

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

April 15, 2020



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Board members attending: Stuart Yoak, Abby Gitlitz, Steven Gilbert, Rich Slabach, Julie Lawson, Jane McLeod, Drew Schrader (replaces Sharon Wiseman)

Board members absent: None

Ministers attending: Revs. Mary Ann Macklin and Emily Leite

Present by invitation: None

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Senior Ministers Report
- B. Religious Education Ministers Report

- C. Quarterly Financial Update
- D. Proposed Changes to Church Bylaws

I. Call to Order

President Stuart Yoak called the online meeting to order at 7:08 p.m.

II. Chalice Lighting and Reading

Abby Gitlitz lit the candle and provided the reading.

III. Check-in (All)

IV. Approval of the Minutes

Jane McLeod moved for the approval of the March 18 board meeting minutes. Steven Gilbert seconded and the motion carried without discussion.

V. Senior Minister's Report

Rev. Macklin delivered the senior ministers report (Attachment A). In addition to summarizing steps that she has overseen to keep the church operating under Covid-19 restrictions, she urged board members to consider how their getting sick might affect board operation. She added that technicians will change the locks on church doors on Saturday (4/18), necessitating the issuing of new keys. New desktop computers will also be installed on that date, followed by a deep cleaning of the premises.

Rev. Leite presented her report on Religious Education (Attachment B) and on the project to dismantle white supremacy.

VI. Treasurer's Report

A. Statement of Cash Flow (II.E. Financial Condition)

Treasurer Rich Slabach presented the January-March 2020 quarterly report, shown in Attachment C. While income is down, when compared to last year, expenditures are down as well. Rich said he was unable at present to project how continuation of the current Covid-19 restrictions will affect revenues and expenditures going forward.

B. Proposed 2020-2021 Budget from Finance Committee

Rich presented the fourth draft of the proposed budget for 2020-2021 which provides an option of essential parity with the 2019-2020 budget, and an option with \$10K less in revenues. In light of the unknown impact of the Covid-19 restrictions on revenues and expenditures, Rich urged that the Board ask the Congregation at the June Congregational meeting to allow the

Board to adjust the budget in the Fall as needed to meet unanticipated demands.

VII. Old Business

A. Proposed Changes in Bylaws

Julie Lawson and Steven Gilbert presented a final draft of changes to church bylaws 4.2-4.4 and 5.2-5.4, shown in attachment D. Stuart moved that the board present the changes to the Congregation in June for its approval. Jane McLeod seconded and the motion passed. The changes will now be sent to Carol Marks for distribution in the May 19 Prologue to the congregation.

B. Discussion of Covid-19 Response

The board and ministers spent some time discussing the impact of Covid-19 on the church and the response of the staff, ministers, board and congregation to necessary changes. Much of the discussion centered on changes identified in the senior minister's report (Appendix A). Ann LeDuc received considerable praise for her work in responding to the present restrictions, such as the creation of the virtual coffee hour. Rev. Macklin said that although electronic devices were made available to those congregants who said they could not access online services, most were not interested in setting up to receive the services in that format. Carol Marks received commendation for her efforts to find ways to conduct most administrative services online. Barbara Childs also received praise for her work with the Chalice Circles on Zoom. Some of these will extend through the summer.

VIII. New Business

A. Appointment of Drew Schrader to Replace Sharon Wiseman

Stuart Yoak called for a motion to appoint Drew Schrader to the at-large seat on the Board vacated by Sharon Wiseman. Steven Gilbert so moved. Abby Gitlitz seconded the motion, which the board approved without dissent.

B. Future Business

President Stuart Yoak briefly identified concerns the board will need to consider at its May meeting, specifically how to conduct the June Congregational Meeting online while allowing for appropriate interactions and, especially, for voting. Abby Gitlitz will look into options to present at the next meeting. The question was also raised about how the board should interact with the congregation, given the temporary demise of the monthly "Lucy Booth." Abby solicited suggestions, but nothing was decided.

IX. Housekeeping

Sunday Announcements slots are filled for the upcoming month. Julie Lawson will provide the reading at the May meeting.

X. Executive Session

The Board entered Executive Session at 8:24 p.m.

XI. Adjournment

Julie Lawson moved for adjournment. Abby Gitlitz seconded. President Yoak adjourned the meeting at 8:36 p.m.

ATTACHMENT A

Reverend Mary Ann Macklin Senior Minister Report April 15, 2020

It's been a month of adjustments in response to Covid19 and the lockdown for Indiana. I remain committed to live-streaming our worship services, although I believe we should strive to have the bare minimum of people present. As you saw with the Easter service, it is possible to have guest musicians and speakers remotely without any problem. At present, I still think it remains important to have a Board Member do the announcement, if you are still willing. I prefer our live-streaming to other platforms because it is a very secure service; it provides a space of familiarity and ritual; it allows us to physically check on things in the building at least once a week; and I still like the idea of singing hymns together. We have received much positive response to our worship elements.

Two weeks ago I did my first live-stream memorial service. It went better than expected. Our Tech Specialist Ned Joyner worked with the family right along with me as we secured video recordings and musical selections for the overall memorial experience. Earlier, I had done my first "Blessing of the Body" via FaceTime at the bedside of the deceased. The family, who were isolated at Hospice House, appreciated this ritual. We have several memorial services on hold as families determine what they wish to happen in this age of Covid19. But it is good to know that we can do a memorial and other rituals, virtually. I just have to remind myself to have transition time after something so deeply intimate.

Meanwhile, it is certainly hard to predict what each week will present in terms of new challenges, but I hope we can approach these times, mindful of our own anxiety and concerns, with love, patience and ongoing communication. What follows are current thoughts and work items for moi, Senior Minister:

*I begin with appreciation to the At-Large Board Members who are following up on people maintaining their pledges from 2019-2020 for the 2020-2021 fiscal year for this, "our non-pledge drive spring season" (if that sentence makes any sense, I will consider that a gift.). *I offer gratitude for our guest musicians and pianists who have kept our worship services well supported through their talents and spirit: Carrie Newcomer, Ray Fellman, Malcolm Dalglish, and Kim Carballo. Needless to say, we miss the choir and all their energy, community and inspiring music. Our Music Director Rev. Dr. Susan Swaney creates such magic with this stellar group of folks, a "congregation within the congregation" as I like to say. *Special blessing for our Ministry Team of Reverend Barbara Carlson (pastoral ministry), Reverend Bill Breeden (social justice ministry) and Reverend Barbara Child (chalice circles and adult education class) whose support, as a result of the resignation of our Associate Minister, is invaluable. *Special thanks to Reverend Emily Manvel Leite for stepping up in so many ways over past months as well as other staff members. *I am working with Chief Financial Officer regarding next year's budget and asking our Board President and CFO to meet weekly regarding overall "big picture" of current and future budget flow during these uncertain times and asking them to report back to with their findings and insights. *I am in contact with UUA Regional and overall Staff to

discuss and discern ministerial issues at present. *Conferring with UUA colleagues regarding challenges and wisdom as things change *Overseeing pastoral care with leadership through weekly Zoom: Sharon Yarber (Caring Committee), Melinda Swenson (Health Concerns Team), Ann LeDuc (Connections) and Reverend Emily Manvel Leite (Ministry). Preparing staff in terms of possible absences due to Covid, asking them to answer: *What would happen if you got sick/very sick/or am called to care for a family member? Who could help in your absence? Who knows your passwords? Who could pick up the slack? What do you know that others might not know? What do you need to share?* I also encouraged staff to update living wills, health care powers of attorney, and other such documents. Also checked in with staff in terms of what parts of their job they miss as a result of the lockdown? What are we grieving? What part of the job is easier? Encourage staff, again, to read “Congregational Leadership at Anxious Times” by Peter Steinke. *Ongoing and lengthy discussions with our Tech and Media guru, Ned Joyner, as we invent new ways to do worship services, memorial services and other activities. *Over the past three weeks I have been in near daily contact with our Music Director who, in response to a family emergency, is currently in Iowa; that situation eased up a bit this past week; things are finally taking a turn for the better. *Problem solving big issues (ministry coverage) to small issues (clearing out church refrigerators of perishable foods). *Regular contact with President of congregation as situations in our community and country change.*Pastoral care to those who are grieving the loss of loved ones. *Discerning what to write in communications such as Prologue and Friday Update (what not to write) as well as discerning what is the proper approach to worship service, what to include (what not to include) as we continue in this time of Pandemic repercussions, misinformation, changing conditions, appalling White House leadership, and a whole different way of being in the world. *Also, importantly, I offer regular presence on email, Facebook and phone, connecting, connecting, connecting, except for my days off which are Tuesday and Friday. *A special thanks to the officers of our Board; you make such a difference.

Lastly, I asked some staff to name some of the top things they find themselves doing in this time. Thought it would be good for you to review for your own knowledge base.

Ann LeDuc, Connections Coordinator

1. Working on Zoom security, keeping up with Zoom security changes and communicating what we are doing regarding Zoom security
2. Transitioning scheduling of Zoom meetings over to Carol Marks, Mandy Skinner, and Monica Overman
3. Collaboration to make list of most vulnerable in our congregation and who are experiencing struggles during this time and participating in follow-up.
4. Created access and put into operation PayPal as donation alternative and am now transferring oversight responsibilities to Carol Marks
5. Creating special Zoom gatherings, such as Coffee Hour and Exploring UU classes.
6. Keeping all my usual duties going, staff meetings, emails, discussions, connecting with newcomers, recording attendance, recruiting various volunteers, etc

Carol Marks, Church Administrator

1. Answering 30-40 emails per day and two to three longish phone calls
2. Devising a way to accomplish payroll, bill paying, reimbursements, payment of musicians, and bank deposits remotely
3. Discussions with Treasurer and CFO about recent federal legislation that will affect our employees and UUA Zoom.
4. Weekly Zoom staff meetings and staff who report to me.
5. Phone conferences
6. Coordinating HVAC Spring check up
7. Figuring

out how to automate or make virtual as many processes as possible that related to my position. 8. Research and discussion about how to use Zoom and other online platforms 9. Consultation with Board members about stewardship matters 10. Discussions with Treasurer and CFO about how to get our bookkeeping records moved to an online program.

Adrienne Summerlot, DRE

*Regular meetings still with Dismantling White Supremacy Working Group- focusing on how to move forward with anti-racism, anti-oppression work *Created web page for Religious Education Families and maintaining it *Cultivating lessons for religious education*Hosting daily story time Monday-Friday with activity ideas for families (via Dre Bloomington Summerlot facebook page) *Communication with RE Families and Teachers, checking in with a few teachers and families each week and letting minister and caring committee know if they need help/support.*Working with potential new database Planning Center and helping train our new RE Assistant on this database. *Updating RE Webpages and sorting through church photos for updating overall website

Be Well. Be Healthy.
Blessed are we all.

MAM

Reverend Mary Ann Macklin
Senior Minister
Unitarian Universalist Church of Bloomington



Steven Gilbert <stevengilb@gmail.com>

Religious Education Report to the Board

1 message

Emily Manvel Leite <mre@uubloomington.org>

Wed, Apr 15, 2020 at 6:39 PM

To: Steven Gilbert <stevengilb@gmail.com>, "Yoak, Stuart D." <sdyoak@iu.edu>, abby gitlitz <agitlitz@hotmail.com>, "McLeod, Jane D." <jmcleod@indiana.edu>, Drew Schrader <drew.schrader@gmail.com>, Julia Karin Lawson <juliakarin.j8@gmail.com>, "MAM (Mary Ann Macklin)" <macklin@uubloomington.org>, Rich Slabach <richslabach@hotmail.com>

Religious Education Board Report: April 2020

Reverend Emily Manvel Leite and Adrienne Summerlot

Focus: being helpful to families during this stay-at-home time.

- *Adrienne: Facebook Live storytime Monday-Friday with follow up activities
- *The RE staff chooses weekly themes, Adrienne creates family lesson plans.
- *Emily and Adrienne are checking in with several families each week.
- *Emily offers stories during each worship service.
- *Adrienne and Stephanie are updating RE portions of the website.

Focus: supporting teachers.

Adrienne and Emily each call several teachers each week.

Focus: exploring our potential new database. Summary: we like it.

- *Emily gathered tips from a religious educator currently using planning center, explored workflows, and started the data entry process.
- *Stephanie has entered all children and parents and created classes, and is exploring the intersection of Planning Center and Mail Chimp.
- *Adrienne has been identifying all the ways we use the database so that Stephanie can explore Planning Center's applicable features.

Focus: furthering the work of Dismantling White Supremacy

- *The DWS group is meeting most Sundays
 - *Whryne Reed has identified three inspiring and thoughtful individuals who have proposed working as a team to help DWS folks prepare for next steps.
 - *The Religious Education Vision Team has been asked to consider committing most of the remaining 2019-2020 Religious Education budget to support this work over the next four months.
- (please see the attached pdf for some detail of the proposal and the lead consultant)

2 attachments

4/17/2020

Gmail - Religious Education Report to the Board



Blueprint-for-Collaboration-presentation.pdf

1588K



McCrae-Pastoral-Resume-Feb-2020-3-1.pdf

246K



**Blueprint for
Collaboration:
Ending White
Supremacy Culture and
Living the 8th Principle**

w/ The Three Sisters:
Rev. L.A. McCrae (Black Star Line)
Monique J. Meadows (Banyan)
Pastor Christin C. Green (EchoKeeper)
in collaboration with UU of Bloomington

**Opening Words
inspired by
adrienne
maree brown**

**We come to this place
Connected by the very thing that makes us alive:
Our existence.**

**Do you already know that your existence
--who and how you are—
is in and of itself a contribution to the people and place around you?
This is the miracle of your life.**

**We come to this place
Authentically,
Vulnerable,
Open, available, durable.**

**Let us actively participate in the transformative work of generosity
and vulnerability.**

Giving of what you have without strings or expectations attached.

**Vulnerability means showing your needs,
Committed to showing up.**

Connected at the core of our existence.

Breathing into this miracle of life.

About us



Rev. L.A. McCrae
they/them/their

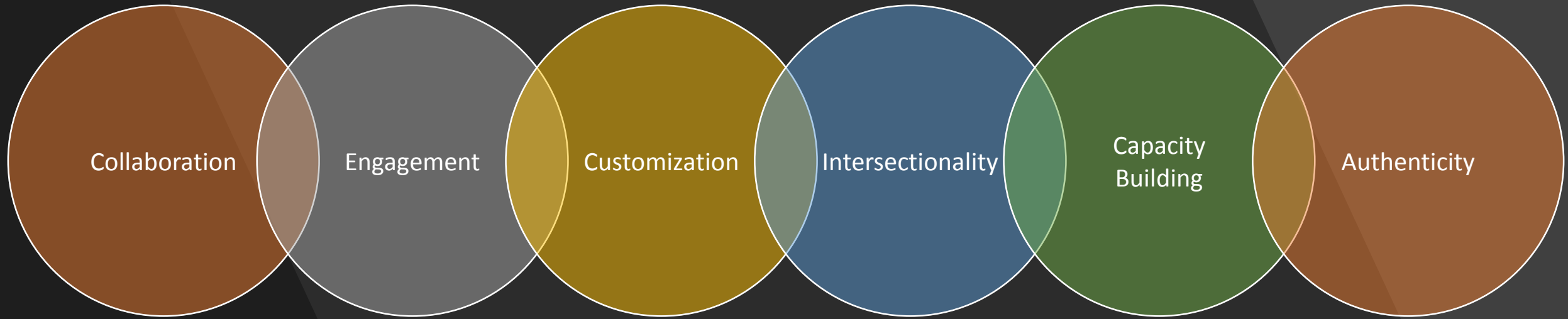


Pastor Christin C. Green
she/her/hers



Monique J. Meadows, MSOD
she/her/hers

Our Values



Planting Seeds. Cultivating Roots. Transforming Organizations.

Our Approach

The base theory that runs through our work is called participatory action research (PAR). PAR is the actualization of our deeply held value that people who are impacted by change should be involved in influencing that change. PAR involves four steps:



Assess



Plan



Implement



Evaluate



Scope of Work

Desired Outcomes and Deliverables

- 1) CAMPAIGN and ORGANIZING
- 2) Customized trainings
- 3) RE and Congregational Resources

Phase One: S1 E1

March – August 2020



Assess



Learn



Vision



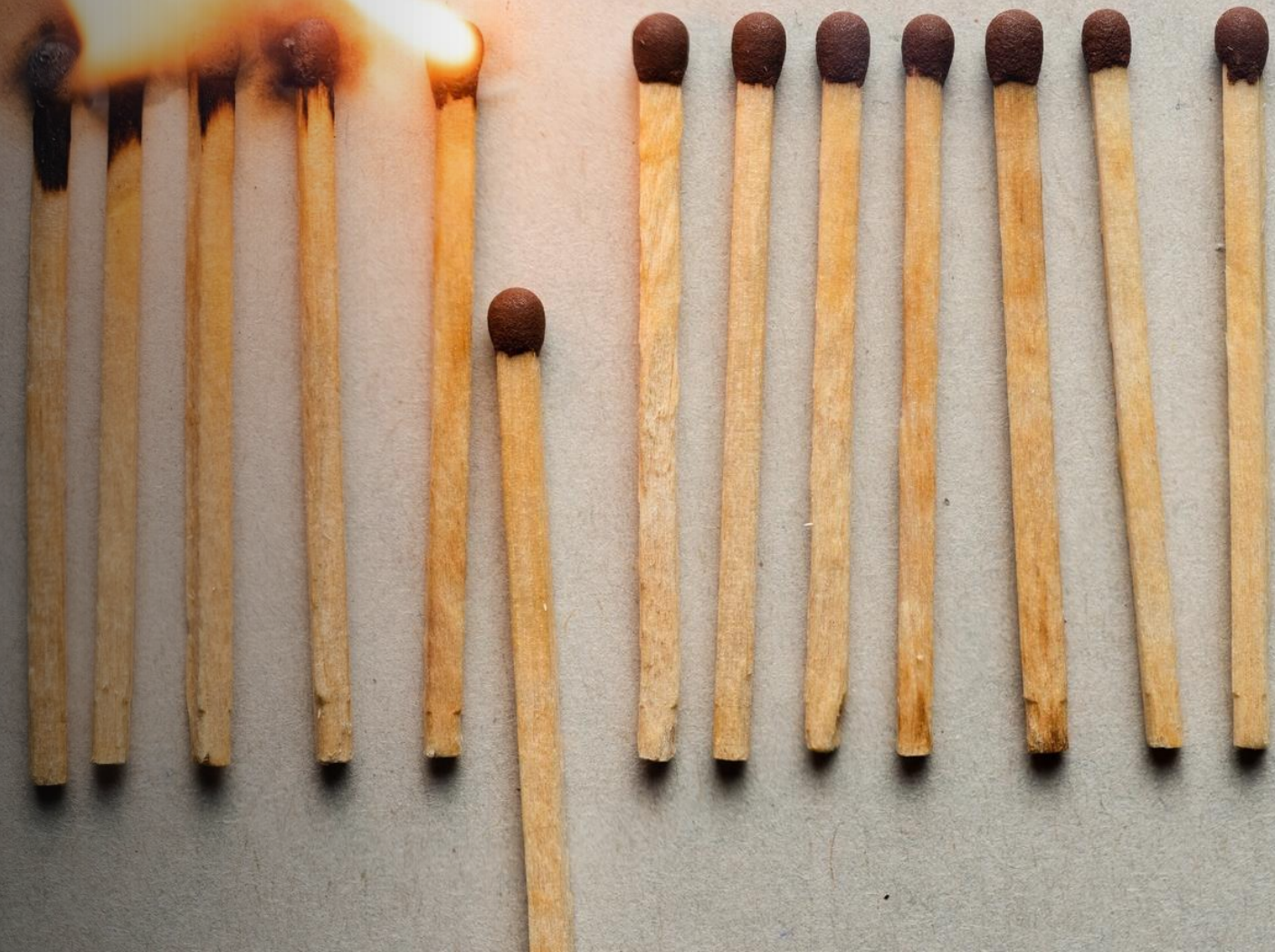
Plan



Build



Train



Phase One: Immediate Next Steps

April 2020

Ready

- Confirm consultant agreement
- Determine work plan for first 6 weeks and cost

Set

- Begin data gathering
- Resource gathering and online learning portal

Go!

- Begin ILPs and WIPs – Individualized Learning Plans and Wildly Important Priorities



Closing Words

The existence which connects us
Births forth healing
When you look at me and see yourself
And see me broken
And love me, in the broken places
Back to wholeness and possibility
Let us increase our love
Which breaks the shackles of oppression
And births forth liberation
Endeavoring to see each other with eyes of love
And be, in your existence
The ancient, fertile ground of your Ancestors
Full of Potential, Love, and Liberation

Rev. L.A. McCrae, M.Div.

SCHOLAR. ACTIVIST. CHANGE-MAKER.

"Don't ask what the world needs. Ask what makes you come alive and go do it. Because what the world needs is people who have come alive." ~ Howard Thurman

Ordination

Syro-Antiochian Orthodox Church with the Holy Orders of Priest in Good Standing by The Right Reverend John Lee Selders, Jr. D.D., Bishop Presider of the Inter-denomantional Conference of Liberation Congregations and Ministers

Relevant Work Experience

WORSHIP RESOURCES COORDINATOR

Soul Matters Sharing Circle National. 2019-

INTERIM DIRECTOR OF LIFELONG LEARNING

The Washington Ethical Society Washington, D.C. 2019.

FOUNDER & DIRECTOR

Sugar Bear Prison Ministries & Outreach Baltimore, Maryland. 2018 -

SCHOLAR IN RESIDENCE

Black Leaders Organizing for Change. Baltimore, Maryland. 2018 -

DIRECTOR OF LIBERATION AND OUTREACH MINISTRIES

The Refuge Center National. 2016-2018.

CHIEF ORGANIZING STRATEGIST

Sanctuary National. 2016 - 2020.

INTERIM EXECUTIVE DIRECTOR

Youth OUTright Asheville, North Carolina. 2016.

MINISTER OF ADMIN. & OPERATIONS

Land of the Sky UCC Asheville, North Carolina. 2016.

DIRECTOR OF PROGRAMS

NCCJ New England. 2013.

Education

WESLEY THEOLOGICAL SEMINARY

Washington, D.C.

May 2022. Doctorate of Ministry in Public Engagement.

Focus: Confronting and Healing Communal Brokenness and Despair

WESLEY THEOLOGICAL SEMINARY

Washington, D.C.

May 2010. Master's of Divinity.

Focus: Liberation Theology, Youth and Young Adult Ministry, Urban Ministry

UNIVERSITY OF TENNESSEE

Knoxville, TN

May 2007. Bachelor's of Science.

Major: Political Science
Minor: Africana Studies

Additional Certifications

Harvard University. Kennedy School of Government. 2009. Executive Leadership in Community Organizing & Public Narrative.

Marlboro College. 2014.

Volunteer Management and Recruitment.

Honor Societies

Phi Beta Kappa, Phi Eta Sigma, Gamma Beta Phi, National Society of Collegiate Scholars, Golden Key, Pi Sigma Alpha

Relevant Course Work

Community Organizing, Understanding Community, Understanding the Tenacity of White Supremacy, Urban Ministry Action, King & Gandhi, Emerging Church: New Community, Baldwin as Social Critic and Theologian, Theology of MLK, Race, Crime, and Justice, Social Justice and Social Change, Readings in Adolescent Spirituality, Teaching and Learning in Christian Education, Proctor Institute Child Advocacy, Children and Poverty, Biblical Storytelling, Leadership in Diverse Ministry Contexts, Pastoral Care and Counseling, Law in American Society, Public Policy in Democracies, Urban Politics and Processes, Parties/Interest Groups, American Political Thought



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Rev. L.A. McCrae, M.Div.

SCHOLAR. ACTIVIST. CHANGE-MAKER.

"Don't ask what the world needs. Ask what makes you come alive and go do it. Because what the world needs is people who have come alive." ~ Howard Thurman

Relevant Work Experience, cont.

DIRECTOR OF YOUTH PROGRAMS & ANYTOWN

NCCJ

New England. 2012-2013.

RESIDENT THEOLOGIAN

TRY/IBE.

New England. 2012-2015.

COMMUNITY PASTOR

Village Project S

Dundalk, Maryland. 2010-2012.

DIRECTOR OF YOUTH & YOUNG ADULT OUTREACH MINISTRIES

United Methodists of Dundalk and Edgement (UMODE)

Baltimore, Maryland. 2010-2012.

YOUNG ADULT PASTOR

Universalist National Memorial Church

Washington, D.C. 2009-2010.

MINISTRY FELLOW

General Board of Church and Society

Washington, D.C. 2008-2010.

DIRECTOR, EYA PROGRAM

GBCS

Washington, D.C. 2008-2010.

SPECIAL PROJECT ASSISTANT

Justpeace Center for Mediation and Conflict Transformation

Washington, D.C. 2008-2010.

REGIONAL ORGANIZER

Believe Out Loud Campaign - UMC

National. 2007-2010.

DIRECTOR OF YOUTH MINISTRIES

Queens Chapel UMC

Beltsville, MD. 2007-2008.

Select UMC Involvement

- Chaplain & Secretary. UMYF.
- Founder, President & Secretary. DCYM.
- Vice President & Secretary. CCYM.
- Founder & President. CCYAM.
- Youth Representative for the North Eastern Jurisdiction.
- Assisted in organizing the Youth School of Christian Missions.
- Instructor for Youth and Young Adults at Leadership Days.
- Youth Coordinator for BMCR Youth Harambee.
- Chair. BWC Young Adult Task Force.
- Teacher. School of Missions & Youth School of Mission.
- Campership Coordinator. Hope for the City Initiative.
- National Trainer. Reconciling Ministries Network.
- Delegate. Young Women Rise Up.
- Delegate from BWC UMW. UN 50th Anniversary.

Select Conference and Trainings

- FTE Ministry Fellow
- Samuel DeWitt Proctor Conference
- Children's Defense Fund Proctor Institute
- Black Communities Conference
- Graduate Theological Conference
- Conflict Resolution and Mediation Trainings
- Pastoral Care and Counseling with Battered and Abused Women
- Youth and Young Adult Counseling
- Florida Coalition Against Domestic Violence
- Capitol Region Education Council, Middlesex Consortium
- Undoing Racism Collective
- Cracking the Codes
- Facilitating the Fundamentals of Racial Justice Work
- Theatre of the Oppressed
- Serving All Vessels Equally (S.A.V.E.) Youth Organizing Summer Internship Pilot Program, Facilitator and Project Director
- The Officials Club, Character RISE and Social Justice Education Instructor.

Select Professional Memberships

Black Organizing for Leadership and Dignity (BOLD), SONG, Black Methodists for Church Renewal (BMCR), NAACP, Leadership Pioneer Valley, Undoing Racism Collective, BLUU



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THE Revlatte

Where passion and purpose intersect with excellence and ingenuity.

Professional References

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E. Franklin Frazier Professor of African American
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Graduate Theological Foundation
Senior Pastor, Epworth Chapel UMC
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ATTACHMENT C

Seasonally Adjusted Summary Budget Statement to December 31, 2019

Revenue	Budget	Actual	% of Budget	Diff Actual v	
				Seasonally Adjusted %	Seasonal Average
Category					
Pledges (Committed,New,Prior Yr)	673,000.00	527,299.44	78.4%	82.3%	-3.9%
Fund Raising (Bazaar,Groc,Auction)	29,000.00	11,899.28	41.0%	40.5%	0.5%
Other Income (Fac,Inv Inc,Misc)	18,000.00	9,372.07	52.1%	89.2%	-37.1%
Sunday Plate	24,000.00	18,180.90	75.8%	84.9%	-9.1%
Totals	744,000.00	566,751.69	76.2%	80.2%	-4.0%

4% under sea

Expenses

Category					
Campus Ministry & Outreach	4,096.00	1,529.19	37.3%	67.2%	-29.9%
Childcare	12,434.00	5,631.64	45.3%	73.5%	-28.2%
Committees	15,308.00	4,161.39	27.2%	48.9%	-21.7%
Denominational	44,259.00	29,721.75	67.2%	79.0%	-11.8%
Ministry - Salary, Sr. Minister	96,183.00	72,189.09	75.1%	72.7%	2.4%
Ministry - Salary, Assoc. Minister	72,497.00	59,039.77	81.4%	72.7%	8.7%
Ministry - Benefits, Sr. Minister	32,181.00	17,755.84	55.2%	71.5%	-16.3%
Ministry - Benefits, Assoc. Minister	23,674.00	17,117.29	72.3%	64.7%	7.6%
Ministry - Other	9,300.00	6,915.85	74.4%	64.0%	10.4%
Music	46,544.00	30,531.34	65.6%	73.1%	-7.5%
Office	152,022.00	106,487.62	70.0%	72.1%	-2.1%
Plant	134,133.00	85,349.34	63.6%	76.2%	-12.6%
Religious Education	115,074.00	66,545.37	57.8%	70.2%	-12.4%
Totals	757,705.00	502,975.48	66.4%	72.6%	-6.2%

6.2% under s

Net Income (13,705.00) 63,776.21

Diff in \$s

Straight Ave Target is 75%

(26,579.56)

154.28

(6,683.93)

(2,195.10)

(29,936.31)

isonal average income

Expense Actuals are an estimate where
Salaries are involved due to issues of
importing actuals into QuickBooks On Line

(1,223.32)

(3,507.35)

(3,324.22)

(5,242.86)

2,264.05

6,334.45

(5,253.58)

1,800.21

963.85

(3,492.32)

(3,120.24)

(16,860.01)

(14,236.58)

(47,118.35)

seasonal average expenses

Changes in Bylaws Presented to the Board, April 2020

Original Wording:

4.2 Terms of Office. The three Board members at large serve two-year terms. No Board member may serve for more than six consecutive years. Each member of the Board shall serve for the designated term or until his or her successor is elected and qualified.

4.3 Election. Directors shall be elected by the Members of the Church at each Spring Meeting and shall take office on the July 1 after the Spring Meeting.

4.4 Vacancies. Vacancies among the non-Officer Members of the Board of Directors caused by death, resignation or other reasons between the Spring Meetings of the Church shall be filled by the Board until the next Spring Meeting. Directors who are absent at three consecutive regularly scheduled board meetings shall forfeit their membership upon majority vote of the Board of Directors.

5.2 Election of Officers. During even numbered years, President and Secretary shall be elected. During odd numbered years, Vice President and Treasurer shall be elected.

5.3 Term of Office. The President, Vice President, Secretary, and Treasurer are eligible to serve two consecutive two-year terms in their respective offices.

5.4 Vacancies. Vacancies in Office caused by death, resignation or otherwise between Spring Meetings of the Church shall be filled by the Board, until the next Spring Meeting of the Church, subject to concurrence by any intervening Congregational Meeting.

New Wording:

4.2 Terms of Office. Three at-large Board Members are elected by the congregation for two-year terms. No at-large Board Member may serve for more than six consecutive years, except that a partial term resulting from an interim appointment to the Board to fill a vacancy shall not count as part of the six-year term limit. Each at-large member of the Board shall serve for the designated term or until his or her successor is elected and qualified.

4.3 Election. At-large directors shall be elected by registered church members at the appropriate spring congregational meeting and shall take office on the subsequent July 1.

4.4 Vacancies. A vacancy in an at-large position caused by death, resignation or dismissal prior to completion of the regular two-year term shall be filled through Board appointment. This interim appointment must be submitted to the congregation for approval at the first subsequent congregational meeting. At the normal end of the interim term, the interim appointee may stand for election for the first of up to three two-year terms of their own. Directors who are absent from three consecutive regularly scheduled board meetings shall forfeit their membership upon majority vote of the Board.

40 5.2 Term of Office. The President, Vice President, Secretary, and Treasurer are elected
41 by the congregation for two-year terms. No officer may serve for more than four
42 consecutive years, except that a partial term resulting from an interim appointment to fill
43 a vacancy shall not count as part of the four-year term limit. Each officer shall serve for
44 the designated term or until his or her successor is elected and qualified.

45 5.3 Election of Officers. Board officers shall be elected by registered church members at
46 the appropriate spring congregational meeting and shall take office on the subsequent
47 July 1. The President and Secretary shall be elected in even numbered years, and the Vice
48 President and Treasurer shall be elected in odd numbered years.

49 5.4 Vacancies. A vacancy in an office caused by death, resignation or dismissal prior to
50 completion of the regular two-year term shall be filled through Board appointment. This
51 interim appointment must be submitted to the congregation for approval at the first
52 subsequent congregational meeting. At the normal end of the interim term, the interim
53 appointee may stand for election to that office for the first of up to two two-year terms of
54 their own. Officers who are absent from three consecutive regularly scheduled board
55 meetings shall forfeit their membership upon majority vote of the Board.