

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Board Minutes

September 20, 2023



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Board members attending in person: Mary Craig, Drew Schrader, Regina DiLamore, Bill Lonnerberg, Jane McLeod, Linda Pickle

Board members attending via Zoom: None

Board members absent: Abby Gitlitz

Ministers attending: Reverend Connie Grant

Guests attending: Guy Loftman

Submitted by: Regina DiLamore, Secretary

Attached Documents:

 A. Lead Minister's Report

I. Call to Order and Chalice Lighting

Vice President Jane McLeod called the meeting to order at 7:01 pm. The chalice was lit. A quorum was in attendance.

II. Check-in

III. Approval of the Board Minutes

Regina DiLamore moved to approve the August 2023 Board Meeting minutes, Linda Pickle seconded the motion and the motion carried.

IV. Reports

A. Interim Lead Minister Report

Highlights from the interim lead minister's report include:

- The Building Community Fair will be held on October 8, 2023. The Board will be providing lunch.
- The young adult event on September 17 was successful with 16 attendees.
- The Beyond Categorical Thinking Workshop is being scheduled.
- Candidating week is tentatively scheduled for April 20-28, with April 28 the hoped-for date of a vote to call the next settled lead minister.
- Board members have been invited to participate in Dementia Friendly training on October 29.
- The mold and leak issues are being addressed.

The Lead Minister's report is provided in Attachment A.

V. New Business

A. Motion to Approve LLC Midterm Appointment of Daniel Reed to Replace Christy True

Vice President Jane McLeod moved to approve the LLC midterm appointment of Daniel Reed to replace Christy True. Drew Schrader seconded the motion and the motion carried.

B. Approval of Treasurer and Controller Job Descriptions

Bill Lonnberg discussed the treasurer and comptroller draft job descriptions. Bill Lonnberg, Treasurer and Rich Slabach, Comptroller collaborated on both documents. In summary, the treasurer works with the minister and manages the

budget, church income and expenses. The Comptroller ensures that income and expenses are recorded correctly and is responsible for unusual income and expenses. The Board discussed the details of the job descriptions and decided that additional revisions will be required before being finalized.

C. Appointment to Search Committee Negotiating Team

The search committee will have a three-person negotiating team. The Board will approve the team during the October 15 Board meeting as the Search Committee package must be presented to the UUA by November 15, 2023. Vice President Jane McLeod moved to appoint Mike McGregor, Bill Lonnberg, and JaneAnn Gifford to the Negotiating Team, Mary Craig seconded the motion and the motion carried.

D. Formation of Stewardship Committee

The Board discussed how to advertise upcoming open committee positions. Drew Schrader and Vice President Jane McLeod will write a job description for posting on the website, sharing in the next Friday Update. and presenting ation on October 8, 2023.

E. Discussion of Building Community Fair

The Board will provide lunch during the Building Community Fair. Food donations will be coordinated via email.

F. Duties of the Board

At each service one Board member is designated to ring the bell in Fellowship Hall at 10:10, in the Meeting Room at 10:15, and ensure that all side doors are open and then locked at the end of the service.

VI. Old Business

A. Bylaws

The Board reviewed a summary of congregational input to the revised Bylaws. Vice President Jane McLeod moved to approve the revised Bylaws be sent to the Congregation for a vote on October 22, 2023. Regina DiLavore, Treasurer seconded the motion, the motion carried.

The link to the proposed Bylaws will be provided in the September 22 Friday Update.

VII. Housekeeping

Members of the Board need to sign up for Sunday morning duties.

VIII. Parking Lot

Integrated Stewardship Committee

IX. Executive Session

The Board did not enter executive session.

X. Adjournment

Vice President Jane McLeod adjourned the meeting at approximately 9:05 p.m.

Attachment A

Date: September 20, 2023
To: Board of Directors
From: Rev. Connie Grant, Interim Lead Minister s
Subject: Monthly Report – September, 2023

Seeking the Spirit

- Report from Stephanie Kimball on Religious Education is appended (see Appendix A)

Building Community

- A Building Community tabling event, intended to include information about and opportunities for engagement and involvement with infrastructure support activities as well as social activities, is scheduled for October 8.

These are some of the groups likely to be represented (please let me know if you notice anything missing):

- Lifespan Engagement Team (social)
 - Lunch Bunch
 - Welcoming Team
 - Choir
 - Church Center (office staff demonstrate sign-up for directory & take photos)
 - Board of Directors
 - LCC
 - Facilities (Building/Grounds)
 - Stewardship
 - Safety Team
 - Associational Affairs
 - Young adults
 - Families with Young Children
 - History
 - Archives
 - Library
 - Affinity & Interest Groups
 - Pastoral Care Associates Team
 - Caring Committee
- The Young Adult Group invited IU and other students to lunch on September 17 at the church. A total of 16 young adults attended, including 6 who have already been participating in the Young Adult group, and 2-3 UUs from other churches who are now attending IU. They plan to continue hosting gatherings.

Changing the World

- Social Justice task forces are working together to support a concert by Emma's Revolution at the church on October 27. More information will be available soon.
- Living Our Values Everyday (Social Justice) Fair is scheduled for October 22.

Other information:

- Beyond Categorical Thinking/B4 workshop
The MSC is working with the UUA to schedule this workshop, which asks the congregation to consider what biases it has (both conscious and unconscious) around identities that their potential minister may hold. First choice dates are Nov 11 (3-hour Saturday workshop) – Nov 12 (Sunday service). Board members are strongly encouraged to attend.
- Candidating week is tentatively scheduled for April 20-28, with April 28 the hoped-for date of a vote to call your next settled lead minister.
- It would be helpful to have another current Board member, in addition to Mary Craig, to be part of the Governance Working Group to review current policies and make recommendations to the Board for revisions. Who would like to volunteer?
- As you know, Anabel Watson has begun doing the welcome and announcements at the beginning of the Sunday service. The designated Board member is asked to ring the bell in the meeting room to begin the service, except on days when we have a Chalice Leader (multigen services). Would you like to have Anabel invite all Board members who are present to rise, or just the designated Board member?
- Board members and others who interact with congregants are encouraged to participate in Dementia Friendly Training on October 29 at noon in the Meeting Room.
- I plan to be working remotely Oct 11-15 (in Orlando wrapping up some business for my ongoing family emergency) and mostly taking time off Oct 23-27 (in Richmond, VA with family)
- Mold and leakage issues

In response to my inquiry as follows,

Before any remediation is done on the currently-identified problem, I wonder whether we need a more comprehensive analysis of possible systemic problems in the building. Odors and breathing problems have been reported by people using Room 108 (the Child Care room), Room 112, Stephanie's office.

Are these signs of underlying problems, indicating a source of moisture and mold that has not yet been identified? How can we find this out, so that we can ensure that mold overgrowth does not continue?

This was Dick Stumpfner's report on August 31:

It seems like the roof leak that affected Stephanie's office is resolved, at least for the time being. Steve Pollit took care of that and it hasn't leaked since. Both Steve and I know that there will need to be some more work done up on the roof to completely solve the problem and will take care of it before the rain and snow season get here.

The leak in room 105 is a little more mysterious. That isn't in the same area as Stephanie's office and is coming from a different source. Upon looking things over pretty carefully, it seems to be emanating from an outside downspout that would undoubtedly have overflowed in the heavy rain that preceded the leak. It is difficult to explain without looking at it in person, but the leak is at the junction between two differing types of floor (wood frame and concrete slab) in the building. It is fairly apparent that water is traveling along that cavity where the two floors meet and then leaking into the lower level when it gets an opportunity, in this case above the blackboard. It's a somewhat convoluted journey for the water, but the only explanation that makes sense. I will seal the voids in the concrete and the cracks between the concrete and siding where the water can enter into the underground path into the church. It's a bit of a bandaid type of fix, but the only solution that doesn't involve a major destruction of concrete to solve it. I've walked through with Rev Grant and Amanda and they understand how I think the water is traveling and my reasons for this "theory".

All that at least takes some of the mystery out of the water intrusion. I feel confident that we can proceed with the mold remediation without having to be concerned about a recurrence of the leak in 105 after I do the exterior sealing tomorrow. I think we should keep an eye on the area of the leak after any rains for a while to be sure. Obviously, any recurrence should be dried up quickly before mold has a chance to come back, if we would be so unfortunate for that to happen. And we'd need to get into a more involved fix for the problem at that time.

In any case, getting the remediation done and the HVAC back on and circulating air will be beneficial to resolving the stuffy odor down there and getting use of the rooms again.

None of this really addresses the issues that Stephanie has been having. I think we might ask Bloom Environmental when they are on site about their recommendations for further testing of other areas. I still believe the iWave air purifiers should be filtering the air well throughout the building and maybe the sudden increase in mold was beyond their capabilities to keep up with. I would hope they will be able to protect the air quality once those mold issues are

resolved. Bloom might have more knowledge about that. It would also be helpful to know if Stephanie has been tested for allergies, and if so, what the allergies are. We are in the dark to a certain extent now.

Sorry to be so lengthy but want it to be understandable (hopefully). We should get these places sealed tomorrow and the Solar Edge system troubleshooting done as well.

Appendix A

Religious Education Update

September 17, 2023

Stephanie Kimball

Fall Kick-off

On September 10, we held our Religious Education Fair, showcasing all our offerings for the year at tables in Fellowship Hall during Community Hour. It seemed to be a successful event, with nearly all the program facilitators present to talk about their classes and help people get signed up. Registrations are continuing to roll in.

Children's programming began on September 17.

- Our 4-6 year olds are continuing with Spirit Play; this approach to religious education has been highly successful and popular with parents, teachers, and children alike. Even though their routines have been disrupted by having to move to a small room (106) while we wait for mold remediation in 103 and 105, they have handled it well, probably in large part because their routines have been steady so they know what to expect and what to do even as things change around them. The volunteer teachers in this program have a great deal of experience and expertise, and are deeply committed to the spiritual growth of these young people.
- This year our Kids' Club (grades 2-6) will be following the UUA's "Toolbox of Faith" curriculum, exploring the skills and values ("tools") of Unitarian Universalism and comparing them with real tools like hammers, compasses, hard hats, duct tape, etc. This group, too, has a stellar teaching team. The class has grown from a typical attendance of 1-3 people per Sunday a year ago, to 6-9 on a typical Sunday now – and as a result, relationships are growing and a sense of community is starting to develop.
- Rev. Connie and I also held a Chalice Leaders Workshop for children ages 8 and up who wish to participate in multigenerational services as chalice lighters, readers, etc. While only two

children were able to attend, there are others who are interested and will join in the next time we are able to offer it.

- In January, OWL will be offered for K-1 and also for 4-5th graders. We have now “caught up” from the disruption of Covid, and are starting a regular rotation in which these two elementary classes will be offered every two years, with the 7-8th grade OWL offered on the years between.
- We do not currently have a youth program, but Sarah Gettie McNeill has volunteered to work on getting something started. She has now recruited two potential youth advisors, and we are in the process of working out possible approaches to building a group of youth, probably at the middle school level. I am also in contact with neighboring congregations, who are interested in collaborating on special outings and events – though my personal feeling is that our UUCB youth need to “bond” first before they will be willing to explore possibilities of youth cons and other opportunities.

Adult Programming

Our adult program is particularly robust this year, with twelve unique offerings between now and next May. These include courses on spiritual growth, UU identity, theology, racial justice, and adult sexuality; they vary in commitment from one-day workshops to year-long biweekly meetings and a great deal in between. For details, please see the Religious Education Prospectus, or our website.

For my part, I am facilitating a class on The Inner Work of Age with the cohort that started last spring (a new cohort will begin in January), and the Indigenous Studies Working Group; I’m also coordinating the “Do the Work” Racial Justice Education Group and working with the Legacy Museum Trip group to figure out next steps in racial justice education.

As soon as I’m able, I hope to plan and organize some educational opportunities focused on Article II: understanding the proposed changes, the process ahead, and what will stay the same. I would also like to be part of a team (if there is one) working on finding ways for our congregation to be involved with virtual GA next year.

Religious Education Support Staff

I have been working on redefining former “childcare staff” and the Religious Education Coordinator position as Religious Education Support Staff (RESS). The people on this team are responsible for providing childcare on Sunday mornings and for choir practice on Thursday evenings (if needed), and at other times by request (if available); supporting children and families on Sunday mornings as they navigate worship and religious education, or multigen worship services; supporting volunteer teachers by preparing materials, setting up classrooms, and assisting with classes as needed; providing Parents’ Night Out on a monthly basis (when possible), and helping with special religious education events as needed.

So far, we have only 3 team members hired (with one currently unavailable due to school sports schedules); we are in the process of training and working toward the team’s ability to work independently and reliably. I hope to hire a 4th team member in the coming weeks.