

CONGREGATION ANNUAL MEETING MINUTES



CONGREGATIONAL MEETING MINUTES:

Congregational Annual Meeting - June 14, 2020

Review of agenda	Kim St. Clair
Call to Order/Quorum check	Kim St. Clair
Rules of Procedure	Kim St. Clair
Introduce Board of Trustees	Kim St. Clair
Technology Process	Rev. Christine
Approve 2019 Annual Meeting Minutes	Kim St. Clair
Board report	Jonny Lifshitz
Capital Campaign Update	Bunny Hodas
State of the Congregation	Rev. Christine
Financial /Budget <ul style="list-style-type: none">• 2019-2020 Review• 2020-2021 Stewardship• Overview of Proposed Budget	Rev. Christine Bunny Hodas Rev. Christine
Vote on Budget	Jonny Lifshitz
Elections <ul style="list-style-type: none">• UUCP Board of Trustees• Nominating Committee	Kat Dickson
Adjourn UUCP meeting	Kim St. Clair
Call UU Foundation meeting to Order	Pierre Tariot
Financial Update	Pierre Tariot
Accomplishments	Pierre Tariot
Election of UU Foundation of Phoenix Board	Kat Dickson
Adjourn Foundation Meeting	

Documents:

Link to Packet: <https://www.phoenixuu.org/annual-meeting-2020/>

Link to Google Voting document (just in case):

<https://forms.gle/bZxTqEFaR4jUDhwT8>

The meeting is being recorded automatically. It will save the chat automatically.

Minutes

Agenda Item	Minutes
Welcome	Kim St Clair welcomed all, shared the UUCP's vision, and guided members through muting and renaming selves in Zoom.
Call to Order and Quorum Check	The meeting was called to order at 12:03 pm. Jenny Jones counted members. There were 112 members present, which met or exceeded the quorum requirement of 50.
Rules of Procedure	Kim St. Clair shared the meeting's Rules of Procedure
Invocation and Technology	Rev. Christine read an invocation from Heather Janules. Rev. Christine shared technology guidelines for voting, including directions for seconding a motion, opening the floor for discussion, and voice voting. The congregation practiced voting.
Approve June 2019 Annual Meeting Minutes	Motion: Move to approve June 2, 2019, Annual Meeting Minutes a. Seconded by Karen Kurtz b. Discussion - None c. Vote i. Ayes - lots ii. Nays - none iii. Abstentions -3 Motion carried unanimously
Board Report	<ul style="list-style-type: none"> ● Jonny Lifshitz gave the Board Report ● Welcome and onboarded Rev. Christine Dance ● Endorsed boundaries and bookmarks for health ministry ● Monitored and guided UUCP financial destabilization; accounting transparency, credit, and grateful for congregation's support and trust ● Endorsed and supported transition to online gatherings and

	<p>ministry.</p> <ul style="list-style-type: none"> ● Increased transparency through communication and board access. ● Commitment to maintaining staffing levels in the pandemic and increased programming.
<p>Capital Campaign Update</p>	<ul style="list-style-type: none"> ● Bunny Hodas gave the capital campaign update. ● Started current capital campaign and construction plan in 2017. ● Original goal was \$1.5 million; added patio into original plan for a goal of \$1.7 million. ● We accomplished new HVAC system; new patio protects building and is more accessible; new paved parking lot ● \$100,000 was designated and spend as seed funding for assistant minister positions (Emrys and Anthony). ● \$1,254,235 was pledged; \$1,174,898 has been received; 94% completion rate. ● Provided three choices for completing pledge: pay in full by 6/30/20; request extension or forgiveness of balance. ● Remaining pledged funds will be used to replace front doors <ul style="list-style-type: none"> - double and magnetic. ● Will seek new bids for front entrance in order to take advantage of existing permits.
<p>State of the Congregation</p>	<ul style="list-style-type: none"> ● Rev. Christine provided a state of the congregation. ● Recognized the unique circumstances surrounding her first year of ministry, yet the state of our congregation is strong. ● Stable finances. ● Finished first two phases of construction despite challenges. ● Staffing has been stable. ● Said goodbye to Lora Gustafson as Congregational Administrator; welcomed Stephanie Breidal-Vigil as new Business Administrator. ● Transitioned to online worship, ministry and programming as the COVID-19 pandemic forced building closure. ● Every staff role has changed dramatically. ● Implemented multi-tiered pastoral care program. ● Offering online programming throughout the week. ● Children’s ministry is thriving. ● Employees whose positions are dependent on the building being open has transformed their jobs. ● Ministerial Discretionary Fund contributions have been generous.

	<ul style="list-style-type: none"> ● There is a need to shift to a more sustainable online presence and to continue to be nimble and have ability to respond to constantly changing circumstances. ● Will need to study and work towards returning to the building when it is safe to do so. ● Membership Team has put in infrastructure to build membership and engagement but more is needed. ● Social Justice work has continued amid the pandemic, but we need more infrastructure to support it safely. ● We are still understaffed and hope to get back to long-term staff planning. ● She has loved her first year with us. It is an amazing privilege to be our minister. Expressed appreciation for leadership. We are “humaned” together. ● We know we will be changed by whatever the world throws at us in the next year; we also know that we need each other and that community is a necessity.
<p>Financial /Budget</p> <ul style="list-style-type: none"> ● 2019-20 Review ● 2020- 2021 Stewardship <p>Bunny Hodas</p> <ul style="list-style-type: none"> ● Overview of Proposed Budget 	<ul style="list-style-type: none"> ● Rev. Christine provided a review of the 2019-2020 budget <ul style="list-style-type: none"> a. Financing is stable and monitored regularly. b. Living within means of a lean budget. c. Coming in ahead of budget thanks to congregation support and generous individuals. d. Operating under 10% of budgeted expenses e. We had to replace the roof extending from the Johnson Room to Room 15. We were able to do so within a regular operating budget. f. Still not enough income to support staffing levels for a congregation of our size. g. Continuing conservative budgeting. h. We have secured a new loan to cover mortgage and construction balance and to pay back the \$200,000 loan from UUFPP that covered us. i. Received 501©(3) status this week j. Working on financial checks and balances k. Transitioned to QuickBooks Online l. New bookkeeper. m. Building financial reserves for next year. ● Bunny Hodas provided an 2020-2021 Stewardship <ul style="list-style-type: none"> a. Thanked everyone for generosity and the purpose of giving is to support our values and to fund our vision and dreams.

	<ul style="list-style-type: none"> b. Theme – “For Our Time”. c. Goal - \$609,000; actual thus far - \$529,480; need \$79,520 to reach the goal. d. Pledge unit participation – goal – 289; actual thus far – 231; need to hear from 58 more pledging units. e. Thanks to all who have pledged. f. Suggested setting up autopay because it is easier to spread out payments. g. One way to show generosity of spirit is to communicate intention for a financially responsible commitment. h. Asked to communicate if would like to continue past year’s pledge amount, change it, or request a waiver. i. Rev. Christine thanked Bunny for her work. ● Rev. Christine provided an overview of the 2020-2021 proposed budget. <ul style="list-style-type: none"> a. Held three online budget review meetings that were well attended. b. Conservative budget; kept revising as we built it because of changes resulting from closing the building. c. Staff salaries are being brought to mid-point for UUA Fair Compensation Guidelines. d. Shared Benjie Messner now a credentialed Music Director and have adjusted his salary accordingly; increased Children’s Ministry Assistant hours and hourly rate. e. Other priorities are website redesign and to continue level of building maintenance. f. Hope to add an office assistant to focus on communications/membership (December 2020). g. Commitment to not hire unless sure it is sustainable.
Budget Vote	<p>Jonny Lifshitz moved to approve the 2020-2021 proposed budget.</p> <ul style="list-style-type: none"> a. Second – Cherilyn Walley b. Discussion – None c. Vote <ul style="list-style-type: none"> i. Ayes – lots ii. Nays – none iii. Abstentions - none d. Motion carried unanimously
Elections	<ul style="list-style-type: none"> ● Kat Dickson provided the slate of nominees

	<ul style="list-style-type: none"> ● Kat shared the process of inviting input for candidates. Nom Com put together a slate of candidates and sent it to the congregation 30 days ago; they received no petitions for nominees. ● UUCP Board of Trustees - shared continuing members and nominees. ● Motion by Nominating Committee to approve the 2020-2021 slate of Board of Trustees <ul style="list-style-type: none"> a. Second – Lynne MacVean b. Discussion- Katie Rezendiz – asked about Jacob Hayes – clarified was older brother. c. Vote <ul style="list-style-type: none"> i. Ayes - lots ii. Naves - none iii. Abstentions - 6 abstentions d. Motion carried unanimously ● Motion by Nominating Committee to approve the 2020-2021 slate of Nominating Committee nominees <ul style="list-style-type: none"> a. Second – Bonne de Blas b. Discussion - none c. Vote <ul style="list-style-type: none"> i. Ayes -lots ii. Naves - none iii. Abstentions – three abstentions d. Motion carried unanimously
<p>Adjourn UUCP meeting</p>	<p>Kim St. Clair shared motion to Adjourn UUCP Annual Meeting at 1:03 pm.</p> <ul style="list-style-type: none"> a. Second – Sunshine Watson b. Discussion - c. Vote <ul style="list-style-type: none"> i. Ayes – lots ii. Naves – none iii. Abstentions - none d. Motion carried unanimously
<p>Call UU Foundation meeting to Order</p>	<ul style="list-style-type: none"> ● Pierre Tariot called the meeting to order and introduced the UUF Board Members ● Called to order at 1:05 pm ● Pierre reminded us that all UUCP members are UUFP members. ● UUFP serves many functions but most importantly to serve the long-term financial stability of the UUCFP.

<p>Financial Update & Accomplishments</p>	<ul style="list-style-type: none"> ● Pierre Tariot shared a financial update. ● Spent close to \$284,935.62 that included a \$200,000 loan to UUCP and an annual pledge to UUCP. ● The UUFP also invites members to include UUFP in their estate planning.
<p>Election of the UU Foundation Board</p>	<ul style="list-style-type: none"> ● Kat Dickson shared the continuing members and slate of nominees. ● Motion by Nominating Committee to approve the 2020-2021 slate of UU Foundation Board of Trustees <ul style="list-style-type: none"> a. Second - Jenny Jones b. Discussion c. Vote <ul style="list-style-type: none"> i. Ayes - lots ii. Nays - none iii. Abstention - none d. Motion carried unanimously
<p>Adjourn Foundation Meeting</p>	<ul style="list-style-type: none"> ● Pierre shared the motion to adjourn the UU Foundation meeting at 1:12 pm. <ul style="list-style-type: none"> a. Second - Donna Featherston b. Discussion none c. Vote <ul style="list-style-type: none"> i. Aye - lots ii. Nays - none iii. Abstentions - none d. Motion carried unanimously