

2021-05-16 Annual Budget Meeting

1. **CHALICE LIGHTING:** Fern Culhane called the meeting to order at 1:20pm with a group reading of the Congregational Covenant.

2. **QUORUM:** There are 85 members: a quorum is 13 members.

3. **PARTICIPANTS:**

3.1. Attendance of Voting Members: 31 plus the Minister

Arfaa, Anne	Fisher, Sharon	Hansell, Linda	Owili-Eger, Anam
Bartle, Nicole	Fitzgerald, Rita	Jobe, Holly	Pollack-Johnson, Bruce
Baxter, Katherine	Foy, Michael	Johnstone, Peter	Pollack-Johnson, Linda
Bradburd, Arnold	Fulton, Sandra	LaValley, Mary	Ross, Eithne
Bradburd, Julia	Grote, Annabel	Lloyd-Sobolow, Bernadette	Speirs, Louise
Bradley, Cynthia	Grote, Harald	McCoubrey, Catherine	Styer, Timothy
Culhane, Carol Fern	Hain, Jane	Nocella, Elisa	Workman, Stephen
Ferron-Smith, Leslie	Hain, Larry	Norek, Maryellen	

3.2. Attendance of Friends (Non-Voting): 3

Cohen, Jim
Hulting, Jane
Struyk, Carola

4. **UPDATES AND INFORMATION BEFORE THE VOTE:** The Moderator stated that this is a liminal time (a threshold) of change.

4.1. Our final three Ministerial Fellowship Committee (MFC) Evaluations will be sent to the UUA in June. If approved, the UUA will grant the Reverend McKinley Sims Full Fellowship. This will allow us to again be a teaching congregation and we can train intern ministers.

4.2. The Music Director and RE Coordinator are both planning to resign their positions. Dates for these are not concrete but the new line item for a search is our way of planning for the future.

4.3. Building & Grounds has continued to function during the pandemic. Some of the projects:

Upgrading the ventilation system and lighting in the sanctuary

Installation of hand-sanitizer dispensers around the building

First-floor Hale bathroom with a handicapped-accessible shower

Renovation of the Hale building kitchenette with the financial help of the TPUC

Trimming the trees and removing bushes in the playground and pruning the big oak on Gorgas

4.4. The Re-opening Committee will be mailing a survey to be completed and returned.

A multi-platform worship structure is being worked on. The first Wednesday vespers will be an outdoor hybrid service test.

4.5. Committees with term limits will have upcoming vacancies – consider joining:

Finance Committee (members chosen by the Moderator and approved by the board): Tim S will be stepping off.

Nominating Committee (elected positions): Looking for new members. Two members expressed interest.

- 5. PRESENTATION OF THE BUDGET PROPOSAL FROM THE BOARD:** Presented by Treasurer Nicole B.
- 5.1. Endowment: The target size is 2 times the annual average operating budget (\$460,000-\$470,000). Then the plan is for a continued growth of 7-12% with an annual interest distribution of 5% if we should need to use it. This must not be more than 10% of our operating budget. We should never draw on the principle.
 - 5.1.1. A sizable amount of income from gifts and this year's surplus should be deposited in the endowment.
 - 5.1.2. Another portion should be rolled over into next year's operating budget.
 - 5.1.3. A small amount should be deposited into a short-term investment account.
 - 5.2. New Budget Process Implementation:
 - 5.2.1. Reconcile current FY budget to actual.
 - 5.2.2. Recommend any bequeathed gifts be directed to the endowment.
 - 5.2.3. Make recommendations for any surplus of revenues.
 - 5.3. Expense Highlights:
 - 5.3.1. Staff salary increases of 1.5% for cost-of-living adjustment.
 - 5.3.2. RE Exploration includes funding for adult Our Whole Lives (OWL) training and partial scholarships for RE youth.
 - 5.3.3. Worship technology upgrades.
 - 5.3.4. Delegate and other training included under Leadership for workshops or development.
 - 5.3.5. Sabbatical accrual.
 - Search committee for open positions.
 - Name change expenses.
 - Annual review performed by external firm.
- 6. MOTION TO APPROVE THE BUDGET:** The board made the motion to approve the budget. Peter J seconded the motion.
- 7. DISCUSSION:**
- 7.1. There was general appreciation to our new treasurer and also for the excellent budget presentation especially the analysis and plans for the growth of the endowment. She is so skilled at portraying the budget in layman terms. One member stated that we are so much healthier financially than we were 15-20 years ago.
 - 7.2. This is a really good time to join the Finance Committee when things are so good.
 - 7.3. Thank you to everyone for pledging so generously so this budget could be balanced. There are just a few outstanding pledges.
 - 7.4. Thank you to Rev. McKinley for making this all possible!
 - 7.5. One member asked if our staff salaries were fair compared to other churches' staff. The answer was, "Yes" our salaries are in the mid range considering our area's cost of living. Following full fellowship, we may be in a position to renegotiate the minister's salary.
- 8. THE VOTE:** The vote was taken via the chat feature on Zoom.
- 8.1. 28 active members voted to approve the 2021-22 budget.
 - 8.2. 3 active members did not.
- The proposal vote to approve the budget passed. .

Meeting was adjourned at 1:21pm.

*Respectfully Submitted,
Jane L Hain, Secretary*