

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Congregational Meeting Minutes

June 12, 2016



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Submitted by Ann LeDuc, Secretary

Call to Order 4:03 PM Kathleen Sideli

Call to order by Kathleen Sideli, President, at 4:03 PM.

Chalice lighting and Opening Words Reverend Mary Ann Macklin

Reverend Macklin addressed the early morning tragic shootings in Orlando with thoughtful words.

Introduction of Parliamentarian Guy Loftman

Senior Minister's Report Reverend Mary Ann Macklin

The church is preparing to deepen Unitarian Universalist exploration in line with our mission of Seeking the Spirit, Building Community, and Changing the World. We are welcoming new leaders, and appreciating our current leaders, looking forward to welcoming Reverend McNeill, and preparing to say goodbye to Reverend Wadkins.

Reverend Macklin spoke about the work it takes to be part of good community. She thanked the leaders and staff for their patience and courage. Reverend Macklin thanked staff members, naming them individually.

Her full written report is part of the 2015-16 Annual Report now available on-line. <http://www.uubloomington.org/wp-content/uploads/2015/05/Annual-Report-2016-06-09-2016.pdf>

Planned Giving Committee Anne Haynes

More than 41 households, representing 62 members, have included the church in their estate planning.

Stewardship Update Drew Schrader

296 pledge units have pledged \$524,441 for 2016-2017 to date. The campaign goal is \$565,000.

The stewardship committee continues to explore other giving opportunities, in addition to pledging but pledging is critical to plan the church's annual budget

The church has more than 900 households on its mailing list.

RE Visioning Update Reverend Emily Manvel Leite and Adrienne Summerlot

The RE program has been working on visioning for the future. Core values were gathered from a town hall meeting in January. In February, a listening circle met and created three questions to focus small group conversations. March through May, small group conversations were held utilizing the three questions. The next step will include Reverend Wadkins meeting with a small writing group to write a draft vision statement for the RE Program.

Ministerial Search Committee Mary Boutain

Mary Boutain thanked the congregation for supporting the search process through their participation and trust in the search process.

Special Services Awards - Part I Reverend Mary Ann Macklin

Reverend Macklin presented special service awards to the Ministerial Search Committee members. The Search Committee members were: Barb Backler, Mary Boutain, Craig Coley, Michelle Cook, Abby Gitlitz, Amy Taylor and Stuart Yoak.

Quorum Report

Currently there are 482 members of the congregation.

10% attendance is required by the bylaws to have a quorum.

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

Special Purposes Fund Report Chris Haynes

Chris Haynes explained why the Special Purposes Fund Committee suggested a change to the Bylaws in order to capture current best financial practices regarding the management of assets in not-for-profits. The current bylaw language fails to capture the dynamics of investment practice, such as possible investment losses, the need for occasional investment profile changes, and the possibility of short-term loans to the church. UPMIFA provides legal guidelines for the management, investment and expenditures of charitable institution endowments.

Motion: Bylaw change

Motion by the Special Purposes Committee: to change Bylaw 7.6 by replacing the sentence “The assets of such Endowment shall not be invaded but shall be held in perpetuity” with the sentence “The assets of such Endowment shall be managed in accord with Uniform Prudent Management of Institutional Funds Act.”

Approved unanimously.

Fossil Fuel Divestment

A new category of fossil fuel divested investments has been created.

Donations to the Endowment and General Funds may be made with the restriction that it be invested in the divested assets.

David Keppel thanked the committee for their work towards divestment.

Motion: Board to approve congregational meeting minutes at a future board meeting Kathleen Sideli

Motion by Doris Wittenburg: to allow the Board to approve the congregational minutes at a future Board meeting.

Seconded by Harv Hegarty.

Approved unanimously.

Vote on 25% Plate Recipient

Candidates included: Friends Place and New Leaf New Life. Unusual circumstances led to only having two candidates instead of the usual three.

Votes were collected via paper ballot from attendees.

Motion to: Approve Leadership Cultivation Slate Matt Stonecipher

Proposed Slate

Board Members in new offices (two year terms):

Von Welch, President

Deb Hutton, Secretary

New Board Members (both one year terms):

Connie Nelson Laird, Vice President, completing term of Von Welch

Helmut Hentschel, At-Large, completing term of Deb Hutton

Re-elected Board members

Pat Brantlinger, At-Large, re-elected to new two-year term

Special Purposes Fund:

Chis Haynes, re-elected to new three-year term

Motion by the Leadership Cultivation committee: to approve the proposed slate.

Seconded by Rick Holl.

Approved unanimously.

Continuing Board Members:

Arzetta Hulst-Losensky, Treasurer (one-year term remaining)

Doug Cauble, At-Large (one-year term remaining)

Continuing Leadership Cultivation Committee Members:

Sheri Benham
Danny Callison
Matt Stonecipher
Harv Hegarty

Board Agenda Kathleen Sideli

Board Accomplishments 2015-16

- Initiated Religious Education re-visioning with outside consultant
- Held Fall Retreat to examine administration, ministerial and committee structures.
- Ordained Shari Woodbury
- Supported the Ministerial Search Committee
- Initiated “Coffee with the Board” to take place the last Sunday of the month
- Following through on our fair and sustainable compensation plan for ministers and staff

Treasurer’s Report and Motion to approve 2016-17 budget Von Welch

Two budgets were submitted, a fallback budget of \$637,863, which assumes pledges will only reach \$547,000, and a larger goal budget of \$651,215 that assumes we will reach our pledge goal of \$565,000. Most of the church’s income comes from pledges.

Guy Loftman commented that we are finally able to give our Senior Minister the pay she has deserved for a long time.

Noretta Koertge said she would like to see all the staff receive a substantial raise this year. She asked that allocation of funds be reviewed in hopes of giving raises.

Kathy Sideli explained that the larger goal budget would give raises to all staff.

Reverend Macklin spoke about the budgeting process and how budgeting decisions are made. She encouraged members to pledge if they haven’t done so or to increase their pledges if they are able to do so

A question was raised regarding the decrease in money expected to come in through the Sunday plate. Von explained that Sunday plate income has been decreasing over the years for a variety of reasons including the fact that individuals don’t always carry money in their wallets anymore.

Motion by Harv Hegarty: to approve both the low and mid budgets presented and allow the Board to select the appropriate budget depending on the level of pledges received as of June 30, 2016 – the end of this fiscal year.

Seconded by Doug Cauble.

Unanimously approved.

Recognition of Retiring Board Members Von Welch

Ann LeDuc was presented with a certificate of appreciation for her work as Secretary of the Board.

Kathy Sideli was recognized for her achievements as President of the Board of Directors for the past four years which included:

- Traversing two ministerial sabbaticals,
- Overseeing the conclusion of Green Spaces Initiative and our new roof,
- Implementing Sustainable Fair Compensation Committee recommendations through securing pledge increases to bring us to two-full time ministers,
- Hiring an Interim Minister, Reverend Doug Wadkins,
- Finding replacement legal services for the church after Guy Loftman's retirement,
- Devising a process to form a Ministerial Search Committee,
- Successfully calling of our new Associate Minister, Scott McNeill.

Kathy was presented with a certificate of appreciation, framed ministerial transition timeline, a bottle of Spanish wine, and her umbrella borrowed a year ago by Reverend Macklin, decorated with compliments overheard about her. Vice President Von Welch commended her for being a first class leader and humorously lauded her for ending the long standing tyranny of requiring the Board president to provide chocolate at board meetings!

Kathy thanked the congregation for supporting and trusting the board during these years of transition since such moments can be precarious for congregations.

Special Services Awards - Part II Reverend Mary Ann Macklin

John Summerlot and Melinda Swenson were awarded Special Service Awards for their outstanding volunteer service to the church.

Announcement of 25% Sunday Plate Recipient

New Leaf New Life received the majority of votes from the membership and was announced as the 2016-2017 25% Sunday plate recipient.

Update on Meeting Room Window Molly O'Donnell

The committee presented two possible solutions to the glare from the round window. The first solution includes installing a small fascia box mounted above the round window. Inside the box would be both a solar shade and light blocking shade. The second solution is to install a covering similar to the shade that was created by Steve Krahnke for the "All You Need Is Love" service. The new design would be larger than the previous design, in order to completely cover the window.

Transitions Reverend Mary Ann Macklin

Reverend Shari Woodbury's last Sunday will be June 26.

Reverend Doug Wadkins' last day will be July 31.

Minister's Closing Words Reverend Mary Ann Macklin

Reverend Macklin shared words of gratitude to those who make this community what it is.

Adjournment 5:34 PM

Motion by Harlan Lewis: to adjourn.

Seconded by John Summerlot.

Approved unanimously.

The meeting adjourned at 5:34 PM.

Unitarian Universalist Church of Bloomington



Congregational Meeting

4:00-5:30pm

June 12th, 2016



Agenda

- 4:00 pm Call to order, Introduction of Parliamentarian, Chalice Lighting and Opening Words
- **4:05 Senior Minister's Report**
 - Planned Giving
 - Stewardship
 - RE Visioning
 - Ministerial Search Committee
- 4:20 Quorum Report
- 4:22 Special Purposes Fund Report
 - Motion: By law change
- 4:32 Motion: For board to approve congregational minutes at a future board meeting
- 4:33 Vote on 25% Recipient
- 4:40 Motion: Approve Leadership Cultivation Slate
- 4:45 Board of Directors
- 4:50 Treasurer's Report and Motion to approve 2014-15 budget
- 5:00 Recognition of Retiring Board Members
- 5:05 Special Services Award Recipients
- 5:10 Announcement of 25% Sunday Plate Recipient
- 5:15 Update on Meeting Room Window
- 5:20 Transitions
- 5:25 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



Anne Haynes

PLANNED GIVING



Planned Giving

More than 41 households, representing 62 members of the congregation, have told us that they have included the church in their estate plans.

Making a Planned Gift



Make a planned gift to the church without changing your will:

1. Ask for a new Beneficiary Form from your IRA, retirement fund or life insurance administrator.
2. Name the church as a beneficiary of a percentage of your estate or a specific sum.
3. Return the form to the administrator!



Drew Schrader

STEWARDSHIP REPORT

Stewardship Campaign Update



296 Pledge Units

Pledged \$524,441

Campaign Goal: \$565,000



Rev. Leite and DRE Adrienne Summerlot

RELIGIOUS EDUCATION VISIONING UPDATE

Re-Visioning Religious Education Workshop- January 31, 2016



- Rev. Wadkins facilitated conversation about hopes and dreams for the future of religious education
- Over 60 people attended

Values mentioned most



Belonging

Acceptance

Community

Religious Literacy

Diversity of beliefs

Creativity

Student centered/student driven

Teacher Support

Play, fun and humor

Intergenerational connections

February 2016 -listening circle met



- Shared their experiences of January workshop
- Reviewed list of values from workshop
- Created 3 questions to focus small group conversations



1. When kids leave our program, what do we hope they are taking away as young adults?
2. What do you hope parents' and children's conversations could be like on the way home from church?
3. What do you hope would be the experience of teachers participating in our program?

March – May



- Small group conversations led by Reverend Wadkins and Amy Makice utilized the 3 questions.
- Reached out to those who could not attend but expressed interest.

Upcoming



June and July

- A small writing group will work with Reverend Wadkins to use materials from small group meetings and draft a Working Vision Statement for Religious Education at UUCB.



Upcoming

Fall 2016

- The congregation experiences (especially within the RE program) the draft vision statement as a living document, identifying what works and doesn't work and what might need to be added.

2017

- Evaluation, reworking, and affirmation of a Vision for Religious Education at UUCB



MINISTERIAL SEARCH COMMITTEE



At-large directors

QUORUM REPORT



Chris Haynes

SPECIAL PURPOSE FUNDS REPORT



By Law Motion

In section 7.6, replace the sentence “The assets of such Endowment shall not be invaded but shall be held in perpetuity.”

with the sentence “The assets of such Endowment shall be managed in accord with the Uniform Prudent Management of Institutional Funds Act.”



Rationale

The existing wording was commonly used to express the intention of endowment management in decades long past. It fails to capture the dynamics of investment practice, such as possible investment losses, the need for occasional investment profile changes, and the possibility of short-term loans to the church. UPMIFA, as the Act referred to in the motion is commonly called, was crafted at the national level to align with prevailing responsible practice. It has been enacted by most states, including Indiana in 2007, to provide legal guidelines for the management, investment, and expenditures of charitable institution endowments.

Account Summary



	Beginning Balance	Earnings	Distribution	Other Transfers	Deposits	Expenses	Ending Balance
Endowment	101,748.90	70.65	-3,428.67	-830.17			97,560.71
General	198,589.80	3,841.30	3,428.67	830.17	21,776.97	-66,169.67	162,297.24
Total	300,338.70	3,911.95			21,776.97	-66,169.67	259,857.95



Income Sources

- Carol Shapiro Bequest
- Arda Landergren memorial fund
- Green Spaces Initiative
- Tosca Sideli memorial fund
- Harv Hegarty, for "Special Projects" R Special Projects Fund
- Return of unused SJ Funds, i - Lundin S.J. Grant Fund
- Legacy Fund: in honor of Dan Willard
- Legacy Fund: in memory of Paul Lane
- Lundin SJ Grants Fund refund
- Legacy Fund: in memory of Paul Lane



Expenses

- UU Church: Grounds Endowment Inc Q3 & Q4
- UU Church: to pay back loans for Gr Sp Project
- UU Church: for Room 208/210/212 remodeling
- MidAmerica Region Nancy Heege, Carol Shapiro Fund
- UU Church: Grounds Endowment income 15Q4
- Harland Clarke check printing - 2 signor checks
- Amethyst House - per Harv Hegarty, special projects fund
- IU - racial justice project - per Guy Loftman
- UU Church: Grounds Endowment Inc 16Q1
- UU Church: Fall 2015 Social Justice Grants
- MCUM donation from Lundin MCUM Classroom Fund

Fossil Fuel Divestment



- In the current quarter a category of fossil-fuel divested investments has been created.
 - Initially funded with \$10,000 each of PARNX and SPXE
 - Initially divided equally between Endowment and General Accounts
- Donations to both Endowment and General funds may henceforth be restricted to fossil-fuel divested SPF investments.



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



VOTE ON 25% OF SUNDAY OFFERING RECIPIENT



Matt Stonecipher

LEADERSHIP CULTIVATION COMMITTEE SLATE

Leadership Cultivation Committee Slate



Board of Directors (2-year term)

- President: Von Welch
- Vice President: Connie Nelson-Laird
(Completing term of Von Welch)
- Secretary: Deb Hutton
- At-Large: Pat Brantlinger
- At-Large: Helmut Hentschel
(Completing term of Deb Hutton)

Special Purposes Fund (3-year term)

- Chris Haynes



MOTION: APPROVE LEADERSHIP CULTIVATION SLATE



BOARD OF DIRECTORS REPORT

2015-16 Board Accomplishments



- Initiated RE re-visioning with invitation of Nancy Heege from the UUA MidAmerica Region to examine our Religious Education program.
- Focused fall retreat on our approach to administration, ministerial and committee tasks. Considered impact of arrival of associate minister. Recommended hiring of a part-time bookkeeper, freeing our Senior Minister and Church Administrator to focus on pastoral and leadership responsibilities.

2015-16 Board Accomplishments

(cont.)



- Ordained long-time member Reverend Shari Woodbury.
- Supported the MSC as requested
- Initiated “Coffee with the Board” last Sunday of the month.
- Following through on our fair and sustainable compensation plan for the ministers and staff, set stewardship goal of \$565,000 for 2016-17.



Von Welch (for Arzetta Hults-Losensky)

TREASURER'S REPORT

Proposed 2016-18 Budget



- We are submitting two budgets to the congregation.
- Budgets based on anticipated pledge income.
- Our goal (“mid”) budget is \$560,000
 - A 4.6% increase from FY15-16 (\$540,000)
- Failback (“low”) budget: \$547,000



Staff Changes

- We have a talented and dedicated staff and we appreciate all they do for us. Our goal budget provides for small cost of living increase for the staff to meet fair and sustainable compensation goals. The fallback budget only does so for Music Director and Children's Choir Director.
- The ministers receive a small increase in the amount of benefits the congregation provides.
- The Campus Ministry position is being restored. During the 2015-2016 fiscal year the Connections Coordinator took on some campus ministry events.



Increased Costs and Cuts

- There have been increases in insurance and workman's compensation rates, the live streaming cost (a 40% increase), and an anticipated increase in the City of Bloomington water and sewer rates (a 22% increase).
- We take care of our building, but the amount of funds allocated to long term maintenance reserve and equipment reserve has been temporarily reduced in the fallback budget.
- We also reduced most committee lines.



Next Steps

- Pledges are still short of our goal budget of \$565,000 to provide fair and sustainable wages to ministers and staff.
- Stewardship and board are working to contact all who have not pledged yet.
- After that we plan to ask those who pledged to consider if they would increase to help meet our goal to provide fair and sustainable wages.



MOTION:

To approve both the low and mid budgets presented and allow the Board to select the appropriate budget depending on the level of pledges received as of June 30, 2016 – the end of this fiscal year.



Von Welch

RECOGNITION OF RETIRING BOARD MEMBERS



Reverend Mary Ann Macklin

SPECIAL SERVICES AWARD

RECIPIENTS



At-large Directors

ANNOUNCEMENT OF 25% OF SUNDAY OFFERING RECIPIENT



Molly O'Donnell

UPDATE ON MEETING ROOM WINDOW

A circular window with a black border, showing a bright blue sky with white, fluffy clouds. The sun is visible as a bright white circle behind the clouds, creating a strong glare.

**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.

And the bright light often makes it hard to see projected images as well as live performers.



Several of us have been studying this issue.

This afternoon we are sharing two possibilities we have come up with.

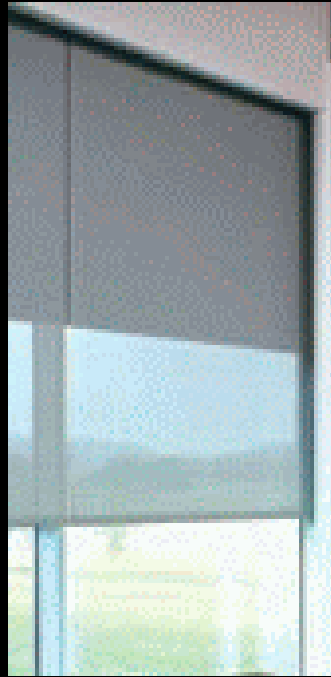


One possibility would be to install a solar shade.

This would greatly reduce glare while still allowing a view of the sky.



A small fascia box, painted to match the wood, would be mounted at the top of the wall above the round window, so the shade would be out of sight when not deployed.



A second shade, installed in the same fascia box, could be lowered to block light for projections during service or during music or theater events. They could be separately controlled.

We've put a small sample of the perforated shade, in an amber & brown blend, in one of the windows on your left , which we welcome you to look at after the meeting.



We heard from many people who liked the temporary circle made by Steve Krahnke for our *All You Need is Love* service. Several thought that was our proposed solution to the glare.



It didn't get rid of all the glare, especially at the bottom. But another possible solution would be to install a new, larger design that covers the whole window.



We are still looking for the best solution...



and welcome your feedback!

**Thank you for the opportunity
to serve on this committee.**



Reverend Macklin

TRANSITIONS



Ministerial Team

CLOSING WORDS



Annual Reports

- You are welcome to take a copy home if you want it.
- Otherwise, please leave them here for reuse in new member packets throughout the year and save us \$3 each to print!
- They are also available online:
<http://www.uubloomington.org/about-us/annual-reports/>



MOTION TO ADJOURN