

**The First Unitarian Universalist Society in Newton**  
**Annual Meeting Minutes**  
**Sunday, June 7, 2020**

FUUSN Moderator Dwight Golann welcomed the congregation to the 174th Annual Meeting via Zoom; called the meeting to order at 1146. Jud Leonard, who was coordinating the Zoom call, stated we attained quorum. Erin gave her opening words.

Appreciations:

- Chris Krebs, Board Chair, thanked Elisabeth Greer, Julia Huston, Michael Costello and Rob Gifford for their work as Annual Budget Drive (ABD) leaders, and recognized the stewards for their support: Susan Bartlett, Tom Bean, Margaret Costello, Karen Davis, Bill Dusett, Todd Farrell, Brian Hicks, Lynn Holbein, Danny Jones, Lynne Karlson, Curt Lamb, Urban Larson, Jonathan Lilienfeld, Pat Rohan, Wendy Schwartz, Gayle Smalley, and Peter Smith.
- Chris next thanked the Finance Committee (Karen Bottar, Alan Cody, Judy Curby, Laurel Farnsworth, Brian Gill, Faith Kreider, and Urban Larson) and Operations Council (Susan Bartlett, Judy Curby, Laurel Farnsworth, Eric Haas, Jud Leonard, Sharon Sisskind, and Linda Ross) for developing the FY21 budget in very challenging times.
- Chris stated his appreciation for the members of the Board of Investment for their role in maintaining our endowment: David Griswold, Urban Larson and Devon Welles.
- Chris recognized and thanked the outgoing Board of Trustee (BoT) members; Youth members Will Kisiel and Clark Lakomski, and Karen Burns and Brooke Foucault-Welles.
- Susan Bartlett thanked all the Operations Council members, especially Judy Curby, who has been Treasurer for 6 years; donations in appreciation for her service may be made to Project Bread. She also expressed appreciation for the Nominating Committee members' work in recruiting and selecting candidates: Barbara Bates, Bridget Hess-Mahan, Danny Jones, Bruce Kimball, and Tim Wells.
- Jud Leonard thanked the Legacy Circle members, Sheila Ardery, Bev Droz, Bill Dusett, and Bruce Kimball, and remembered Legacy Circle members, Allan Hartman, Fiora Houghteling, and Barbara Krause.
- Susan Bartlett thanked the staff members for their work, especially as the pandemic evolved; Erin Splaine, Amanda Graff, Anne Watson Born, Rosemary Dean, Carson Cooman, Aoife Barrington-Haber, Akela Franklin

Business:

1. a. Vote to approve the 2019 Annual Meeting minutes of June 9, 2019. Jud posted the motion via Zoom, Dwight stated the vote was approved.  
b. Vote to approve the Annual Committee Reports. Jud posted the motion via Zoom, Dwight stated the vote was approved.
2. Daniel Jones of the Nominating Committee presented the slate of candidates: Nominees
  - a. Board of Trustees
    - Brian Hicks (completing Karen Burns' term)
    - Chris Krebs

- Barbara Schmitt
- b. Trustees of High School Age  
Siena Lerner-Gill  
Bruce Burba
- c. Operations Council  
Laurel Farnsworth  
Eric Haas (to be elected to finish Rand Stone's term)  
Jud Leonard
- d. Treasurer: Karen Bottar
- e. Assistant Treasurer  
Faith Kreider  
Judy Curby (will serve until a replacement may more easily be added as a signatory on the FUUSN bank accounts)
- f. Delegates to the UU Urban Ministry  
Barbara Bates  
Judy Friedman  
Robert Staulo
- g. Delegate to the UU Service Committee: Karen Lein
- h. Moderator: Dwight Golann
- i. Clerk for the Board: Kit Ryan
- j. Assistant Clerk (for the Operations Council): Linda Ross
- k. Board of Investments: David Griswold

Dwight asked for any other nominations. Vote to approve the Nominating Committee slate of candidates. Jud posted the motion via Zoom, Dwight stated the vote was approved.

### 3. Budget FY2020-21:

- 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.
- Finance Committee begins its new 5-year projection in the fall
- In February Operations requested projected expenses for the next FY, especially for Building and Grounds (B&G), Religious Education (RE), and the Personnel Policy Committee (PPC). By May the Finance Committee developed the budget projection, and 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. The Operations Council and the Finance Committee monitor the budget continuously throughout the year.
- Brian Gill: New FY21 started June 1, 2020. Income: greatest amount is derived from the ABD, with additional income from rentals, endowment. It takes ~\$900,000/year to run FUUSN, the top three expenses are for staffing, Buildings and Grounds, and RE (religious education), with ministry, music, and committees for most of the remainder.
- This year has been unprecedented with the advent of the COVID-19 pandemic, and will also affect the next FY. FUUSN had a net surplus for the past FY due to:
  - o \$77,193 received from the Payroll Protection Program.

- o Decreased expenses related to closure of the building.
- o Decreased payroll since we did not hire a full-time ADRE staff member.
- As of May 27, this year's ABD raised \$529,045 (\$596,044 last year), during the pandemic, and resulting economic downturn, to include unemployment rising to 15%.
- FUUSN maintains a minimum of one month's operating reserve in the bank; currently operations and building reserve are held at 2 months.
- Next FY anticipate a deficit of ~\$130,000, however by June 2021 we still expect to maintain adequate reserves, plus will roll over the surplus from the FY19-20 budget. The expected deficit is due to the pandemic, not operational, therefore the budget is sustainable. The forecast is conservative due to the uncertainty in the current situation; anticipate rental income decrease, 50-67% decrease as noted in the budget, lines 3220-3240.
  - o The endowment contributes ~10% to the operational budget. The distributions for FY20-21, and FY21-22 are already set aside in US treasuries funds.
  - o No projected cuts to staff for the next year; however, currently do not project raises for staff.
  - o Plan to search for the ADRE position for next year, as 0.5FTE (full time equivalent), per concurrence by Erin and Amanda. Although the building is closed for now (through the summer, possibly longer, depending on the situation, as we need to keep our members safe), the staff are working and FUUSN itself is "open," and there is a lot of work for the ADRE to assist Amanda as the staff adjust to the virtual operations, and RE continues to support adult and youth RE.
- Dwight: Vote to approve the FY21 budget. Jud posted the motion via Zoom, Dwight stated the vote was approved.

#### 4. Other business:

- a. Jacki Rohan noted this was the first Annual Meeting without Allan Hartman. She then requested a motion that a bylaws amendment to be made at the 2021 Annual Meeting, to address the issue that since there is no Massachusetts Bay District of the Unitarian Universalist Association any longer, that we amend the bylaws, Article 4, Section 4, since we no longer need to elect a delegate: the motion was seconded by Bob Persons, Dwight stated the motion passed unanimously.
- b. Nancy Wrenn asked about Social Action funding in the FY21 budget; Brian replied that it remains at 1.5% of pledges.

Jud asked if there were other issues or questions; Barbara Bates commented that via Zoom she was able to see and hear everything.

Meeting was adjourned at 12:38PM.