

Unitarian Universalist Church of Bloomington, Indiana
Seeking the Spirit, Building Community, Changing the World



Board Minutes
January 17, 2024

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Board members attending in person: Mary Craig, Drew Schrader, Regina DiLavore, Bill Lonnberg, Jane McLeod, Linda Pickle, Abby Gitlitz

Board members attending via Zoom: None

Board members absent: None

Ministers attending: Reverend Connie Grant

Guests attending in person: None

Guests attending via Zoom: None

Submitted by: Regina DiLavore, Secretary

Attached Documents:

- A. Lead Minister's Report

I. Call to Order and Chalice Lighting

President Abby Gitlitz called the meeting to order at 7:02 pm. The chalice was lit, and a quorum was in attendance.

II. Check-in

III. Approval of the Board Minutes

Secretary Regina DiLamore moved to approve the December 2023 Board Meeting minutes, Linda Pickle, Member at Large, seconded the motion and the motion carried.

IV. Reports

A. Interim Lead Minister Report

Highlights from the interim lead minister's report include:

- The pledge drive committee asked the Board how much help they could provide. Drew Schrader, a Member at Large, offered to act as a liaison between the committee and the Board.
- During the discussion, the Board suggested that the pledge drive committee should create the messaging, with the Board assisting in spreading it. They also talked about using the Fair Giving Guide from the UUA as a reference for both new and existing pledging.
- Bill Lonnerberg, Treasurer, suggested that the best way to develop a goal for the pledge drive is to use the current budget, inflation rate and any expected changes in 2024. Bill Lonnerberg, Treasurer and Rich Slabach, Controller, will calculate an estimate for the 2024 Pledge Drive Goal and provide it to the pledge drive committee.
- Drew Shrader, Member at Large, indicated that the Board should be prepared to evaluate the budget after the pledge drive, if there is a short fall.
- Midwest UU Summer Assembly (MUUSA) is scheduled to be held at UUCB from July 3-7, and a local organizing committee has been convened.

- The 75th Anniversary planning has started for multiple events throughout the year.
- UUCB's Certification of Membership to the UUA is due by February 5.
- The Policies Working Group is currently developing church policies.
- During January and February, members who have not made a financial pledge to the church in the past calendar year will be contacted to confirm their continued membership in the congregation. Following this, there was a discussion about sustaining gifts, enabling members to pledge the same amount until otherwise indicated. Additionally, the Board explored the idea of organizing periodic meetings for all fundraising groups to ensure coordination and collaboration, enhancing understanding of the broader fundraising efforts.
- Mandy Skinner resigned, and Jo Bowman will be increasing her hours.
- Reverend Grant will be taking vacation from February 10-17.
- See report for more details on *Reporting on the Ends*.

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

B. Director of Administration Report

The Director of Administration Report is an Addendum to the Lead Minister's report provided in Attachment A.

Bill Lonngberg, Treasurer, informed the Board that he asked the finance committee to define several T accounts. This will include determination of whether each account is perpetual or has a specific lifespan.

C. Personnel Advisory Committee Update

The Personnel Advisory Committee members are Lisa Amsler, JaneAnn Gifford, and Jane McLeod. The committee is providing clarifications and definitions within the personnel manual. The misconduct procedure within the personnel policy is also being revised. The committee is also looking for a mechanism for employees to express workplace concerns. The personnel advisory committee will have a meeting at the end of January to develop the process to calculate PTO accrual.

The Personnel Advisory Committee plans to have a revised manual by the end of June.

V. New Business

A. Community Hour Food (After Service)

The Board will provide breakfast type food after service on February 11.

B. GA Delegates

President Abby Gitlitz reminded the Board that in 2023, there was a call for GA delegates and an application form was used to award funding. Funds were received from the Women’s Alliance and 11 members attended.

President Abby Gitlitz explained that the meeting will be virtual only in 2024. The call for GA Delegates should be made soon as the rates increase on March 15. President Abby Gitlitz will draft an article about the need for GA Delegates for the Friday Update and Perspectives. The application form will be on the website. The deadline for submitting the application is February 21, 2024. If less than 11 applications are received, additional applications will be accepted after the February 21 deadline. The church will cover up to 11 participants at \$280 assuming a \$500 grant from the Women’s Alliance.

The possibility of holding a GA Forum on February 18 at noon was discussed.

C. Article 2

Stephanie Kimball, Director of Religious Lifespan Education was planning to run a class about Article 2 and only a few people signed up; therefore, the class may be postponed.

VI. Old Business

No old business was discussed.

VII. Housekeeping

Housekeeping was not discussed.

VIII. Parking Lot

NA

IX. Executive Session

The Board entered executive session at 8:50 pm.

X. Adjournment

The meeting was adjourned at approximately 9:00 p.m.

Attachment A

Date: January 17, 2024
 To: Board of Directors
 From: Rev. Connie Grant, Interim Lead Minister
 Subject: Monthly Report – January, 2024

Brief highlights and updates:

- Kickoff event for the pledge drive is planned for Sunday, March 3, including lunch and a program following the service.
 The Pledge Drive Committee has asked how much involvement and/or support they can expect from the Board.
- Midwest UU Summer Assembly (MUUSA) is on the calendar for July 3-7.
- Kickoff to 75th anniversary year activities planned for January 21, including recognition of membership anniversaries. Five of seven 50-plus year members are planning to attend the service in person. Other activities will be planned through the year. Possibilities include
 - Monthly history moment in the Sunday service
 - Monthly history column in Perspectives
 - Services focusing on aspects of UUCB history (e.g. Social justice, religious education, music, tree of life quilt)
 - Display of artifacts
 - Celebratory event – maybe in fall
- The Governance Working Group is working on policies.
- Stephanie Kimball and I are refining a proposed Safe Congregations policy (begun by Michele Grove), hoping to have this ready to present to the Board in March.
- Certification of membership to the UUA is due and will be completed by February 5.
- There have been challenges in extracting accurate information about pledgers/non-pledgers from Planning Center. Anabel and I will begin following up with non-pledgers next week, as described in Abby's January Perspectives column:

In January and February, members who have not made a financial pledge to the church in the last calendar year will be contacted to see if they would like to remain members of this congregation. If they do, all they have to do is say “yes” and they will continue to be on the membership roll. Like all members, they will also be expected to make a pledge during the upcoming 2023 spring pledge drive. If people respond “no,” or we get no response after reaching out

to them via email, phone, and letter, then they will be removed from the membership roll before the April vote.

- Mandy Skinner has resigned her position as Communications Coordinator. Her last day will be January 26. As of February 1, Jo Bowman is taking on the work that Mandy has done, increasing her hours to 28 per week.
- As previously reported, I'll be taking vacation from February 10 through Feb 17 (guest speaker Feb 11).

Report against Ends:

Seeking the Spirit

- A variety of voices have been and will be included in worship services.
- Service music will include a congregational prelude.
- Renovation of the library is planned, including relocation of shelves and incorporation of children's library into Fuchs library.

Building Community

- The Lifespan Engagement Team is becoming active. The "birthday party" event this month was successful, with approximately 80 people of all ages enjoying food, games, and conversation.
- After-church lunch is getting organized beyond bagels. One parent described the lunch opportunity as a "game changer" allowing their family to stick around after the service/religious education to participate in church activities including community hour.
- Current Intro to UUCB session included 8 very enthusiastic prospective members.

Changing the World

- Social Justice leaders (Jackie Hall and others) are creating a social justice steering committee/council/umbrella group by whatever name to attend to issues that transcend (or intersect among) task force interests.

Report from Amanda Waye, Director of Administration

Amanda's recent projects have included the following:

- Working with Planning Center, Hans Kelson, and Pledge Committee member JaneAnn Gifford to extract pledge information.
- Working with Church Mutual Insurance to ascertain coverage for volunteers and prospective renters.
- Working with Bazaar Committee to follow up on procedures.
- Working with Molly O'Donnell and Dick Stumpner to share Buildings & Grounds leadership.
- Providing input on job description for Communications Coordinator beginning Feb 1.
- Getting parking lot lights replaced.
- Arranging deep cleaning of the building in anticipation of pre-candidate visits in February and March.
- Arranging for coverage during Jeff Stone's upcoming recovery from eye surgery, at least 2 weeks beginning January 22.
- Replacing water heater in lower level washroom.