

Welcome!

2022 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 15, 2022

**FIRST UNITARIAN
CONGREGATIONAL SOCIETY
BROOKLYN**
A UNITARIAN UNIVERSALIST CONGREGATION

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



Opening Words

REV. ANA LEVY-LYONS
SENIOR MINISTER

3



Today's Agenda

- ▶ Senior Minister's Report
- ▶ Report of the Co-Presidents
- ▶ Approval of 2021 Annual Meeting Minutes
- ▶ Elections & Report of the Leadership Development Committee
- ▶ Presentation and Vote on the 2021-22 Budget
- ▶ Report and vote on the Capital Budget
- ▶ Adjournment



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.



Senior Minister's Report

REV. ANA LEVY LYONS

Life Cycle Events

Deaths

- Elaine Macken (October 16, 2021)
- Dale Addington (January 15, 2022)

Member Births

- Lewis Shepherd, child of Sarah Morgan & Jack Shepherd
- Rebel Ellis, child of Elizabeth & James Ellis

Family Births

- Wendy Russell's granddaughter, Charlotte Rose Roberts
- Meagan Henry's granddaughter, Lila Jawad Hijazi

Motion to
Accept 2020
Annual Meeting
Minutes





Board Co-Presidents' Report

MARY HUHNS AND MATT ROBINSON



Fiscal Year 21-22 Highlights

- ▶ Accessibility & Improvements
- ▶ Programs & People
- ▶ Finances



Report of the Leadership Development Committee

CATALINA BERTANI

CO-CHAIR

Nominees For the Board of Trustees

13

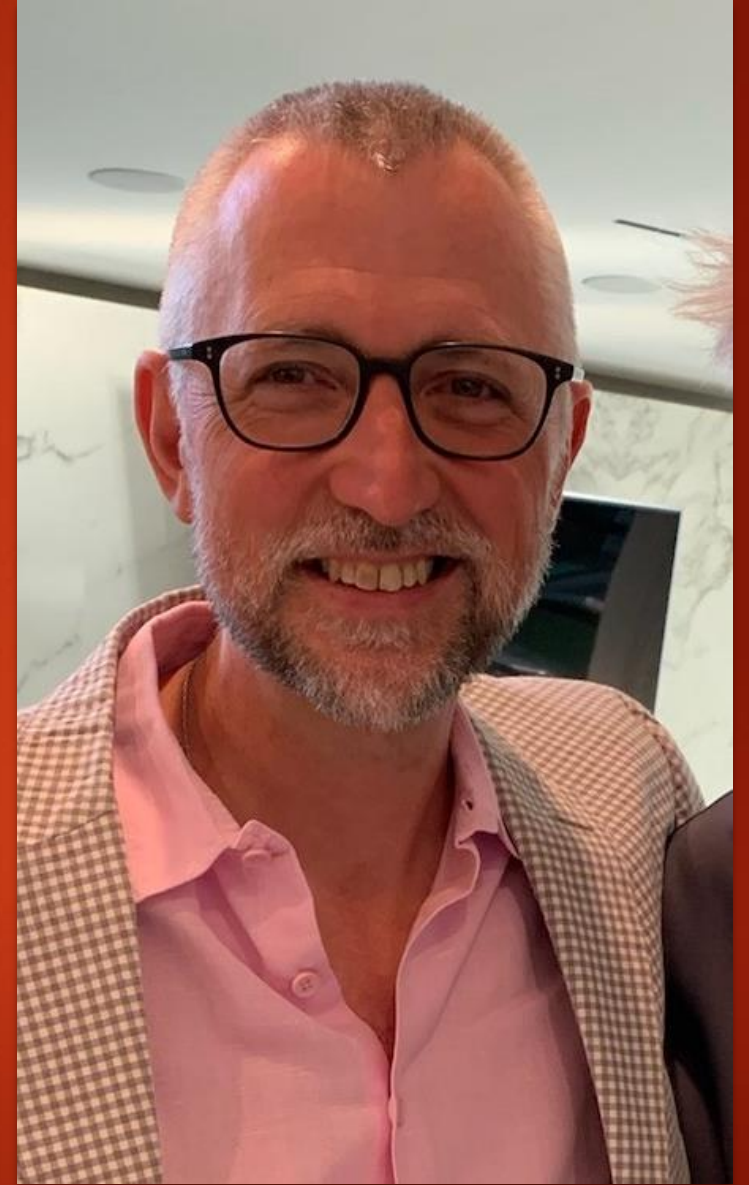
Class of 2025

- ▶ Robin Bossert
- ▶ Beth Evans
- ▶ Lisa Pacenza



Nominees for Clerk & Moderator

- ▶ Elees Woods (2nd Term)
- ▶ Patrick Gunn (1st Term)



Nominees for the Leadership Development Committee

Class of 2024

- ▶ Colleen Olson
- ▶ Dawn Elane Reed
- ▶ Michele Weisman



Motion

- ▶ On behalf of the Leadership Development Committee, move to elect the following
 - ▶ For the Board of Trustees: Robin Bossert, Beth Evans, Lisa Pacenza
 - ▶ For the Clerk of the Society: Elees Woods
 - ▶ For the Moderator: Patrick Gunn
 - ▶ For the Leadership Development Committee: Dawn Elane Reed, Colleen Olson, Michele Weisman

FY22-23 OPERATING BUDGET PRESENTATION

Pat Steele, Treasurer



REVENUE:

FY23

Proposed % of Whole

18

PLEDGES

305,000 33%

OTHER CANVASS/ CONTRIBUTIONS

57,000 6%

FUNDRAISING AND PROGRAMS

74,100 8%

RENTS474,495 52%

TOTAL REVENUE

910,595 100%

Plus Sustainable Contribution

175,000

Total Revenue w/sustainable**1,085,595****EXPENDITURES:**

Proposed

% of Whole

MINISTERIAL LEADERSHIP

189,893 18%

MUSIC

87,160 8%

EDUCATION/FAMILY MINISTRY

164,755 15%

CONGREGATIONAL LIFE

107,012 10%

BUILDING RELATED EXPENSES

388,938 36%

ADMIN/ GENERAL SERVICES

131,242 12%

CONTRIBUTIONS16,000 1%

TOTAL EXPENDITURES**1,085,000****100%**

ANOTHER WAY TO LOOK AT EXPENDITURES:	PROPOSED	% OF WHOLE
PAYROLL/ BENEFITS	671,313	62%
BUILDING/ ADMIN COSTS	275,810	25%
ALL OTHER	<u>137,877</u>	<u>13%</u>
TOTAL EXPENDITURES (OPERATING BUDGET)	1,085,000	100%

Changes in Budget

20

REVENUES: Pledges reduced from \$330,000 to \$305,000 -25,000

Other rentals increased by \$5000 to \$75,000 5,000

SUBTOTAL -20,000

EXPENDITURES: Salary increase for all staff from 5% to 4% -5,025

Unemployment prepaid in FY22 -3,000

Program reductions to budget -6,600

Financial Review postponed -5,000

SUBTOTAL -19,625

Financial Position

Cash on Hand (as of 4/30)

	Money Market	297,547
	Checking	<u>77,763</u>
TOTAL CASH ON HAND		375,310

Endowment Balance (as of 3/31)

	General	4,655,873*
	Capital	<u>556,887</u>
TOTAL INVESTED		5,212,760

***This is likely the highwater mark for the endowment**



Sustainability

22

FY23 \$175,000

Number set December 31 based on 13 Quarter
Average

last year \$166,400

Proposed Budget is \$595 better than sustainable

SOCIALLY RESPONSIBLE INVESTING POLICY:

No fossil fuels, tobacco, weaponry; Pilot project
to invest in new ecological technology

Questions & Discussion

- We will take questions and comments from the sanctuary first and then from members online.
- Members will have the opportunity to ask *clarifying* questions before the motion is made.
- Once the motion is made and seconded, comments will be limited to 2 minutes
- We will alternate comments in favor of the motion with comments against the motion
- The budget motion is not amendable



On-Line Participants:

- For clarifying questions, please type your question in the chat box.
- 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 Points of Order, type “Point of Order” in the chat box
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► Clarifying Question?



MOTION:

To adopt the Fiscal Year 2022-
2023 Operating Budget as
Presented

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CAPITAL BUDGET FY21 AND FY22

Capital Projects FY21-22

	Budget	Anticipated Expense Thru 6/30	Difference
Planned projects	\$ 233,000	\$ 37,100	\$ 195,900
Additional Green Projects	\$ 70,000	\$ 90,000	\$ (20,000)
Unanticipated Urgent Projects		\$ 36,500	\$ (36,500)
Façade Project (Unanticipated)		\$ 108,800	\$ (108,800)
Total	\$ 303,000	\$ 272,400	\$ 30,600

Planned: Sanctuary wheelchair seating, sidewalk repair, daycare AC leak repair
fire alarm system - started, organ repair - started

Green Projects: HVAC in Chapel and FWR, solar panels on 48 Monroe roof

Unanticipated Urgent: Gas line inspection & replacement, 48 Monroe roof replacement

Façade: Architect, boom lift to inspect conditions, sidewalk shed

Capital Projects

Fiscal Year 22-23

Projects Carried Over from FY21-22	\$ 174,500	Fire Safety System and Organ Repair
Green Projects Carried Over	\$ 13,000	Solar Panels
Unanticipated Projects Carried Over	\$ 10,000	48 Monroe Roof Replacement
New Projects	\$ 15,000	48 Monroe Stoop Repair
Façade Project - July-October 2022	\$ 109,200	Prep Work (support scaffolding, roof joists, window tracery)
Total FY22-23 Capital Projects	\$ 321,700	
Façade Project Nov 2022 -June 2023 Expenses	\$ 691,000	

Financing of the Façade Project to be investigated over the summer.

Congregational vote Fall 2022

Façade Repairs

Certainty	Phase	Time Period	Cost	Checkpoint
	Safety, Assessment, Plan Repairs	Sep 2021 – Jun 2022	\$108,800	Cong. Mtg. Nov. 2021 Cong. Mtg. Feb. 2022 NFSP LOI Mar. 2022 NYLC application May 2022
		Jul 2022 – Oct 2022	\$109,200	Cong. Mtg. May 2022 NFSP invitations Jun 2022 NFSP application Jul 2022
	Make Repairs	Nov 2022 – Jun 2023	\$690,900	NFSP awards Oct 2022 NYLC awards Oct 2022 Cong. Mtg. Oct. 2022 NSFP funding Jan 2023
		Jul 2023 – Nov 2023	\$488,800	Cong. Mtg. May 2023
	Total	Sep 2021 – Nov 2023	\$1,397,700	

NFSP = National Fund for Sacred Places

NYLC = New York Landmarks Conservancy

LOI = Letter of Intent

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MOTION:

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THANK
YOU!