

WBUUC June 12, 2022 Annual Congregational Meeting Minutes

Board President – Laurie Wenker

Board Vice President – Jillian Lampert

Parliamentarian – Jane Bacon

Secretary – Dana Boyle (for Board Secretary Kristin Daniels)

Treasurer – Jim Van Ostrand

Interim Lead Minister – Reverend Roger Bertschausen

Nominations & Leadership Development – Molly Ryan, Co-Chair

Relational Covenant Team – Jeff Nelson, Committee Member

Welcome and Introduction of the Parliamentarian - Laurie Wenker

Opening remarks – Laurie Wenker welcomed all and acknowledged Parliamentarian Jane Bacon.

Lighting of the Chalice – Jillian Lampert honored our work to be hopeful thoughtful and joyful together.

Declaration of Quorum Ascertained by Jane Bacon – 182 voting members present (76 present at church and 106 online via Zoom); 146 required to achieve quorum; the presence of a quorum was determined.

Voting Process – Laurie Wenker shared the process for an online Annual Meeting. Only members may vote, though any can attend. Members will vote for new Board members, Nomination and Leadership Development Committee members, Lead Minister Search Committee, Relational Covenant, well as the approval of the 2022-2023 Operations Budget. Voting will take place in person and using a Zoom Poll, and questions will be taken both in person and via the chat box on Zoom.

Motion to approve the 2021 Annual Meeting Minutes (moved by Kate Christopher, Josh Irish seconded) No discussion. *Vote was approved.*

Report of the President (Laurie) – Summary: At this time last year, we were facing how to proceed at WBUUC without Victoria, Thaxter and Carol. What made the difference in her tenure as Board President was working together with all of the congregation. Rev. Roger's remarkable leadership and the skills he brings to our church have also been greatly appreciated. The Board has stuck together and worked hard to keep us on track for the lead ministerial search process. Our church's social justice work exemplifies "the little engine that could." As an example, our community gave \$65,000 to Black Lives of UU. Global Climate Action has continued work on our solar panel system and the program that will allow members to offset their carbon footprints. We have continued to support students at Century College who are experiencing food insecurity, which helped the school earn a Hunger-Free Campus Award. Gratitude for our ministerial team and the entire staff was shared. Nicolet Lyon, Kathy Sedro, Owen Dam and Dana Boyle were thanked as outbound Board members.

Report of the Interim Minister – Rev. Roger

The main goal of his work is preparing the ground for the search process and transition to the new lead minister. He shared gratitude for the creative, talented staff, for all the lay leaders at WBUUC, and the spirit of gracious helpfulness here. He thanked Director of Operations Anna Gehres (who is heading to the UUA), and Laurie added her appreciation, presenting her with a gift from the congregation. Anna shared her gratitude for her time working here at WBUUC. Rev. Roger expressed deep gratitude for Laurie Wenker's leadership and shared that we are giving a gift in her honor to Coco's Heart Dog Rescue Center.

Presentation of the 2021-2022 Operating Budget (Jim Van Ostrand) (see Annual Report). Thanked Anna for her great work over the years. Gave a state of the financial picture for our current year (July 1, 2021 – June 30, 2022). We started out in a strong financial position. As of now, our general reserves remain around \$400,000. He thanked the congregation for meeting the goals of the current year's budget. Our largest expense category remains staff salaries, which we are currently meeting. We've had some costs to reopening the building and making adjustments to job changes. Despite an uncertain year, we kept on track with our budget. We

continued to give to other non-profits throughout the year, who have benefitted from our generosity.

Going into the coming year, we have made some adjustments, including the use of \$145,000 from the Budget Reserve Fund, in order to bridge the gap from pledges and expected expenses to be able to bring the church back to full operations. The budget also reflects modest additional support to staff and the UUA.

Discussion: In response to Klay Eckles' question about the Budget Reserve, Jim explained how it uniquely came together and why we are using/saving what is projected for this coming budget. In answer to another question, distinguishing between one-time and ongoing costs (from an online question), Jim explained how most of our expenses, such as staffing, building maintenance, etc. are on-going/operating. He offered examples of the Lead Minister Search process and the woodland restoration project on the church property, as one-time costs.

Motion to approve the 2022-2032 Operating Budget of \$1,002,171 as set forth in the budget, moved by Mary Duncan, seconded by Josh Irish. Operating Budget approved.

Nominations & Leadership Development Committee (Molly Ryan) – Presented the slate of Board members and members of the Nominations & Leadership Development (NLD) Committee:

Board: Jillian Lampert (President), Cecilia Dodge (VP), and Members at Large Stephanie Ward, Claire Schleicher and Roger Upham

Call to approve Board candidates. John Velin moved and Kathy Sedro seconded. No other nominations for these positions. Vote was approved.

Nominations & Leadership Development Committee Candidates: Kathy Macomber and Michael Martini

Call to approve NLD candidates. Mark King moved and Josh Irish seconded. No other nominations for these positions. Vote was approved.

Lead Minister Search Committee Candidates: Dana Boyle, Debra Debroux, Klay Eckles, Steve Kahn, Heather McLean, Ellie Rogers, Molly Ryan,

Call to approve Lead Minister Search Committee candidates. John Velin moved and Susan Warweg seconded. Vote was approved.

Relational Covenant (Jeff Nelson) – The Relational Covenant team members are Lisa Borg, Susan Miles, Jeff Nelson, Sally Niemand and Nancy Ver Steegh, with the support of Rev. Roger. It took about six months for this team, which engaged congregation members, to develop this draft Relational Covenant, which may be changed as needed, in the future. For today, the vote will be for the current draft, with no amendments.

RELATIONAL COVENANT (Last revised on 5/12/22)

We adopt this covenant to build loving, healthy, and trusting relationships within our congregation. This living document of our shared commitments will continue to be shaped by our experiences together.

SPIRITUAL GROWTH

- *We grow our souls in a spirit of courage, reverence, and compassion.*
- *We commit our time, talent and treasure to promote positive change in ourselves and in the world.*

SUSTAINING AND BUILDING COMMUNITY

- *We are welcoming, kind, and inclusive, and invite the engagement of all.*
- *We honor diversity in sexual orientation and gender identity, race, ability, income level, family structure, and ensure our actions are consistent with this commitment.*
- *We agree that all gifts of time, skill, and money are of equal importance and worthy of gratitude.*
- *We balance our individual needs with the well-being of the community as a whole.*
- *We work for justice and engage in acts of service and compassion to promote love and equality in our church and community.*

COMMUNICATION WITH EACH OTHER

- *We speak directly with respect and compassion to persons with whom we disagree, and listen deeply to each other, seeking both to understand and to be understood.*

- *We value differences in perceptions, spiritual beliefs, religious practices, and previous experiences.*
- *We recognize that communication is a dialogue and are aware of how our words and actions affect others.*
- *We question our own assumptions, correct misunderstandings, and see disagreements as an opportunity for growth.*
- *When conflict arises, we speak directly and respectfully with those involved.*
- *We see differences through to an authentic resolution and accept skilled help when we cannot reach agreement.*
- *We may sometimes fall short, and we will do our best to bring one another back into covenant in a caring way. We bind ourselves to journey together in the spirit of love.*

Abridged Covenant:

- *We nurture our ethical, intellectual, and spiritual lives in support of our church community.*
- *We hold honest and respectful communication as the basis of lasting, healthy relationships.*
- *We build an enduring community as a spiritual practice.*

Call to approve the Relational Covenant draft. Kristine Daniels moved and Martin Heumann seconded. One Discussion item was mentioned regarding modifications suggested for punctuation (specifically, commas). Vote was approved.

New Business (Laurie)

Questions and further discussion: Request for motorcycle parking was brought up, and Laurie stated that this will be discussed at a future Board meeting.

Motion to adjourn the Annual Meeting by Mark King and seconded by Kate Christopher. Vote was approved.

Respectfully Submitted,

Dana Boyle, WBUUC Board Member and stand-in Secretary for the Annual Meeting