Unitarian Universalist Church of Bloomington, Indiana

*Seeking the Spirit, Building Community, Changing the World*

Approved Board Minutes

May 18, 2022

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

**Board members absent:** Linda Pickle

**Ministers attending:** Revs. Bill Breeden, Manvel Leite. Mary Ann Macklin, Michele Grove

**Present by invitation:**  Stephanie Kimball, Regina DiLavore

**Submitted by:** Steven Gilbert, Secretary

**Attached Documents:**

1. Senior Minister’s Report
2. Minister of Story and Ritual Report
3. Religious Education Report
4. Charge to the Senior Minister Working Group

# Call to Order and Chalice Lighting

President Stuart Yoak called the meeting to order on Zoom at 7:04 p.m., and lit the candle.

# Check-in

# Approval of the Minutes

President Yoak moved to approve the April Board meeting minutes. After a second, the motion carried.

# Reports

## Rev. Breeden

Rev. Breeden gave a brief oral report, stating his intention to attend the humanist meeting from now on.

## Senior Minister Report

Rev. Macklin provided the Senior Minister’s report, shown in Attachment A.

## Report from the Minister for Story and Ritual

Rev. Manvel Leite provided the report shown in Attachment B.

## Religious Education Report

Rev. Michelle Grove and Stephanie Kimball provided a report on religious education activities to date and for the immediate future, summarized in the report in Attachment C. Stephanie will be taking over as director of religious education on July 1. She reported that it is difficult to get volunteers at the moment, but she is excited for the fall.

## NEST Committee Report

Jane McLeod reported that the re-opening of the church will continue, but that the committee felt that masking should be reinstated due to the rise in covid cases of late.

# Old Business

## Interim and Contract Minister Search

Drew Schrader reviewed the activities of the Interim search committee and confirmed that Rev. Connie Grant will be the new interim minister, pending her acceptance of the position.

# New Business

## Congregational Meeting Agenda

The board reviewed the congregational meeting agenda proposed by President Yoak.

## Charge to the Senior Minister Working Group

Rev. Macklin presented a Charge to the Departing Senior Minister Working Group for approval by the Board (Attachment D). President Yoak moved that the board approve this charge. Jane McLeod seconded and the motion carried.

## Rev. Childs as Minister Emerita

President Yoak raised the issue of whether the congregation should be asked to approve Rev. Childs as Minister Emerita at the upcoming congregational meeting. After discussion about the process of appointing a minister emerita, the Board decided to defer the issue for the time being.

# Executive Session

The Board entered executive session at 8:15 p.m. to review budgetary matters.

# Adjournment

President Yoak adjourned the meeting at 9:20 p.m.

**APPENDIX A**

**Report to the Board MAM**

**May 17, 2022**

**Reverend Mary Ann Macklin**

**Senior Minister**

**I am working on Pledge Drive and 2022-2023 Budget**

As announced on Sunday, we have a one-time Matching Grant donation of $25,000 for our 2022-2023 Pledge Drive. CFO Arzetta Hults Losensky, Treasurer Rich Slabach, and I will meet tomorrow before the Board meeting to put together a proposed budget for next year, based on the current amounts we have.

**I will spend Time with the Board: May 29th**

I look forward to the afternoon of May 29th for some time with just you, the Board, and me. It will be an important time for me to share institutional memory (good, bad and the ugly) as well as hear questions from you before I leave the congregation. Please think about my twenty years with the congregations and questions you might have about changes, policies, aspects of congregational life that have come and gone, and other questions you might have.

**I will meet with Past Presidents on June 19th**

FYI, on June 19th, I will be meeting with Past Presidents of the congregation for a time of reminiscing and farewell. Jackie Hall has graciously opened her home for this evening meeting. An invitation was sent out last week and while not everyone can make it, a solid number have already confirmed.

**Green Sanctuary Grant is secured to replace two HVACS**

As announced Sunday morning, Molly O Donnell, through her work with Faith In Place's Thriving Faith Communities, secured an energy audit that was done earlier this year. Then she applied for a 25% matching grant to address two of the top issues in the audit.

Green Sanctuary Task Force will receive a grant of $5,053 and match it with $15,159 of "Paris Pledge" money in the Special Purposes Fund. In 2017 GSTF and I did a sprint campaign to raise money to install solar panels on the Religious Education wing. That campaign was so successful that as many solar panels were placed on the roof as it could hold and GSTF was able to put the remainder of the funds in the SPF designated to help meet GSTF Paris Pledge.

This grant and the matching funds, will be used to upgrade the nursery and preschool classroom HVAC. We will have all-electric, highly-efficient, air-to-air heat pumps with small electric backup units for times when temperatures below 7 degrees Fahrenheit.

Our congregation currently offsets between 90 and 102% of our annual electricity usage and GSTF has now completed the Paris Pledge coffer in the SPF.

**Memorials Being Done and A Few Created**

As mentioned earlier, the ministers are doing memorials that were postponed due to Covid. I will also facilitate a few smaller “Remembrance Circles” for members of our congregation whose family chose to not do a memorial. We will probably hold these in the library.

**Farewell Meetings Going Well. Lots of em.**

I have an abundance of one-on-one farewell meetings as well as small groups. It is a very helpful process on many levels for all involved.

**June Absence: I will be gone June 2nd through 5th.**

I will be gone June 2nd through June 5th in order to do a wedding in Cleveland, Ohio. I believe Reverend Emily Manvel Leite will be gone during that time as well. 😊 Reverend Breeden will be preaching that Sunday.

**Welcome our new Connections Coordinator Anabel Watson**

This Sunday we welcomed our new Connections Coordinator, Anabel Watson, to our staff and congregation. Anabel will spend time with outgoing Connections Coordinator, Ann LeDuc, over the next month. We are excited about her presence on our staff and in our congregation.

**I will be part of a youth event on May 21 and transition panel May 22.**

I will be participating in the transitions panel after church this Sunday, May 22nd as well as a youth event the day before.

**I have lined up Worship Leaders for the Month of July**

**I will use June 13th through June 30th for professional closure and all the random things that come up.**

APPENDIX B

Minister of Story and Ritual

Board Report May 18, 2022

Reverend Emily Manvel Leite

This month,

* I pivoted on the timing of ending our Covid memorial installation, and brought it to a close in the sanctuary on May 8. This work has included pastoral support for those who have been especially attached to this project, and logistical and ritual planning providing closure with the installation. I’ve created times to write, visit, gather in scrolls, and let go and offer blessings. We will have our final offerings this Sunday evening as we burn the scrolls, and on Memorial Day weekend, when we will have the opportunity to reflect on our experiences with the pandemic and our installation.
* I coordinated the details of the Baby Dedication on May 8th, though I was unable to attend due to illness.
* I also put together a closing ritual for the Covid Memorial Installation in that Sunday service, which Reverend Mary Ann offered to the congregation.
* I coordinated members of the congregation to offer Spiritual Practices workshops to our Coming of Age youth and mentors at their final Camp Out overnight, and created the rest of the programming. I spent the night with the youth and mentors and discovered that there is unending traffic on the bypass all night long—please note if you ever want to camp out—bring earplugs! :)
* I am creating our hybrid first Flower Communion for this Sunday morning—working to include people both in the room and online in meaningful ways. I’m coordinating with Carrie Newcomer on music and would welcome board participation in the ritual aspects of Flower Communion—if you are willing to carry flowers, offer flowers during the communion, or help put together our symbolic bridge of support, let me know.
* My Beloved Conversations anti-racism/anti-oppression workshop is ongoing, and I’m continuing to learn, including more information about land acknowledgements.
* I have attended NEST meetings since Reverend Mary Ann stopped attending.
* I am continuing to offer more pastoral care.
* I am coordinating details for Reverend Mary Ann’s departure celebrations with the help of a wonderful committee—but the committee has suffered some significant losses in their personal lives, which has been slowing down our process. The events seem to be coming together well, but with less lead time than we had hoped.

**APPENDIX C**

**Unitarian Universalist Church of Bloomington**

**Report to the Board April 2022**

**Interim Religious Education Consultant, Michele Townsend Grove**

In April, three members of the interim religious education transition team (Drew Scrader, Beth Lodge-Rigal, Stephanie Kimball) facilitated two conversations entitled ***Embracing the Interim: Exploring our Religious Education Future.*** The first included the voices of children. The second was held after worship to engage those in attendance. From these (and other outside conversations with folx who reached out), the follow broad themes emerge:

1. Adult religious education is valued at UU Bloomington and there is a yearning for it to continue in a predictable form. There’s some new leadership emerging to build this program and offer classes.
2. Dreaming is hard in this current global/societal environment. The exhaustion level is high, and many people want to engage in community activities but do not have the energy to be a part of the dreaming and implementation. There is this sense that people want something, but they are not exactly sure how to identify it precisely.
3. There are parents and guardians expressing a desire for a ongoing program for their youth where they can engage in Unitarian Universalism identity learning, social justice work and building relationship with each other the community.
4. Having a way for children to engage while parents/guardians are in worship is a need we hear consistently from families.
5. There is also a voice to grow and continue Coming of Age and Our Whole Life. There were conversations around the idea that maybe Coming of Age can be adapted for other transitions our members and friend encounter.

Going forward, the following recommendation was made to the senior minister about religious education staffing. This model is designed to grow with the program and bring on specialized talent to help maintain and grow important areas of the lifespan religious education programming.

1. Hire a full-time director of lifespan religious education. Additionally, I recommend that you hire Stephanie Kimball for this role. Stephanie has done a tremendous job as the religious education assistant and then the religious education coordinator for the F2022 year. Her experience, vision and dedication to UU Bloomington makes her an excellent candidate. In addition, it would provide stability during this time of minister and staff transition. The interim minister period will offer more opportunities to explore the history, identity and future of UU Bloomington’s mission and vision. Lifespan religious education is a part of this exploration.
2. Hire a part-time religious education coordinator who oversees Our Whole Lives and Youth programming. This can be a part-time position for one candidate or broken into two positions – one quarter time Youth coordinator and one quarter time Our Whole Lives Coordinator. This model lives into the congregation’s mission and vision and honors the voices we hear through our interim religious education discernment process. Of course, these quarter-time coordinator positions can be formulated around other important program areas (Sunday morning children’s program coordinator, adult program coordinator, family ministry coordinator or other). The idea is to start positions that grow as the need and program grows. They also live into a collaborative model of lifespan religious education.
3. The idea is that this religious education team would continue to collaborate with the minister of story and ritual who continues to over see Coming of Age (a religious education identified program). Story, ritual and religious education are close cousins and it is best when they work well together.

In addition to this interim work, I worked on the following activities in April:

1. Creating and building a new childcare team including looking at policies and hourly wage.
2. Working with the religious education coordinator on current and ongoing children and Sunday morning programming
3. Designing a youth event for the month of May.
4. I worked with Stephanie Kimball and Emily Manvel-Leite on an Earth Day multi-generational worship service for April 17th
5. Worked with current and future adult religious education leaders on program design and communication. This included Stuart Yoak’s Unitarian Universalist history course as well as my own Backpaddling Through the Unitarian Universalist Principles class held in May, 2022.

May notes:

I am on study leave from May 24th to June 21st. During this time, I am reachable but will not be attending meetings. I will then be at UU Bloomington from June 26-30th as I finish out my year with this congregation.

Thank you for all you do. I am happy to answer any questions which may arise and enter any conversations that may be helpful.

Michele Grove, Interim Director of Religious Education

**APPENDIX D**

**Unitarian Universalist Church of Bloomington May 2022**

**Board of Directors CHARGE to the**

**Departing (ed) Senior Minister Working Group**

The charge of the Board of Directors of the Unitarian Universalist Church of Bloomington {UUCB) to the Departing (ed) Senior Minister Working Group shall be to:

* Provide transitional support for the departing minister before, during, and after the ministerial departure;
* Ensure a covenant is created with Interim and Settled Minister(s) as needed;
* Create brief quarterly reports for the Board of Directors for UUCB;
* Complete this charge at the end of the first year of the newly settled minister;

The Departing (ed) Senior Minister Working Group shall be made up of Frank Diaz, Nicole Motz and Matt Zink, charged by and responsible to the UUCB Board of Directors. Suggested that they meet minimum of once-a-month with Reverend Macklin, including spouse if appropriate at any time, May through September then reassess frequency and needs after that time.