



ANNUAL CONGREGATIONAL MEETING

SUNDAY, MAY 23, 2021
ZOOM MEETING

MINUTES

MEMBERS IN ATTENDANCE: Julie Abril, Kathleen Adam, Allison Andersen, Jim Brooke, Nancy Burpee, Jill Bystydzienski, Ken Carpenter, Lois Carpenter, Barry Devine, Kathleen Devine, Nancy Fisher, Crystal Foster, Steve Foster, Lisa Govreau, Steve Govreau, Carroll Groeger, Sheryl Guy, Stephen Guy, Barbara Hawn, Judy Hayes, Mary Hockett, Ilona Hruska, Marye Jackson, Julie Jordan, Teresa Jordan, Rev. Katie Kandarian-Morris, Susan Koonce, Bob Kuhnert, Rachel Lasiewicz, Marilyn Leftwich, Frank Lockwood, Elizaabeth Long, John Lyons, Bobbi Maiers, Lisa McCorry, Laurie Meininger, Bonnie Miller, Carolyn Miller, Tim Miller, Tom Miller, Mary Ocken., Margaret Pacheco, Hal Pepinsky, John Redemske, Eb Redford, K Redford, Terri Reherman, June Russell, Aline Schwob, John Schwob, Mary Sison, Ann Smith, Graham Smith, Don Spangler, Judith Stone, Mark Swanson, Becca Trefry, Mike Trefry, Liza Tregillus, Peter Tregillus, Bill Wallauer, Trenton Wann, Robert Winslow

MEMBERS VOTING BY PROXY: Syl Allred, Karsten Andersen, Jarrad Maiers, Donna Nelson, Emily Thompson

VISITORS: Joanne Bagely, Shannon Beaver, Anna Royer

CALL TO ORDER

Meeting was called to order at 10:45am by President K Redford.

Lighting the Chalice/Reading

Rev. Katie Kandarian-Morris lit the chalice and read words by Heather Janules.

ESTABLISHING A QUORUM

Secretary Teresa Jordan asked appointed tellers Shannan Beaver, Sheryl Guy, and Laurie Meininger to announce the number of voting-eligible members present. Laurie Meininger reported 70 members present, which established the bylaws-required quorum of 30% (30% of 169 = 51).

REVIEW OF AGENDA AND PROCEDURES

President K Redford reviewed agenda items.

Bonnie Miller, Tech Support, described procedures for conducting meeting and voting via Zoom.

President K Redford announced Frank Lockwood as parliamentarian for the meeting.

BUSINESS

Affirmation of new Mission Statement

President K Redford asked members to affirm the new mission statement by reading it aloud together:

Love courageously. Inspire spiritual growth. Work for justice.

K thanked everyone for their involvement in developing the new mission statement.

Approval of Minutes of 2020 Annual Congregational Meeting

Secretary Teresa Jordan noted a correction to the minutes to read:

3. ELECTION OF OFFICERS FOR 2020/2021

Frank Lockwood presented the following Board positions:

Vice President: K Redford (1-year term); Secretary: Teresa Jordan (1-year term); Treasurer: Rachel Lasiewicz; and Member-At-Large: John Redemeske.

Judith Stone moved to approve 2020 Annual Meeting Minutes with noted corrections. Seconded. Approved without objection.

Treasurer's Report

Treasurer Rachel Lasiewicz gave a report thanking everyone for welcoming her as Treasurer. She recognized the work of the Finance Committee including Tim Miller, Mark Swanson, Ken Carpenter, June Russell, and Sheryl Guy who represent a depth of knowledge including two CPAs and business people with general operations, investment, and finance experience who meet monthly and as needed to monitor the finances of the Unitarian Universalist Fellowship of Durango (UUFD).

Vote on Proposed Operating Budget for Fiscal Year 2021-2022

Finance Committee Chair Tim Miller presented the proposed budget. He explained our budget development process, which has input from the Board of Trustees, Finance Committee, all committees and teams, and our minister.

The Proposed FY22 Operating Budget was screen shared along with the FY21 Budget totals and year-to-date figures. Non-operating (Self-Funding) Expense Line Items were also shared.

Tim acknowledged that UUFD is financially healthy with ~\$100,000 in Retained Earnings, ~\$33,000 in self-funding line items, \$15,000 in emergency reserve, ~\$51,000 in capital campaign reserved, \$330,000 valued land donation, and \$700,000 in Legacy Fund. He noted that the Ministerial Commitment Fund (MCF) has been depleted.

The projected income for Proposed FY22 Budget was \$353,093, including \$15,000 from FROLIC and \$34,000 from Retained Earning to result in a balanced budget as required by Bylaws. Pledges for FY22 were flat compared to FY21.

Expenses were projected at \$349,506. Main areas of increase include \$9,300 to move Director of Faith Formation (DFF) from 25 hours per week to full time, plus benefits; \$7,800 salary for A/V Technical Support; \$6,000 increase to salary of Music Coordinator; and \$1,500 more for UUA Annual Fair Share which is scheduled to increase 10% each year.

Main areas of decrease in Expenses include \$3,500 less in mortgage payment due to refinancing; and Building & Grounds Committee expenses were expected to be less.

Motions:

Eb Redford moved to accept the Board recommended budget as proposed. Seconded by Mary Ocken. Discussion.

Stephen Guy moved to amend the previous motion with FROLIC income of \$15,000 be removed from the FY2022 budget, and the Director of Faith Formation salary be reduced by \$15,000 to \$26,000 (a half-time position) with reductions in benefits (to be calculated) and added to the Social Justice budget line. These changes will net a balanced budget. Seconded by John Schwob. Discussion.

During discussion, Elizabeth Long asked for a new motion to approve funding full-time Director of Faith Formation position without using FROLIC funds because using FROLIC funds for operating expenses should be more carefully considered by the congregation. Parliamentarian announced that a vote is first required on the amended motion before other motions can be entertained.

After researching, the Parliamentarian announced that a motion to amend the amended motion could be considered. He noted that the previous attempt to amend the amended motion was not permitted because it did not balance the budget.

John Redemske moved to amend the existing motion to remove FROLIC from the funds and replace it with retained earnings. Seconded by Eb Redford. Discussion.

Parliamentarian again clarified that only one amendment may be made on an amended motion and that second amended motion then takes precedence.

Parliamentarian clarified that the second amended motion by John Redemske does not effect the full-time status of the Director of Faith Formation position. Faith Formation remains as presented in the originally proposed budget.

Amended motion by John Redemske was reread and President K Redford repeated that this motion would retain the full-time Director of Faith Formation.

Several expressed confusion about the parliamentary procedure.

Parliamentarian again clarified that if the second amended motion by John Redemske passes, that eliminates the need to revisit the first two motions because it replaces both of them. The amended motion, if passed, always changes the motion below it and becomes the one motion to be voted on.

President K Redford, as presiding officer, accepted the Parliamentarian's explanation and ruling. President asked Parliamentarian to explain again to be sure everyone understood what their votes would mean. Parliamentarian repeated: if the second amended motion passes, no more votes needed – done. If it fails we consider the first amended motion.

President called for the vote. Voting results were announced by President: 49 Yes. 17 No. Motion passed.

President summarized that funding for the full-time Director of Faith Formation remained in the budget, FROLIC income was taken out, and Retained Earnings were increased to produce a balanced budget.

An opinion was expressed that Robert's Rules of Order wastes time, impedes decision-making, and there should be time limits on discussion.

Summary of Discussion

Discussion before the vote revealed differing opinions about funding a full-time Director of Faith Formation (DFF) and using FROLIC income to support the operating budget. Some voiced concerns about lack of communication.

Summary of Support of Proposed Budget:

- Full-time salary is needed for DFF to support Durango's high cost of living.
- Need to support DFF for all the hours worked.
- DFF needs to be fairly compensated with living wage.
- Employees give more when well-paid.

- Full-time DFF could help to address increased emotional/mental health in our area and attract families, especially those with underserved middle and high school aged youth.
- Some members joined because of Faith Formation Program.
- Full-time DFF could help grow the program and help increase revenues.
- Full-time DFF could enhance our social justice program by involving youth.
- Need young families to carry on being UUs.
- Need families to return and bring joy to the church.
- Faith formation includes programming for adults as well as children.
- Faith formation needs to be inclusive and expanding.
- Multi-generational congregation is evidence of a vibrant, not dying, church, which attracts both families and those without children.
- Social justice is but one of three tiers of UUFD's mission - not either social justice or faith formation -it's both.
- Families are here for Faith Formation and power of the church to help through difficult periods of personal development.
- Congregational input was considered and influenced the Faith Formation Team's recommendation for a full-time Director of Faith Formation.
- Pandemic is extraordinary time. COVID conditions placed constraints on the Faith Formation program, so 2021 performance should not be considered typical.
- Faith Formation Program was growing prior to COVID.
- Precedence has already been set for using FROLIC for Operating Budget as FROLIC funds have been used in the last three proposed operating budgets.
- Using two income sources (FROLIC and Retained Earnings) is more sustainable because Retained Earnings will not be depleted as quickly.
- Church is now more financially secure than in past years.
- Budget is always a projection – none of the identified projected income is guaranteed.

Summary of Opposition to Proposed Budget:

- Not enough input was sought from congregation to move to a full-time DFF position.
- Full-time DFF is not financially viable at this time.
- Goals can be met with less than a full-time position.
- Full-time DFF not needed - there may be fewer participants currently in program and volunteers can staff children's program.
- Begin FY2022 with less than full-time DFF, then increase hours as attendance numbers justify.
- Faith Formation program grew with half-time DFF.
- Social justice—not Faith Formation—attracts congregational growth.
- Social justice is main mission.
- FROLIC funds should not be used for operating expenses.
- FROLIC leaders have not been identified, so maybe we won't be able to hold FROLIC.
- Including FROLIC income in the budget puts too much pressure on the event organizers.
- Budget levels may not be sustainable into future years.
- Quartile analysis shows only 12 pledge units provide 50% of the pledged income. This raises concerns for sustainability.
- Time to show fiscal restraint.
- Budget process lacks transparency.
- UUFD should not always follow UUA guidelines.

Election of Board of Trustees Officers and Positions

Nominating/Leadership Development Committee Chair Nancy Burpee announced slate of candidates:

John Redemske for President

Terri Reheman for Vice President

Rachel Lasiweicz for Treasurer

Carolyn Miller for Secretary

Jill Bystydzienski for Member-at-Large

Steve Govreau for Member-at-Large

The slate of candidates was approved without objection.

Election of Members to Nominating/Leadership Development Committee

Nancy Burpee announced the slate of candidates, each to serve a two-year term:

Kathleen Devine

Donna Nelson

Mary Sison

The slate was approved without objection.

Nancy Burpee will continue to serve on the committee fulfilling the second year of her elected two-year term.

President KRedford congratulated the members of the Nominating/Leadership Development Committee.

Other Business

John Schwob moved to amend the budget with a half-time DFF and no income from FROLIC. Parliamentarian ruled the motion out of order.

John Schwob moved to amend the budget to not include a full-time DFF. Parliamentarian ruled motion out of order.

President K Redford called for a non-binding straw vote on a full-time DFF. Yes votes were 65. No votes were 16.

President KRedford thanked the tellers and parliamentarian for their services.

Stephen Guy moved that the Board of Trustees develop policies and plan to fully open our campus to in-person sanctuary services and regular office hours for staff in Bowman. Service and other import functions will be live broadcasted. This plan must be fully implemented on or before June 30, 2021, and can be postponed only by public health order(s). Seconded. Discussion:

- All are eager to re-gather as soon as safely possible.
- Motion is unnecessary because the Board has already scheduled a study session on May 25 to develop policies for safely re-gathering.
- UUFD may not have technology in place to do live broadcasts by June 30.
- Board volunteers meet only once per month to make decisions. Since the date for the next scheduled Board Meeting is June 22, it may be difficult, if not impossible, to meet a June 30 deadline.
- We need to protect our most vulnerable, including our children.

The question was called, and the vote resulted in 27 Yes and 8 No votes. Motion carried.

Announcements

Kathleen Adams asked those interested in co-chairing FROLIC to contact her.

Incoming Board President John Redemeske agreed that we all want to re-gather as soon as possible, but he recognized this is a complicated and fast changing situation, which must be done responsibly with communication and discussion with the fellowship.

Extinguishing the Chalice

Rev. Katie extinguished the chalice and then read closing words by Elizabeth Sully Jones.

Adjournment

Meeting was adjourned at 1:19pm.

2020-2021 Board of Trustees

President.....K Redford
Vice President.....Terri Reherman
Secretary.....Teresa Jordan

Treasurer.....Rachel Lasiewicz
Member At-Large.....John Redemeske
Ex Officio.....Rev. Katie Kandarian-Morris

Respectfully submitted by Teresa Jordan, Board of Trustees Secretary

Date approved by members of the congregation: