

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World



Unapproved Board Minutes

Sept 18th, 2013

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Attending: Deb Hutton, Kathleen Sideli, Von Welch, Doug Cauble, Arzetta Hults Losensky, Abby Gitlitz

Not attending: Drew Schrader

Ex-officio: Reverend Bill Breeden, Reverend Emily Manvel Leite,

By invitation of the Board: Reverend Barbara Child

Submitted by Abby Gitlitz, Secretary

I. Call to Order

6:00-7:15 Board/Usher security training with Jon Summerlot

Call to order by Kathleen Sideli, President, at 7:15 pm.

Changes to the agenda: None

II. Chalice Lighting and Reading

Chalice lighting and reading by Doug "God of the autumn".

III. Check-in

IV. Consent Calendar

A. Approval of Previous Board Minutes

Motion: Approve the August 2013 Board of Directors Meeting minutes by Deb Hutton.

Seconded by Von Welch.

Vote: approved unanimously.

B. Minister's Report: Emily Manvel Leite

Reverend Leite met with the treasurer, John Lawson and Carol Marks to clarify CFO duties.

Arzetta will consult with Guy Loftman to see if we need to change the by-laws regarding the role of the treasurer.

Bloomington will be one of the locations for the UU regional meeting April 12th 2014.

We will tentatively host the business meeting and provide live streaming.

See Appendix 1

C. Staff Report: Emily Manvel Leite – Minister of Religious Education

For the 2013-14 year all four RE staff members will be returning.

YRUU are going strong with 18 teens and 3 continuing youth advisors. The group is large enough that they now meet in Fellowship Hall from 12:30-2:30.

Coming of age is being offered to just 9th graders. 10 teens are participating.

Spirit play continues for 3 age groups, from preschool to adult.

The RE program is working to strengthen relations between RE and Social Justice work. For the first time we will offer the same classes for first and second service. Reverend Leite and DRE Adrienne Summerlot are working to define their role in relation to each other. Emily will be trained to be a national Spirit Play educator. RE attendance is up from last year.

V. Discussion Calendar (7:30)

A. Old Business

Update on Google Docs for board Von Welch
Von and Drew Schrader are working on documentation to train the board on Google Docs.

B. New Business

1. Rev Breeden Retirement Recognition WG Headed by Reverend Leite

The church would like to ensure that all groups within the church have a meaningful chance to connect with Reverend Breeden in a timely manner before he retires. Deb Hutton suggests that each committee/ working group be encouraged to honor/do something for or about Reverend Breeden.

Ann Kammen was suggested as a contact who might know who to include in the working group.

2. Sunday services Barbara Child

Reverend Child is concerned that the services are running long. She suggests a variety of ways to speed things up.

Start on time. Make sure everyone on the dais is there well before the start of service.

Ask the tables in the commons to shut down at 11:10 so folks do not linger.

There is discussion as to whether the Board would like to revamp the standard announcements. Doug will take charge of looking into this issue.

3. Monitoring

All Ends Statement Policies Von Welch

Ends statements are a living document that need to be reviewed regularly. In our current Ends Statement under "Changing the World" we will change item 4 to reflect change from Heartland District to MidAmerica Region. Von presented a useful chart explaining how the Ends Statements are used in the church.

See attached.

4. Executive Minister 'Ends' Report Emily Manvel Leite

Reverend Leite presented the current status of the church seen through the lens of the Ends Statements with a very comprehensive report which followed a format instituted by Reverend Macklin last year.

See Appendix 2

5. Membership Coordinator Report **Judy Bennett**

See Appendix 3

6. F. 3-9 Asset Protection (external audit) **All**

The church had an external audit in 2008. It was a procedural audit rather than a full audit. Carol Marks said the best time to have a full audit would be February or May 2014. However, we do not have the funds currently set aside for a full audit. There is some question about whether we need a full audit. The board's reading of the Bylaws (5.6 During odd calendar years the Board shall arrange for an audit or review of the Church's financial records) is that we are not required to do a full audit, but that we are past due for some sort of audit. Carol will continue to research what the best way to go about getting an audit would be from the UUA, the Center for Congregations, etc. See attached audit from 2008.

7. Visioning **All (8:40)**

Board Retreat –Nov 2, 9:00-4:00 at Von's house. Facilitated by Barbara Child.

Goals and Objectives include reviewing upcoming interim minister plans.

Need to engage in early planning for Dec 15th congregational meeting.

8. Minister Emeritus Working Group report **Deb**

The Emeritus minister support group's constituents include the board, ministers, staff, retiring minister's significant other.

VI. Executive Session

Entered at 8:52.

VII. Adjournment

Motion to Adjourn by Von, and seconded by Deb.

Motion approved unanimously.

The meeting adjourned at 9:04.

VIII. Special Board Session

9/29/13 - See attached bulletin

Appendix 1

Minister's Report 9-18-13

This month, I met with Carol Marks, Arzetta Hults-Losensky, and John Lawson to clarify areas of responsibility for the Treasurer and the CFO. The meeting was very enlightening for all four of us! Arzetta is writing up all of our thinking, the four of us will review it and I could bring it to the board next month, if desired. The by-laws may need to be amended to reflect the actual duties of the Treasurer in our now-larger congregation. Arzetta will take this to Guy Loftman to determine, and we will inform the board regarding what he advises.

Bloomington will be one of the locations of the UU regional assembly that will take place on Saturday, April 12, 2014. It is currently planned to be the location of several workshops and the business meeting. This will be an exciting opportunity for our congregation. The core staff members are working with Andy Beargie to make sure that UUCB livestreaming capabilities are sufficient for this use. The region will pay any additional costs we incur for livestreaming the assembly, including Andy's time.

I have been following the financial workings of the church by attending Planned Giving, reading Special Purposes fund reports, attending Stewardship, and talking with Arzetta, John and Carol. All is going well, though most of these groups are working on refining their practices to serve current needs.

Bill, Carol and I have been clarifying and simplifying our operations policies, and have finished most of them. We will be tackling the youth policies and sexual harassment policies in October.

submitted by Reverend Emily Manvel Leite

Appendix 2

Ends Statements

Reverend Emily Manvel Leite

September 18, 2013: Update for the Board

SEEKING THE SPIRIT:

We have a meaningful liberal religious experience which includes:

1. A rich diverse worship life

Strength: We constantly grow, enrich, and engage creative opportunities and challenges in our worship setting.

Diverse musical choices enrich the services. This year, master musician Colleen Haas will be consulting with Susan Swaney to provide extra musical enrichment.

We've been adding additional multi-generational services for the solstices and equinoxes led by the ministers. Opportunities for creative participation in multigenerational worship settings has recently included poetry writing, mandala making, spiral dancing, and more.

Worship includes a wide variety of topics from social justice issues, to poetry, to pastoral. Our sabbatical minister, Reverend Barbara Child, is pushing us to take worship in new directions and provides an additional ministerial perspective.

We have an outstanding Greeting and Newcomer Welcomer team led by stellar lay leaders. Our membership coordinator is available to newcomers after the worship service.

2. Compassionate pastoral care:

Strength: We have both professional response and institutional (lay led) responses in this area. Recently, we added proactive work in this area as well.

Our choir often takes care of its members who may be ill or unable to attend, (meals, calls, visits) Ministers offer one-on-one pastoral care, hospital and rehab visits, phone consultations, and bereavement follow-up. Caring Committee provides rides for medical visits, food for temporarily homebound, and cards for people who have had loss or other challenges.

Religious Education staff calls families we have not seen in awhile, families going through change, and our MRE supports families and children in crisis.

Membership Coordinator systematically contacts members on the anniversary of their signing the membership book. Numerous pastoral issues come to light as a result of this process which are passed along to ministers and caring committee.

Our Chalice Circles provide deep listening and pastoral connections for each group. The caring stories from these groups are inspiring and welcomed.

3. Lifelong opportunities for spiritual growth through religious practice, leadership roles, and community action

Strength: We have a variety of leadership opportunities in this congregation (Chalice Circles, Social Justice Task Forces, Religious Education, and other Committees, Adult Religious Education and other elected positions).

Thirteen Social justice task forces provide opportunities for community action along with chalice circles, interfaith winter shelter volunteering, and Aging as Spiritual practice. Our choir has members ages 13-89, children's choir has members as young as age 5. Leadership opportunities include 90 teaching positions each year in Religious education, childcare team leaders, and dozens of committee chairs.

Children and youth are involved in community action projects. Their work is currently being revitalized through conversations with Social Justice leaders. Our middle schoolers are especially active through their Sunday morning UU Action curriculum.

Spirit Play for All Ages provides an opportunity for spiritual growth for a multigenerational group of seekers, including participants from age two to 65. Spiritual practices are an integral part of this experience.

4. Knowledge of denominational and congregational history and traditions

Growing Edge: This area is still a growing edge for us, but we have made some progress, especially in our youngest RE classes and in the Prologue.

Spirit Play is focused upon learning and exploring our UU principles. The Spirit Play group for our kindergarten-second graders also includes some UU history stories. More stories have been collected from the congregation for use in the future.

Church Historian Elof Carlson has been working on writing a book of UU history, and including information about historical figures in the Prologue. Our library includes a lot of information about UU history, and it has become more accessible and organized through the work of our Church Librarian, Wendy Bethel.

New UU classes cover some aspects of UU history for newcomers.

BUILDING COMMUNITY We have a policy of nondiscrimination we welcome all and are supportive of people of all ages, races, gender, sexual orientation, abilities, education, and politics.

1. We are generous with our time, talent, and resources.

Semi- Strength: We share within the congregation and beyond our walls. We still need a stronger PR presence in the city of Bloomington, though that has been increasing. We have many volunteers.

Our congregation had a very successful Stewardship Campaign, with over a 10% increase. Planned Giving is going strong working on their first invitation to church members to include the church in estate plans or insurance policies.

Kelly Rockhill is making an impact on our public presence, with two recent articles in the Herald Times. Hundreds of volunteers are the vital heart of the church and the face of this church in the Bloomington community

2. We actively encourage shared ministry and lay leadership. Strength.

We sent four people--two adults, two youth--to leadership school for the first time this past summer. The enthusiasm of returning youth implies that this will continue if funding can be found.

We are always training new leaders in both formal and informal ways. We provide training for ushers, greeters, teachers, singers, and youth leaders. The Leadership Development Committee offers workshops each semester to enhance our leadership and identify potential future leaders. The Board has a retreat to actively encourage them in their leadership each fall. We provide informal training by inviting people to join projects or teams and become oriented to how things happen at UUCB.

We actively welcome people to try new things: to become choir members, Adult RE leaders, teachers for children and youth, leaders among the youth themselves, volunteers in the office, and committee and task force members

and leaders. We also have clear opportunities to create new ministries in the church through gathering a new committee or task forces.

3. We responsibly manage our staff, resources, and facilities.

Growing Edge: The effort and generosity of lay leaders, congregation members and friends resulted in a vital and successful Green Spaces campaign for ailing facilities. We now work toward better management of staff and resources. Fair Compensation still calls us forward.

Fair compensation took a huge step forward with Reverend Breeden and Macklin's salaries this year.

Carol Marks has been supporting Reverend Breeden in creating a more forward-looking plan for building management. He is working closely with Molly O'Donnell on building and grounds maintenance plans for 13-14.

Religious Education has switched to a system of both services offering the same classes each week, which conserves staff time, resources, and classroom space.

The Solar Panel project is complete and we will complete implementation of the Technology Grant from Center for Congregations by the end of November. Both grants have enhanced our physical plant as well as our programming.

CHANGING THE WORLD: We are leaders in our community and world.

1. We are committed to social justice and equality for all people. *Strength*

We have thirteen active Social Justice Task Forces. The newest addition is the Friendship Force International Task Force. These active task forces are examples of lay leadership involved with the ministry of the congregation both within and without our walls. The Just Peace task force is currently beginning work to become a certified Peace Congregation.

2. We advocate against prejudice, injustice, and oppression of any person or group. *Semi-Strength.*

Our youth have been struggling with how to advocate for their beliefs about these things outside of our walls. For instance, the 5th/6th sexuality education class discussed ways to support GLBTQ people in school and community. Our high school youth are working on supporting former sex workers in Africa and considering joining a walk for Downs Syndrome

children. This Fall, Adult Religious Education classes are being offered on compassion and on creating greater openness to diversity within our congregation.

Sometimes our voice is limited during Memorial Services when friends and family inhabit our pulpit.

3. We work with other congregations and institutions with shared values and goals. *Semi-Strength*

Staff members and volunteers attend Center for Congregations training programs, which connects us with people of many faiths in Indiana working on similar issues. Our Green Sanctuary Task Force Members were instrumental in founding the interfaith Earth Care in Bloomington and Hoosier Interfaith Power and Light in Indiana to work with many faith groups on earth care issues. Our Ministers and DRE attend cluster meetings with colleagues when possible.

The work of many of our other Task Forces also involves oodles of institutional collaboration and support.

Still, there are many congregations and institutions in Bloomington who share some of our values, and we don't work with them as often as we could.

4. We work with the Unitarian Universalist Association and the Heartland

District. *Strength.*

We are beginning to put resources in place to host some of the events for the April 2014 MidAmerica UU Region Annual Meeting here in Bloomington.

We have regular contact with our Regional Executive, Reverend Doctor Lisa Presley. We have consistently sent delegates to Heartland District Meetings as well as General Assembly, and anticipate sending delegates to our first MidAmerica Regional meeting, since it will be here! We regularly utilize the UUA website for information (ie Planned Giving, Tapestry of Faith, Social Justice). Many of our staff connect with collegial groups online. We invite consultants from the UUA to do training programs with us, and are currently planning the visit of Tandi Rogers from the UUA for February 2014.

Reverend Macklin serves as a Good Offices person for the Unitarian Universalist Ministers Association for our District. Reverend Emily Manvel Leite is being trained as a Spirit Play Trainer. Reverend Bill Breeden is serving on the District Nominating Committee.

5. Help heal the earth:

See Green Sanctuary Task Force information above. The installation of the solar panels is huge, not only in terms of our own congregation, but because of the symbolism, the interfaith effort and the inspiration it may bring to others. Our solar panels are producing well and monies saved on our electricity bill are being set aside for future conservation projects.

We are in the third fiscal year of Green Spaces which has enhanced our building and our future in terms of greening our space. We are utilizing reusable and sustainable Religious Education supplies through the local recycling center. We also use these supplies at our Holiday Gift Making Workshop, which provides opportunities for sustainable gift-making each December. Also we are institutionalizing our pagan rituals (solstice and equinox services 4 times per year) which honor the earth. These worship opportunities are intergenerational so we can pass on this honoring of the earth cycle with all ages. Our first Summer Solstice service was held June 20, and our first Autumnal Equinox service will be held this coming Saturday.

Appendix 3

REPORT TO BOARD OF DIRECTORS FROM MEMBERSHIP COORDINATOR

September 2013

Membership 3/26/2013	496
Membership 9/11/2013	510

Since last report in March 2013 we have had 3 Membership Book signings, with 20 people participating. However, due to deaths, folks leaving town and one resignation our net gain in membership was only 14 members. The goal for this year was originally 550 members, but that appears to be unrealistic. At GA this year it was suggested that the focus is shifting away from number of members and more toward number of people who are active in the congregation. However I still feel that membership is meaningful and valued by members, and it also is a factor in stewardship.

Attached is a comparison of guests since 2010. There is a very noticeable drop-off in April 2013, and in general a decline since a peak in 2010. July was a busy month for us.

There has been an unexplained lack of participation in our Exploring UU class this year. In May we canceled the class and provided a one-on-one discussion for the only participant. Since then we have held 2 classes each with three participants, as compared with 8 and 15 participants a year ago. This is of concern, and I am trying to do personal invitations for the next class in October.

Attendance at Sunday services has declined slightly, perhaps as more people make use of live streaming option.

Average adult attendance Jan-Aug 2012	330
Average adult attendance Jan-Aug 2013	315

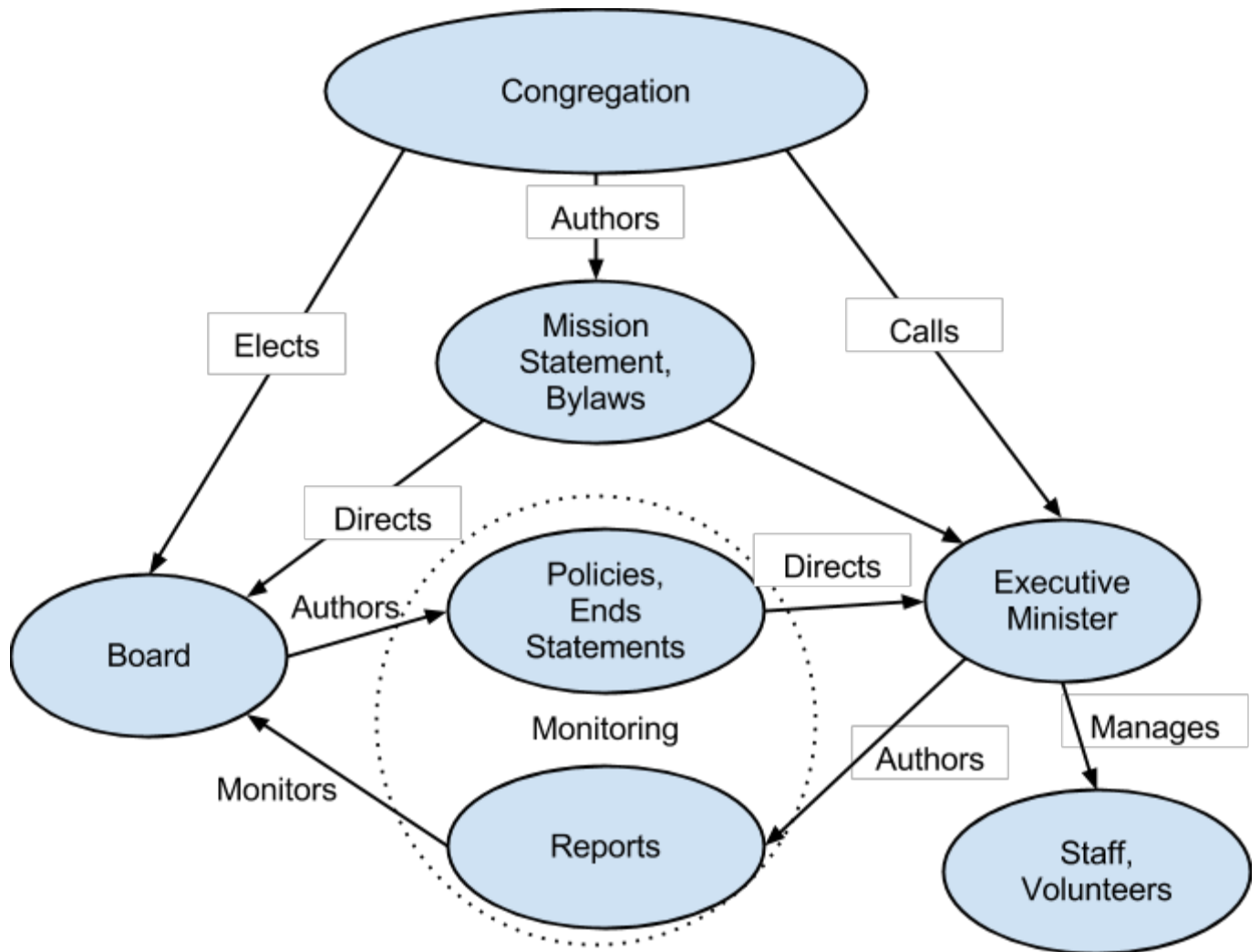
I am starting to track the live streaming numbers and will have better data next report, but it seems to vary considerably from week to week. (10-50 approx each service).

Respectfully submitted,

Judy Bennett
9-12-2013

UUCB End Statements

9/11/2013



Overview of UUCB Policy Governance

Concept of Ends statements comes from Carver: <http://www.carvergovernance.com/faq5.htm>

UUCB Ends statements seem to be modeled on UUA Ends Statements:

<http://www.uua.org/uuagovernance/manual/ends/index.shtml>

“Ends: Policies that describe the long term goals and vision for the organization.”

- “How the UUA Board Uses Policy

Governance”: <http://www.uua.org/uuagovernance/manual/185407.shtml>

For further reading/reference: <http://www.uua.org/governance/policybased/index.shtml>

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Unapproved Board Minutes

September 29, 2013

CALL TO ORDER	14
DISCUSSION CALENDAR	14
NEW BUSINESS	2
ADJOURNMENT	2

Attending: Doug Cauble, Arzetta Hults-Losensky, Deb Hutton, Kathleen Sideli, Drew Schrader, Von Welch

Not attending: Abby Gitlitz

Submitted by Von Welch, Vice President

Call to Order

Call to order by Kathleen Sideli, President, at 10:45 a.m.

Discussion Calendar

A. New Business

1. Congregational Study Action Issue

The board of directors does not typically call special meetings of the board outside the monthly meeting times but this was considered a special circumstance and the bylaws permit special meetings. The meeting date, time and place was announced in the Friday Update, as per our open meeting practices.

Sideli explained that she had been contacted by the UUCB's Just Peace Task Force and Reverend Breeden after the last board meeting. They had just discovered that the document they wanted to submit to the UUA for consideration as a Congregational Study Action Issue needed to be considered by the board of directors on behalf of the congregation but the deadline for submission is October 1, thus necessitating special consideration outside the normal board meeting schedule.

David Keppel provided the board with detailed information about how the CSAI had the support of the Just Peace Task Force. Reverend Child confirmed that the contents of a CSAI need not represent the opinions of the full board and the church would have no responsibilities or obligations if the CSAI is accepted by the UUA for fuller consideration by the General Assembly in June of 2014.

Therefore, by considering the request of the Just Peace Task Force, the board is ensuring that the process went according to UUCB governance practices.

Doug Cauble made the following motion which was seconded by Arzetta:

We support the Just Peace Task Force in putting forward their issue as a product of the Just Peace Task Force, to be considered as a Congregational Study Action Item by the UUA.

The motion was approved unanimously.

There was a brief discussion about the pros and cons of electronic voting and proxy voting in general. Neither of these are current practices at UUCB.

Adjournment

Motion to Adjourn by Dough Cauble, and seconded by Deborah Hutton. Vote: approved unanimously. The meeting adjourned at 11:00 a.m.

Draft UU Congregational Study Action Issue: - Title: *Beyond the “War on Terror”*

Issue: Since September 11, 2001, the United States has been engaged in a “war on terror,” with the doctrine that “the world is a battlefield.” Torture, extraordinary rendition, detention without trial, extrajudicial assassination by drone strike, sweeping surveillance of all phone and internet communications, and military intervention have been conducted in the name of combating terrorism. The military consumes a vast share of the discretionary Federal budget. Yet because much of this war is conducted in secret and constitutes killing by remote control, it is often virtually invisible in Americans’ daily lives, despite our collective responsibility for it.

Grounding in Unitarian Universalism: Unitarian Universalist principles include: the goal of world community with peace, liberty, and justice for all; the inherent worth and dignity of every person; and justice, equity and compassion in human relations. But how do we live by them in a chaotic world? Are they mere pieties? Unitarian Universalists have classically been divided between pacifists and those who accept Just War. One of the purposes of the proposed CSAI is to see whether we cannot move beyond those divisions and forge a strong mandate addressing the imperative for peace and justice in the 21st Century. The 2010 Statement of Conscience attempted this. Are we ready to build upon it and go further, in the light of what has happened in the world and our denomination? The UUA is still somewhat on the sidelines when there are peace initiatives (on Syria, for example); could a new Study/ Action Issue lay the basis for greater engagement in issues of anti-imperialism and global peace and justice? Though aspects of the “war on terror” have disappeared from people’s ordinary conscious experience, making the invisible visible as the basis for moral choice is central to the religious practice.

Topics for Congregational Study:

- What are the causes of terrorism?
- How does terrorism relate to insurgencies?
- Is the United States an empire? What specifically does that mean? Are we “the indispensable nation”?
- What would a strengthened international peacekeeping force under United Nations auspices entail?
- How do wars and insurgencies end by political settlement? How is that reached?
- What are the legal, political, and ethical issues in extrajudicial assassination by drone strike?
- What are the legal, political, and ethical issues in the National Security Agency’s surveillance of phone and internet communications?
- Should the United States develop and practice offensive cyberwar, as it is now doing?
- How does American foreign and military policy relate to the economic interests of American and global corporations?
- Have techniques developed to combat foreign terrorism been applied to domestic activist groups? What safeguards are needed?

- What communities of color or religious confession have been targeted or marginalized by “the war on terror”?
- How are peace and justice related? How does our economy have to change, how do we have to change, if we are to live in peace?
-

Possible Congregational / District Actions:

- Develop materials and resources on “dirty wars” and surveillance, both written and online.
- Educate ourselves via discussion / film / study groups on the effects and causes of conflict.
- Identify local links in the “war on terror”—drone contractors, for example.
- Develop spiritual practices for peacemaking, including meditation, truth speaking, conciliation, and bridge-building.
- Explore opportunities for nonviolent resistance and non-cooperation with war and surveillance.
- Reach out to groups that have been marginalized or subjected to suspicion. Help those who lack legal or political representation to receive fair treatment.
- Form alliances with those working for economic justice.

Related Prior Social Witness Statements:

“Creating Peace” Statement of Conscience, adopted June 2010.

Attached Documentation:

Sampling of books / websites / videos:

- Jeremy Scahill, [*Dirty Wars*](#).
- Medea Benjamin, [*Drone Warfare*](#).
- James Bamford, [*The Shadow Factory*](#)
- Akbar Ahmed, [*The Thistle and the Drone: How America’s War on Terror Became a Global War on Islam*](#)
- Richard Clarke and Robert Knake, [*Cyber War*](#)
- Audrey Kurth Cronin, [*How Terrorism Ends*](#)
- Marc Ambinder, [*Deep State*](#)
- David Keen, [*Useful Enemies*](#)
- John Paul Lederach, [*Building Peace*](#)
- Glen Greenwald on <http://www.guardian.com>
- <http://www.theguardian.com/world/the-nsa-files>
- <http://www.democracynow.org>
- <http://www.fcni.org>
- [Http://www.mondediplo.com](http://www.mondediplo.com)

Sampling of Organizations:

[Unitarian Universalist Peacemakers](#)
[Friends Committee on National Legislation](#)
[Just Foreign Policy](#)
[Electronic Frontier Foundation](#)
[Foreign Policy in Focus](#)
[UU United Nations Office](#)
[Quaker Office at the United Nations](#)
[Peace Action](#)

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