

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

January 18, 2017



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V. EXECUTIVE SESSION	6
VI. ADJOURNMENT 8:55 PM	6

Board members attending: Von Welch, Connie Nelson Laird, Arzetta Hults-Losensky, Deb Hutton, Doug Cauble, Pat Brantlinger.

Not attending: Helmut Hentschel

Present by invitation of the Board: Sue Swaney.

Ministers attending: Reverend Mary Ann Macklin and Reverend Scott McNeill

Submitted by: Deb Hutton.

Documents attached:

1. 20170105 Cash Flow Statement
2. Senior Minister's Report Jan 2017 Board Mtg.

I. Call to Order 7:00 PM

Call to order by Von Welch, President, at 7:00 PM.

Changes to the agenda: Check in, followed by Sue's report, followed by the rest of the agenda.

II. Chalice Lighting and Reading

Chalice lighting and reading by Doug.

III. Check-in

Attendance and check-in.

IV. Main Meeting

A. Approval of Previous Board Minutes

Defer approval of these minutes to February Board meeting.

B. Minister's Report Reverend Mary Ann Macklin

1. Minister's Report (Reverend Mary Ann Macklin)

See attached: Senior Minister's Report Jan 2017 Board Mtg.

Plus: Rev. Macklin asked the Board to begin planning for Rev. McNeill's installation in Spring. Doug offered to help. UUCB is proud to be offering a second vigiling training by VALE on March 4th, by the founder. Other events involving her are being organized here and in the community.

Motion by Von: To authorize Senior Minister Macklin to sign a certificate making Chris Haynes a UUCB Lay Minister for the purpose of visiting prisoners on death row and offering spiritual counsel to individual prisoners.

Seconded by: Pat.

Vote: Approved unanimously.

2. Staff Report: Director of Music (Sue Swaney)

What Sue spends time on: rehearsals on Thursdays, preparing for the rehearsals, moving furniture on the platform, leading Sunday choir, listening to and playing music, deciding on music for future programming, wrangling people, finding substitutes (e.g., for Ray for a half year), coordinating with ministers, checking in on choir members (pastoral), and assorted administrative duties. This year ahead: incorporating a monthly meditation or benediction in which congregation can sing along or integrating repetitive benedictions into services; establishing a small core repertoire of more difficult pieces (e.g., Randall Thompson, Palestrina, Tallis, Durufle) so that over time the choir could sing them on short notice at a

memorial service; going to the African American Chorale Ensemble rehearsals to learn about style from Ray Wise and repertoire. She is thinking about how to be helpful to members of choir who are dealing with memory issues of their own or family members, having heard of a choir elsewhere of persons experiencing memory loss and their caregivers, since music is one of last things to go, and the UUCB would be the host (or rehearse at Jill's House & include other church choirs to be guest choirs to sing with ours); see a little video by googling "Alzheimer's Choir". Sue is starting on her 25th year!!

C. Old Business

1. Stewardship and Budget Update (Rev. Macklin, Arzetta)

Rev. Macklin is meeting with Mary Boutain to start stewardship plans.

See budget comments in Monitoring section.

2. Future of Stewardship Committee Update (Von)

Ann Conners and Drew Schrader accepted to be on this committee, joining Von, Helmut, & Rev. Macklin.

3. Healthy Communications Covenant (HCC) Revision Update (Connie)

Connie took congregational comments from Fall feedback and adapted them into this draft of HCC. She put the guidelines in positive form, plus matched the seven UU Principles side by side with the HCC guidelines. She took Amy Makice's RCT (Relational Cultural Theory) workshop on communication in difficult situations, especially with social media; with RCT, you drop your goal of resolution. Connie is considering how to mesh RCT with HCC. Connie took comments from Board members in this meeting and invited comments over next two weeks by email. Connie will create the next draft for February Board meeting. The Board discussed the question: How does HCC get invoked? Senior Minister? Associate Minister? Or not through the ministers and congregants go straight to the HCC? What do staff do if they have an issue with Ministers? Is the HCC the arbiter in defining the answer, or listening to help the parties move toward their own resolution; i.e., "facilitate the communication between the parties". Some people were hesitant about this being a covenant. The Board also discussed how the HCC should be adopted - by the congregation by a vote, or Board votes on it and congregation ratifies it? The HCC should be mentioned in membership ceremonies once the HCC has been adopted.

4. HCC Next Steps (All)

Once another draft is agreed upon by the Board, Board will go and present and explain HCC to all the UUCB groups, as well as take comments and questions for further discussion.

5. Monitoring Revision Update (Von, Rev. Macklin)

Work has begun.

D. Monitoring (per Board Policies, Section V)¹

1. II.C: Compensation and Benefits

- a. Written report provided by Senior Minister on adequacy of compensations practices. Required exhibits: Compensation Plan, Benefits Plan.
 - b. Von asked Rev. Macklin to recommend staff compensation and benefits for 1718 budget, then Board will choose where Rev. Macklin fits into that scheme, taking into consideration things like #years in position, education, etc. UUA's recommended salaries are different for churches with under 500 and over 500 members, and we are now at 511 members.
 - c. Von suggests deferring this item to Feb meeting.
2. *II.E: Financial Condition*
- a. Written report provided by the Senior Minister, i.e., Arzetta as CFO. Required exhibit: Statement of cash flow.
 - b. See statement attached.
 - c. Revenue is above 50% in most categories. Sunday plate is decreasing. Holiday Bazaar bills are not all in yet. Kroger and Marsh accounting are not complete yet either. Expenses in all categories are below 50%. We're in better shape than we were at the same time last year.
3. *IV.A-D: Board – Senior Minister Relationship (every month)*
- a. Direct inspection by the Board of effectiveness of the Board – Senior Minister Relationship
4. Report from “Coffee with the Board”: N/A in December
5. Other observations (All)
- Arzetta: She heard recently about pledges from a new Friend who is now attending regularly - “I put some money in the plate, so I’ve fulfilled my pledges.” Her comment: Education is needed!! This is difficult for the Office staff to discern.
- Rev. McNeill: Check out last week’s services (Jan 15) – great improvement in the video picture with new cameras!!
- General: We need to figure out easy way for people watching live streaming to give to the plate.
6. Future plans (Von)
- See “Future Planning” section below.
- We need Announcements signups.

¹ We canceled Five Year Capital Plan monitoring in December.

E. New Business

1. LCC request for desirable leadership education (Von)

Board should think about it and pass ideas to Von.

2. Job descriptions on website? (Von)

These are very useful. It would be helpful to have them up on the website and it would help LCC recruiting.

3. Date of March Board meeting (3/15) & Spring Break (All)

It will remain as planned.

4. Visioning: Discuss (ii) "What do we see our church becoming in the future?"

What do we see our church becoming in the future?

Deferred to Feb meeting.

V. Executive Session

The board met in executive session at 8:40 PM.

VI. Adjournment 8:55 PM

Motion by Von: To adjourn.

Seconded by: Arzetta.

Vote: Approved unanimously.

The meeting adjourned at 8:55 PM.

Future Planning

Board Calendar - Board Policies

Next Board meeting:

- February 15th
- Reading: Pat
- Staff report: RE (proposed)
- Monitoring (materials from last February):
 - IV.A-D: Board – Senior Minister Relationship (every month)
 - Direct inspection by the Board of effectiveness of the Board – Senior Minister Relationship
- Visioning:
 - Discuss (i) Who is our larger community?
 - Follow on to December discussion

Upcoming announcements: 1/22 Pat; 1/29 Von; 2/5 Doug; 2/12 Arzetta; 2/19 Connie; 2/26 Pat; 3/5 Deb

Board Goals and Open Questions for 2016-17 Board Year

- Based on Hotchkiss, Dan (2016-01-14). Governance and Ministry: Rethinking Board Leadership, Chapter 8. Rowman & Littlefield Publishers. Kindle Edition
- Goals to Be Completed in 2016-17
 - Establish Healthy Communications Covenant and Healthy Communications Committee
 - Determine and Establish next step for Stewardship
- Open questions for 2016-17. To be explored by the Board with thoughts captured in Minutes or supplemental reports.
 - Who is our larger community? What is our message to and relationship with them?

- What do we see our church becoming in the future? What will we leave to the future UUs?
- Proposed plan to address Goals and Open Questions
 - Nov: Discuss charge re Stewardship Futures
 - Dec: Finalize charge re Stewardship Future, launch WG. Discuss (i) Who is our larger community?
 - Jan: Discuss (ii) What do we see our church becoming in the future?
 - Feb: Discuss (i) Who is our larger community?
 - Mar: Discuss (ii) What do we see our church becoming in the future?
 - Apr: Receive report re Stewardship Future
 - May: Draft report for minutes. Consider HCC next steps at June Congregational Meeting.
 - Jun: Finalize report on Goals and Questions to include with minutes.

Revenue and Expense

1/5/2017

Category	<u>Revenue</u>		Notes
	Budget	Actual	
Pledges and Grants-Cmt	544,000	324,787	59.70%
Pledges and Grants-New	3,000	3,852	128.40%
Bazaar	10,000	0	
Facilities Use	6,100	4,459	73.10%
Interest Income	50	0	
Investment Income	2,500	3,167	126.70%
Kroger-Marsh	7,000	0	\$7,977.53 in T account
Misc	7,000	7,861	112%
Prior Year Operating Extr	12,000	0	here was no extra FY2015-16
Prior Year Pledges	10,000	17,484	174.80%
Sunday Plate	24,000	13,858	58%
Talent Auction	11,000	311	2.80%
Totals	636,650	375,778	59.00%

	<u>Expense</u>		
	Budget	Actual	
Campus Min & Outreach	2,963	825	28%
Childcare	12,541	4,234	33.80%
Committees	10,364	2,088	20.10%
Denominational	44,024	16,868	38.30%
Ministry - Salary	147,548	74,288	50.00%
Ministry - Benefits	52,499	19,635	37.40%
Ministry - Other	5,500	2,393	43.50%
Music	41,554	16,858	40.60%
Office	124,150	60,534	48.80%
Plant	117,429	55,758	47.50%
Religious Education	82,097	37,257	45.40%
Totals	640,659	290,739	45.40%

Net Income -4,009 85,039

UU Wellspring

UU Wellspring a 10-month program of distinctly Unitarian Universalist spiritual development designed to help participants answer that provocative question. Begun in 2005, the program celebrates the depth and breadth of our rich religious tradition.

The Five Spokes

UU Wellspring incorporates five elements designed to balance a knowledge of UU history/theology with personal spiritual practice and engagement with the world:

- A commitment to daily spiritual practice
- Participation in a small-group community
- Individual work with a spiritual director
- Readings and resources for knowledge and reflection
- Reflection and commitment to live out our values in the world

Currently involved: Anne Haynes, Christie True, GK Rowe, Patty Callison, Ann LeDuc, Reverend Emily Manvel Leite, Reverend Mary Ann Macklin

Scott McNeill Installation: Does Board want to form Installation Committee?

Chris Haynes Prison Ministry

There is a need for a lay minister of record who will visit prisoners on death row. Chris Haynes has expressed a deep interest has been doing jail work at Monroe County for quite a while, and he has been interested in doing such one-on-one ministry since Reverend Breeden was working there . I spoke to Reverend Breeden and said that he thought Chris would be a very good fit for this work.

What we need from the Board is Approval as stated on a document such as:
We, the Board of Directors of the Unitarian Church of Bloomington, Indiana, do certify that Christopher Haynes, having shown a commitment to,

and compassion for the incarcerated, is hereby ordained as a Lay Minister of Prison Ministry of the Unitarian Universalist Church of Bloomington, IN and do convey upon him all the rights and privileges thereof, including, but not limited to: visitation and spiritual counseling with those incarcerated.

From UUA President

We must prepare to provide *sanctuary* and *resist*.

First, we must provide sanctuary in the broadest and richest sense of the term. We begin with offering safe places for reflection and healing for our congregants and for those coming to seek spiritual community. But these times demand more. We must provide sanctuary to those most vulnerable. In particular, migrants (primarily from Mexico and Central America) may well face mass deportation. In addition, Muslims have been targeted.

Second, we must prepare to resist human rights violations in active ways. We must make it much harder to deport, register, discriminate and despoil.

In the past most of our work for justice and compassion has been positive. We have been advocates for marriage equality, racial justice, civil rights, immigration reform and environmental justice. To use a sports metaphor, we have played offense. We joined with others to advance an agenda. Today we must prepare to “play defense.” We will have to respond quickly to acts of the government. We will have to react rather than act. We will need to be agile and fast.

As always, the key will be to work together. We have shown our ability to do this from resisting the human rights violations of Joe Arpaio in Arizona to joining in the resistance at Standing Rock. We are effective when our congregations and ministers work together at the local level, combined with support from regional and national staff. We make a difference when we form strong partnerships with other faith groups and secular organizations.

At the national level, we are working to form partnerships with other faith groups and other UU organizations. My office is working with Multicultural Growth and Witness staff and with our field staff. The UUA, UUSC and our shared College of Social Justice are working together closely. I have had a number of meetings with my counterparts in other faiths. Don Southworth, Executive Director for the

UUMA, and I are holding a series of listening meetings with ministers across the country.

How to stop deportation: 1) Sign pledge to resist deportation and discrimination
2) Connect with local Community Coalitions regarding Sanctuary 3) Provide Space for Events (gathering or educating or organizing).

We are Hosting

An Evening in Celebration of Mexico and the Latin American Diaspora is a peaceful, positive protest against the Inauguration, featuring folk music, poetry, classical music, popular music and dancing from the heart of the Latin American tradition. Our concert will encourage solidarity within the Latino community and Allies. Get to know your neighbors and celebrate the traditions they have to share!

La Casa Latino Cultural Center, Hoosier Undocu Alliance

Thanks to Alain Barker, Project Jumpstart Office of Entrepreneurship and Career Development at Indiana University

This event will take place at 6pm on Friday, January 20th, 2017 at the Unitarian Universalist Church of Bloomington and is free and open to the general public."

JaHear inspiring examples of what some UU congregations are already doing and what resources the UUA, UUSC, the UU College of Social Justice and other UU groups have to offer! Know that often your most effective step will not be to offer physical sanctuary. Content will cover a range of supportive, organizing and policy advocacy options and preview additional upcoming webinars.

2) Open to all:

Sunday, January 22, 3:30-4:45pm (ET) - Groups strongly encouraged to watch together! (This will be recorded and available on-line after the event.)

3) Faithful Discernment: Is Your Congregation Called to Offer Sanctuary? on *Monday, January 30, 7:00-9:00 pm (ET)*

4) The Path Toward Sanctuary: A Practical Guide on *Monday, February 27 7:00-9:00 pm (ET)*

VALE Vigiling

Vigil: from Latin *vigilia* "a watch, watchfulness"; general sense: "occasion of keeping awake for some purpose."

In November of 2016 our congregation began a new program to extend our sense of vigil to ministering to those who are at risk of dying alone. As a result, we partnered with the Sacred Dying Foundation, who offers training and support as we become a pilot congregation for such a ministry. We have partnered with local Long Term Care Facilities in order to be of service to those at risk of dying alone. Our second full day training will be on **Saturday, March 4th 2017**. I hope you will consider applying to become a Vigil Volunteer. Applications are due Sunday February 12, in my mailbox in Room 204. –Reverend Macklin

Time Off: Can we please revisit sabbatical leave to be in smaller increments (1-2 months at a time as opposed to five months)?