

The First Unitarian Universalist Society in Newton
Annual Meeting Minutes
Sunday, June 9, 2019

FUUSN Moderator Dwight Golann welcomed the congregation to the 173rd Annual Meeting; called the meeting to order at 1231. Dwight stated we attained quorum. Erin gave an opening prayer.

Appreciations:

- Chris Krebs, Board Chair, thanked Elisabeth Greer, Brian Gill, and Julia Huston for their work as Annual Budget Drive (ABD) leaders.
- Brian Gill thanked the group who supported the ABD, and those who hosted the pledge parties.
- Chris recognized the outgoing Board of Trustee (BoT) members; Youth members Theo Burba and Leah Lakomski (absent), and Josie Greene and Jon Reuman. Also thanked the congregation for support, enthusiasm, recommendations and other input.
- Susan Bartlett thanked all the Operations Council members, Judy Curby, Laurel Farnsworth, Ted Hess-Mahan, Sharon Sisskind, Rand Stone, Linda Ross
- Chris thanked the Nominating Committee: Roshen Menon, Cindy Orrell, Ron Margolin, Jeannie Chaisson, and Tom Bean.
- Bill Dussett, Legacy Circle cochair, thanked the Legacy Circle Committee, Sheila Ardery, Beverly Droz, Peter Farago, Brian Hicks, and Bruce Kimball. Bill reported new Legacy Circle members, listed in the Annual Report.
- Pat Rohan thanked Jaelynn Linares for her work in her short tenure as Member Services Coordinator.

Business:

1. Vote to approve the 2018 Annual Meeting minutes of June 3, 2018. Jeannie Chaisson moved to approve the minutes; the motion was seconded, passed unanimously.

2. Cindy Orrell presented the slate of candidates: Nominees
 - a. Board of Trustees
 - Karen Burns (to be elected)
 - Brooke Foucault Wells
 - Ted Hess-Mahan (to be elected)
 - Chris Krebs, Chair
 - Christine Lookner
 - Demie Stathoplos

 - b. Trustees of High School Age
 - Siena Lerner-Gill (to be elected)
 - Will Kisiel (to be elected)
 - Clark Lakomski (to be elected)

c. Operations Council

Susan Bartlett, Chair (to be elected)

Laurel Farnsworth

Sharon Sisskind

Rand Stone

Jud Leonard (to be elected to finish Ted Hess-Mahan's term)

d. Moderator: Dwight Golann (to be elected)

e. Board of Investments

David Griswold

Urban Larson

Devon Welles (to be elected)

f. Assistant Clerk: Linda Ross (to be elected)

g. Clerk for the Board: Kit Ryan (to be elected)

h. Treasurer: Judy Curby (to be elected)

i. Assistant Treasurer

Karen Bottar (to be elected)

Faith Kreider (to be elected)

Vote to approve the Nominating Committee slate of candidates. Barbara Bates moved to approve the slate; Jacque James seconded the motion, passed unanimously.

Judy Zacek asked about the General Assembly delegates: these are appointed by the Board. Christine Lookner asked about the Youth Trustees. Jeannie Chaisson answered that this year there were 3 strong candidates; with 3 Youth members, there should be a Youth representative able to attend all Board meetings despite the busy schedules of all high school Youth.

3. Budget FY2019-20:

- Susan Bartlett presented a brief overview of the budget process.
- The process starts in late fall, with the BoT developing priorities, which are given to the Operations Council. Last year the Listening Circle data were used to help determine Board budget priorities based on Congregational priorities.
- Finance Committee begins its new 5-year projection in the fall
- Operations Council begins with the priority and big-ticket items. In February worked on Building and Grounds (B&G). March focus was on Religious Education (RE). April the Personnel Policy Committee (PPC) was the target area. By May the Finance Committee put everything together, presented the initial draft to Operations, which reviews and finalizes the budget and presents to the Board of Trustees for a vote of approval. By June the Board has approved the proposed budget and Operations has developed the memorandum summarizing the budget for presentation at the Annual Meeting
- Brian Gill: New FY20 started June 1, 2019; it takes ~\$900,000/year to run FUUSN, ~half goes for staffing, then ministry, music, RE (religious education), and Buildings and Grounds accounts for most of the remainder.
- Income: Approximately 2/3rd derived from the ABD, with additional income from rentals, endowment.

- In May of 2019 we had to make some painful choices related to the history of deficit budgets/revenue shortfalls, but we are now on a sustainable path. In fact, for FY19 we ended with a surplus, which allowed us to restore our UUA dues to the full amount for the year, and to restore the B&G reserve.
- This year's ABD raised \$596,044, and the annual pledge amount increased 12%. Next year the ABD team will focus on the number of pledges, as this year we had 29 fewer pledge units.
- Expenses:
 - Notable issues include PPC recommendation for 3% raises for staff, in accordance with UUA guidance. Staff salary & benefits account for more than half of the FUUSN budget. We plan to combine the Assistant Director of Religious Education position with the Youth Programs Coordinator to create a full-time/10 month position. Also plan to offer health insurance through the UUA to part-time staff members.
 - FY20 budget restores the B&G reserve
 - FY20 budget plans to fully fund the UUA dues for FY20; to be reevaluated yearly as needed.
 - The budget projects a deficit of approximately \$30,000; this will be partly offset by the FY19 surplus.
 - There are some one-time expenses included, which will not recur, such as training and committee set-up expenses for Anti-Racism, Stewardship, and Safe Congregations.
 - The B&G reserve was restored.
 - We continue to fund monies for upcoming staff sabbaticals.
 - The budget maintains funding reserves to exceed the recommended 2-month-operating-costs minimum.
- Barbara Bates asked about the reasons for the surplus for FY19: Brian answered that one component of the surplus was the FY19 budget funded for the Membership Coordinator, but we did not hire Jaelynn until January; in addition, we did not spend the budgeted amount for B&G, and committees also spent less than budgeted.
- Bill Duset: appreciated the narrative provided by Susan Bartlett & the Operations Council.
- Dwight: Asked for the budget to be accepted: it was so motioned, seconded and passed by unanimous vote of the Congregation.

4. Other business:

a. Barbara Bates asked 2 questions:

Question 1: Please explain the criteria used to select candidates for the Board and Operations Council positions.

1. Cindy Orrell: the Nominating Committee had a lot of meetings, lots of discussion about candidates to meet the Board's request for diversity. One concern was to maintain continuity; another was temperament, or the ability to discuss issues, consider alternate opinions and avoid snap decision-making.
2. Mindy Scharlin asked: what is meant by "diversity?" Cindy answered life-stage, age, LBGTQ (lesbian, bisexual, gay, transsexual, queer) considerations. Ethnicity is a challenge for the congregation in its current composition.

Question 2: Please explain what did help or would have helped make your search for candidates easier.

1. Cindy answered a lot of people were approached. The Nominating Committee would appreciate if people would self-nominate, as this demonstrates interest and motivation. As always, we need a pool of candidates.

2. Alta Hodges remarked it is helpful if the Nominating Committee presents the slate of position openings to the congregation
 3. Dwight recommended in the fall; also that candidates may be suggested by other congregants.
 4. Cindy responded that the Nominating Committee sent the slate of openings to the Business List in March, had a Coffee Hour table for 3 weeks.
- c. Judy Zacek raised concern that the FUUSN community did not participate in the Pride March this year. It is challenging to get participation, but Judy pointed out the current social and political climate is not welcoming, so the work in community needs to go on. As we focus on anti-racism, we need to assure we do not lose focus on other issues.
- d. Tim Wells has read the Multicultural Ministry Initiative (MMI) report, suggested separate groups versus grouping all under one umbrella, such as Black Lives Matter or LGBTQ need individual focus.
- e. Val Miller: what is the parking lot status? Ted Hess-Mahan answered that there is a special permit for Mark Development regarding the Santander Bank; Mark Development has a year to extend the permit. At the moment the project is on hold, FUUSN and Pine Village may park in the Santander as we have in the past, though **not** in the ATM or handicap slots. As there are updates Ted will notify the congregation.

Meeting was adjourned at 1:23PM.