

Unitarian Universalist Church of Bloomington, Indiana

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

Board Minutes

September 21, 2022



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

**Board members absent:** Regina DiLamore

**Ministers attending:** Rev Connie Grant and Rev Emily Manvel-Leite

**Submitted by:** Jane McLeod, At-Large Member

**Attached Documents:**

- A. Lead Minister's Report
- B. Religious Education Report
- C. Social Justice Task Forces Report
- D. Board Covenant

**I. Call to Order and Chalice Lighting**

President Abby Gitlitz called the meeting to order at 7:03pm and the chalice was lit. A quorum was in attendance.

**II. Check-in**

**III. Approval of the Minutes**

Jane McLeod moved to approve the August Board meeting minutes. Stuart Yoak seconded, after which the motion was approved unanimously.

**IV. Reports**

**A. Report from Lead Minister**

Rev. Connie Grant reported on her activities as summarized in Attachment A. She also updated her report with the news that attendance at our first (in a while) mask optional service was 70 at the 9:15am service, 57 at 11:15am. This is not much of a change from previous weeks. Remote attendance has not yet been recorded for last week. She anticipates a handful of people on the Worship Team, to begin its work in January. The Engagement Team is in the formation stage. We followed with an extensive discussion of how to move forward with consideration of alternative governance models. Making a decision about governance in spring will allow us to discuss it at the spring congregational meeting and then include information about the model in our packet for the ministerial search.

**B. Religious Education Report**

Board members discussed the report submitted by Stephanie Kimball, noting the outstanding work she has done and considering the

challenges of identifying volunteers for RE. The report is included as Attachment B.

**C. Social Justice Task Forces Report**

Discussion of Jackie Hall's report centered on her interest in finding more ways to integrate social justice matters into the services and make the social justice components of services (e.g., story, music) more visible. The report is included as Attachment C.

**V. Old Business**

**A. Sponsoring Seminarian Madison Colquette**

Rev. Grant developed a template describing the expectations associated with sponsorship of Madison Colquette. The Board agreed previously to the sponsorship based on Rev. Grant's recommendation.

**B. Update on Church bylaws and Policy Committee**

Stuart Yoak reported that he reached out to Steve Gilbert and Steve Dillon who agreed to serve. Steve Dillon recommended including Jessie Cook on the committee as well. They will begin their work soon.

**VI. New Business**

**A. Confirm appointment to the Leadership Cultivation Committee**

One of the people who was elected to the LCC last year is no longer available. Abby Gitlitz moved to appoint Nicole Motz to the LCC through June 2023. Stuart Yoak seconded the motion, after which it was approved unanimously.

**B. Board Announcement Changes**

The Board agreed to use revised announcements, which had been circulated previously, in future services.

**C. Training for Planning Center**

Carol Marks will provide training to the Board on this data base.

**D. Formation of Personnel Committee**

The Board discussed possible members of the Personnel committee. Jane McLeod will serve as Board rep and will contact possible

members. The Board will ask the committee to submit draft policies consistent with UUA recommendation by December, 2022.

**E. Formation of Stewardship Committee**

The Board discussed reenergizing the Stewardship Committee, its immediate charge (e.g., to consider how the committee should be organized; the broad question of how the church brings in money, how to coordinate those activities, and alternative stewardship models), and its scope (e.g., restricted to the annual pledge drive or more encompassing).

**F. Board Covenant**

The Board reviewed its covenant from 2019-20 and discussed revisions that reflected our shared understanding of our role and our work. The initial revisions are included as Attachment D.

**G. Honoring Carol Marks**

The staff will identify a date to publicly acknowledge and celebrate Carol Mark's many contributions to our church community.

**VII. Housekeeping**

Board members have signed up for announcements well into the future. We will schedule a safety training (refresher) for all Board members and ministers.

**VIII. Topics for Future Consideration**

**A. Governance Review**

**IX. Executive Session**

The Board entered executive session at 9:00 p.m.

**X. Adjournment**

President Abby Gitlitz adjourned the meeting at approximately 9:50 p.m.

ATTACHMENT A

Date: September 21, 2022  
To: Board of Directors  
From: Rev. Connie Grant, Interim Lead Minister  
Subject: Monthly Report, September, 2022

## 1. Church Participation

In-person attendance

	9:15	11:15	Total In-person	Total with remote
08-07	63	74	137	170
08-15	56	52	108	155
08-22	74	68	142	186
08-29	52	63	115	178
09-04	60	85	145	
09-11	56	67	123	

Online attendance has been around 30-40 each Sunday.

With sanctuary attendance remaining relatively low, there has been some talk among congregants and staff about the possibility of returning to one service. Of course, we'll see whether making masks optional has any impact on this.

As of Sunday, Sept 11, the number of chairs in the sanctuary was reduced, which makes the sanctuary feel "less empty." Ministers are planning to stay the course, for now.

## 2. How do we engage people?

I am increasingly thinking that the realistic question is not "How do we bring people back?" but rather "How do we engage people where they are?"

One way to engage people, I believe, is through meaningful volunteer opportunities in multiple areas of church life. I have begun, with Rev. Emily, formulating a Worship Team (which will offer creative as well as practical opportunities for participation).

I have also begun discussing with Anabel Watson the formulation of an Engagement Team, which might come under her purview as Connections Coordinator. An Engagement Team might offer social gatherings as well as other opportunities for participation—maybe including making coffee as part of a hospitality team.

Stephanie Kimball is building the RE Development Team - both in terms of adding numbers, clarifying the purpose of the group and each person's role, and establishing patterns/cycles of work/tasks, and is continuing to work on processes for proposing adult religious education courses.

### **3. Church Membership**

Eleven people are registered to attend Exploring UU on Sept 18 and 25. Those who are ready to join the congregation will have that opportunity between services on Oct 2, with Abby Gitlitz as Board representative. With Anabel, we're planning to include a covenant with new members in the service on Oct 9.

### **4. Transition Team activities**

One of the major areas of our work together during this transitional time is to claim and honor the congregation's past. This includes reviewing how the congregation has been shaped and formed; encouraging and hearing all of the stories about the congregation's past, as the foundation upon which the present rests; and embracing the rich variety that makes up the congregation. On Sunday, October 23 some members who joined the congregation over the past seven decades are being invited to speak about their memories of the church during the decade in which they joined. Following each service (and for several weeks thereafter), there will be an opportunity for everyone to jot down their recollection of (and feelings about) congregational events significant to them, and to post their notes on a timeline of congregational history. The Transition Team will reflect on and share themes that emerge.

### **5. Governance Review**

As we review your governance documents (Bylaws and Policies), I recommend that we proceed with an assumption of moving toward a collaborative form of policy governance as described in the book "Governance and Ministry: Rethinking Board Leadership" (2<sup>nd</sup> ed, 2016). Many UU churches, both large and small, have moved to this model, having found Carver-model policy governance to be "too corporate" and not suitable for church governance. I have worked with at least three congregations that have happily made this shift; David Pyle, MidAmerica Regional Lead, is in favor of this model and is available to assist as needed. Some highlights of the "Hotchkiss model" (which might appropriately be called a Partnership Governance model) are attached as Appendix A of this report.

Of course, one of the fundamental goals of this review of your governance documents is to achieve internal consistency within the documents themselves as well as with your actual practice of who you are and who you want to be.

### **6. Congregational Sponsorship for Madison Colquette**

I recommend that the Board grant Congregational Sponsorship to Madison Colquette. When Madison and I met, we agreed to and signed a "Covenant between applicant for Ministerial Aspirant status and Interim Lead Minister," attached as Appendix B of this report. This covenant details mutual expectations and may serve as a template for other potential applicants for Congregational Sponsorship.

## **7. Staff**

- a. As the Board and congregation have been informed, Carol Marks is resigning from her position as Church Administrator, effective December 31, 2022.
- b. As I develop a staffing plan and refine existing staff job descriptions, I'll be looking at how to best fill the church's administrative and other staffing needs.
- c. Core staff members participated in a retreat to develop a staff covenant.
- d. Core staff members will attend the UUA's Large Church Staff Conference (virtually) on November 9-10. The keynote speaker is Paula Cole Jones, Management Consultant, Diversity Strategist, and co-founder of the 8th principle project. The topic will be "The Community of Communities: A UU Growth Mindset."

## **8. Personnel Committee**

Here's an example from the UU Congregation of Phoenix that I think would make sense as a committee charge:

The overall purpose of the Personnel Advisory Committee is to assist the Board in developing and reviewing policies and related procedures pertaining to employment of the congregation's paid staff. This work includes:

Working with Minister/Administrator to develop and review personnel policies, ensuring full regulatory compliance;

In accordance with the budget cycle, establishing the costs of maintaining staff with fair and appropriate salaries and benefits, based on UUA guidelines, local cost-of-living, and other best practices;

Serving as intermediary for staff grievances that cannot be resolved by or with the Minister, and presenting recommendations to the Board for action; and

Providing consultative support to the Minister/Administrator in the management and utilization of staff.

Minimum membership: Member of Board, Minister, additional members as desired for expertise.



## Appendix A

### Highlights from “Governance and Ministry: Rethinking Board Leadership”

From “Dan Hotchkiss’s Governance and Ministry Model” by Dan Hotchkiss, April 22, 2019  
(<https://www.uua.org/leaderlab/governance-and-ministry>)

Our congregations live in two worlds. They are both corporations and communities. They bring comfort to the comfortable and deepen the anxiety of those who are already broken-hearted for our world and its wounds. And yet they also get it right: shaking the foundations of the smug, and healing people who by all odds ought to be unhealable.

To get it right, a congregation has to organize to make its big decisions in its best and deepest frame of mind: that’s governance. It needs to organize to focus limited resources on its most important goals: that’s ministry. It needs to work when it’s tired, persist when it’s sabotaged, recover when it fails, and—when its plans fall short—it needs to improvise.

In part, of course, all this depends on the condition—physical, emotional, and spiritual—of leaders. But it depends as well on systems. Like people, systems carry their condition from the past into the future, a condition coded partly into bylaws, policies, and practices. So when I work with leaders to address governance, I hear about dilemmas that reflect the dual worlds in which they and their institutions live:

Why do we exist—to please our customers, or to achieve a larger mission?

Who should benefit—the current voting members, the denomination, God, our neighbors, or our bank account?

Who should make decisions—the whole group or an elite?

Whose voice should weigh the most—the hard workers, the high givers, the religiously informed, or those who have been here longest?

How should we measure our success—by counting heads, activity, money, membership—or is there a better metric?

Pragmatically, of course, none of these dilemmas has a satisfying single answer. Congregations live in two worlds, just as we all do—we count the money while rejoicing in the presence of those who give little or nothing. What we can do, and what a governance change process tries to do, is to define clear spaces for discernment, for strategic planning and goal setting, for energetic, innovative programming and service, and for celebrating what is going well and shoring up what needs improvement.

The hoped-for results?

A Board that articulates mission and vision, evaluates results, and ensures responsible stewardship of resources.

Ministry leaders, paid and unpaid, who create effective programs with the support of a structure that delegates authority and requires accountability.

Members and others who enjoy many opportunities to learn and grow and serve in an atmosphere of trust and creativity where structure, goals, and purposes are clear.

## Appendix A, page 2

If this sounds idealistic, I make no apology. I will say that it can only be accomplished by addressing the flow of power through the organization. The arts of delegation, guidance, and accountability are crucial. Understandings must be written down, then reinforced by the development of practices and habits of behavior. Leaders need to step up, make decisions, and accept accountability for the results.

At times all this may feel a little harsh. But a little harshness isn't bad, so long as it comes tempered with forgiveness and a sense of humor at one's own expense. And anyway, the goal is worth it.

We all have different ways of talking about what the goal is, and I value that diversity too much to try and smooth it over. I ask simply whether you believe that your community would be a better place if your congregation did a better job of being what it ought to be and doing what it ought to do? If so, then it makes sense to spend some time designing a governance plan that lets you spend less time worrying about who wants what and whether they are satisfied, and more time in the world that love has called us into.

The Rev. Dan Hotchkiss, a Unitarian Universalist minister and long-time senior consultant for the Alban Institute, now consults independently with congregations on strategic planning and board governance.

From "Guide to Good Governance" by Cynthia Woolever, March 2017 ([www.theparishpaper.com](http://www.theparishpaper.com))

Governance is how we make decisions as a congregation. Typically, the board takes responsibility for big-picture issues and works to help the congregation achieve its mission. The board accepts responsibility for keeping the church's resources—people, money, and property—safe. The board also pursues ways to creatively leverage resources to more effectively serve the congregation's mission.

... Ministry is all the other things a congregation does: offering meaningful worship, educational and spiritual development groups, community service, and outreach.

...Dysfunctional governance structures can create an inward focus, a resistance to change, complacency, arrogance, and diffuse accountability.

Congregations may try to borrow organizational models from businesses or nonprofits. However, congregations are different from these organizations and they must work to customize an appropriate decision-making structure. Further, there is no one right way for churches to make decisions. Rather, the structure must be a good fit for the values, beliefs, faith tradition, and size of the church. Regardless of these differences, Hotchkiss outlines several principles of good governance:

- Unified structure for making governance decisions. Typically, an elected board clarifies the church's mission, vision, and strategic issues. In most cases, the board delegates to others the authority to achieve these goals and monitors that those members with authority use their gifts responsibly.
- Unified structure for making operational decisions. In most congregations, full- or part-time staff assumes responsibility for programs, assisted by lay leaders. Supervision can come from staff, committee chairs, or team leaders. The board delegates authority to these staff and members to carry out the church's ministries.

Appendix B

Date: September 16, 2022

Covenant between Madison Colquette, applicant for Ministerial Aspirant status, and Rev. Constance Grant, Interim Lead Minister, Unitarian Universalist Church of Bloomington

Based on my acquaintance with you and your involvement with the Unitarian Universalist Church of Bloomington, I will recommend that the Board of Directors grant Congregational Sponsorship to you.

At such time as another Lead or Senior Minister is in place, I encourage you to meet with them and develop covenantal expectations with them.

As you know, Congregational Sponsorship “indicates confidence in the applicant's potential and suitability for UU ministry. The MFC regards sponsorship as evidence that an applicant is actively committed to the Purposes and Principles of the UUA and the institutions which uphold them. A congregation is not indicating that the applicant is presently ready for ministry when the congregation commits to sponsorship.”<sup>1</sup>

As outlined in the MFC’s expectations for the congregation’s minister, I am available to you as “mentor, role model, teacher and spiritual guide.”

Since “the MFC firmly believes that those aspiring to professional leadership positions in our Association need to have grounding in, and understanding of, UU congregational life,” you have the opportunity to participate as a layperson in the life of the congregation to the extent that this is possible and beneficial for you.

However, “Nothing in particular is required.”

While Congregational Sponsorship does not entail any financial commitment on the part of the congregation (and you are not permitted to solicit funds from any individual member of the congregation), you are encouraged to apply for funding from sources that may be available, and I can help you identify these.

As soon as your Ministerial Applicant status is granted, you are encouraged to become a member of the Unitarian Universalist Ministers Association, bound by the UUMA Guidelines for the Conduct of Ministry (excerpted below).

Blessings on your journey to ministry!

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Rev. Constance L. Grant

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Madison Colquette

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<sup>1</sup> From “Requirements for Fellowship with the Unitarian Universalist Association.”

The UUMA Guidelines for the Conduct of Ministry (updated 8/2021)

III. Responsibilities and Expectations Among Colleagues

F. Students

1. Ministers and students preparing for the ministry have much to offer each other in comradeship, encouragement and the exchange of ideas and experience. Discernment of fitness for ministry, and the nurture, support and training of future of colleagues are responsibilities of all ministers.
2. It is important that students become acquainted with the culture of Unitarian Universalism by being involved in the life of one or more congregations, interning at a Unitarian Universalist setting and attending UUMA Chapter Meetings and, if possible, UUA General Assembly.
3. It is important as well for UUMA members to behave toward students in candidate status with collegial respect, openness and hospitality, including at chapter meetings.
4. Ministers should be careful not to exploit their greater power relative to students, including interns.
5. Students in candidate status, who become members of the UUMA, are responsible for making themselves familiar with and abiding by the provisions of the UUMA Covenant, Code and Standards. This represents a change in role and status that will alter the nature of the students' relationships with both lay people and ministerial colleagues.
6. Part of preparation for ministry entails understanding and respect for the demands and constraints on working minister's time.

ATTACHMENT B

# Religious Education Report to the Board

September, 2022

Stephanie Kimball

## Religious Education Programming

### Children, Youth & Families

We began in August with special programming to kick off our new theme for the year, Building Community. Each Sunday throughout that month we had kids of all ages come together to explore the meaning of community through a different activity: games, music, art, and cooking. Attendance ranged from 2 to 9 children each session, ages 3 to 12.

On September 11 we began our regular Sunday Morning children's programming, which currently consists of two classes: Spirit Play for kids aged 3 - 6, and Kids' Club for children aged 6 - 12. (The age ranges overlap intentionally; parents and children can decide where they are most comfortable.)

Spirit Play is a story-based approach to religious education that emphasizes each child's own spiritual growth. Trained facilitators tell a story with the help of specially curated items in a story basket, and then lead the class in "wondering" about the various elements of the story. Afterwards, children are invited to explore themes by choosing "works" to engage with. Adults provide assistance as requested, but for the most part their role is to observe. Children are encouraged to wait their turn for activities, clean up after themselves, and have friendly interactions. Spirit Play stories typically exemplify a UU principle (promise), source, or ritual.

Kids' Club is focused more explicitly on the theme of Building Community. Throughout the year there will be a number of guest speakers visiting to share with the children about their area(s) of involvement with the church and why they are drawn to Unitarian Universalism. One of our goals is for each of the children to become familiar with at least five adults in the congregation – hopefully they will be able to greet each other by name throughout the year and build on those connections over time. Another goal is for the children to see various ways they can be part of our church community. In addition to participating in religious education, I hope they will also come to understand the structure of worship services and participate in them in new ways. In addition, I hope to work with them to make our Community Hour between services a place where kids feel welcome and comfortable.

Most of our middle school youth will be participating in 7th & 8th grade OWL (Our Whole Lives) Sexuality Education, which starts in October and continues until Spring Break. This is an intensive experience requiring a weekly commitment, so this will likely be their primary engagement with UUCB this year. However, we will also offer some special events such as a Pizza and Games night (September 16) and, if there is interest, we may attend the Mystic Lake Middle School UU Retreat in Michigan in November.

High School Youth Group (YRUU) is currently on hold because we do not have a second youth advisor. As soon as we have someone to fill that position, we hope to begin regular meetings with our high schoolers, several of whom have already registered for the program.

We also have some offerings this fall for families. Evensong is a monthly gathering that is structured as a simple, interactive family worship service. There is also a monthly storytime for preschoolers and their caregivers, and a Friday Game Night for people of all ages. The aim for all of these activities is to help people form connections and have fun together in a safe, nurturing and supportive environment.

Childcare is offered on Sunday mornings during both worship services, and for additional events as requested. Staffing the childcare room continues to be a challenge, despite having hired five additional staff members since July.

## Adults

There are also a number of offerings for adults this fall:

- **Widening the Circle of Concern** - examines the report published by the UUA Commission on Institutional Change and will consider what actions to recommend to fulfill our commitment to the 8th Principle. Led by Ruth Aydt, Martha Oakely, and Stephanie Kimball
- **Listening In: A Circle for Spiritual Deepening.** This class invites individual spiritual exploration and deepening in the context of community. Meets twice a month from September to May. Facilitated by Denise Breeden-Ost and Angi Sullivan
- **The Pursuit of Happiness** - This reading and discussion group focuses on the experience and causes of happiness and its flip side, suffering. Facilitated by Brian O'Donnell.
- **Religious Education for Religious Educators** - This program is a monthly discussion group meant to nourish and support all our religious educators, including parents as well as teachers. Facilitated by Stephanie Kimball

## Additional events

- In addition to regular programming, there have been two special events so far this fall: Backpack Blessings, and the Religious Education Fair on August 14.

- The “Second Sunday Soup and Salad” religious education event is intended for the whole congregation, regardless of age or stage. The plan is to serve a simple lunch, followed by a program of general interest. (We may choose to provide separate programming for children, depending on the needs of those attending.) We had to cancel the first gathering scheduled for September, because of low enrollment. I believe this was due to two main reasons: 1) at the time food and drink were not allowed in the building, and lunch in the courtyard is challenging; and 2) despite several offerings for adults this fall, many people still believe that religious education is for children.
- I continue to write and send out a monthly newsletter, Education Matters, with information and updates about all aspects of religious education. The latest issue can be read [here](#).

## What’s next:

As Fall programming settles into a regular rhythm, I hope to turn my attention to a number of additional tasks, including:

- Building the RE Development Team - both in terms of adding numbers, clarifying the purpose of the group and each person’s role, and establishing an annual cycle of tasks;
- Continuing to search for a part-time RE Coordinator;
- Preparing to be away for LREDA fall conference (October 11 - 16);
- Continuing to search for a youth advisor for High School youth group;
- Continuing to work on policies such as processes for proposing religious education courses, onboarding volunteers, etc.;
- Stabilizing childcare by improving routines and communications, and possibly hiring additional people;
- Planning Spring programming;
- Developing the Children’s Library.

## Challenges:

One big challenge for religious education since resuming in-person classes is that it has been difficult to find volunteers, and those who are able to be present for classes are not typically able to do any preparation work. Where the norm used to be that religious education teachers committed to being present ten out of sixteen Sundays per semester and to “own” the curriculum, teachers now typically participate once per month and the curriculum needs to be designed for people to come in “cold” and still conduct class.

At the same time, participation in programs for children, youth and families is unreliable. There have been some Sundays where no children have shown up, and other times when there have been just one or two – yet there are other days when there are ten to fifteen children across the



two classes. Since there is no way to predict who or how many will attend on a given day, the preparation work remains high regardless of the turnout.

One hopeful sign is that there are now 44 children and youth registered for religious education, which is significantly more than last year (27). Presumably this means that more intend to participate at some point. (These numbers include middle and high school youth as well as childcare.)

Another challenge is that we are still lacking well-defined processes in some areas. One example is a submission/approval process for course proposals. I have been working on this and it is on the agenda for the Religious Education Development Team, but with so much of my time going into weekly program planning and implementation, it's been difficult to get to tasks like these. I am hopeful that this will change once an RE Coordinator is hired.

Finally, there has been some conflict over an adult religious education proposal that centers the Todd Ecklof controversy. This ongoing issue weighs heavily on me. I am hopeful it will be resolved soon, but worry that it will become (or already is) an issue with implications far beyond religious education.

ATTACHMENT C

## SJ Report to the board – September 2022

### 1. What are folks doing:

- a. SJ Task Force Applications and plans for year-  
<https://www.uubloomington.org/sj-task-force-applications-for-2022-23/>
- b. SJ Annual Reports for 2021-22 - <https://www.uubloomington.org/wp-content/uploads/2022/09/2022-Social-Justice-Annual-Report.pdf>
- c. Information for SJ Leaders, webpage to assist in SJ programming, also good info there about policies and procedures for other leaders -  
<https://www.uubloomington.org/information-for-sj-leaders/>

### 2. Exciting - Working at integrating by scheduling SJ Circle meetings when Connections and Re can be present. So far results from Circle:

- a. SJ at New to UU class
- b. SJ planned activities by several task forces with RE class
- c. KAP is ongoing and part of Hope For Prisoners Task force
- d. Reproductive Justice up and out supporting RE with OWL training funds, furnishing teachers, embracing new 4TT project and keeping us all informed
- e. Defining how we can have both SJ moments and other announcements about SJ  
<https://www.uubloomington.org/wp-content/uploads/2022/09/Social-Justice-Moments-and-Announcements-2022.pdf>. Will have a voting registration announcement later this month.

### 3. Concerns –

- a. leadership unaware of how SJ organizationally works. Not to say it shouldn't change. It certainly has evolved over time. The areas of communication and fund raising are where it is most visible and problematic – we have possible optional thoughts about both – not sure this it time and place
- b. communication right now is one way – up. Seem to get no or slow response.

### 4. Hope –

- a. visibility on Sunday – not as add on but integrated could be any or all of music, readings, sermon, children story possibly with different voices, films, forums, special speakers, other events that day – picnics, sing alongs, etc – someone always involved at decision making table that has SJ as their priority
- b. Flexibility and awareness on Sunday of current issues and being able to add on – for example no mention of 9/11 on 9/11
- c. spirituality and/or SJ – there seems to be an attitude that they are competitors. For many they are one and the same. Good sermon issue and topic as well as RE class(possibly in works) – might even include humanist perspective.

### 5. Which are active?

- a. SJ Funds committee not a task force but very functional – responsible for Fall Grant process and awards and the 25% selection process.

- b. Strong core membership, meet regularly, decision makes. All have big email lists of followers and participate when called on
    - i. Green Sanctuary
    - ii. Habitat for Humanity
    - iii. Hunger
    - iv. Reproductive Justice
  - c. Leadership passion, big email lists of people who will volunteer to do the work and/or attend activities, fewer core members participating in decision making and meetings
    - i. Homelessness
    - ii. Hope for Prisoners
    - iii. Just Peace
    - iv. Racial Justice
    - v. Refugee/Immigration Support and Education
6. **Struggling** – International Outreach (IOTF) – we can talk
  7. **Folded** – or at least Inactive – End of Life
  8. **Rising** – Rainbow Rights – has been inactive; strong desire by many and lacking leadership and hopefully reemerging. First activity is organizing and staffing booth at Spencer Pride festival. Model to be used for other booth and table opportunities for UUCB to be in community.

ATTACHMENT D

## UUCB BOARD COVENANT

2022-2023

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Approved October 19, 2022 (?)

Deleted: October 18, 2019

We the UUCB Board of Directors Covenant to:

*Work Well Together by:*

- Respecting each other's experiences and learning from one other;
- Being accountable to one another and to the congregation;
- Showing love and concern for the welfare of the church;
- Challenging each other to acknowledge our collective limitations with grace and humility;
- Taking responsibility for identifying unresolved problems and welcoming further discussion; and
- Encouraging the expression of diverse opinions and perspectives.

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*Honor Our Shared Values by :*

- Exhibiting an encouraging and constructive attitude;
- Practicing respect and civility;
- Being honest and kind;
- Displaying sincerity and good humor; and
- Anchoring our decisions in our shared vision, now including the 8<sup>th</sup> Principle.

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*Uphold the Trust of the Congregation by:*

- Being available to the congregation and to each other;
- Listening deeply, exploring creatively, and acting reliably;
- Engaging in thoughtful and deliberate decision-making; and then:
- Speaking as one voice.

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