

Unitarian Universalist Church of Annapolis
Congregational Meeting, December 2, 2018
Sanctuary 10:37 AM - 12:20 PM
Minutes

Chalice Lighting and Opening Words: Rev. Kathleen Rolenz – Interim Minister

8th Principle Reflection: Dianne Moreau – Board Member

As we meet, let us take time to consider our work in light of the 8th Principle to accountably dismantle racism and other oppressions in ourselves and our institutions.

Establishing Process – Phyllis Marsh, Win Decker – Co-Moderators

- Call to order.
- Quorum established at 153 members present; 20% of the members or 70 members are needed for a quorum.
- **ACTION** Motion made and seconded to adopt the Agenda including the Standing Rules. **APPROVED** All in favor, except 1 abstention.
- Announcement – Rob Malone, Board member, is in the back of sanctuary to take end of year contributions and pledges via credit card.

Introduction of Board Members – Heather Millar, President; Craig Beyer, Vice President; Caryn Jackson, Secretary; Kari Alperovitz-Bichell, Finance Officer; Stan Haavik, Dianne Moreau, L.E. Gomez Trustees At-Large; Rob Malone, Nominating Committee Chair and Rev. Kathleen Rolenz, Interim Minister.

Congregational Budget Presentation – Kari Alperovitz-Bichell, Finance Officer

- Phyllis Marsh introduced Kari who presented background information on the current finances and the proposed budget for 2019.
- Our pledges are about on target to cover our expenses, but we do not yet have Nov. and Dec. pledge information.
- Kari explained that the Administrative Team worked closely with the Board's Finance Committee to develop this proposed budget. They held many meetings for members to learn about the details and provide input. She said for 2019 they considered doing the things we care most about such as: High-quality RE, Inspiring ministry and Sunday worship experiences, Supporting social justice efforts, Maintaining our physical structure and infrastructure and Funding salaries both fairly and competitively. Kari showed the recommended UUA ranges for staff salaries and reported that the proposed budget moves towards being fair and competitive but does not get us there. She noted that in addition to falling short on salaries, this budget does not fully fund our UUA Fair Share. Kari shared that pledges account for 76% of our income and pointed out that the 2019 budget depends on a \$10,000 fundraiser in late Spring. Kari highlighted what we could do if we had more pledge money and noted that 40% of pledge income comes from just 26 members. She identified "the ask" is to increase our pledges and reminded all there are people in the back of the room to assist with this.
- Congregational Questions Summarized:
 - What comprises "salary" for staff? It includes salary plus housing. The midpoint guide offered by UUA is just salary. Then add about 22% more for things like FICA, insurance, pension, etc.
 - Why did we cut our contribution to UUA so much? We chose to pay our staff median salary over paying UUA. We hope to replenish what we cut with any budget surplus.

- Could we have a list of prior fundraisers and how much each raised and can we have fundraisers for specific groups within the church? We have a policy not to fundraise for specific groups within UUCA but fundraise only for the operating budget. The Basket Auction makes between \$6,000 and \$10,000 and the Concert Series makes about \$7,000.
- How come we have still so many empty chairs at church services?
- What has been the change in pledge units over the last three years? In 2018, we have approximately 290 pledge units with 245 actively pledging, and these numbers have remained stable over the last three years.
- Can you review again the two-year aspirational slide that showed how much each member would need to additionally contribute to fund our expected 2019 and 2020 budgets? For 2019, each member would increase their pledge by \$148. For 2020, each member would increase their pledge an additional \$117, on top of the \$148.
- Why are bank charges of \$8,500 so high? It is a lot of money. Credit card fees are actually cheaper than processing checks, which take much time. If someone has better ideas, let the staff know.
- Open discussion: Support to adopt budget, noting that we are getting ready for the next stage of settled ministry even though it looks like church as usual; Two members expressed support for the RE program and hope that whoever is hired as RE director has background/experience in working with all learners; Support to increase Len's salary; Support to raise funds through a service auction.
- **ACTION** Phyllis Marsh brought up the Board's motion to approve the 2019 as recommended by the Board for a vote. We considered whether our action aligns with the 8th principle. **APPROVED** 127 in favor, 2 opposed, 7 abstained.

UUCA Updates:

Sanctuary Team – Heather Millar, Board President and Lisa Fleeaharty, Sanctuary Committee

- Heather explained recent Board action to not approve money to fund installing a shower in our church and cited two main concerns – the attention and time this would take of our staff (while we are operating with an interim minister and a new administrator) and the attention it would take from all of us (while we are in the midst of transition with getting to settled ministry and governance changes).
- Lisa updated the congregation on the work of the Sanctuary Committee, including: supporting the work of the community garden; clothing; transportation to appointments; help in translating and navigating various agencies; and school supplies. Acknowledgement of \$10,000 from the Board from the Abernathy Fund to focus energies on AIJN.

Building Beloved Community (BBC) – Gwen Schindler, Candi Wanhatalo, and Thornell Jones

- Gwen spoke of BBC's purpose to promote white racial literacy within the UUCA;
- Candi gave a testimonial about the BBC's work in the congregation has allowed her to become more powerful in calling out racism;
- Thornell spoke about BBC's growth, looking to create an equity culture both inside and outside the UUCA.

Anne Arundel County Together (ACT) – Core Group

- Members of the ACT Core Team presenting today are: Erin Snell, Laura Schrank, Thornell Jones, John Fischer, Sarah Davis and Linda Mundy.
- By asking questions of the congregation about who has participated in various aspects of ACT activities, they made all aware of the numerous ways to support and be

involved with ACT and of large number of UUCA members who have already been involved.

Planning for Our Future:

UUCA Governance Team Report and Progress – Evelyn Spurgin, Team Chair

- Reviewed the work done to date including an explanation of its principal recommendations to the Board;
- Encouraged congregants to read the 75 page report that was included in the documents provided in advance of this meeting and to attend meetings about the proposed new Bylaws.

UUCA Ministerial Transition Process – Gil Longo, Heather Millar and Max Ochs

Skit by all three to explain search committee process -- every member will receive a phone call asking them who they recommend to sit on the Search Committee. Encouraged members to think about who they trust to best represent the entire church and its future.

Facility Usage – Rev. Kathleen Rolenz

Rev. Kathleen reviewed the building usage during Middle Hour and during the week. She reported that the Building Expansion Exploration Committee – 2, BEEC2, has been meeting and studying usage and needs. She explained that the Board had received a request to release \$10,000 from the previous Capital Campaign Fund for BEEC2 but the Committee needs more time to develop a plan for the use of these funds. It is expected that plans will be ready for our April Congregational Meeting.

Share the Plate Ballot and Wrap Up – Heather Millar

- Reminded the congregants to vote for 8 organizations to receive the Share-The-Plate offerings each month. Voting is open until December 31, 2018.
- Heather reminded all that lots is happening and encourage all to get involved.

Closing Words and Extinguishing the Chalice – Rev. John Crestwell, Associate Minister