

# Unitarian Universalist Church at Wash

268 Washington Crossing-Pennington Road, Titusville, NJ 08560

## Annual Meeting Minutes

June 3, 2018



*Approved by the Congregation at the 2019 Annual Meeting on June 12, 2019. In keeping with our policies, only the names of those who have provided written permission are included.*

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**Board President Marianne Alt** called the meeting to order at 11:49 am. 131 members were present, exceeding the number required for a quorum.

The meeting began with opening words by **Reverend Kim Wildszewski** and Board President Marianne Alt. Rev. Kim's opening words can be found in [Appendix A](#).

Marianne welcomed all. She reminded everyone of the importance of the democratic process to Unitarian Universalism and our Covenant of Right Relations.

She thanked everyone who put the meeting together. She also acknowledged the Parliamentarians **Steve Fishbein** and **Regina Podhorin Zilinski**.

Marianne then moved to the first order of business: the approval of the minutes of the 2017 Annual Meeting.

**Holly Bussey** moved that the minutes of the 2017 Annual Meeting be accepted and it was seconded. The motion carried unanimously.

### **Service Awards**

Board President Marianne Alt announced that this year two Distinguished Service Awards would be awarded. The recipients were:

- **Bernie Ruekgauer** was recognized for his 20 year devotion to the HomeFront Tutoring Program and the Memorial Garden.
- **Denny Rogers** was recognized as a welcoming and supportive force in our congregation. Beyond his work on the Caring Committee, he is always looking for ways to support congregants in their time of need.

The Flaming Chalice Award was not given this year.

## **Leadership Reports**

*Further information about these reports can be found in the Annual Report Summary in [Appendix B](#).*

### **Board of Trustees**

**President Marianne Alt** reviewed goals the Board of Trustees set at the beginning of the 2017–2018 fiscal year, then described progress made toward them:

- Support the Capital Campaign
- Institutionalize a Racial Justice Lens
- Celebrate Our Successes
- Communicate “How we do church”
- Create Connections

### **Minister’s Report**

**Rev. Kim Wildszewski** shared highlights and accomplishments from the current fiscal year:

Our staff reached a number of milestones:

- Our first Ministerial Intern, Sue Flynn, and we spent a year learning together.
- Robin Pugh, DLRE, embarked on her first sabbatical in a career spanning 18 years
- Rev. Kim welcomed a new addition to her family, Malcolm Allistair.
- Our Director of Music Ministry, Caryl Tipton, was certified as a grief counselor and began her own business
- Erin Busch, our Accompanist, ends her time with UUCWC this summer to begin a PhD program.

### **Director of Lifespan Religious Education**

DLRE **Robin Pugh** thanked the Congregation for her sabbatical and praised the Sabbatical Team for their efforts.

- She highlighted her visits to 5 congregations.
- She found her visits to Bangladesh and the Mexican border as the most moving.
- OWL classes continue.
- There are 118 children in the RE program and over 50 volunteers.

### **Facilities Manager**

Office Administrator/Facilities Manager **Susan Irgang** provided an update on improvements to our facility during the past fiscal year. These included:

- the total renovation of the upstairs restrooms and cosmetic improvements to those downstairs,
- a new gas range in the kitchen,
- repair of the roof leaks in the sanctuary thanks to George Faulkner and
- an engineering firm has been hired to provide surveys and obtain the remaining approvals for our parking expansion.

## **Racial Justice Initiative (RJI)**

**Nathalie Edmond** and **Dan Tuft** briefly described the accomplishments of the RJI this year highlighted by the PRAXIS survey. Twelve leaders from all parts of the congregation took part. Eight areas of church life were explored by the PRAXIS team. The PRAXIS survey lead to the proposal to adopt the 8th UU Principle on racial justice.

They also announced that RJI would be implementing a new leadership model with Mary McKillip as chairperson, supported by a steering committee.

They urged all to attend the Non-Violent Communication Workshop to be held on July 22.

Finally, they encouraged everyone to read articles about the accomplishments of RJI in past issues of Cross Currents.

## **Capital Campaign**

**Jayne Trott** and **Susan Vigilante** reported that \$900,000 of our \$1.2 million dollar goal has been achieved with 127 households contributing.

- Ambassadors will continue to reach out.
- Talks with architects have been initiated with the technical expertise of Mary Acciani and Farzad Shadzik.
- The team is in need of people with communication expertise.
- Construction should begin by the summer of 2019.

## **Stewardship**

**Lori Hoppmann** reported that the Stewardship Campaign raised almost \$400,000. The Stewardship team asked that pledges at least maintain the previous year's commitment with a cost of living adjustment.

## **Council for Faith in Action (CFA)**

**Sallie Dunner** explained that CFA's primary responsibility is to distribute the 50% of Sunday plate collections to organizations and social justice causes. CFA has fiduciary responsibility for these funds. So far this year, \$11,000 has been collected. There are a number of charities that have received these funds for many years, such as HomeFront. New charities can also be added. Anyone can recommend a cause to support. CFA vets those organizations and determines the appropriate contribution. Sallie is completing her term as CFA chairperson this year.

## **Endowment**

Endowment Chair **Jim Erb** announced these grant requests that have been funded:

- Archives - storage shelving & supplies - \$1,905
- Religious Ed Youth – classroom chairs - \$1,000
- RE - Racial Justice Seminars - \$5,000
- Grounds - Fencing - \$1,500
- Administration/ Ministerial Intern Laptop - \$1,000
- Fellowship/Worship/Rentals – Linens - \$350

The balance in the Endowment is approximately \$170,000.

Jim also described the Wake Now Our Vision (WNOV) campaign, a program in which the Unitarian Universalist Congregation at Shelter Rock will make a matching donation of up to 10% for legacy gifts made for our endowment fund by Dec. 31, 2018. So far, 4 members have donated \$11,000 through this program.

Gifts may be made through a will, charitable trust, annuity, or other planned giving program. Gifts are payable immediately, not at the time of disbursement from an estate. See the Endowment Committee for a donation form.

## **Treasurer's Report**

Treasurer **Lynne Quinto** presented budget highlights of the 2017–2018 fiscal year. Through April 30, these include:

- We ran a surplus of \$20K\* for April, with a \$42K surplus Year to Date (YTD); last year we had a YTD surplus of \$40K at the end of March.
- Pledge receipts were \$31.6K this month; YTD pledges (including late payments from last year) at \$333K, pretty much on budget. Current year pledges are about \$16K behind budget.
- Plate of \$2.9K is on budget for the month (there were five Sundays); YTD plate is \$3K below budget.
- Staff costs on budget for the month.
- Operations was over budget for month, under budget YTD. We paid bills for snow removal for 3/7 & 3/21 storms as well as fire suppression system repair and maintenance and stair lift maintenance.
- Program expenses under budget for April and YTD.
- Have 5.4 months in reserve. (Does not include Capital Campaign)

Please refer to [Appendix C](#) for Spreadsheets related to this budget snapshot.

## **Presentation of the 2018–2019 Proposed Budget**

Finance Committee Chair **Joe Schenk** presented highlights of the proposed 2018–2019 budget, a draft of which was distributed at a May 20 informational meeting and discussion. Joe began his talk by showing our reserve balances to demonstrate that we are a financially healthy church. He displayed pie charts showing sources of income and broad categories of expenditures in the coming fiscal year.

### **Income:**

Joe pointed out that we have lost our biggest renter but would have lost it anyway, due to upcoming construction. Our pledges remained constant despite the Capital Campaign.

### **Expenses:**

Expenses have increased in these areas:

- Intern compensation (UUA Grant is reduced by 1/2 this year.)
- Compensation has increased due to cost of living increases as well as increases to meet UUA compensation guidelines based on our current size.

The 2018-2019 Budget Information can be found in [Appendix D](#).

### **Adopting the Budget**

The proposed \$496,000 budget contains a \$2623 deficit which will be funded through our reserve funds.

The motion to adopt the proposed budget was made by Jim Erb and it was seconded.

Two comments were received from the floor during the discussion period:

- **Speaker 1** spoke about the importance of our contribution to Leadership Leaves to ensure that we're prepared for Rev. Kim's sabbatical.
- **Speaker 2** asked if there was a concern that the pledge income would remain flat since the capital campaign would impact it for the next five years. Joe responded that the finance committee would monitor the situation and does not plan to fund deficits with reserves in the future.

The motion to adopt the proposed budget passed unanimously.

## **Auction Committee Proposal**

Joe and Lynne described the proposal made by the Auction Committee concerning the contribution of Auction Funds to charitable causes.

The proposal is as follows:

In keeping with the mission of UUCWC, the Auction Committee proposes that 50% of net auction proceeds, after the budgeted revenue from the auction is met, be donated to social action causes.

The Council for Faith in Action will decide how that money is to be awarded. We believe that this will help forward our social action mission at UUCWC and give members of our congregation an additional incentive to participate in the auction.

If approved, this would be in effect for the auction in 2019.

Lynne explained that the proposal was not a change to the bylaws and technically does not require Congregational approval. The Board and the Finance Committee presented the proposal in order to ensure that there is congregational support.

**Lynne Quinto** made the motion to accept the proposal by the Auction Team and it was seconded.

During the discussion period, **Speaker 3** asked if the \$35,000 budgeted amount could be changed. Joe answered that the line item has been at that figure for many years in order to avoid placing ever increasing pressure on the Auction Team to raise more money. The Finance Committee has no intention of raising that number.

**Speaker 4** expressed a concern that this year may be the wrong time to implement this proposal due to the capital campaign and small budget deficit.

**Speaker 5** asked if the proposal would be in place in perpetuity. Joe responded that the Finance Committee would determine if it was appropriate each year depending on our finances. However, with this vote the Finance Committee would be assured that it had the support of the congregation.

The question was called and it was seconded.

The vote to call the question passed unanimously. (A 2/3 vote is required to Call a Question.)

The motion to affirm the Auction Committee proposal passed with two members opposed and one abstention.

### **Presentation of the Slate**

**Geri Koblis** presented the slate of leadership nominees. Refer to [Appendix E](#) for details.

In keeping with our governance structure, the slate lists individuals in two categories:

*Nominees for election to governance positions (Board of Trustees and governance committees).*

Nominees for these positions are forwarded by the Nominating Committee, though nominations are also accepted from the floor. Candidates are elected by the congregation.

*Leaders of ministry teams and other groups.* Ministry teams are encouraged to develop their own leaders from within. These positions are not filled by the Nominating Committee, nor are nominations for these positions taken from the floor. As a check and balance, the congregation is asked to “affirm” ministry teams’ selections of leaders.

A motion was made to accept the slate as presented. No discussion or questions were offered, and no nominations were received from the floor. The motion passed unanimously.

### **Recognition of Outgoing Board Members**

**Pete Rafle**, Board Vice President recognized the contributions of **Pam Shadzik** whose term will be ending. He praised Pam’s stepping into the role as acting president without missing a beat. Pete’s term is also ending. He served as vice president for the past year. He expressed appreciation for the privilege to serve on the Board

## **8<sup>th</sup> Principle**

**Maria Baratta** and **Mary McKillip** presented a brief history of the 8<sup>th</sup> Principle. It was developed over a period of years by BLUU (Black Lives UU) prior to the UUA hiring controversy. Later it was endorsed by DRUMM (Diverse & Revolutionary UU Multicultural Ministries). It is being discussed at the Congregational Level while being explored by the denomination. So far 5 congregations have endorsed the Principle. We will not be changing the wording, but endorsing the intent of the Principle as is. If the UUA follows standard practices the UUA language may be altered. In addition, standard practice calls for all Principles to be revisited when a new Principle is introduced.

Maria stated: We will be voting on whether we should affirm and hence adopt the proposed 8<sup>th</sup> Principle which reads as follows:

### ***We covenant to affirm and promote:***

***Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.***

A motion was made to adopt the 8<sup>th</sup> Principle as written and it was seconded.

**Speaker 6** expressed concern that other oppressions are not singled out in our Principles such as sexism and ableism.

**Speaker 7** was concerned about the Accountability phrase. Who is accountable to whom?

**Maria** responded that we will be accountable to ourselves

**Speaker 8** described how the Praxis survey showed us things that we are doing and things that we should change. There is nothing to ensure that we stay on the path. This Principle helps to keep us from straying.

**Speaker 9** said that she supported the idea but what is being presented is an *issue* not a Principle.

**Maria** responded that the UUA will review all Principles and sources not just add this new one. We are voting on the intent and not just the words.

**Speaker 10** asked if we accept these words and the UUA develops new wording, what process will we follow?

**Maria** responded that every congregation will decide once the UUA follows their process.

**Speaker 11** indicated that she was a PRAXIS team member. She pointed out that BLUU wrote the Principle. We should respect what they want and need.

**Speaker 12** reminded us that we were the second congregation to become a Welcoming Congregation We need this now for the same reason. This Principle explicitly names race.

**Speaker 13** felt that the Principle was like a blank check. We don't know what it means.

**Speaker 14** stated that it is an old issue with a new heart. We're still learning and will still need to give a name to it. She felt that it wasn't a blank check but an exploration.

**Speaker 15** pointed out that all of the Principles are vague. They don't specially tell us what each one should look like in practice.

**Speaker 16** conveyed that she liked the Principle because it is not passive. The other Principles are passive.

**Speaker 18** was glad that the phrase "other oppressions" is included. We can build on that phrase to build coalitions to fight racism and other oppressions such a LGBT discrimination

**Speaker 19** believes that we're not adopting the Principle because BLUU wants it. We're adopting it because we need to act now.

**Speaker 20** explained that the UUA process is to adopt a Principle is extremely long. We need ground swell to get it to be considered. She encouraged people to get involved in the General Assembly (GA). Delegates vote on behalf of UUCWC at GA.

**Nathalie Edmond** called question and it was seconded. After feedback from a Board Trustee Marianne asked as the Chair that we allow others to speak in order to hear from people of color. The vote to continue discussion passed by a voice vote.

**Speaker 21** referred to the YouTube video in which some people heard the word Yanni and others Laurel. People hear different things. I hear a Principle. It will bring things that we don't see (hear) to light.

**Speaker 22** said that when she reads the 8<sup>th</sup> Principle, her heart sings. When she looks at the seven principles she thinks all lives matter and when she sees the 8<sup>th</sup> principle she thinks Black lives matter too.

**Speaker 23** stated that she is a privileged white woman. She can walk anywhere. She would like the assurance that everyone can walk in to this church with the same comfort.

With the discussion period ended, Marianne then took the vote.

The motion to adopt the 8<sup>th</sup> Principle passed with 100 votes in favor and 8 votes opposed and 8 abstaining.

### **Public Expression Bylaw Amendments**

**Sallie Dunner** presented the bylaw change recommended by the Council for Faith in Action (CFA). She explained that after four listening sessions and discussions with the Board, a few changes to the language were being recommended. She presented each section as originally proposed and then immediately offered a friendly amendment with the modified language.

There were three separate votes on the bylaw changes. Sallie Dunner made the motion for each. No second was needed since the motion was presented by a Committee.

### ARTICLE III CONGREGATION

Section 3.1 Public Expression Outside of Church:

The motion passed with one opposed.

Section 3.2 Public Expression on Church Property:



The motion passed unanimously.

ARTICLE VII –THE MINISTRY, SECTION 1:

Section 1. Duties:

The Motion passed unanimously.

Each of the changes to the bylaws are presented in [Appendix F](#).

**Adjournment**

Rev. Kim offered closing words.

There being no further business, the meeting adjourned at 2:02 pm.

Respectfully submitted,

*Ed Dobrowolski*

Secretary, Board of Trustees

# **Appendices**

## **Appendix A: Minister's Opening Remarks – Reverend Kim Wildszewski**

I chose this morning's opening words for good reason. We are a church that matters. And this year in particular that has been felt. Now, I am really proud of the highlights given in the annual report summary so please make sure to take a look at those. I will just lift up a few that you will also see there:

First, we continue to grow – and by that I don't just mean in numbers, though this is true. We are a membership of 288 adults, another 30+ adult friends who commit financially. Add in regular participants, we serve an adult population of about 400. We've grown by almost 20% in four years.

This would not be possible if it wasn't for the fact that this year we learned that half of this congregation serve in some capacity on a committee, ministry, or team. Half of the congregation is involved in the work of this community; this does not include our social joys.

And then you also show up for Sundays and you also show up for spiritual deepening and education. On Sundays we welcome almost 200 adults into the building; 177 into the work of the spirit.

This place matters to you. What we do here matters.

And I guess this is really what I want to say – you can look at the normal things I'd lift up in your packet. You really should. But for now: I am amazed by you. This year your DLRE went on sabbatical – a gift not all congregations could or would give – and the RE program strengthened. Teachers showed up for one another in new and different ways. Think of the joy of our story associates; the blessing it is for your staff to miss a member of their team.

And Tara and I had Malcolm – did you know there is something called second baby syndrome, something I was warned about by my colleagues? Here I was at home receiving congratulatory cards and gifts from you all, while colleagues told me this is when the congregation would otherwise get jealous!

We raised almost a million dollars. We continued the incredibly vulnerable work of racial justice that has tested us – personally and collectively. Our pastoral care team, chaired by two relatively new members, has created team after team to care for members in long-term and short-term moments of need and always ask if they can help me more.

We created more potlucks, began a new path to membership and transparency of leadership; we changed our service times and you all were like – alright if it helps us do this church thing better we can do 15 minutes earlier.

And there's more - my favorite so far, how almost 50 members of this congregation connected – to others in this community, to Unitarian Universalism, to their own hearts in ways never before offered through the Coming into Connection class Robin and I wrote.

You danced with Erin and you grieved with Roberto, and you sang with Caryl and many of you trusted her with your grief, too.

You amaze me. And I mean it every Sunday when I say it is my privilege to serve this congregation. We on staff and in leadership are each working very hard for you and you are worth it. When a colleague teases me in my moments of anxiety, who tells me most of the congregations she visits she has to check for a pulse; and when another colleague exclaims after hearing about the things

we've taken on this year: jeeze you all are *healthy*! It is a reminder to me even in the challenging moments that this is a church that matters.

Three people that I need to specially lift up and then I'll sit down:

1. Susan Irgang is the staff member of our dreams. She has unfailingly made it possible for the rest of us to do our jobs and to take time away when needed.
2. Marianne Alt, you came in as Board President and were handed a beast of a year and you have handled every moment with grace and modeled true leadership.
3. What many of you likely don't know is that this year Sue Flynn, our ministerial intern, has been living with one of our congregants – free of charge, without conditions. Alix Bennet, who hasn't been able to be with us much this year due to work and life and all other things, deserves our gratitude, for without her generosity we wouldn't have been able to become a teaching congregation or host Sue this year.

This congregation has not been without its challenges nor has it been modest in its blessings. You continue to amaze me and to remind me what really matters.

Life is good. Let's treat each other as if Andrew Conrad was watching.

## Appendix B: Annual Report 2018 Summary

*“To embark on the journey towards your goals and dreams requires **bravery**. To remain on that path requires **courage**. The bridge that merges the two is **commitment**.”*

-Dr. Steve Maraboli

### **This has been a year of dreaming, of commitment, of journeys:**

- Inspired by and accountable to our 2013 Five Year Strategic Plan, we continued to experience **growth of membership**. With 13 new members since July 1, 2017, and, as of May 2018, UUCWC serves a population of **288 members and an additional 61 friends, participants and attendees**. This is an increase of 18% since the arrival of Rev. Kim in 2014. New curricula, new teams, and new relationships among committees and ministries allowed for **greater opportunities for connection** throughout generations, time of membership, and shared ministry goals.
- As always our **commitment from and to this congregation** has remained a source of pride. **50% of us were involved in the work of the church**, giving our time and talents to committees, teams and ministries; (does not include those ARE classes, outdoor adventures, or social groups such as the ROMEOs and JULIETs).
- With a Strategic Visioning Task Force, **dreams to change our physical space** were made real with the launch of a **Capital Campaign, raising, to date, over \$915,000**, just shy of our goal of \$1.1 million.
- But we did also come for **renewal, connection, and a commitment to our spiritual journeys**, with Worship Services attended by **an average 196 people; Vespers Services were introduced, and gatherings of the 8 Sacred Circles continued**.
- **In keeping with the work of Racial Justice**, set forth in our Centennial year, 18 more members and friends participated in Beloved Conversations, a total of 74 or about 25% of our membership in this program alone. Leaders from all parts of the congregation took part in a year of Praxis; speakers, new relationships, challenging conversations, and more opportunities for education allowed us to take seriously our commitments in new ways.

### **Many of our staff took journeys this year as well:**

- We hired our first Ministerial Intern, Sue Flynn, and spent a year learning together
- Robin Pugh, DLRE, embarked on her first sabbatical in a career spanning 18 years
- Rev. Kim welcomed a new addition to her family, Malcolm Allistair
- Our Director of Music Ministry, Caryl Tipton, was certified as a grief counselor and began her own business
- Erin Busch, our Accompanist, ends her time with UUCWC this summer to begin a PhD program

And still there was more. Our work and our relationships are bound in our mission, **to Create Community, Celebrate Life, and Change the world.** Here is a summary of the work of our congregation this past year; *detailed reports will follow by the end of June.*

### **Create Community**

This year, we introduced the **Faith Forward** curriculum as our path to membership and in an effort to grow transparency around leadership, with over 22 visitors and 35 congregants participating. Two new **potlucks** were formed to give members and friends opportunities to journey together outside of UUCWC. Community Building Ministry kept our spirits up with a **welcome back picnic, a chili cookoff, and a swing dance concert and social dance.** A new Adult Religious Education class, *Coming into Connection*, brought together 42 new and longtime members, **building new relationships** between generations and deepening UU identity. Our **Children's Religious Education** had over 40 teachers helping 108 children begin or continue their own journeys in Unitarian Universalism.

### **Celebrate Life**

We said **goodbye** to a beloved member, Andrew Conrad, and a former member, Philo Elmer. We **welcomed and/or dedicated** to our church and our hearts: Rocco & Luca Ciccolini, Ellie & Joanie Mark-Godlasky, Wesley David Snyder, Luca Sukhija, Giovanni Vastola, and Malcolm Allistair Wildszewski. Our **Pastoral Care Ministry** nurtured, cared for and assisted members in need. **Kinship Circles** continued its ministry of building intentional, multi-generational families. **Archives Team** continued their work to preserve our past as we create new memories. Our Choir, Accompanist, Director of Music Ministry, Worship Associates, Intern, guest speakers and musicians, and Minister all collaborated to provide meaningful **Sunday services** in line with our monthly themes. Roberto Santiago dished up our Fellowship Hour treats and helped at special events.

### **Change the World** *within our walls*

**Thanks to the Building Committee:** we delighted in facilities improvements such as our new bathrooms, celebrated a skylight that no longer leaks, purchased (with the help of funds from Earth Ministry) a pilotless ignition commercial range in the kitchen, making that space 14 degrees cooler, memorialized loved ones with the installation of a plaque in our Memorial Garden, improved safety procedures, and more. Through the initiative of the **Communications Committee** and with the help of an **Endowment** grant, the Crossings Room now has a projector and motorized screen. In the Sanctuary, the screen and projector were brought into regular use to make our music more accessible. Our **Grounds Committee** cleaned our gardens, hired a lawn maintenance service and kept our property beautiful. Our **Parking Task Force** engaged the services of an engineering firm to help us through the next steps toward approval of the parking expansion. Our sexton Ed Wittmann provided building maintenance through the year.

Our **Finance Committee** indicates that our finances continue to be strong, and our **Auction Team** once again surpassed their expectations with a total raised of over \$43,000, with an additional \$7000 from other fundraising efforts such as the Craft Fair and plant sales. **Stewardship** brought in pledges of almost \$400,000 to fund our operating budget. Our **Endowment Committee** was able to award six grants totaling over \$10,500 towards projects at UUCWC. **Rentals** brought in an additional \$6600.

**Change the World** *outside our walls*

Reaching beyond our walls, Rev. Kim spoke at, and members of our congregation attended, **rallies** for immigrants, gun control, racial justice and the economically disadvantaged. The **Council for Faith in Action**, through our 50% of the plate funding, disbursed over \$11,400 as part of our social action. UUCWC continued its work in tutoring and sharing meals with **HomeFront** students. **Food Ministry** passed the 18,000 mark in total meals prepared since it began in 2010.

**Change the World** *within ourselves*

Our **Adult Religious Education** program offered three new programs while continuing to offer spiritual discovery classes such as *Wellspring, Chalice Circles and Beloved Conversations: Meditation on Race and Ethnicity*. **Personnel** piloted a Sabbatical for our DLRE, and our **Sabbatical Team** and Religious Education teachers, with the help of Office Assistant Rachel Hansen shouldered the work of Religious Education during that time. Our **Intern** and **Ministerial Relations Committees** supported our religious professionals in the sometimes challenging work of UUCWC. Our **Right Relations Committee** helped us navigate difficult passages and uphold our covenant with each other along the way.

***We are many paths and many journeys towards our dreams. Some were already well on their way. Others begun just this year. We have more ahead. May we have the bravery, the courage and the commitment to travel together. Join the journey(s), open to you!***

Respectfully submitted by

Rev. Kim Wildszewski, Minister

Susan Irgang, Church Administrator

Robin Pugh, DLRE

**Appendix C: Treasure's Report –**

*Specific UUCWC budget information is not released to the general public.*

*Members of UUCWC may request detailed budget data from the Finance Committee.*

*Finance@uucwc.org*



## Appendix D: 2018-2019 Budget

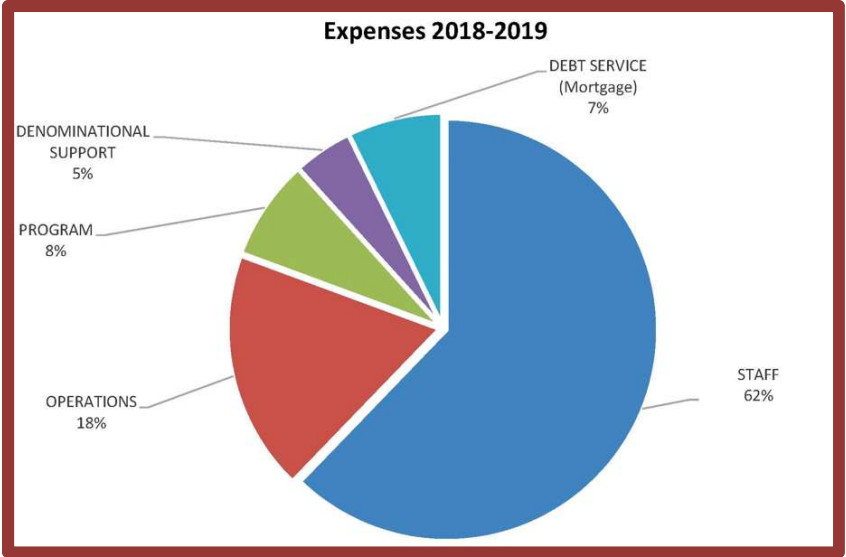
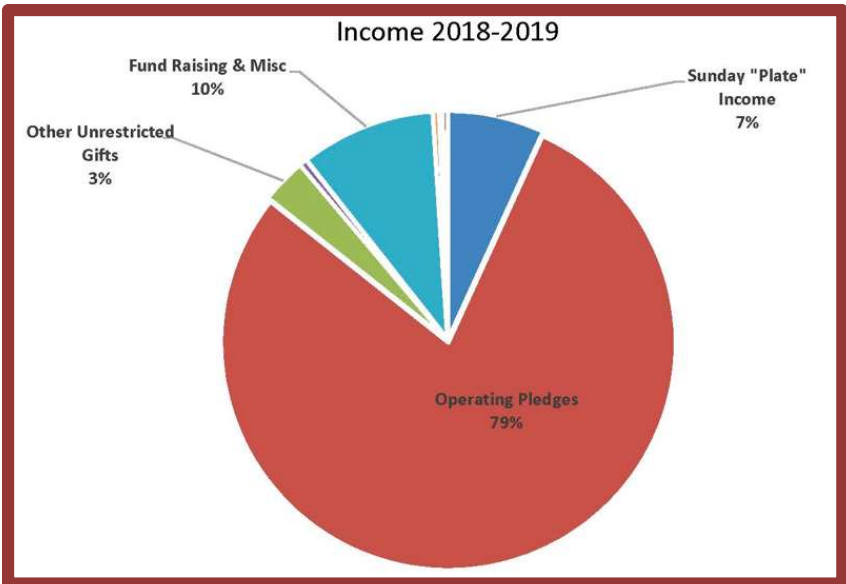
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*Finance@uucwc.org*

### UUCWC Proposed Budget - Summary

	A	B	C	D	E	F	G	H
1						<b>2018-2019 Draft Budget</b>	<b>% Change from Prior</b>	<b>2017-2018 Budget</b>
2	<b>Income</b>							
5					<b>Sunday "Plate" Income</b>	<b>\$34,000</b>	0.00%	<b>\$34,000</b>
11					<b>Operating Pledges</b>	<b>\$393,000</b>	-0.83%	<b>\$396,270</b>
14					<b>Other Unrestricted Gifts</b>	<b>\$16,000</b>	0.00%	<b>\$16,000</b>
15					<b>Building Rental</b>	<b>\$2,600</b>	-62.86%	<b>\$7,000</b>
20					<b>Fundraising &amp; Misc</b>	<b>\$47,700</b>	10.93%	<b>\$43,000</b>
21					<b>Interest &amp; Div Income</b>	<b>\$2,000</b>	300.00%	<b>\$500</b>
22					<b>SRECS (Solar Panel Elec. Credits)</b>	<b>\$1,400</b>	40.00%	<b>\$1,000</b>
30					<b>Other Income</b>	<b>\$1,800</b>	16.13%	<b>\$1,550</b>
31					<b>Total Income</b>	<b>\$498,500</b>	-0.16%	<b>\$499,320</b>
32								
33	<b>Expenses</b>							
116					<b>STAFF</b>	<b>\$318,169</b>	3.74%	<b>\$306,694</b>
143					<b>OPERATIONS</b>	<b>\$94,127</b>	0.97%	<b>\$93,219</b>
166					<b>PROGRAM</b>	<b>\$38,688</b>	8.64%	<b>\$35,610</b>
172					<b>DENOMINATIONAL SUPPORT</b>	<b>\$22,917</b>	-5.33%	<b>\$24,208</b>
174					<b>DEBT SERVICE (Mortgage)</b>	<b>\$36,966</b>	0.00%	<b>\$36,966</b>
175					<b>Total Expense</b>	<b>\$510,867</b>	2.85%	<b>\$496,697</b>
176								
177					<b>Reserves Reduction</b>	<b>-\$12,367</b>		
178								
179					<b>Net Income</b>	<b>\$0</b>		<b>\$2,623</b>



## **Appendix E: Proposed Slate of Leadership for 2018-2019**

### **Nominees for Election by the Congregation**

#### **Board of Trustees**

- Dianne Ross
- Nina Todor
- John Ueng-McHale (first full term after serving 1 year interim to fill vacancy)

#### **Denominational Affairs: (2 year term)**

- Jennifer Rehbein

#### **Endowment: (3 year term)**

- Bonnie Gilbert

#### **Nominating Chair: (2 year term)**

- Sandy Muccioli

#### **Nominating Committee (2 year term except where noted)**

- MJ Hansen
- Colin Campbell
- Terry Caton (one year interim to fill vacancy)

#### **Human Resources/Personnel Committee Chair (2 year term)**

- Sonia Hardaway

#### **Right Relations Committee (3 year term)**

- Clare Doyle
- Bud Johnson

### **Nominees for Ministries to be Affirmed:**

#### **Right Relations**

- Chris Marietta, co-chair
- Karen DiGeorgio, co chair
- **Religious Education** - Open
- **Adult Religious Educatin** - Open
- **Communications** - Open
- **Community Building** - Open

## Appendix F: Bylaw Changes on Public Expression

### Current Bylaw:

Section 3.1 Public Expression. The Congregation may express itself publicly on any issue of a moral nature, provided the position is approved by two thirds (2/3) of the members present at a Congregational meeting. The minority vote, if any, must be taken, recorded and included in any public announcement of this position.

### ***Section 3.1: Bylaw Revision as originally proposed by CFA***

Section 3.1: Public Expression outside of Church. The Congregation may express itself publicly on external issues or debates that are in alignment with Unitarian Universalist Principles. Such Congregational expression will be approved through the Council for Faith in Action (CFA), in accordance with current law governing tax-exempt organizations.

### ***Section 3.1: Bylaw Revision as proposed by a friendly amendment by the CFA***

Section 3.1: Public Expression Outside of Church. *The Congregation may express itself publicly on external issues and debates that are in alignment with Unitarian Universalist Principles. Such Congregational expression will be approved through the Council for Faith in Action (CFA) and the Board of Trustees, in accordance with current law*

## ARTICLE III CONGREGATION

### New Section 3.2 ***as originally proposed by CFA***

Section 3.2. Public Expression on Church Property. The Congregation may wish to express itself on an issue by placing a sign or banner on its property. These expressions, intended for public view, would require a majority vote during a congregational meeting.

### ***Section 3.2: Bylaw Revision as proposed by a friendly amendment by CFA***

Section 3.2. Public Expression on Church Property. *The Congregation may wish to express itself on an issue ~~by~~. **Such expressions shall include, but not be limited to** placing a sign or banner on its property. ~~These~~ **Such** expressions, intended for public view, would require a majority vote during a congregational meeting.*

## ARTICLE VII –THE MINISTRY, SECTION 1:

### ***Section 1 Duties: Bylaw Revision as originally proposed by CFA***

Section 1. Duties. Minister and any Minister of Religious Education or Associate Minister, shall provide guidance in the religious and spiritual life of the Church, and is expected to concern him/herself with all aspects of its activities and the furtherance of its programs. S/he shall have freedom of utterance as an individual, but shall issue statements on behalf of the Church only upon approval of the Congregation. S/he shall be a non-voting member of the Board, and shall bring to the attention of the Board such matters as seem pertinent to the welfare of the Church.

### **Section 3.1: Bylaw Revision as proposed by a friendly amendment by CFA**

Section 1. Duties. *The Minister, as well as any Associate Minister, or Minister/Director of Lifespan Religious Education, shall be responsible for furthering the religious and spiritual life of the Church and Unitarian Universalist purposes and Principles. The Minister shall have freedom of expression and freedom of the pulpit. The Minister shall be a non-voting member of the Board and shall bring to the attention of the Board such matters as seem pertinent to the welfare of the Church.*

Section 1. Duties. *The Minister, as well as any Associate Minister, or Minister/Director of Lifespan Religious Education, shall be responsible for furthering the religious and spiritual life of the Church and Unitarian Universalist purposes and Principles. ~~The Minister~~ **They** shall have freedom of expression and freedom of the pulpit. ~~The Minister~~ **They** shall be ~~a~~ non-voting members of the Board and shall bring to the attention of the Board such matters as seem pertinent to the welfare of the Church.*