



Meeting Minutes
June 5, 2016 Annual Congregational Meeting
First Unitarian Universalist Congregation of Ann Arbor

Chalice Lighting Opening Hymn: “Woke Up This Morning”

Call to Order

Board of Trustees President Beth Hospadaruk called the meeting to order at 11:50 am.

Declaration of Quorum

A quorum was declared by Board Secretary Priscilla Spencer.

President’s Chalice

Rev. Gail Geisenhainer explained the history of the Arthur Buckminster Fuller President’s Chalice and how it serves the Congregation. President Hospadaruk lit the chalice.

Adoption of Waiver of Requirement for Voting Privileges

Motion 16.06.05.01 Steve Schewe moved and Kathy Friedrichs seconded the adoption of a waiver to allow members who have signed the membership book within the last four months to have voting privileges. Motion carried.

Adoption of Agenda

Motion 16.06.05.02 Ken Clein moved and Cathy Muha seconded the acceptance of the congregational meeting agenda as presented. Motion carried.

Adoption of May 31, 2015 Annual Meeting Minutes

Motion 16.06.05.03 Elizabeth LaPorte moved and Paul Lalinsky seconded the adoption of the 2015 Annual Meeting Minutes. Motion carried.

Introduction of the Board of Trustees

Pres. Hospadaruk introduced the current Board Members: Vice-President Sandy Simon, Treasurer Allen Duncan (out of town), Secretary Priscilla Spencer, and Trustees-at-Large Hayley Boise, Ginny Creasman, Trisha Mooney, Lissa Oliver, and Past President Ken Clein.

Introduction of UUAA Staff

Rev. Geisenhainer introduced UUAA staff members and spoke of how they are key to the successes in the congregation: Deborah Casamatta (Office Coordinator), Hannah Hotchkiss (Welcome Ministries Coordinator), Rev. Lindasusan Ulrich (Assistant Minister), Dr. Glen Thomas Rideout (Director Music and Worship), Allison Hallerz (Pianist-in-Residence), Ed Lynn (volunteer Interim Administrator), Aaron Gibson (Programs Coordinator), Sanne Krummel (Nursery Care), Erin Dixon (Childcare Coordinator), Debra Jean Golden (SGD Program Assistant), Arthur Whigam (Custodian), Julie Dybdahl (YRUU Coordinator). She announced that we will be hiring “soon-to-be-ordained” Rev. Cassandra Hartley, on staff as part-time Assistant Minister and SGD Director.

Adoption of the Board of Trustees and Leadership Development Team (LDT) slate of candidates

Pres. Hospadaruk introduced the LDT team members: Kathy Friedrichs, Tom Reischl, Dee Dishon, and Mary Lynn Stevens. She presented the slate of **Board nominees** [Vice-President: Margie Teall; Secretary: Cathie Breidenbach; Trustees at Large: Laura Bollettino; Tricia Mooney – for 2nd term, and Jim Schaefer] and **Leadership Denominations Team nominees** [Elizabeth LaPorte; Dee Dishon – for 2nd term]. She spoke of the value of Board and LDT service and encouraged others to seriously consider offering such service. Colleen Crawley moved and Edie Croake seconded the following motion:

Motion 16.06.05.04: *To adopt the slate of Board of Trustees and LDT candidates.*
Motion carried.

Beth thanked those who serve the congregation on the Board and on the LDT.

Announcement of General Assembly (GA) Delegates

President Hospadaruk thanked the Denominations Connections Team for its work and announced the list of UUAA delegates to 2016 GA: Roberta Allen, Bobbi Coluni, Diane Cooper, Larry Cooper, Roylea Furniss, Anne Garcia, Mark Jagner, Scott Morgan, Amy Thomas, Spencer Thomas, Ruth Vail, Kate Warner, Rick Witten. Beth noted that UUAA has over 60 people planning to attend GA, including all staff members who want to attend. Rev. Geisenhainer will be honored during the Service of the Living Tradition. Dr. Glen Thomas Rideout will be the lead musician and liturgist for the Sunday morning service.

Senior Minister's Update

Rev. Geisenhainer gave specifics of Cassandra Hartley's upcoming ordination and spoke briefly of Cassandra's role with the Spiritual Growth and Development (SGD) ministries starting in July.

She spoke of the importance of the work of building a stronger foundation to support the Congregation's vision and scope of offerings, and of understanding the largeness and complexity of the Congregation and its activities. She values the work done to break gridlock and build the infrastructure (e.g. develop the organizational map, identify critical capital improvement needs and accomplish the needed project work).

Rev. Geisehainer called on the Congregation to now extend the largeness of our vision into the lives of folks in and around the community. She encouraged UUAA to move forward in an affordable and sustainable manner through a work model that is collaborative, innovative, trusting, and with laity taking on deeper ownership. She spoke highly of the Congregation's staff members, who are all focused towards this sort of model. She thanked the Congregation for all its support as she heads into retirement.

President's Report

Pres. Hospadaruk briefly reviewed the status of key items of the Board's Work Plan and other Board activity (full report is in the UUAA Annual Report):

- Board approved a new four-year UUAA Strategic Plan (eight goals, each with specific actions)
 - Goal 1: To carry out a graceful, positive, energized ministerial transition
 - Goal 2: To clarify governance of UUAA; to update specifics of the Senior Minister's role as Executive prior to calling a new minister
 - Goal 3: To promote and expand UUAA music ministries
 - Goal 4: To market our UUAA congregation

- Goal 5: To improve our oversight and development of fund raising and improve overall financial processes
- Goal 6: To continue improving stewardship of our assets
- Goal 7: To keep our Spiritual Growth and Development programs strong
- Goal 8: To keep our Social Justice programs strong
- Beth and Rev. Geisenhainer initiated a monthly Question and Answer (Q & A) session. The Board will find additional opportunities for sharing information.
- The Council of Ministries had its initial conversation and first meeting this spring.
- The Board updated UUAA bylaws; a vote on the revisions passed at the February Congregational Meeting; the Board updated the UUAA governing policies.
- The Board approved a balanced budget and moved forward without a second ask
- The Board supported:
 - the development of a fundraising and a finance team, both involving lay leaders
 - many capital improvement projects (some completed, some in progress)
 - Rev. Lindasusan Ulrich's ordination
 - news and work associated with Gail's retirement announcement; Geisenhainer Music Fund

The Board will be hiring and working closely with (Interim Minister) Rev. Doug Wadkins in the process of calling a new Senior Minister. It plans activity next year related to an outside audit of our financial systems, creation of a mission statement, and updates of our governing policy. Beth expressed appreciation for the Congregation's continual involvement, interest in and support of the Board.

Financial Matters over \$50,000

Interim Administrator Ed Lynn introduced the request for approval for expenditures up to \$215,000. (He provided background information and project details in a handout distributed a couple weeks prior to the meeting.) Steve Camron moved and Barb Hall seconded the following motion:

Motion 16.06.05.05: *The Congregation approves expenditures of up to \$215,000 for the new piano, new air conditioning chiller, and the renovation of the drain field along the south wall of the Spiritual Growth and Development (SGD) wing.*

Discussion: Phil Tuchinsky asked where the money will come from and how much money is in hand. Ed explained that the piano cost is covered by the Organ Fund and the Geisenhainer Music Fund. The new mortgage will cover the other projects. Elizabeth LaPorte thanked those involved for their work and persistence in learning what was needed and how to do the projects in the lowest-cost, high-quality manner. Grace Dreyer asked about plans for a long-term financial committee to help avoid future financial binds. Ed said that a financial team of four people has already been formed.

Vote on motion. Motion carried.

Proposal to Cancel Jackson Endowment Fund Loan

Interim Administrator Ed Lynn explained that this vote is to cancel *two* loans, one from the Jackson Endowment Fund and one from the Liberal Church Endowment, taken out from ourselves about 20 years ago. The loans allowed us to pay for this building. The loans are no longer needed and can be cancelled since we have a building appraised at \$3,232,000, additional endowments, and higher cash balances. Keeping the loans on the books makes obtaining a mortgage more expensive.

Cindy Krueger moved and Hal Breidenbach seconded the following motion:

Motion 16.06.05.06: *The Congregation cancels its loans from the Jackson Endowment Fund of \$386,880.34 and the Liberal Church endowment of \$123,788.34.*

Discussion: Cathy Muha asked if there currently is a monthly payment that would no longer need to be made if we cancel the loans. Ed replied that we have not made payments. Bruce Gibb asked if the money we have taken reverts to the fund. Ed replied no; there is no money to give to the fund unless we raise the money.

Phil Tuchinsky commented that the loans represent capital investment we may need if we outgrow this building. It is shortsighted to cancel the loans and wrap them into the equity we have in the building. This warrants much discussion. Marion Holt supports loan cancellation, but still wants funds available for community grants. Ed explained that this fund is separate from the Jackson Social Welfare Fund.

Rev. Lindasusan Ulrich said that if we repay the loans by raising \$500,000, the money would sit unavailable for active ministries. She noted we do have budget funds for needed capital projects, we have equity, and we would be disadvantaged by the loan liability. Ed agreed and noted that any large congregational growth would likely bring additional contributions.

Carolyn Barber asked if we can add back money into the fund in the future. Ed replied, "Yes." Ken Clein commented that we could use the word "forgives" rather than "cancels."

Joan Burleigh supports the motion since the loans can be very confusing to newcomers. Ed replied that loan cancellation will make UUAA's finances more understandable. Cindy Krueger asked how much we borrowed from the Jackson Endowment Fund. Ed's reply: \$386,880.34. Cindy said that, essentially, with the loans cancelled if that amount were to come in later we could use it for better purposes than paying the loans.

John Preston said that it seems the money was spent on an intended purpose that is now gone. Beth replied that the congregants at that time wanted to call it a "loan." Barb Hall asked about bequests to the congregation. Ed replied that currently all bequest endowment money goes to pay off the mortgage. The Sunderland Society is proposing that contributions be put into the future of the congregation (e.g. ministries, pay mortgage, capital needs).

Phil Tuchinsky asked if Jackson Endowment Fund bequest monies are held in perpetuity. Ed replied that the fund can be used however the congregation pleases. At the time, the congregation put the original bequest aside as a rainy-day fund. Phil replied that he now supports the motion.

Motion 16.06.05.07 Terri Wilkerson moved and Barbara Hall seconded a motion to call the question. Motion approved.

Vote on Motion 16.06.05.06 Motion carried.

Pres. Hospadaruk read a statement she wrote to describe and honor Ed Lynn's many contributions to the congregation as volunteer Interim Administration and to express great appreciation for his dedication and hard work.

Resolution to Support the Black Lives Matter Movement

Lucia Heinold, Kathy Friedrichs and Charlie Burleigh, representatives of the Challenging Racism team, presented the “First Unitarian Universalist Congregation of Ann Arbor Resolution to Support the Black Lives Matter Movement” (Attachment A). They described the purpose of the resolution and its affiliation with a similar UUA resolution, how the resolution was prepared, and why the resolution is in the format it is. Charlie read aloud the resolution text which includes 1) reference to the UUA 2015 General Assembly call for action with the Black Lives Matter movement, and 2) our UUAA answer to the call for action with three specific points that correspond to three points in the UUA call for action.

Phil Tuchinsky moved and Terri Wilkerson seconded the following motion:

Motion 16.06.05.08: *UUAA accepts the “First Unitarian Universalist Congregation of Ann Arbor Resolution to support the Black Lives Matter Movement.”*

Discussion: Mark Jagner commented that the UUAA Justice in the Middle East committee endorses the resolution because: 1) there are black members of our country who are not receiving the basic right to be treated fairly by law enforcement and the criminal justice system, and 2) there is a “Ferguson-Palestine connection.”

Vote on motion. Motion carried, unanimously.

Reflective Conversation Annual Update

Dixie Hibner, Chair of the Reflective Conversations team, introduced the ten team members and reviewed the purposes of the Reflective Conversations program. In the past year, the team a) held seven Reflective Conversations, each covering one of the following topics: 150th anniversary, worship, Chalice Singers, and Chalice Circles, b) surveyed ministers and program leaders about the Reflective Conversations process, c) shared feedback, and d) provided reports. Dixie briefly explained the value of the process and gave examples of feedback and how the data are used.

Emerita Resolution for Rev. Gail R. Geisenhainer.

Vice-President Sandy Simon read the “Resolution to Confer Emerita Status on Reverend Gail Ruth Geisenhainer” (Attachment B), which highlights contributions of Rev. Geisenhainer to our Congregation and resolves that the Congregation confers Minister Emerita status to Rev. Geisenhainer with all the rights and privileges afforded the Emerita title.

Bob Hospadaruk moved and Karen Papcsik seconded the following motion:

Motion 16.06.05.09: *UUAA supports the “Resolution to Confer Emerita Status on Reverend Gail Ruth Geisenhainer.”* Motion carried, unanimously.

Rev. Geisenhainer thanked the Congregation for this honor for her and her family partner Celeste DeRoche. She added that she will do everything possible to support the Congregation and her senior minister successors. She spoke of how this honor provides her a thread of connection that opens a way to continue to entwine her heart and ours.

Pres. Hospadaruk gave Gail a “Minister Emerita” name tag and announced \$53,000 in contributions to the Geisenhainer Music Fund, honoring Gail and her time here. Money contributed beyond the cost of the piano will be used to provide music lessons to youth who

might not otherwise be able to afford lessons. Beth mentioned upcoming retirement-related activity (gratitude card, the farewell service and “GAILA” party).

Questions for the Board

Pres. Hospadaruk called for questions for the Board. There were none.

Beth expressed appreciation for the service of the Board members leaving the Board (G. Creasman, P. Spencer, S. Simon) and gave them each a gift; she gave name tags to the incoming members (J. Schaefer, L. Bollettino, C. Breidenbach).

Adjournment

Motion 16.06.05.10. Colleen Crawley moved and Christy Cardinal seconded a motion to adjourn the meeting. Motion carried.

Meeting adjourned: 1:30 pm **Closing Hymn**

Respectfully submitted,

Priscilla Spencer
Secretary, Board of Trustees

ATTACHMENT A

First Unitarian Universalist Congregation of Ann Arbor Resolution to Support the Black Lives Matter Movement

WHEREAS, the 2015 General Assembly of the Unitarian Universalist Association has duly adopted a call to member congregations to take action in regard to the Black Lives Matter Movement and its concerns relating to racial justice, police reform and prison system replacement;

THEREFORE, BE IT RESOLVED that the First Unitarian Universalist Congregation of Ann Arbor, Michigan does hereby answer said call, and undertakes and agrees as follows:

- 1) to engage in intentional learning spaces to organize for racial justice with recognition of the inter-connected nature of racism coupled with systems of oppression that impact people based on class, gender identity, sexual orientation, ability and language;
- 2) to work toward police reform and take action to replace the current prison system with a system that is just and equitable; and
- 3) to take initiative in collaboration with local and national organizations fighting for racial justice against the harsh racist practices to which many black people are exposed.

ATTACHMENT B

Resolution to Confer Emerita Status on Reverend Gail Ruth Geisenhainer

WHEREAS, Rev. Geisenhainer has served this Congregation well, with love and dedication for the 8 years from August, 2008 to August, 2016;

WHEREAS, Rev. Geisenhainer has worked with youth and young adults in our congregation to inspire them to live rich lives guided by UU values;

WHEREAS, Rev. Geisenhainer has inspired our congregation with excellence in worship and music;

WHEREAS, Rev. Geisenhainer has improved our congregational culture by modeling respectful and loving ways for all of us to interact with each other, and assume everyone's best intentions for the life of the congregation;

WHEREAS, Rev. Geisenhainer has extended UU values into the Ann Arbor community, notably by speaking out for Climate Action and presiding over Ann Arbor's March 2014 same sex marriages;

WHEREAS, Rev. Geisenhainer brought depth, excitement, fun and purpose to the yearlong celebration of the 150th anniversary of our congregations founding, helping us revere our past while looking to a dawning future;

WHEREAS, Rev. Geisenhainer has set the congregation on a path to financial stability and exemplary stewardship of our building and grounds;

WHEREAS, Rev. Geisenhainer provided strong guidance through difficult decisions and devoted ministerial leadership;

THEREFORE, BE IT RESOLVED that the First Unitarian Universalist Congregation of Ann Arbor confers Minister Emerita status to Rev. Geisenhainer with all the rights and privileges afforded the Emerita title.