

**UUCA Annual Congregational Meeting Minutes DRAFT  
June 3, 2018**

**Welcoming Bowls, Chalice Lighting**

Temporary Senior Minister Rev. Beth Miller called the congregation together at 12:17PM and lit the chalice.

**In Memoriam**

Rev. Beth recognized UUCA members who passed away last year and read their names: Frank Adamson, Marion Ciaccio, Louise Fishbein, Carolyn Harrison, Carrie Johnson, Henry Mayo, Hugh McLellan, Janet Perry, Bo Schnurr, and Jean White.

**Board of Trustees Update. ATTACHMENT 1**

Board Chair Warren Wright welcomed congregants to the annual meeting and referred people to the Board Update provided in the packet provided at the meeting. The documents were also provided via email before the meeting. Warren emphasized that there was also a feedback form at the end of the packet and encouraged the congregation to fill out that form.

**Anti-Racism Report. ATTACHMENT 2**

Social Justice Coordinator Elizabeth Gescheiere introduced individuals who have been working on the church's anti-racism work. Alex Ziehm spoke about the Service Never Sleeps relationship and allyship curriculum, including the 5-hour workshop and the Allyship in Action groups.

Elizabeth also discussed the establishment of the 8<sup>th</sup> Principle Task Force towards adopting the 8<sup>th</sup> principle, which states, "We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

Elizabeth reviewed the 8<sup>th</sup> principle actions to date, including a town hall. She invited members of the Task Force to speak about why they support UUCA's eventual adoption of the 8<sup>th</sup> Principle. UUCA Members Marietta Jones Tanner, Paul Blackburn, Laurel MacLaren, Diana Day, and Stephanie Thomas spoke in favor of adopting the 8<sup>th</sup> principle and about the plans of the Task Force over the next year. The Task Force plans to have multiple open conversation sessions, will have information in Connections, and will be in Fellowship Hall after services. They are working towards a congregational vote on the 8<sup>th</sup> principle in early 2019.

Elizabeth also highlighted the White Supremacy Teach-In organized by UUCA member Tracey Rogers and Whitney Parnell of Service Never Sleeps, in addition to the action and work undertaken by other social justice groups within UUCA.

**Awards and Recognition**

Awards to UUCA members recognized exceptional service to the community.

- Chair Award: Chad Ohlandt
- Jack McWethy Award for Lifespan and Religious Education: Tracey Butler-Johnson and Russ Johnson
- Ensemble Award: Paul Snodgrass, Moxy Witter, Rob Ricketts, Art Stevens, Jim Terpstra, Dan Connolly, Juliet Purl, David James, Will Parker-Simkin, and Eric Siddle
- Vera Tilson Creative Arts Achievement Award: Bob Kline
- Joan Gelbein "Incredible Lightness of Being" Award: Bob Blinn
- Joseph Fisher Award for Community Service: Alexandra Ziehm
- Unsung Hero Award: Peter Kostik and Carson Herrington
- Above and Beyond Award: Heiu Nguyen
- Distinguished Service Award: Mary Pike

## **BUSINESS MEETING**

### **Call to Order**

Warren Wright called the meeting to order at 12:53PM.

### **Establishment of a Quorum and Recognition of Teller Committee, and Appointment of Parliamentarian**

Sarah Masters said a quorum was reached for the meeting, with 154 members registered and attending. There were 14 absentee ballots. Under Article IV, Section 5 of the UUCA bylaws, a quorum is the lesser of 8% of members, or 75 members. Teller Committee members were: Sarah Masters, chair; Anne Blacksten; Carson Herrington; Mary Pike; Sally Recinos; and Bobbi Smith.

### **Certification of Membership Listing and Notice**

Board Secretary Hannah Connolly certified that notice of the Annual Meeting had been sent to all members via Connections and email. Members present were provided a printed agenda, budget, and selected documents. In advance of meeting, all members were encouraged via email to print out documents they wanted to have in hand at the meeting.

### **Appointment of a Parliamentarian**

Board Chair Warren Wright appointed James Tsai to serve as meeting parliamentarian. As James is on the Nominating Committee, he recused himself for the portion of the meeting relating to the election of Trustees, Officials, and General Assembly delegates. For that portion of the meeting, Bill Fogarty served as meeting parliamentarian.

### **Approval of Minutes of Previous Annual Meeting on June 4, 2017**

The 2017 Annual Meeting minutes were distributed via email prior to the 2018 Annual Meeting.

Diane Ullius moved to adopt the 2017 Meeting Minutes. Lila Vizzard seconded the motion. PASSED unanimously by voice vote.

**Purpose of the Meeting and Rules of the Meeting and Election. ATTACHMENT 3**

The meeting attendees read the meeting and election rules in unison.

**UUCA Covenant Reading. ATTACHMENT 4**

Attendees read the UUCA Covenant aloud.

**Treasurer's Report and Board Recommended Budget for 2018-2019. ATTACHMENTS 5 and 6**

Treasurer Peter Vitaliano summarized the Treasurer's Report, stating that the results of the current church fiscal year to date, financial reserve situation, balance of endowment fund, and long-term debt are all acceptable to good. Overall, the church's financial management is excellent, but the church will be facing budget challenges going forward.

Interim Executive Director Tamara Srader reviewed the process of the budget formation, including Connections announcements and seven budget meetings. She stated that the church is in a challenging year coming up and that she has worked very hard to be transparent during the budget process. She stated that the Board has approved a budget with a \$77,000 deficit, which prevents substantial cuts. Tamara thanked the Board for their support and the staff for their dedication.

**Presentation on Fill the Gap for Second Minister. ATTACHMENT 7**

Diane Ullius presented about initiating a Fill the Gap campaign for a second minister. This year, financial pledges were much lower than last year and over the past five years. In cutting a second minister, the Board was able to decrease the budget deficit to \$77,000 without cutting other staff. However, in a church this big, the church is unlikely to thrive for very long with just a single minister, particularly an interim minister. Therefore, the Finance Committee is recommending a "Fill the Gap" campaign to raise funds for a second minister.

Rev. Beth then spoke in favor of the campaign, stating that this year UUCA was also supported by Intern Minister Christin Green and Social Justice Coordinator Elizabeth Geschiere this year, and noting that Christin and Elizabeth will be leaving for other roles this summer. However, for the long-term health of the church, she argued that a second minister is necessary. Rev. Beth also noted that she will be matching gifts in support of this campaign.

Lila Vizzard motioned to extend the time limit due to the discussion of both the budget and the campaign for the second minister. Bruce Reider second. PASSED by voice vote.

Board Chair Warren Wright then opened up the question and answer session focused on the budget for 2018-2019. Warren emphasized that passing a budget with a deficit was not something that the Board wanted to do, but that there were not many choices. He noted that the church is about \$132,000 short in pledges versus last year. At the same time, the health of the endowment is strong.

Karen Tripp asked for clarification on the budget and then the fill the gap campaign, asking whether the budget would be passed as is and then there would be a campaign to get a second minister. Warren Wright answered that yes, she was correct.

Marc DeFrancis asked about the dividends and interest from the endowment and whether it was considered to cover half of the deficit from the endowment. Treasurer Peter Vitaliano answered that the budget presented is the operating budget and does not represent all financial activities of the church. For example, 70% of total church revenue was in the operating budget during the 2016-2017 fiscal year, while the rest of the church income that year consisted of special contributions to the Endowment Fund, bequests, appreciation of invested funds and similar items. He also answered that the balance in the endowment fund keeps growing due to such contributions and appreciation, which are much more significant than earned interest and dividends on the invested funds. The Endowment Fund has benefitted from the current strength of the stock market, but we do not know how that will play out going forward.

Stan Smith asked what contributed to the deficit: lower member amount, lower average contributions, or more expenses. Board Member Chad Ohlandt responded that the revenue is down to a decrease in pledges. He also noted that the deficit is about 5% and that the operating reserves can cover that for a year or two. He argued that a no vote on the budget means reducing staff now before the interim minister arrives. He also stated that the second vote is a vote to say we will use additional revenue to bring in a second minister that we think we need, but that we cannot afford in the current budget.

Jane Peak wrote and provided a check in support of the second minister campaign.

Stefanie Schmidt asked for clarification on the timing of the second minister. Diane Ullius stated that it largely depends on how much money is raised. The campaign will end at the end of July and then the Finance Committee will calculate how much we can afford. The estimate is about \$14,000/month is needed. If a second minister starts from October 1 – June 30, that is about \$120,000. If less is raised, then there will need to be a determination by the board, in concert with the congregation and interim minister, about whether the second minister should have contracted for a shorter period of time or be a part-time minister.

Christine Gill asked about what the Wider Movement section of the budget is. Warren answered that is the church's support of the UUA. UUCA has not paid full fair share dues in some time. The original budget had the full share and the current budget is about half of that.

Allen Keiswetter stated that he was impressed with Jane Peak's example and that he and Gerda are prepared to be generous in giving to the second minister campaign.

John Zeray asked about a \$60,000 endowment draw in the budget. Chad Ohlandt stated that two years ago, when renegotiating the mortgage, the board approved staggered endowment

draws for a few years. For the 2017-2018 year, \$80,000 was approved, but not used. The 2018-2019 budget includes a plan to use the \$60,000 previously approved by the Board.

Bob Denniston asked about Share the Plate and whether the 70% to the organization and 30% to the church would remain the same. Chad Ohlandt stated that the percentages will stay the same.

Elizabeth Fogarty asked when the new Share the Plate committee will be appointed. Tamara Srader stated that would be a discussion with the interim minister, but that there would be public opportunities for congregants to be involved.

Diane Dorius asked why the amount anticipated from the services auction decreased. Chad Ohlandt answered that the services auction did not make as much money this year, so the amount has been decreased. Interim Executive Director Tamara Srader stated that it was changed as a more realistic expectation.

Cliff Samuel asked what the parsonage is and whether the income is net or gross income. Warren Wright answered that it is the playground and the house on the UUCA property and the house is rented to the custodians on staff at church.

Reedy Brown asked about the ongoing funding of a second minister after this year. Chad Ohlandt answered that UUCA will need to make room for a second minister in the budget going forward, which is hard to do right now until the interim minister arrives. Rev. Beth stated that it would be important to ask people who didn't pledge to pledge, have individuals restore their pledges, and to have individuals increase their pledges to get a sustainable amount going forward.

Art Stevens moved to call the question about approving the 2018-2019 budget. Alex Roth seconded. PASSED unanimously by voice vote. Motion to approve the budget PASSED with 154 in favor, 1 opposed, and 1 abstaining.

Diane Ullius moved that the UUCA membership authorize a special fundraising campaign in July 2018, soliciting funds with the goal of hiring a Contract Assistant or Associate Minister as soon as feasible, for whatever remains of the 2018-2019 fiscal year once that person has been hired. Stephanie Thomas seconded.

Discussion was then opened for the proposal for a fundraising campaign for a second contract minister.

Gregg Forte argued in favor of operating within what has been raised already for the budget rather than having a campaign for a second minister. He also stated that the church has additional needs other than a second minister that could be met, including increasing staff and adding to reserve accounts.

Art Stevens stated that being without a second minister for this year has been a challenge and that without a second minister, the spiritual experience of UUCA would be at risk. He noted that we would be adding to staff by adding a second minister. He stated that without Rev. Beth and Christin this year, it would have been a very difficult year. He also stated that the experience at UUCA with a second minister will bring in more pledges and that the church needs a fully capable team.

Joshua Mohr asked what happens if there is not enough money raised for a second minister. Warren Wright responded that the Board will determine how long a second minister can be contracted for depending on how much is raised. Otherwise, the funds would go toward the deficit.

Cliff Samuel stated that if a special pledge drive is approved and it's inadequate, that there should be transparency in how the money is used. Warren Wright stated that it would be an agenda item for the Board Meeting in June. Rev. Beth suggested any funds raised, if insufficient for a contract second minister, could go towards paying for individuals to take the pulpit when the interim minister is off or for part-time ministry needs.

Paul Blackburn moved to call the question to approve the campaign for a second minister. Heiu Nguyen seconded the motion. PASSED by voice vote.

Diane Ullius reread the motion.

The congregation voted on the motion to approve a fundraising campaign in Summer 2018 to contract for a second minister. PASSED by voice vote.

#### **GOVERNANCE REVIEW UPDATE. ATTACHMENT 8 and 9**

Board Member Art Stevens discussed the Board's review of church governance that so far has been at the board level and will need to include the congregation's input. Initially, it was a discussion about execution of existing church governance, but that work might need to go deeper. Starting July 6, there will be a year-long effort to determine what best serves the church. Rev. David Pyle will be working with UUCA and a smaller group will be working on reviewing the existing church governance, which could include reviewing priorities, ends, and bylaws, among other issues. The goal is to look at how the governance structure serves the community and creates the community we want.

Liz Fuchs of the nominating committee clarified that the bylaws state that any special committee must be appointed by the nominating committee.

#### **NOMINATING COMMITTEE SLATE AND ELECTIONS. ATTACHMENTS 10 and 11**

Nominating Committee Chair Bill Turner presented the Nominating Committee slate, which was shared in advance of the meeting. Other Nominating Committee members included Ben D'Avanzo, Elizabeth Fuchs, Tina Hinh, and James Tsai.

The Nominating Committee thanked Wendy Jessup and Lila Vizzard for their work on the Interim Senior Minister Search Committee during Spring 2018. They also thanked Mary Ann Bolton and Annie Parker for their assistance with administrative and logistical details and thanked potential candidates who were not selected

The slate:

**New Board Member Candidates (2018 – 2020)**

Linda Battagalini

**Renewing Board Member Candidates (2018 – 2020)**

Al Himes

Janice Morris

Warren Wright

**Continuing Board Members (2017 – 2019)**

Chad Ohlandt

Andrea Ryon

Emily Goodin

Heiu Nguyen

Art Stevens

**Board Secretary (Annually Renewable Term)**

Amy Shepherd

**Treasurer and Assistant Treasurers (Annually Renewable Terms)**

Peter Vitaliano, Treasurer; Bob Gayer and Gene Mulligan, Assistant Treasurers

**Nominating Committee Nominees**

Nancy Hyde

Joshua Mohr

Paula Bendl Smith

**Nominating Committee Members Continuing**

Elizabeth Fuchs

James Tsai

**Senior Minister Search Committee**

Frank Corsoro

Sally Determan

Allen Keiswetter

Kelly Kohl

Bee Moradi

Betsy Rosso  
Sarah Yue

### **General Assembly Delegate Nominees**

Paul Blackburn  
Jere Cummins  
Bob Denniston  
Greg Forte  
Lavona Grow  
Allen Keiswetter  
Allan Kellum  
Mary Pike  
Sally Recinos  
Becky Ross  
Will Russell  
Marietta Tanner  
Ron Teeter  
Bill Turner  
Diane Ullius

### **Other Nominations**

There were no additional nominations from the floor.

Bob Kline motioned to approve the Nominating Committee slate of candidates for the Board of Trustees, Secretary, Treasurer, Assistant Treasurers, Nominating Committee, Senior Minister Search Committee, and General Assembly Delegates. Phyllis Woodring seconded. PASSED unanimously by voice vote.

### **ADJOURNMENT**

Board Chair Warren Wright adjourned the meeting at 2:10PM.

### **BENEDICTION**

Rev. Beth led the Benediction with a passage from May Sarton:

*Help us to be the always hopeful  
Gardeners of the spirit  
Who know that without darkness  
Nothing comes to birth  
As without light  
Nothing flowers.*