

KEWEENAW UNITARIAN UNIVERSALIST FELLOWSHIP
ANNUAL MEETING
June 14, 2020
12:00

Process:

- Call to order: 12:07 President Dave Watkins called the meeting to order. Dave directed congregational members and friends to type their names in the chat box when they wanted to speak to the group. Dave also described the procedure for voting by affirmation. If a result is not clear, we would conduct a roll call vote. The meeting co-hosts would handle muting and un-muting participants.

- Certification of Quorum: The quorum is 27 voting members. At the start of the meeting there were 31 voting members present. Additional members joined the meeting and before the end there were 34 voting members present.

- Appoint Parliamentarian: Bill Fink was appointed to serve as Parliamentarian for this meeting.

- Designation of Minute Taker(s): Secretary Elen Maurer and Joan Chadde will take notes. The meeting is being recorded and Elen will store the recording on the cloud for other's access.

- Appoint three people to review minutes of this (6/14/20) meeting: Amlan Mukherjee, Jack Jobst and Joan Chadde were appointed to review the minutes from this meeting. Secretary Elen Maurer committed to getting the minutes to them within a week.

- Additions or Changes to the Agenda: No changes or additions were requested.

- Approve Minutes of 2019 Annual Meeting (June 9, 2019): Barry Fink, a minutes reviewer from 2019, motioned to accept the minutes as presented. Jenn Donovan supported the motion. The initial vote by voice was confusing because of Zoom's focus on one speaker at a time. The vote was called for again with no speaking, only hands up. Dave called for those in favor to raise their hands. He called for those opposed (there were none) and any abstaining. One abstention. The minutes were approved.

Special Guest: Rev. Dr. Lisa Presley. Rev Presley is our primary contact at Mid-America Region after Ian Evanson's retirement. She wanted to visit us in person, but travel and in-person meeting restrictions because of Covid-19 limited us to meeting by Zoom. She wants to bring a message to the UP and let us know she's here to help us do what we do better and challenge us to do what we should be doing that we haven't looked at yet. This is especially true now in the work of dismantling institutional racism. After her greeting Lisa invited questions. Lora Repp asked if the 8th Principle would come up for a vote at any time soon. Lisa replied that for a vote to come to General Assembly it must come about from congregational action. Lisa has not seen the final agenda for General Assembly yet. She will check on this and get back to Paul and Dave.

There were no further questions. Lisa told us that in her work on Safe Congregations she was involved with establishing the guidance and questions to consider for resuming in-person meetings. Dave assured the meeting that there was time set aside later in the meeting to discuss the UUA guidance about planning for meeting in person again.

AGENDA: Slate of Nominees and Election:

The Nominating Committee of Joan Chadde, Will Shapton, and Dave Rulison presented the slate of nominees for the Board officers and trustees.

Officers: President: Elen Maurer (begin 2-year term)

Vice President: Horst Schmidt (continuing 2-year term)

Treasurer: Heidi Bresnahan (begin 2-year term)

Secretary: Joan Chadde (continuing on Board, 1-year term as Secretary)

At large: - Jenn Donovan (continuing 2-year term)

Tom Hoornstra (begin 2-year term)

Miriam Pickens (continuing 2-year term)

Lora Repp (continuing 2-year term)

Dave Watkins (begin 2-year term)

Dave showed the slate on screen and read it aloud. He thanked the outgoing Board members. Dave called for any discussion and any additional nominees from the floor. Additional thanks were expressed to Cindy Enderby for her professional work as Treasurer. Members also gave thanks for Dave's service as President and continuation on the Board.

VOTE: Bill Fink moved to close the nominations and record a unanimous decision. Jack Jobst supported. Members voted with raised hands. Dave announced a majority approved, with one abstention, and announced "the slate is accepted." Dave thanked everyone "for your work, and the work you will do."

AGENDA: Elect the 2020-2021 Nominating Committee: Current Nominating Committee Chair Joan Chadde reported that both Will Shapton and Dave Rulison are willing and are nominated to serve again in 2021.

VOTE: Jack Jobst moved to accept the candidates and Miriam Pickens supported the motion. By raised hands, members approved the nominations with none opposed or abstaining.

A question was raised about whether a call for discussion should have been made prior to the vote. The Parliamentarian replied that ideally there would be 3 calls for questions/discussions to ensure everyone has enough time to respond.

AGENDA: Minister Evaluation: Dave read the Board summary of the minister's evaluation, concluding with the Board's being very pleased with Paul's ministry that excels in all areas. Dave acknowledges our shared responsibility in all ministries, especially areas that a three-quarter time minister can't cover completely. Some members had requested more adult Religious Education (RE), and Dave pointed out the upcoming White Fragility sessions as an opportunity for adult RE engagement. Dave thanked Paul

for a wonderful job and reminded the congregation that the Board approved a \$5,000 bonus for Paul in appreciation.

Dave informed the congregation that Paul's contract was updated and renewed for June 1, 2020 through June 1, 2021.

AGENDA: Finances:

Lora Repp gave the Canvass Committee report. The Canvass goal was \$80,000. The canvass exceeded the goal, bringing in \$87,960 from 50 pledge units. Lora thanked all for the canvass success.

Bill Leder presented the Finance Committee report: Bill thanked Treasurer Cindy Enderby for the detailed and professional financial statements she provides. Bill summarized the most important take away information. We took in \$88,140 in income, our expenses totaled \$85,619. We have been living within our means. As of May 31, 2020, we had \$54,664 in the checking account and reserve balance is \$71,536 in our savings and CDs. Finally, as Bill delights in reminding us, we have **no debt!**

Other account balances:

Building Fund: \$30,504

Emergency Loan: \$4,384

Boyce Scholarship: \$3,527

Minister's Discretionary: \$4,889

Bill added information about the canvass success. He said the canvass raised 14% more than last year, with increases in both amount per pledge and in the number of pledging units.

There were no questions about our financial situation.

Bill explained that the Finance Committee prepared the budget in March to support establishing a goal for the canvass. This budget has been available for members' examination on the website during canvass and now with materials prepared for the Annual Meeting. The budget total of \$96,227 has increased 13% over last year's. The increase is partly caused by expanding Paul's time from half to three quarters, and this increases the labor portion of the budget to 37%. Staff compensation raises were reviewed and recommended by the Personnel Committee and approved by the Board.

The budget includes money for a Religious Educator, a position "on hold" at this time. There are also two "new ideas" funded; \$750 for website improvements, and \$200 for the *Green Sanctuary Grow an Extra Row* project. The budget also includes our dues paid to Mid America and UUA.

We need to use \$4,267 from the unobligated carry-over to balance the budget. In Bill's opinion, we are in the strongest financial position of the 17 years he's been involved.

Questions: Is the cost for the assessment for solar panels at the BHK building already in the budget?

Yes, line item 31.

Bill reminded everyone that nearly every committee made requests for funds.

A question about finding the budget online was answered with instructions about navigating the website to find the budget.

Jan Dalquist went on the record to say that she wished the "pianist would get more money." She described some of the requirements our pianist meets, and closed saying, "I wish a more equitable salary could be arranged there."

Dave called for additional questions and when there were none. Jack Jobst moved to accept the budget as presented. Linda Rulison supported. The vote was taken by the raising of hands for approval. No one was opposed, and one abstained.

AGENDA: Discussion and approval of Covenant: The covenant was presented and discussed at the March Forum service. After that service, an additional section was added to the original 5 statements. Dave explained that the covenant had been discussed and recommended by the Board, and Paul described how to find it on the website.

VOTE: Horst Schmidt motioned to approve the covenant as presented. Harriet King supported the motion. Jen Donovan asked if we would return to it to talk about how it will be implemented. Dave said that we would return and also would be talking about how it aligns with the Strategic Plan. The intention is not that it "sit in a frame somewhere." Bill Fink called the question. Members raised their hands to vote to approve. There were none opposed and no abstentions. Paul extended thanks to the committee who worked to create the covenant, especially recognizing Janeen Stephenson for her leadership.

AGENDA: Discussion of UUA Recommendations for Worship Services: Dave reviewed the guidance from UUA that recognizes many in our UU community are vulnerable. We need to plan for the possibility that we do not meet in person again for as long as a year. Dave gave some examples of ways a multi-stage plan could work. We still plan on indefinite zoom meeting. The UUA provided some questions to consider regarding the implications of the current situation. Horst Schmidt suggested we continue congregational conversations to understand people's sense of safety as circumstances change, or do not. A question about holding services outdoors brought several comments. Paul said that the worship committee had discussed it and Dave said it had been mentioned but not discussed at the last Board meeting. Elen Maurer answered a question about our rent payments to BHK. Elen spoke with BHK Director Cheryl Mills who acknowledged that we had cause to consider a rent reduction request. Bill Leder expressed the desire we remain in good terms with BHK. He is unaware of any alternative rental properties that could meet our needs as well as the BHK space does. Lisa Presley mentioned logistical concerns about accessibility, hearing assistance, rest room access and seating. She also said we need to learn how NOT to greet each other. There are complex questions to answer, and Lisa is not aware of many congregations doing services outside. A question of being able to also stream a service occurring outdoors raised the problem of sufficient bandwidth for both in-person and online coverage. Lisa Presley expressed the fear that in person experiences would take precedence and disadvantage those who stay away for safety. This could create divides between those who can be out in public safely and those can't take the risk. How would we include everyone? Lisa referenced the Calgary congregation which followed guidelines when meeting, but congregants contracted Covid-19 at an event and several died. She observed that this is the time we really need each other and HOW do we do it if we're not doing it in person? How can we sing together? Paul concurred, sharing our Music Director Sandra Loy's great concerns about singing together and has more information about the dangers of group singing. Horst pointed out the necessity of safely managing the electronic hardware. Jan Dalquist observed we have more people attending now online than we had at regular services. We recognize we must collectively resist our natural impulse to get together and find the grace to stay apart.

Janeen briefed members on the work she's done to make the office a safer workspace for staff. She said protocols for cleaning and use will be out soon. She reminded us that email and phone are still the methods of contact for staff and people should not go to the office expecting to talk to Paul or Martha. Paul expressed thanks to Janeen for her work on providing both the physical items and protocols to keep staff safer. Janeen said we will follow OSHA guidelines because we are an employer.

Members were reminded about using the Donate button on the website to make contributions and pledge offerings. When using the button members should let Harriet King, our Collector, know so their pledge contributions will be credited to them.

AGENDA: REPORTS

Strategic Plan: Lora gave a 6-month review of the Strategic Plan. She thanked her fellow committee members, Miriam Pickens and Horst Schmidt, and reminded us that in October we will evaluate the impact of our action plans. Actions already completed or underway include improvements to the website, collaboration with local agencies to respond to community member needs, a "giving" brochure, development of orientation materials for Board members, and the Covenant adopted today. Lora encouraged members to consider volunteering with them. Dave reminded the group that *the I Registered Absentee* effort aligns with goal 5, being engaged in the community. Dave thanked Miriam for creating the collage of members and friends holding their I Registered Absentee yard signs. There are eight more yard signs available and folks should Miriam know if they want a photo.

Committee Reports: Dave directed members to the website for the complete set of committee reports and invited committee chairs to make a verbal report.

Bob Fiandt gave the KUUF library report. Because we do not have access to the physical library, Bob suggested looking at the catalog online. Then a person could use inter-library loan or order a book that they are interested in.

Carol Ekstrom gave the Green Sanctuary report with thanks for her committee members. The *Grow an Extra Row* project is off to a good start. They plan a green gardens tour later so people can see the progress.

Barry Fink gave the Worship Committee report. She appreciated that congregational members helped with Sunday programming, especially in the first half of the year before Paul went to three quarter time. With our move to online services the Worship Committee especially appreciated Paul's expertise with the technology. They plan for some visiting ministers.

Miriam Pickens gave the Religious Education report featuring the recently initiated Kid Zoom sessions. Miriam also gave the Hospitality Report. Miriam had been looking for someone else to manage Hospitality but is willing to stay on for now.

Linda Rulison gave the Caring Committee report. She said the committee responds to requests from the congregation and is glad for the help Martha provides with online coordination. Members can go online and fill in where they could help. Linda told about the Care Bags distributed to some members to remind them they are thought of in this time of isolation. Linda asked for people to help provide transportation for those who need help with a ride. She also mentioned that Paul has been reaching out to other organizations, so we've been able to help beyond our congregation. She also appreciates that Paul has worked closely with them as a clearing/review body to look at requests and needs. The Emergency Loan fund is available to help members.

Dave thanked the Caring Committee and asked for questions, or any other committees who wanted to give a verbal report. Dave mentioned the Board has invited committee chairs to report to the Board and sees the tremendous amount of work.

Paul offered thanks to Lisa Presley for her attention and attendance at our meeting. He thanked Dave for a wonderful job as Board President during the past 18 months of working closely together. He described Dave as patient, transparent and willing. Dave complimented the “great Board” for making it easier.

Horst Schmidt made a motion to adjourn; Jenn Donovan supported. We adjourned at 1:31 pm.

Submitted:

Secretary Eleanore Maurer