

TUUC, Annual Congregational Mtg., June 6, 2010

Neil Cohen, moderator, called the meeting to order.

- The meeting opened at 6:10pm with a hymn, followed by Rev. Clare Petersberger's invocation.

President's Report, presented by Catherine Morris

- Recognized the 50th Anniversary Committee, including co-chairs Marcia Reinke and Marilyn Maze.
- Clare completed 10 years as minister.
- The Committee on Ministry expanded its role to all ministries and undertook a survey of the congregation. The results were shared with the congregation and used by the leaders in their strategic planning.
- The Board's long-term planning was detailed in the Annual Report for 2010-2011. Specific priorities for the upcoming year include the need for a downstairs rental, the need for a year-round stewardship committee, disability access, a focus on gift-based ministries, reaching out more to the aging and those who are home-bound, and a clear path to membership which gets new members involved quickly.

Jay Cherry

As honorary co-chair of the 50th Anniversary Committee, Jay said that TUUC switched to a policy governance 6 years ago, and the Board should now revisit this mode of operation by talking to other congregations, etc. He also stressed that the church needs to grow and that we need more leadership training.

Gifts to the Board and staff

Catherine Morris presented gifts to the outgoing Board members and to Mona Scott, Church Administrator, who is retiring. Clare also thanked Mona, and Sue Shankroff presented Mona with a gift from the congregation. Finally, the new Church Administrator, Mickie Grover, who will begin soon, was introduced.

Treasurer's Report, presented by our Treasurer, Paul Konka.

Paul Konka referred to the FY 2011 Budget for Final FY2010 figures. He said that no furloughs would be needed.

Operations Team

Mike Robinson, OT leader, said the OT report would be available on June 7, 2010. He noted a 15% increase in stewardship income, and then presented gifts to outgoing council heads.

Volunteers of the Year Awards

Clare presented 2 awards, one to Barbara Sterne, who organized the 50th Anniversary Cook book, and one to Mimi Marks for all her hospitality efforts. Clare also thanked Catherine Morris and Mike Robinson for all their efforts in the past year.

By-law change

Carel Hedlund introduced a proposal to amend the bylaws by allowing the Board Secretary to be a voting member. Aynsley Hamel moved to support the amendment and was seconded by Salli Ward. It passed unanimously.

Election of new leaders

Jay Herzog, chair of the Nominating Committee, presented the slate of candidates for the upcoming year. They include Mike Robinson, President; Melissa Reuland; President-elect; Francie Weeks, Board Secretary; Betty Lou Anderson, Trustee; Aynsley Hamel, Trustee; Carel Hedlund, Trustee; Max Mutchler, Trustee; Dick Sass, Moderator; Al Peabody, Communications Council Head; Faith Miller, Inner Life Council Head; Salli Ward, Outreach Council Head; Jason Braspenickx, Endowment Committee; Susan Wetzal, Nominating Committee. Several positions remain unfilled: House and Grounds Council head, Finance Council head, and one position on the Nominating Committee.

Jay explained that Betty Lou, Max, and Faith were all appointed by the Board to fill open positions, so they have 1 more year to go.

Barbara Sterne moved that the slate be accepted, Cindy Lewis seconded the motion, and it passed unanimously.

Resolution, presented by Jay Cherry

Jay presented a resolution to thank Gary Bennett of BSA Troop 743 for his distinctive service in clearing the John Francis Pettigrew nature trail. Mike Robinson seconded the motion, and all were in favor.

Presentation of FY 2011 Budget, by Catherine Morris and the Board

Catherine Morris noted that the new budget allows for staff pay increases, but there are no increases in program costs. She also noted that the budget proposes a long-term change to a 51-week calendar, to bring expenses in line with income. She said that this had been discussed with the staff. Catherine moved to approve the budget, and Paul Konka seconded the motion.

Motion to Amend the FY 2011 Budget, presented by Judi Clague

Judi made a motion to amend the budget and to extend Joe Gascho's contract as Music Director, to cover the 42 weeks matching Rev. Clare's 9 ½ months in the pulpit. His contract would continue to be 21 hours/week during the 42 weeks from Sept. to mid-June (minus the 1 week closing) It was noted that this change would increase the Music Director's hours to the threshold which requires the church to offer him benefits at a cost of approximately \$6100.

A long discussion of this motion ensued:

Questions regarding the benefits and the process leading to the proposed amendment were addressed. A number of individuals spoke in favor of moving forward with the recognition that the current budget does not make provisions for paying for the increased salary and benefits. Others questioned the soundness of making the decision under such short time constraints and committing the congregation to a deficit budget.

Marilyn Maze explained that the Music Director is not required to accept the benefits. Health benefits come from the UUA. He would get other benefits as well: sick days, vacation, retirement, holidays, disability insurance.

In response to a question regarding how this decision is impacted by the 51-week calendar, the Board responded that the Music Director would be affected like all staff by the closure, so in effect the expansion of his work calendar would be 42 weeks less the one week the church is closed.

In response to a question about funding this with special fundraisers, the Board said it is ill-advised to have special fundraisers to fund a position, but that 80% of all fundraised dollars for the general operating fund would go toward staff salaries.

In response to a question about whether this is a long-term change, the Personnel Committee responded that it is, unless Joe leaves and the position is reconfigured based on circumstances at that time.

In describing the process, Rick Bader from the Personnel Committee, outlined that the suggestion for the correcting the mismatch between the Minister's and the Music Director's worship calendar originated from a meeting facilitated by JPD adjunct staff between Rev. Clare, Joyce Duncan, DRE and the Joe Gascho, Music Director on May 28th. The Music Committee met the following week to discuss with Mike Robinson, Chair of the O-Team (and the information was also relayed to one of the co-chairs of Worship Associates Committee, who was in favor of the proposal). After this meeting, the proposal was forwarded to the Personnel Committee and the Board. Three of the four Personnel committee members concurred with the recommendation and calculated the impact on the budget.

Paul Konka, Treasurer, interjected some facts regarding our current financial situation for consideration:

1. The FY 2011 budget already assumes we get 100% of the money pledged. (Usually we get about 97%.)
2. The budget assumes a 60% increase in fundraising.
3. At present our cash assets are \$148K. Take away our prepaid liabilities (\$31K) and other restricted funds, we are left with \$53K, which – after our mortgage of \$48K) is at the bottom of what the UUA says we should have.

Dick Sass moved to call the question, and Al Peabody seconded.

Jay Herzog moved that the vote be closed, and this was seconded by Andy Peterson. The motion to have a closed vote won.

Ballots were passed out to members and collected. Two people counted the ballots. The motion passed with 59 votes counted.

The final vote, 35 in favor and 24 opposed, was counted by Jason Braspenickx, Neil Cohen and Sue Royer.

FY 2011 Budget

Bobbi Pehr moved that we not consider the 1 week closure. Since restoring the week would cost about \$5000, this, plus the cost of making the Music Director's position half-time, would give us a budget deficit of \$11,000.

Jan Chapin seconded the motion.

The vote for the motion failed.

Finally, the FY 2011 Budget, as presented by the Board and amended by the Congregation, was passed.

Mike Robinson concluded the meeting with special thanks to Catherine Morris, outgoing president.

The meeting adjourned at 8:30PM.

Respectfully submitted,

Francie Weeks, Member

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(incoming Board Secretary)