

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved **Congregational Meeting Minutes**

June 13, 2021



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Submitted by Steven Gilbert, Secretary

ATTACHMENTS:

- A. Modified Slide Deck
- B. Senior Minister's Report
- C. Minister of Story and Ritual Report
- D. Consulting Interim Minister's Report
- E. President's Report
- F. Vice President's Report

Call to Order

President Stuart Yoak called the Zoom meeting to order at 4:08 p.m.

Guidelines for Conducting the Virtual Congregational Meeting

Vice President Abby Gitlitz reviewed the procedures for the meeting and outlined the agenda.

Introduction of Parliamentarian

President Yoak introduced Parliamentarian Guy Loftman.

Chalice lighting and Opening Words

Reverends Dave Clements and Emily Manvel Leite lit the chalice and provided the opening words.

Quorum Report

Board Member Julie Lawson reported that meeting was attended by well over 57.2 members, the 10% of the total membership required.

Motion to Proceed Under Emergency Rules

President Yoak moved to proceed with the meeting through Zoom under emergency rules. The motion was seconded by Board Member Jane McLeod and carried through an online show of hands.

Motion for Approval of Minutes

President Yoak moved for the Board of Directors to approve the June 13, 2021 Congregational Meeting Minutes at a future Board meeting. Jane McLeod seconded and the motion carried through an online show of hands.

Senior Ministers' Report

Reverend Mary Ann Macklin provided the Senior Minister's report, shown in Attachment B.

Minister of Story and Ritual Report

Rev. Emily Leite provided the report shown in Attachment C.

Consulting Minister's Report

Rev. Dave Clements provided the report shown in Attachment D.

Committee and Task Force Updates

Next Steps Transition Team

Jane McLeod presented a tentative timeline for reopening UUCB facilities (Attachment A slides 1-3).

Planned Giving

Charlotte Appel reported on the current state of Planned Giving (Attachment A slide 4).

Racial Justice

Martha Oakley reviewed key activities completed by the Racial Justice Task Force (Attachment A slides 5-9).

Right Relations

Jack King reviewed the purpose and membership of the Right Relations Committee (Attachment A slides 10-11).

Social Justice

Jackie Hall cited prominent activities of the various task forces in the Social Justice Circle.

Special Purposes Fund

Andrew Appel reported income and expenditures of the SPF (Attachment A slides 12-14)

Leadership Cultivation Committee

Dan Wiseman reported on the membership and activities of the LCC (Attachment A slides 15-18) and presented a slate of candidates for three positions (Slide 18).

Motion to Approved the Slate of Candidates

President Yoak moved and Jane Mcleod seconded that the slate of candidates be approved by congregants. The motion carried though an online show of hands.

Treasurer's Report

Rich Slabach outlined two alternate proposed budgets for the 2021-2022 fiscal year (Attachment A slides 19-26). Actual budgets will depend upon success of ongoing efforts at fundraising, and may be revised at the UUCB December meeting if necessary.

Motion to Approved the Proposed Budgets

President Yoak made a motion for the approval of the budget proposals, with the provision that the budget may be revised in December if necessary. Jane McLeod seconded and the motion carried with an online show of hands.

Vote to Select the 25% Plate Recipient for 2021-2022

Abby Gitlitz guided the vote for selection of the of the 2021-2022 25%Plate Recipient from among the three candidates shown in Attachment A slide 27. The vote was conducted through an internet poll. The results were not available prior to adjournment. (FOR THE RECORD Board Member Drew Schrader reported later that the New Hope's Early Childhood Care and Education (The Nest) won the vote).

President's Report

President Yoak provided a report focused on upcoming events, particularly the timeline for finding a new minister (Attachment E).

Vice-President's Report

Vice President Abby Gitlitz provided the board's response to concerns about changes in the UUCB Religious Education programs that resulted in the ending of Adrienne Summerlot's position and the RE component of Reverend Leite's position (Attachment F). Vigorous discussion included expressions of support and opposition to the changes in RE, but much attention focused on alleged mistreatment of Adrienne and her job loss. Roxanne Smith moved that UUCB Board should provide Adrienne with six months of severance as opposed to the nine weeks proposed. The motion was seconded and more discussion followed, including questions regarding the ability of the congregation to vote on what was an administrative personnel issue. Roxanne modified her motion to make it advisory and the change was seconded. Despite continued concerns as to the vote's validity, the board allowed the vote by a show of hands. That vote being too close to count online, an online poll was taken. The results were not announced prior to adjournment. (FOR THE RECORD Drew Schrader later announced that the motion was soundly defeated 52-28 with 20 abstentions.)

Closing Words

Rev. Macklin provided the closing words

Adjournment

President Yoak adjourned the meeting at around 7 p.m.



Next Steps Transition (NEST)

- Members
 - Rev. David Clements
 - Abby Gitlitz
 - Ann LeDuc
 - Rev. Mary Ann Macklin
 - Jane McLeod
 - Melinda Swenson
 - Metrics subcommittee (Judy Klein, Rich LeDuc, Dan Lodge-Rigal)



Tentative timeline

- June 1: Staff begins to return to building
- June 14: Church groups may request space to meet in-person in the building;
admin@uubloomington.org
- July 1: Church groups may begin to meet in-person in the building subject to “limited access” guidelines
- July-August: Church gatherings in the community; see the Friday Update and Prologue for details
- September 5: First in-person worship services

Until July 1



- We encourage groups to meet outdoors when possible
- Groups may meet on the church grounds
- Requests to meet on the church grounds should be directed to admin@uubloomington.org

Planned Giving



- Due to the isolation of the pandemic, our committee has found it more difficult to identify church members interested in planned giving to the church.
- In spite of this, our Legacy Circle has grown by four members this past year!
- We were unable to hold our annual luncheon to thank the Legacy Circle, but we were able to find a non-contact way to let them know just how important they are to our congregation.

Racial Justice Task Force



- Leadership Transition
- Ruth Aydt & Martha Oakey, current co-chairs
- Thanks to Martha Foster & Earon Davis, outgoing co-chairs for their years of service

Racial Justice Task Force



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Key Activities

- (1) *Caste* Congregational Read
- (2) Figuring out where RJTF fits in with respect to 8th Principle
- Current necessities drive for Crestmont Community in honor of Juneteenth

Goals



- Deepen our understanding of racial injustice and its historical context.
- Deepen our understanding of current racial justice issues in our communities that may be invisible to most of us in our day-to-day lives.
- Build and strengthen relationships with BIPOC communities. The acronym BIPOC stands for Black, Indigenous and People of Color
- Engage in service activities led or directed by BIPOC groups



How to help

- Continue to let us know about events & resource of interest to the Task Force and the congregation
- Take part in 8th Principle Activities
- Joint initiatives with other Tasks Forces and Committees
- Use your contacts within the larger community to make connections with the church

Right Relations Committee



- Amy Makice
- Doris Wittenburg
- Jack King
- Carol McCord
- Steve Dillon
- rightrelations@uubloomington.org

Purpose of the RRC



... to help establish/maintain mutual trust and respect between persons or groups who are at odds with one another in order that community not be fractured ...

SPF Committee



- Members
 - Andrew Appel (Chair)
 - Harlan Lewis
 - Ruth Ayd
 - Rich Slabach (Board Treasurer)
 - Julie Lawson (Board appointed)

SPF Committee



- Estate bequests: Ed Robbins
- Fund use: Car Choir



SPF Committee

- March 2021 Assets

	SPF	Operational
Endowment	\$168,464	\$99,714
General	\$321,435	\$73,372

- Around 8% in specifically fossil-fuel divested accounts. Overall portfolio is about 96% fossil-fuel divested. Continuing to explore socially responsible funds with lower fees than current.

LCC Committee Members and Staff



- Dan Wiseman, chair (Final year of 3-year term)
- Pat Brantlinger (First year)
- Beth Hollingsworth*(First year)
- Nicole Motz*(First year)

- Stuart Yoak, Board President
- Ann LeDuc, Connections Coordinator
- Rev. Dave Clements

LCC Functions



- With input from the congregation, we seek members to fill elected positions to the Board, LCC, and SPF.
- Recommend members when requested for other committees.
- Conduct leadership workshops and leadership conversation sessions to cultivate leadership within the congregation.



What has LCC done this year?

- Conducted two successful leadership workshops led by Suzanne Fodor.
- Conducted 3 leadership conversations sessions to identify potential talent.
- Helped fill key positions on Board, SPF and LCC.
- Discussed leadership needs of the congregation.
- Beth Hollingsworth and Nicole will serve as LCC co-chairs next year



Nomination Slate for 2021-2022

- Treasurer:
 - Rich Slabach (for 2nd 2-Year Term)
- Special Purposes Fund Committee:
 - Ed Long (3 Year term)
- Leadership Cultivation Committee:
 - Suzanne Fodor (3-year term)

Proposed 2021-22 Budget



- The budget is based on anticipated, committed pledges.
- Our alternative goals for committed pledges are \$620,000 (Conservative Budget) and \$675,000 (Stretch Budget).
- Additional income is derived from facility use fees, investment income, the bazaar, auction, grocery card sales, operational reserves from prior year savings, and other sources.

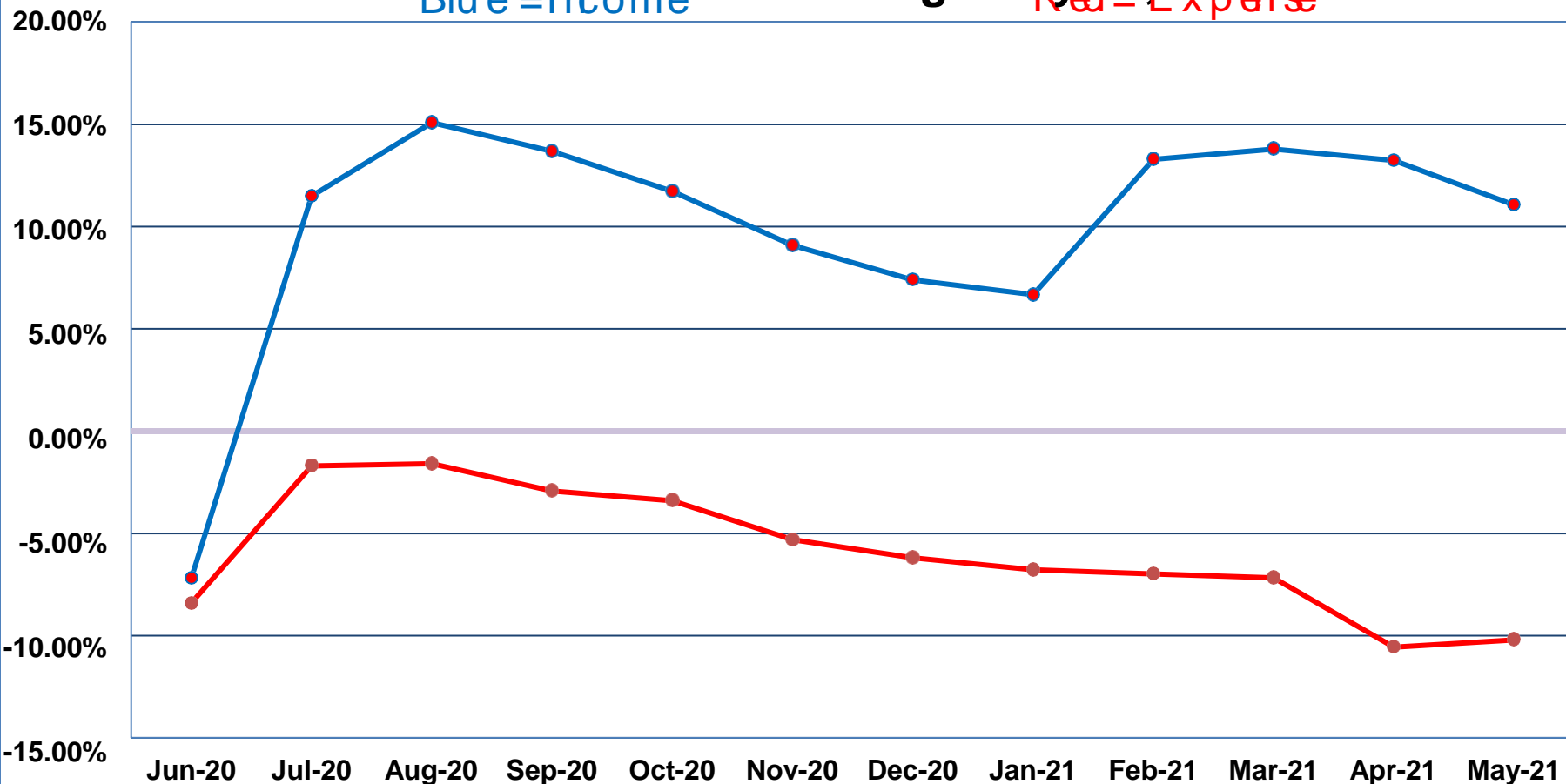
Fair and Sustainable Goal



- We have talented and dedicated ministers and staff. We appreciate all they do for this congregation and community.
- Our budget provides for 1.3% cost of living increases for the ministers and staff to meet fair and sustainable compensation goals.



Income & Expense Variation from Seasonal Average for Current Fiscal Year Through May 31, 2021





Budget vs. Actuals for Current Fiscal Year through May, 2021

	Actual	Budget	Over / Under Budget
Income	769,226	823,650	-54,424
Expenses	632,550	784,604	-152,054
Net	136,676	39,046	<u>97,630</u>



Summary Budget for Fiscal Year 2021-2022

Income	Conservative Budget	Stretch Budget	
Committed Pledges & Grants	620,000	675,000	Different anticipated pledge amounts
New Pledges and Grants	3,000	3,000	
Bazaar	10,000	10,000	
Facilities Use Fees	6,500	6,500	
Grocery Card Fundraiser	5,000	5,000	
Investment Income	4,000	4,000	
Miscellaneous	10,000	10,000	
Prior Year Pledges	25,000	25,000	
Sunday Plate	20,000	20,000	
Talent Auction	11,000	11,000	
Operational Reserve	50,000	50,000	From prior years' savings
Total Income	764,500	819,500	



Summary Budget for Fiscal Year 2021-2022

Expenses	Conservative Budget	Stretch Budget	
Campus Ministry and Outreach	4,442	4,442	
Childcare	12,603	12,603	
Committees & Programs	10,074	10,074	
Denominational	45,410	45,410	
Ministry Salary & Benefits	276,159	276,159	Minister salaries reflect a 1.3% increase
Other Ministry	8,900	8,900	
Music	47,103	47,103	
Office	171,767	181,767	\$10,000 difference for Social Media work
Physical Plant	95,440	95,440	NO Mortgage!! Depends on salary of Interim RE Educator
Religious Education	87,210	102,974	
Total Expense	759,108	784,872	
Net Income over Expenses	5,392	34,628	

Proposed 2021-22 Budget



- Our alternative goals for committed pledges are \$620,000 (Conservative Budget) and \$675,000 (Stretch Budget).
- Additional income is derived from facility use fees, investment income, the bazaar, auction, grocery card sales, operational reserves from prior year savings, and other sources.



Further Actions

- The Board will update the Congregation on the Budget at the December 2021 Congregational meeting.

25% of Sunday Plate Fund Nominees



*** FRIENDS OF THE MONROE COUNTY
PUBLIC LIBRARY**

*** NEW HOPE'S EARLY CHILDHOOD
CARE & EDUCATION -- THE NEST**

*** NURSE FAMILY PARTNERSHIPS**

**Reverend Mary Ann Macklin
Annual Report Senior Minister
Unitarian Universalist Church of Bloomington
Report to the Congregation June 13, 2021**

We, as ministers, staff, friends and members of this congregation, and we, as people living in this country, and we, as global citizens, have experienced change, grief and stress at an unprecedented rate this year as a result of what a colleague, Dr. DEW, names as the Triple Bottom Line Pandemic. First, we have dealt with a biological threat, a virus, which resulted in social isolation, distrust and death. Second, we are living into a new level of social and racial justice while dealing with economic, ecological and emotional disruption of structures. Third, as a result, many are now questioning or seeking to explore their concept of the sacred, God, Goddess, and the nature of the Universe.

What role do faith communities play in today's society? How have we sustained ourselves as a congregation and what are the challenges?

I believe we begin with gratitude, gratitude for all that is our lives. As a congregation we have much for which to be grateful. I am grateful for the ancestors who first conceived of the idea to have a Unitarian Fellowship some seventy years ago. I am grateful for each President that has served this congregation and each Board Member. I am grateful for all the staff members throughout the years. And, yes, I am grateful for all the ministers. Each had a dream when they arrived at UUCB. While not all were able to find completion in their hopes and dreams, I choose to believe that each dreamt for the betterment of this congregation. I am grateful for all the elders, adults, young adults, youth and children that have been, are and will be part of this congregation. I am grateful for our community partners and hope the number of partners grows for the congregation in years to come. I am grateful for the plethora of ministers we have in our midst. And I am grateful for all who create music in this place. I am grateful for the building. I am grateful the awareness that has led to a land acknowledgement at the beginning of each worship service. I am grateful for the social justice makers, the spiritual seekers, the community caretakers, the steadfast leaders, the detail organizers, the passionate educators, the holders, the blessers, the ritual makers, the change players, the generous givers and the full life livers (meaning living a full life not the organ in our body, not that I am not grateful for my liver, I am) And I am grateful for the opportunity to serve this congregation one more year.

Since it has been a weird year, I decided to do my annual report a little differently. In this weird and tender year, I share with you my Senior Minister Goals for 2020-2021 (for the Board of Directors) and my present day, end-of-year responses for my ministry in 2021-2022.

Goals for Covid19 Ministry-2020-2021 by Reverend Mary Ann Macklin

Educate, demonstrate and inspire others to model being a non-anxious presence in the face of the unknown, including the space and resources to grieve, with hearts open to those who are suffering, particularly those who are marginalized or isolated. Meanwhile, hope for the best and plan for the worst.

- 1) Work with Board and Ministers to help define our vision for going forward in these unknown times with input from congregation, staff, ministers, and other stakeholders.

As staff and lay leaders, we have relied on our own congregation, the MidAmerica District as well as the revamped vision of other large UU Congregations to understand the limits and possibilities during Covid19 times. We have been creative in our efforts to bring people together outdoors as well as new structures for some of our fundraisers and regular gatherings, from the car choir to religious education rituals and connections, even the Annual Church Bazaar. People got creative! The Church Zoom Coffee Hour has become of source of listening for the Ministers, Board, and Lay Leaders. We thank everyone who takes time to participate in these sessions and Breakout Rooms. We have also utilized surveys as well as one-on one connections to gain feedback. Again appreciation for everyone who has participated.

- 2) Work with board to explore the current shape of our ministerial team and create clear lines of communication throughout staff and leadership in terms of role clarity, responsibility and accountability.

In this past year we have been engaged an Interim year since the departure of our Associate Minister if the early winter of 2019. We are exploring lines of communication and responsibilities as part of this Interim process. Reverend Dave Clements arrived in September to help us with this work in process.

- 3) Create a comprehensive End-of-Life program for the congregation in collaboration with End of Life Task Force. *Our End Of Life Task Force has been steadfast in stepping up to host a Breakout Room during the Coffee Hour at the end of each month. While I personally have facilitated several virtual Memorial Services and attended to those dying as best as one can do during Covid, the creation of an End of Life Program was put on the proverbial back burner.*

- 4) Meet with CFO, Treasurer and President twice a month to assess finances across the board and create concrete plans for economic downturn that will impact the life of the church and others. *These meetings have been very helpful in maintaining an overview of our church finances. We are fortunate in that our church was not affected deeply by the uncertain economic times for 2020-2021, which have left some devastated. A PPP loan helped the congregation's position. Not all pledges are in for 2021-2022 and we will continue our meetings, at least monthly, through the next year.*

- 5) Since our live-stream Sunday worship services have become the absolute primary means of connecting as a congregation, a key focus, as Senior Minister, is to ensure that rich and meaningful worship services are created which keep us grounded in our identity as Unitarian Universalists, nurtured in mind/body/spirit and inspired to our greater selves. Also include more embodied joy and sacred movement. *Staff and lay leaders have worked diligently, creatively and consistently to bring rich and meaningful worship services to UUCB. Plenty of energy and resources have gone into these creations. We know that many of you have used the Sunday worship service as a touchstone. We also know that some of you do not enjoy worship on a screen. Still others have joined our church who have never entered the physical building and may never do so. As in many things during pandemic times, we are entering new ways of being together which means that we will be integrating both virtual and in-person worship over the next years and in years to come. Thanks to all the amazing volunteers and musicians.*

- 6) Create space and resources for after pastor issues.

We asked that our Interim Consultant, Reverend Dave Clements have this within his purview. I, along with others, have used UU MidAmerica Resources and UUA resources to integrate the aftermath of our Associate Minister's departure. We hope our congregation will continue to integrate the loss some experienced with a departure of a minister.

- 7) To discern ways to upgrade our technological communication and outreach to the greater whole.

We are currently exploring a multi-platform format for both our library and fellowship hall. With that model, we could do a combination of Zoom and in person gathering for small groups. Also, we are working with our tech team to upgrade our live-stream service and recently switched to a new platform for streaming and archiving. We plan to improve social media outreach next year and experiment with podcasts as part of our UUCB communication. We are waiting to hear about a UUA grant that would increase this possibility.

- 8) Assess and bring together the various lines of anti-racism efforts in the congregation.

This congregation took an important leap forward when you all voted to adopt The 8th Principle in the December congregational meeting. What a process that was. Our Racial Justice Task Force has helped lead the way with this effort, along with our DRE Adrienne Summerlot and MRE Reverend Emily Manvel Leite, and Interim Consultant Dave Clements with hosted meetings and opportunities. The congregation-wide reading of Caste by Isabel Wilkerson proved life changing for many, particularly those involved in small groups. Currently, many of us are engaged in the 21 Day Racial Justice Challenge and we will have our summer read "An Indigenous People's History of the United States" by Roxanne Dunbar Ortiz, during the summer months. Other action-oriented activities have taken place and are covered in other reports.

- 9) Have means of keeping staff informed of key communication from Regions and UUA
We are engaged in regular correspondence and meetings as staff and lay leaders. We hope to have some on-site visits with UUA staff in the coming year.

- 10) Assess possible impact of new hospital being built nearby upon our property, the Belcher property. Work with President of the Board to meet with stakeholders in this situation.
OK, this one went on the back burner. Will do this before my departure in 2022.

- 11) Work with Ministers, Board, staff and lay leaders to explore changes needed to create larger church organizational structure in which an anti-white supremacist lens is utilized and staff and lay leaders feel valued. *We seek guidance from diverse voices as we go forward within the Mid-America region and the Unitarian Universalist Association as well as Bloomington.*

Personal Professional Goals

- 1) Find ways to rekindle collegial relationships.
*I joined a small group of Regional colleagues that meets monthly. I have found this refreshing.
Also have begun meeting with other colleagues one on one.*

- 2) Reconnect with the inner life and source of my ministry
I have engaged in some invigorating spiritual practices, particularly during the winter months, which I have found grounding. Also, I find time off allows me to rekindle this connection.

- 3) Explore and embody new approaches and priorities to my ministry and relationships.
Covid19 made this happen whether I wanted it to or not. Priorities have included the creation of Team Tend and other ways to keep track of those in our congregation who are vulnerable or isolated or experiencing illness or other challenges, from economic to emotional. Support groups for those grieving and for those who are caregivers have been invaluable. Thanks to staff and volunteers for caring for one another.

- 4) Reignite pursuit of ongoing education to nurture my mind, body and spirit as a spiritual leader.
I have taken some classes (and taught one) in death education and trauma ministry. My Zumba classes are definitely part of my ongoing nurturance of mind, body and spirit as is basketball with my friends from the Mormon Church. I was able to Zoom Zumba and Tabata all through Covid19; thanks to my minister aka Dance Fitness Instructor, Darrelyn Valdez. And after a year-long hiatus, basketball resumed in May,
- 5) Increase my education and use of technology.
Yes, indeed. To sum it up---Zoom is no longer my enemy. I turned the other cheek, so to speak. And I have spent more hours getting to know my computer and cell phone. Ugh but good.
- 6) Create space for after pastor issues.
With help from Mid-America Region Resources, Interim Consultant, Board of Directors.
- 7) Reconnect and VALUE my creative ministry and the joy that comes with that ministry for myself and others. *I have done that while also recognizing that I am entering a different season of my ministerial life. And now my letter to that end, so to speak.*

May 24, 2021

Dear Members and Friends of the Unitarian Universalist Church of Bloomington,

I am writing to let you know that, with both heartache and hope, I will depart this congregation as Senior Minister in June of 2022, after serving one final year of full ministry. Something is calling me beyond the ministry of congregational life.

This decision is not an easy one, and I have not made it hastily. I have a deep love and gratitude for this congregation, and I had hoped to accompany you all upon life's journey until my eventual retirement. Still, I must listen to that sacred voice within that has never betrayed me when I have had the courage to listen. That inner voice led me into ministry over thirty years ago; I trust it to lead me forward now.

What, exactly, is calling me forward? It's a little mysterious, but it may not surprise you that it involves end-of-life ministry. I will be exploring various paths, such as chaplaincy, death doula education, and other ways of leaning into the sacred mystery of life and death. I find myself excited and scared, delighted and sad, strong and vulnerable as I prepare to move into this unknown ministry.

As of June 2022, I will have served this congregation in ministry for twenty years. I believe that the success and satisfaction of that ministry will be found not only in the events of those years, but in the growth and achievements of UUCB in the years ahead. I am excited when I ponder the vibrant energy and fresh perspectives that new ministerial leadership will bring to this congregation.

Also, after June 2022, I will be following the usual practice of ministerial absence from the congregation, allowing you all to let go of me as Senior Minister and allowing me to let go of my identity as your Senior Minister. My spouse Deborah and I have selected a support team to help us with this transition. We have more questions than answers about our future, but we have no current plans to leave this area.

And so, my friends, I ask for your support. I ask that you engage my ministerial service to this congregation one more year, sharing together all that life may bring and entering closure next spring. I ask that you honor the changes that Covid has brought, and the changes that my departure will bring, and take tender care of yourselves and each other. We have much ministry ahead of us this year, including finding our way forward in these awkward times of pandemic. Together may we continue Seeking the Spirit. Building Community. Changing the World.

*I close in deepest gratitude for my spouse Deborah, the Board, lay leadership, staff, colleagues and the members and friends of this Unitarian Universalist congregation. To paraphrase Rabindranath Tagore, "may this not be an ending but rather a completeness." My heart is full. Peace and Love,
Reverend Mary Ann Macklin*

Lastly, on a congregational polity geeky note, here's my moment of education. In policy governance, the Board sets forth Ends Statements which establish our general principles as well as what our congregation aspires to do. These statements expand upon our congregation's vision statement of "Seeking the Spirit, Building Community, and Changing the World" and our congregation's mission

statemen to provide spiritual and governance guidance to the ministers, staff, and lay leaders. I utilize this framework to set forth goals for the year and thus expected outcomes. I include it with this report to emphasize that this is a living document which the Board changes in response to the congregation.

The term "Ends" refers to the fact these statements are not policy that dictate "means" or how things are done but are, rather, our expected outcomes. 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. *These Ends statements were revised in 2021 following the congregation's decision to adopt the 8th principle. By adopting the 8th principle, we have committed ourselves to working to build a multicultural Beloved Community in which people of diverse racial, ethnic, educational, class, gender, sexual orientation backgrounds and identities come together in mutually-respectful, loving, and caring relationships to seek justice within our congregation, the local community, and in the broader world. (Emphasis mine)*

Policy I. Ends Statements

Seeking the Spirit UUCB exists to: 1. Provide members from a variety of faith traditions with a liberal, universally accepting spiritual home. 2. Provide compassionate spiritual care to congregants without the burden of restrictive creeds, tenets, covenants or preordained beliefs. 3. Provide a space where people from diverse backgrounds with different perspectives can freely gather to explore their beliefs. 4. Provide people of all ages with opportunities to grow together spiritually through liberal religious education and practice, leadership, and community action. 5. Encourage adherence to the Seven Principles adopted by the UUA and to the 8th Principal adopted by the UUCB.

Building Community UUCB exists to: 1. Build a liberal community dedicated to accountably dismantling racism and other oppressions both within itself and in the larger community. 2. Build an accepting community inclusive of diverse gender orientations. 3. Build a welcoming community where those from diverse cultural and religious backgrounds feel that their experiences and perspectives are valued. 4. Build an active community where members share their time, talents and resources

for the common good. 5. Build a thoughtful community where people can explore ideas and perspectives without trepidation or fear of rejection. 6. Provide members, ministers and staff with an environment where they know that they will be welcomed and valued.

Changing the World UUCB exists to: 1. Encourage leadership and participation in efforts to eliminate prejudice, injustice, and oppression within the community and in the world at large. 2. Provide members with the means to undertake projects fostering social justice and community welfare according to their interests. 3. Provide members with ways to contribute financially and otherwise to good causes within the community and in the world at large. 4. Partner with other congregations and organizations in efforts to foster positive social change. 5. Engage with and encourage the UUA to build a diverse and multicultural beloved faith community. 6. Encourage leadership and participation in projects that foster ecologically sound, sustainable, and livable communities, both locally and throughout the world.

Thank you to the Board for this living document to guide our way.

Reverend Mary Ann Macklin

ATTACHMENT C

Unitarian Universalist Church of Bloomington 2020-21 Annual Report
Reverend Emily Manvel Leite
Minister of Congregational Life and Religious Education

This has been a year like no other in living memory. A year of making things up from scratch as we met each challenge that arose, and then of making things up anew as we discovered ways we were falling short or could be serving you better.

That making things up part has been especially true in Religious Education, but also true in Sunday worship and community life, as we've needed to figure out how to recreate beloved community rituals and services through Covid times. That work included continually seeking opportunities for adults, youth and children to actively participate in online Sunday services, keeping us visible to one another as a gathered community, and creating meaningful and connected ways to mark rites of passage as a virtual congregation. It wasn't easy to figure out how to run an Equinox service, flower communion, or baby dedication online! And it felt especially good to come together in person for our Gathering of Spirits Ancestor Celebration and Covid Memorial, our Celebration of Light Procession of Giving, and our more recent Sunshine Extravaganza.

In Religious Education, Adrienne Summerlot, Stephanie Kimball and I have struggled alongside our UUCB families to cope with the demands placed upon parents to be not only parents, but also teachers, coaches, religious educators, and playmates for their children, even while being challenged to learn new ways to do their own work and self-care. We have offered ongoing programs and drop-in opportunities in various formats, and have had two thirds of our pre-Covid families participate in some way in these programs--a remarkably high percentage, according to religious education leaders at the Unitarian Universalist Association. I hope you will read the Religious Education Report which outlines the many programs and activities that were created and offered in this extraordinary year. I am especially happy that we gained 4 new active families and 1 new active youth in religious education during this time. It will be a joy to meet them in person in the coming months.

As we end this year, and draw near the end of Adrienne's and my leadership in Religious Education, I want to say out loud how grateful I am to have worked with the remarkable children, youth, families, staff members, RE Vision Team leaders, volunteer teachers, mentors and advisors and other volunteers who have made our program all that it is. I have loved working with each of you and sharing my passion for Religious Education here.

On my own, I would not have chosen to end that work for myself, but as I have reflected upon the Board's decision, it has become clear to me that the staff changes that are planned are a good thing for this congregation at this time. I deeply believe in the Board's vision of taking time as a congregation to re-imagine the welcoming community we want to create for all ages. I wholeheartedly support their planning for:

- hiring a full-time Director of Lifespan Faith Development through a nationwide search using the best possible hiring practices
- lifting up faith formation as a lifelong process, recognizing that we need to support people of all ages on that journey, not just our children and youth
- creating a strengthened multigenerational beloved community that supports building relationships among people of all ages.

I am excited for our future and the possibility it holds for our families, children and youth, and all of our members through these plans.

Personally, I am preparing to enter into a new role in the coming weeks--moving from full-time Minister of Congregational Life and Religious Education to being your half-time Minister of Story and Ritual. In this role, I will still be working with kids, youth, and families and with all of you as we discover new ways to worship together and to support one another through moments of celebration, challenge, and change. I will be creating services and congregational rituals, offering programs for spiritual deepening, and exploring ways to continue to involve people of all ages in leading and enhancing our shared worship experiences. I will still lead our Coming of Age program, continue my pastoral work, create multigenerational services, and tell you stories.

I want to express my trust in the wisdom of this community and my belief that we will emerge from this time with greater strength and vision. This isn't an unfounded belief, but the result of witnessing true care for children, youth and families among so many of you without young children in our congregation, and of witnessing the tenacity of those with kids through many changes, and particularly through all the adversity of this past year. In my fifteen years on the staff, I have witnessed this congregation learning and changing in many ways, but always with the intention of creating an evolving community of love, growth, and justice for all ages.

I will be here with you on that journey--not in all the same ways as before, but present and ready for the time of discovery that we are embarking upon together in the coming days.

ATTACHMENT D

Interim Consulting Minister's Annual Report 2021

What a challenge and exciting time this has been these last ten months. With covid I have not had the opportunity to meet with all of you face to face I have had to rely on other forms of communication. It has not been easy to make connections by way of Zoom and to build any type of relationship with all of you. I am looking forward to the time when we all can be in the same room together.

Here are the highlights of these past few Months:

Fall 2020

- **Envisioning “Our Future”:** We had over 150 members participate and these were the themes that came out of the sessions:
 1. The loss of not being able to meet together is something that each group identified as something that they miss.
 2. Not being able to process the resignation of Reverend Scott and have time just to talk about that still needs to happen.
 3. Not being able to process other situations in the congregation where members were on different sides of a situation and didn't have the time to work together and really listen to others points of view. Feels were hurt and healing needs to happen around these issues.
 4. Appreciating the community involvement of this congregation and the various task forces and groups
 5. Hope for the future is that as a congregation we will continue to be a voice in this community and be engaged in issues that support our values and stand up against issues that do not support our values.
 6. Geography is no longer a boundary. We are a church that anyone in the world can join in and listen to our services and become involved and even join.
 7. Zoom has allowed us to expand our margins we are no longer building bound
 8. Greatest asset is the strength of our leadership and our ministers.
 9. Want us in the future to be a congregation that practices in our actions and in our services what it means to be anti-racist, calling out systems of oppression and white supremacy
 10. A strong desire to be focused on a cause that as a congregation we could learn about and work towards.

Racial Justice:

Adoption of the 8th Principle: It was exciting to have witnessed the congregations support and adoption of the 8th principle. Working with the ministers, the board president and our racial justice task force leaders a targeted approach was developed to provide opportunities for the congregation to grow and learn how to live up to the commitment that the 8th principle demands.

January – June 2021

The following approach was put into practice and approved by the congregation:

1. January – We launched the sign-ups for church wide read of the book, “Caste” and members choose various groups to participate with. Facilitators for each group were also assigned.
2. February – The 2nd week saw the beginning of the Facilitated read and the groups met each week until the end of April.
3. April – The group read was completed and preparation was made for a church wide discussion on May 2nd.
4. May – Discussion of caste occurred and on May 23rd the service was devoted to hearing stories from members who participated in the read.
5. June – On June 1st the 21 day Racial Justice Challenge was launched and so far 100 individuals have signed up for the challenge. On Sunday June 27th at 4 pm we will have a meeting with all of those who participated in the challenge.
6. July – September Church wide read of the book, “An Indigenous Peoples’ History of the United States

Social Justice Council

The task forces started meeting each month and have been discussing ways in which in their social justice work they can continue to embrace the 8th principle. Jackie Hall is the lead for this group and is doing a great job of keep them focused.

2021/2022 Annual Pledge Drive “Ray of Sunshine

Our annual pledged drive offered an opportunity in April for members to drive by the church, listen to the car choir, receive a gift and drop off their pledge. Funds are still trickling in we hope to reach our goal.

I have had the opportunity to supervise the great staff here at UUCB and for the first time this past week we were all able to gather together in person for a staff meeting. What a fun time we had. I look forward to an exciting year full of lots of opportunities to connect and to learn from each other. It is always a joy for me to be a part of a ministry team and to have the opportunity to serve all of you. May this coming 2021/2022 be a year of connection and a year of re-connection for us all.

ATTACHMENT E

Stuart D. Yoak
President's Board Report
UUCB Congregational Meeting, June 13, 2021

I hope you had an opportunity to watch the worship service today. Adrienne and our Ministerial team did a terrific job of reminding us of the joy she has brought to all of us. I am pleased to report that the Board of Directors voted unanimously to provide Adrienne with two months of severance in recognition of her contributions to our church community.

This spring, UUCB Members and Friends were notified that Rev. Mary Ann Macklin has decided to step down as our Senior Minister on June 30, 2022.

We are deeply grateful for her many years of extraordinary service as our minister, for her leadership and pastoral care to all of us. We also are grateful that she will continue to be fully with us during this upcoming church year – working with Rev. Leite and Rev. Clements.

My task in this brief report is to provide you with an outline of the steps ahead for our congregation as we look to the future of ministry at Unitarian Universalist Church of Bloomington. I also will provide a written copy of this report after the meeting.

First, a look back to last year:

In July of 2020, we welcomed Rev. Dave Clements as our Interim Minister Consultant. We asked him to assist us in three ways:

First, as an Interim Minister, we asked Rev. Dave to help us prepare for welcoming a new Associate Minister.

Second, we also asked Rev. Dave to work with us as a Consultant. A task he is especially well suited for having spent his earlier years in management, directing a non-profit, and as a consultant to other organizations. Abby, in her Vice President's remarks will have more to say about the consulting work Rev. Dave has been doing with us.

Third, we asked Rev. Dave to provide our congregation with important ministerial duties such as leading worship services, conducting ceremonies, and providing pastoral care.

With Rev. Macklin announcement of her departure in June 2022, the steps ahead for ministry at UUCB now include filling two ministerial positions. I am tempted to say: "now is when the fun begins."

First, let me assure you, this is a process in which every member and friend of our beloved church community will have many and varied opportunities in which to participate. These are very important decisions as we chart the future course of ministry at UUCB. We need to hear every voice.

Second, although there are many different ministerial options for us to explore, the timeline is relatively straightforward.

In the Spring of next year, the Board will be working with the UUA Transitions Office to identify and hire a second Interim Minister who will work with Rev. Dave for the 2022-2023 church year. A church of our size certainly need two full-time ministers to meet the needs of this beloved congregation and vibrant community.

It is important to note that, in accordance with guidelines from the UU Ministers Association, Interim Ministers such as Rev. Clements and, whomever we invite to be as our second interim minister from 2022-2023, they are not eligible to be hired by our church as our permanent ministers.

Also, in the late Spring or early Summer of 2022, the congregation will participate in the process of selecting a ministerial search committee.

In the Fall of 2022, the Search Committee will begin working with the congregation to Identify the ministerial needs, hopes and dreams of this community.

In the Winter, of 2023, the search committee will begin reviewing applicants for ministry at UUCB.

And, in the late spring of 2023, the search committee will present one candidate or possibly two candidates to the congregation.

In the Fall of 2023 – our new minister or ministers will arrive.

That is the timeline.

As we look forward to launching the ministerial search process, we clearly have three options to consider and possibly others.

First, we may conduct a search for two individuals: One to serve as a Senior Minister and one to serve as an Associate Minister.

A second option would be for us to conduct a for a Co-Ministry Team.

And, a third option, would be to conduct a search for only a Senior Minister during the 2022-2023 church year. To be followed by a separate search for an Associate Minister in 2023-2024.

Now would be a good time to breath.

As we enter this new church year, we are deeply blessed to have Rev. Macklin and Rev. Dave serving our congregation.

On behalf of your Board of Directors, we look forward to serving and working with each of you as we move through this year and the return to in-person worship together.

Stuart D. Yoak, Ph.D.
President, Board of Directors
Unitarian Universalist Church of Bloomington

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ATTACHMENT F

I am going to talk about what is happening currently with RE, but first, on behalf of the board of directors, I would like to apologize to the congregation. We bungled this. We saw something was not working well for our church and we saw that changes needed to happen. But we did a terrible job informing and involving the congregation in those changes. We recognize that and we will work hard to do better in the future. But right now, I just want to apologize. I am sorry.

So, how did we get to where we are? I want to start by giving you a little background about our Religious Education program. Reverend Emily Manville Leite came to our congregation as a congregant in originally, but by 2011 our ministers made the decision to hire her in small capacities (Family worship) because we were growing rapidly. She worked for Cindy Port, our Director of religious education at the time. Cindy Port left this church in 2012, while Reverend Leite was in Great Britain with her husband and children on sabbatical. In spring of 2012 we hired Adrienne Sommerlot, who had been an RE assistant, to step into the role of Director of Religious Education. When Reverend Leite returned, the two of them worked hard create a duo-team position of MRE and DRE, something new for this congregation. Over the last nine years the two of them worked together to create an RE program to served the needs of our children through classes and activities that happened during the Sunday church service, and at other times as well.

That is a bit of the background of what we had. Now I would like to talk about where we are today and the factors that lead to the board's conclusions.

When we brought Reverend Dave Clements in last September as our interim consulting minister, he was specifically tasked with looking at our over all systems including: programming and staffing, to understand what was going well, and what things were not. He brought to our attention that our Religious Education program was not serving the needs the majority of our church. This general idea was not new news to many, but he was able to take the time to help us understand the specifics of why. He specifically noted the change in our church size, the drop in number of Religious Education participants, the fact that we have two people tasked to do essentially the same job, and that in our church, religious education stops at 18, and that leaves the majority of us left out of the Religious Education equation.

I'd like to address each of these.

Size of church

When some of you joined the church we had fewer than 100 members and you knew each of them by name. Other's of you joined when we were 300 people and you witnessed the transition from one Sunday service to two. Some of you have joined in the last year and may have never set foot in this physical space. Each of us has a starting point and an idea of what church should be, often based on that starting point. As of today we have 572 members, but that number does not include children under the age of 13, friend of the congregation, visitors, and those who have not yet signed the membership book. Our congregation is closer to 1000 people who call us home.

Our church has grown and is growing and yet our church's organizational structure has not moved in accordance with the size we are. Hiring the right staff and clearly defining staff roles is a part of this, as well as understanding what types of programs, and organizational structure is needed.

Decline in numbers

At the same time, even as we have grown, our church has seen a steady decline in the numbers of families and children participating in RE over the last many years. Currently there are 120 participants identified as within the RE spectrum, and fewer than 30 are consistently engaged. And while Covid can be used to explain the extremely low numbers at the moment, it is part of a steady downward trend that has been going on for quite a while. This is not unique to our church. In faith communities across the nation, churches have seen a drop off in participation as families have more commitments on Sundays with extracurricular activities and other priorities. Other families view Sunday as time they can be together and our current RE model encourages separation of children from families during church time.

Both Adrienne and Emily have worked hard to reach out to families, but, constrained by the framework we currently have set up, and the numbers have continued to drop.

Adrienne and Emily

Adrienne and Emily entered their positions of Director of Religious Education and Minister of Religious Education with the best intentions of working collaboratively, but over the years have discovered that they have very different working styles that have been difficult to reconcile. They have both put in a lot of time and effort to figure out ways to make it work, including bringing in outside help, but there has grown to be a lack of trust between them. And although neither of them would want this to be true, their lack of coordination and collaboration is having an effect on our RE system.

We deeply value all that Minister of Religious Education Emily Leite, and Director of Religious Education Adrienne Somerlot have done for this congregation. Their passion and dedication to our families is undeniable. But our church's **system** of Minister of Religious Education and Director of Religious Education as an **experiment** is no longer working well for us.

Religious education at 18

Reverend Dave was surprised to learn, when he arrived at this church, that we have no adult religious education program. And while we are in a town with forty thousand students, very few university students engage with the church, compared to many other religious congregations in Bloomington. He worked with the board to look at a different model of Religious Education, the idea of life span faith development which looks at religious education not as something that happens to us while we are in our public school years, but as the idea that all of us are learning about ourselves and about our own beliefs throughout our entire lifespan. A study published in the UU World Magazine in June, 2008 found that "Roughly 88

percent of adult members come to Unitarian Universalism from other faith traditions or from no tradition at all. The lack of faith development for UU adults is a serious problem, resulting in a high percentage of adults with a tenuous connection to or understanding of Unitarian Universalism.”

And to clarify, faith formation does not mean that everyone in the church needs to believe the same thing, or indeed, believe at all, but rather everyone in this church have the opportunity to explore their own faith, be it faith in a higher power of science and technology reason, of a deity or deities, or something else entirely.

Mary Ann

The final piece the board looked at is the upcoming departure of Reverend Mary Ann Macklin in June of 2022. We felt it important that we not try to do this work while we are also in the search process, nor should we leave it for our eventual new minister or ministers. We felt it important that we start this process now, while we still have the stability of our senior minister who will be with us for the next 12 months.

What's next

As Kimberly Sweeney of New England Region of the Unitarian Universalist Association points out in a UUA a report titled “The Death of Sunday School and the Future of Faith Formation”

“Working harder, moving things around, and investing more money in Sunday school has not increased its effectiveness. These strategies have not worked in part because we have failed to convey that the way we have always done things is no longer serving our Unitarian Universalist congregations. While we have been applying a multitude of technical fixes to this adaptive challenge, we have failed a generation of young Unitarian Universalists. Changes in demographics, family structures, societal norms, and the role of the church in US life have evolved drastically over time. Yet the Sunday school model that came out of the twentieth century has remained relatively unchanged. Families report having to choose between spending time together or going to church and being separated. Participation in religious communities should not require families to have to sacrifice their time with one another by being shuffled in opposite directions once they enter the door.”

“We have been unable to part ways with Sunday school and have done everything we could think of to resuscitate it, to the detriment of our youth and their families.”

“Unitarian Universalism is stuck between a model that worked successfully two generations ago and a model that we have yet to fully imagine or articulate.”

So what does this all mean in practical terms? It means recognizing that what we have is not working well for us and taking the brave chance on creating something new.

Our church will bring in an Interim RE consultant, beginning in fall of this year. What will an Interim RE Consultant do? Their role is to listen and to work with all members and to find and identify those areas of faith formation that are important. To us, this covers the whole life span. What do older adults need to help them in their declining years in their own spiritual and faith formation? What do families with teenagers need to feel supported at this time? What do parents with young children and middle school children need to assist them in their spiritual faith formation. What do families need who have children or young adults who are identifying as Transgender need? This consultant will assist the congregation in identifying the needs of the whole congregation in regards to Faith formation and religious education.

Once the Interim RE consultant has engaged the congregation, they will offer suggestions to us as to what a new Lifespan Faith development position might look like for this church, based on all of our needs.

In the upcoming year the Interim Religious Education consultant will also work with our Religious Education assistant Stephanie Kimble to provide ongoing RE content for our youth. We will continue to have Coming of Age, and OWL, and so many of the other programs that have worked so well for us. We will also need all of you to step up and work with our youth and learn who they are and what they are interested in.

At the end of this month the positions of minister of religious education and Director of religious education will be dissolved as we begin to take this new path.

Reverend Leite will continue as a part time hired minister in this congregation, in a new position of minister of story and ritual, two things that have been central to her ministry here at this church. She will continue with our coming of age program, and so many of the other rituals that shepherd our congregation through milestones in our lives, the age of reason, baby dedication, celebration of graduates, solstice and Thanksgiving celebrations. She will also continue to participate in Sunday services with time for all ages.

Adrienne Sommerlot will be leaving our congregation and moving on to another, to continue her strong work in religious education. She and her family have made the choice to absent themselves from our congregation for the time being, and we respect her decision in this matter. This was not a decision of our ministers, or our board, and as we understand it Adrienne would like to maintain the relationships she has with so many in our congregation. We encourage you to continue to reach out to her and continue your friendships with her.

UUCB has always been a congregation that prides itself in being ahead of the curve in taking needed action for change, and for being innovative in our approach to finding solutions to problems that the UU faith is facing on a national basis. The decline of engagement and involvement with families in our current models of religious education is one of those issues and problems.

This congregation has faced conflicts, misunderstandings, and thorny issues before. We understand that the people who are involved in this church are human and make mistakes and missteps. And we understand that all of us are working hard to make this church a loving and engaging community for all of us. The board will have ongoing listening sessions that will be announced in the Friday update and prologue. And more listening sessions and more opportunities to be engaged in this process in this next year that will benefit UUCB in the years ahead.

This hard work we are beginning now, but I believe it will lead to a more engaged congregation going forward.