

# Unitarian Universalist Church of Bloomington, Indiana

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



## Congregational Meeting Minutes

December 13, 2015

<b><u>CALL TO ORDER KATHLEEN SIDELI</u></b>	<b>2</b>
INTRODUCTION OF PARLIAMENTARIAN GUY LOFTMAN	2
CHALICE LIGHTING	2
INTRODUCTION OF BOARD MEMBERS AND RESPONSIBILITIES KATHLEEN SIDELI	2
<b><u>SENIOR MINISTER'S REPORT REVEREND MARY ANN MACKLIN</u></b>	<b>2</b>
<b><u>INTERIM MINISTER'S REPORT REVEREND DOUGLAS WADKINS</u></b>	<b>3</b>
<b><u>QUORUM REPORT</u></b>	<b>3</b>
<b><u>UPDATES</u></b>	<b>4</b>
STEWARDSHIP REPORT DREW SCHRADER	4
PLANNED GIVING LIBBY DEVOE	4
LEADERSHIP CULTIVATION MATT STONECIPHER	4
SPECIAL PURPOSES FUND CHRIS HAYNES	4
LEONARD LUNDIN BEQUEST	5
GREEN SANCTUARY TASK FORCE MOLLY O'DONNELL, STEPHANIE KIMBALL, AND MARCIA VELDMAN	6
MOTION FOR THE BOARD TO APPROVE THE CONGREGATIONAL MEETING MINUTES AT A FUTURE BOARD MEETING	7
<b><u>FALL SOCIAL JUSTICE GRANTS ANNOUNCEMENT STEVE MASCARI</u></b>	<b>7</b>
<b><u>MINISTERIAL SEARCH COMMITTEE UPDATE MSC</u></b>	<b>7</b>
<b><u>BOARD OF DIRECTORS</u></b>	<b>8</b>
TREASURER'S REPORT ARZETTA HULTS-LOSENSKY	8
UPDATE ON CONSULTANT RECOMMENDATIONS	8
<b><u>UPDATE ON MEETING ROOM WINDOW MOLLY O'DONNELL</u></b>	<b>9</b>
<b><u>ADJOURNMENT</u></b>	<b>9</b>

Submitted by Ann LeDuc, Secretary

## **Call to Order Kathleen Sideli**

Call to order by Kathleen Sideli, President, at 4:01 PM

## **Introduction of Parliamentarian Guy Loftman**

## **Chalice lighting**

## **Introduction of Board Members and Responsibilities Kathleen Sideli**

Kathleen Sideli- President

Von Welch – Vice President

Ann LeDuc – Secretary

Arzetta Hults-Losensky - Treasurer

Pat Brantlinger – At Large

Doug Cauble – At Large

Deb Hutton – At Large

Doug Cauble and Deb Hutton were unable to attend.

## **Purpose of Policy Governance**

In Policy Governance, the Board empowers the ministers, staff and lay leaders to make decisions and perform the day to day functions of the church. The Senior Minister delegates to the staff and lay leaders. This allows the Board to focus on strategic issues.

Ends Statements are aspirational statements that guide activities. Monitoring by the Board ensures that Ends Statements are effective and followed.

## **Senior Minister's Report Reverend Mary Ann Macklin**

The Unitarian Universalist General Assembly will be held this summer in Columbus Ohio. Regional Assembly will be in Minnesota. We are looking into taking a bus to General Assembly.

We have an ongoing relationship with Monroe County United Ministries. This is an important connection we have outside of our congregation.

Shari Woodbury has asked us to ordain her into the ministry. Her ordination will be held here on April 3<sup>rd</sup>, 2016.

Our social justice task forces continue to be very active and have an impact on the world. We have added a Racial Justice Task Force recently. The Just Peace Task Force may have played a role in the nuclear agreement with Iran. Senator

Donnelly's Aid for Foreign and Military Policy, Rachel Livesay, met with members of our Just Peace Task Force regarding the agreement.

Reverend Macklin's recent time off included a ministerial assessment. Her ministerial assessment taught her to delegate more and let others step up in their responsibilities.

Reverend Macklin is considering participating in Leadership Bloomington to become more connected to the larger Bloomington community. She is also considering completing a Doctor of Ministry degree at her former seminary. If she pursues this degree, she would focus on end of life issues. She feels that her passion for end-of-life issues is a product of her experiences with our congregation.

In closing her report, Reverend Macklin stated that extremists do not dictate our lives. It will take love and courage to go forward in our world now. Reverend Macklin vowed to dedicate her leadership to love and courage.

## **Interim Minister's Report Reverend Douglas Wadkins**

This is year two of Reverend Wadkin's interim ministry. This year he led the July worship services and assisted or preached most of the worship services in August. He has provided a great amount of pastoral care and has been an active part of the Social Justice Task Force. He assisted in preparations for the consultation on religious education, and has been active in Beloved Conversations. Beloved Conversations provides an opportunity to examine our preconceived notions about race.

Reverend Wadkins is a resource for the Ministerial Search Committee. He continues to work with the staff and the Senior Minister towards a sustainable ministry. This includes identifying the strengths of the staff, and assisting Reverend Macklin in discovering what her future ministry will include. The future ministry of the church will be an interconnected web of shared ministry between the staff and ministers.

Reverend Wadkins continues to assist the congregation in examining the history of the congregation, the current leadership, clarifying the congregation's mission, and how we work together with ministers and staff.

## **Quorum Report**

10% attendance is required to have a quorum.

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

## Updates

### Stewardship Report **Drew Schrader**

This year's stewardship campaign theme will be memorable. The stewardship planning team is a small group. There will be many smaller opportunities for congregant involvement in the stewardship campaign.

### Planned Giving **Libby DeVoe**

The Planned Giving Committee members are Melinda Swenson, Anne Haynes, Joan Caulton and Libby DeVoe.

There are 36 households in the Legacy Circle. A luncheon is held every Fall to show appreciation for members of the Legacy Circle.

Planned gifts to the congregation make a difference, as seen in the recent renovations to the Religious Education wing.

### Leadership Cultivation **Matt Stonecipher**

The Leadership Cultivation Committee members are Harv Haggerty, Sheri Benham, Matt Stonecipher, Danny Callison, Von Welch (Board representative), Reverend Macklin, Reverend Wadkins, and Shari Woodbury (Connections Coordinator).

The committee had a retreat on November 14<sup>th</sup>. Their short term goals include addressing leadership roles coming up for re-election on the Board and Special Purposes Funds (SPF) Committee. Board offices up for election are President, Secretary, and one at-large member. There is also one position on the SPF committee up for re-election. Currently, the Leadership Cultivation committee is contacting the incumbents to learn their interest in continuing in their current roles. The Board President is not eligible for re-election.

Long-term goals of the committee include initiatives that could foster leadership in the larger congregation, not only the Board and SPF committee.

### Special Purposes Fund **Chris Haynes**

The Special Purposes Fund (SPF) committee is responsible for managing an endowment and a general fund for activities outside of the normal operating budget of the church. This is stated in the church bylaws, section 7. A webpage will be available soon that includes information about the operation and processes of the SPF committee. Members of the SPF committee include three at large members, the church treasurer and one Board member.

The endowment provides a steady stream of income into the general fund. The endowment continues to grow as a result of new endowments and bequests. Sub-funds are maintained to honor donations with restrictions. SPF provides quarterly reports (available in the church office), an annual summary at each June congregational meeting, and semi-annual reports to the Board.

Fossil Fuel divestment has become important to SPF. SPF held a Town Hall meeting on divestment. There has been an interest in using the Common Endowment Fund, which is managed by the UUA. SPF has found that the Common Endowment Fund does not perform well over time.

If investment opportunities change, the position of SPF on divestment from fossil fuels may change. At this point, the most likely scenario is that SPF will create a sub-endowment and sub-general fund. These sub-funds will be invested in a way that is divested from fossil fuels. Donations and bequests with restrictions that they go into these divested funds will be welcomed. Please contact a committee member or email [SPF@uubloomington.org](mailto:SPF@uubloomington.org) if you would like more information.

### Leonard Lundin bequest

Leonard Lundin was a member of our church from 1948 until his death in 1988. He left a generous gift to the church. His bequest was used for capital improvements and the remainder put into the Special Purposes Fund. There is a Leonard Lundin Social Justice Endowment fund. There is a restricted fund for future purchase of the Belcher property, which will remain unchanged. There is also a restricted fund - the Lundin Monroe County Youth Facility.

Since a new youth facility will not be built in Monroe County, this part of his bequest must be repurposed. An ad hoc committee, consisting of those who knew Leonard Lundin, was formed to explore possible options to re-designate this fund for another project and to make a recommendation to the SPF committee and to the congregation. Emphasis was given to a project that honors Leonard Lundin and his commitment to youth in the local community and to social justice. The committee members were: Joan Caulton, Jackie Hall, Iris Kiesling, and Lloyd Orr.

Over several months this summer, the committee researched and discussed several options. The consensus of the committee was to provide funds for renovating three Monroe County United Ministries pre-school classrooms. The pre-school classrooms serve about 90 children, ages 2 to 5, from low income families to prepare them for kindergarten.

Motion by Clarke Miller to:

- Rename the SPF Leonard Lundin Monroe County Youth Facility Fund as the Leonard Lundin Monroe County United Ministries (MCUM) Classroom Fund,
- place \$17,078 into this newly named fund to donate to MCUM to update three preschool classrooms, and
- deposit the remaining funds into the Lundin Social Justice Endowment.

Seconded by Libby DeVoe.

Unanimously approved.

## Green Sanctuary Task Force

Molly O'Donnell, Stephanie Kimball, and Marcia Veldman

The Green Sanctuary Task Force (GSTF) responded to a call from Interfaith Power and Light to sign the Paris Pledge which asks us to cut our energy usage 50% by 2030 and to aim for Carbon neutrality by 2050.

The GSTF has created a vision of ways to cut energy usage and reach carbon neutrality. Some of these ideas include:

- add to our solar panel array,
- grow deciduous vines to add shade windows in the summer,
- plant trees on north side of building to create a wind block,
- plant fruit and nut trees to help with food shortages,
- install swales to maintain moisture,
- use fossil free transportation,
- share skills and knowledge of how to deal with our changing world, and
- install geothermal to use the energy of the earth to keep our building comfortable.

The committee is working on a process for soliciting feedback on this vision.

Our Green Spaces initiative has given us a great start towards these goals by funding many initiatives. As a result, our energy use has been decreased by 50% since 2010, and we received a 99% energy star rating.

Specific ways we can reduce energy usage:

- use rooms that are already heated,
- do not override the thermostat,
- close doors to rooms with thermostats, and
- dress for the season.

We need to continue to work to change policy that shapes how energy is used. This requires government action. The Citizens Climate Lobby (CCL) builds political will to pass national legislation addressing climate change that is effective, fair, transparent and efficient. Endorsement forms from CCL were handed out before the meeting. The form asks us to adopt a climate action resolution, asking congress to take effective action to reduce climate change.

Motion by David Keppel: to adopt climate action resolution to ask Congress to take effective action to reduce climate change.

Seconded by Steve Arnold.

Unanimously approved.

## **Motion for the Board to approve the Congregational Meeting minutes at a future Board meeting**

Motioned by Harlan Lewis: for the Board to approve the Congregational Meeting minutes at a future Board meeting.

Seconded by Iris Kiesling.

Unanimously approved.

## **Fall Social Justice Grants Announcement Steve Mascari**

Rainbow Rights Task Force PRISM Youth: \$1600

Help Feed Our Hungry Neighbors Walnut Grove Food Pantry: \$500

Homelessness Task Force Park Feeding Project: \$500

Green Sanctuary Task Force sponsored Bring Your Bag Bloomington: \$200

Reproductive Justice Planned Parenthood Snack Brigade: \$200

Hope for Prisoners Read to Me Project: \$200

## **Ministerial Search Committee Update MSC**

MSC members presenting: Michelle Monroe-Cook, Craig Coley, Barb Backler, Amy Taylor, and Abby Gitlitz.

The Ministerial Search Committee (MSC) held a retreat with Keith Kron. Their first actions as a committee were to establish protocols for visibility and communication. The MSC has regular communications with the Board and Reverend Wadkins. The committee meets regularly as a whole and in smaller work groups.

The committee has held 16 cottage meetings, conducted a congregational survey, and submitted the congregation record to the UUA transitions office. The congregational survey and cottage meetings provided a rich and diverse understanding of the church and the minister we are seeking. Using this information, the MSC will construct a “packet” that highlights our uniqueness as a congregation.

In February and March, the MSC will create a short list of prospective candidates and start interviews. The MSC will choose one candidate to preach at our church and spend a week with our congregation. After the completion of that week, there will be a congregational vote to call that candidate to be our Associate Minister.

On February 14<sup>th</sup> there will be a workshop called Beyond Categorical Thinking. This workshop will provide an opportunity to examine how we can avoid letting prejudice become part of the search process.

## Board of Directors

### Treasurer's Report Arzetta Hults-Losensky

See the attached slides for an abbreviated summary of the income and expenses for July to November 30, 2015.

The total income received as of November 30<sup>th</sup> is \$293,566 and does not include the proceeds from the bazaar, grocery card sales, or other miscellaneous income sources. The income received thus far is 45.5% of the projected budget amount with seven months remaining in this fiscal year. The total disbursements for July through November 30<sup>th</sup> is \$257,425. This creates a net income of \$36,141.

Our bylaws require an audit or review in odd years. In years that we do not have an external audit, the finance committee members perform an internal review. This year, in September, we had an external audit. Blue and Co was the CPA firm that conducted the audit. Overall, it was a very positive audit. The CPA identified one deficiency, that we do not have an independent auditor to oversee the preparation of internal financial statements. The CPA said this is true of 95% of the non-profit organizations they serve. Solutions to this issue are being explored.

We are currently in the process of refinancing the church mortgage. We plan to complete the refinancing process in early 2016. The mortgage loan amount is about \$200K. Based on preliminary information, we hope to have the mortgage paid off in approximately five years.

### Update on Consultant Recommendations

#### **Board response to the consultant's recommendations Von Welch and Kathleen Sideli**

Nancy Heege was hired as a consultant to the church earlier this year. Her consultation concentrated on our Religious Education (RE) program and governance processes.

As a result of the consultation, the Ends Statements of the Board Policies are now more visible on the website and a preamble has been created to explain the Ends Statements. The Ends Statements were originally drafted in 2010.

Also as a result of the consultation, we have a better understanding of the terminology "Linkage" in Policy Governance. In Policy Governance, linkage with the congregation refers to two-way communication between the Board and congregation. The Board currently communicates with the congregation in many ways. A new way the Board will communicate with the congregation will be by having Board members available once a month during coffee hour in the new yellow booth.

The Board is in the process of creating policies on dispute resolution and healthy communications. This will include a covenant of right relations. Part of the covenant on right relations will be guidelines for e-mail and social media communications.



## **Religious Education response to the consultant's recommendations Reverend Emily Manvel-Leite and Adrienne Summerlot**

The Religious Education (RE) program currently utilizes many diverse modes of communication. Additionally, the program is taking steps to increase communication.

As a result of the consultation, the top priority of the RE program is to create a shared vision for RE. The new shared vision will be created in the context of our congregation's vision statement.

A re-visioning workshop for RE, facilitated by Reverend Wadkins, will take place on January 31<sup>st</sup>. Volunteers will be sought after the workshop to take the ideas from the workshop and create a succinct vision statement for RE. The congregation will be invited to affirm the new RE vision statement.

In the future, mission statements and covenantal relationships may be created to define the work of RE committees and volunteers in-line with the new RE vision statement.

## **Update on Meeting Room Window Molly O'Donnell**

Glare and brightness from the large round window in the meeting room can be distracting and even painful for some members of the congregation. A long-time member, who has been impacted by the glare, has offered to help fund a solution. A team of congregants are working towards a solution, with the help of staff and external professionals.

The goal of the team is to improve the visual experience in the congregation, as well as for online streaming, while preserving the unique beauty of the meeting room. The team has been researching a very large number of possible solutions. Two top options currently are the tinted acrylic sheets and motorized dimming shades.

## **Adjournment**

Motion by Amy Taylor: to adjourn.

Seconded by John Summerlot.

Unanimously approved.

The meeting adjourned at 5:37 PM.

Unitarian Universalist  
Church of Bloomington

Congregational Meeting

4 - 5:30pm  
December 13<sup>th</sup>, 2015

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community,  
Changing the World      1

## Agenda

- 4:00 pm Call to order, Introduction of Board Members (Kathleen Sideli)
- 4:10 Senior Minister Report  
Interim Minister Report
- 4:20 Quorum Report
- 4:25 Updates
  - Stewardship
  - Planned Giving
  - Leadership Cultivation
  - Special Purpose Fund
  - Green Spaces Task Force
- 4:46 Motion: For board to approve congregational minutes at a future board meeting
- 4:47 Social Justice Grants Announcement
- 4:50 MSC Report
- 5:10 Board of Directors
  - Treasurer's Report
  - Update on Consultant's Report
- 5:25 Update on Meeting Room Window
- 5:30 Motion to adjourn

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community,  
Changing the World      2

Call to Order  
By President Kathleen Sideli

Introduction of Parliamentarian  
Guy Loftman

Chalice Lighting

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community,  
Changing the World      3

Kathleen Sideli

## INTRODUCTION OF BOARD OF DIRECTORS AND RESPONSIBILITIES

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community,  
Changing the World      4

## Introduction of Board members

President: Kathleen Sideli  
 Vice President: Von Welch  
 Secretary: Ann LeDuc  
 Treasurer: Arzetta Hulst-Losensky  
 : Patrick Brantlinger  
 Doug Cauble  
 Deborah Hutton

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community,  
Changing the World      5

## Purpose of Policy Governance

- Empower the minister, staff and lay leaders to make decisions in a timely manner.
- Focus the board on strategic issues.
  - e.g. Ministerial Transition

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community,  
Changing the World      6

### Policy Governance: How?

- Congregation defines bylaws.
- Within the bylaws, Board delegates to the Senior Minister via Board Policies and Ends Statements.
- Ends Statements: Aspirational goals of the congregation.
- Board Policies: Limits on delegated authority.

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 7

### Policy Governance: How?

- Senior Minister delegates authorities to staff, lay leaders.
- Board “monitors” Senior Minister and staff with regular reports to ensure Ends and Policies are working.
- Board communicates (“linkage”) with congregation to ensure Ends and Policies are in line with congregation’s goals.

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 8

Rev. Mary Ann Macklin

## SENIOR MINISTER REPORT

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 9

Rev. Douglas Wadkins

## INTERIM MINISTER REPORT

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 10

At-large directors

## QUORUM REPORT

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 11

Drew Schrader


## STEWARDSHIP REPORT

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 12



## Get Ready

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      13



Libby Devoe  
**PLANNED GIVING**

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      14

## Legacy Circle

Anonymous (5) 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 Giltz Jane Goodman Anne and Christopher Haynes Harv and Connie Hegarty Sandra Hershaw Lois and Richard Holl	Deborah Hutton David Keppel Kathie Lazerwitz Harlan Lewis Diane and Ted Lock Paul Losensky and Arzetta Hufts-Losensky Clarke and Mary Brennan Miller Tommie Owens 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
--	---

**Thirty-six households, up from thirty-one!**

\*Deceased

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      15

Matt Stonecipher  
**LEADERSHIP CULTIVATION  
 COMMITTEE UPDATE**

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      16

## LCC Membership

- Matt Stonecipher
- Harv Hegarty
- Sheri Benham
- Danny Callison
- Von Welch (Board Representative)
- Mary Ann Macklin and Doug Wadkins (Ministerial Representatives)
- Shari Woodbury (Connections Coordinator).

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      17

## Kick-off Retreat

- Met on November 14th for a retreat to introduce ourselves and develop an idea of how we want to work as a committee and with the Connections Coordinator and Ministers/Staff as part of the membership process.

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      18

## LCC Goals

- Short-Term goals; Positions on the board coming up for re-election are the President, the Secretary and one At-Large member. There is one position of the SPF that is also up for re-election. We are talking to the incumbents to determine if they are interested in being re-elected, but anyone else who might be interested or wants to nominate someone should contact the LCC.
- The LCC is also looking at long-term initiatives that will help us foster leadership at UUCB.

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

19

Chris Haynes

## SPECIAL PURPOSE FUNDS REPORT

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

20

## Special Purposes Fund Overview

Mission statement: The Special Purposes Fund (SPF) supports the Church's religious, charitable, educational and civic purposes beyond activities under the normal operating budget. The mission of the SPF Committee is to provide for the management, safekeeping and expenditure of the SPF in alignment with the mission of the Church.

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

21

## Special Purposes Fund Overview

- Governed by section 7 of church by laws and policies of the SPF Committee
- The SPF Overview Document provides additional procedural information.
- Present committee:
  - At-large: Chris Haynes (chair), Joanne Wilhelm (secretary), Stuart Yoak (vice-chair)
  - 3 year elected terms
  - Board representation: Arzetta Hults-Losensky (Treasurer), Von Welch

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

22

## Investment funds

- Assets divided between endowment (presently about \$94,000) and general fund (presently about \$173,000)
- The endowment supplies the general funds with a steady income stream approximating asset growth, and grows primarily via donations and bequests.
- The SPF committee accepts grant proposals for use of general funds.
- Sub-funds are maintained to honor restrictions associated with donations and bequests.
- Quarterly report to Board. Regularly at Congregational Meeting.

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

23

## Fossil Fuel Divestment

- The SPF Committee is evaluating possibilities for fossil-fuel divestment of equities
  - Thanks to those who participated in September's Town Hall meeting
- Divestment involves trade offs between social conscious, financial returns, and risk.
  - E.g. UU CEF has measurably lower returns than current Wellington Fund.

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

24

### Current Thinking, Feedback Sought

- Create divested (and otherwise unrestricted) Endowment and General funds so that donors can specify Divestment as their wish.
  - We have identified a divested investment fund (Parnassus) that looks to have reasonable financial trade-offs.
- Launch the Divested SPF Fund with some minority fraction, TBD, of existing funds.
- Further comments welcome on this issue. Feel free to contact any Committee member directly or email: [spf@uubloomington.org](mailto:spf@uubloomington.org)

### MOTION

- Rename the SPF Leonard Lundin Monroe County Youth Facility Fund as the Leonard Lundin Monroe County United Ministries (MCUM) Classroom Fund.
- Place \$17,078 into the Leonard Lundin MCUM fund to donate to MCUM to update three preschool classrooms.
- Deposit the remaining funds into the Lundin Social Justice Endowment.

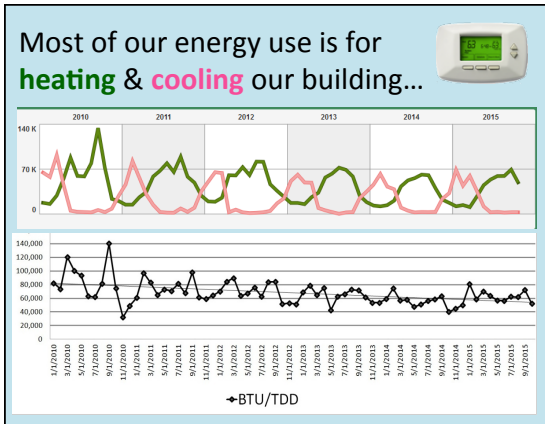
Molly O'Donnell

### GREEN SANCTUARY TASK FORCE REPORT

## Seeking the Spirit







So what more can each of us do?

Look at how we use our building for other ways to save.



**Citizens' Climate Lobby**

**I/We Endorse Climate Action**

The costs of climate change—including destabilized weather patterns, rising sea levels, extreme weather events, and other serious impacts—now pose a substantial threat to the health, prosperity and security of Americans. The costs are real, they are growing, and they are already burdening businesses, taxpayers, municipal budgets and families.

Our economy, infrastructure, public safety and health are directly at risk.

Prudent action now will be far less costly than the consequences of delayed response and will create a more stable business environment for our nation.

Therefore, I/we urge Congress to sponsor and/or support measures that will:

- Acknowledge the serious threat posed by climate change.
- Reduce greenhouse gas emissions in a clear, transparent and effective way.

**YES! I/We Support Climate Action**

I am endorsing on behalf of an  Organization (business, congregation, etc)  Individual (elected official, community leader)

Endorser name \_\_\_\_\_ Date \_\_\_\_\_  
As you wish it to appear. If individual, please include title.

Geographic scope  National  Multi-state  State  County/regional  City/local  Congressional District(s) \_\_\_\_\_

Contact name \_\_\_\_\_ Title \_\_\_\_\_

Address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_ Country \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_ Twitter \_\_\_\_\_

Comments \_\_\_\_\_

I agree I have permission to endorse and that the name of the endorser (without contact information) may be listed publicly.

[endorse@citizensclimatelobby.org](mailto:endorse@citizensclimatelobby.org) | [www.citizensclimatelobby.org](http://www.citizensclimatelobby.org)



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

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

43

Steve Mascari

**SOCIAL JUSTICE FUNDS  
COMMITTEE GRANTS**

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

44

**2015 Social Justice Fall Grants**

Rainbow Rights Task Force PRISM Youth Project	\$1600
Help Feed Our Hungry Neighbors Walnut Grove Pantry	\$500
Homelessness Task Force Park Feeding Project	\$500
Green Sanctuary TF sponsored Bring Your Bag Bloomington	\$200
Reproductive Justice Planned Parenthood Snack Brigade	\$200
Hope for Prisoners Read to Me project	\$200

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

45

**MINISTERIAL SEARCH COMMITTEE  
REPORT**

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

46

**Ministerial Search Committee  
Accomplishments to Date**

- Retreat with UUA Director of Transitions, Rev. Keith Kron
- Communications & Visibility
  - MSC Website, Prologue, Friday Update, Orders of Service, Facebook, Office Mailbox, Email (uucbmsc@gmail.com)
  - Yellow Nametags
  - Regular communications with Board and Rev. Doug Wadkins
- Full Committee & Work Group Meetings
- Cottage Meetings (16)
- Survey (283)
- Congregational Record & Position Application
- Packet (in progress)

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

47

**We heard that our Congregation:**

- acts on its commitments to social justice
- is home to people with diverse beliefs
- values music in the service
- welcomes all
- is playful
- has a strong academic base

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

48

**We heard that our new associate minister should:**

- give quality sermons
- have a sense of humor
- be a doer within the church and in social action
- build bridges within the church and to the community
- have organizational skills
- complement Mary Ann
- be a good pastor

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      49

### Search Timeline

✓	UUA Ministerial Settlement Representative (MSR) visits
✓	Ministerial Search Committee is selected
✓	Search Committee meets with MSR Keith Kron
✓	Search Committee holds retreat
✓	Congregational Survey distributed and tabulated
In process	Information packet about the Congregation completed
January	Search Committee begins considering potential candidates
February 14	Beyond Categorical Thinking workshop, open to all
February-March	Search Committee interviews 3-4 candidates
April	Search Committee recommends one candidate
April	Candidating Week and congregational vote on candidate

## Thank you

for allowing us to serve the congregation and for supporting the search process

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      51

## BEYOND CATEGORICAL THINKING

**FEBRUARY 14, 2016**  
**Sunday Sermon**  
**Lunch**  
**Childcare**  
**Workshop 1:00 – 4:00 pm**

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      52

Arzetta Hulst-Losensky

## TREASURER'S REPORT

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      53

### TREASURER'S REPORT

UUCB INCOME & EXPENSE as of 11/30/15			
	July – Nov 2015	% of Budget	
<b>INCOME</b>			
Pledges	254,486		47.10%
Prior Year Pledges	9,999		50.00%
Sunday Plate	8,997		32.10%
All Other	20,084		35.40%
<b>Total Income</b>	<b>293,566</b>		<b>45.50%</b>
<b>TOTAL EXPENSE</b>	<b>257,425</b>		<b>40.00%</b>
<b>NET INCOME</b>	<b>36,141</b>		

12/13/2015      Changing the World      54

September 2015

External church audit

Blue and Co., LLC

January 2016

Refinancing the church mortgage

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

55

Board and Religious Education Staff

## UPDATE ON CONSULTANT RECOMMENDATIONS

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

56

## Ends Statements

- Completed: Publication (and explanation) of Ends Statements in multiple places
  - UUCB website under Mission
  - UUCB website under Board of Directors
  - Beginning of Board Policies document
- About: The Ends statements were adopted by the board in September of 2010 during the transition to policy governance and are a living document maintained by the board with input from the congregation.

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

57

### Seeking the Spirit

We have a meaningful liberal religious experience which includes:

- A rich diverse worship life.
- Compassionate pastoral care.
- Life-long opportunities for spiritual growth through religious practice, leadership roles, and community action.
- Knowledge of denominational and congregational history and traditions.

### Building Community

We have a policy of nondiscrimination -- we welcome all and are supportive of people of all ages, races, gender, sexual orientation, abilities, education, and politics.

- We are generous with our time, talent, and resources.
- We actively encourage shared ministry and lay leadership.
- We responsibly manage our staff, resources, and facilities.

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

58

### Changing the World

We are leaders in our community and world.

- We are committed to social justice and equality for all people.
- We advocate against prejudice, injustice, and oppression of any person or group.
- We work with other congregations and institutions with shared values and goals.
- We work with the Unitarian Universalist Association and the MidAmerica Region.
- We help heal the earth.

## Linkage (2-way communication)

- Completed: Added to Board Policies (III.B)
  - Linkage/Communications happens through:
    - Website
    - Prologue articles
    - Congregational meetings
    - Town Hall meetings
    - Board meetings (open to the public)
    - One-on-one conversations
    - Sunday announcements
    - Letters to congregants
    - “Coffee with the Board” once a month between services **(NEW!)**

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

59

## In Process/Forthcoming

- Development of Policy on Healthy Communications and Dispute Resolution
- Covenant of Right Relations (including communications guidelines for e-mail and social media)

Congregational Meeting  
12/13/2015

Seeking the Spirit, Building Community,  
Changing the World

60

## Religious Education at UUCB after the Consultancy



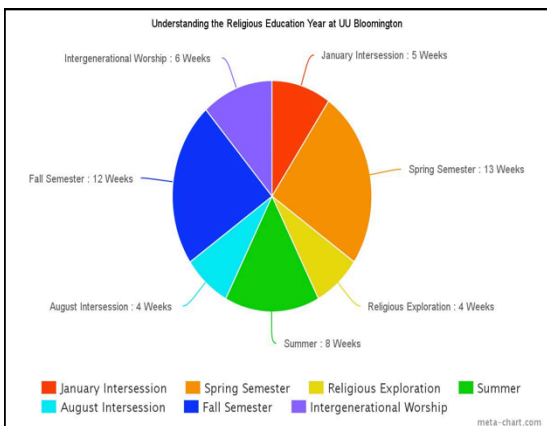
- Nancy Heege consulted with our congregation in August 2015
- Her visit included several open conversations to address specific concerns
- The report of the consultancy is available
- The RE staff and program have been doing ongoing work with the insights gained

## Religious Education Modes of Communication

- Prospectus
- Weekly emails requesting feedback from teachers
- Weekly emails to registered families
- RE information in Prologue and Friday update
- Facebook- notes, events, groups
- Current, updated website
- In person

## Short Term Actions to Increase Communication

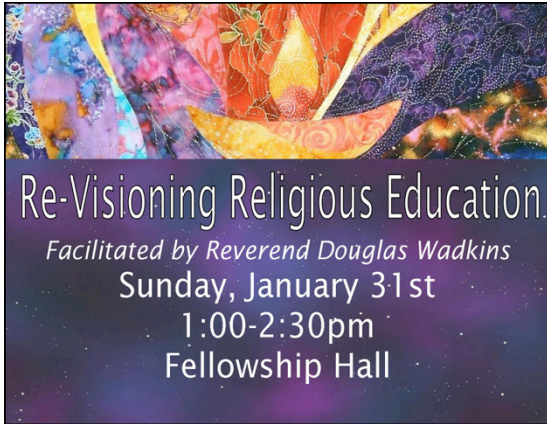
- Improved weekly email for parents
- Instituted a monthly "Visiting Day" for parents in preschool and K-1 classrooms
- Created a Youth Religious Education Committee webpage
- Created a clear calendar of the RE Year to illustrate the varied programming for all ages



## A Shared Vision for Religious Education

- Consultant Nancy Heege and the RE Staff agree that creating a vision for our Religious Education program should be our top priority.
- It will be created in the context of our congregational vision statement:

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



## Moving Forward

With a clear vision in mind, congregational groups or committees supporting religious education will be re-affirmed, re-formed, or re-imagined to bring our vision to life for our children, youth and adults.

Molly O'Donnell

## UPDATE ON MEETING ROOM WINDOW

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      69

## HOW TO REDUCE GLARE FROM OUR ROUND WINDOW

**Why** we are looking at possible treatments?

- The beautiful circular window in our Meeting Room can be inspiring, but also challenging. While many of us enjoy the view of clouds, birds and blue sky, others find the glare and brightness distracting and even painful.
- Glare is also a problem for the camera system which generates our popular internet streaming services.
- A long-standing member affected by glare has offered to help fund a solution

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      70

**Who** has been looking into this?

- Molly O'Donnell
- Diane Kewley Port
- Steve Krahnke
- Sandy Taylor
- Deb Hutton
- Rev. Mary Ann Macklin
- Steve Miller, architect for our building additions

**Consultants including:**

- Brad Stancombe, Pella Window representative
- Pam Gordon and Lafayette Blinds
- Rex King, Indiana Glass Coatings
- Bruce Norton, Delphi Graphics
- Pat McIntire, Indiana Window Coverings, LLC

**Our Goal** is to balance aesthetics, flexibility and cost of reducing glare from the round window.

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      71

## What

TINT	FABRIC	PATTERN
Glass	Pleated Arches	Painted inside
Acrylic Glass	Shade with Valence	Printed outside
Film	Full length Drapes	Stained Glass Film

Congregational Meeting 12/13/2015      Seeking the Spirit, Building Community, Changing the World      72

**Uniform Tint**

Replace the windows with tinted, triple-paned windows glass:

- **Not advised** because the current double-pane windows were difficult to engineer and it would be risky to replace them.

Tinted film:

- **No:** the glass is not tempered so there is 50% chance of causing the window to crack.

Tinted transparent acrylic sheets on the inside, vented:

- **Maybe:** available 5'x10'.
- **Researching** amount of tint needed; cutting and framing.

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 73

**Fabric Options**

Quarter- or half- round pleated fabric shades:

- **No:** the windows are not exactly half round.

Full length drapes:

- **No:** even sheer drapes would significantly alter room aesthetics.

Motorized dimming shades similar to those in Fellowship Hall:

- **Maybe:** with mechanism at top or at the bottom to cover only the lower portion, as needed.
- **We will get large samples.**

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 74

**Pattern Options** (considered but now inactive)

Paint a pattern on the interior of the glass:

- **Difficult to do** at such a large scale.

Inside stained glass design in film or glass

- **Challenging** to create acceptable design

Print on clear film on the outside, like on buses:

- **Problem** because film on the outside could cause glass to shatter.

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 75

**In Summary – Two options are being actively pursued:**

Tinted acrylic sheets on the inside

Motorized dimming shades similar to those in Fellowship Hall

**The Goal window treatment that reduces glare is to**

- Improve the visual experience in the congregation as well for online streaming
- Preserve the unique beauty of our Meeting Room

We hope to find a workable solution soon... Please speak with a member of our working group in the coming weeks with your ideas or concerns!

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 76

**MOTION TO ADJOURN**

Congregational Meeting 12/13/2015 Seeking the Spirit, Building Community, Changing the World 77