

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Congregational Meeting Minutes

June 7, 2015



<u>CALL TO ORDER 4:05 PM VON WELCH</u>	2
INTRODUCTION OF BOARD VON WELCH	2
CHALICE LIGHTING AND OPENING WORDS REVEREND MARY ANN MACKLIN	2
INTRODUCTION OF PARLIAMENTARIAN GUY LOFTMAN	2
<u>SENIOR MINISTER'S REPORT REVEREND MARY ANN MACKLIN</u>	2
PLANNED GIVING COMMITTEE ANNE HAYNES	3
STEWARDSHIP UPDATE DREW SCHRADER	3
<u>INTERIM MINISTER'S REPORT REVEREND DOUG WADKINS</u>	3
<u>SPECIAL PURPOSES FUND REPORT CHRIS HAYNES</u>	4
<u>QUORUM REPORT</u>	4
<u>MOTION: BOARD TO APPROVE CONGREGATIONAL MINUTES AT A FUTURE BOARD MEETING VON WELCH</u>	4
<u>VOTE ON 25% PLATE RECIPIENT</u>	5
<u>MOTION: APPROVE LEADERSHIP CULTIVATION SLATE VON WELCH</u>	5
<u>BOARD AGENDA VON WELCH</u>	5
BOARD ACCOMPLISHMENTS 2014-15	5
MINISTERIAL TRANSITION UPDATE	6
MOTION: ENDORSE MINISTERIAL SEARCH COMMITTEE SLATE	6
MINISTERIAL SEARCH COMMITTEE NEXT STEPS	7
<u>TREASURER'S REPORT AND MOTION TO APPROVE 2015-16 BUDGET ARZETTA HULTS-LOSENSKY</u>	8
<u>SPECIAL SERVICES AWARD RECIPIENTS REVEREND MARY ANN MACKLIN</u>	8
<u>ANNOUNCEMENT OF 25% SUNDAY PLATE RECIPIENT</u>	9
<u>MINISTER'S CLOSING WORDS REVEREND DOUG WADKINS</u>	9
<u>ADJOURNMENT 5:22 PM</u>	9

Submitted by Ann LeDuc, Secretary

Call to Order 4:05 PM Von Welch

Call to order by Von Welch, Vice President, at 4:05 PM.

Introduction of Board Von Welch

Von Welch – Vice President

Ann LeDuc – Secretary

Arzetta Hults Losensky - Treasurer

Pat Brantlinger – At Large

Doug Cauble – At Large

Deb Hutton – At Large

Kathleen Sideli, Board President, was not able to attend due to the death of her mother.

Chalice lighting and Opening Words Reverend Mary Ann Macklin

Introduction of Parliamentarian Guy Loftman

Senior Minister's Report Reverend Mary Ann Macklin

In the Annual Report to the Congregation there is an in depth written report which reviews this past year through our vision statement and our Board's Ends Statements.

Reverend Macklin has been enjoying her teaching pastor role with student intern Natalie Spriggs-Towbridge. Next year, Natalie will be working with our staff and congregation for 20 hours a week starting in September.

This past year, the Worship Artist in Residence was Janiece Jaffe. The 2015-16 Worship Artist in Residence will be Ken Roberson. He is in Musical Theatre at IU, has won many awards, and brings with him many experiences and skills.

In the recent edition of UU World, our Administrator, Carol Marks, was quoted regarding our use of live streaming. More people are attending via live streaming and not attending in person. Live streaming is helping attendees stay connected during times when they cannot attend in person.

Starting on June 21st we will try one service each Sunday, until the end of July.

Judy Bennett was recognized for the great work she has done for the congregation. Shari Woodbury will work as the Connections Coordinator on a temporary basis.

The church building and grounds are reviewed regularly by the Building and Grounds committee, along with staff. Three upstairs Religious Education rooms will be renovated to create two larger rooms.

A team is looking into how to reduce glare from the large circular window behind the pulpit.

Reverend Macklin has been in communication with Minister Emeritus Bill Breeden and was happy to report he is doing well. Some congregants continue to ask when he will return. Our need to ask when he will return is evidence that we are still looking back rather than forward, and the time is not yet right for him to return.

The Inter-Cultural competency training that was held at the church in early spring was well attended. The next stage of education for our congregation is called Beloved Conversations, which will look at racism in our lives.

This has been a challenging year for Reverend Macklin. The interim period is a time for her to explore the direction she wants to go as she moves forward in her ministry. She will be taking time off to explore what direction she wishes her ministry to go in the future. She will be out of the office for all of July and August to do personal and professional exploration.

Planned Giving Committee Anne Haynes

31 people or couples have joined the Legacy Circle to date.

Libby Devoe, Joan Caulton, Anne Haynes and Clark Miller are members of the Planned Giving Committee. Contact a committee member if you would like to join the Legacy Circle.

Stewardship Update Drew Schrader

Drew Schrader and Mary Boutain are the co-chairs of the Stewardship Committee.

The committee was thanked for their work on this year's campaign. This included planning, canvassing and thank you notes. They are: Kathie Lazerwitz, Carol Ver Wiebe, Charlie Pickle, John Summerlot, and Kathy Sideli.

The Annual Pledge Campaign is ahead of this time last year in total funds pledged, although pledge numbers are down a little. Some pledges are expected to come in between now and July 1st, and over the course of the next year

A sub-group of the Stewardship Committee continues to discuss what stewardship means. They are finding more ways for people to give and feel connected.

Our numbers pledge wise are solid year after year, and continue to be solid during the interim. Usually churches expect to see a reduction in pledges in an interim pledge campaign.

Congregants were thanked for their generosity of spirit in navigating financial conversations with the committee.

Interim Minister's Report Reverend Doug Wadkins

Reverend Wadkins presented the following priorities for the next year of the interim:

- Assist in creating a vision of shared ministry that is sustainable and dynamic for the future ministry.

- Be available as a resource person for the search committee.
- Work with committees as needed to help them see how they fit into the mission of the church.
- Assist ministry team with issues around worship, what works and what we want to do differently. This will include looking at how we do live streaming and the use of multimedia in worship.
- Work with the ministers, staff, and congregation to create a plan to start well with the new Associate Minister.

Special Purposes Fund Report Chris Haynes

Balances of the SPF is \$303,339 total. See the Congregational Meeting Power Point presentation for details.

The Special Purposes Fund Committee manages our endowment.

Newly received money has been going into investments rather than cash and gold, which has reduced their percentages of the total.

The Social Justice Task Force Grant has been our largest use of funds this year.

Investment review, including consideration of fossil fuel divestment, is still in process. The paid investment advisor decided to withdraw, creating a setback in the investment review.

On September 26th, 10:30-noon, there will be a town hall meeting on SPF investments and fossil fuel divestment.

The UUA's Common Endowment fund has recently divested and is being considered for management of SPF assets.

Quorum Report

10% attendance is required to have a quorum.

101 members were in attendance with only 48 required to have a quorum.

Motion: Board to approve congregational minutes at a future board meeting Von Welch

Motion by Jan Skinner: to approve the congregational minutes at a future Board meeting.

Seconded by Amy Taylor.

Approved unanimously.

Vote on 25% Plate Recipient

Millie Jackson was thanked for her work on the 25% Plate efforts.

Candidates included: Bloomington Pride's Prism Youth Community, Girls Incorporated of Monroe County, and Monroe County CASA.

Votes were collected via paper ballot from attendees.

Motion: Approve Leadership Cultivation Slate Von Welch

Personal thank you from Jan Skinner to those on the LCC Slate.

Returning Board Members (2-year terms):

Von Welch, Vice President

Arzetta Hults-Losensky, Treasurer

Doug Cauble and Deb Hutton, Directors At-Large

Returning Special Purpose Funds Member (3-year term):

Joanne Wilhelm

New Leadership Cultivation Committee Members (3-year term):

Sheri Benham

Danny Callison

Matt Stonecipher

Motion by Von Welch: to approve the LCC slate.

Seconded by Clark Miller.

Approved unanimously.

Board Agenda Von Welch

Board Accomplishments 2014-15

- Hired Reverend Wadkins as Interim Minister.
- Researched and implemented process for selecting Ministerial Search Committee.
- Focused on fiscal health of the church:
 - Close attention to the budget.
 - Ended the Green Spaces campaign (w/grant from SPF).
 - Collaborated w/ Stewardship Campaign to continue towards fair and sustainable compensation.
- Searched for next UUCB legal counsel.
- Appointed Stuart Yoak to SPF, replacing Kim Deckard.

- Consulted with ministers and members on variety of church issues.

Ministerial Transition Update

John Summerlot was thanked for updating the transition timeline poster.

Summer '14:

Board members attended two workshops on ministerial transition.

Fall '14:

Board contacted six other congregations in transition to learn from their experiences.

Retreat to plan process, facilitated by Reverend Wadkins.

Met with Rev. Keith Kron, UUA Transitions Director and our Ministerial Search Representative.

January '15:

Launched search.uubloomington.org web site, started regular prologue updates, and held Town Hall meeting on January 25th.

February '15:

Over a hundred members of the congregation nominated trusted members for consideration as MSC members.

March - April '15:

Board analyzed nominations in collaboration with Ministers, confirmed nominee willingness to serve, and assembled representative MSC slate.

May 4th:

Board announced MSC slate in Prologue and online.

Those who agreed to be considered for the MSC were thanked.

Motion: Endorse Ministerial Search Committee Slate

MSC Slate: Barb Backler, Mary Boutain, Craig Coley, Michelle Cook, Abby Gitlitz, Amy Taylor, and Stuart Yoak.

Endorsement of the committee by attendees was requested by the Board.

Questions and comments from the congregation:

Noretta Koertge- Is it possible to know more about newer members of the congregation who were selected to the committee?

Von Welch- The bios of the MSC slate members have been available since May. We did not plan time in today's schedule for each member to give a speech today.

David Keppel- Thank you to the Board for picking a great Ministerial Search Committee. They are a wonderful subset of the community and will serve us well.

The vote to endorse the committee was unanimous, with no abstentions.

Von Welch, representing the Board, officially formed the Ministerial Search Committee and charged them with finding an Associate Minister candidate for the congregation to vote on calling to join our ministry team.

Ministerial Search Committee Next Steps

Summer-Fall'15

- Is an independent group. The Board has no power over the committee.
- Meets with Rev. Keith Kron, our Ministerial Settlement Representative, as a resource.
- Gathers input from our congregation, Ministers, other congregations, other resources, and UUA, e.g.: <http://www.uua.org/careers/ministers/transitions>, <http://www.uua.org/careers/ministers/transitions/150364.shtml>
- Determines our ministerial needs.
- Creates a "packet" describing UUCB, with help from the congregation.

Winter-Spring'16:

- Obtains list of applying Ministers.
- Selects 3-5 pre-candidates from applicants.
- Visits neutral pulpits to experience pre-candidates preach.

Summer'16:

- Selects single candidate and have candidate visit UUCB for a week.
- In a special meeting, the congregation votes on calling the candidate to be our Associate Minister. – goal is >90% approval, bylaws require 1/3 quorum

Fall '16:

New Associate Minister joins our ministry team.

Treasurer's Report and Motion to approve 2015-16 budget Arzetta Hults-Losensky

See page 16 of the Annual Report to the Congregation for the proposed fiscal year 2015-16 budget.

Work begins on the budget in February and March. Reverend Macklin, the Finance Committee and the Board all have input in preparing and fine tuning the proposed budget.

The budget lines for our committees, including Outreach and Campus Ministry, have been restored or enhanced. Our minimum wage is now \$10 an hour, including for our child care workers.

The budget lines for music, including the pianist, guest musicians, and sheet music purchases have been increased.

The committed new pledges and grants, and prior year pledges comprise about 89 percent of the projected income. If we do not get the projected pledge amounts, we would need to reduce some of the budget lines, beginning with the long term maintenance reserve and equipment reserve. If we get additional pledge income, we would like to give the staff a better cost of living raise. The current raise for the staff is just 1.2 percent.

Iris Kiesling- Why was denominational affairs total has decreased?

Because the number of members reduced, the amount we will need to pay the UUA is less.

Last year Outreach and Campus Ministry was temporarily greatly reduced. It was restored this year.

Motion by Harv Haggerty: to approve the proposed budget and to permit Reverend Macklin and the Board to make any necessary adjustments, depending on the amount of pledge income received.

Seconded by Karen Jewell.

Unanimously approved.

Everyone who worked on the budget was thanked.

Special Services Award Recipients Reverend Mary Ann Macklin

Andy Beargie was thanked for keeping our technology working.

Special Service awards are given to congregation members that go the extra mile, often doing the grunt work.

This year's recipients:

Ruth Ann Cooper

She is a member of the Caring Committee, provides medical information to ministers, supports LGBTQ rights and activities in our congregation, and helps organize our UU Retreats.

David Keppel

He shares information on domestic and international issues and helps our ministers and congregation understand complicated issues, is a gifted writer which has made him well known to state and federal legislators, attends Monroe County Religious Leaders meetings to represent our liberal religious voice, has many connections throughout the UUA, passionately speaks about social justice issues, has helped children and youth with letter writing, and has been a youth mentor in our congregation.

Phil Cooper

He is an usher for our congregation, builds connections with our children, teaches OWL, makes homemade caramels for events, is organizing the Social Justice Task Forces in the 4th of July parade, has been the chairperson of the Rainbow Rights Task Force, has raised awareness around marriage equality and LGBTQ rights, and is our unofficial LGBTQ ambassador in Bloomington and Indiana.

Guy Loftman is retiring this year from being our pro bono church attorney. The Board presented Guy with a iPad/book holder, made by Steve Lessmann, in appreciation of his years of service.

Carol McCord thanked the Board for all of their work this year.

Announcement of 25% Sunday Plate Recipient

The winner of the 2015-16 25 % Sunday Plate is Monroe County CASA.

Minister's Closing Words Reverend Doug Wadkins

Adjournment 5:22 PM

Motion by Jan Skinner: to adjourn.

Seconded by Karen Jewell.

Approved unanimously.

The meeting adjourned at 5:22 PM.

Unitarian Universalist Church of Bloomington



Congregational Meeting

4:00-5:30pm
June 7th, 2015



Agenda

- 4:00 pm Call to order, Introduction of Parliamentarian, Chalice Lighting and Opening Words
- **4:05 Senior Minister's Report**
 - Planned Giving
 - Stewardship
- **4:20 Interim Minister's Report**
- 4:30 Special Purposes Fund Report
- 4:35 Quorum Report
- 4:37 Motion: For board to approve congregational minutes at a future board meeting
- 4:40 Vote on 25% Recipient
- 4:45 Motion: Approve Leadership Cultivation Slate
- 4:50 Board of Directors
 - **Board Accomplishments 2014-15**
 - **Ministerial Transition Update**
 - **Motion: Endorse Ministerial Search Committee Slate**
- 5:10 Treasurer's Report and Motion to approve 2014-15 budget
- 5:15 Special Services Award Recipients
- 5:25 Announcement of 25% Sunday Plate Recipient
- 5:27 Minister's Closing Words
- 5:30 Motion to adjourn



Call to Order

Introduction of Parliamentarian
Guy Loftman

Chalice Lighting and Opening
Words

–Ministry Team



Reverend Mary Ann Macklin

SENIOR MINISTER'S REPORT

Natalie Spriggs-Trobridge

Student Minister



Ken Roberson

Worship Artist for 2015-16





Anne Haynes

PLANNED GIVING



Legacy Circle

Anonymous (3)

Andrew and Charlotte Appel

Jan Armstrong

Ruth Aydt and Von Welch

Patrick Brantlinger

Louray Cain

Barbara Carlson

Joan Caulton

Bob and Libby DeVoe

Delores Freiburger

Abby Gitlitz

Anne and Christopher Haynes

Harv and Connie Hegarty

Sandra Hernshaw

Lois and Richard Holl

Deborah Hutton

David Keppel

Harlan Lewis

Diane and Ted Lock

Paul Losensky and Arzetta Hults-Losensky

Clarke and Mary Brennan Miller

Harriet and Dick* Pfister

Diane and Robert Port

Peter Schwandt and Dixie Welch

Kathleen Sideli

Janice Skinner

Lee and Al Strickholm

Melinda Swenson

Sharon Yarber

*Deceased



Mary Boutain and Drew Schrader

STEWARDSHIP REPORT



Stewardship Report

Current Pledged Amount: \$510,979

Current Number of Pledges: 281

Pledged amount this time last year:

\$503,919

Total pledges last year:

\$516,830

Total pledges last year:

324



Reverend Doug Wadkins

INTERIM MINISTER'S REPORT

Top Priorities (as I Know Them Now) For Next Church Year's Interim Work



1. Consult with Rev. Macklin and core staff to think about a shared vision of a sustainable and dynamic ministry for the new few years.
2. Be available to the Search Committee as an in-house consultant around process and resources for search.
3. Work with Social Justice, Adult Religious Education and Stewardship to enrich specifics of their ministry within the larger mission of the congregation.
4. Assist ministry team in worship overview.
5. Draw up, with ministers, staff and congregation, a specific start-up strategy for new minister and beginning new shared ministry well.



Chris Haynes

SPECIAL PURPOSE FUNDS REPORT



Balances

Endowment: \$101,749

General: \$198,590

Total: \$303,339



Investments

Endowment: 100% Vanguard Wellington

General:

7% Cash

26% Vanguard intermediate term bond

25% Vanguard short term bond

40% Vanguard Wellington

2% Gold



Deposits

Social Justice fund: \$1,200

Memorial donations: \$1551

– Gabe Langon, Gene Lawlis, Carol Shapiro,
Robin Black-Schaffer

Legacy Fund (anonymous): \$77,571

Endowment fund (anonymous): \$50,000

Harv Hegarty Fund: \$1,000

Adjustment and returned funds: \$319



Expenses

Robertson Grounds endowment: \$404

Social Justice TF grant: \$5,335

Rev. Wadkins moving: \$3,812

Amethyst House: \$500

Music: \$500



Investment Review

- Investment review, including consideration of fossil fuel divestment, is still in process
- UUA's Common Endowment Fund is divested and being considered for management of SPF assets
- A Town Hall meeting for dialog on SPF investment (including divestment) options will be held September 26th, 10:30-noon.



At-large directors

QUORUM REPORT



**MOTION: BOARD TO APPROVE
CONGREGATIONAL MINUTES AT
A FUTURE BOARD MEETING**



VOTE ON 25% OF SUNDAY OFFERING RECIPIENT



Allison Chopra

LEADERSHIP CULTIVATION COMMITTEE SLATE



LCC Slate

- Board (2-year terms):
 - Von Welch, Vice President
 - Arzetta Hults-Losensky, Treasurer
 - Doug Cauble and Deb Hutton, Directors At-Large
- Special Purpose Funds (3-year term)
 - Joanne Wilhelm
- Leadership Cultivation Committee (3-year term):
 - Sheri Benham
 - Danny Callison
 - Matt Stonechiper



MOTION: APPROVE LEADERSHIP CULTIVATION SLATE



BOARD OF DIRECTORS REPORT



Board Accomplishments 2014-15

- Hired Reverend Wadkins as Interim Minister.
- Researched and implemented process for selecting Ministerial Search Committee.
- Focused on fiscal health of the church:
 - Close attention to the budget.
 - Ended the Green Spaces campaign (w/grant from SPF).
 - Collaborated w/ Stewardship Campaign to continue towards fair and sustainable compensation.
- Searched for next UUCB legal counsel.
- Appointed Stuart Yoak to SPF, replacing Kim Deckard
- Consulted with ministers and members on variety of church issues.

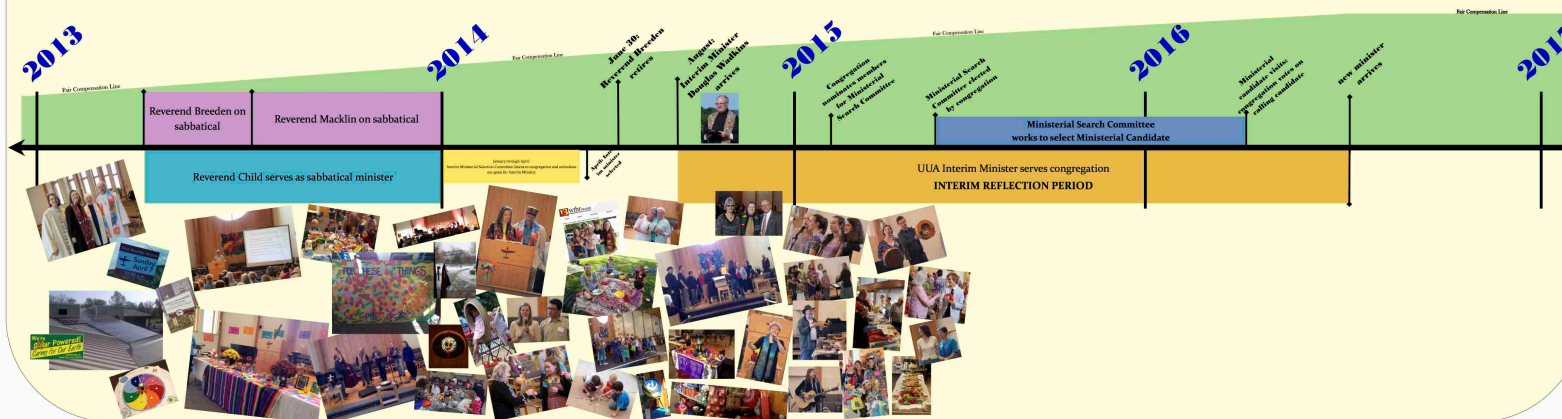


Unitarian Universalist Church of Bloomington

Projected Timeline 2013-2017

Date: 8/10

For more information on the search for the new minister visit:
<http://search.uubloomington.org>



MINISTERIAL SEARCH COMMITTEE UPDATE

Ministerial Search Committee (MSC) Appointment



- Bylaws, Section 6.1: “A Minister shall be recommended for consideration of the membership by a Ministerial Search Committee appointed by the Board.”
- The Board wants to be as inclusive of congregation input as possible in its appointment process.

Board Research on MSC Appointment Process



- Summer '14: Board members attended two workshops on ministerial transition.
- Fall '14:
- Board contacted six other congregations in transition to learn from their experiences.
- Retreat to plan process facilitated by Rev. Wadkins.
- Met with Rev. Keith Kron, head of UUA Transitions Office and our Ministerial Search Representative.

What We Learned about the MSC



- Should be balanced by gender, age, interests, and tenure of membership to reflect the diversity of the congregation.
- Should collectively have experiences in major areas of church life, including religious education, social action, facilities, finance and music.
- Should also be balanced in terms of attributes such as organizational ability, broad theological awareness and computer skills.



MSC Member Responsibilities

- Commit to approximately four hundred hours, including overnight travel.
- Conduct a search that is fair and nondiscriminatory with respect to race, color, disability, gender, sexual orientation, age, and national origin.
- Represent the congregation as a whole rather than any subgroup.
- Maintain confidentiality and seek consensus.
- Recommending to the congregation a single candidate for settled ministry.



MSC Member Attributes

- A member of the UUCB congregation.
- Known, trusted and respected by others in the congregation.
- Capable of both self-assertion and compromise.
- Full MSC job description:
<http://search.uubloomington.org/home/msc>



Board's Nomination Process for the MSC

- January '15: Launched search.uubloomington.org web site, started regular prologue updates, and held Town Hall meeting on January 25th.
- February '15: Over a hundred members of the congregation nominated trusted members for consideration as MSC members.
- March - April '15: Board analyzed nominations in collaboration with Ministers, confirmed nominee willingness to serve, and assembled representative MSC slate.
- May 4th: Board announced MSC slate in Prologue and online.

Motion: Endorse Ministerial Search Committee Slate



- Barb Backler
- Mary Boutain
- Craig Coley
- Michelle Cook
- Abby Gitlitz
- Amy Taylor
- Stuart Yoak



Full bios on handouts and at <http://search.uubloomington.org/>

Ministerial Search Committee

Next Steps: Summer-Fall'15



- Once endorsed, MSC is an independent group, and self-organizes.
- Meets with Rev. Keith Kron, our Ministerial Settlement Representative.
- Gathers input from our congregation and Ministers, other congregations, other resources, and UUA, e.g.:
 - <http://www.uua.org/careers/ministers/transitions>
 - <http://www.uua.org/careers/ministers/transitions/150364.shtml>
- Determines our Ministerial Needs
- Creates “packet” describing UUCB

Ministerial Search Committee

Next Steps: 2016



- Winter-Spring'16:
- Obtain list of applying Ministers.
- Select 3-5 pre-candidates from applicants.
- Visit neutral pulpits to experience pre-candidates preach.
- Summer'16:
- Select single candidate and have candidate visit UUCB for a week.
- Congregation votes on calling candidate – goal is >90% approval (bylaws require 80%).
- Fall '16: New associate minister joins our Ministry Team.



Arzetta Hults-Losensky

TREASURER'S REPORT



MOTION: APPROVE 2015-16 BUDGET



Reverend Mary Ann Macklin

**SPECIAL SERVICES AWARD
RECIPIENTS**



At-large Directors

ANNOUNCEMENT OF 25% OF SUNDAY OFFERING RECIPIENT



Revered Doug Wadkins
CLOSING WORDS



MOTION TO ADJOURN

