

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Congregational Meeting Minutes

December 9, 2018



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Submitted by Steven Gilbert, Board Secretary

Attachments:

- A. Slide Presentation
- B. Senior Minister's Report
- C. Associate Minister's Report
- D. Green Building and Grounds Report
- E. LLC Report

Call to Order

The meeting was called to order by Michelle Cook at 4:00 p.m.

Introduction of Parliamentarian

Michelle Cook introduced Guy Loftman as parliamentarian.

Chalice lighting and Opening Words

Reverends Mary Ann Macklin and Scott McNeill provided the opening words.

Senior & Associate Ministers' Report

Senior Minister's Report by Reverend Mary Ann Macklin

Aka the Queen Boss Report (See slides 1-6 Attachment A, and Senior Minister's Report Attachment B for major points). Rev. Macklin reminded the congregation that she would be taking a sabbatical in 2019, although the exact dates are still uncertain. She expressed gratitude for the work of the UU staff and reminded the congregants that the church is now staffed for current numbers and not for growth. Congregants need to be aware of time constraints when asking staff for their time.

Associate Minister's Report by Reverend Scott McNeill

Reverend McNeill provided updates as presented on slides 7-11 Attachment A and the Associate Minister's notes in Attachment C. He pointed out that both the MidAmerica Region and National UUA have expressed gratitude to our congregation for its financial and other contributions.

Committee Reports

Planned Giving Committee

Libby DeVoe updated the congregation on the current state of planned giving. Currently 82 members are including the church in their estate plans. Funds from planned giving contributions have been applied to such projects as work on the sanctuary window, bike racks, and green initiative projects. She noted that the change to Bylaw 7.6, to be voted on later in the meeting, would provide greater flexibility in use of undesignated planned gifts. The gist of her appeal is summarized on slide 13 in Attachment A.

Leadership Cultivation

Deb Hutton presented a brief report on the function, membership and activities of the Leadership Cultivation Committee, summarized on Slides 15-18 in Attachment A and the written report in attachment E.

Green Building and Grounds Update

Molly O'Donnell summarized Green Building efforts including work to address a sewer overflow, ceiling leaks in the commons and the need for new carpet in the sanctuary. The positive impact of our move toward using solar energy were addressed on slides 21-22. Jana Perea reviewed work that has been completed on green grounds projects, emphasizing the need for volunteers to complete the work envisioned by planners. A summation of both presentations is contained in Attachment D, and on slides 19-26 of Attachment A.

Quorum Report

Currently there are 546 members in the congregation. Ten percent attendance is required by the bylaws to have a quorum. With 75 members in attendance, we exceeded the minimum of 55 required to conduct business.

VOTE: Board Approval of Congregational Minutes

Harv Hegarty moved that the board be granted the power to approve these December 9 congregational minutes at the next regularly scheduled board meeting. The motion was seconded by Tom McCaffrey and approved by the congregation.

Board of Directors Report

Michelle Cook delivered the board report, summarizing the major points shown on slides 28-36 in Attachment A. She emphasized the importance of the congregation staying in touch with the board by talking to the board representative who does the announcements (or any board member) at coffee hour between services and the representative in the "Lucy Booth" on the last Sunday of each month.

Treasurer's Report

Ed Robbins gave the treasurer's report, summarized on slides 38-40 in Attachment A.

Right Relations Committee Report

Jack King reported on the formation and activities of the Right Relations Committee, touching upon the main points found on slides 41-45 of Appendix A.

VOTE: Proposed Bylaw Change

Michelle Cook introduced the topic of the proposed change to church bylaw 7.6 shown on slide 53 Appendix A. Libby DeVoe and Chris Haynes reviewed the background and need for the change with major points shown on slides 46-51 Appendix A, the major point being that the change will permit a more balanced distribution of undesignated gifts among the four funds shown on slide 52 Appendix A. Libby and Chris emphasized that designated gifts would not be affected by this change.

Several congregants raised questions pertaining to how this change might affect distributions from the funds to various projects. Chris replied to the effect that distributions from the funds would these would not be affected by the change.

The question was called by Ann Haynes and seconded by Jessica Monroe. The motion to change Bylaw 7.6 was carried by voice vote.

Minister's Closing Words

Reverends Mary Ann Macklin and Scott McNeill provided closing words.

Adjournment

Kathy Sidelli moved adjournment with Harlan Lewis seconding. The motion carried and the meeting was adjourned at 5:35 p.m.



Reverend Mary Ann Macklin

SENIOR MINISTER'S REPORT

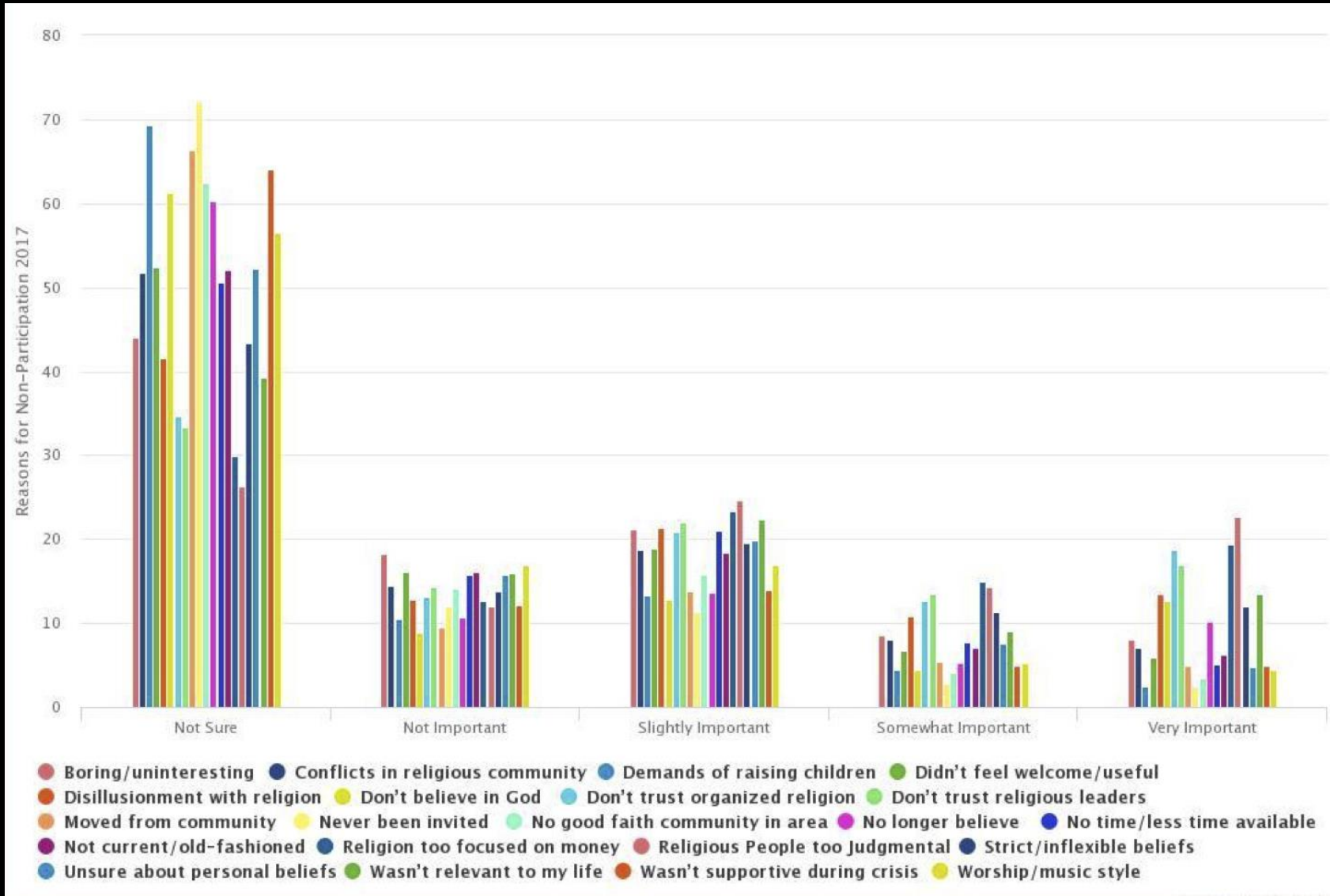


Reverend Mary Ann Macklin

~~SENIOR MINISTER'S REPORT~~

QUEEN BOSS'S REPORT

Reasons for Non-Participation



Reasons for Non-Participation

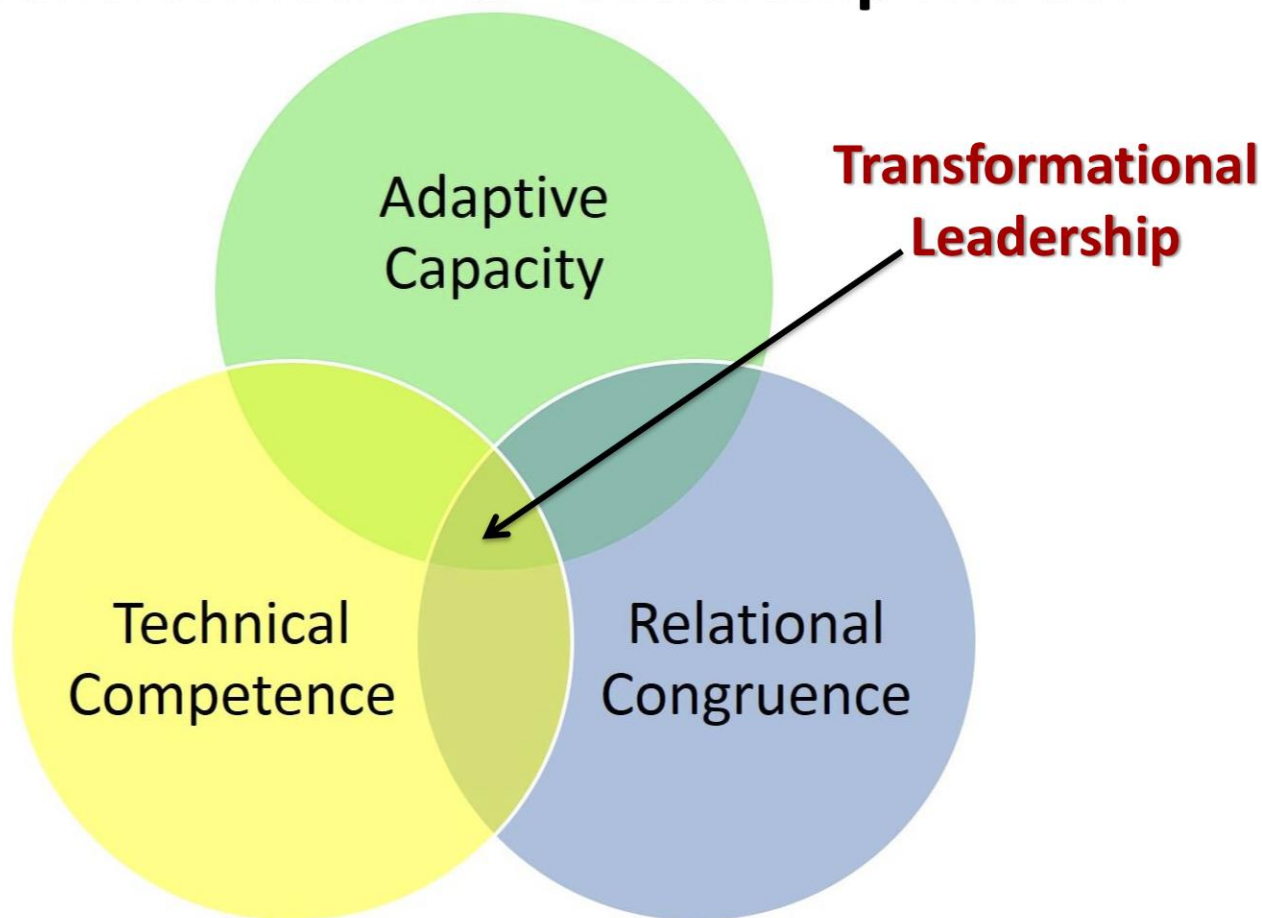


Reasons for Non-Participation 2017	Not Sure	Not Important	Slightly Important	Somewhat Important	Very Important
Never been invited	72.05	11.93	11.27	2.79	2.47
Demands of raising children	69.27	10.45	13.34	4.45	2.47
Moved from community	66.42	9.48	13.77	5.41	4.99
Wasn't supportive during crisis	64.06	12.23	14.03	4.9	4.88
No good faith community in area	62.38	14.19	15.85	4.16	3.53
Don't believe in God	61.32	8.91	12.81	4.41	12.61
No longer believe	60.35	10.64	13.6	5.23	10.14
Worship/music style	56.54	16.86	16.97	5.26	4.43
Didn't feel welcome/useful	52.39	16.1	18.87	6.68	5.99
Unsure about personal beliefs	52.3	15.69	19.81	7.63	4.73
Not current/old-fashioned	52.11	16.12	18.42	7.02	6.29
Conflicts in religious community	51.74	14.45	18.7	8.05	7.04
No time/less time available	50.55	15.7	21.07	7.8	5.08
Boring/uninteresting	44.05	18.23	21.15	8.58	8.03
Strict/inflexible beliefs	43.33	13.81	19.52	11.32	12.02
Disillusionment with religion	41.59	12.82	21.34	10.79	13.53
Wasn't relevant to my life	39.33	15.93	22.3	8.98	13.49
Don't trust organized religion	34.65	13.07	20.9	12.69	18.72
Don't trust religious leaders	33.37	14.33	21.97	13.48	16.86
Religion too focused on money	29.84	12.58	23.33	14.9	19.34
Religious People too Judgmental	26.21	12.04	24.61	14.37	22.72

MISSIONINSITE



Transformational Leadership Model



Reference: Canoeing the Mountains, page 43



- Why do we exist as a congregation, institution, or organization?
- What would be lost in our community, in our field or in our world if we ceased to be?
- What purposes and principles must we protect as central to our identify?
- What are we willing to let go of so the mission will continue?



Reverend Scott McNeill

ASSOCIATE MINISTER'S REPORT

UU Church of Bloomington Social Justice Updates





Covenant of Right Relationship Updates

Connections to the MidAmerica Region and the Unitarian Universalist Association



UU Church of Bloomington

Surveys Update



- ❖ End of Life Issues
- ❖ Livestream/Online Worship
- ❖ Connections
- ❖ Religious Education
- ❖ Stewardship/Giving



Libby DeVoe

PLANNED GIVING



Easy Planned Giving Options

- Leave the church a percentage of your estate in your will
- Leave the church a specific sum in your will
- Make the church a beneficiary of your retirement fund or IRA
- Even a gift of 5-10% of your estate is
very good news



Deborah Hutton

LEADERSHIP CULTIVATION REPORT

LEADERSHIP CULTIVATION REPORT



What LCC does:

- Nominate members to elected positions: Board, LCC, & SPF
- Recommend members, on request, to other committees
- Cultivate 'leadership' in general, throughout the year

LCC Committee Members



- Deb Hutton, Chair
- Anne Haines
- Arzetta Hults-Lozensky
- Dan Wiseman
- Michelle Cook, Board President
- Ann LeDuc, Connections Coordinator
- Rev. Scott McNeill, Associate Minister

Fall 2018 LCC Activities



- 1 Leadership workshop: “Getting Things Done at UUCB: 5 Leadership Practices That Work”, UU & non-UU participants
- 2 Leadership Conversations:
 - LCC members share UU leadership options & learn UU members' backgrounds, skills, interests
 - Members envision involvement

Vacancies for 2019-2020



- Board of Directors
 - 1 Treasurer (2-year term)
 - 2 At-Large (2-year term)
- Leadership Cultivation Committee
 - 1 Vacancy (3-year term)
- Special Purposes Fund
 - 1 Vacancy (3-year term)



Molly O'Donnell and Jana Perea

GREEN

Update: *^* Building and Grounds

Building Maintenance

- Sewer overflow problem
- The Commons ceiling leaks
- Sanctuary Carpet

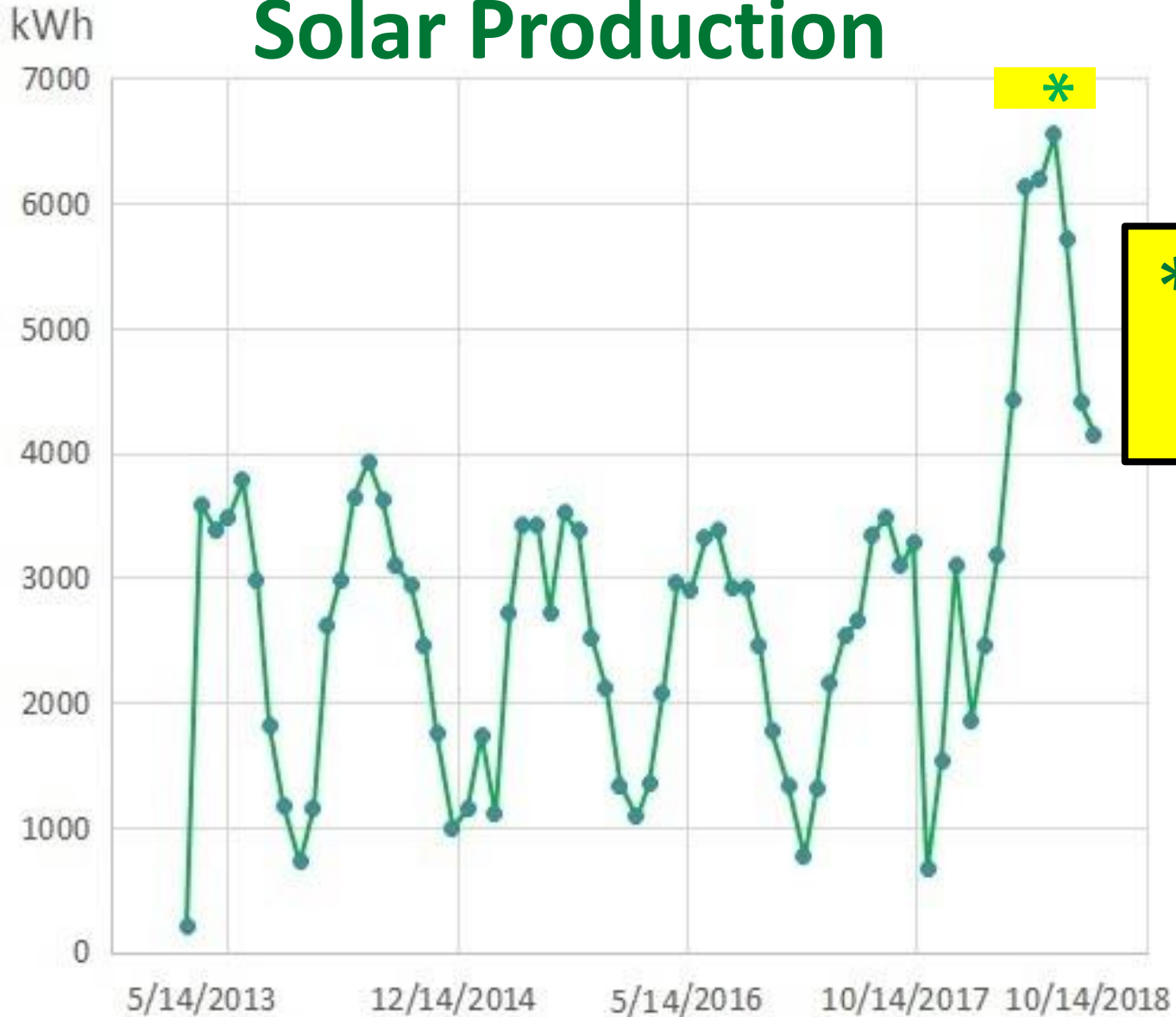
Renewable Energy

Our solar arrays produced

46% more electricity

than in 2016

Solar Production



***\$667.80
credit!**

Green Grounds

Drought-resistant plants



in the terrace



Creating a perimeter walking path



South leg completed



East side begun

We've accomplished a lot,

But we can't implement plans...

without volunteers!



Thank you!





Steve Mascari

SOCIAL JUSTICE GRANTS REPORT



Michelle Cook

BOARD OF DIRECTORS REPORT

Your Board of Directors



Left-to-right:

Helmut Hentschel (At-Large), Steven Gilbert (Secretary), Sharon Wiseman (At-Large),
Edward Robbins (Treasurer), Julie Lawson (At-Large), Michelle Cook (President),
Stuart Yoak (Vice-President)



Staying in Touch with Your Board

- Welcome and Announcements at services, plus last Sunday of the month in the “Lucy Booth” during coffee hour
- Open Board meetings 3rd Wednesday in Library – watch Prologue for changes
- Prologue articles, town halls and congregational meetings, Minutes online and in Foyer
- E-mail, chat, and call



UPDATE: Stewardship Committee



- Board approved June 2018

- **Policy II.K: Gifts**

While generosity in all forms is appreciated, some well-intended gifts can cause burdens that are not obvious. Donors should consult with the Senior Minister before donating any restricted funds or donations other than cash. UUCB shall accept no gifts that unduly burden it or place it at risk. The Senior Minister is authoritative as to what gifts are acceptable.



Board Priorities for 2018-19

- Welcoming
- Visioning
- Membership
- Connections
- Technology

Welcoming



- Working in conjunction with ministers to expand the ways in which we “welcome” people into our congregation and its activities.
- Ongoing effort
- Childcare



Visioning

- Board Retreat
- Appreciative Inquiry
- Strategic Goal-Setting
- Implementation
- Monitoring & Outcomes Measurement

Membership & Connections



- Thank you, Ann LeDuc, Connections Coordinator!
- Right Relations Committee held facilitated training of its members. Ministers, staff, and board were also invited to attend.
- UUCB continues to grow and learn of ways that its members and friends can be in right relations and community with one another.

Technology



- Thank you Ned and Andy!
- Future goals and needs to be identified during the Appreciative Inquiry and Visioning process.



Ed Robbins

TREASURER'S REPORT

Finance Committee



- Carolyn Emmert
- Ed Robbins
- Ruth Sanders
- Rich Slabach

New Project: Seasonally Adjusted Numbers



Reason:

- Pro rata Year-to-Date budget numbers can be misleading.
- We're studying "seasonally adjusted" numbers as a supplement.



Treasurer's Objective

- Pro Optimize revenue,
- Manage expenses prudently,
- “... while accomplishing the mission of the church”.



Amy Makice/Jack King
**RIGHT RELATIONS
COMMITTEE**

Right Relations Committee



Attended training with board members, facilitated by Community Justice and Mediation Center

- Amy Makice
- Doris Wittenburg
- Jack King



Progress

- Attended training with board members, facilitated by Community Justice and Mediation Center
- Stay tuned for RRC facilitated conversation on waging good conflict and Relational-Cultural Theory
- Available in the Lucy Booth soon



RRC Members will:

- Serve as role models for the CRR
- Share healthy communication resources
- Offer support during times of congregational stress
- Respect privacy and confidentiality



Upon request, RRC can:

- Clarify the CRR
- Provide communication coaching
- Support individuals in conflict work through differences constructively
- Serve as facilitators/mediators



VOTE

PROPOSED BYLAW CHANGE

Bylaw Change Rationale



- Current Bylaws preclude any part of an undesignated gift being used to support operational needs.
- The proposed change will allow Special Purposes Fund (SPF) committee to divide an undesignated gift between the SPF endowment, SPF general fund, operational endowment, and operational general fund.
- SPF policy stipulates equal division between these four funds.
- This bylaw change and policy has the endorsement of all church financial leadership groups, including the Board and Planned Giving.



Background

- Stewardship Committee presented the issue of “undesigned gifts” to the congregation
- An Undesignated Gifts working group was established to create a proposed amendment to the bylaws and any supporting policy to address this issue
- Proposal was presented to the Board and Ministers for approval and endorsement

Announcement of Proposed Change



- Stewardship Committee communicated the bylaw change to the congregation through various methods:
 - Prologue
 - Forum
 - Connections “Lucy” Booth



Bylaw Change Process

- Current Bylaws dated December 2017
- One proposed amendment
- Publicized in the Prologue
- Reviewed and endorsed by Board & Ministers
- Review and motion the change
- Discussion
- President will call vote when discussion complete

Establish an Undesignated Gifts Policy



Discussion:

- Amend Section 7.6 of the Bylaws to specifically list the funds and endowment accounts in which the SPF can apportion any undesignated financial gift to the church, as appropriate.
- Associated SPF policy states that funds will generally be apportioned evenly across all four accounts.



Operational Purposes

Special Purposes

Endowment

Operational Endowment

SPF Endowment

General

Operational General Fund

SPF General Fund



Amend Section 7.6 Endowment



- Current text:
If an asset is received by the Committee they shall **place it in the Fund or in the Endowment as they deem appropriate**, except that they will honor any instruction concerning placement which was made by the donor of the asset.

Proposed new text:

- If an asset is received by the Committee they shall **apportion it as they deem appropriate among the SPF general fund, SPF endowment, operational general fund, and operational endowment**, except that they will honor any instruction concerning placement which was made by the donor of the asset.

Motion



Motion: Amend Section 7.6 of Bylaws as shown on prior slide.

ATTACHMENT B

2018 Congregational Report
Senior Minister
Reverend Mary Ann Macklin

In late November Reverend McNeill and I attended a Webinar presented by the Center for Congregations, a Lily funded congregational think-tank and educational center; the workshop was on Leadership in the 21st Century for Clergy.

The description for the leadership basically stated that most of what we learned in seminary and how we have been doing leadership, will no longer be sustainable in the 21st century. Part of this highlights, once again, the rapid change our society, country and world are going through. Issues such as

- *Increase in aging population and growing numbers of people with no religious affiliation
- *Increasing number of people becoming more “spiritual” and less “religious”
- *increasing diversity and pluralism in American society and beyond
- * increasing influence of individualism on community life
- * changing patterns of marriage and family life---Elder orphan to religious Ed
- *declining family religious socialization
- * increasing impact of digital media and web technologies
- *impact of climate change on weather, land and people throughout the world

With these shifts in mind, the 21st century leaders within congregations are continually entering unknown territory. So how do we do that and stay vibrant?

We allow our vision to lead us forward:

Seeking the Spirit Building Community Changing the World

In a recent congregational survey within our congregation the number one reason people continue to come through the doors of this congregation “Community and Friends” , followed closely and evenly by spirituality and social justice work. Other reasons include folks who were already Unitarians Universalists and Religious Education for Children.

What connects people to the church? Friends, Worship, Social, Justice, Chalice Circles, Choir, Annual Events, Coffee hour, Livestream, Volunteering.

What barriers are there to connecting with church? Life--Schedule/time demands, Social Anxiety, mobility, hearing, illness, and distance. (Growing edges)

Thus far our ministry is pretty spot on with our vision:
Seeking the Spirit, Building Community, Changing the World.

Beyond our walls...Loneliness is an epidemic...

What I find is that people are hungry for community but don't know where to find it. People want to explore spirituality but too often fear anything connected with religion. And folks are very overwhelmed with what is happening in our country and politics as well as Climate Change and other justice issues.

How is our congregation reaching out to those who would benefit from what we have here? And we would benefit from their attending? (Ambition for Growth? No. We've all seen the transformative affect of what can happen when people begin to attend here.)

NEXT SLIDE

In our 21st Century webinar we learned that the number one reason that people, who are wavering about attending a congregation, do not attend? They have not been invited. (demands of raising children, no longer believe in god, disillusionment with religion, unsure about personal beliefs, boring or uninteresting...) Those who are very interested...Religious People too judgmental.

How do we go beyond our walls...? How do we make ourselves known? WFIU
How do we view transformative Leadership in the 21st Century?

Before I go to my next slide, let me say that the leadership workshop, led by Sharon and Dan Wiseman, on behalf of the Leadership Cultivation Committee is spot on. Entitled "Getting Things Done: Five Practices that Work" bring us into a mode of learning and leading that can take us forward. My hope is that the workshop will be a fall fixture for awhile.

For me, I attended a Strategic Planning Workshop in the fall with VP Stuart Yoak and a Entrepreneurial and Innovative Leadership training through IU's Jacob School of Music ----21st Century---(blah blah)

We need strategic Frameworks and Transformational Leadership

Slides for the rest of the 21st Century Webinar

ATTACHMENT C

Social Justice Updates:

- Thanks to Guy Loftman and Ruth Aydt, who evaluated the disparity between the local black population (appx. 3-4%) vs. the black population in local jails and prisons (appx. 15-16%). This was a follow-up to a previous study Guy worked on, and there will be a press conference this coming Wednesday. One way to amplify the words of others, to use Mary Ann's comments from worship – is joining the NAACP as an individual member, and their holiday party is this week (here) and would be a great time to get to know folks in our community.
- SJ Movie Nights – 3rd Sunday of each month, in the evening – Social Justice Task Forces are arranging this, with after the movie as a transition into a discussion. Several successful film screenings so far. This project was spearheaded by members of the Reproductive Justice and Racial Justice Task Forces, who graciously put together a document to help other groups along, with the help of adult RE and some other social justice leaders. This program received a social justice grant in the fall of 2018.
- Visioning Workshop – In early October, Rev. Chris Long (Justice Minister at the West Shore UU Church near Cleveland, OH) came to Bloomington with two of the members of his congregation to lead a workshop for our social justice leaders. A major part of this was to begin the work of visioning what our social justice program can look like in the years to come, and to hear about the work happening in Cleveland at a congregation that is similar in size, history, and culture to Bloomington's.
- Assessing Our Congregation – In the coming months (2019), the Religious Education program will undertake an audit of our congregation in terms of where we are in our work with anti-racism. We are one of a few congregations piloting this program for the UUA. And, there is a renewal of the Welcoming Congregation program (which assesses our congregation and gives suggestions for next steps in our work regarding welcoming of people who are bisexual, gay, lesbian, queer, and/or trans*).

Covenant of Right Relationship Updates

- A quick reminder of our congregation's covenant, adopted at the summer 2017 congregational meeting; and, a brief update regarding the Right Relationship Committee that was formed (namely, they have begun meeting and were part of a training in the fall of 2018). A note of appreciation for Ed Greenbaum and Deb Hutton who led the training.

Connections to the MidAmerica Region & UUA

- Update on our presence at the Regional workshop for Staff Members of Large Churches, including bringing greetings and gratitude from the staff members of the MidAmerica Region, and from the UUA (particularly concerning our support of the Annual Program Fund)

Surveys –

- An update on the surveys we've sent out to the congregation (with deep gratitude to Ann LeDuc). The topics are below – we will continue to read the comments/results and report back in the Prologue; and, will come up with new surveys for 2019. And we're especially grateful that the engagement/response rate has been so high (over 120, usually within few days)!
 - End of Life Issues
 - Livestream/Online Worship
 - Connections
 - Mary Ann mentioned the fact that many people who aren't connected to a church haven't been invited; A note that in our survey about connections, many of you said you're willing/eager to share your experiences with our church and invite them. This is something we'll be working on, together, in the spring.
 - Religious Education
 - Stewardship/Giving

“Green” Building and Grounds report, December 2018

Molly ODonnell

NOTE: I added “Green” because the Green Sanctuary Task Force was key to much of the work, from the solar panel installation to Permaculture principles that lie beneath our grounds vision and work.

Building Maintenance

Projects done since June 2018 include:

1. The recurring sewer overflow problem was resolved:

- The cause was traced to two conduits that cut through our sewer pipe near Jordan Ave. many years ago, causing a backlog of solid waste above them.
- Acknowledging their mistakes, we were reimbursed for damages from IU and Smithville.

2. The Commons:

Dick Stumpner oversaw the removal of the leaking skylights and installation of a new roof over that area.

Next Steps, with thanks to **Special Purposes Funds**, include:

- We will have Dick insulate the skylight wells, repair the drywall and install coves around them to hold up-lights, and Steve Pollitt to patch and paint the walls, coves and ceiling;
- Track lights will be added for artwork on west and north walls;
- And a wall-mounted monitor will be added above a display table for Social Justice task forces.
- Other Projects:
- New LED lights were replaced failing fluorescent ceiling lights in several class and meeting rooms.
- Replaced the furniture in the library, including a larger round table that seats the whole board;
- Upcoming projects:
- Dick will install new double wall ovens, purchased with funds from RE and our building maintenance fund.
- We ordered carpet tiles for the Meeting Room and adjacent hallway.

Renewable energy

The original solar arrays plus those added on the RE roof after the Solar Sprint produced 46% more electricity the first year with the new array than the original arrays had in 2016.

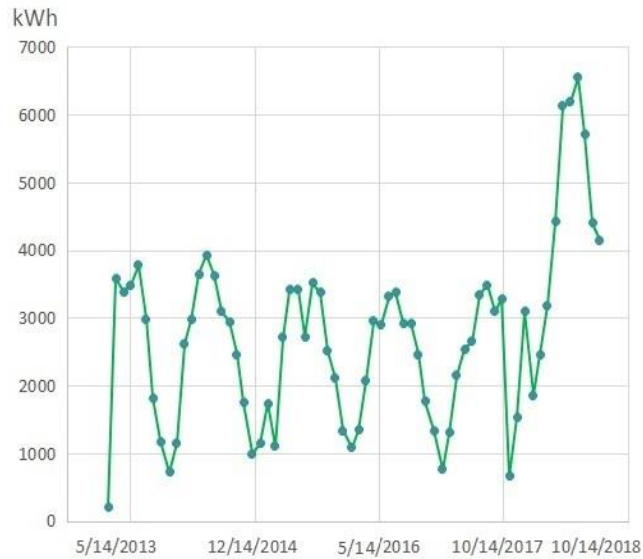
Annual production was up from 28,595 Kilowatts in 2016 to 52,688 Kilowatts the 1st 12 months with the RE-roof array.

The peak production, from mid-June to -July, was over 2,000 kW --47%-- higher with the new RE array than the previous year.

We've had bills of zero every month since May with a credit carrying forward:

- Our August 15th bill had a credit of \$667.80.
- Our most recent bill –through November 12th –still had a \$300 credit.

This graph of our solar production, from May 2013 through October 2018, is on the GSTF website if you click "Our Solar Panels".



Our Green Grounds Projects since June 2018

The terrace:

Led by my co-chair, Jana Pereau, aided by permaculturists Chris and Anne Haynes, with support from Special Purposes Funds, we planted drought-resistant plants in the terrace.

We plan to add more next spring.

Creating a perimeter walking path:

This summer volunteers weeded, extended and added a deeper layer of chips to the south portion and started a path along the east side of the parking lot. We plan to extend the path around the north, and we envision an arbor/arch entrance at the west end of the path.

We imagine many more improvements for our grounds. We want all of you to be included in visioning: watch for our sessions this winter! And for Earth Day and spring projects

We've already accomplished a lot...

But we can't implement our plans without volunteers! We have a small team to plan and organize work;

We will hold special work days to begin new projects. We depend on volunteers to do routine maintenance throughout the growing season to weed, mulch and water. We hope you will be inspired to take part in new projects, as well as helping to maintain our young trees and plants.

But we ask you to be sure to check with the team before doing any work, especially in areas clearly planted by others. What might look messy to your eyes often helps the birds and butterflies!

Thanks to all who supported this work:

I have many people to thank:

To the Special Purposes Fund committee, for funding several projects.

To members of the Green Sanctuary Task Force, whose members' inspiration and support were behind the much of the work.

For our building work:

- As in the past, my co-chair Dick Stumpner, who either did the maintenance work himself or recommended someone who could;
- Carol Marks, without whom little could have been done!

For our grounds work:

- My co-chair Jana Pereau and the "Green Grounds" team;
- Our PATH team: Ed Robbins, Chris Haynes, Greg Haas, Rich Slabach, Richard Linnemeier;
- Additional planning and labor, including by Anne Haynes, and too many others to list here.

ATTACHMENT E

UUCB – LCC – Notes for Congregational Meeting December 2018 Leadership Cultivation Committee (LCC)

The Leadership Cultivation Committee (LCC) for church year 2018-2019 is made up of voting members Anne Haynes (1-year term), Arzetta Hulst-Losensky (2-year term), Deb Hutton (Chair, 2 of 3-year term remaining), Dan Wiseman (3-year term), and Michelle Cook (Board President), as well as Ex Officio members Rev. Scott McNeill (Associate Minister) and staff Ann LeDuc (Connections Coordinator).

The LCC evolved from the Nominating Committee whose sole purpose was to nominate UUCB members to open elected positions each June congregational meeting. The LCC also nominates members to elected positions (the Board, LCC, and SPF (Special Purposes Fund)), and recommends members, on request, for other committees. The LCC also cultivates 'leadership' in general, throughout the year, with various activities.

Fall LCC activities included a very successful leadership workshop in November, "Getting Things Done at UUCB: 5 Leadership Practices That Work", led by Dan and Sharon Wiseman. There were 12 UU and 3 non-UU participants. LCC members also led 2 Leadership Conversations, held a Sunday in each of October and November between services. 2 or 3 LCC members share UU leadership options and learn about 2-3 UU members' backgrounds, skills, and interests in- and outside of church. Members envision their involvement UUCB.

Open positions to be filled for the June Congregational Meeting are:

Board of Directors:

- 1 Treasurer (2-year term)
- 2 At-Large (2-year term)

Leadership Cultivation Committee:

- 1 Vacancy (3-year term)

Special Purposes Fund:

- 1 Vacancy (3-year term)

Submitted by Deb Hutton, LCC, Chair