

Unitarian Universalist Church of Annapolis
Congregational Meeting
December 5, 2021: 11:35am -1:15pm
Final Minutes

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.

Chalice Lighting & Opening Words -
Rev. Anastassia Zinke, Minister

11:35am

Jane Carrigan, President welcomed the congregation and introduced our right relations committee Scott Eden, Gina Williams who were available to hear any concerns about the way the meeting is conducted or how we interacted with each other. She then introduced members of the Board of Trustees who were present in the Sanctuary: Jenn Pollitt Hill, Carrie Kotcho, Kari Alperovitz- Bichell, Stan Keeve, Linda Mundy, Mike Wanhatalo.

She then called the meeting to order, announced that there were over 100+ members in person and online, so we had a quorum. We then adopted the agenda and standing rules which were on screen.

Budget Presentation, Discussion and Vote

Kari Alperovitz-Bichell, Finance Officer first shared her testimony about why she is a member and shared gratitude to members for their time talent and treasure. She remarked that our budget demonstrates and enacts our values. Grab her benefits slide and insert here. Ask her to please share her written remarks to use as an example for future finance officers. It is really wonderful.

Kari proceeded to provide an overview of the process UUCA uses to develop its budget. She gave thanks for the Finance Committee and their hard work. She also recognized the many members who came to the five congregational conversations to discuss and ask questions about the 2022 budget.

Kari explained the planned use of funds from the Endowment Fund as a cushion to allow us to proceed with our plan to support co-equal ministers in pay. The number of total pledge units is down since COVID (~12). She stated that our expenses are outpacing income as the church returns to more normal operations. Increase hours for staff, utilities etc. are returning quicker than all our forms of income. She noted that UUCA will end 2021 with a budget deficit and that we are not in crisis. UUCA will be able to pay its staff and expenses because of our PPP grant and previous years' carry over that was on hand.

She shared that we have not used any of the Endowment funds committed so far. We will use all the committed but unspent endowment amounts in 2022 to balance our 2022 budget. Kari encouraged the Congregation to share End of Year donations and

fulfill their pledges for 2021. She noted that increases will be needed in pledges and we will need to increase our new members/pledge units. If each pledge unit increased their pledge by \$160 per year will be needed our budget will become sustainable.

Kari then provided an overview of the details of the proposed 2022 budget to the congregation. Paper copies, digital copies and on-screen visuals were provided.

She concluded by appealing to members to increase pledges, set up autopay to help us make our financial goals. She asked folks to consider two questions: Does this budget reflect our values? Can each of us commit to making this budget a reality?

Questions – Members had an opportunity online and in-person to ask questions about the budget and received answers.

Jane closed the Question-and-Answer period and presented a **MOTION BY THE BOARD OF TRUSTEES: TO APPROVE THE 2022 BUDGET AS RECOMMENDED BY THE BOARD**

She asked if anyone on-line or in-person needed further discussion. No one requested further discussion.

(Our standing rules set this as an up or down vote by the members online and in-person)

The 2022 UUCA Budget was passed by a majority up vote. There were three abstentions.

Linda Mundy addressed the meeting about the work of the Nominating Committee. She outlined their timeline and listed the positions that will be open to voting in at our April Congregational meeting: Finance Officer, Secretary, Two At-large Trustees, and 4 Nominating Committee. Nominations will be complete by March 2022.

BEEC2 – The committee gave thanks to Paul Jorgensen and Margaret Martin who have helped drive this project forward and to the entire BEEC2 team. They reported progress; the sprinkler system is going in, the entrance canopy is being relocated to the lower level to make room for our renovated entry, the demolition phase is ongoing, collaboration with Archdiocese of Baltimore to use a small parcel of their land to allow water to come to us for our sprinkler system. A short groundbreaking will happen after the meeting today.

Motion to extend our meeting time by 15 minutes. Seconded.

Rev. AZ provided a brief update on Stewardship work. She recognized the significant increase in volunteers for stewardship this year. She encouraged members to take advantage of invitations to conversation with stewards to help inform the programs and outreach UUCA does. Lastly, she asked for folks to pay special attention to stewardship communications and communications about potentially changing our fiscal year.

Stan Keeve and Ellen Berkov presented the work of the BBC. They reviewed UUCA's mission and goals towards building the beloved community. There are currently 15 members. They have curated through a large list of books, two key books that every UUCA members should read. There is a white caucus group who have pledged to read and discuss this book. The BBC creates a service every year. They ended the update with a slide that was the same as the one from last year and challenged the members to accelerate progress through personal involvement.

Note: Teen BBC, Small group facilitators could be a group to engage. WTC reading be discussed, and Stan answered that Ministers are taking it from here.

Rev. John updated the meeting about Share the Plate. He shared the link to voting on potential non-profits that we can share our plate with in 2022. The deadline for voting is December 31, 2021.

Report from the Right Relations

Team – Scott reported no observed issues or reported.

Wrap Up – Jane Carrigan

Closing Words & Extinguish the Chalice –

1:15pm

Rev. John Crestwell, Minister

Rules to use for the December 5, 2021

- We want to work towards **consensus**. As we have done in the past, we will not use Robert's Rules. We will vote to make decisions official, but hopefully not until all or almost all understand the proposal and fully support it or at least do not have any new additional information to add.
- How to participate in **discussions** using **Zoom on the internet**: All will be on mute except for staff and the presenters. To be recognized, raise your Zoom hand and staff will announce when it is your turn and unmute you for up to 1 minute. If you have a follow up question or comment, you will be given up to an additional 30 seconds. No one should speak more than once until all who wish to speak have spoken and time remains.
- How to participate in **discussions using a phone**: Periodically during the discussion, the moderator will ask if you have comments or questions. Staff will unmute all on the phone and you will be given the opportunity to speak for up to 1 minute with an opportunity for up to 30 seconds for a follow up question or comment.
- **Technical issues on the internet**: private chat Melanie Keller or text or call ??? ???-????.
- **Technical issues on the phone**: text or call ??? ???-????.
- **Voting using Zoom**: We will vote using the Zoom poll as we did in May. Motions will be posted on the screen twice. Most

members will vote the first time the motion is posted. One member using one device will vote as member A the first time the motion appears on the screen. If two members are using one device, one member will vote as member A the first time the motion appears on the screen and the other member will wait and vote as member B the second time the motion appears on the screen. Motions will be put in “yes, no or abstain” format.

- **Voting by phone:** Members on the phone have a choice to vote publicly or they may text or call ??? ???-???? and give their name and yes, no or abstain. The name is so we can check eligibility to vote. Only the staff member who takes your text or call will know your name. Your name will not be communicated with your vote to the administrator who calculates the results of the vote.
- The amount of time scheduled is adhered to unless there is a motion to extend.
- We once again have a **Right Relations Committee** who will be available throughout the meeting for you to contact if you want to report something that makes you uncomfortable or that you feel should come to the attention of the Board or staff. Process, attitude, or content that you feel should not be ignored are appropriate to report to them. Also, we welcome positive comments and feelings. Serving on this Committee are Scott Eden and Gina Williams. To contact them text or call 301 910-1916 or email at

rightrelations@uuannapolis.org. They will make a brief report at the end of the meeting.

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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 accountably dismantle racism and other oppressions in ourselves and our institutions.