

Annual Meeting Agenda

Sunday, June 2, 2019 ♦ 11:05 a.m.

Call to Order

Ross Ticknor

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 10, 2018, Annual Meeting (posted online in the Annual Report)

Annual Report for 2018-2019 is available online and in the church office upon request

Election of Officers

Teresa Wilmot

President	Linda Johnson (1 year term)
Vice President	Carolyn Arevalo (1 year term)
Clerk	Peggy Menze (1 year term)
Treasurer	Sue Molyneaux (1 year term)
Trustee	Khanh Oehlke (3 year term)

Sue M. will be serving her second year, of two, as treasurer; Peggy will be serving her first year, of two, as clerk.

Note: Pam Wilson and Neita Webster will continue to serve as Trustees.

Election of Nominating Panel members:

Teresa Wilmot

Ross Ticknor (2 year term)
Ryan Vyborny (2 year term)

Note: Mary Caskey, Dale Dunnigan, and Rebecca Quirk will continue to serve for a second year on the Nominating Panel.

Approval of the 2019-2020 Permanent Fund Income Allocations Steve Blomgren

Intern Ministry	\$3,400	
Building & Grounds budget	\$7,950	(used for ongoing repairs)
Capital Reserve	\$7,850	(placed into reserve for larger projects)
Growth Programs	\$10,900	(used to subsidize membership coordinator)
Outreach (Justice)	\$2,300	
Religious Education	\$1,300	(used for curriculum, supplies, etc).
Other Designated Funds	\$600	(flowers, leadership)
Shaheen Lecture	\$1,750	
Totals	\$36,000	

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: \$1,000.00

All Church Social Outreach Project

Funds our Racial Justice and other projects. Social Justice Recommendation: \$1,300.00

Approval of 2017-18 Annual Operating Budget Steve Lewis

Approval of Joyce Palmer as Affiliated Community Minister Matthew Johnson

Recognitions:

Those completing terms of office	Linda Johnson
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 Ross Ticknor

2019-2020 Budget

Key Points

- Pledge Income is budgeted at \$349,000. This includes a \$30,000 subtraction for uncompleted pledges (or “shrinkage”), an increase from \$9,000 in previous years. *Please complete your pledges.*
- We will take in \$39,000 from Spectrum School.
- Woodsong Nature School will gross at least \$44,008. If you know of a 2-year old who might enroll, refer them!
- Total Income and Expenses - \$532,058.
- Denominational Contributions -- UUA/MidAmerica Contribution - \$13,000 — 50% of Fair Share.
- Salaries – We set a “Fair Compensation Target” based on experience, skill, and comparative wages in our area for similar work. We seek to close the gap between our target and what we pay people.

Staff Member	2018-2019 Annual Salary	Fair compensation target, based on experience and performance, for 2019-2020	Draft presented to the congregation for approval for 2019-2020	% raise proposed	Gap Between target and draft budget
Matthew Johnson (FT)	\$98,750	\$111,009	\$100,000	1.27	\$11,009
Lindsay Dunn (FT)*	\$45,000	\$54,245	\$50,750	12.78	\$3,495
Tim Anderson (20/wk)	\$36,896	\$31,863	\$37,634	2.00	(\$5,771)
Jamie Gaffke (30wk)	\$33,500	\$38,557	\$35,050	4.48	\$3,507
Lauren Smith (16/wk)	n/a	\$16,615	\$15,000	n/a	\$1,615
Chris Ainsworth (17/wk)	\$16,549	\$17,244	\$17,100	3.33	\$144
Autumn Fredricks (25/wk)	\$16,500	\$18,254	\$18,000	9.09	\$254

*Note that the 2019-2020 recommendation adds summer Woodsong for Lindsay and Lauren, and consolidates Lauren’s compensation into a new salaried position from two hourly positions.

A portion of the Intern Fund (Frederick Fund) used to pay for our summer minister, Denise Cawley. The rest will be saved for future interns.

2019-2020 Budget

Income			
	Pledges		349,000
	Misc. Income (includes Woodsong)		81,100
	Rentals		44,000
	Trash + Treasure and Auction		19,500
	Church Organization Income		2,450
	Allocations of Permanent Funds Income		36,000
	Total Income		532,050
Expenses			
	Staff Salary & Benefits (*includes health insurance)		
		Minister Salary (and Housing)	100,000
		Minister Benefits and Other Expenses	40,807*
		Dir. of Religious Education Salary	50,750
		Dir. of Religious Education Benefits/etc	12,777
		Music Director Salary	37,634
		Music Director Benefits/etc	9,436
		Dir. of Congregational Life Salary	35,005
		Dir. of Congregational Life Benefits/etc	14,336*
		Membership Coordinator Salary	17,100
		Membership Co. Benefits/etc	2,169
		Office Assistant / Custodian Salary	18,000
		Office Assist/Custodian Benefits/etc	6,328*
		RE/Woodsong assistant Salary	15,000
		RE/Woodsong assistant benefits/etc	1,464
		Bookkeeper (contracted)	8,100

		Summer Minister	1,250
		Subtotal	372,100
Administration Expense			
		Insurance, Office, Finance	44,150
		Building and Grounds	50,000
		Denominational Dues should be \$26,000, but is . . .	13,000
		Subtotal	107,150
Programs and Committees			
		Worship & Music	6,800
		Religious Growth & Learning (including woodsong exp)	9,150
		Outreach & Social Justice	28,850
		Other Committees	8,000
		Subtotal	52,800
		Total Expenses	532,050
Total Net Income			-