

**Unitarian Universalist Church of
Annapolis Congregational Budget Meeting
December 8, 2019: 10:30 – 12:30 MINUTES
FINAL Posted 1/28/20**

From our Safe Congregation Covenant - We covenant to affirm and promote: Honesty and authenticity in our relationships; Words that are supportive and caring not belittling or demeaning; A welcoming and non-judgmental attitude; Respect for each person's boundaries of mind, body and spirit; Listening to one another.

Rev. Kathleen Rolenz, Interim Minister, presided over the Chalice Lighting and Opening Words prior to the meeting coming to order. Heather Millar, President of the Board of Trustees, provided a welcome and expressed thanks to all of the church's volunteers. She introduced the members of the Board of Trustees: Jane Carrigan, Vice President; Kari Alperovitz-Bichell, Finance Officer; Stan Haavik, Trustee; Carrie Kotcho, Secretary; Rob Malone, Nominating Committee Chair; Dianne Moreau, Trustee; and Peter Morse, Trustee. She then recognized the members of our Right Relations Team, Erin Snell, Gina Williams and Ken Apfel, and the good work they are doing to help us be the Beloved Community we strive to be. All participants in today's meeting were encouraged to share any thoughts, concerns, or aspirations with the Right Relations Team.

Jane Carrigan, Vice President of the Board, called the meeting to order. She announced that a quorum is present, i.e. 20% of UUCA the members or 20% of 400 which is 80; 92 have signed in and more doing so now.

Jane Andrews moved to adopt the agenda and meeting standing rules as published. Thornell Jones seconded the motion. A member (no name given) moved to pass by unanimous consent and that motion was seconded by another member (no name given). By raising their voting cards, members adopted the agenda and listed standing rules as published.

Kari Alperovitz-Bichell Finance Officer, Board of Trustees presented the 2020 budget for discussion and vote. She noted that budget line items like Faith Formation, Social Justice, Ministry, staff and programs show who we are and reflect our values. She stated that the UUCA budget works because we all contribute to it and we make it work. Kari called upon those present to turn to their neighbor and say thank you for making UUCA what it is today.

Kari explained the process of drafting the proposed budget by the Executive Team who

then share it with the Finance Committee for additional consideration and adjustments. The Board of Trustees reviews the numbers and makes additional adjustments and then shares it with the congregation via electronic and printed means. Congregational Conversations were held where detailed explanations of the process and numbers were presented and discussed. The Board made the final adjustments resulting in the product being presented at the meeting today.

1

Graham Smith, Moderator for this Congregational meeting, then opened discussion on the motion by the Board of Trustees to approve the 2020 budget as recommended by the Board. The members present discussed the budget including how this budget reflects the 8th Principle. Upon conclusion of the discussion, members voted yes or no by holding up a card. The motion passed with 0 no votes and 1 abstention.

Next, Peter Morse and Heather Millar presented the Board of Trustees' recommended amendments to our current Bylaws. Peter reported that during discussion about our Bylaws at our April 2019 Congregational Meeting, the Board was requested to include more inclusive language. At a meeting of interested parties, the term neurodiversity was recommended to be added to the non-discrimination clause of the Bylaws. The Board presented this recommendation during Congregational Conversations and recommends the approval of this proposed amendment.

Peter and Heather responded to questions from the Congregation regarding this proposed amendment #1.

Heather's presentation pointed out that the Bylaws do not identify who monitor's called ministers, that is a matter of policy. She described how the Board worked with our ministerial team to develop appropriate policies. Those policies now have a specific title which should be referenced in the Bylaws.

Peter and Heather responded to questions from the Congregation regarding this proposed amendment #2.

Peter then described two editorial changes involving the addition of an "s" and a comma. No questions were raised regarding these editorial changes – amendment #3.

Graham Smith then opened discussion on the motion by the Board of Trustees to approve the amendments to the UUCA Bylaws as published on 11/6/19 and recommended by the Board.

During the discussion members of the Governance team expressed concern about the amendment #2 regarding called ministers. Bob Ertman, the parliamentarian for today's Congregational meeting, advised the motion be separated into its three component parts and vote on each separately.

The moderator called the vote on amendment #1. Members voted yes or no by holding up a card. Amendment #1 of the motion passed with 4 no votes and 4 abstentions.

The moderator called the vote on amendment #2. Members voted yes or no by holding up a card. Amendment #2 of the motion failed with only 1 yes vote, and 12 abstentions.

The moderator called the vote on amendment #3. Members voted yes or no by holding up a card. Amendment #3 of the motion passed with 0 no votes no and 2 abstentions.

2

A motion from the floor was made to extend our meeting time to end at 12:30pm. The motion was seconded and passed with 0 no votes and 4 abstentions.

At this point in the meeting, Heather Millar reminded the Congregation that in April 2018 we voted to support the 8th Principle to accountably dismantle racism and other oppressions in ourselves and our institutions. She then took a few minutes to ask those assembled to consider a list of situations and talk about them with those seated around them. She also asked that members use the 8th Principle Activity Form to share ideas they feel are important and hand the completed forms to a Board member.

Reports:

1. UUCA Ministerial Search Committee – Jan Bird, Co-Chair

- a. Jan reported that the committee has completed the first phase of the search process. They held workshops and did surveys with the Congregation and built a packet of information to share with candidates. The Congregational record is complete and live online for candidates to review. Ministers can now apply. Applications will start arriving in January. The committee will interview and narrow the field to 3, then will recommend 1 to the congregations She noted that this is a confidential process – so the committee cannot share details with the Congregation in this current phase. During the week of April 26th the selected candidate will be present at church

to meet with staff, volunteers and congregants. On May 3rd the selected candidate will preach and then a special Congregational meeting will be called to vote to accept the candidate.

2. BEEC2 – Craig Beyler

a. Craig reported that the committee is excited to be planning for UUCA's future. They have completed a one-year needs assessment which was shared prior to this meeting during Congregational Conversations. Craig then presented a slideshow that outlined what the current BEEC2 recommends for improvements and additions. He emphasized the committee's frugal approach to costs and that they were pleased with the work of their contracted architect. The committee will continue to seek input from the Board of Trustees and Members and is working to develop an accurate budget. On January 24 - 26, the Board has engaged a consultant to examine documents and meet with individuals and groups to examine the financial health of UUCA to help us determine the scope and timing of a Capital Campaign to fund the construction of these renovations and additions.

3. BBC Committee - Graham Smith reporting.

a. Graham presented a snapshot of what our Congregation is doing to honor our commitment to the 8th principle. The BBC holds middle hour classes regularly. 145 members have attended at least some of the 8 modules of

3

training. The BBC encourages all members to complete all 8 sessions. On behalf of the BBC, Graham asked that the Congregation, through a non-binding show of hands, let the BBC know if they agree that UUCA can intercede with a school on behalf of a member whose child is experiencing hate speech and bigotry at school. Vast majority of raised hands indicated support for the BBC's wish to intercede in this situation.

4. Nominating Committee – Rob Malone, Chair

a. Rob requests members share names of people they think could serve in leadership positions currently open and in the future. He noted that with the new Bylaws and terms we have 3 positions to fill this year on the Board of Trustees. These are all 2 year terms. Secretary Finance Officer At-Large

Board Member

Returning Members of Board of
Trustee's Pres; Heather Millar VP: Jane
Carrigan At Large: Stan Haavik At Large:
Peter Morse

5. Right Relations Team – Ken Apfel

- a. Ken reported that we had one process issue at this meeting that he will address with the Board, but overall, they heard only respectful, thoughtful language.

Heather Millar thanked everyone for their active participation and dedication to our principles and purposes, especially the 8th Principle. She remarked on the exciting year we have ahead of us as a Congregation.

Rev. John Crestwell, Minister offered closing Words extinguished the Chalice.

The meeting was adjourned.

STANDING RULES We shall follow Robert's Rules, with these adjustments:

- The amount of time scheduled is adhered to, unless there is a motion to extend.
- Members of the Board will bring microphones to each person who

wishes to speak.

- Brevity is encouraged, with a limit of 1 minute to speak with an additional 30 seconds for a follow-up question or comment. No one speaks twice unless all who wish to speak have done so and there is still time available.
- Please trust the presiding officers to keep to the agenda and bring discussion to a close. “Calling the question” immediately stops debate, and you may not see someone behind you that has not yet been heard.
- There is a Right Relations Team at the back of the room. If you have issues, please text them at: _____, email them at: _____ (its only one hardcopy) or go to them and talk with them in person. At the end of our meeting, they will give a brief report about issues that were raised and planned follow up.
- According to UUCA Bylaws, amendments must be published 30 days before the Congregational Meeting when the vote to adopt will be taken. The proposed amendments were published on November 6, 2019. They are in order but other amendments are not in order for this meeting.
- If a YES vote is an obvious majority, it will be so declared without counting hands. Negative votes and abstentions will be counted.

UUCA Vision Statement At UUCA we spent time to develop a Vision Statement that we approved during our 2017 December Congregational Meeting.

At UUCA we value and aspire to:

- Courageously seek authentic relationships across differences
- Move ourselves, our church, and our Earth toward justice, wholeness, connection and love
- Engage in a lifelong journey of learning and spiritual growth
- Practice radical hospitality, acceptance and inclusivity
- Provide a haven for all beliefs and identities that align with UU Principles

UUCA Ends Statements We have a Global Ends Statement followed by Three Ends Statements. They are: **Global Ends Statement** - The UUCA exists to create the Beloved Community by inspiring and empowering all souls to live bold and compassionate lives. **1. Faith Development** - UUCA creates meaningful opportunities for deepening spirituality for all persons within a safe and challenging environment. **2. Social and Environmental Justice** - UUCA's theological and spiritual

culture calls us to put our principles into action by creating and supporting systems that address environmental and social injustices. **3. Larger UU Movement** - UUCA creates meaningful opportunities that encourage participation and leadership in the larger UU community to promote the growth of Unitarian Universalism.

UUA 7 Principles plus 1 1. The inherent worth and dignity of every person; 2. Justice, equity and compassion in human relations; 3. Acceptance of one another and encouragement to spiritual growth in our congregations; 4. A free and responsible search for truth and meaning; 5. The right of conscience and the use of the democratic process within our congregations and in society at large; 6. The goal of world community with peace, liberty, and justice for all; 7. Respect for the interdependent web of all existence of which we are a part. In April 2018 we voted to support the 8th Principle to accountable dismantle racism and other oppressions in ourselves and our institutions. **Attachments:** Agenda that includes the Standing Rules Right Relations Team Activity Form Proposed Bylaws amendments 11/6/19 Power Point Presentation for this Congregational Meeting Submitted by Carrie Kotcho, Secretary