

Welcome

Congregational Meeting

February 21, 2021



Opening Words

Meagan Henry, Director of Education & Family Ministry

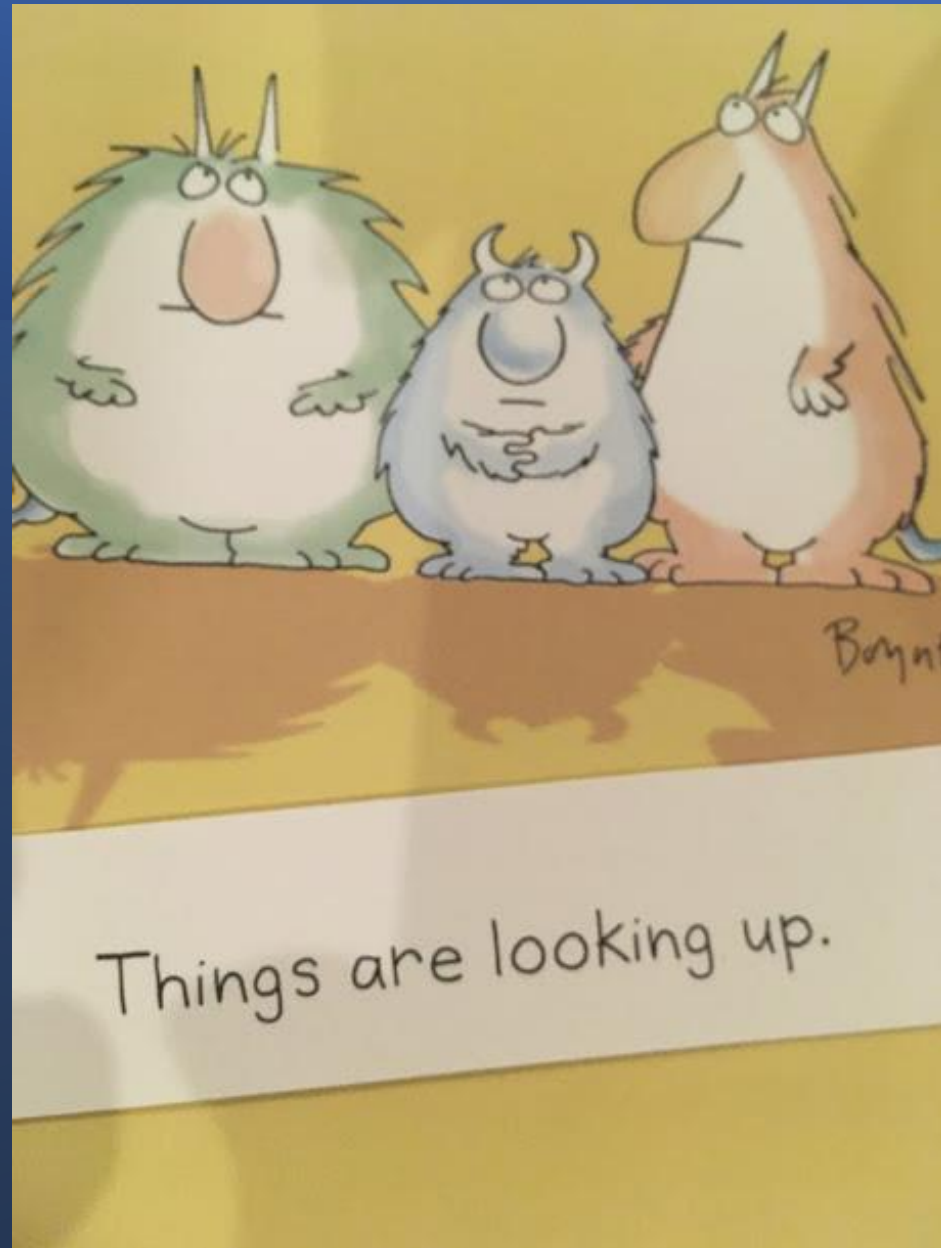
Today's Agenda

- Board Co-Presidents' Reports
- Treasurer's Report
- Report from the Capital Fund Committee
- Report from the Legacy Society Committee
- Motion from the Leadership Development Committee
- Motion from Weaving Social Justice

Co-Presidents' Welcome & Report

Colleen Olson (cfaye.olson@gmail.com)

Amit Mehta (amitmehta@firstubrooklyn.org)





Board Co- Presidents' Report

Congregation remains vibrant even while virtual, with several fresh initiatives underway, including new Faith Development initiatives led by the program staff and members of the congregation:

- Spiritual Autobiographies
- UU History
- Five Smooth Stones
- Sacred Studies
- Soul Matters



Board Co- Presidents' Report

- Our Winter Appeal raised \$13,332 towards a new AV system, to enrich the experience of our Sunday services for those who are unable to join in person, after we return to our sanctuary.
- Staff Departure: After 3 years with us, our custodian, Ian Hurt, has decided to leave New York for the next stage of his life. He has been a valued part of our community. If you would like to contribute to a parting gift, please send contributions to the First U Office by February 25 or donate on-line. Please indicate “Ian”.

Board Co- Presidents' Report

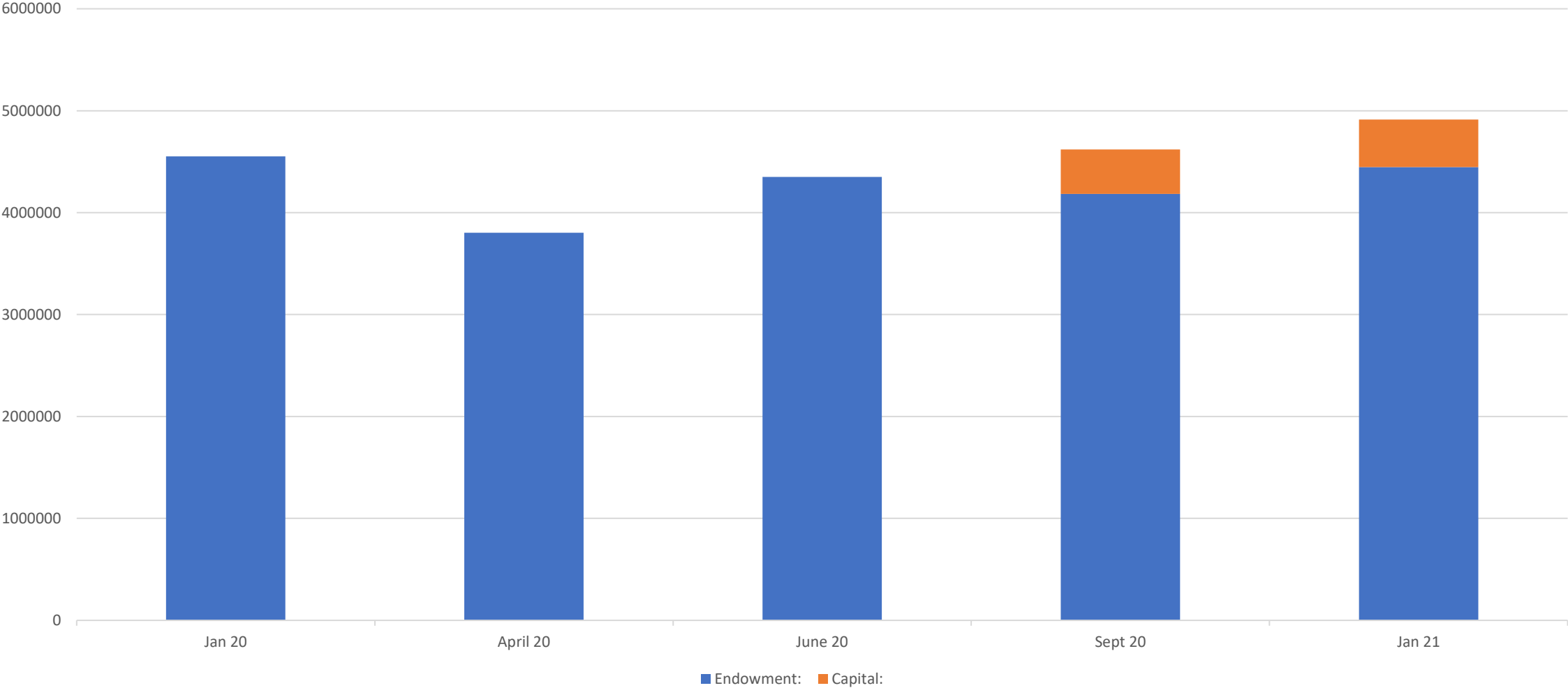
- **Operating:** 2021-22 Stewardship Campaign launches next Sunday. Look out for a letter and gift coming by postal mail this week. Board, and Finance Committee are in the process to bring a budget proposal to the congregation in May.
- **Capital:** Created a Capital Review Group, led by Tom Check and Lee Pardee, with plans keep our building in good working order.
- **Both*:** Thanks to tireless work by the Long-Term Rental Team, we will have good news about a daycare lease extension soon!
- We're continuing work installing wheelchair and walker-friendly seating in the sanctuary. After spending some months examining safety and building code issues, we're optimistic that we can complete the work before we return to the sanctuary. Thanks to a generous donation we now have a lift from the Chapel to the Undercroft which provides those who can't use stairs with bathroom access.

*Our existing budgeting splits daycare & apt. rental income, 90% to Operating budget and 10%

Treasurer's Report

Pat Steele (pmsteele@me.com)

Endowment 2021



Endowment
20-21

Sustainable Draw
(4%) = \$166,145

As of 1/31/21 deficit
is \$80,984, 49%

FY '21
Revenues
as of
January 31,
2021

	Budget	Actual	Percent
Pledges	368,500	202,699	55%
Other Contribs.	50,400	24,570	49%
Fundraising*	25,000	33,974	136%
Rents	326,942	172,833	53%
TOTAL	770,742	434,076	56%

*includes carryovers

FY '21
Expenditures
as of
January 31,
2021

	Budget	Actual	Percent
Worship/Music	241,027	106,377	44%
Rel Ed.	149,049	72,198	48%
Cong. Life	83,639	40,284	48%
Building	382,428	226,642	59%
Gen'l Services	111,149	64,300	58%
Contributions	17,500	5,259	30%
TOTAL	984,786	515,060	52%

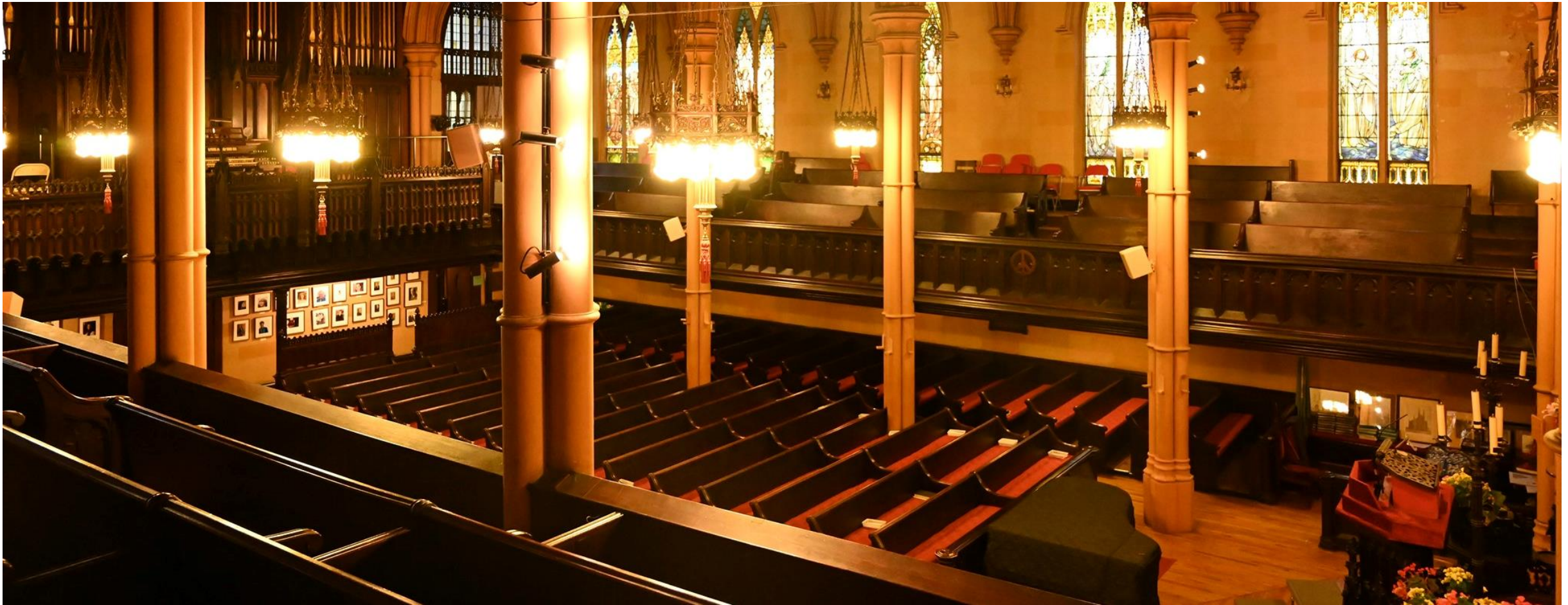


Capital Budget – January ‘21

	Budget	Actual	Percent
10% of rents	32,258	18,473	57%
Capital donations	85,000	33,289	39%
Special donations		15,000	
• Undercroft Lift		8,543	
• Chapel facade	(40,000)	8,000	
• Pew removal	(14,000)	0	
TOTAL	63,258	54,718	87%
• Budget less expenses			

Capital Campaign Committee Report

Lee Pardee (Leepardee54@gmail.com)



Capital Reserve Fund

- Authorized by congregation May 2019
- Purpose: Maintain the congregation's facilities in good working order



Capital Reserve Funding

- Transfer from General Endowment
- 10% annual rents (daycare and apts.)
- Bequests and other donations
- Capital Reserve Fund Campaign

Capital Projects Plan

- FY2018-19 – Working group developed list of maintenance, repair and replacement projects needed over 25 years. Working group members:
 - Chris Johnson – Director of Facilities
 - Gate Pratt – Member, Facilities Management Committee
 - Patrick Gunn - President of the Board
- FY2020-21 – Board charged a Capital Reserve Group (CRG) to update list for completeness, project timing, cost estimates. Current CRG members:
 - Chris Johnson – Director of Facilities
 - Liz Davis – Chair, Facilities Management Committee
 - Gate Pratt – Member, Facilities Management Committee
 - John Carroll – Board liaison to the Facilities Management Committee
 - Tom Check and Lee Pardee – Capital Reserve Fund Campaign Co-Chairs

Capital Reserve Fund Campaign: Scope

- CRG, Campaign Co-Chairs and Board to determine CRF Campaign Goal
- Campaign funds MUST cover anticipated capital project costs through FY2034-35 (15 years).
- If sufficient, funds can be used for improvements, e.g. immediate Green projects, air conditioning Chapel
- Subsequent campaigns can fund further improvements e.g. larger Green projects, undercroft renovation, sanctuary restoration.

Capital Reserve Fund Campaign: Timing

- FY19-20
 - Initial planning and outreach brought in \$100,000 in pledges
 - Campaign put on hold due to COVID-19
- FY20-21
 - Planning is again under way
 - Leadership outreach planned for spring
- FY21-22
 - Congregation-wide campaign to begin as soon as we return to our buildings



First Unitarian Legacy Society Report

Sharon & Tom Kennedy, Co-Chairs
(kennediva@aol.com,
tkennedy@cwsny.com)

First Unitarian Legacy Society

Q. What is a Legacy Society?

The First U Legacy Society will be composed of the Congregation members and friends that have included First U in their will or other planned giving.

Q. How will a Legacy Society help our Congregation?

The Legacy Society will help generate donations to our Endowment and advance knowledge of those gifts will help our leaders to plan for the future.

Q. How do I become a member of the Legacy Society?

Any member or friend of the Congregation can become a member by completing a form notifying the Congregation that First U has been included in their will or other planned giving and letting us know the approximate value of the gift.



First Unitarian Legacy Society

Q. Do I have to have a will?

We urge everyone to make a will and execute a health care proxy, so your family and friends know your estate plan. A Legacy gift can be made in many ways and while a will bequest is usually included, it is not necessary to have a will.

Q. How do I proceed if I need legal advice to draft a will or otherwise make a gift to First U?

We cannot provide legal advice on how you can structure your estate, but we can recommend lawyers in Brooklyn that specialize wills and estates for you to consult.

Q. Are there tax advantages to making a Legacy gift to First U?

Tax issues are complex and depend on the size and composition of your taxable estate. There can be tax advantages from a bequest to First Unitarian, but you would need to consult a lawyer or accountant to see how a Legacy gift could impact any estate tax that could be imposed on your estate.





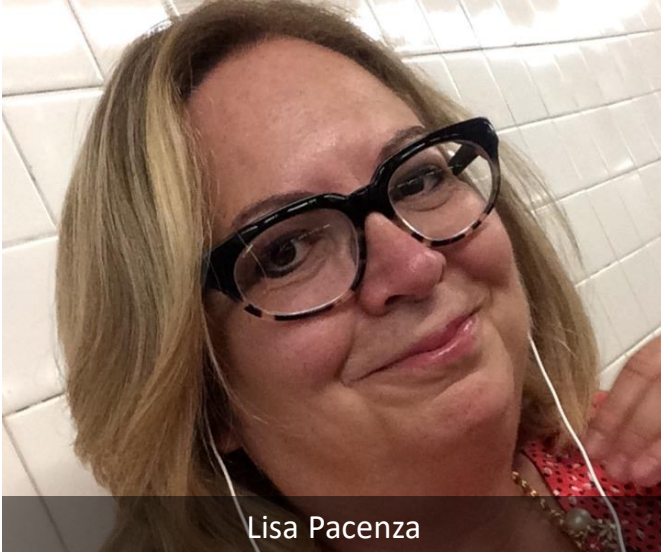
Inaugural Members of The Legacy Society

- Douglas Eads
- Georgia Larson
- Tom & Sharon Kennedy
- Nancy Wolf
- Tom Check & Nancy Witherell
- Colleen & Dwight Olson
- Marty & Margaret Weber
- Garnett Losak
- Becky Huffman & Andrew Bongiorno
- Sandy Foutz
- Roger Cooper & Samira Kawash

Leadership Development Committee Report

June Wohlhorn, Co-Chair
(junewohlhorn1@gmail.com)

General Assembly 2021 Delegate Nominees



To the
Women's
Leadership
Alliance
for fully
funding this
year's
delegation

THANK
YOU!

Leadership Development Committee Motion

On behalf of the Leadership Development Committee, move that Diane Crothers, Mary Huhn, Lisa Pacenza, Lee Pardee, & Cindy Reynolds (previously Eisemann) be elected to represent First Unitarian as delegates to the 2021 Unitarian Universalist Association General Assembly.

Weaving Social Justice Proposal

Judith Sedaitis, (judithsdts@gmail.com)

PAROLE RELEASE IN NEW YORK STATE

- The New York State Board of Parole - the administrative body responsible for making parole release determinations for all parole-eligible people
 - interviews more than 11,000 people every year (60 hearings per day)— via videoconferences that last an average of 15 minutes.
 - denies release to most parole-eligible people.
- More than 10,000 people in NYS prisons, 20% of the prison population, are aged 50 or older. The vast majority are Black and Latinx people.
- The Board repeatedly denies parole based on the nature of a person's crime and not a person's age, accomplishments in prison, personal transformation, or network of support.

RAPP (Release Aging People in Prison) MISSION

RAPP believes that mass incarceration won't be curbed unless we develop responses to violence other than permanent punishment. They value principles of redemption and mercy & believe all people can and do change. Older people convicted of violent crimes are the least likely to return to prison after release. Older people and people who have served long sentences are mentors to others and become leaders in our communities.



RAPP ADVOCACY INITIATIVES

- 1. Fair and Timely Parole (S497/A4346A):** Ensures that the parole release process is based on who people are today and their many accomplishments in prison, not their crime of conviction.
- 2. Elder Parole (S2144/A9040):** Allows for the consideration of parole release for people aged 55 and older who have served at least 15 consecutive years in prison.
- 3. A Fair & Fully Staffed Parole Board:** The Parole Board should be fully staffed by 19 Commissioners who are social workers, psychologists, nurses, and other professionals that embrace notions of mercy, redemption and rehabilitation.

COST CONSIDERATIONS

Due to increased health concerns and medical needs, It costs roughly double the amount to house an incarcerated older person in NYS prison.

The cost savings associated with releasing older people could be diverted into new resources.

In 2015, RAPP & The Osborne Association created NY's first reentry program for older adults.

***How would the
Parole Board assess
whether someone is
a current,
unreasonable risk?***

- Consider accomplishments in prison and reentry plans and not just the nature of a person's crime.
- Commissioners with therapeutic backgrounds would evaluate someone's transformation and risk.
- The Parole Board would have discretion to deny parole release if the person poses a current, unreasonable risk of violating the law.

Weaving Social Justice Motion

On behalf of the Weaving Social Justice Committee, move that the First Unitarian Congregational Society in Brooklyn adopt the policy as presented to the Board of Trustees at it February 11, 2021 meeting and go on-record as supporting the pieces of New York State legislation advocating for a fair & fully staffed parole board.

Thank You!

Annual Meeting

May 16, 2021

