

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Congregational Meeting Minutes

December 10, 2017



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Submitted by Steven Gilbert, Secretary

Appendices:

- A. Senior Minister's Report
- B. Associate Minister's Report
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- D. Leadership Cultivation Committee Update
- E. Buildings and Grounds Update
- F. Social Justice Grants Announcement
- G. Changes to Bylaws
- H. Slide Presentation

Call to Order (Von Welch)

Meeting called to order at 4:03 pm.

Introduction of Parliamentarian (Guy Loftman)

Chalice lighting and Opening Words (Reverends Mary Ann Macklin, Scott McNeill, Emily Manvel Leite and Susan Swaney)

Ministers' Reports

Senior Minister's Report (Reverend Mary Ann Macklin)

See Report in Appendix A, attached.

Associate Minister's Report (Reverend Scott McNeill)

See Report in Appendix B, attached.

Updates

Planned Giving (Libby DeVoe)

See update in Appendix C, attached.

Leadership Cultivation (Harv Hegarty)

See Report in Appendix D, attached and slides 19-25 in appendix H

Green Sanctuary Task Force (Stephanie Kimball)

See slides 26-32 in Appendix H, attached.

Building & Grounds (Molly O'Donnell)

See report in Appendix E attached, and slides 33-42 in appendix H.

Other Business

Quorum Report (Board of Directors)

Currently there are 535 registered members of the congregation. Ten percent attendance is required by the bylaws to have a quorum. Eighty-four members were in attendance with only 54 required for a quorum.

Motion for Board Approval of Congregational Minutes (Michelle-Monroe-Cook)

Harold Ogren moved that the Board approve the December congregational meeting minutes at a future board meeting. Motion was seconded by Doris Wittenburg and approved unanimously.

Social Justice Grants Announcement (Anna Beauchamp)

See announcement in Appendix F attached.

Board of Directors

Board Report (Von Welch)

See slides 46-59 in Appendix H, attached.

Treasurer's Report (Sandra Churchill)

See slides 60-62 in Appendix H attached.

Vote on Proposed Bylaw Changes

Reference Proposed Bylaw changes in Appendix G attached for each of the following votes.

2.1 Include Purposes from Articles of Incorporation

Von moved for approval of the change with Lisa Amsler seconding. Approved unanimously.

5.8 LCC Mid-term Vacancies

Von moved for approval of the change with Harlan Lewis seconding. Approved unanimously.

5.8 Connections Coordinator and LCC

Von moved for approval of the change with Deborah Hutton seconding. Approved Unanimously.

5.9 Removing Personnel Committee

Von moved for approval of the change with Kathleen Gilbert seconding. Approved unanimously.

Vote on Proposal for Affiliated Community Minister

Motion by Von for the congregation to endorse Reverend Forrest Gilmore as an affiliated community minister was seconded by David Keppel and approved unanimously after some discussion. See slides 77-83 in Appendix H, attached.

Minster's Closing Worlds (Reverends Mary Ann Macklin and Scott McNeil)

Motion to Adjourn

Kathleen Sideli moved to adjourn at 5:35 pm. Carol McCord seconded. Motion carried unanimously.

APPENDIX A

SENIOR MINISTER'S REPORT

Congregational Report

December 2017

Reverend Mary Ann Macklin

Senior Minister

Visibility in the UU Community

Thanks to everyone who participated in the Fourth of July Parade as well as the Monroe County Fair. These are two events that allow us to be present to a broader and more diverse audience in the greater Bloomington area.

Pledge Drive Day

This is a day when we come together to pledge and celebrate our community. We hope you will ALL join us this year on April 14th, 2017. Once again we will have a Volunteer and Leadership Recognition Breakfast---and by Popular Demand will be Ray Fellman and Sue Swaney (special guest Monty)---Musical Sing Along----Potluck in the Evening. (May be; Zumba---Jeopardy---) There will be lots of coffee and donuts and some healthy snacks thrown in.

Spiritual Deepening: Wellspring

In September, we began a pilot group for our first Wellspring group. The Wellspring program is a nine-month program and requires a minimum of 90% attendance in small group sessions which meet twice a month. These small groups use deep listening as outlined by Parker Palmer in his book "A Hidden Wholeness" to create sacred space for sharing the stories of our lives. Additionally, participants commit to a daily spiritual practice, meet at least once a month with a spiritual director, and complete readings and other assignments towards increased spirituality. In depth information about the program is available at: <http://uuwellspring.org/> .

Participants are: Reverend Emily Manvel Leite (Facilitator), Reverend Mary Ann Macklin (Facilitator), Jonna Caprio, Ruellen Fessenbecker, Craig Coley, Gladys DeVane, Rich Slabach, Christy True, Patty Callison, and Kris Roehling.

The plan is to offer this program to new participants this summer for an autumn start date.

Susan Swaney Commission

The Dr. Susan Swaney Choral Composition Fund, announced during our worship services this morning, was established with an anonymous gift of \$10,000. This fund will allow the choir director to choose texts and commission new and established composers to create anthems specifically for the choir and congregation of UU Bloomington.

Ministers Discretionary Fund

It is the practice of our congregation to offer congregants opportunities to contribute to a Ministers' Discretionary Fund which the ministers may, at their individual or joint discretion, use to respond confidentially to requests for assistance from members and friends.

The existence of this fund, a longtime tradition of our congregation, arises from the fact that the Ministers are often made aware of situations where a one-time aid in financial assistance may help further the vision and mission of the congregation for individuals, families or groups who are members/friends of the congregation. Examples: a one-time assistance for emergency purposes (unpaid water bill), financial assistance in participating in a congregational activity which may be cost prohibitive, and other means of helping those involved here to seek the spirit, build community and change the world.

Staff

In gratitude for all of our staff, lay leaders and volunteers whose service and ministry to this congregation allows it to be a living congregation also known as a healthy church.

Mentor

I am the mentor for Nic Cable who recently was ordained and installed at the Unitarian Universalist Church of Columbus, Indiana. I participated in the Ordination and offered the Hand of Fellowship.

Closing Remarks

Recently Nic shared the following reading with me; it is a compilation from Stacey Greenstein, Rev. Steve Crump (UU Minister), First Presbyterian Church of Birmingham, MI, and St. Paul's Episcopal Church of Shreveport, LA, UU Congregation in Columbus, IN). I invite Associate Minister Scott McNeill to join me for this reading.

Reading: Living Churches vs Dying Churches

MAM: Living churches dream great dreams of the beloved community.

SMc: Dying churches operate totally by hindsight.

MAM: Living churches are full of unfamiliar faces;

SMc: In dying churches, everyone has known everyone for years.

MAM: Living churches are filled with healthy pledgers.

SMc: Dying churches are filled with occasional givers.

MAM: Living churches? expenses always exceed their income.

SMc: Dying churches? expenses always demand a balanced budget and will spend nothing that is not budgeted.

MAM: SIGNS OF A HEALTHY CHURCH

MAM: The minister is always behind in his or her or their work. (pause for reaction)

SMc: Not all board meetings end on time

MAM: Have you noticed, in healthy congregations, new groups are cropping up and bumping into each other over schedules and volunteers.

SMc: Yeah, and people occasionally miss meetings, insisting on spending time with their families, which is a great thing.

MAM: The devoted choir is filled with a lot of amateurs. And often an amazing music director

SMc: Right, and kids are noisy and running all over the place, including in worship services.

MAM: Huh, I wonder if that was you as a child! (pause) SMc:

I plead the fifth!

MAM: You know what's true? Living churches have problems; dying churches—not so much.

SMc: Yeah, and Living churches make lots of noise; dying churches are peaceful as a tomb.

MAM: I've noticed that dying churches often say, "We can't do that." But Living churches tend to say, "We'll find a way;"

SMc: Living churches talk a lot about money, life, death, love, birth, anger, and the weather. And I think dying churches just talk about the weather.

APPENDIX B
ASSOCIATE MINISTER'S REPORT

Congregational Meeting Report:

Social Justice:

Sanctuary update – after the vote, there was a lot of energy, especially as immigration and deportation became hot topics in the news. Since then, they have not been as urgent – and yet this past week (Dec 10), the AP reported that deportations were up and arrests at the border (and presumably people crossing the border) were down due to the deportations. We continue to work with partners like Gracia Valliant for bystander training and helping people attend asylum/immigration hearings.

Refugee update (Thanksgiving Interfaith service at Congregation Beth Shalom – Scott preached)

RISE collection of coats to support refugees in Indianapolis

Racial Justice work

Juke Joint Fundraiser – Gladys Devane and the dunk tank; good partnership with NAACP and Second Baptist to support the restoration of a church in West Baden

Resilience – in 2018, new “Resilience” project and UUCB will be the home for it.

#MeToo, Domestic Violence and Sexual Assault – working with Middle Way House on a couple of projects, including a worship service in solidarity with survivors of violence (in the home, in partnerships, etc).

Gratitude for Jackie Hall and each of the 12(!) SJ Task Forces and leaders

Stewardship/Pledge Day-Drive – Pledge Day Webinar – what an honor working with MAM and excitement/energy for our webinar that the MidAmerica Region asked for and recorded. Making some changes to our plan from last year, based on feedback.

Worked with Leadership Cultivation Committee

Technology (gratitude for Andy, Ned, and Drake – A/V folks)

One area of work has been Collegial connections

Local UU ministers (we have 9 I believe), creating a covenant with Bill Breeden

Working with UU/MidAmerica Region

Associate Conference (Planning team)

Large Church/MidAmerica Conference (Planning team)

Meadville (monthly study group)
Mentoring two people – one student and one person currently in parish
Staff (thank you, enjoy developing relationships)

APPENDIX C
PLANNED GIVING UPDATE

Planned Giving

Congregational Meeting Dec 2017

This is the time of year when even Unitarian Universalists talk about angels--those special beings who appear just when we need them most to grant a wish or make something possible.

That's how I consider the generous members of the Legacy Circle--angels who have included the church in their estate plans.

Sometimes we know the names of the angels and exactly how their gifts were used, like Bill and Cookie Lynch, whose bequest eased us into funding a new roof, or Leonard Lundin, whose gift made it possible for us to underwrite the renovation of three preschool classrooms at Monroe County United Ministries. Most of the angels, however, cannot be linked by name to a specific miracle. They have simply said, "Use my gift wherever the need is greatest." And the miracles happen.

You, too, can be an UU angel. Making a planned gift to the church is not difficult and you don't have to

be rich to do it. In your **will** you can leave a specific sum or a percentage of your assets to the UU Church of Bloomington, or you can name the church a **beneficiary** of a portion of your retirement plan or IRA.

All planned gifts —whether a lot or a little—can work miracles, and we are grateful for every one.

My fellow members of the Planned Giving Committee are Joan Caulton, Anne Haynes, Linda Pickle and Melinda Swenson.

Let one of us know if you would like to talk about leaving a bequest to the church.

Please let us know if you have already done so. We want to thank every UU angel.

APPENDIX D

LEADERSHIP CULTIVATION COMMITTEE UPDATE

Leadership Cultivation Committee

Michelle Monroe-Cook, Danny Callison, Deb Hutton

Shari Benham, Harv Hegarty, Ann LeDuc, Rev. Scott McNeil Mission

Design activities that will promote leadership opportunities within UU membership.

Encourage congregants to be involved in the life of UU in ways that they will make contributions to the life of our ministry while also enriching their own personal lives.

Recent History

Conducted a leadership seminar for members in the fall of 2016

Developed between-services chat sessions'

- UU members exchange ideas with LCC
- LCC members learn UU members' backgrounds
- Members to envision future UUCB involvement

2017-2018 Goals

Continue between-services chats with additional members to learn of their interests within the life of UU.

Develop an Adult Mentorship Program

Nominate mentors who have had considerable experience within the life of UU.

Invite newer UU members to pair with these mentors to learn more about the life of UU.

Our Vision

This program will begin in the fall of 2018 and last for the remainder of the academic year. Mentors/mentees will meet periodically for exchanges. These meetings will be around mutually enjoyable activities.

Vacancies to be filled for 2018

- Board President
- Board VP
- Board Secretary
- Three LCC positions
- SPF vacancy

Since I may not be up here again, there is a sentiment I would like to share with you.

I Love You. Now some of you may be thinking .I "have not even met this Dude."

That is OK. **Unconditional Love** fills this room. When you come into this building

you carry it with you. When you leave this space to serve those whose needs are far greater than your own, you carry **Unconditional Love**. It is a gift we give each other. It is priceless.

APPENDIX E
GREEN BUILDING AND GROUNDS UPDATE

Green Building and Grounds

Congregational Meeting report December 10, 2017 by Molly ODonnell **Our**

Building:

We've done a number of projects since last June, including:

- ☐ We recently installed new signage, designed by GK Rowe;
- ☐ We had walls prepped & painted in the first & second floor hallways;
- ☐ Had windows caulked and the exterior walls and trim on the west side painted;
- ☐ We had the center and RE wing stair treads replaced;
- ☐ We filled and had flooring installed at old lower-RE air ducts now that ductless units have been installed in those rooms, eliminating air passing through standing water under that wing; ☐ Ongoing maintenance included:
- ☐ Cleaning & repairing gutters, ☐ Replacing exterior door seals, ☐ Installing LED lights.

Working toward our Paris Pledge:

- ☐ We continue to hold our Paris Pledge in our consciousness as we heat, cool and light our building.
- ☐ Since 2010, when we held our Green Spaces Initiative, we have reduced our CO₂ emissions by over 40% according to calculations in the EPS's Portfolio Manager.
- ☐ I just applied for Energy Star re-certification with the EPA and we will again have a **score of 100!**

Reducing our building's energy consumption:

- ☐ Accounting for weather, our annual energy use (both electric and natural gas) has been falling fairly steadily.
- ☐ Our average monthly CO₂ emissions were lower this past we months than the previous 12 months.
- ☐ Our solar panel production is reflected in lower electricity bills, but conservation and more efficient HVAC equipment & lighting also increased our savings.
- ☐ We have conserved energy by becoming more conscious of how we use our spaces. For example, members ask staff to hold weekday/evening meetings in a room already being "conditioned" that day.
- ☐ Our new solar array will help us offset almost all of our electricity use. We'll be celebrating this next Sunday, December 17th, sharing more details.

- Our original arrays covered or offset between 57% and 59% of our electricity, saving us over \$16,000 for over half our power that we didn't need to purchase plus credits on our bills for rest of the power that sent to the grid.
- The new array, and the 54 panels filled the south RE wing roof, created another 41% in November. ○ Together they should offset almost 100% our electricity usage.

Grounds

Our grounds are what we present to the community as they pass the church as they approach to visit for an event, ceremony or service, and should reflect our values and principles.

Maintenance

- Weeding, mulching and watering was done by volunteers throughout the summer, though it is hard to keep up with the need.
- New hardware, hoses and hose reel were installed so water could reach all our young trees.
- And caring for the vegetables planted by our youth, which were transplanted and watered by a few volunteers.

Special Purposes Funds committee helped us hire someone to water the young trees for the final two months this fall since that work was physically taxing for volunteers.

And as you heard from Stephanie Kimball's GSTF report, a few members of the Green Sanctuary Task Force have stepped up to envision a greener, more welcoming grounds. We hope to engage the congregation in this process. There will be many opportunities for input in the coming months. In the meantime, please take a look at our Social Justice bulletin board this month and visit our coffee/chocolate sales table between services or attend one of our monthly meetings.

I have many people to thank:

For our building work:

- ✝ **My co-chair Dick Stumpner, who either did the maintenance work himself or recommended someone who could;**
- ✝ **Carol Marks, without whom little could have been done!**

For our grounds work:

- ✝ **My current co-chair, Jana Perea, & my former co-chair, Rhonda Baird, and Chris Haynes for advise and physical help on many tasks; ✝ Care and planting in the Memorial Garden by Ed and Claire Robertson.**
- ✝ **Mulching, planting, weeding & watering by volunteers including Chris and Anne Haynes, Denise Breeden-Ost, Sean Ost, Judy Berkshire, Jim**

**Tarnowski, Nan McKinley-Davis, Sandra Hernshaw, Sue Medland, Ed
and Dian Robbins, Ann Kamman, Meg Sears and Deb Phelps; †
Members of two Chalice Circles who helped spring and fall.**

APPENDIX F
SOCIAL JUSTICE GRANTS ANNOUNCEMENT

In 2017, the 25% plate recipient, New Leaf New Life, received \$11,874.00 through 6/30/2017, the largest total donation to a nonprofit since 2003.

In 2018, the 25% plate recipient, All Options Pregnancy Center, as received \$2,073.00 through September 30..

The four Fall 2017 Social Justice Fund grant recipients were:

Habitat for Humanity Task Force - Materials for Fundraising events
Reproductive Justice Task Force - Screening of movie "Jackson"
Team First Book Monroe County - Books for kids
Kids with Absent Parents - New program launch support

Current Members of the Social Justice Fund Committee are Ruth Ann Cooper, Kelly Rockhill, Anna Beauchamp, Steve Mascari (lead), with oversight from Jackie Hall.

APPENDIX G
CHANGES TO BYLAWS PROPOSED

Proposed UUCB Bylaw Updates

For December 2017 Congregational Meeting

Endorsed by the Board of Directors at October 2017 meeting

Current UUCB Bylaws 1 2.1 Include Purposes from Articles of Incorporation 1 5.8 LCC mid-term vacancies 2 5.8 Connections Coordinator and LCC3 5.9 Removing Personnel Committee

Current UUCB Bylaws

The current UUCB bylaws may be found at: <http://www.uubloomington.org/wp-content/uploads/2015/01/2016-06-BYLAWS-612-2016.pdf>

2.1 Include Purposes from Articles of Incorporation

Current text:

Members shall not be classified. They are expected to support the purposes of the Church as stated in the Articles of Incorporation.

Proposed new text:

Members shall not be classified. They are expected to support the purposes of the Church: "In the discipline of truth, whatever its source, and in the spirit of the interdependent web of all existence, undivided by nation, race or creed, we join together in fellowship to examine, express, and through the strength of unity, to act upon our liberal religious convictions."

Discussion: Include the purposes from our Articles of Incorporation (1966 version) instead of referencing them. Makes one update to those purposes: Replace “brotherhood” with “the interdependent web of all existence,” the latter being taken from our seven principles.

5.8 LCC mid-term vacancies

Current text:

5.8 Leadership Cultivation Committee. The Church shall have a leadership cultivation committee, which shall recruit candidates for elected positions within the church organization and shall provide opportunities both within and outside the church for leadership training. All nominations shall be made in accordance with the Church Diversity Policy set forth in Paragraph 2.3 of these Bylaws. When a committee within the church cannot find its own chair, the Leadership Cultivation Committee may be requested to work with the committee. The Leadership Cultivation Committee shall hold meetings at regular intervals throughout the year. When appropriate, the committee shall identify and publicize posts for which vacancies are expected.

The Leadership Cultivation Committee’s membership shall consist of at least one Board member, normally the Vice-President or the President, and four elected members, none of whom shall be members of the Board of

Directors. The Leadership Cultivation Committee shall select its own chair. The non-Board committee members shall be elected to overlapping three-year terms, one to two members chosen each year. Nominees for the Leadership Cultivation Committee shall be selected by the Leadership Cultivation Committee and elected at the Spring annual meeting. Elected committee members shall not serve two successive elected terms. Paid professional staff members shall not be eligible to serve on the leadership cultivation committee with the exception

that a minister shall serve ex-officio, non-voting on the Leadership Cultivation Committee.

The Leadership Cultivation Committee shall provide potential nominees for elected positions with a job description identifying job responsibilities and term of office, confirm willingness to accept those responsibilities, and nominate a slate of candidates recommended to fill elected offices. That slate shall be circulated to the members of the Congregation along with notice of the Spring meeting. Nominations from the floor shall be permitted, with the consent of the nominee.

Proposed new text:

(Insert between second and third paragraph, as above)

When a vacancy on the LCC exists mid-term, the board shall receive nominations for new membership from present LCC members. Vacancies occurring during a term shall be filled by the Board of Directors of the Church for the remainder of the term.

Discussion: There is no defined process as to how mid-term vacancies in the LCC are to be filled. The proposed process matches the process in place for the SPF committee.

5.8 Connections Coordinator and LCC

Current text:

5.8 Leadership Cultivation Committee (second paragraph)

The Leadership Cultivation Committee's membership shall consist of at least one Board member, normally the Vice-President or the President, and four elected members, none of whom shall be members of the Board of

Directors. The Leadership Cultivation Committee shall select its own chair. The non-Board committee members shall be elected to overlapping three-year terms, one to two members chosen each year. Nominees for the Leadership Cultivation Committee shall be selected by the Leadership Cultivation Committee and elected at the Spring annual meeting. Elected committee members shall not serve two successive elected terms. Paid professional staff members shall not be eligible to serve on the leadership cultivation committee with the exception that a minister shall serve ex-officio, non-voting on the Leadership Cultivation Committee.

Proposed new text:

(Second paragraph, last sentence)

Paid professional staff members shall not be eligible to serve on the leadership cultivation committee with the exception that a minister *and the Connections Coordinator* shall serve ex-officio, non-voting on the Leadership Cultivation Committee.

Discussion: This brings the bylaws into line with current practices. Adding the Connections

Coordinator as a non-voting member of the LCC captures the invaluable contributions of the Connections Coordinator to the LCC and makes those interactions transparent to the congregation.

5.9 Removing Personnel Committee

Current text:

Section 5.9 Personnel Committee. The Church shall have a Personnel Committee to deal with staff/personnel matters of all employees, with the exception of the Minister(s). Members of the Personnel Committee shall be chosen by the Board of Directors.

The Personnel Committee will be responsible for writing and periodically reviewing job contracts and job descriptions, implementing job searches, setting guidelines for hiring, and evaluating personnel on a regular basis. In addition, the committee shall be charged with helping to resolve grievances concerning staff relations with one another, the Minister(s) or members of the Congregation, in the event of conflicts concerning staff member(s) that cannot be resolved otherwise. The committee shall meet at least twice yearly, in the spring and fall, and other times as needed.

All personnel matters shall be considered in accordance with the Church Diversity Policy set forth in Paragraph 2.3 of these Bylaws.

Proposed new text:

[Section 5.9 is deleted. Section 5.10 is renumbered to 5.9.]

Discussion: This brings the bylaws into line with current practices. We have not had a personnel committee since 2011, when we made the shift to policy governance and the board delegated the responsibilities previously managed by the Personnel Committee to the Senior Minister.