

UUFC Annual Meeting Minutes

Sunday May 19, 2019

The UUFC Annual Meeting was called to order at 4:45 PM. The meeting was held in the UUFC sanctuary with 149 members in attendance.

Craig Olbrich, Board President opened the meeting with a review of the agenda:

- Welcome and Introductions; acknowledgement & Presidential Address (Craig Olbrich)
- Staff Update (Jill McAllister)
- Building Project Update (Nick Houtman)
- Financial Overview and vote (Herky Gottfried)
- Board Slate for the coming year, Nominating Committee and other Committee Slates (Investment Committee, Personnel Committee) (Craig Olbrich)
- Sanctuary Church Proposal and vote (Craig Olbrich)

Craig acknowledged and thanked the many volunteers that make the work we do possible.

In the President's Address, Craig noted that the Board focused on shared leadership. He further noted that the President Elect, Uta concentrated on the day-to-day activities, while the President, Craig, had a strategic role, as he (for example) determined the town hall topics, based on careful listening to stakeholders. The outgoing president has a more generative role.

The Town Hall topics were noted: Bylaws, LBGTQ issues including gender awareness, Sanctuary Church proposal, the Building Project, and our lifespan Religious Exploration program.

In the Staff Update, Minister Jill McAllister shared the following information:

- The "state of staff" is "spectacular." Staff works collaboratively, cooperatively, and flexibly.
- Current personnel and positions include Jamie Petts (Church Operations Manager), Jean Gilbert (Business Manager), Michael Molk (Director, Lifespan Religious Exploration programs), Rachel Kohler (Associate, Religious Exploration), David Servais (Music director), Lauren Servais (Accompanist), and Barb Holmes (Childcare Coordinator).
- Our total staff hours, the equivalent of 3.75 FTE, is not much time for the amount of work that is accomplished.
- A major transition is occurring with the retirement of Michael Molk after 18 years of leadership in our RE programs. There are currently 3 finalist being considered for the position, which was advertised in two ways to broaden our options: 1) Director of RE (DLRE) and 2) Family Ministry, with the oversight of RE programs included. Hiring a candidate with training in ministry would provide more flexibility in meeting our needs as a fellowship.
- Mark Aron, Niya Standish, and Rachel Kohler served on the screening committee for the new position. They were thanked for their efforts.
- Elizabeth Sollie accepted a position in Bismark, N.D.

Nick Houtman provided the Building Project Update. (Please refer to the power point slides provided; they include diagrams of the original 2016 proposal and the newly recommended direction which puts a new RE Wing as first priority.) In his update, Nick provided the following information:

Building Project Update, continued

- Nick has assumed Chris Bentley's role as chair of the Building Project Team, now called the Construction Team.
- The shift to make the RE wing the new priority occurred when it was discovered that seismic upgrades and other essential improvements on the existing RE wing would exceed \$500,000, far more than initially expected. This was determined to be an inefficient use of funds.
- The committee currently plans to discuss design options for a new RE wing with Gerding. No new contract for services or total cost for the project has been established at this point.
- Once the new RE wing is designed and costs determined, we could begin to discuss our options for the current RE wing, which could become a new social hall or a new sanctuary. Currently the thought is to consider demolishing the old RE wing but possibly *retain the foundation for the new construction*.
- The current sanctuary could remain as the sanctuary or become the new social hall, depending on how we decide to use the current RE wing, after the new wing is built.
- Current pledges and donations for the building project are not adequate for covering expected design & construction costs. There is a 2.7 million estimate for the first permutation and approximately 3.1 million for the second permutation discussed.
- It's possible that we could "break ground" on the new RE wing in April 2020, if design and permits are in place in 2019.

Herky Gottfried provided our Financial Overview. (Please refer to the power point slides, which are highly informative.) Some key points made during the overview were

- UUFC will be recognized by UUA as a "leadership congregation." We are among the top 50 most generous congregations. We have been an "honor congregation" for the past 10 years.
- We typically are conservative with estimates and often do not spend all we set aside.
- We typically operate with 80% of our income from pledges and contributions. In 2018-19, pledges and contributions amounted to \$412,000. In addition, our 2018-19 funds came from the following sources: endowments, \$23,000; building use, \$22,000; fundraising, \$21,000; and miscellaneous, \$8,000--for a total income of \$486,000.
- In 2018-19, our expenses were as follows: Staff, \$385,000; Administration, \$98,000; Justice, \$12,000; RE, \$11,000; Connections, \$5,000; and Worship, \$5,000—for a total of \$516,000.
- Income from rentals is expected to decrease somewhat, because Beit Am has their own building and will no longer need to rent from UUFC for various traditional observances.
- Because we will be able to continue using the existing RE wing for rentals while the new wing is under construction, there will less impact on rental income in the near future.
- Cottage meetings provide a venue for discussing budget priorities, concerns, and questions for all members. Councils and staff provide input on funding needs as well. The Board reviewed, updated and affirmed the data shown tonight.
- Priorities noted from the cottage meeting discussions included support for sufficient COLA for staff and ministerial support for Jill, perhaps with the selection of a RE director with ministerial experience.
- Hiring a candidate with ministerial training/experience may increase the staffing budget.
- For 2019-20, our proposed budget includes an income of \$504,900, with \$427,000 from pledges and contributions; \$26,000 from endowments; and \$24,000 from fundraising. The proposed budget includes as much as \$393,000 for staff and \$99,900 for Admin. (See slide 11 of Herky's presentation for full details.)

Financial Overview, continued

- Our current balance sheet (Slide 12) shows total assets at \$2,964,000, with Operations and reserves at \$241,000; Endowments at \$787,000; Fixed Assets at \$664,000; Receivables on house at \$265,000; and Building Expansion funds at \$1,007,000. All figures are to the nearest \$1000. (for a complete breakdown of building expansion income and expenses, refer to slide 13.)
- The Justice Outreach Fund, UUFC Policy 3.10 (2015), was created to affirm our 7 principles by directing supporting effective action for social, economic, racial, and/or environmental justice. The fund is used to provide grants of \$500 to \$5,000 for high impact justice projects. (See Slide 14.) Successful proposals for grant monies must aim to achieve at least one of the following: 1) Changing how people are thinking and talking about a justice issue; 2) Engage people and communities in civic action; and/or 3) Develop or change public or corporate policy.
- Currently our Outreach Fund has \$47,000. Up to 50% of the fund may be made available in a given year; bequests are the primary source of our Justice Outreach monies, with 10% of any undesignated bequests allocated to the Fund.
- Proposals for small grants of \$500 must be received 30 days prior to the event/project, while larger requests of up to \$5,000 for proposed project must be received 90 days in advance.
- The three-person Justice Outreach Grant Committee includes Chareane Wimbley-Gouveia and Peter Stoel. There is an open position on the committee.
- Justice task force teams and groups are encouraged to apply for grants.
- The recent Implicit Bias Workshop, widely attended by UUFC members and people from other interfaith groups, received grant money.

At the conclusion of the financial overview, Annual Meeting attendees were asked to affirm **“the Fellowship’s financial condition and confirm that the Fellowship is using its resources to fulfill its mission.”** All affirmed with the exception of one member who expressed a deep concern that funds are set aside for building expansion at a time when climate change must be the top priority.

Craig Olbrich presented the complete slate of the 2019-2020 Board of Directors, including President Scott Bruslind; Secretary, Brooke Landberg; Treasurer, Herky Gottfried; Director, Anna Sontag; Director, Steve Strauss; Director, Craig Olbrich; Director, Daniel Landberg; Director, Uta Hussong-Christian; and Director, Jen Akeroyd. The following Board members will be new additions to the leadership team: Scott Bruslind, Anna Sontag, and Steve Strauss. The 2019-2020 slate for the Board of Directors received unanimous approval by all members in attendance.

Members in attendance unanimously approved the Financial Oversight Chair, Russ Karow and the Personnel committee Chair, Elona Meyer. Also receiving unanimous approval was the Nominating Committee: Bobbi Johnston, Susan Sanford, Beany Kunis, and John Bailey.

The Board President then presented specifics regarding the Sanctuary Church Resolution (Slide 20). It was noted that this is a “momentous decision” by the fellowship as a whole. It is a statement of direction, not a policy or bylaw. Many policies and procedures will need to be written and adopted by the Board of Directors before any action occurs. Policies will be drafted in the coming months. Work to date has been done by the Immigrant and Refugee Support Team, who were thanked for their efforts.

Sanctuary Church Resolution, continued

At that point, the Sanctuary Church Resolution was shown (slide 21):

“We the members of the Unitarian Universalist Fellowship of Corvallis resolve to offer sanctuary to undocumented vetted individual(s), and to do so as an act of compassion, as a public witness in opposition to the US government’s unjust and inhumane treatment of undocumented persons in this country, and as a means to bring about just and compassionate changes in public policies in the treatment of all undocumented people within the national borders.”

The vote on the Sanctuary Church resolution was by written ballot; the count was as yet incomplete. While waiting for the vote count, the following questions/issues were raised for discussion:

- Will we be intentional about including features supportive of sanctuary in our building expansion? It was noted that there had been some discussion and that more would be needed.
- The concern was asserted that using resources to provide sanctuary does not address the climate emergency.
- To what extent are we addressing the need for net zero affect on climate in building expansion efforts? Nick noted that every effort was being made to reach net zero.
- How much have the solar panels we’ve had for 10 years saved us in kilowatts and dollars? Nick noted that Michael Hughes did an analysis.
- Could we consider paying a fee for the emissions we generate today?
- Minister Jill McAllister noted that the Climate Justice group is ready to review and renew commitment to reduce our impact on climate, which could include having services without lights and changing things that we now take for granted. We are in a climate emergency requiring our direct action.

At 5:30 PM the sanctuary church vote was announced. We needed 75% (112) of the 149 members in attendance to pass the resolution. We had 147 “yes” votes and 1 “no” vote. A standing ovation by many members ensued.

At 5:33 the meeting was adjourned.