



Welcome!

2021 Annual Meeting

The First Unitarian Congregational Society in Brooklyn
is a joyful, loving, religious community
that inspires and empowers people to
Grow spiritually, Care for one another, and
Work for social justice and stewardship of the earth.

May 16, 2021



Opening Words

- REV. ANA LEVY-LYONS
- SENIOR MINISTER

Today's Agenda

- ▶ Call to Order
- ▶ Meeting Rules
- ▶ Appointments
- ▶ Review of Right Relations Covenant
- ▶



Information for Today's Meeting

We recommend use of Speaker View

We are using a Power Point presentation - adjust the size of the "slides" for your viewing preference

The chat will be used during the meeting to ask clarifying questions at the conclusion of each agenda item.

Voting will be by show of hands. When you are asked to vote raise your hand, hold it up until told to put it down

Speakers are limited to 2 minutes. If you wish to speak for or against the motion type "for" or "against" in the chat box and you will be called on.

The vote on the budget will be up or down, line-item amendments are not allowed.

If you need clarity on the process, type "Point of Order" in the chat box and you will be called on.

Other rules as noted in the "rules" document

Right Relations Covenant

- ▶ We are mindful that, as individuals and members of this spiritual community, we are each accountable for our words, deeds, and behavior. Therefore, whenever we worship, work together, or relate to one another, we agree to follow the following behavior covenant. I will strive to:
- ▶ Respect and cherish diversities of race, ethnicity, gender, sexual and/or affectional orientation, identity/gender expression, age, ability, beliefs and ideas.
- ▶ Assume good intentions. Trust in and speak well of one another. Give the benefit of the doubt. Examine my own intentions.
- ▶ Foster an environment of compassion, generosity, fellowship, and creativity. Smile and be welcoming. Share in the responsibilities of congregational life. Actively support the congregation's activities, and pledge financial support.

Right Relations Covenant

- ▶ Express appreciation and gratitude for the rich variety of gifts and talents shared among us. Empower others.
- ▶ Speak the truth as I experience it with kindness, care, and respect.
- ▶ Make decisions democratically through agreed-upon processes. Promote fairness and decency. Speak out against injustice.
- ▶ Face others directly in agreement or disagreement. Act with respect and humility when I disagree with others.
- ▶ Be mindful that words and actions may cause unintended pain.
- ▶ Seek out understanding and wisdom in the presence of conflict. Resolve conflicts through intentional compromise and collaboration and, when necessary, request mediation. Understand that sometimes it is necessary to take "no" for an answer. Be forgiving.
- ▶ Practice self-care.

Today's Agenda

- ▶ Senior Minister's Report
- ▶ Report of the Co-Presidents (10 minutes)
- ▶ Approval of 2020 Annual Meeting Minutes
- ▶ Elections & Report of the Leadership Development Committee (10 minutes)
- ▶ Presentation and Vote on the 2020-21 Budget (40 Minutes)
- ▶ Report and motion by the Capital Review Group
- ▶ Motion for Ordination of Ethan Loewi
- ▶ Adjournment





Senior Minister's Report

REV. ANA LEVY LYONS



Director of Education & Family Ministry Report

MEAGAN HENRY

Life Cycle Events

Deaths

- ▶ Michael Richardson (October 10, 2020)
- ▶ Rosemary Talmadge, wife of Brynna Kaulback (January 30, 2021)
- ▶ Marc Hollander, Husband of Lorna Hollander, father of Selena and Linda (March 18, 2021)
- ▶ Peter Pane, husband of Julia Pane (April 12, 2021)
- ▶ Sandy Spier (May 12, 2021)

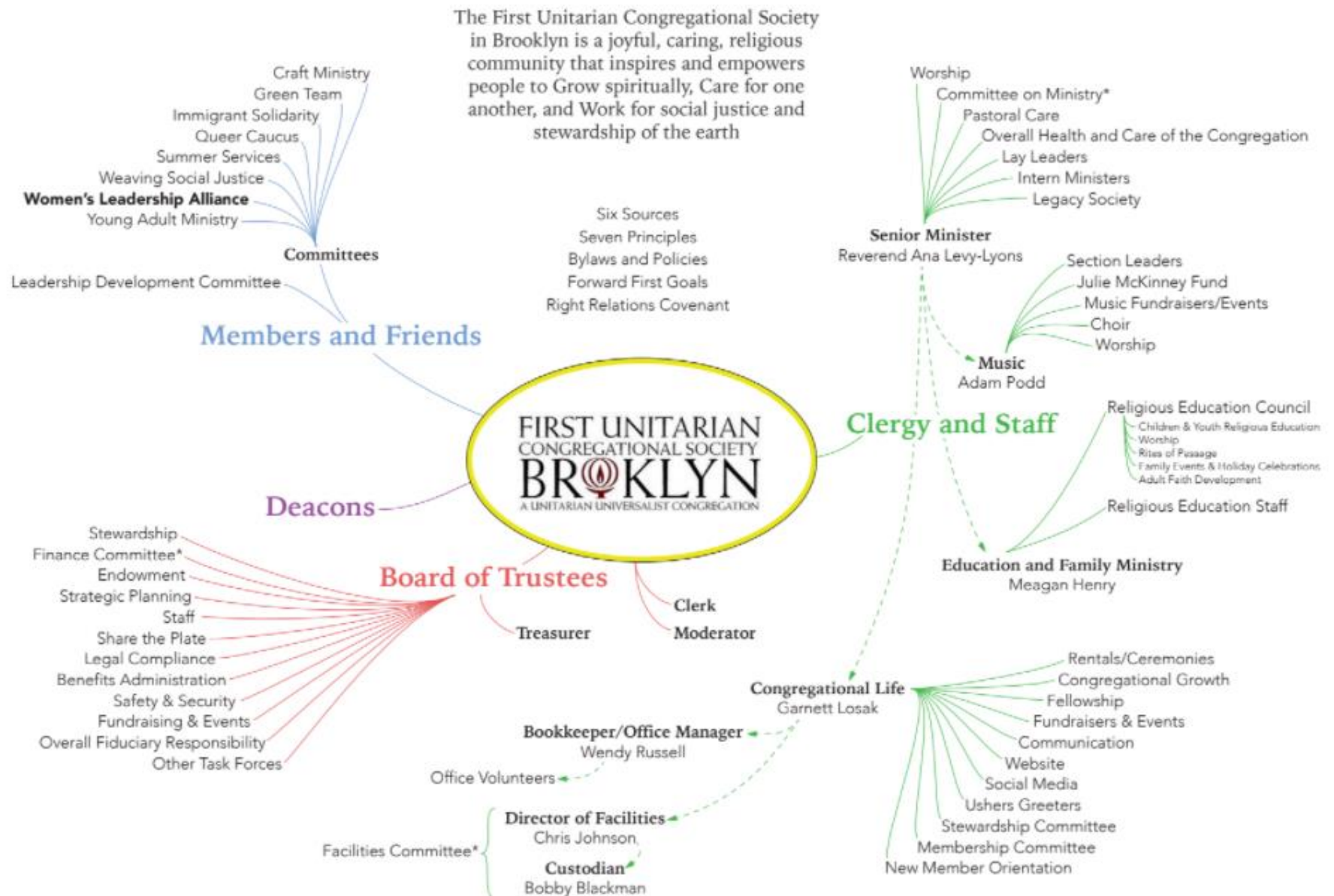
Births

- ▶ Nico Bero-Chatrath, child of Julie Bero & Rishi Chatrath, grandchild of Bob Bero & Kathy Ivans (September 30, 2020)
- ▶ Apollo Quesenberry, child of Lauren Webb & Tom Quesenberry (January 21, 2021)
- ▶ Mabel Lenz, child of Kirsten Defur & Mark Lenz (February 14, 2021)
- ▶ Jack Ezra Bernstein, grandchild of Marty and Pat Bernstein (May 11, 2021)



Co-Presidents' Report

COLLEEN OLSON & AMIT MEHTA



* Mandated Committees
Last updated, 04/28/2021

Our 2021-2022 Winter Appeal Was a Success

- ▶ \$15, 347 Raised
- ▶ 92 contributors,\$5-\$3,000



First Unitarian Tech Team

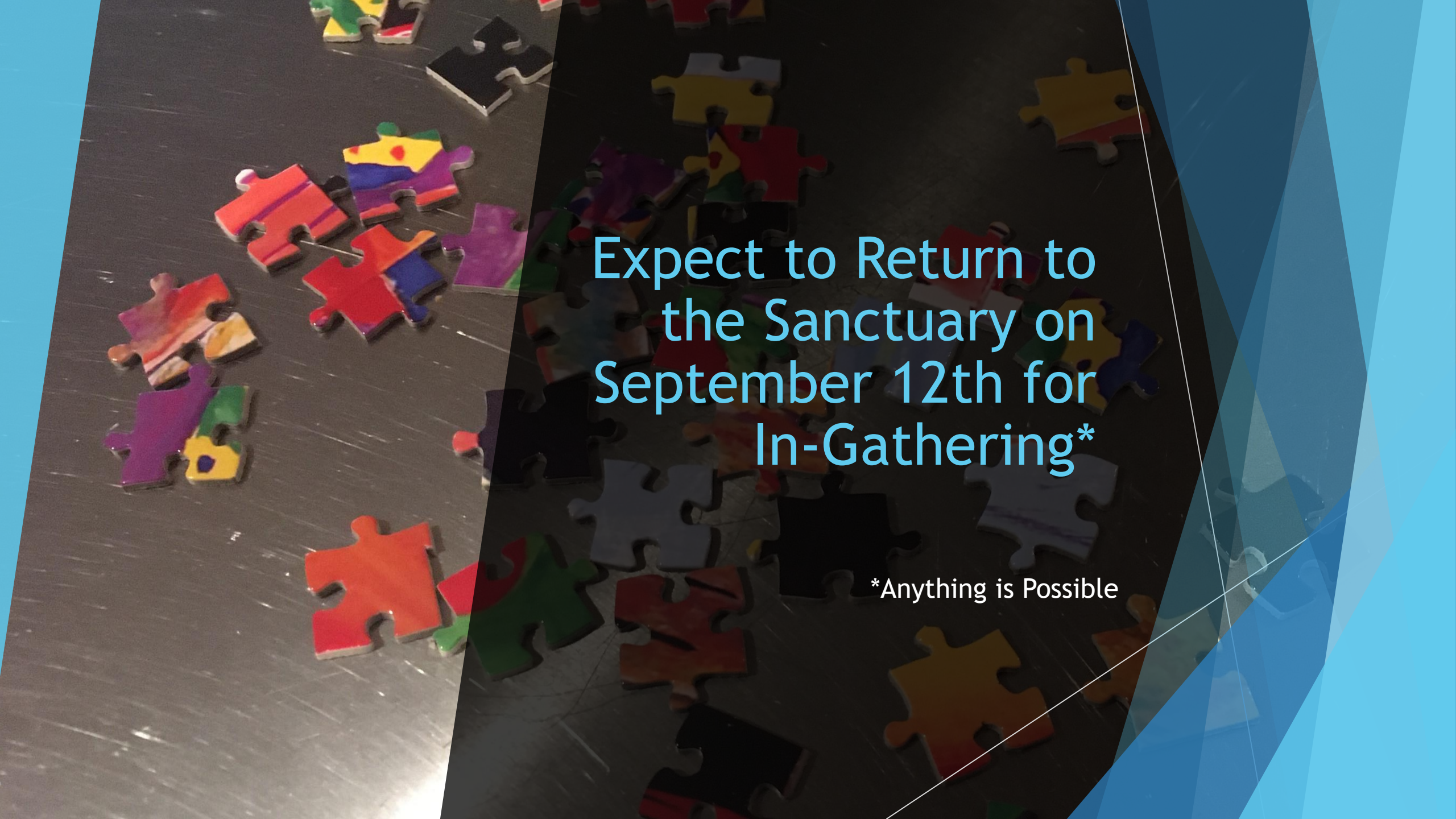
- ▶ Robin Bossert
- ▶ Beth Evans
- ▶ Jay Lawrence
- ▶ Justin Parkinson
- ▶ Jean Shepherd
- ▶ Ashley Tata

► We are all cups, constantly and quietly being filled. The trick is, knowing how to tip ourselves over and let the beautiful stuff out. - Ray Bradbury

Thank you to:

- Vonda Brunsting
- John Carroll
- Sam McKelvie
- Bruce Wilde

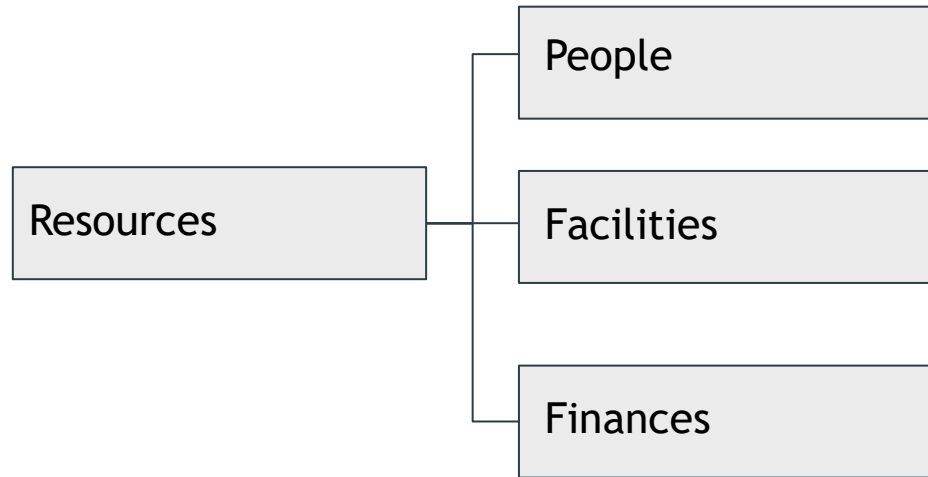




Expect to Return to
the Sanctuary on
September 12th for
In-Gathering*

*Anything is Possible

2020-21 Highlights



Spiritual Growth

Social Justice

Green Justice

- TDI: connect volunteer interests with the needs of our initiatives
- CRG: develop short-term and long-term plans for building improvements, support Director of Facilities
- Winter appeal: improved AV service after we return to building
- Movement towards sustainable draw: 1.40% in 20-21 budget to 0.4% in 21-22, targeting 0.0%
- Managed fundraising events (e.g., mini-Uni) even during Covid
- Three Spiritual Autobiographies sequences
- Examining our mortality
- Ethan's UU History Course + MFC Passing
- RAPP
- Sanctuary to those protesting George Floyd murder
- Ongoing support of four immigrant asylum seekers
- Investment shift to alternate energy
- Planned green building improvements

Imagine Daycare Lease Negotiations Update

We are working closely with our broker, Denham Wolf to finalize negotiations.

Our attorney, Debra Sapp, is representing us Pro Bono

We expect to have negotiations wrapped up by the end of the fiscal year.

Our current lease ends August 30th



Farewell to Our
Director of Facilities,
Christopher Johnson

Director of Facilities Search
Committee

Organizing Meeting, Monday May 17th.

Amit Mehta

Lee Pardee

Paul Freitag

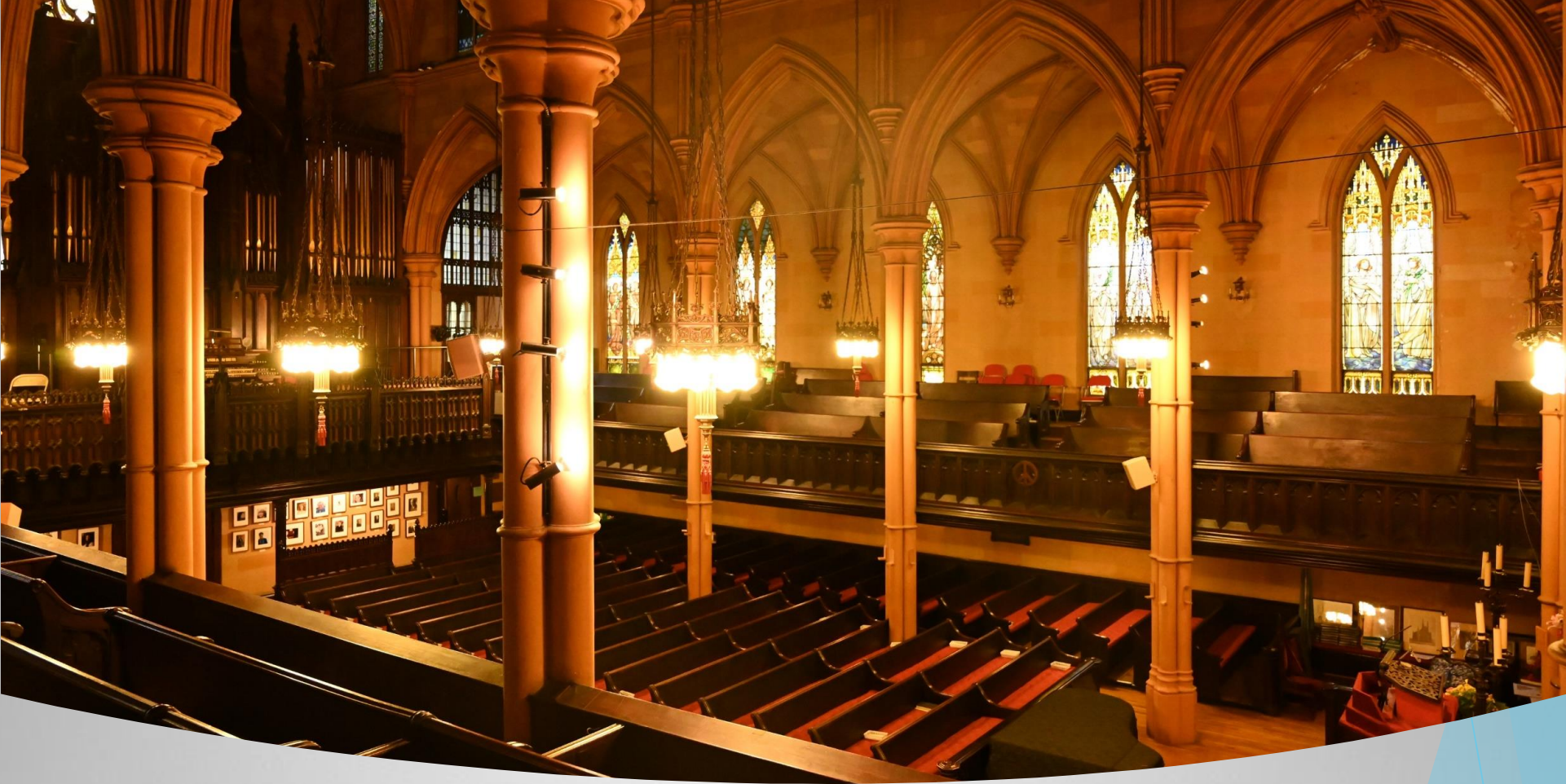
Matt Robinson

Garnett Losak (staff liaison)

Rev. Ana - final interview(s)

Motion to Accept 2020 Annual Meeting Minutes





Report of the Leadership Development Committee

JUNE WOHLHORN: CO-CHAIR

Nominees For the Board of Trustees

Class of 2022

- ▶ Carolyn Ellis
(completing the term
of Andrew Bongiorno)



Class of 2024

- ▶ Mary Huhn
- ▶ Judith Sedaitis
- ▶ Jay Sheth



Nominees for Clerk & Moderator



- ▶ Elees Woods (1st Term)
- ▶ Mike Alcoff (4th Term)

Nominees for the Leadership Development Committee

Class of 2024

- ▶ Cara Haft
- ▶ Sam McKelvie



Motion

- ▶ On behalf of the Leadership Development Committee, move to elect the following
 - ▶ For the Board of Trustees: Carolyn Ellis, Mary Huhn, Judith Sedaitis & Jayesh Sheth
 - ▶ For the Clerk of the Society: Elees Woods
 - ▶ For the Moderator: Michael Alcott
 - ▶ For the Leadership Development Committee: Cara Haft, Sam McKelvie

Treasurer's Report

Pat Steele





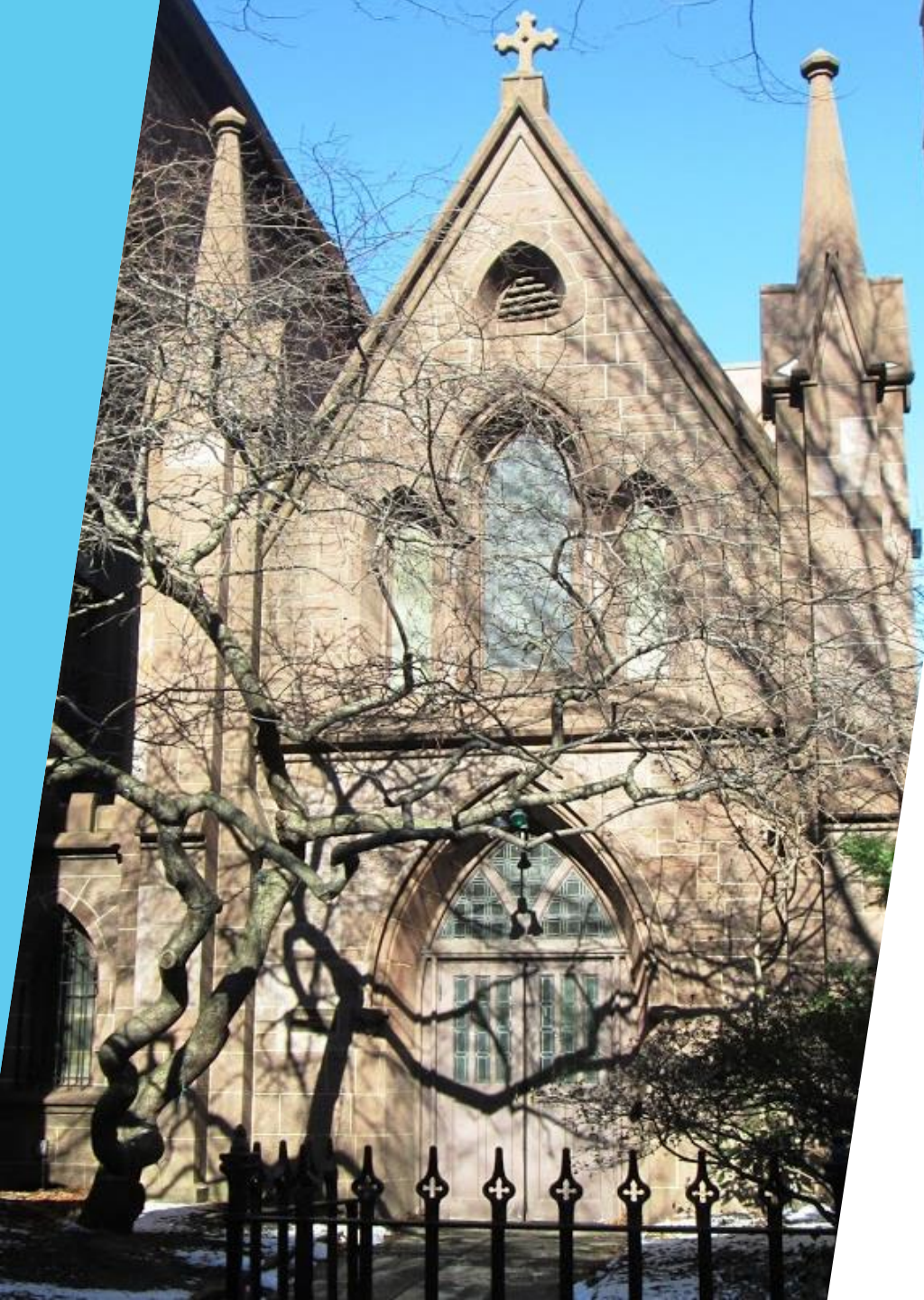
ENDOWMENT

ENDOWMENT STATUS REPORT

	<u>GENERAL FUND</u>	<u>CAPITAL FUND</u> (Begins 7/1/20)	<u>TOTAL</u>	
Jan-20	4,491,000		4,491,000	
Apr-20	4,074,000		4,074,000	91%
Jul-20	3,953,000	400,000	4,353,000	97%
Sep-20	4,197,000	423,664	4,620,664	103%
Nov-20	4,322,000	457,000	4,779,000	106%
Mar-21	4,580,257	482,563	5,062,820	112%

Sustainable Draw is \$166,145 as of Dec 31, 2020

Socially responsible investing currently involves: no fossil fuels, tobacco or weaponry
Other socially responsible tools are being investigated.



► FY21 BUDGET STATUS REPORT

OPERATING BUDGET STATUS REPORT-- FY21

As of March 31, 2021

			FY21 BUDGET (Adopted)	FY21 PROJECTIONS	%
REVENUE					
		PLEDGES	368,500	305,000	83%
		OTHER CANVASS / CONTRIBUTIONS	50,300	32,211	64%
		FUNDRAISING & PROGRAMS	25,000	67,901	271%
		RENTS	323,942	316,845	98%
TOTAL REVENUE			767,742	721,957	94%
EXPENSE					
		MINISTERIAL LEADERSHIP	165,899	161,799	98%
		MUSIC AND WORSHIP	75,122	63,230	83%
		LIFESPAN FAITH FORMATION	149,049	124,666	84%
		CONGREGATIONAL LIFE	83,639	72,939	87%
		BUILDING RELATED EXPENSES	385,428	350,047	91%
		ADMIN/ GENERAL SERVICES	110,149	138,575	126%
		CONTRIBUTIONS	17,500	10,500	60%
TOTAL EXPENSE			986,786	921,756	93%
OPERATING DEFICIT			-219,044	-199,799	84%
SUSTAINABLE DRAW AS OF DECEMBER 31, 2020			162,000	162,000	
NET DRAW IN EXCESS OF SUSTAINABLE			-57,044	- 37,799	

► FY22 PROPOSED BUDGET



OPERATING BUDGET COMPARISON:
FY21 BUDGET (NEW FORMAT) VS. FY22 PROPOSED BUDGET

REVENUE				FY22 PROPOSED	FY 21 BUDGET (new format)		DIFFERENCE		
	PLEDGES			340,000	368,500		(28,500)	92%	Expectations reduced
	OTHER CANVASS / CONTRIBUTIONS			46,200	50,300		(4,100)	92%	Expectations reduced
	FUNDRAISING & PROGRAMS			76,600	108,379		(31,779)	71%	Expectations reduced
	RENTS			403,744	330,942		72,802	122%	Rentals up sharply
TOTAL REVENUE				866,544	858,121		8,423	101%	

Key items to watch:

Reduced pledging expected

Large increase in rentals

Fundraising largely pass-through

EXPENDITURE BUDGET	FY22	FY 21	DIFFERENCE		
	PROPOSED (new format)	BUDGET			
MINISTERIAL LEADERSHIP	164,526	161,799	2,727	102%	Salary, health care (all)
MUSIC AND WORSHIP	82,178	87,009	(4,831)	94%	McKinney carry-forward
LIFESPAN FAITH FORMATION	154,341	156,150	(1,809)	99%	Trip cost reduction
CONGREGATIONAL LIFE	100,463	122,334	(21,871)	82%	Pass through reduced
BUILDING RELATED EXPENSES	395,376	384,044	11,332	103%	Fixed costs up slightly
ADMIN/ GENERAL SERVICES	138,405	148,329	(9,924)	93%	Prof. services down
CONTRIBUTIONS	15,500	17,500	(2,000)	89%	Expectations reduced
TOTAL EXPENSE	1,050,789	1,077,165	(26,376)	98%	
TOTAL REVENUES	866,544	858,131	8,423	101%	
OPERATING DEFICIT	(184,245)	(219,044)			
SUSTAINABLE DRAW	<u>166,145</u>	<u>162,000</u>			
NET DRAW IN EXCESS OF SUSTAINABLE	<u>(18,100)</u>	<u>(57,044)</u>			

CHANGES IN COMPENSATION PROJECTED							
			<u>FY21</u>	<u>FY22</u>	<u>Chnge</u>		<u>Primary reasons</u>
SALARIES:			471,311	479,853	8,542		
	Increase across board of 1.3% (COLA)						
	Additional hours, raise for Sophie Major						
	New hire for custodian- increase						
	Reduction of summer RE staff						
BENEFITS	Heath care increase (5% assumed)		91,627	94,935	3,308		
	Pension increase (tied to salary)		40,034	37,075	(2,959)		New custodian not yet eligible
	Other benefits		43,299	40,526	(2,773)		lower rates projected-unemploy./ disability
TOTAL INCREASE IN COMPENSATION BUDGET			646,271	652,389	6,118	0.9%	
	75% of total budget						

OTHER SIGNIFICANT CHANGES IN EXPENDITURES- FY22

Admin Professional Services- Denham Wolff payments down, Accounting consult added	21,452	10,500	-10,952	Final payments made
Building fixed expenses- Taxes, contracts, purchased services		+ 6,750		
Admin Fixed expenses- Internet, Zoom, Credit cards, etc.		+4,150		
Other, includes: Pass through expenses reduced, Carry-forwards are assets (McKinney, RE, Imm. Solidarity, Winter appeal, Lafever)		-32,442		
TOTAL (including salary/ benefits)		-26,376		



CAPITAL BUDGET FY21 AND FY22

FY21 CAPITAL BUDGET

CAPITAL PROJECTS - REVENUE. FY21

as of 5/10/21

Capital fund donations	34,860
Ten percent of rentals	25,308
Other donations	<u>21,000</u>
SUBTOTAL	81,167

CAPITAL PROJECTS- EXPENSE. FY21

basement wheelchair lift	8,543	
exterior façade	19,000	
pew removal	11,250	pending
sidewalk repair	<u>7,900</u>	<u>pending</u>
SUBTOTAL	46,693	

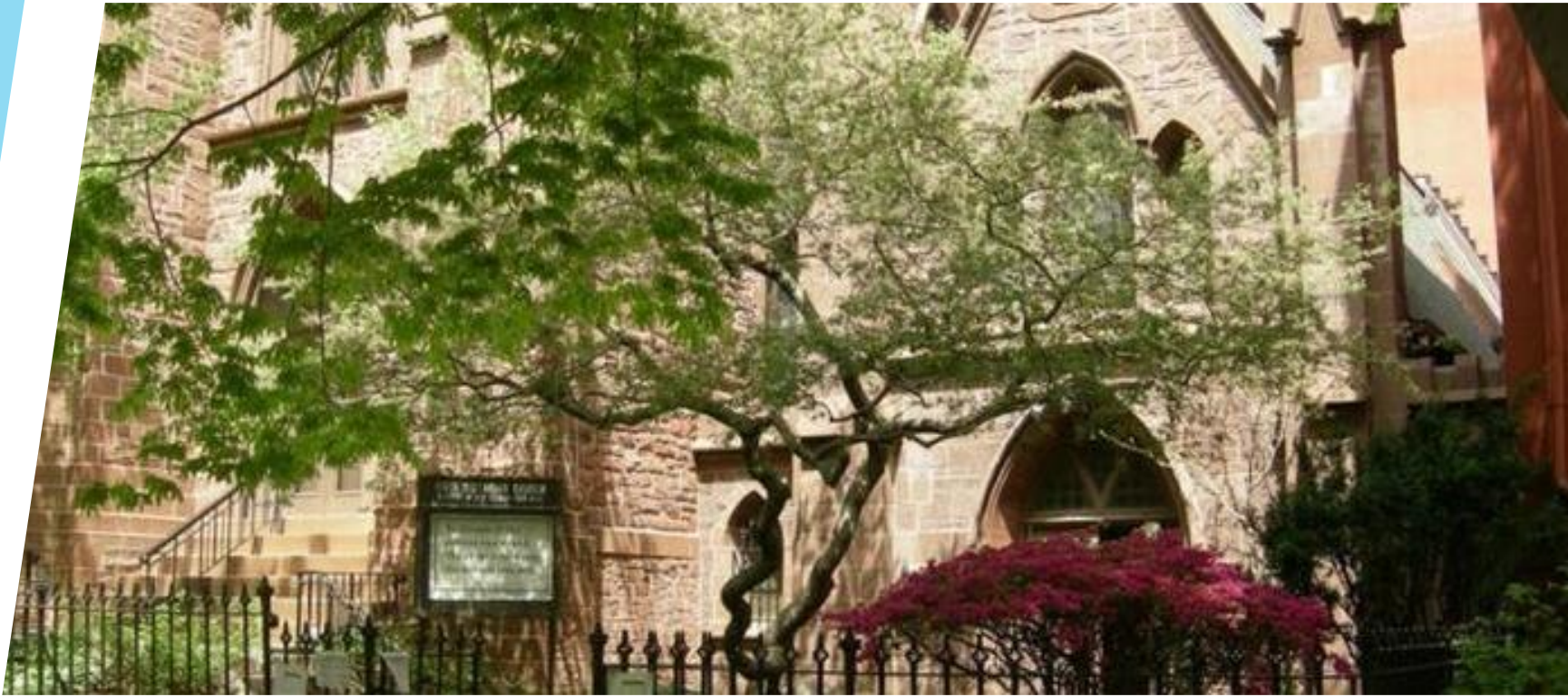
NET SURPLUS/ DEFICIT - CAPITAL PROJECTS- FY21

34,474

PROPOSED CAPITAL PROJECTS- FY22		
Repair projects	38,000	
Sanctuary -- organ	35,000	
Fire /smoke alarm system	160,000	
TOTAL FOR FY22	233,000	

REVENUE SOURCES- FY22

Capital fund withdrawal	180,200
Ten percent of Rents (prior year)	32,250
Special donations	2,750
Earnings	<u>17,800</u>
TOTAL FOR FY22	233,000



Motion

To adopt the Fiscal Year 2021-2022 Operating and Capital Fund Budgets as Presented

Discussion

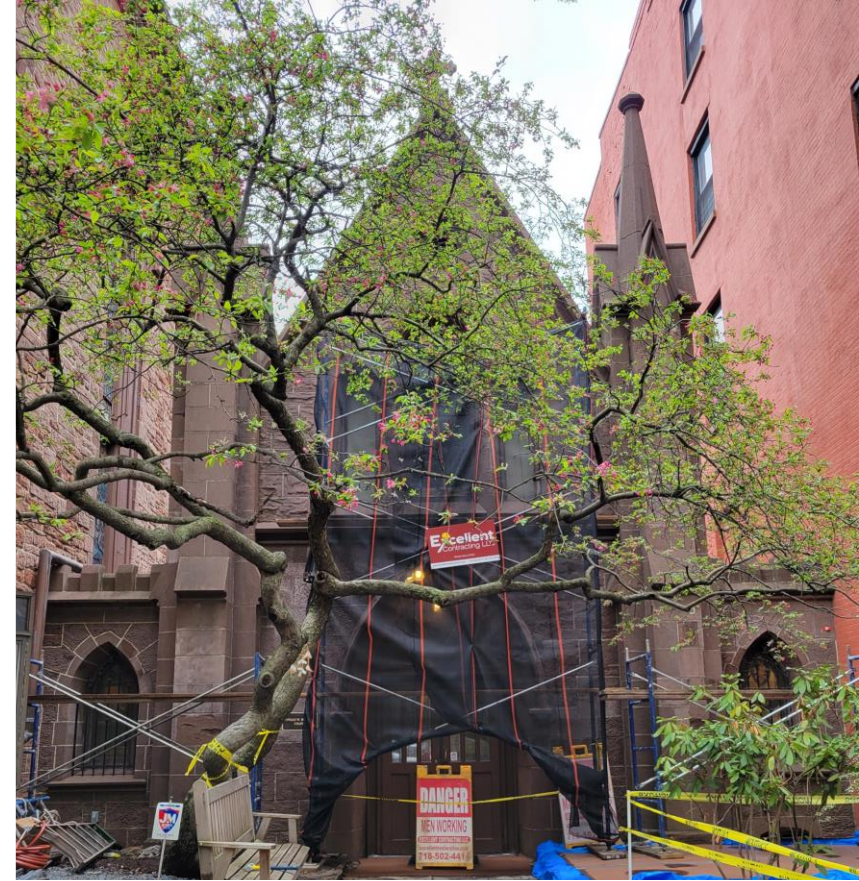
- ▶ Comments will be limited to 2 minutes
- ▶ For Comments in favor of the motion type “for” in the chat box
- ▶ For Comments against the motion, type “against” in the chat box
- ▶ For Questions or Points of Order, type “Question” in the chat box.
- ▶ Questions will be answered in order
- ▶ The budget motion is not amendable
- ▶ Please, no cross chat allowed



CAPITAL REVIEW GROUP REPORT & MOTION



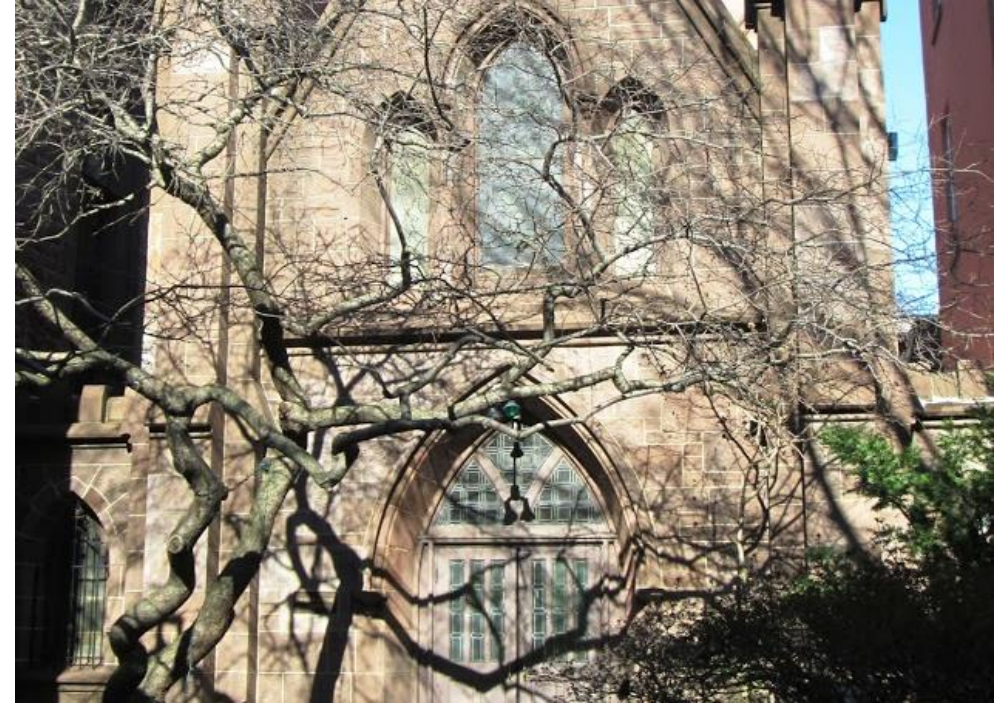
Building Our Future



As we prepare to return to our spiritual home:
It is time to renew and repair our beautiful spaces

Our Home for:





In 2019, the
Congregation
created a Capital
Reserve Fund to
provide for
decades of
Repairs

- Initial Funding
 - \$400,000 - Segregated from the General Endowment
 - Capital Fund Campaign
- Ongoing Annual Contributions
 - ~\$45,000 – From Operating Budget (10% of major rentals)
 - ~\$18,000 -- Earnings generated by the fund
 - Other Donations, bequests, etc.
- Initial catalog of Repairs for next 25 years
- Higher Repair costs in some years than others
 - Doesn't disrupt annual Operating Budget

Capital Fund Campaign

- Board charged Capital Review Group to update plan in 2021:
 - Identified 70 Repairs over the next 15 years, totaling \$1.5 million
 - Set the Capital Fund Campaign at \$500,000
 - Projected the Fund will have over \$500,000 remaining at end of 15 years, to carry us forward
- The Board endorsed the updated 15-year plan and the \$500,000 Capital Fund Campaign for Congregational approval at the Annual Meeting May 16
 - Reviewed at Budget Forum on April 18
 - Full detail posted on First Unitarian website
- CRG: John Carroll, Tom Check, Chris Johnson, Liz Davis, Gate Pratt, Lee Pardee
- Capital Fund Campaign Co-Chairs: Tom Check, Lee Pardee, Cybele Raver
- Canvassing team: Tyrone Davis, Jim Patrick, Bruce Wilde, Elees Woods

Examples of Repairs and Renewal over the next 15 years

Repairs:

- Upgrade fire and smoke alarm
- Periodic organ repairs
- Repair foundations
- Replace boilers at end of life
- Repair windows, doors, skylights
- Safety, ecology, and accessibility

Improvements (FY22-23):

- Solar panels on the roof of 48 Monroe
- Ecological cooling and heating in the Chapel and Frances White Room

Detailed materials at
www.fuub.org/home/members/capital-fund/
or email CapitalFundCampaign@fuub.org

Resolution

- **Whereas** on May 19, 2019, the Congregation:
- Created a Capital Reserve Fund to perform projects listed in Appendix A,
- Provided for a Review Team to recommend updates to that project list within three years, and
- Authorized a capital campaign
- The Congregation therefore **Resolves** at the Annual Meeting May 16, 2021, to approve:
- The 15 Year Repairs Program published prior to the Annual Meeting, and
- A Capital Fund Campaign to raise \$500,000 for the Capital Reserve Fund.

Discussion

- ▶ Comments will be limited to 2 minutes
- ▶ For Comments in favor of the motion type “for” in the chat box
- ▶ For Comments against the motion, type “against” in the chat box
- ▶ For Questions or Points of Order, type “Question” in the chat box.
- ▶ Questions will be answered in order
- ▶ Please, no cross chat allowed



Report & Motion From The Internship Committee

► Motion: The First Unitarian Congregational Society endorses and commits to the ordination of Ethan Loewi, intern minister, at a future date to be determined. Additionally, the congregation commits to raising funds for the ordination ceremony and reception.



THANK
YOU!