

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Unapproved Congregational Meeting Minutes



Dec 15th, 2013

Contents

<u>I. CALL TO ORDER.....</u>	<u>2</u>
<u>II. INTRODUCTION OF PARLIAMENTARIAN.....</u>	<u>2</u>
<u>III. CHALICE LIGHTING MINISTRY TEAM.....</u>	<u>2</u>
<u>IV. INTRODUCTION OF BOARD MEMBERS.....</u>	<u>2</u>
<u>V. UPDATES:.....</u>	<u>3</u>
A. TECHNOLOGY GRANT UPDATE VON WELCH.....	3
B. GREEN SANCTUARY TASK FORCE UPDATE MOLLY O'DONNELL.....	3
C. STEWARDSHIP REPORT DREW SCHRADER AND MARY BUTAIN.....	3
D. PLANNED GIVING LIBBY DEVOE.....	3
<u>VI. MINISTRY TEAM (APRIL - DEC 2013).....</u>	<u>4</u>
A. REVEREND MARY ANN MACKLIN.....	4
B. REVEREND BILL BREEDEN.....	4
C. REVEREND EMILY MANVEL LEITE.....	5
D. REVEREND BARBARA CHILD.....	5
E. SABBATICAL WRAP-UP BETH LODGE-RIGAL.....	5
F. BOARD PRESENTATION TO REVEREND CHILD KATHLEEN SIDELI.....	5
<u>VII. TREASURER'S REPORT.....</u>	<u>6</u>
<u>VIII. QUORUM REPORT.....</u>	<u>6</u>
<u>IX. MOTION FOR BOARD TO APPROVE CONGREGATIONAL MINUTES AT A FUTURE BOARD MEETING.....</u>	<u>6</u>
<u>X. SOCIAL JUSTICE GRANTS ANNOUNCEMENT.....</u>	<u>6</u>
<u>XI. BOARD REPORT.....</u>	<u>6</u>
A. MINISTER EMERITUS WORKING GROUP.....	6

B. CELEBRATION COMMITTEE.....	7
C. MINISTERIAL TRANSITION TIMELINE	7
1. 2014.....	7
2. 2015.....	7
3. 2016.....	7
<u>XII. MOTION TO ADJOURN.....</u>	8

Submitted by Abby Gitlitz, Secretary

I. Call to order 4:05 **Kathleen Sideli**

Kathy Sideli reflected briefly on how the ministerial sabbatical team worked well with each other and for the church this year.

II. Introduction of Parliamentarian

Guy Loftman was confirmed as Parliamentarian with Robert’s *Rules of Order* in hand.

III. Chalice Lighting Ministry Team

Kathy invited the ministerial team to light the chalice. They couldn’t resist asking how many ministers does it take to light a chalice?

IV. Introduction of Board members **Kathleen Sideli**

- Kathleen Sideli – President
- Von Welch – Vice President
- Abby Gitlitz – Secretary
- Arzetta Hults Losensky - Treasurer
- Doug Cauble – At Large
- Drew Schrader – At Large
- Deb Hutton – At Large

The congregation was invited to join the Board for meetings every month since they are open to the public.

V. Updates:

A. Technology Grant Update

Von Welch

A grant from Center for Congregations (www.centerforcongregations.org) contributed over \$28,000 to the church. Fourteen projects were funded including: iPads for streaming, new hearing assist, acoustic treatment, video projectors, Google drive space for committees, computers and email for staff, voicemail, keycard lock, and more.

Many thanks to A/V Committee (Diane Port, Chris Haynes, Steve Krahnke, Bill Breeden, Andy Beargie), Jackie Hall, Carol Marks and our Ministers.

B. Green Sanctuary Task Force Update

Molly O'Donnell

The new solar panel created a \$962.44 surplus from May to Nov which we got back from Duke. We use roughly the same amount of electricity here in the church.

Last year we were working on getting the panels and learning what they could do. This year we hope to aggressively conserve energy including gas and electricity. Our electricity use has already dropped significantly.

- Question: Is there any remedy for snow covering the solar panels?
- O'Donnell: We are looking into it, but as of yet we don't have a good answer. Usually Bloomington does not have snow this early or this long so in the future it may not prove to be an issue.
- Harold Ogren : Is there any way for the congregation to track how much energy is being produced in real time?
- O'Donnell : We are working with G.K. Rowe to get the information up on the webpage.

C. Stewardship Report

Drew Schrader and Mary Boutain

They reported that their goal is to realize a budget that matches our values and in that vein they are working towards fair and sustainable compensation for our ministers and staff. Last year they asked congregants to increase total pledges by 10% and we reached that goal. We will need to do it again this year.

The Stewardship committee consists of Ruth Aydt, Mary Boutain, Rich Janda, Abby Gitlitz, Carol McCord, Martha Sattinger, Drew Schrader, Kathy Sideli, John Summerlot, Rev Leite, Carol Marks, Rev Macklin and Rev Breeden.

Stewardship is now working with Special Purposes and Planned Giving to make a more comprehensive monetary plan for the church. While Commitment Sunday might just be once a year, stewardship of the church is a year round activity. The committee welcomes input and help from the congregation.

D. Planned Giving

Libby DeVoe

Last year the Planned Giving committee honored those who nurtured the church through their planned giving bequests. Some of their funds went towards the children's choir, landscaping, capital improvements and social justice initiatives.

Planned Giving has created the Legacy Circle to recognize those who include the church in their giving plans. Sixteen individuals and families so far have shared their commitment to include the Church in their estate planning. Some people chose to leave the church a fixed dollar amount. Others specify a fixed percentage of their estates. One has specified 5% to social justice. One extraordinary congregant is leaving her entire estate to the church.

The committee invites members to consider joining this group to help to provide a vibrant future to this community we cherish.

- Seeking the spirit, building community, changing the world. Forever.

VI. Ministry Team (April – Dec 2013)

A. Reverend Mary Ann Macklin

Reverend Macklin thanked everyone for allowing her to have this sabbatical. She was in California for the first part and back in Bloomington for part of the second. She specifically thanked

- Barbara Child and Emily Leite for being a stable presence during both sabbaticals.
- Molly O' Donnell for all the grounds work.
- Emily Leite for taking on operations duties and working with the board.
- The Sabbatical Committee for being a group she could check in with while away.
- Social Justice which she could follow through the Herald Times and local press.

In her time away she looked at leadership in the 21st century. Technology is really changing the pace of everything. We must take time to think, and we must take the time to reflect on what we have done. She would like us to be more deliberate and intentional in reflection. Think about how what we have done fulfills our mission statement.

This year we will be doing theme based ministry where each month will have a different theme that will tie in with all parts of the church; RE, committees, chalice circles, etc. It is building a community as we all work on a theme together, all groups, all ages.

There is group working on 21st century communication. Rather than embrace everything we need to look at, what technologies will enhance what we do as a congregation and what hinders us.

She asks us all to "Stop messing with the thermostats!!" As a church are working on energy use and zone heating and if you mess with the system it could cause real problems.

B. Reverend Bill Breeden

Reverend Breeden expressed his thanks for the outstanding sabbatical team and for all the church folk who have made the last six months so rewarding. This church continues to move forward and be better and better. For those who are seeking, we provide hope and a new opportunity of life.

C. Reverend Emily Manvel Leite

Reverend Leite took on many of the duties of Executive Minister during the sabbatical time. It proved a great opportunity for her to learn more about the ins and outs of the church. Some of the things that the staff has been involved in during the last 6 months include:

- Updating all our operational policies.
- Clarifying the role of the treasurer, CFO and staff.
- Involvement in training for how to build community using digital resources. Twitter, website, pintrest, youtube. This is stretching the staff in new ways which has been difficult and yet really good and exciting. The staff and ministerial team look forward to having Mary Ann join and bring new insights

Upcoming the church is starting to plan for Bill's retirement. We will continue to host many trainings. We will host the regional Mid America conference.

She offered a special thank you to Carol Marks who has really kept the Church running during this time. The congregation confirmed this with thunderous applause for Carol.

D. Reverend Barbara Child

Reverend Child also expressed her thanks to the sabbatical team and the congregation. In addition to preaching as the sabbatical minister, she has also facilitated a chalice circle group, facilitated the board retreat, written for the newsletter, and written post scripts for her sermons for folks to delve more deeply into her sermons.

Reverend Child is retired from full time ministry but is still an accredited interim minister. Interim minister is both a status and a role and, as she says, she "cannot not know what she knows." An interim minister is not a placeholder whereas a sabbatical minister is, and that has been a challenge for her. She has worked hard not to challenge the status quo as that is an interim's job, not a sabbatical minister's job. By and large, by her own admission, she did quite well. She had to decide in the pulpit what to do the UU Bloomington Church's way and what to do Barbara Child's way. She has walked a fine line and hopes that the changes she has offered met with approval and can be adopted if the congregation chooses.

As she preached one fewer sermon than she contracted to, she has made herself available to preach one more sermon in the spring.

In July 2014, when we do hire an interim minister, she will model the ministry of absence. Starting in January she will be doing consulting ministry in Deerfield Illinois.

E. Sabbatical Wrap-up

Beth Lodge-Rigal

The committee was called in October in 2012. Mary Ann laid a lot of groundwork prior to the two sabbaticals and the team worked together to make the year progress seamlessly.

F. Board presentation to Reverend Child

Kathleen Sideli

On behalf of the board and the staff she wanted to honor Barbara Child. All this year she provided thoughtful thought provoking sermons at a measured pace. Her skills at teasing

money from the congregation for the offertory were a delight. She also has provided wise counsel to the board before this time of transition with the interim. In thanks she presented her with a chalice made by Barb Lund and Abby Gitlitz.

VII. Treasurer's Report Arzetta Hults Losensky

Arzetta showed charts that demonstrated that we are doing quite well financially. Pledges and grants are 39% of the budget. (see Treasurer's report at the end of the minutes)

VIII. Quorum Report

We have 72 members signed in for the meeting, well more than needed for quorum.

IX. Motion for board to approve congregational minutes at a future board meeting

Amy Taylor so moved.
Karen Jewell seconded.
The motion was approved unanimously.

X. Social Justice Grants Announcement Steve Mascari

Social Justice distributed \$1300 to 4 groups:

- \$145 to the Elder Focus Task Force to help fund the recent visit of Esther Hurlbert, an expert in elder housing issues.
- \$150 to the UU Circles Initiative to fund the preparation by church members of one meal for a Circles Initiative meeting.
- \$300 to the Reproductive Justice Task Force to help fund a resources cart of reproductive justice materials.
- 700 to the Homeless Task Force to support UU work with the Interfaith Winter Shelter

XI. Board Report

A. Minister Emeritus Working Group Deb Hutton

MEWG is composed of Deb Hutton, Jack King and Barbara Carlson.

Their charge is –

- To help Reverend Breeden develop covenants with the congregation, with the current ministers, and with the other emeritus minister.
- To support the minister and his family and children. To help them decide what they will do during this time of tradition.
- And to help the congregation process this transition.

They will work with the UUA which now has good support tools for congregations going through emeritus/ interim transition. Barbara Child has not heard of other churches forming a MEWG and she has passed this idea up the line to the UUA. Once again UUB is cutting edge.

MEWG has scheduled a "Saying Good-bye" workshop for January 25th, 2014. It will look at how a congregation says goodbye to a minister who is staying within our community as well as other types of leave-taking in our lives.

B. Celebration Committee

Ann Kamman

Ann is chairing the "Bill" Committee. Her group is coordinating all celebratory events for the last 6 months of Bill's time here so that he does not get overwhelmed.

C. Ministerial Transition Timeline

Kathleen Sideli and Board

Kathy Sideli outlined what the timeline will be for the church in the next few months and years as a result of Reverend Breeden's retirement.

1. 2014

- January – The Board will meet with Keith Kron, the Director of Ministerial Transitions for the UUA.
- The Board will finalize a three-person search committee of the board to choose an interim minister.
- Spring – Interim ministers meet with Keith Kron and state their eligibility.
- April 1st – The Church will apply to the Transition Office for an interim minister.
- The Interim Search Committee will have phone interviews with applicants.
- The Interim Search Committee chooses and negotiates a contract with an interim minister.
- End of April – Negotiations for an interim minister should be finalized.
- Summer - Interim minister arrives.
- Fall - Ministerial Settlement Representative will work with the Board to outline a search process for a new minister.

2. 2015

- Ministerial search committee (MSC) is formed. It will be nominated and elected by all congregational members. Typically the members volunteer 400 hours each.
- Summer - MSC will have a retreat
- Fall - MSC will gather information about the church

3. 2016

- Spring – Pre-candidates are selected and the MSC will listen to them preach in "neutral" pulpits.
- The candidate recommended by the MSC will come and spend a week at the church, preaches twice, and be voted on by the congregation in a simple "yes/no" vote.

The floor was opened up for questions.

1. David Keppel asks: If the congregation votes down a MSC chosen minister how will that affect the church?
 - a. Barbara Child: It is better to vote down a candidate than to accept someone you genuinely do not feel is appropriate. Sometimes the MSC may not find a suitable candidate and they choose not to recommend anyone. The important thing is to find a minister who is a good fit for the church. If the search is unsuccessful it is better to wipe the slate clean and begin again.
2. Clarke Miller: Why is it a two-year process rather than a one year one as we had in the past?
 - a. Kathy Sideli: It is now the standard process. All UU churches that were looking for a minister in 2012 had an interim for 2 years. It allows time for the interim minister to help the congregation heal after the loss of the previous minister and figure out what we are looking for. And it gives more time for a committee to be formed and do a thorough search.
 - b. Karen Jewell: Clarified Sideli's point.
 - c. Amy Taylor: To do the job well and fairly, two years will be needed.
 - d. David Keppel: The upcoming time will be a time of uncertainty, of fluidity. We will need that time to accept a new voice. We should see this time of interim as a time of opportunity and a time of spiritual discipline.
3. Chris Haynes: There are many churches our size that have two called ministers but some do not. We need time to evaluate what kind of ministry team we will need in the future.
 - a. Kathy Sideli: Clarified that an associate minister is a called minister. An assistant minister is not called but hired. Although we are losing a senior minister, our budget can probably only accommodate an associate minister.
4. Bill Breeden feels confident that the process is a good one and will yield good results.
5. Diane Port: Why is the MSC only comprised of seven people? We are so large now that we might need more people and more diversity.
 - a. Barbara Child: It is a standard way of doing business. In addition to making decisions there are seven distinct tasks that are done during the search, and each member does one task. Having a larger group would make the task more difficult.
 - b. Mary Ann Macklin: If the MSC is doing its job, it will search out multiple viewpoints and will represent the diversity of the church.

XII. Motion to Adjourn 5:37

Amy Taylor so moved.

Karen Jewell seconded.

It was approved unanimously.

