleaning of high-touch surfaces takes place regularly. Masks are worn while people are in the building together, physical distance rules are adhered to, and sanitizing wipes are used as needed.

Our insurance policy with Church Mutual, which covers damage or mishap regarding the facility or those who participate in activities there, is up to date and the premiums are paid timely.