



Meeting Minutes
January 29, 2017 Congregational Meeting
First Unitarian Universalist Congregation of Ann Arbor

Chalice Lighting **Opening Hymn:** “May We Be Filled with Loving Kindness”

Call to Order

Board of Trustees President Beth Hospadaruk called the meeting to order at 1:10 pm.

Declaration of Quorum

A quorum was declared by Board Secretary Cathie Breidenbach.

Adoption of Agenda and Rules and Procedures

Motion 17.01.29.01 Erik Stalhandske moved and Pete Mooney seconded the adoption of the congregational meeting agenda as printed in the meeting packet. Motion carried.

Adoption of Waiver of Requirement for Voting Privileges

Motion 16.01.31.02 Margie Teall moved and Quentin Smith 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 January 2016 Congregational Meeting Minutes

Motion 16.01.31.03 Ken Clein moved and Vilma Mesa seconded the adoption of the 2016 Congregational Meeting Minutes as corrected. Motion carried.

Introduction of the Board of Trustees

Pres. Hospadaruk introduced the current Board of Trustees: Vice President Margie Teall, Treasurer Allen Duncan, Secretary Cathie Breidenbach, Trustee-at-Large members Laura Bollettino, Haley Boyse, Tricia Mooney, Lissa Oliver, and Jim Schaefer and Past President Ken Clein.

Pres. Hospadaruk also introduced the staff present: Glenn Thomas Rideout, Allison Halerz, Rev. Lindasusan Ulrich, Debra Golden, and Rev. Doug Wadkins and staff not present: Debby Casamatta, Aaron Gibson, Hannah Hotchkiss, Cassie Hartley, and Arthur Wigham. She also thanked Mike Halerz for doing sound.

UUAA Core Values

Pres. Hospadaruk read the statement of UUAA Core Values:

The First Unitarian Universalist Congregation of Ann Arbor, MI has been deeply committed to liberal religious thought and action since 1865. We join together in community to encourage and inspire each other's spiritual journeys, to honor and care for the natural world around us, and to join forces in furthering social justice in the Ann Arbor area and the wider world. The Five core values are:

Spiritual Life

Social Justice and Environmental Action

Community

Stewardship

Culture

Presentations/Vote Items

Accessibility and Inclusion Ministry (AIM) Certification Award

Michelle Avery-Ferguson, a member of our congregation, is also employed by the UUA as an Accessibility & Inclusion Ministries Administrator. She introduced UUAA AIM members Else Nieuwenhuijsen, Phil Tuchinsky, Edie Hough, Tim Richards, and Gene Gaunt.

Avery-Ferguson reported that 60 members of the UUAA AIM team (1/10 of the congregation) participated in projects, workshops, and services as the AIM team worked to fulfill UUA requirements. The UUAA was the first congregation in the country to be granted AIM certification by the UUA. The Certification for 2016-2019 was initially presented to President Hospadaruk at the Columbus, OH General Assembly in June 2016, and Michelle Avery-Ferguson presented it again to Pres. Hospadaruk before the assembled congregation at this meeting.

Avery-Ferguson explained that AIM is really about inclusion and breaking barriers to access, which at UUAA included such changes as more accessible parking spaces, availability of large print Orders of Service, resources for teachers, and using inclusive wording such as “rise in all the ways that we do.”

Statement of Conscience on Escalating Inequality

Carolyn Madden and Connie McGuire, co-chairs of the Social Justice Council, explained that congregations around the country choose a Congregational Study Action issue (CSAI) and it is the focus of workshops and courses for a four-year cycle. Congregations are invited to take on the topic, to engage it, reflect on it, learn about it, respond to it, comment on it, and take action—each in their own way. Escalating Inequality is the current 2014-2018 CSAI. UUAA's Social Justice Council voted that the draft statement of conscience, without changes, be put forward at this year's General Assembly in Louisiana.

Kathy Friedrichs moved and Kathy Muha seconded that UUAA approve the draft statement of conscience on Escalating Inequality to send to the 2017 General Assembly. Ken Clein commented that we're not being asked to wordsmith the language, just to approve it and send it on. It can be refined at GA. If 2/3 of congregations approve it at GA, a year of implementation and action will follow.

Motion 17.01.29.4 Approved unanimously.

McGuire explained that the UUA will provide study guides for the next CSAI, Corruption of our Democracy 2016-2020. Watch the newsletter and upcoming bulletins.

Leadership Development Team Update

Tom Reischl, co-leader of the 5-member Leadership Development Team (LDT) (Hayley Boyse, Elizabeth LaPorte, Mary Lynn Stevens, Pete Mooney, and Reischl), said the team has two charges set forth in the bylaws. The first charge is identifying, cultivating, and developing leaders in the congregation. The second is preparing the slate for the Annual Meeting each spring. Three LDT members are elected and two are appointed by the Board of Trustees. The current LDT team has focused on forging stronger connections with leaders of the many different ministry groups at UUAA, currently between 70 and 80 groups. To that end they held two appreciation events last fall inviting lay leadership from many small groups to the social events, and they plan two to three lay leadership discussion forums this spring that will focus on leadership development practices. At the June 4, 2017 Annual Meeting they will present the slate for both the Board of Trustees (BoT) and the Leadership Development Team (LDT).

Board of Trustees -- Nine people serve on the Board of Trustees for two year terms. The bylaws state they may not serve more than two terms. Hayley Boyse, Allen Duncan, and Lissa Oliver have agreed to serve a second term. Cathie Breidenbach and Jim Schaefer have another year remaining on their two-year terms. Beth Hospadaruk, after much thought, has decided against a second term. Therefore at the Annual Meeting, the congregation will vote for only one BoT member-- the president. Due to recent bylaw changes, the vice president does not automatically become the next president, so the LDT selected Erik Stalhandske as nominee for president. Because he has not served on the BoT before, the LDT decided to announce his candidacy five months early to allow time for a successful transition.

Leadership Development --Team Five members serve on the LDT team, three elected and two board appointed. Two terms are ending this spring. Tom Reischl has agreed to serve a second term, and the LDT nominates Mike Halerz to fill the position of Mary Lynn Stevens which is ending. Halerz will be the only nominee for LDT on the ballot at the Annual Meeting.

Nominations from the congregation -- Nominations of other members can be submitted no more than three weeks before the meeting and must include the supporting signatures of ten UUAA members.

Sponsorship of theresa rohlk, seminary student

theresa rohlk, a student at Meadville Lombard Theological School in Chicago, is a candidate seeking UU fellowship. Theresa came to UUAA in 2010 and joined in 2011. She's a member of the Chalice Singers, director of the handbell choir,

member of the worship planning team, and since 2015 a Worship Associate. It's a UU tradition for congregations to support their own congregants studying for the ministry. Our support, voted unanimously by the board, does not entail a commitment of money or a promise to call her as a minister, but indicates the board's confidence in theresa's "potential and suitability for UU ministry." We wish theresa good luck in her studies.

Board of Trustees Update

Good News Updates President Hospadaruk said she was overwhelmed by the long list of activities that groups reported when she called for reports to be included in this good news segment. The many active groups have taken seriously what we say in our words of affirmation:

The Spirit of this church is love

And Service it its law....**The Good News**

- A Collaboration between the Social Justice Council, the Challenging Racism Group, and the Board of Trustees resulted in the renaming of one of our SGD classrooms to honor Viola Liuzzo, a fellow Michigan UU who was killed in 1965 during the civil rights protest in Selma, Alabama.
- The Social Justice Council together with the Worship Team incorporated Social Justice Connections into the Sunday service,
- SJC sponsored a panel discussion on "Justice from the Heart: Challenging Racism" which was a fundraiser for the Michigan UU Social Justice Network.
- The Mindful Eating Team Reminded us that 40% of the food raised or grown in the US is wasted, and they sponsored related awareness activities.
- The Unitarian Universalist Service Committee Coffee Project was in the top 5% of all congregations and community groups in sales and raised \$4,000 for UUAA.
- The Jackson Social Welfare Fund donated \$28,200 for projects that support the principles of the First Amendment. Recipients in Washtenaw County received \$22,272 in 2016.
- With our Partner Church in Romania, Attila Lestyan, who is in his 3rd year at drama school, won the major room and board scholarship award for this academic year.
- Our own Accessibility & Inclusion Ministry member Els Nieuwenhuijsen, attended the International Council of Unitarians and Universalists Conference in the Netherlands and presented the workshop "Climate Change, Impact on Disability: How UU Congregations Can Live Their Values."
- Challenging Racism group sponsored the Black Lives Matter resolution that passed by unanimous vote at the June 2016 Annual Meeting.
- The Examining Whiteness six-session class and a separate one-day intensive workshop had a total of 42 participants. There are plans for more sessions.

- Interweave group helped to plan and participate in the Interfaith Service of Affirmation attended by 140 people. \$1500 was raised for Transgender Michigan.
- Immigration Action Coalition spearheaded a project to help refugee families in our community. We contributed over \$2,600 in script and two van loads of household goods. This group also Volunteers weekly at the Washtenaw ID Clinic to help those in need to fill out the paperwork to attain a Washtenaw County photo ID.
- UUs for Justice in the Middle East informed the UUAA delegates who attended GA about the business resolution “Divestment from Corporations Complicit in the Violation Of Palestinian Rights.”
- Climate Action Group purchased and distributed approximately 300 high-efficiency LED light bulbs to help reduce energy consumption.
- The Khasi Hills Program celebrated our congregation's 15th year of partnership with the annual "per student" sponsorships totaling \$5000 as well as donations of \$1000 given to the Education Committee of the Unitarian Union of North East India.

Good News from SGD:

- The YRUU group used profits from their annual apple dumpling sale to provide toys for 30% of the children at Peace Neighborhood Center in Ann Arbor.
- The 7th graders participated in Food Gatherers Rockin for the Hungry fundraiser in December. They collected 400 lbs of food and \$4,700 in cash donations!
- Our Harry Potter & UU Class (4/5th graders) has been learning about the power of love and the problems with poverty, hunger, and illiteracy. They collected over 500 books for Washtenaw Literacy and the Prison Books Program; they ran a canned food drive for Food Gatherers, and they organized our annual Giving Tree. They are now making scarves to donate to local homeless shelters.
- SGD instituted a new “Bringing it Home” publication, which offers ways for families to explore the monthly worship theme at home.

Board of Trustees Update (Pres. Beth Hospadaruk)

Good News from Interim Administrator, Ed Lynn, and the office:

Exterior:

Parking Lot completely rebuilt and improved, Front sign rebuilt with LED lighting, New playground fence, Retaining walls rebuilt, Sanctuary ceiling leak fixed, Roof dripline fixed, HVAC, New chiller, New boiler motors, Cleaned ducts, Repaired roof insulation

Safety:

Dedicated fire alarm system installed, Installed fire sensors in ducts (to code), New emergency lighting, Elevator phone system fixed

Telecommunications: New phone system, Replaced DSL with broadband from Comcast, New wiring for system, New portable microphones, New TV in Harper Room

Interior:

Geisenhainer Piano, New foyer furniture, New music stands, Repaired water damage, Computer hardware replacements, Software upgrades, Tile floors cleaned and repaired, Library walls painted, Building carpets cleaned

Other:

Renegotiated mortgage, decreased interest rate from 5.5% to 3.84%, Cleared member loans off books, Cleared 20 year-old loan from endowments off books, Launched Finance Team, Launched Fundraising Team

Board of Trustees Focus so far this year --President Hospadaruk

- Supporting Rev. Doug in his work here to prepare for our search.
- Created a Governance Task Force to study our current governance system and make recommendations to the board to update and improve governance policies to a position with better clarity for our next called minister.
- Use the feedback from Q & A's for deeper discussions
- Working with our newly formed Finance and Fundraising teams to support their work.
- Planning the process to fill the Search Committee.

Search Committee Formation Process and Timeline recommended by the UUA Transition Team

Our bylaws state that members of this congregation will vote on 4 members and the Board of Trustees will appoint 3.

The entire membership of this congregation will be able to suggest candidates for the search committee. Congregants will be asked to submit names in March of any member of UUAA they trust and respect to represent the entire congregation on the search committee for our next Senior Minister.

The timeline is as follows:

February- education month.

March- recommendations accepted from members-electronic submissions if possible.

April- The BoT will talk with those who received many nominations and invite them to consider serving on the search committee. The final slate of 7-10 nominated members will be asked to provide a personal biography exactly like what we do for members nominated for the board. These bios will be published no later than May 14.

June 4- Annual Meeting- The congregation will vote for 4 from the full slate. Then within 1-3 days following the Annual Meeting, the BoT will appoint the

remaining 3 from the original slate, and the entire Search Committee of 7 will be announced.

The UUA Settlement Handbook recommends qualities to consider when thinking about members to recommend:

- Known and respected by others in the congregation
- More strongly committed to the congregation as a whole than to any subgroup
- Well informed about the demands and time requirements of search committee membership. Members should promise to attend every meeting and to give about 250-400 hours over the coming year
- Balanced by sex, age, interests, and tenure of membership to reflect the diversity of the congregation. Major areas of church life such as religious education, social action, property management, finance, and music should be represented by participants, not partisans
- Balanced by attributes: organizational ability, broad theological awareness, computer skills
- Not paid members of the church staff, except in the case of a senior minister who will be supervising the minister to be called (only for associate minister searches)
- Pledged to conduct a search that is fair and nondiscriminatory with respect to race, color, disability, sex, sexual orientation, age, and national origin
- Committed to maintain confidentiality and to seek consensus
- Capable of both self-assertion and compromise
- Not prone to extreme reactions to former ministers.
- Well suited to teamwork

Your voice matters, so begin thinking about who you will recommend.

Terry Madden asked whether we need to vote on sponsoring Thersa Rohlck.

Answer: No the BoT already approved.

Review of Annual Budget Campaign (ABC)

Stephanie Surfus of the Annual Budget Campaign reports that it's typical for a congregation's pledge amounts to decline after a minister retires. It's also typical for the number of people pledging to decline. The good news is that what's typical did not happen at UUAA. More money was pledged this year and we've added 53 new pledging units. That's significant. Still we need money and membership to make things happen.

Plans: The All-Church Auction is on for April 29, and Annual Budget Campaign is considering running spring classes on personal budgeting.

Review of 2017 Balanced budget Ed Lynn

The Board of Trustees approved the 2017 Budget on Jan. 14. Lynn gave a brief history:

In 2015 President Ken Clein reported a budget shortfall of \$190,000 and that we needed to invest \$1.2 million to update and repair the building in the next ten years. We ran a deficit of \$28,000 in 2015 and passed a balanced budget in

2016, but “events took over.” We needed a new phone system and decided to pay ahead for this year to save money on it. Plus we had one month when we were paying salaries for two senior ministers—so we ran a 2016 deficit of \$41,000, due largely to one-hit circumstances.

However, 70% of the \$1.2 million needed improvements over ten years have been completed in the first two years. We are in a good position with only a cumulative deficit of \$18,500 over the last five years including deficits and surpluses. We’ve improved our cash position and made capital improvements. The organization’s structure is now in a much more stable position.

The board has approved a 2017 balanced budget that Lynn feels is attainable. Allen Duncan added that we now are annually funding for capital improvements so we won’t get caught again.

Marina Brown asked about our contribution to the UUA.

Ed Lynn explained that 5 years ago we gave \$2,000 to the UUA and \$1,000 to the Midwest District. The suggested contribution to the UUA is \$55,000, so we are “a bit short.” Last year we gave \$8,000, and this year we’ve budgeted \$11,000.

Tom Reischl asked: What is the total in expenses and revenue? Answer; \$1,032,150.

Vilma Mesa asked how many pledge units we have.

Answer: last year 390 pledge units raised \$895,000. This year 382 pledge units raised \$901,000.

Phil Tuchinsky asked Ed Lynn how the budget will eventually reflect a transition to a paid staff Executive Director after Lynn’s two years of unpaid work.

Answer: Some work of the Executive Director has been devolved or reassigned to the office team. The new Finance Team is taking on many Executive Director responsibilities. We want to exist without an ED as long as we can so we can put money into ministry where people appreciate it. As fundraising amounts increase, the congregation will be able to fill the revised job of Executive Director.

Interim Senior Minister’s Report Rev. Doug Wadkins

Interim minister is now commonly a 2 year stint. In those years an interim works to do the following:

- Substitutes until the new minister comes on board
- Helps congregation understand seismic shifts in world culture--big this year
- Helps the congregation explore its heritage, to tell stories of its past to know who we are
- Evaluate how leadership systems are working and how they could be strengthened. To make governance more user friendly and understandable to the congregation
- Help the congregation articulate its mission – an elevator speech of why we exist

- Strengthen the congregation's connections and interdependence with Ann Arbor and larger UUA associations
- Help the congregation clarify what qualities they want in a senior minister and who they want to be in the future.

When Rev. Wadkins applied to UUAA to be interim, the congregation asked him to address governance and to help improve it, and they requested help with Pastoral Care, to help understand its complexity and decide how it should be staffed.

Adjournment

Motion 16.01.31.11 Monica Cochran moved and Karen Papcsik seconded a motion to adjourn the meeting. Motion carried.

Meeting adjourned: 2:02 pm

Closing Hymn: "Go Now in Peace"

Respectfully submitted,

Cathie Breidenbach
Secretary, Board of Trustees