

Annual Meeting Agenda

Sunday, June 11, 2023 ♦ 11:05 a.m.

Call to Order

Judy Gustafson

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 12, 2022, Annual Meeting (posted online in the Annual Report)

Annual Report for 2022-2023 is available online and in the church office upon request

Election of Officers

Linda Johnson

President	Spitty Tata (1 year term)
Vice President	Matt Menze (1 year term)
Clerk	Kim Lowman Vollmer (1 year term)
Treasurer	Steve Blomgren (1 year term)
Trustee	Clark Logemann (3 year term)
Trustee	Rebecca Beneditz (2 year unexpired term)

Note: Sara Greer will continue to serve as Trustee.

Election of Nominating Panel members:

Linda Johnson

Judy Gustafson (2 year term)
Aida Rosemore (2 year term)
Gary Lawrence (2 year term)

Note: Judy Johnson, Dan Fellars, and Amanda Tapfield will continue to serve for a second year on the Nominating Panel.

Election of Covenant and Safety Team

Linda Johnson

Wendy Bennett (3 year term)
Matt Menze (2 year term)
Amy Brandon (1 year term)

Approval of the 2023-2024 Permanent Fund Income Allocations

Steve Blomgren

Programs and Growth	\$22,000
Facility and Equipment	\$26,100
Capital Reserve*	\$36,000
Outreach (Justice)	\$8,800
Totals	\$92,900

**In approving the allocation of these funds, the congregation authorizes the Board to approve expenditures of the Capital Maintenance Reserve Fund, upon the recommendation of the Building and Grounds and Finance Committees, without additional approval from the congregation.*

Approval of 2023-2024 Annual Operating Budget

Steve Blomgren

Recognitions:

Those completing terms of office
Charles Parker Connolly Award
Memorial Moment
Twenty-Five & Fifty Year Members
Unitarian Universalist of the Year

Spitty Tata

Matthew Johnson
Matthew Johnson
Matthew Johnson

Adjournment

Judy Gustafson

2023-2024 Budget

Key Points

Total pledge income is projected at 364,300. This is basically flat from last year – which is much better than many congregations are doing. This is the year that folks who stopped coming in COVID have stopped giving. But your generosity and new folks allowed us to stay even. Now we can start rebuilding.

Woodsong income is projected at \$95,280. The program is fully enrolled for summer and fall, with 2-day, 3-day, and 5-day options for programs. Lindsay Trank and Lauren Smith deserve much credit and thanks for making this happen.

Spectrum renewed their contract for two years with two one-year options to extend, for \$46,800 in annual rent. An increase is built in each year. This continues to be a good relationship for both parties.

There is an auction in this budget, scheduled for Sept. 23rd, with Katie Kerr and Alexis Simons as co-chairs. Please participate!

The board set the goal that our staff would be paid at the new UUA recommended fair compensation level. These amounts are substantially higher for religious education and office staff, after the UUA concluded – and we agreed – that these positions were underpaid. We have achieved this goal for all employees other than the Senior Minister, where we did 50% of the recommended increase. Details below.

We will pay 65.32%, \$19,400, for our UUA Fair Share. We hope to return to full fair-share as soon as possible.

This budget is possible because of your generosity, our non-pledge income (mostly Woodsong and Spectrum), and because of very strong legacy giving, including the addition to our permanent funds of bequests from Stuart and Evelyn Johnson.

Most of the rest of the budget is flat, with minor changes here and there.

2023-2024 Budget Summary

Income				
	Pledges		364,300	
	Misc. Income & Rentals		176,528	
	Fundraisers		12,000	
	Church Organization Income		1,250	
	Allocations of Permanent Funds Income		92,900	
	Total Income		647,030	
Expenses				
Staff Salary & Benefits				
		Goal	Proposed	Difference
	Minister Salary (and Housing)	107,017	105,009	-2,008
	Minister Benefits and Other Expenses	46,351	46,351	0
	Dir. of Religious Education Salary	58,225	59,225	0
	Dir. of Religious Education Benefits/etc	23,551	23,551	0
	Music Director Salary	41,164	41,164	0
	Music Director Benefits/Other	10,187	10,187	0
	Assistant Minister Salary	34,513	34,513	0
	Assistant Minister Benefits/etc	11,811	11,811	0
	Office Manager Salary	37,400	37,400	0
	Office Manager Benefits	7,915	7,915	0
	RE Assist/Woodsong Co-Director Salary	34,816	34,816	0
	RE Assist/Woodsong Co-Director Benefits	13,280	13,280	0
	Bookkeeper (contracted)	n/a	8,400	n/a

	Custodial (contracted)	n/a	9,500	n/a
	Subtotal		443,430	
Administration Expense				
	Insurance, Office, Finance		70,600	
	Building and Grounds		52,200	
	Denominational Contribution		19,400	Goal: 29,700
		Subtotal	142,200	
Programs and Committees				
	Worship & Music		9,000	
	Religious Growth & Learning and Woodsong		19,500	
	Outreach & Social Justice		26,000	
	Other Committees		6,900	
		Subtotal	61,400	
	Total Expenses		647,030	
	Total Net Income		0	