

May 16 Congregational Meeting Minutes

I. Welcome and Opening Words (Pam and Tony)

Morris Hudgins is not with us today as his wife is having surgery tomorrow – please keep them in your thoughts

Thanks given to Tony for opening words and for his service to TJMC-UU

II. Opening Meeting

A. Determining a Quorum – 85 members signed in

B. Review of Agenda

C. Approval of Minutes from December 6, 2009 Congregational Meeting – accepted as written unanimously

III. Report from the Interim Minister Search Committee (Betty Warner)

A. Reverend Dr. Janet Newman has been selected (19th church), she was the committee's unanimous first choice and TJMC-UU was her first choice. Dr. Newman has chosen interim ministry as her career. Specialist in mid- and large-sized churches. Dr. Newman is anxious to join us. The process was electronic, followed by interviews with four candidates, and conversations with 28 different people regarding these candidates. Betty offered thanks to each member of the committee for their work in this process

B. Reasons for selecting Dr. Newman include: she was very active at her past church; glowing recommendations from her previous church; tremendous level of energy; DREs gave glowing reports including warm presence, collaborative, great with children, they were sad to see her go; good listener and tried to understand the needs of each individual church; has experience with congregations in crisis/need, dealing with grief and moving forward

C. Dr. Newman will begin in September, but will meet with the Board in June, date to be announced once it has been finalized. Her bio information is on the TJMC-UU website, on her personal website, and in the lobby.

III. Elections (Shelly Canterbury, Co-Chair)

Presentation and vote on slate of members for the board of trustees, leadership development committee, and personnel committee

A. Board of Trustees – elected unanimously. Ian Sole, President Elect (2013), Karen Shaffer, Secretary (2012), Doug Webbink, Treasurer (2012), Jen Lucas, At Large (2013), Paul Fritz, At Large (2013)

B. Leadership Development Committee – elected unanimously. John Semmelhack (2012), Megan England Ward (2012)

C. Personnel Committee – elected unanimously. Walter Megonigal (2013), Michael Manto (2013), Bev Thierwechter

D. Presentation and vote on slate of ministerial search committee – elected unanimously. Bob Gross, Don Landis, Kathy Philhour, Shannon Redmond, Deborah Rose, Jim Rotherham, Ann Salamini

E. Thanks to the Leadership Development Committee from the President of the Board. Thanks to members of the Board who are leaving the Board: Johan Madson, Rich Olin, and Ellen Pratt.

IV. Budget

A. Presentation and vote on 2010-11 budget

i. Budget set based on the priorities set by the Ministerial Search Committee and not reflective of performance of committees, staff or volunteers

ii. If more money becomes available through increased pledges, this will be added to the budget

B. Process and timeline explained

- i. Doug Webbink gave a brief presentation
- ii. Updates from original budget sent out based on increased pledges and Molly Michie Pre-school rental change, increase in ministerial support, Board has decided to escrow funds from 2010-11 towards interim minister salary for 2010-11 costs towards interim minister salary
- iii. Decrease in pledges from 2009-10 (number of and amount); decreases in areas of revenues in addition to pledges; anticipated total of approximately \$30,000 less in income from previous year
- iv. Personnel is more than 60% of our total yearly budget; cuts include no cost of living increase for staff, removed staff professional expenses; reduce RE assistant from 20 hrs to 10 hrs per wk and DoM from 30 hrs to 20 hrs per wk
- v. Cuts were made in most of the church programs (examples: RE and music, office and canvas expenses, building and grounds and energy savings)
- vi. Social Action collections have gone up over the past year
- vii. Board is still hopeful that pledges may increase, if these increases are realized the priorities would be to:

1. bring ministerial support back to \$20,000; 2. Bring RE Assistant back to 20 hours; 3. Bring DoM up to 25 hours per week

C. Questions

- i. What is ministerial support? The current ministerial support is Pastoral Care. The Interim Minister will be given the opportunity to decide what ministerial support is needed, such as Pastoral Care. This also honors the commitment given to the search committee that there is a need for additional ministerial support beyond one full-time minister.
- ii. With the Interim Minister working through the end of August 2011, when will the settled minister begin? We have a one- year contract with the Interim Minister through August 2011. The settled minister may have overlap with the interim during August or may start in September.
- iii. How does this budget impact the plan for debt service set out a few years ago? The plan to reduce the church debt, including member bonds, has been reduced over the past few years as part of the overall area reductions.
- iv. To meet the requested budget for this year, we would have needed to raise approximately \$490,000.

D. Comments

- i. The Board was asked to make the difficult decisions for the congregation, so that the congregation can vote to approve or not approve and not have to agonize over each piece. As a congregation we need to build more revenue and enthusiasm towards increasing the budget.
- ii. After sitting in on three of the Board meetings where decisions were held. Decisions were made based on the least impact on the church and reflection of what was shared by the Ministerial Search Committee to focus on ministerial support.
- iii. Concern that the facilities and infrastructure continue to be cut. Would like that the priorities, if additional funding is received, address the infrastructure. Suggest we change the process to allow and invite the congregation to be a part of the process of determining the priorities of the church. Examples given of past discussions and priorities that have not been included in budgeting over time.
- iv. These decisions are hard, particularly cutting the RE Assistant and DoM, and recognize that this will require cutbacks in these programs and appreciate that some time was saved in these areas.
- v. From a member of the choir, it will be felt throughout the church that the time was cut from the DoM. Cutting the numbers creates

a change in people's lives. True of the RE Assistant as well.

vi. Member who was struck by the impact of the ministerial impact and music. Our DoM is nationally known and the congregation is encouraged to not approve the budget until the DoM is restored to its original amount.

vii. Member of the choir who joined due to the choir and the role of music in the charge. Urge the congregation to keep the role of music in mind.

viii. Member stated that the way of having influence over the priorities of the budget are set through the committees and structure of the church leadership.

ix. A new member stated that including members who are new to the church to provide their thoughts and that it can be difficult to figure out how to contribute to the organization and who to talk to in order to get involved.

x. A Board member shared that it was a hard decision and that the Board tried to listen to the priorities of the congregation. It was stated that there may be a disconnect between the program that was most cut (music) and the priorities set if additional money becomes available.

V. There will be a vote on the budget itself and a second vote on the priorities.

A. Call to question – approved unanimously; Budget – approved - 78, opposed – 7

B. Move to accept priorities as stated:

1. Increase ministerial support to \$20,000;
2. Increase RE Assistant to 20 hours/week;
3. Increase DoM to 25 hours/week

C. Questions and Comments

i. Does the interim minister know about these priorities and will this impact her decision if we make changes? Yes, she does and no it would not impact her arrival.

ii. Can we have both RE Assistant and DoM impacted equally? It is difficult to prioritize in a group of 80 people. Suggestion made that the congregation accept the priorities as stated by the Board.

iii. Member stated his understanding of the time, energy and courage given by the Board in working towards this budget. Encouraged demonstrating our trust and confidence in the Board and the recommendations they have made. Stated full support of priorities as they have been set out.

iv. When the priorities are applied, would the money go first toward completing the first priority or would all priorities increase proportionally? The proposal before you is to fund each priority fully in order. Encouraged those who have not yet pledged to do so in order to reach all three priorities in their fullest.

v. A non-music person stated that we switch the priorities to move music up towards improving the worship experience

vi. Music decrease has decreased the ability to purchase additional music. This is not intended as a lack of support for the leadership.

vii. In favor of accepting the Board's recommendation. It is ridiculous that scrip money is down. Challenge to the congregation to use scrip cards towards increasing revenue.

viii. This church has high expectations for their ministers. The ministerial support will be important. A couple of the prospective ministers during the search had TJMC-UU as a second choice due to our having one minister in a high energy church.

xi. Doug gave specific numbers regarding the costs of re-establishing each priority.

x. Ministerial support would be for someone other than the minister to support ministerial need. Concern that RE receives more money.

- xi. Concern that we may be getting into a line-item veto situation regarding the priorities. Perhaps we should not vote on the priorities due to this, and the fact that we have not received all of the income and we may be faced with a situation where we are cutting rather than adding to the approved budget. Suggest that we trust our leadership and not vote on the original motion. Clarified that we can defeat the original motion, but not withdraw it at this point.
- xii. The ministerial search committee found that the question about whether the church was going to provide additional ministerial support was a critical question by potential settled minister. While \$20,000 is a show of faith that we are serious about ministerial support, we will actually need additional funding to support ministerial support in our next search for a settle minister.
- D. Call to question – approve- 41; opposed – 18
- E. Approval of budget priorities – approve- 44; opposed - 20
- VI. Thanks given to Board and Finance Committee. Acknowledgement of Bob Kiefer and Ian Sole as Canvas co-chairs.
- VII. The Board heard the voice of the congregation and will continue to discuss at the Board meeting
- VIII. Thanks given to Pam as President of the Congregation.
- IX. Acceptance of Committee Reports
- X. Adjournment and Closing Words (Tony) – adjournment approved unanimous