

Annual Meeting Agenda

Sunday, June 10, 2017 ♦ 11:05 a.m.

Call to Order

Rebecca Quirk

Review of Rules of Procedure for Congregational Meeting

1. The Chair will verify that a quorum has been reached, validating any actions taking at the meeting.
2. Only members may vote; friends may speak but not vote.
3. The Parliamentarian will advise the chair as necessary to enforce compliance with the church bylaws, the rules adopting to govern the meeting, and Robert's Rules of Order.
4. Rulings on procedure will be made by the chair, may be appealed by seconded motion, and may be overturned by simple majority.
5. Speakers will speak only to the motion under consideration.
6. The first speaker will speak in favor of the motion, with subsequent speakers alternating between against and in favor of the motion. Each speaker will be limited to three minutes.
7. At any time, any member may call the question. At that time, the chair will inquire if there is any further discussion. If there is further discussion, it will precede.
8. At any time, any member may move the previous question, which is a motion to close debate. If two thirds of those present support the moving of the previous question, the motion under consideration will immediately be voted upon without further debate.
9. Voting will be done by voice vote. For some meetings, the Board may determine that the voting may be done by secret ballot. If a verification is requested, voting will be by showing of hands holding membership verification cards. If a member leaves the meeting before adjournment, the member must return the membership verification card to the membership committee table.
10. The meeting will be conducted in a civil manner.

Approval of Minutes of June 11, 2017, Annual Meeting (posted online in the Annual Report)

Annual Report for 2017-2018 is available online and in the church office upon request

Election of Officers

Wendy Bennett

President	Ross Ticknor (1 year term)
Vice President	Linda Johnson (1 year term)
Clerk	Rayo Tata (1 year term)
Treasurer	Sue Molyneaux (1 year term)
Trustee	Neita Webster (3 year term)

Note: Skip Abare and Pam Wilson will continue to serve as Trustees.

Election of Nominating Panel members:

Wendy Bennett

Rebecca Quirk (2 year term)
Dale Dunnigan (2 year term)
Mary Caskey (2 year term)

Note: Barb Giolitto and Teresa Wilmot will continue to serve for a second year on the Nominating Panel. Teresa will be next year's chair of the panel.

Approval of the 2016-2017 Permanent Fund Income Allocations

Steve Blomgren

Intern Ministry	\$4,000
Building & Grounds budget	\$9,000 (used for ongoing repairs)

Capital Reserve	\$9,200	(placed into reserve for larger projects)
Growth Programs	\$12,700	(used to subsidize membership coordinator)
Outreach (Justice)	\$2,600	
Religious Education	\$1,500	(used for curriculum, supplies, etc).
Other Designated Funds	\$700	(flowers, leadership)
Totals	\$40,000	

Approval of the Social Outreach Task Force Recommendations Jason Peckels
Action for Children

Purchase Uniforms and other supplies for children, the "Families in Transition" program. Social Justice Recommendation: \$1,000

All Church Social Outreach Project

Funds our Racial Justice and other projects. Social Justice Recommendation: \$1,600

Approval of Affiliated Community Ministers Matt Menze
The Rev. Misha Sanders, The Rev. Linda Slabon, and The Rev. Linda Lawrence

Approval of the Proposed Mission, Vision, and Ends Statements Rebecca Quirk

Vision

A loving congregation that connects.

Mission

We care for ourselves, each other, and our neighbors and risk acting for justice. Our connections create self-acceptance, empathy, and empowerment in this inclusive and diverse community.

Ends

Each person in the congregation is spiritually alive. We are inspired and equipped to extend radical love through our daily lives and authentic conversations.

Our woven community celebrates differences, inspiring generosity of talent, time, and treasure, sustaining the congregation.

Our networks of connections and focused acts for justice foster a world of understanding, equity, repair, and solidarity.

Endorsement of the Implementation Plan Matthew Johnson

Approval of 2017-18 Annual Operating Budget Susan Molyneaux

Recognitions:

Those completing terms of office	Ross Ticknor
Charles Parker Connolly Award	Jason Peckels
Memorial Moment	Matthew Johnson
Twenty-Five & Fifty Year Members	Matthew Johnson
Unitarian Universalist of the Year	Matthew Johnson

Adjournment Rebecca Quirk

2018-2019 Budget

Key Points

Pledge Income is budgeted at \$347,280.

Spectrum Rent is \$41,000

Total Income - \$494,330

Salary/Benefit —

We have made an assessment, based on UUA Fair Compensation Recommendations, and the experience, education, program size, and performance of each staff member, and corrected all our benefit costs. The salary (including housing allowance for Matthew) in the current year, the goal to be 100% of fair compensation, and the proposed budget, is listed below.

	2017-2018	Goal	2018-2019 proposal	Percent of Goal
Matthew (Full time)	\$92,673	\$106,746	\$98,750	93%
Lindsay (30hrs/week)	\$31,500	\$38,813	\$36,500	94%
Tim (1/2 time)	\$36,173	\$36,896	\$38,896	100%
Jamie (30hrs/week)	\$32,445	\$33,973	\$33,500	99%
Chris (increases to 17hrs/wk from 12)	\$11,340	\$16,549	\$16,549	100%
Autumn (hourly, approx. 25hrs/week)	\$16,250	\$16,500	\$16,500	100%

Intern Fund (Frederick Fund) used to support incoming intern, Christe Lunsford.

Society Contributions

- UUA Contribution - \$13,950 — Fair Share would be \$19,500.
- MidAmerica Contribution - \$1000 (Fair Share would be \$8,450).

Gas and Electricity are \$7,000 less, in total, than last year — energy savings from new thermostats and units. Helping the earth and our bottom line at once.

Children’s Choir continues.

Anticipate giving away \$24,800 in share the plate contributions. Thank you!

Secondary Budget includes projected income and expenses if we get at least 11 children registered in new 2-year old program “Woodsong.” Income, after staff and other expenses, is added to reserve fund (in the “Reserves” line). If we have more than 11 children, that line will grow.

2017-2018 Budget

Income			if woodsong is a go:	
	Pledges		\$347,280	\$347,280
	Misc. Income & Rentals		\$84,100	\$112,964
	Fundraisers		\$20,500	\$20,500
	Church Organization Income		\$2,450	\$2,450
	Allocations of Permanent Funds Income		\$40,000	\$40,000
	Total Income		\$494,330	\$523,194
Expenses				
	Staff Salary & Benefits			
		Minister Salary (and Housing)	\$98,750	\$98,750
		Minister Benefits and Other	\$40,049	\$40,049
		Dir. of Religious Education Salary	\$36,500	\$45,000
		Dir. of Religious Education Benefits/Other	\$9,178	\$10,850
		Music Director Salary	\$36,896	\$36,896
		Music Director Benefits/Other	\$9,256	\$9,256
		Dir. of Congregational Life Salary	\$33,500	\$33,500
		Dir. of Congregational Life Benefits/Other	\$13,688	\$13,688
		Membership Coordinator Salary	\$16,549	\$16,549
		Membership Co. Benefits/Other	\$2,100	\$2,100
		Office Assist/Custodian Salary	\$16,500	\$16,500
		Office Assist/Custodian Benefits	\$6,145	\$6,145
		Child Care (wage and FICA)	\$4,400	\$13,236
		Bookkeeper (contracted)	\$7,000	\$7,000
		Intern	\$12,170	\$12,170
		Subtotal	\$342,681	\$361,689

		Normal Budget	if woodsong is a go:
	Administration Expense		
	Insurance, Office, Finance, Reserves	\$39,784	\$42,684
	Building and Grounds	\$47,085	\$49,085
	Denominational Dues should be \$27,950, but is . . .	\$14,950	\$14,950
	Subtotal	\$101,819	\$106,719
	Programs and Committees		
	Worship & Music	\$9,575	\$9,575
	Religious Growth & Learning	\$4,250	\$9,150
	Outreach & Social Justice	\$27,400	\$27,400
	Other Committees	\$8,600	\$8,600
	Subtotal	\$49,825	\$54,725
	Total Expenses	\$494,325	\$523,133
	Total Net Income	\$5	\$61