

Annual Congregational Meeting
June 10, 2018

The meeting began at approximately 12:15pm.

1. **Opening Words-** Cathy Harrington, *Minister*
2. **Welcome & Quorum-** Bart Solomon, *Board President*
 - a. This is the 66th Annual Congregational Meeting.
 - b. Of 149 voting members, approximately 57 were present at the meeting.
 - i. Note that according to the bylaws, new members are not eligible to vote for 30 days after signing the book, so even though 6 new members joined today, they are not eligible to vote yet.
 - c. Brief discussion of plans for filling the minister's position for the coming year- the board is working with the UUA on some potential options. More information is forthcoming as the plans develop and the board will keep the congregation informed as the process moves forward.
3. **Minister's Report-** Cathy Harrington, *Minister*
 - a. Report on the 4 years of Cathy's time as Minister & an outline of the progress on the developmental goals
 - i. Identity, Vision, & Mission:
 1. Significant progress has been made in this area with the formation of a mission statement and covenant, and an increase in diversity of theologies
 - ii. Covenant & Safe Community Policy:
 1. Development of the covenant and Disruptive Behavior Policy have helped us define how we will relate to one another.
 2. A safety initiative has increased our understanding of how to keep our congregation safe
 - iii. Member Engagement:
 1. Stewardship has shifted as we have lost significant donors and moving forward, UUCC will need to be creative when it comes to raising funds
 2. The endowment has grown from \$69k to almost \$100k since 2014
 3. We have welcomed 50 new members since the developmental process started
 4. Faith Forward has been a useful tool in helping newcomers learn about who we are and how they can get involved
 5. Social Justice has been instrumental in the community

- a. We have shared \$3,340.85 with organizations throughout the community in the 2017-2018 Fiscal Year through Share the Plate
- b. The black lives matter banner has increased the church's visibility

iv. Communication

- 1. nUUsletter is now electronic and produced weekly rather than monthly, though Cathy recommends making the production of the nUUsletter a paid position
- 2. Policy Manual was updated, but there will need to be the development of new policies as the church continues to grow and change

v. Visioning

- 1. The board is responsible for visioning and they have done significant work in this area over the past few years, particularly in the past twelve months by hosting a board retreat focused solely on governance & hosting a day for visioning
- 2. The visioning remains a work in progress

4. Search Committee Report- Nancy Kaib, *Chair of the Ministerial Search Committee*

- a. Thus far, the search process has gone well and the group is committed to ensuring that the process goes well and that they find a Settled Minister who is a great fit for our congregation
- b. Special thanks to the Nominating Committee for their thoughtful work in forming the committee
- c. Members should look for a survey that is forthcoming that will assess members' desires, hopes, and expectations of the process and for a new minister
- d. Installation of the Ministerial Search Committee facilitated by Cathy Harrington
 - i. Chen Zhang, Wendy Sapp, Nancy Kaib, Judith Pederson-Benn, Linda Park, and Frank Caperton were present.
 - 1. Marian Kern was unable to attend due to a recent surgery.
 - ii. The congregation affirmed their support of the committee's work and the committee affirmed their intention to fulfill the responsibilities associated with serving on the committee.

5. Recognition of Continuing Board Members- Bart Solomon, *Board President*

- a. Bart Solomon, will become Past President

- b. Connie Cowherd, will continue as Secretary
- c. Link Christensen, will continue as VP of Congregational Life
- d. Mary Lou Reed, will continue as VP of Religious Growth
- e. David Benn, will continue as VP of Resources

6. Recognition of Departing Board Members- Bart Solomon, *Board President*

- a. Bill Derrickson, Treasurer
- b. Monique Lewis, Past President (served 2 terms as president and one year as past president)
- c. Linda Park, VP of Outreach

7. Election of New Board Members- Bart Solomon, *Board President*

- a. Nicky Ozbek, President
- b. Lynna Ruth Standridge, Treasurer
- c. We do not have a nominees for President Elect, Treasurer Elect, or VP of Outreach
 - i. Members who may be interested in serving in these roles should contact Bart Solomon or Nicky Ozbek
- d. Nominations from the floor were invited
 - i. Mary Hunter nominated Daidee Springer, who respectfully declined
 - ii. Chen Zhang nominated Christian Horvath for VP of Outreach, who respectfully declined
- e. Steven Hollingsworth moved that the slate of officers be accepted by proclamation. Martha Berry seconded.
 - i. A vote was conducted and the motion passed without opposition

8. Election of new Nominating Committee Members

- a. Monique Lewis, Jessica Bowman, and James Joyner are nominated to join the committee
- b. Dan Hickey, Christy Tittsworth, and Jim Welborn will be continuing on the committee
- c. Nominations from the floor were invited and none were made.
- d. Frank Caperton moved that the slate of nominees be accepted by proclamation. Mary Hunter seconded.
 - i. A vote was conducted and the motion passed without opposition

9. VP of Religious Growth Report- Mary Lou Reed

- a. There has been significant change in RE over the past year. We have welcomed a number of new families and have hired a new DRE, Iris DeLePaz who will start the week of July 17th
 - i. There will be a special wensday nite dinner to welcome Iris and her wife Lauren

- ii. Curriculum has been set for the coming year, with assistance from Iris
- b. Summer programing is underway and going well
- c. Adult RE has incorporated a summer program called "Happiness 101"
- d. The Audiers have agreed to take on the challenge of giving the playground an uplift. Members will be encouraged to get involved and with a Saturday workday and should contact Gale Audier or Mandy Cowley via email to express interest in participating.

10. VP of Outreach Report- Linda Park

- a. Communications Committee is seeking new members. If you are interested in joining the committee, contact Chen Zhang or Steve Hollingsworth
- b. Membership- In the past year, we started using the Faith Forward Program which has been successful. It is a member led program that gives newcomers a chance to get to know UUCC better. If you are interested in facilitating, contact Mandy.
- c. Social Justice- Judith Pedersen-Benn is passing the torch of chairmanship to Sandy Kurtz and Judy Gallagher who will co-chair the committee.
 - i. Linda invited people to get involved in the many things happening through the Social Justice Committee

11. VP of Resources- Dave Benn

- a. Stairlift was installed and purchased mostly with donations from congregants
- b. Safety Campaign has resulted in the front door being locked during service. This was at the recommendation of the local Police Department
 - i. Installed an intercom system to improve communication in the event of an emergency- intercoms can be found in the sound booth, at the top of the stairs, at the bottom of the stairs, and in the nursery.
 - ii. Posters will go up soon to outline some basic safety information
- c. Landscaping committee has a couple of new members, but Dave invited anyone who is interested in assisting with the grounds, particularly the garden, to contact him.
- d. Dave has a number of special projects that he'd like to see come to life in the coming years.
 - i. Discussed kitchen upgrades, better storage for the sanctuary, and window washing as examples
 - ii. These projects are off-budget and will require donations
 - 1. Dave will also be considering grant opportunities as well

12. VP of Congregational Life- Link Christensen

- a. Link stated that there was no report

13. Stewardship Report- Dave Benn

- a. Most of the money that sustains the church comes from pledges from members
- b. Goal was \$194,000 and we currently have pledges for \$163,800+, 84.4% of the goal
- c. We received 75 pledges compared to 98 in the previous year
 - i. Avg pledge is \$2,184 with a range of \$100-\$9600
- d. Special thanks to Monique Lewis for assistance with the campaign

14. Treasurer's Report & Adoption of the 2018-19 Budget- Bill Derrickson

- a. It took several versions of the budget to settle on the current form and the budget had to be adjusted with the announcement of Cathy's departure
- b. The good news is that all committees are getting fully funded for the next year, the ministerial search budget received an additional \$9k, and the new DRE is fully funded
- c. Without knowing whether we will have an interim minister, Bill added money to the Wowzers so they can recruit special speakers for up to approximately 40 Sundays (\$7,600 budget for FY18-19 compared to \$2,600 in previous years).
- d. The budget is neutral and Bill anticipates that we might end up with a surplus depending on committee spending and what happens with the minister's position
 - i. \$33k remains budgeted for a contractual minister
 - ii. Bill noted that Church of God rent is now being recorded as income and included in the budget as income rather than being placed in a special reserve account. Bill noted that there is \$48k currently in the Church of God reserve fund.
 - 1. There was a brief discussion about recording this money as income.
 - a. Concerns about including the Church of God rent money as income rather than putting it in reserves could be problematic in the event that Church of God decides to terminate their contract. It also does not address the shortfall on the Stewardship campaign.
 - i. Discussed that perhaps a minimum amount for the reserve fund or an adjustment to the lease agreement to extend the 90-day notice to a

longer notice could help address these concerns

- ii. Also noted that in the event that Church of God terminates their rental agreement, that we do have \$48k in reserve to address that.
- iii. There was a brief discussion about staff salaries.
 - 1. Bill noted that there is not money budgeted for an increase in staff salaries, but noted that there is money allocated to assist with health care for the DRE and Church Administrator in the amount of \$4k/each annually
- iv. Bart noted we may have to readdress the budget with the congregation as the plan for the minister's position develops.
 - 1. It was discussed that this should be understood as a contingency budget that the board is not bound to and noted that the board should have the freedom to make minor changes as needed without a vote from the congregation.
- v. Sandy Kurtz moved to close the discussion and take the budget to a vote. Mary Hunter seconded.
 - 1. A vote was conducted and the motion passed to close the discussion on the budget.
- vi. Daidee Springer moved that we accept the budget and tom kunesh seconded.
 - 1. A vote was conducted and the budget passed by proclamation with 2 votes in opposition

15. Election of Delegates to General Assembly- Bart Solomon

- a. Nicky Ozbek made the motion to appoint Steve Hollingsworth and Daidee Springer as delegates. tom seconded.
- b. A vote was conducted and it passed without opposition
 - i. It was noted that if somebody else wants to be a delegate, as we are allotted 3 delegates, that there is still time for us to appoint another delegate before General Assembly.
- c. Steve Hollingsworth moved that a third delegate be appointed if someone decides they would like to serve as a delegate. Linda Park seconded.

16. Closing Words- Bart Solomon

- a. Nicky Ozbek thanked Bart for his service as president

The meeting adjourned at 1:39pm