

## Unitarian Church of Lincoln Winter Congregational Meeting, December 9, 2018

A packet was provided to each member that included agenda, minutes of the previous congregational meeting, nomination form for Nomination Committee member, and the proposed 2019 budget with comparisons to actual income and expenses for the previous 3 years.

The meeting mixed liturgy with annual business. Business was conducted using a new governance model of modified consensus voting, which was explained by Kristi Wamstad-Evans.

The meeting was opened with a song, welcome from Linda R. Brown, president of the congregation, and a video created by Michael Reinmiller and Judy Hart.

**Quorum.** *The 101 members signed into the meeting were well over the 80 required for a quorum.*

**Consideration of Minutes.** The Spring Congregational Meeting May 20, 2018 minutes were approved by the congregation by straw poll with a correction for Denise Dickeson's last name.

### Votes

**Nominations Committee Candidate**—Karen Heafer presented herself as a candidate for a three-year term to the Nominations Committee, to take the place of out-going member, Jan Buffum. Kathy Disney explained that every third year a single person is elected to the Nominations Committee, while two people are elected in each of the other two years. *Karen was elected with a unanimous show of green cards in a straw poll.*

**2019 Budget**—Treasurer Dorothy Ramsey presented the 2019 budget with references to a summary handout. The budget for 2019 of \$420,739 is an increase of 0.3% over the 2018 budget. Anticipated pledge income of \$335,729 was 4.9% less than the previous year, more than made up for by attributal (one-time) donations of \$26,201, including Bruce Raymer's \$5,000 match for pledges that were increased to 3% of a member's income, and other anonymous donations.

Line items of note were:

- Line 10 – facility user contributions trended upward, even beyond Olli (\$16,000 for 2019) and Bluestem Montessori (\$7000 through June 2019). Harry Heafer warned once again (as in previous years) that we should be cautious to avoid over reliance on rental income and suggested that we seek guidance for percentage of budget to expect from building rental.
- Line 130 – music director hours were increased and a five-hour position for choir director was added;
- Line 50 - summer camp expenses were rolled into other staff duties;
- Lines 175 and 26 for solar net metering expenses and income that balance with each other for 2017, and are not figured into the 2018 or 2019 budget.
- Line 166 will show major repair and replace expenses only when they accrue. Expenses for this line item are not budgeted, but will be drawn from \$12,000 Major Repair and Replacement Reserve Fund on the balance sheet. (The BOT had approved a policy goal to increase this reserve fund to \$30,000 within three years).
- Line 31- A question was raised about an apparent math error for the three-year averages. The answer is that the "three-year average" for line 31 is a mix of one-, two- and three-year averages that were not used in determining the 2019 budget, and so can be ignored.
- Line 129 – "Youth associate" line item covered hiring a Youth in Action leader last year and will cover hiring an OWL instructor in the coming year.

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- Lines 125 through 130 – Staff compensation increases reflect the board of directors' commitment to bring salaries up to the midpoint for equivalent jobs in UUA guidelines, adjusted by geographical region. This was discussed more during the BOT report.

*The budget was approved by show of cards during a straw poll, in which one card was yellow and the rest were green.*

### **Reports to the congregation**

Board Of Trustees—Linda R. Brown, president of the BOT, highlighted congregational and BOT accomplishments of the past year:

- Reverend Oscar Sinclair was installed and ordained.
- Fifty to sixty people from our congregation attended General Assembly in Kansas City.
- The auction fundraiser brought in \$16,814.
- An August BOT retreat emphasized trust. The BOT recognized its need to trust the Nominations Committee to do its job without requiring the presence of a BOT member on the committee.
- In late August over 30 people attended a Music Ministry Visioning Workshop, resulting in increasing the Worship Arts (“Music Director”) position from 10 to 20 hours per week, and adding a 5-hour per week Choir director position.
- The BOT approved the new financial model after refining it for a year.
- The BOT delivered the new governance model and bylaws to the congregation for a vote after working on it for a year.
- The BOT approved several policy statements that were called for in the new set of bylaws.
- The BOT secretary collected and summarized BOT meeting notes from 2013 to present and congregational meeting notes from 2015 to present, and made them available on the church's website.

Minister –Reverend Oscar Sinclair highlighted some of his projects in conjunction with staff:

- Launched the cloud-based member database
- Launched Thursday-night worship services, in which we reach a different group of congregants.
- Prepared for Chelsea Krafka's maternity leave and sabbatical January 1 through Flower Communion.
- With hiring task force, offered permanent position to Bob Fuson as Music Director.
- Bob Fuson will be involved in the search for and will supervise the Choir Director.

Program Council – Charles Coley, Program Council Chair, reflected on the state of the PC. The PC has had a high level of success in meeting objectives, including developing and presenting the budget to BOT, highlighting the congregation's covenant in all meetings, and increasing sense of community and fellowship in cluster meetings. Charles noted that Brendan Evans will be stepping down from his position as Outreach Cluster Liaison.

Lincoln Unitarian Foundation – Stephanie Geery-Zink, chairman of LUF, presented the LUF report. Other LUF officers are Alan Worth, Gene Hanlon, Susan Hubbard and Duane Polzein. Stephanie noted that the plaque honoring Charles Stephen is ready to hang. LUF is working on the “Walk Now Our Vision Legacy Challenge.” LUF will meet in January.

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*Outside Signage Taskforce*—Colleen Kadleck presented a powerpoint that outlined options for outside signage. Options considered by the task force included a range of cost and function categories: \$8,900 (no optional displays); \$11,000 (hand-mounted lettering); and \$33,000 (digital display that would last 12-14 years). Any sign is not budgeted and would require fund-raising. Colleen suggested that congregants who desire to rename the church should act before the sign is ordered. A name change to Unitarian Universalist Church of Lincoln was considered in 2000. The process was documented, and revealed a nearly equal split in opinion at the time. The report will be placed on the UCL website. Other members of the task force are Harry Heafer, Michael Reinmiller, Martha Horvay, Amy Birky, and Aura Lee Ferguson. Someone else would have to take leadership in the name change process, as these members will not take up this issue. Linda Brown strongly suggested that we should move forward with the outside signage if no one commits to leading a name change process by February 1 to bring it to a vote in May at the Spring Congregational Meeting.

*Banner Reveal*—Jackie Kehl and Amy Birky revealed a banner for the Social Justice Committee for carrying in marches on a pole.

**Adjournment**—Linda adjourned the meeting at 12:50 p.m.

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Submitted January 5, 2018 by Richard Little, BOT secretary