

FIRST UNITARIAN CHURCH
Congregational Meeting Minutes
Date: January 21, 2018

Call to Order: Board of Trustees President Shelly Wallace welcomed the congregation and called the meeting to order at 11:26 am.

Adoption of Agenda: John Schlipf moved and Jo Ellen seconded adoption of the proposed agenda. Unanimous approval.

Approval of Minutes: There were no corrections to the minutes of the September 24 meeting, and the President declared the minutes were approved as submitted.

Interim Minister's Report: Reverend Benjamin Maucere reported that the interim work is winding down as the ministerial search gears up. Rev. Maucere has spoken with potential candidates, and he has been very impressed with their quality. The workshop on developing a Covenant of Right Relations resulted in a covenant that will be presented for a vote today. Rev. Maucere and the Transition Team will present a communications workshop on Saturday, January 27, and the May Church Council meeting will include an examination of how effective we are in fulfilling our mission and vision. Rev. Maucere praised the Transition Team (Dot Christenson, Jack Copley, Peter Koenig, Linda Miltner, Jayson Zoller) for their work.

Registrar's Report: Linda Miltner reported that the following nine members were attending their first congregational meeting and establishing their voting privileges: Kathy Arnold, Rose Conley, Shannon Conrey, Curtis Fields, Betsy MacConnell, Becky Sanchez, Danielle and Adam Sickmiller, and Emily Wessel. Since the September congregational meeting, eleven people have joined First Church, and four have resigned or asked to be changed to an "inactive" status, two of whom now live out of town. We are currently in the middle of our annual membership review in preparation for reporting our official membership to the Unitarian Universalist Association (UUA) the first week of February, and there may be another five people moved by Board action to "inactive" status prior to that report. The current active membership is 295.

Ministerial Search Committee Report Update: Patricia Rohrer presented the update on behalf of the committee (Cynthia Heinrich, Amy Hunt, Tim Kraus, Linnea Lose, Jim Powell, Barb Rider, Patricia Rohrer, Carol Willis). The committee expects to announce a final candidate at the end of March, with a vote to take place in April or May. The committee and the board have learned four major things about our church and our denomination:

(1) First Church has a very good reputation, but most of us do not know it. We are well positioned for the UUA's vision of membership growth, spiritual impact, multiculturalism and multi-generationalism. Our social justice reputation is widely known. Our management expertise is a plus, and our financial situation is sound.

(2) First Church members largely agree about strengths and opportunities. We share a broad commitment to the common good of this congregation. We share a surprising level of agreement about our strengths, the qualities we seek in a new minister and priorities for the next few years. We recognize that our mission and programs must be grounded in spiritual purpose and right relations.

(3) Our polity is a major asset. We have an intentional and effective collaborative governance structure. Policies, procedures, priorities, job descriptions and employee compensation and benefits are in place.

(4) Even though the search process is very time consuming and requires many meetings, the committee is continually surprised at how invigorating it is. The committee members are gaining a deeper understanding, appreciation and love for the congregation and are genuinely excited about First Church's future.

Shelly shared some changes that we are planning on as we welcome our new minister.

(1) Minister and Board will share leadership, and the Board of Trustees will focus on mission and vision.

(2) We will make sure staff members have the same benefits.

(3) The minister will supervise all staff members, with the possibility of delegating some of that supervision.

(4) A Committee on Shared Ministry will monitor how well our work is aligned with our mission. An ad hoc task force (Mimi Gingold, Jane Hopson, Jane Kay, Beth McGrew, Meredith Plummer, Dan Schneider, Jorge Vila, Beth Whelan) is developing ideas for how this committee could function.

Board President's Update: Shelly Wallace expressed appreciation to Jean and Joe Rohling for decorating the church for the holidays. Shelly thanked the Transition Team for their work, and she thanked Benjamin for his workshop on developing a Covenant of Right Relations and the ad hoc committee (Katie Campbell, Mimi Gingold, Lois Gish, Janet Schenk, Dan Schneider) for their work in finalizing a draft for presentation and vote at today's meeting.

Ed Rider presented a Certificate of Appreciation to Joe Busby for his extensive work on the new boiler and related items, which are making our building more energy efficient and reducing our carbon footprint. Other features include new LED lights and remote controls that increase efficiency. Ed announced that the boiler room would be named the Busby Boiler Room.

Ed announced that the Building and Grounds Committee would add a handicapped accessible ramp to the platform at the front of the sanctuary.

Shelly described the work of the Property Task Force, which is researching information on our property that will aid in future decision making. She thanked the members of the

committee (Ralph Jacob, Brian MacConnell, Beth MGrew, Dick Miltner, Ed Rider, Rebecca Schaefer and Dave Wallace). She reminded everyone that the General Assembly would take place in Kansas City, June 20-24.

Covenant of Right Relations: Dan Schneider presented a Covenant of Right Relations for consideration by the congregation. The covenant was developed as a result of a December 2 workshop led by Rev. Maucere. Participants presented four draft covenants, and the ad hoc task synthesized the four into a draft covenant. After seeking and receiving input from members of the congregation, the task force finalized their draft and presented it to the Board of Trustees, who unanimously voted to recommend its approval to the congregation. The following is the covenant:

Building on a foundation of love for one another and trust in the democratic process, we covenant to:

- Assume one another's good intentions and listen with open minds
- Communicate thoughtfully, respectfully, directly, and honestly
- Honor our differences and seek common ground
- Keep confidences and avoid gossip
- Reconcile through forgiving and making amends when we hurt one another.

Jane Kay moved and Lynne Ambrosini seconded approval of the Covenant of Right Relations. Unanimous approval.

Financial Report: Treasurer Dick Miltner presented the report. The mid year fiscal report showed an annual Operating Budget (approved by the congregation) of \$432,746, with 89% funded from pledges, 4% funded by building rental, 4% from donations and plate collections, and 1% from Endowment Fund distributions. As of December 31, 2017, we have received 60% of budgeted pledge payments and have spent 51% of budgeted expenses. The annual Capital Budget (approved by the Board of Trustees) of \$65,908 is funded 60% from Endowment Fund distributions, 37% from Heart and Hand proceeds and 3% from ODOT funds. The board has approved a plan to carry over \$17,000 to fiscal year 2019 for exterior tuckpointing and stone work and new minister office relocation, if needed. The Treasury stood at \$230,786 at the end of December, with \$105,625 unrestricted, giving us a 3 to 3 ½ months reserve. The board approved a high-efficiency boiler and high-efficiency water heater (\$49,000) from the Froehlich bequest. Duke Energy savings in December were approximately \$1,000. The board restricted \$9,500 from ODOT funds as a start for audio-visual improvements for the sanctuary. The Endowment Fund was at \$1,162,283 at the end of December. There

will be a \$5,622 increase to \$48,513 in total Endowment Fund distributions to the church in fiscal year 2019.

Endowment Fund: Lee Koehler reported that Shelly and Dave Wallace are the newest members of the Legacy Society, which now includes 46 living members. Legacy contributions are eligible for matching contributions from the UUA Wake Now Our Vision Campaign. The Endowment Fund will make significant contributions to the fiscal year 2019 budget, especially for improvements. Mimi Gingold asked about the Endowment Fund Outreach Account. In fiscal year 2018, the account distributed approximately \$1,800 to the Social Justice Committee for outreach. In fiscal year 2019, that distribution will increase to approximately \$2,500, thanks in part to a contribution to the Endowment Fund Outreach Account from Dan and Janet Schneider.

Bylaws Revision: Beth McGrew thanked the committee who worked with her to put the revision together. It represents a combining of the old Bylaws and Constitution. The other members of the committee were Chris Dendy, Sarah Estes, Mimi Gingold and Barb Rider. The revision was presented at the September congregational meeting. A standing vote was taken, and approval was unanimous. A proviso proposed by Beth was adopted without objection. The proviso stated as follows: The Bylaws Committee (ad hoc board committee) is authorized to correct article and section designations, punctuation, and cross references, and to make other such technical, conforming and indisputably necessary changes as may be necessary to reflect the intent of those members adopting these proposed Bylaws at the January 21, 2018 First Unitarian Congregational regular meeting. Shelly thanked the committee for their work.

Comments: Al Gerhardstein announced that he and his son Adam would do a workshop at the General Assembly on police reform. They are also doing a national webinar series sponsored by the Church of the Larger Fellowship with three more sessions coming before the General Assembly. Al said First Church could put together a team to participate. Jean Rohling thanked Shelly for the words of appreciation for the work she and Joe did on the holiday decorations, and mentioned others such as Betsy Gotwalt who have done them in the past and Jorge Vila and Tim Christy, who helped this year. Barb Rider reflected on her years at First Church and expressed appreciation for what we have become. She mentioned a Heart and Hand event from 20 years earlier in which Gaut Ragsdale was an Elvis impersonator.

At 12:21 pm, Jane Kay moved to adjourn, and Nick Payne seconded the motion. Unanimous approval.