

Annual Meeting Agenda

Sunday, June 8, 2025 ♦ 11:05 a.m.

Call to Order

Matt Menze

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 9, 2024, Annual Meeting (posted online in the Annual Report)

Annual Report for 2024-2025 is available online and in the church office upon request

Election of Officers

Renee Mealey

President	Wendy Bennett (1 year term)
Vice President	Diane Kuehl (1 year term)
Clerk	Scott Garwick (1 year term)
Treasurer	Bob Spelman (1 year term)
Trustee	Kendra Asbury (3 year term)

Note: Clark Logemann and Neita Webster will continue to serve as Trustees.

Election of Nominating Panel members:

Renee Mealey

Matt Menze (2 year term)
Rich McKnight (2 year term)

Note: Spitty Tata, Katy Conrad, and Renee Mealey will continue to serve on the Nominating Panel.

Election of Covenant and Safety Team

Renee Mealey

Teresa Palmeno (3 year term)

Note: Amy Brandon and Alexis Simmons will continue to serve on the Covenant and Safety Team

Approval of the new Vision and Mission

Wendy Bennett

Vision:

A loving, spiritual congregation that lives our values through belonging, reason, and action.

Mission:

Like the nature that surrounds us, we evolve as a habitat for spiritual development.

- Our deep roots connect us to a wealth of resources that nourish our growth as a beacon for justice, inclusion, and liberation, especially anti-racism and gender and sexuality justice.
- Our listening cultivates diverse and multicultural relationships that bridge divisions, strengthen our communities, heal hearts, and foster safety for all.
- Our awareness of our interdependence inspires us to protect the shared environment and natural world in which we live.

Presentation on the Strategic Plan

Rev. Dr. Matthew Johnson

Approval of the 2025-2026 Permanent Fund Income Allocations

Teresa Wilmot

Programs and Growth	\$22,100
Facility and Equipment	\$18,400
Capital Reserve*	\$27,700
Outreach (Justice)	\$8,800
Totals	\$77,000

**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 2025-2026 Annual Operating Budget

Bob Spelman

Recognitions:

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

Wendy Bennett
Rev. Dr. Matthew Johnson
Rev. Dr. Matthew Johnson
Rev. Dr. Matthew Johnson
Rev. Dr. Matthew Johnson

Adjournment

Matt Menze

2025-2026 Budget

Key Points

Total pledge income is projected at 385,000. This is close to last year, and a big increase from two years ago – to hold steady in this uncertain economy is good news.

Woodsong income is projected at \$119,100, resulting in a \$14,954 profit after expenses. We increased tuition slightly. The program is fully enrolled for summer and fall, with 2-day, 3-day, and 5-day options for programs. Lindsay Trank deserves much credit and thanks for making this happen, and managing a very difficult staff transition last year.

Spectrum will pay \$49,200 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. We had a successful auction last year – thank you Alexis and Rebecca and all who helped with that. We need volunteers again this year, so please participate.

This budget pays most of our employees on the UUA Fair Compensation schedule.

Lindsay received a large raise in the middle of last year in recognition of her increased duties as sole director of Woodsong; that was an 18-month raise so she holds steady.

Tim and Rev. Joyce receive cost-of-living increases of 2.5%. Our new custodian, Michelle, has a 5% raise.

Autumn has moved up her level of responsibility, and thus her place on the Fair Compensation guideline. She should receive a 22% raise, we are doing 12.5% this year with a commitment to do the same next year.

The Senior Minister position is receiving a 1% increase.

We will pay \$21,000 for our UUA Fair Share. This is about 2/3rd of the requested amount.

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

2025-2026 Budget Summary

Income		
	Pledges	384,000
	Misc. Income & Rentals	89,200
	Woodsong Income	119,100
	Fundraisers	12,000
	Church Organization Income	1,250
	Allocations of Permanent Funds Income	77,000
	Total Income	682,550
Expenses		
	Staff Salary & Benefits	
		Proposed
	Minister Salary (and Housing)	109,050
	Minister Benefits and Other Expenses	50,451
	Music Director Salary	43,050
	Music Director Benefits/Other	10,509
	Assistant Minister Salary	37,412
	Assistant Minister Benefits/etc	12,633
	Office Manager Salary	48,375
	Office Manager Benefits	9,730
	Dir. of Religious Education Salary	29,288
	Dir. of Religious Education Benefits/etc	11,660
	Bookkeeper (contracted)	8,400
	Custodial Salary and Taxes	8,464
	Subtotal	379,021

	Administration Expense		
	Insurance, Office, Finance		40,420
	Building and Grounds		80,472
	Denominational Contribution – should be \$28,029		21,000
		Subtotal	141,892
	Programs and Committees		
	Worship & Music		8,400
	Religious Growth & Learning		11,459
	Woodsong		104,146
	Outreach & Social Justice		31,100
	Other Committees		6,532
		Subtotal	161,637
	Total Expenses		682,550
	Total Net Income		0

Woodsong Breakout		
Income		119,100
Expenses		
	Utility Contribution	3,000
	Director Salary and Benefits	68,246
	Teachers and Subs	27,400
	<u>Supplies</u>	<u>5,500</u>
	TOTAL	104,146
Net Contribution to the Church		\$14,954