



Minutes

Spring 2021 Congregational Meeting

📅 Sun May 16th, 2021

🕒 12:00pm - 1:00pm EDT

👥 **In Attendance**

I. **Welcome**

- a. **Invocation: Rev. Joel Miller**
- b. **Declaration of Quorum**
There was a quorum of 53 members.

II. **Election - Vote for board slate (Alison Cole)**

The slate was presented by the Leadership and Nominations Committee.

The slate was voted on and approved by 50 affirmative votes from the congregation.

- a. **Jean Miller, President (new)**
- b. **Babette Miller, Vice President (new)**
- c. **Jane Gosling, Secretary (new)**
- d. **Mike Middleton, Treasurer (incumbent)**
- e. **Virginia Snell, At-large (new)**
- f. **Teresa Quay, At-large (new)**

III. Treasurer's Report

Mike Middleton reported that people are satisfying their pledges. There is a surplus of funds allowing for a comfortable cash cushion.

There is an Investment gain in the Endowment of 15%. Eight years ago the Endowment was at \$150,000 and today it's at \$780,000. The Endowment has made significant contributions to the operating budget without being depleted.

Rev. Joel reported that, following the initial budget submission to the congregation, there was a significant donation which resulted in an amended budget. The amended budget shows the withdrawal from operating reserves. The draw on the Capital Campaign funds has changed in the amended budget. Funds that could have been withdrawn from staff salaries and staff benefits have been restored.

The amended budget provides for \$30,000 withdrawn from the Capital Campaign to fund exterior painting and wood repair completed, hopefully in 2021.

The Building Comm is working on much needed updates to the heating and air conditioning system. By updating controls we may save \$500/year.

We may be able to change the paycheck system. We will make a symbolic addition to the UUA dues paid annually.

The IHN will receive funds from Share the Plate.

We received a grant which requires matching funds.

The budget is still balanced. Joel recognized the congregation's generosity.

Questions were opened:

What is the special fund raising category? Answer: The by-laws require expenditures to be approved if they pass a certain level. The category builds in the opportunity for special fund raisers by the congregation or the minister, or from a designated small contribution.

Are the potholes in the driveway being repaired? Answer: The Building Committee has a plan for repair of the potholes.

Where does the \$30,000 come from? Answer: The church has about \$80,000 in a reserve fund for church repairs as part of the Capital Campaign.

Did the Center for Congregation give us \$15,000 and will we contribute \$5,000? Answer: That's correct. The first \$10,000 of the grant did not require a match, but there were additional funds that require a \$5000 match..

What is the grant money to be used for? Answer: There are funds for the church to purchase technology that will allow for improved Zoom church services even after beginning to meet in the sanctuary. It will pay an hourly rate for a tech

assistant. Programming costs for music and adult programming will also be significantly covered by this grant.

IV. **Vote for 2021-22 Budget**

a. **Budget can be found here:**

<https://files.constantcontact.com/c25917db301/a6157752-1ddd-4f19-8ca0-4c313674bd97.pdf>

Sandy Reiberg moved to approve the budget as presented and Bill Cannon seconded. The motion passed and the budget was approved. There were 50 affirmative votes.

V. **Capital Campaign Financial Wrap-up Report (Tom Sibert)**

Tom Sibert spoke on behalf of the Finance Committee.

Campaign goals for 2018-21 were: building updates and aesthetics, added personnel and programming, and establishment of a property maintenance fund. Silver, Gold and Platinum level proposals were offered.

The result of the Capital Campaign was \$1,000,233 to be paid over 3 years by 125 pledging units. The budget was \$919,000.

Completed building updates include improved accessibility, curtains, carpet. The parking lot was re-designed and refurbished with speed bumps added.

Staffing and programming was expanded. Funds remain for the coming fiscal year.

Regarding maintenance, the Board has committed \$30,000 for exterior painting and wood repair.

Fulfillment during the 3 year period (to date) has been 87.4 % of what was pledged (\$874,000). The Finance Committee is confident that we will reach at least 88% fulfillment and we may reach even greater fulfillment.

Takeaways:

- o Given the ups and downs of the last months, our fulfillment rate is a remarkable achievement
- o We made a good budget and stuck to it.
- o Our church is stronger for the effort.

Tom Sibert thanked those involved in the Capital Campaign, those who oversaw it and those who participated by pledging.

Tom Mulcahy recognized the Finance Committee for their hard work. Members include: John Murphy, Mike Middleton, Rev. Joel Miller, Teresa Quay, Tom Miller.

VI. **Minister & Staff Report**

Rev. Joel Miller agreed that the success of the Capital Campaign has been remarkable. He noted that we made a strong commitment, especially in terms of staffing. Though ASI didn't grow in members, the church grew in other ways...the knowledge of the needs in the community, the developing world needs. The church is stronger in terms of commitment to each other, as a result of a thoughtful risk.

Rev. Joel reported on behalf of the COVID Task Force. There will be an information session on May 23. It's not possible to give a date for re-opening, but it's hoped that will be possible soon.

ASI has hired a custodian, Nate Davis. He will work mostly week nights. We will need to plan in a different way as to how we open on Sundays. We will continue streaming services, even after re-opening. A significant grant will allow for this.

The Program Council is working on ways to use a new data base.

Sandy Reiberg, from Worship Associates, reported that it's more challenging to prepare for a video worship service.

The Leadership of the congregation voted to do Policy Governance. Rev. Miller feels this is more true to the philosophy of UU than the traditional approach. He recognized the contributions of the Board to transition to Policy Governance.

Rev. Joel acknowledged the Building Maintenance Committee for their recent work and planning.

The Board has been working on the Search process. There should be a Ministerial Search Committee slate to consider within a couple of weeks.

Rev. Joel recognized the ASI staff. Sarah Cannon notes that she's proud to say that ASI has provided resources to families and youth. Families and volunteers have coped well over the past year, showing resilience. Sarah is working on the Maker Space.

Nasreen Khan highlighted a sense of change in the congregations's culture....greater vulnerability and willingness to tell our stories. We've been sharing through being a Green Sanctuary, thorough participation in Faith in Indiana. Rev. Joel recognized Nasreen's work on grants over the past year.

Rev. Joel recongized Greg Sanders' work as Music Director and part time tech support.

Shelley Carver has provided consistent support and leadership as Office Manager..

Nancy Baney has done great work with the Finance Committee to set up a system of controls related to finance.

Joel recognized the work of the Board and the completion of terms by Board members Tom Mulcahy, Diane O'Brien and Pat Fisher.

VII. **Board President's Report**

Tom Mulcahy thanked all for the honor of serving for 2 years as President of the Board of Trustees. He acknowledged the stress of the past year and the hopefulness we feel for the future. The church community has done good work and persevered through changes, including ministers and pandemic challenges.

Tom notes that he has been a member of ASI for over 5 years he's been a Board member most of that time.

VIII. **New Business**

IX. **Report on Election and Voting Results**

Slate of Board members was approved. Budget for 2021-22 was approved.

X. **Adjournment**