

**Minutes  
Congregational Meeting  
11 June 2023**

**NOTE: These minutes reference “UUCSR Congregational Meeting June 11, 2023”  
Meeting SLIDES**

**Meeting Begins: 12:10 PM**

**Welcome, Opening Words, and Chalice Lighting**

Carol Kraemer reads opening words; Lee Lipinski lights chalice

**Determination of a Quorum**

Quorum determined by Chair and Parliamentarian

**Board Goals—Report on Progress: Leslie Norinsky**

Goals report from Chair Norinsky (see SLIDES). Four goals:

1. **Communication:** High priority. Board meetings open with open mic. Board Members wear green name badges, which may be an improvement over tabling and sign-holding. Maria Praetzellis commended for heading team that is improving the web site.
2. **Financial stewardship.** Board endeavors to make decisions in collaboration with membership—which means much education needed for all parties. Accurate count of membership has been made (Tamara Murrell leading that effort). Stewardship Committee also worked to contact members. Updates on Realm glitches. Various fundraising events occurred and occurring. Everyone should buy tickets to June 24 concert! Service Auction was held in the spring.
3. **Engagement, Energy, Investment in the Future.** Rev Dave working hard to help us clarify our goals and dreams. Board has specific goals: 8th principle, promoting volunteerism, nurturing families, and focus on youth. Focus on healing and fun. Need to be visible in the wider community.
4. **Updating Policies, Procedures, Bylaws.** A committee is working on the By-laws, led by John Mason. Documents have been organized and centralized. Cathie Wiese, Robert Howseman, and Tamara Murrell worked hard on this effort. Organization chart is in process, with Robert Howseman leading the charge. HR Committee working on a new employee handbook.

Five types of Congregational Growth:

- Organic Growth: building community and structure, practices, processes, plant
- Maturational Growth: support for members
- Incarnational Growth: what the congregation hopes to put back into the world
- Growing in Connections: relations with UUA, District, national
- Numerical growth: understanding the dynamics of membership gain and loss

Board Officers for Next Fiscal Year

Leslie Norinsky: President

David Reitzel: VP

Jan Hess: Treasurer

Scott Miller: Corporate Secretary

Board has unanimously approved contract for next FY to Rev Dave.

UUCSR Achievements this year—Chair enumerates some of the many achievements of the year.

The Generosity of This Congregation:

- \$18000 donated to 22 different organizations, through Share the Basket.
- Roof repaired partly thanks to \$65000 donations from members.
- Office Angels alone at 20 hours/week= \$3000/month. But all volunteers: easily 100 hours per week, amounting to at least \$162,000 of donated time (and that is underestimated).

### **Message from the Interim Minister: Rev Dave Clements**

We're further along. Transparency returning. Getting closer to better communication and involvement.

Rev Dave celebrates engagement, highlighting the Pride Parade involvement, which involves both engagement within and engagement without.

We are on the path.

Needs: increase revenue, an organizational chart, wishes for our settled minister, a timeline of members' involvement in the congregation.

Continue the work! Anything is possible. Time to celebrate and look forward: full steam ahead!

### **Progress Report on Eighth Principle: Members of 8th Principle Advocacy Team**

Liz Larew and Diana Leslie report.

Dismantling White Supremacy Committee at UUCSR: the committee has met three times and is actively working on ideas and initiatives.

Projects:

1. Reestablish Diversity Dialogues
2. Congregational Questionnaire

The Committee is open to ideas and suggestions.

### **Nominating Committee Nominees: VOTING ITEM (SEE SLIDES)**

Ellen Skagerberg presents nominees for the Nominating Committees.

Nominees for the Nominating Committee

Judy Hutchinson  
Donna Watson

**VOTE TAKEN: Nominees approved unanimously.**

### **Endowment Fund Policy Change Proposal: Michael Randolph VOTING ITEM (SEE SLIDES)**

Michael Randolph recounts the achievements of the Endowment Fund, which include purchasing the building and paying off notes and making refurbishments. Since 2001, the fund has earned an average of 6-1/2 percent. Portfolio currently at \$300,155. All investment services have been pro bono. Willow Creek Management is our advisor. A new Endowment Committee has been constituted, following the difficult years of COVID.

The Committee determined that the Endowment Policy needs revision.

Five changes recommended:

1. Implement 4% annual distribution, automatically: a safe withdrawal rate plus a consistent fund for planning purposes.
2. Change the withdrawal option to allow for use of operating under special circumstances.
3. Eliminate the clause about establishing new UU congregations. The provision can always be reinstated.
4. Changes to bookkeeping and cash management
5. Deleted the gift policy and referenced an existing Board Policy.

Discussion. Question about the “new congregations” clause. We’ve never helped create a new congregation. Question about bookkeeping items: the issue is laborious, just procedures.

**Motion made to adopt the changes by Michael Randolph. Seconded.**

Discussion. Ellen Skagerberg speaks against the motion to eliminate the “establish congregations” clause. **Motion made and seconded.** Kirsten Olney argues that the clause is redundant and represents boilerplate language. Ellen Skagerberg argues that the vote for the Endowment Fund should be a separate item. Michael Randolph notes that the Endowment Fund has been used for the purposes for which it has been created. There have been no contributions from the EF to operations for 25 years.

**VOTE TAKEN ON MOTION TO RESTORE “NEW CONGREGATIONS” CLAUSE. MOTION FAILS.**

**Motion made to call main motion. Seconded.**

**Motion to accept the changes passes by large majority with 3 nays, 1 abstention.**

**Treasurer’s Report: Linda Balabanian, Co-Treasurer (SEE SLIDES)**

Linda Balabanian offers Treasurer’s Report. Per slides.

Pledge revenue \$40,000 under budget. \$415,000: a level we haven’t seen since 2016. A big change. Unclear why the drop—perhaps the roof request played a role.

Donation revenue: \$10,000 over budget, due to one member’s generosity. We can make this higher.

Fund Raising revenue: ultimately about \$3K under budget: a good effort for the post-COVID years. Everybody attend all fundraisers!

Glaser Center income on target. Back on our feet there.

Employee Expenses: 50K under budget, result of various factors, including unfilled positions and use of fewer hours. Next year we are expecting full staffing. Without the vacancies our employee expenses would have exceeded pledge revenue, which needs to rise.

General expenses somewhat over budget.

Some funds have been able to be transferred to operations (Saturday Breakfast and some concluded programs).

Potential deficit could be in excess of \$15,000.

All members are invited to serve on the Finance Committee.

**2023-24 Budget Proposal: Linda Balabanian, Co-Treasurer VOTING ITEM (SEE SLIDES)**

John Mason and Leslie Norinsky present the 2023-24 Budget, beginning with acknowledgments for Rev Dave and Co-Treasurers Linda Balabanian and Jan Hess.

Discussion of the process with gratitude to all for participating, especially to the Finance Committee.

Reference to budget documents that have been circulated: traditional budget presentation, mission-based budgeting, and notes from the Treasurer.

John Mason presents. Urges the point that we have a one-year reprieve due to lower expenses than planned.

Next year we're predicting something like \$67,000 deficit budgeting.

Our finances, as is, are not sustainable in the long run.

The major sticking question between the Board and the Finance Committee is how and whether to retain staff given the current financial picture.

John Mason and Leslie Norinsky overview moves to address the deficit (SEE SLIDES)

**Vote taken on Budget: 54 yea, 1 nay, 1 abstention.**

**Recognitions: Tamara Murrell**

Recognitions awarded to

- AV Team
- Parents and families of RE
- Fundraising and Auction team
- Finance Committee

Leslie recognizes Tamara Murrell and John Mason, outgoing Board Members, and Linda Balabanian, outgoing Treasurer

**Presentation of Dates for Congregational Meetings and Official Town Hall for 2023-24 (SEE SLIDES)**

Town Hall: Nov 5, 2023

Congregational Meetings: January 21, 2024 and June 2, 2024

**Other Items for Member Comment, Questions**

None

**Closing of the Meeting, Extinguishing the Chalice**

Rev Dave offers gratitude and wishes everyone a good day; Jan Hess extinguishes the Chalice.

**Meeting Concludes: 2:20 PM**

Minutes taken by Scott L. Miller