

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



Board Minutes
January 15, 2025

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Board members attending in person: Regina DiLavore, Bill Lonnerberg, Jane McLeod, Linda Pickle, Pam MacLaughlin, Steve Mascari, Reverend Susan Frederick-Gray, Mary Craig

Guests attending via Zoom: Corrin Clarkson

Submitted by: Regina DiLavore, Secretary

Attached Documents:

- A. December 2024 Fiscal Dashboard and Statement of Cash Flows
- B. Lead Minister's Report

C. Congregational Poll

I. Call to Order and Chalice Lighting

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

II. Check-in

III. Approval of the Board Minutes

There were no further comments on the December 2024 Board Meeting minutes. The minutes stand approved.

Following a few minutes of discussion on the December 2024 Congregational minutes, there were no further comments and the minutes were approved.

IV. Monitoring Reports

A. Pledge Drive Committee

Pledge Drive Committee Chair Corrine Clarkson provided the Pledge Drive Committee Report. Pledge Drive FY24-F25 metrics as of January 7, 2025, are summarized below:

- Total Pledged: \$648,541.99
- Number of Pledging Units: 331
- Total Amount Given to Date: \$404,535.93
- Breakdown of Amount Pledged and Percentage Given
 - 107 Pledge Units (Totaling \$234K) 100% complete
 - 100 Pledge Units (Totaling \$120K) >50% complete
 - 46 Pledge Units (Totaling \$25K) 1-49% complete
 - 77 Pledge Units (Totaling \$107K) 0% complete

The Pledge Drive Committee is currently in the process of selecting a theme for the pledge drive and is leaning towards convening a leadership meeting early in the drive. The committee is also looking forward to developing the pledge goal once the FY2025-2026 budget is set. The committee requests the Board's input regarding the distinction between minimum and stretch goals.

The tentative start date for the pledge drive is March 9 and it will conclude on Easter Sunday (April 20).

Reverend Susan Frederick-Gray explained that the draft budget is important to set the pledge goal, but that after the final results of the pledge campaign, she and the Treasurer will make final adjustments to match the budget with the

pledge results. These adjustments will be a part of the final budget. The final budget will be approved by the Board in May, prior to the Annual Congregational Meeting in June.

V. Regular Reports

A. President's Report

Jane McLeod, President, provided the President's report. She expressed her gratitude to all participants of the start-up weekend. She led a discussion about Perspectives deadlines and how Board members will sign up for Board Representation for two services. It was decided that Board members can sign up for individual services or for both services on a particular Sunday. Jane McLeod inquired whether Board members would like to contribute words for the chalice lighting ceremony before each Board meeting. If so, please inform Jane prior to the meeting.

Jane McLeod then led a discussion on re-organizing the Board meetings to include a consent agenda. With a consent agenda format, routine matters are not discussed at the meeting but are reviewed by individual Board members prior to the meeting. The Board members can agree to the consent agenda without further discussion of specific items. Items that will be included in the consent agenda include financial reports, monthly reports, and other routine matters. Monitoring reports will be on the regular agenda. The consent agenda will be piloted during the February Board meeting.

B. Treasurer's Report

Bill Lonnberg, Treasurer, reported that two budget meetings are scheduled for February 4 and 18 with Reverend Susan Frederick-Gray, Amanda Waye, Director of Administration, and the Finance Committee. A budget will be brought to the Board on February 19.

Bill also reported that proposals to replace the meeting room doors have been received and they are being evaluated. A decision on the winning bid will be brought to the Board on February 19. The new doors will have crash bars designed for quick egress.

Bill reported on the Fiscal Dashboard and Statement of Cash Flows. As of December, year-end financial projections indicate that expenses are lower than anticipated, while income has exceeded expectations. Additionally, liability barely exceeds assets.

Bill led a discussion about adjustments to cash flows on the T accounts.

Reverend Susan Frederick-Gray noted that the Social Justice Coordinating Team is working with the Social Justice task forces so that each will submit a budget that documents their expected income and expenses for FY 2526.

The December 2024 Fiscal Dashboard and Statement of Cash Flows are provided in Attachment A.

C. Lead Minister's Report

Reverend Susan Frederick-Gray's report is provided in Attachment B.

VI. Unfinished Business

A. Start-Up Weekend Follow-Up

President Jane McLeod led a discussion about the general reflections of the start-up weekend. Linda Pickle, Vice President reported that the event was successful and that she gained new insights about the congregation. Pam MacLaughlin, Board Member at Large, reported that she thought the facilitators were highly effective. Steve Mascari, Board Member at Large, observed that the staffing changes implemented in recent years have had a lasting negative impact on some members of the church.

Jane then led a discussion about the goals and priorities discussed during the start-up weekend. She suggested the Board consider the evolving needs of UUCB and what can realistically be achieved given the current challenging climate. The Board needs to evaluate proposed projects based on the time, energy, and funds available. The Board further discussed proper communication and triangulation between staff, the Board, and the Congregation. The Board needs to clarify that it does not directly manage the staff. It was further discussed that the Board and Reverend Susan Frederick-Gray will complete the annual assessments before the May Board meeting. Jane will review the UUA template that can be used for minister assessments. The assessment will consider Reverend Susan Frederick-Gray's contract. Jane and Reverend Susan Frederick-Gray will begin the process.

The discussion then moved to the viability of hiring a second minister, developing a three-year rolling strategic plan, and shifting the culture of money at UUCB. The Board then discussed changing the vision/mission and the name change as two potential projects. Given the congregation's interest in a name change, the Board discussed forming a working group of 3-5 congregants. This group would research other congregations that have recently undergone similar name changes and explore the possibility of holding cottage meetings to gather input from the congregation.

B. Review of Special Purposes Fund (SPF) Committee Section of Bylaws

The Board discussed some of the problematic sections of the Bylaws, specifically that all non-pledged gifts must go to SPF. This language results in restricting gifts that are not meant to be restricted. This restriction has sometimes resulted in gifts not being able to be used for regular operations and a smaller endowment than would typically be expected for a congregation of this size. It was further

discussed that some of the language in the Bylaws should be moved to Board or policies or SPF procedure documents. The Board discussed next steps:

1. The Board will ask for time at the next SPF meeting on January 22.
2. The Board will talk about the proposed changes and gauge interest of the committee.

VII. New Business

A. Mid-year Assessment of Effectiveness of Ends Statements and Mission Statement

President Jane McLeod facilitated a discussion regarding the scope of the inaugural mid-year assessment. The Board's assessment was that the Ends generally feel outdated and are not necessarily Ends. The Board reiterated its prior decision to update the church's mission and vision statements. Once these are done, new Ends should flow from that work

B. UUA Congregation Study Action Items

President Jane McLeod led a discussion about the opportunity to vote on the priority of UUA's Study Action items. Every 4-5 years the UUA invests resources and curriculum to help Unitarian Universalists, and our congregations think deeply on a justice issue. After 3-4 years of study, a Statement of Conscience is voted on at the UUA General Assembly and meant to shape a policy position of the UUA and shape our Association's advocacy work. The UUCB can vote on up to three issues or opt out. As elected representatives, on behalf of the congregation, the Board Voted "yes" for Abolition is Faith Formation and Housing: Diversity, Equity, and Inclusion.

The Congregational Poll is provided in Attachment C.

VIII. Feedback from Congregants

The Board did not receive feedback for discussion.

IX. Executive Session

The Board entered executive session at 9:02.

X. Adjournment

The meeting was adjourned at approximately 9:08 p.m.

Attachment A



Unitarian Universalist Church of Bloomington, Indiana

Fiscal Oversight Dashboard Fiscal Year to date - 7/1/2024 to 12/31/2024

Trend Analysis – Current Operating Budget

Through 12/31	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Total Income	425,429	387,026	400,664	424,814	425,977
Total Expenses	347,019	387,026	316,039	319,369	337,748
Surplus (Deficit)	78,410	0	84,626	105,445	88,229

Pledges / Plate

Through 12/31	FY24-25 TD Actual	FY24-25 TD Budget*	FY23-24 TD Actual	FY22-23 TD Actual	FY21-22 TD Actual
Pledges	389,016	342,795	381,040	399,155	399,019
Plate	15,780	12,603	12,027	11,829	12,281
Total	404,796	355,397	393,067	410,984	411,301

Assets, Liabilities, Current Ratio

As of 12/31	FY24-25	FY23-24
Current Assets	258,490	155,236
Current Liabilities	265,096	81,370
Current Ratio†‡	0.98	1.91

Notes

*FY Budget × 50% (% of FY days through 12/31)

†Current Ratio = Current Assets ÷ Current Liabilities

‡Starting in September 2024, the Current Assets include the Old National SPF checking account

Unitarian Universalist Church of Bloomington, Indiana, Inc.
Statement of Cash Flows
July - December, 2024

	Total
OPERATING ACTIVITIES	
Net Income	103,932.49
Adjustments to reconcile Net Income to Net Cash provided by operations:	
Payroll Liabilities:403b Retirement Plan	0.00
Payroll Liabilities:Section 125-Premium Conversion	-157.19
T Snow Removal Reserve Fund	400.02
T25% Sunday Plate	-245.01
TAudit Savings*	-3,999.98
TBazaar	26,658.41
TBooktable	12.73
TFeed Our Hungry Neighbors	-4,179.48
TFootball Parking	21,356.88
TGreen Mntnce & Eq Replacemt	7,249.98
TGreen Sanct Global Climate Chg	-564.55
THabitat	-9,529.69
THomelessness Task Force	100.00
THope for Prisoners	-837.70
Tintl Outreach Task Force	-8,456.00
TJust Peace	300.00
TLegal Fees Reserve Fund*	400.02
TLunch Funds	-193.29
TMemorial Svc Contributions	700.00
TMental Health Grant	40,000.00
TMin Discretionary	852.72
TMUSIC	-1,940.00
TOutreach & Campus Ministry	-273.95
TRacial Justice Task Force	-1,396.90

TRainbow Rights Task Force		125.00
TRefugee & Immigration Support		-1,026.94
TRepro Justice Task Force		503.50
TResilience Production		-92.00
TSearch Fund*		1,000.02
TShed		-10.71
TSocJustice		-2,595.00
TSocJustice from Green Spaces		-3,500.00
TSolar Energy Maintenance		3.01
TTechnical Reserve*		-237.56
TUtheVote		461.73
TYRE		-906.63
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	\$	59,981.44
Net cash provided by operating activities	\$	163,913.93
INVESTING ACTIVITIES		
Vanguard 1155		-2,524.48
Vanguard 4039		-29,136.27
Vanguard 4291		14,209.51
Net cash provided by investing activities	-\$	17,451.24
Net cash increase for period	\$	146,462.69
Cash at beginning of period		112,027.06
Cash at end of period	\$	258,489.75

Tuesday, Jan 07, 2025 05:14:41 PM GMT-8

Attachment B

January 2025 Lead Minister report to the Board
Unitarian Universalist Church of Bloomington
Submitted by: Rev. Susan Frederick-Gray

General Reflections

The past month has been a difficult one. Having three deaths in fairly quick succession around the holidays in addition to a memorial service just days before Christmas has made it hard to take my regular day off. I was also out sick from Jan 3-Jan 9th. I know this late winter - early spring season will continue to be full with memorial services, the move to two services, the Installation service (March 30th) and gearing up for the pledge drive and the budget. I will be thinking about how to deprioritize other areas of the ministry to focus on these priorities.

Calendar highlights

I may try to get to St. Louis for a dear friend's 50th birthday party over the weekend of January 24-26. Rev. Dennis McCarty will be preaching that weekend. It would be a very quick trip.

I will be in Southern California for the Senior Ministers of Large UU Churches gathering Feb 10 - Feb 14th. I will extend my stay through the weekend of Feb 15-17 to visit my son at college and my dear friend who has Alzheimer's. Stephanie Kimball will be organizing an All Ages service for Sunday, February 16th.

Mark your calendars for the Installation service, when the congregation officially installs me as your settled minister - lots of pomp and circumstance! Sunday, March 30th at 4pm. (If we can make it work for religious education, we will just have one morning worship service on that Sunday; likely at 10:30am).

Updates or Highlights from Ministry

Personnel: I expect to bring a recommendation included in the draft budget in February to the Board for a reduced threshold for when employees receive the benefit of the church paying 80% of their premium for UUA Health Insurance. The Personnel Committee and I have been discussing where to set the threshold and will have the recommendation in time for next month's meeting and the draft budget.

Two-Services: Thank you for the Board's support last month to begin a two Sunday morning service schedule beginning on Sunday, February 2nd through Sunday, May 18th. The service times will be 9:30am and 11:30am. We will move to one service at 10:30am beginning on Sunday, May 25th (Sunday of Memorial Day weekend), and remain with one service through Ingathering Water Ceremony service on Sunday, September 7th. During that one-service period we will assess how the schedule has gone, consider possible changes (including any budget allowances from the stewardship campaign).

Youth Advisor Training: Stephanie Kimball and I have been working with the Office of Youth and Emerging Adult Ministries at the UUA to organize and host a youth advisor training at the church either the weekend of Feb 22-23 or March 1-2nd. We are hoping to open this up to the whole state and nearby UU churches to help maximize the impact of the event. I'll share more details as this gets organized but it is part of the Youth Mental Health Initiative grant that Stephanie and RE leaders worked on and received funding from the Center for Congregations.

Attachment C

Congregational Poll

Vote on the following Congregational Study/Action Issues (CSAIs) your congregation thinks should be added to the 2025 General Assembly agenda for four years of study, reflection and action. Twenty-five percent of all certified congregations must participate and a majority of those congregations participating must vote in favor for the CSAIs to be included in the agenda. [Learn more.](#)

- Voting 'Yes' means your congregation wants the CSAI to be added to the 2025 General Assembly Agenda.
- Voting 'No' means your congregation does NOT want the CSAI to be added to the 2025 General Assembly Agenda.
- 'Abstain' means your congregation is being present only to contribute to the twenty-five percent quorum.

Congregations who do not want to participate in the Congregational Poll can 'Opt Out'.

- **Abolition is Faith Formation**

The Church of the Larger Fellowship proposes a CSAI which utilizes what we've learned through our Worthy Now Prison Ministry to bring Abolition Faith Formation to the wider UU community. We define Abolition with a holistic lens that includes how to establish transformative justice practices all the way through dismantling the prison industrial complex. Abolition and how it relates to our Unitarian Universalist theology is largely not understood or misunderstood as a foundational practice of our faith.

Yes No Abstain

- **Fat Liberation: Building Justice and Inclusion for Larger Bodies**

Fat people are discriminated against in healthcare, employment, and housing and stigmatized in all areas of life. Fat liberation seeks to end this injustice, which exists at the intersection of racism, sexism, ableism, and capitalism. By studying weight bias, Unitarian Universalists can advocate for the acceptance of all bodies.

Yes No Abstain

- **Housing: Diversity, Equity, and Inclusion**

Access to safe and affordable housing will reduce suffering and save lives. The problems of systemic racism, economic injustice, ageism and ableism, homophobia and transphobia prevent many people from obtaining adequate shelter. Purchasing or renting adequate housing can be difficult. Individuals and families ask congregations for sanctuary.

Yes

No

Abstain