

Welcome!

2023 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 21, 2023

FIRST UNITARIAN
CONGREGATIONAL SOCIETY
BROOKLYN
A UNITARIAN UNIVERSALIST CONGREGATION



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



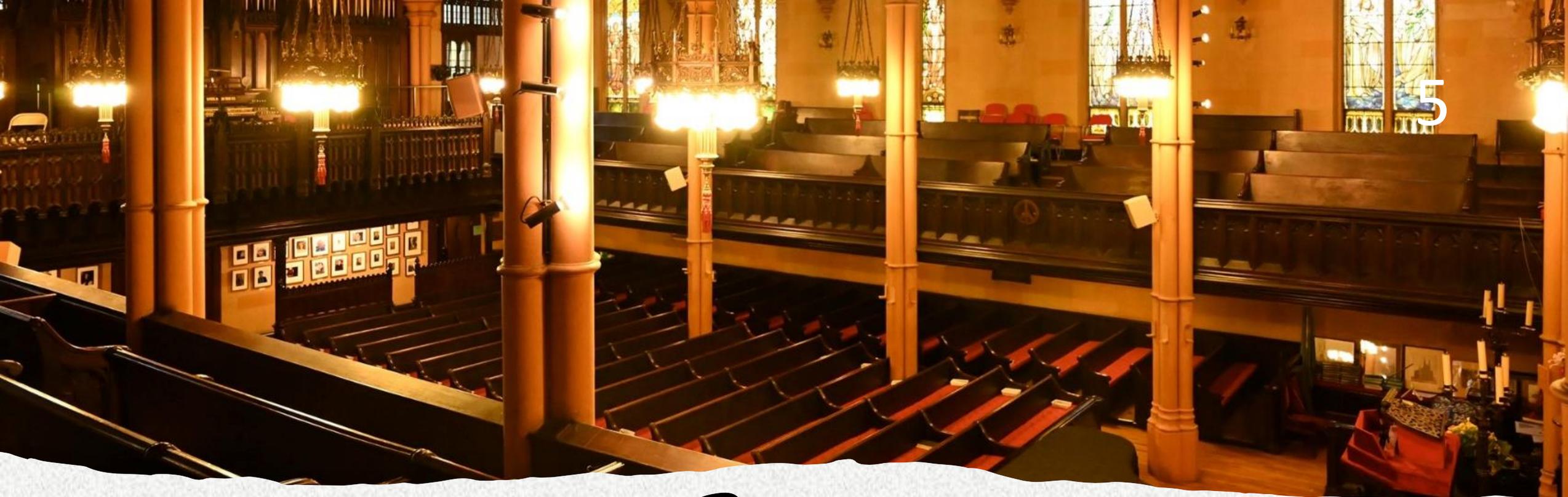
Right Relations Covenant

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.

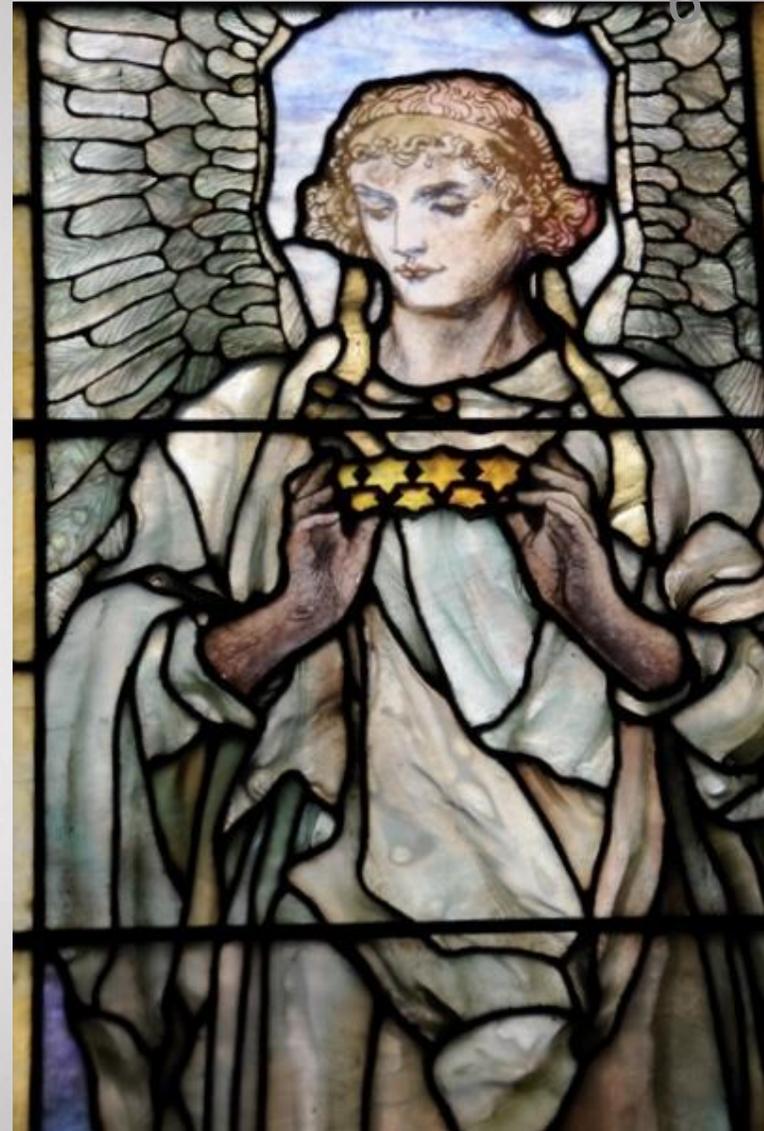


Opening Words

REV. ANA LEVY-LYONS
SENIOR MINISTER

Today's Agenda

- ✓ Senior Minister's Report & Life Cycle Events
- ✓ Approval of March 5, 2023 Congregational Meeting minutes and 2022 Annual Meeting Minutes
- ✓ Report of the Co-Presidents
- ✓ Vote to ordain Meagan Henry, Director of Religious Education & Family Ministry
- ✓ Report of the Leadership Development Committee & Election of Officers
- ✓ Presentation and Vote on the 23-24 Operating Budget
- ✓ Facilities Committee Report
- ✓ Report and Vote on the 23-24 Capital Budget
- ✓ Adjournment





Senior Minister's Report & Life Cycle Events

REV. ANA LEVY LYONS



Life Cycle Events

Member Deaths

- Julie McKinney, August 16, 2022
- Bob Newsom, April 13, 2023

Member Weddings

- Isabela Bertani & Laura Isela Gonzalez Reyes, Dec 20, 2022

Member Births

- Henry Carton, May 16, 2022
- Elian Judge-Lord, October 19, 2022
- Luca Jo Lee, November 3, 2022
- May Robinson-Henrie, September 20, 2022
- Julian Levavi, January 18, 2023
- Nova Adair Katherine Quesenberry, March 11, 2023

Motion to Accept
March 2023
Congregational
Meeting Minutes



Motion to Accept
2022 Annual
Meeting Minutes



Board Co- Presidents' Report

MARY HUHN AND ROBIN BOSSERT





21 New Members
Current Membership 280

This Year We....

- Removed a tree from the roof of the Sanctuary
- Started repairs to the façade, rose & diamond pane windows
- Installed solar panels on the roof of 48 Monroe
- Were awarded a \$30,000 grant
- Ran mini-UniFair and Spring Auction
- Winter appeal raised almost \$1500 for Immigrant Solidarity





New Hire Coming Soon

- Executive Manager – Will free up the program staff to better serve the mission of the congregation

And there's more...

- Monthly Vespers
- Sunset Park Unitarian Universalist Congregation



Hale and Farewell, Tasha Brownfield



Thank you for
your service,
Outgoing
Trustees

Jenny Goldin

Megan Munroe

Winnie Zwick

Motion to Ordain Meagan Henry, Director of Religious Education & Family Ministry



Report of the Leadership Development Committee

CARA HAFT
CHAIR





Nominees For the Board of Trustees

Class of 2026

- Michelle Ascione
- Jack Powell
- Barbara Bornmann



Nominees for Clerk of
the Society & Moderator

- Maggie Norris (1st Term)
- Patrick Gunn (2nd Term)



22

Nominees for the Leadership
Development Committee

Class of 2026

- Amanda Rinzel
- Yuri Weber

Motion to
Adopt the
Following
Slate of
Nominees

- On behalf of the Leadership Development Committee, move to elect the following
 - For the Board of Trustees: Michele Ascione, Barbara Bornmann, Jake Powell
 - For the Clerk of the Society: Maggie Norris
 - For Moderator: Patrick Gunn
 - For the Leadership Development Committee: Amanda Rinzel, Yuri Weber

FY22-23 OPERATING
BUDGET PRESENTATION

Lee Pardee, Treasurer



Current Fiscal Year Budgets as of April 30th

Operating

	Budget	Actual	%
• Revenues	\$957,897	\$914,526	95.5%
• Expenses	\$894,974	877,972	98.1%

Capital

• Revenues	\$727,625	\$392,855	54.0%
• Expenses	\$843,853	\$250,495	29.7%

Endowment as of April 30th

Sub-Account	Balance
• General Endowment	\$4,341,754
• Capital Reserve Fund	\$ 371,204
• WLA Endowment	\$ 501,011
TOTAL	\$5,213,969

Account Balances as of April 30th

Money Market

Sub-Account

- Operating
- Capital
- McKinney Music
- Lafever
- Unemployment Reserve

TOTAL

Balance

\$ 70,500

\$ 39,985

\$ 40,642

\$ 5,513

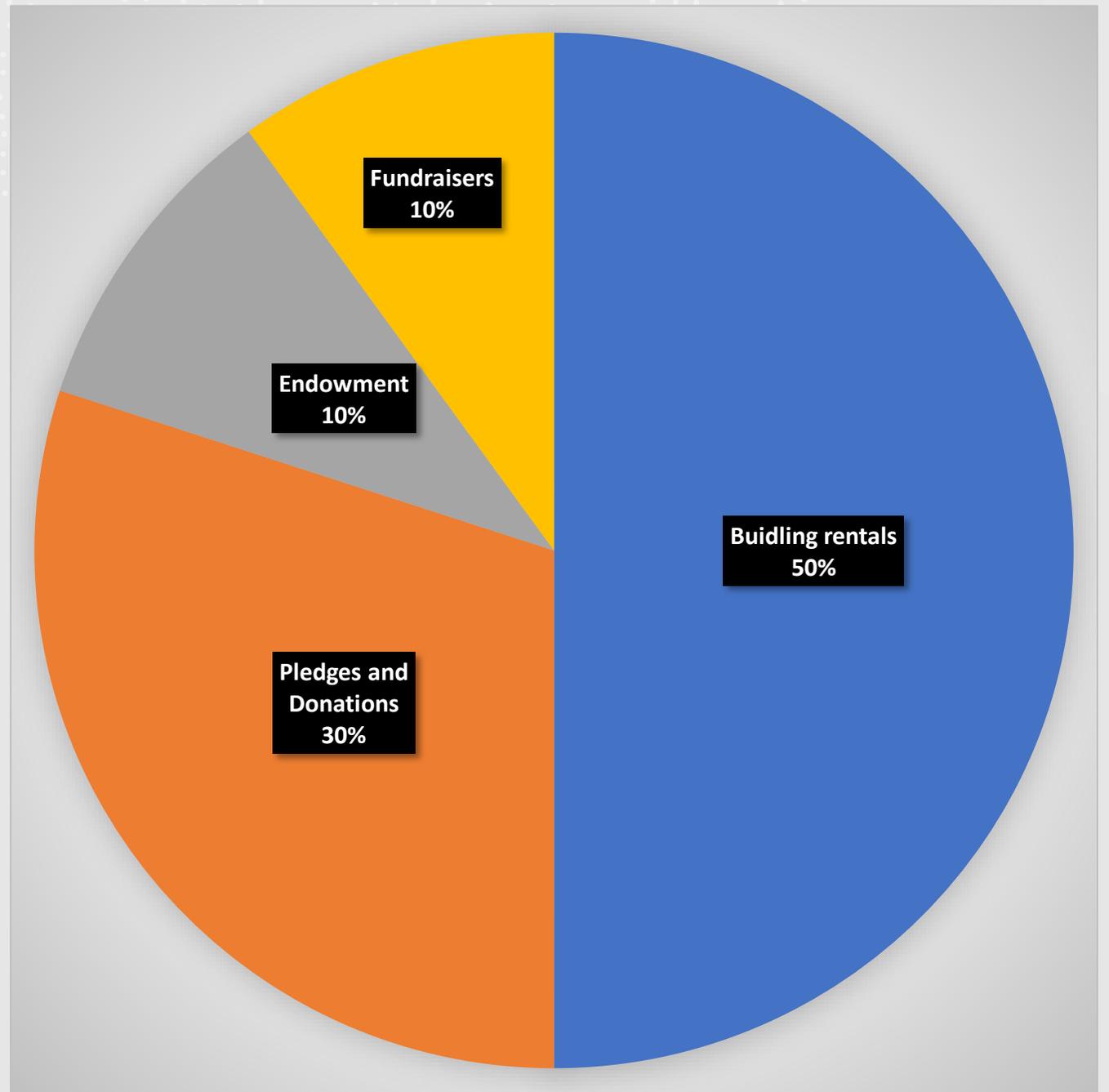
\$ 6,000

\$ 139,484

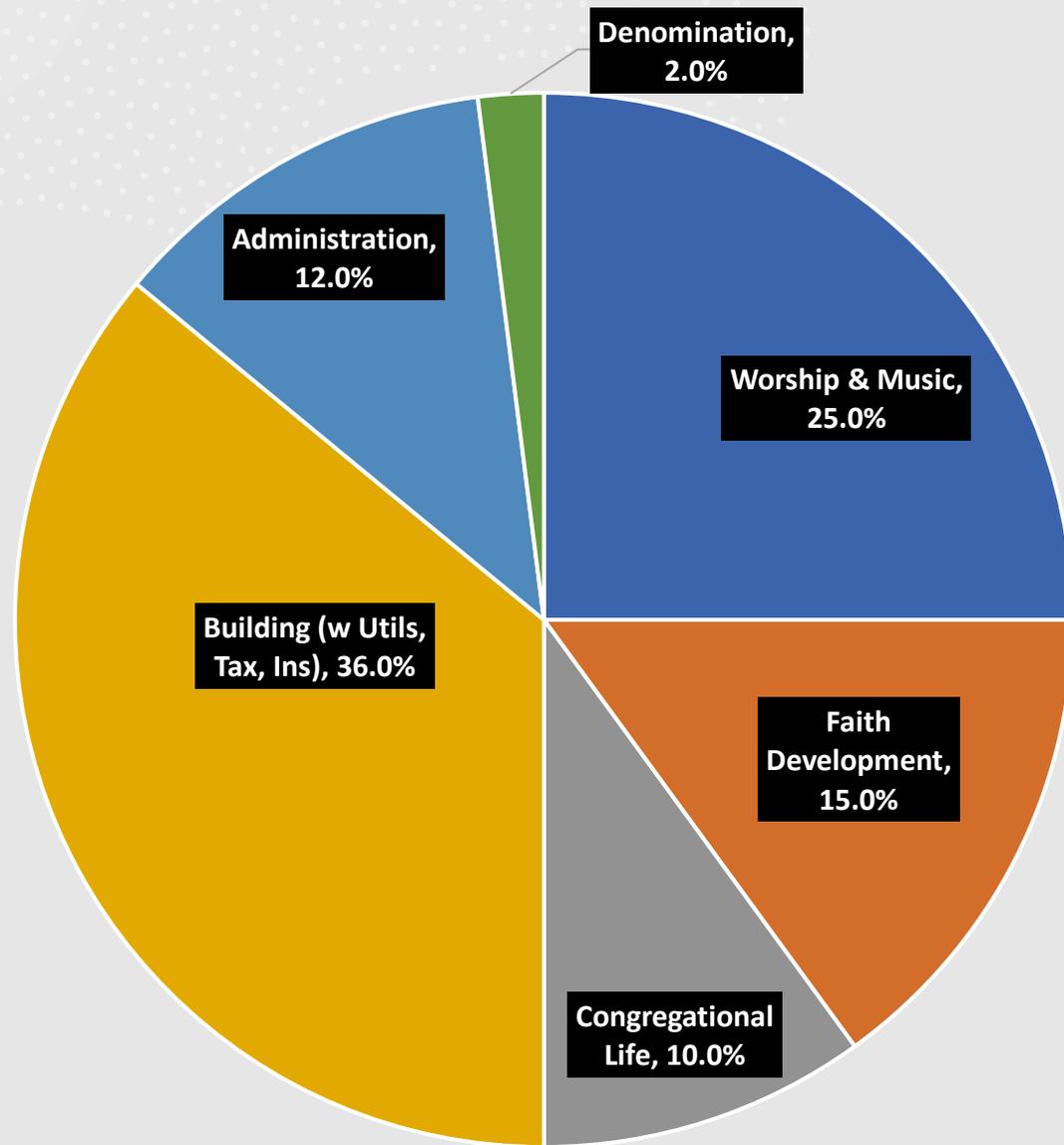
Checking Account:

\$139,484

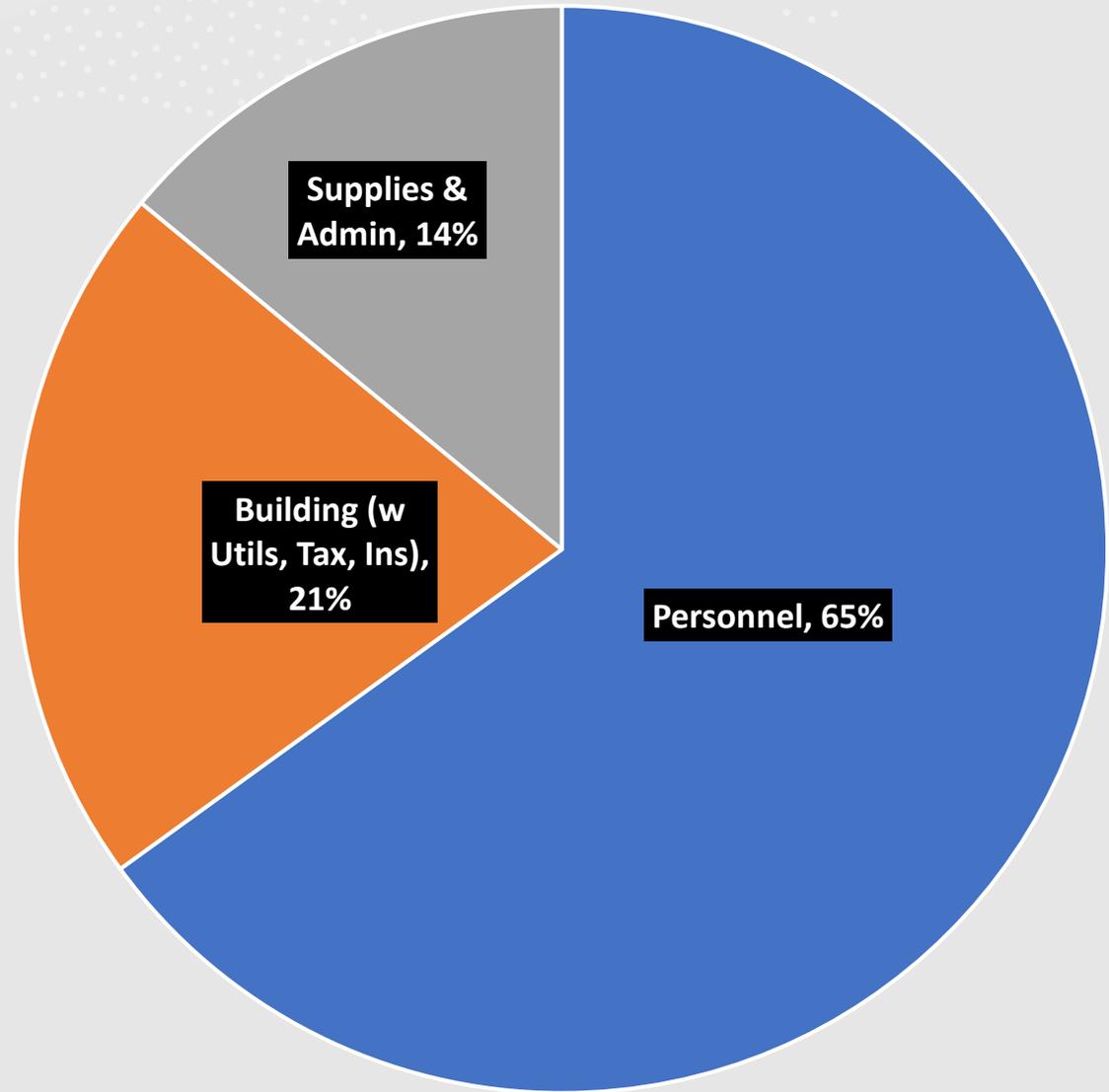
Where our Operating Funds Come From



How Our Funds are Used.



Expenses by Type



Proposed Operating budget



Fiscal Year 23-24

Assumptions and Decisions the Board Made for the FY23-24 Budget

Revenue Increases

- | | |
|---|----------|
| • Long-term and Occasional rental income increases | \$60,000 |
| • Increased pledges and donations (Thanks WLA) | \$10,000 |
| • Miscellaneous increases – UniFair, Auction, other | \$ 5,000 |
|
 | |
| • Net Revenue Increase | \$75,000 |

Assumptions and Decisions the Board Made for the FY23-24 Budget

Expense Increases

- Salary increases

(COLAs of 4.5% - 6% and raises plus health ins., FICA, and pension increases) \$65,000

- New position of Building Manager to take over rental, event and building staff responsibilities from Garnett \$60,000 - \$70,000

- Various – Utilities, taxes, ins., supplies \$ 5,000

- Savings from decreasing Garnett to 4/5 time, staff health ins. change, eliminating RE Assistant position -\$55,000

Net Expense Increase \$75,000 - \$85,000

REVENUE

	<u>Proposed</u>	<u>% of Whole</u>
PLEDGES	\$ 312,000	26%
OTHER CONTRIBUTIONS	80,670	7%
FUNDRAISING AND PROGRAMS	66,000	6%
RENTS	536,070	46%
SUSTAINABLE DRAW	176,300	15%
TOTAL REVENUE	\$ 1,171,040	100%

EXPENSES

	Proposed	% of Whole
WORSHIP AND MUSIC	\$ 273,163	23%
EDUCATION/FAMILY MINISTRY	164,601	14%
CONGREGATIONAL LIFE	94,084	8%
BUILDING RELATED EXPENSES*	462,966	39%
ADMIN/ GENERAL SERVICES	153,559	13%
DENOMINATION & SHARE THE PLATE	33,000	3%
TOTAL EXPENDITURES	\$1,181,373	100%

***Includes new Business Mngr. salary & benefits**

BOTTOM LINE

TOTAL REVENUES	\$1,171,040
<u>TOTAL EXPENSES</u>	<u>\$1,181,373</u>
NET	- \$10,333*

To be funded by extra draw from endowment or by members increasing FY23-24 pledges

MOTION:

that the congregation approves the operating budget for fiscal year 2023-2024 as proposed by the Board of Trustees.

Clarifying 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
- Speakers will not be recognized until they are at a microphone
- 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
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- For Points of Order, type “Point of Order” in the chat box
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Facilities Committee Report

John Carroll, Chair



Facilities Management Comittee

- Events
- Projects



Facilities Events

- Volunteer work-days
- Congregational forum
- Benefit concert, open house,
The Lesson

THE LESSON

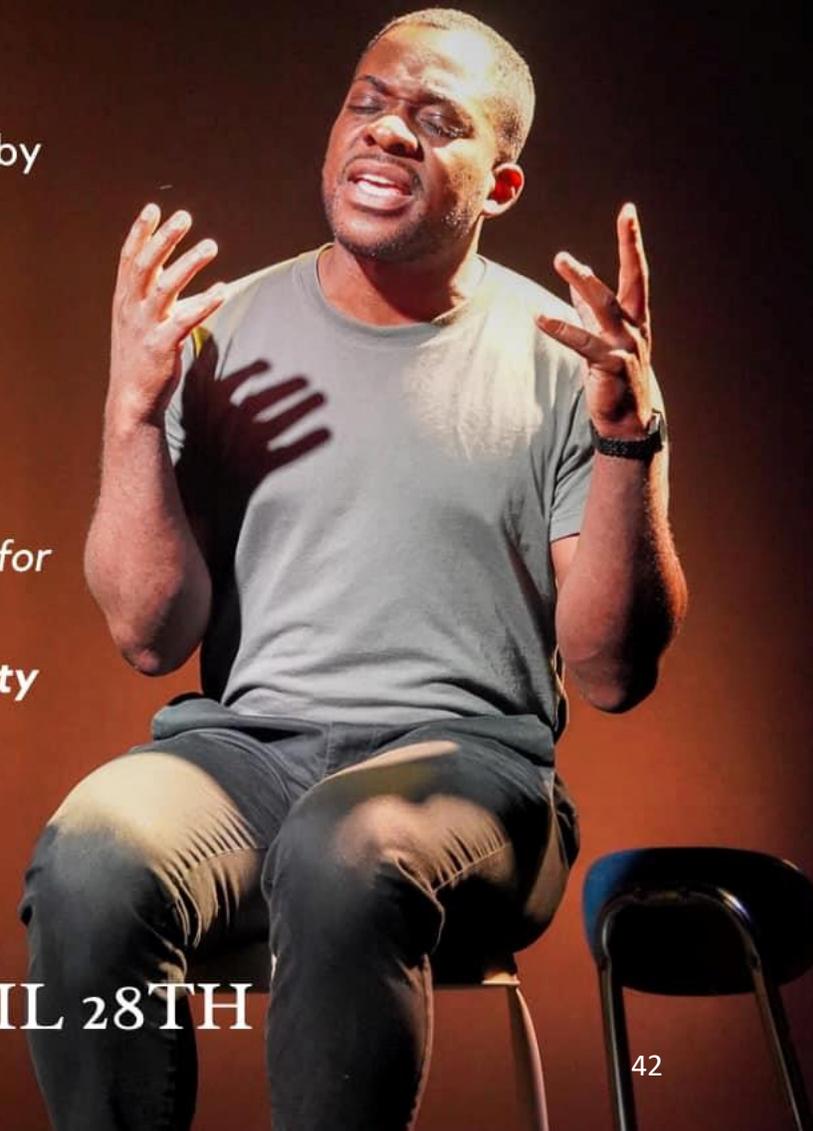
Written and Performed by
Tyrone Davis, Jr.

Directed by
Henry Gottfried

*A Benefit Performance for
The First Unitarian
Congregational Society
of Brooklyn*

FRIDAY, APRIL 28TH

7:30 PM



Projects in 2022-2023

Chapel
heating and
cooling system

Solar panels
on 48 Monroe





Upcoming Projects

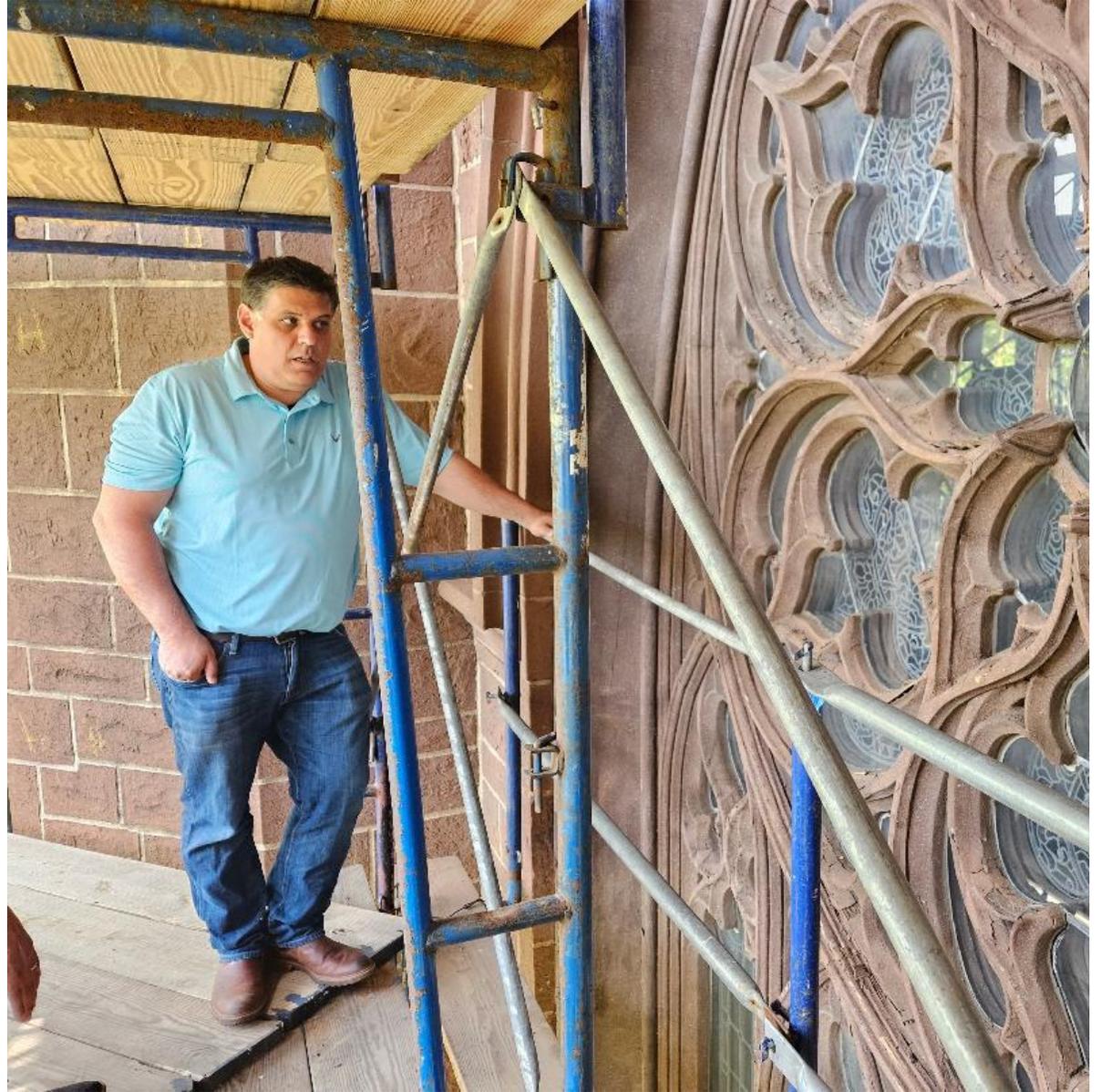
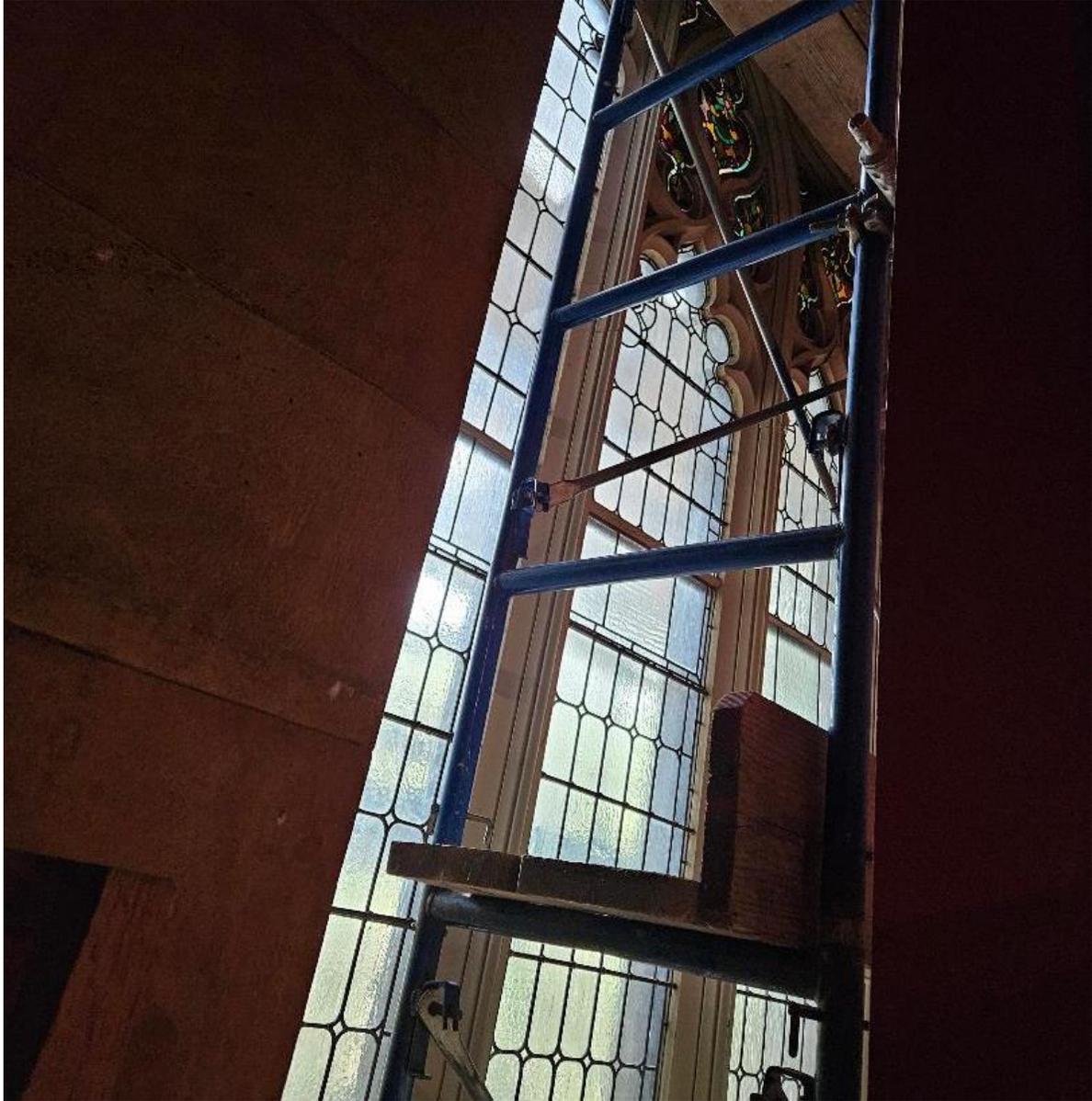
- Fire safety
- Organ console



Upcoming Projects

- Façade
 - Lower façade: awarded contract, work will begin in June
- Windows
 - Awarded contracts to brace windows and repair tracery
 - Bracing: scaffolding going up in organ loft
 - Tracery: work will begin in July
- Spires
 - Bidding process underway for fabrication and installation: cast stone or fiberglass









CAPITAL BUDGET FY23-24



Proposed Capital Budget



Fiscal Year 23-24

EXPENSES

PROJECT	EXPENSE
New Fire Alarm System	\$ 120,000
Façade - Brownstone Repair	\$ 400,000
Façade - Spire Repair	\$ 400,000
Façade - Repair widow frames and tracery	\$ 187,500
Façade - Sidewalk shed and scaffolding	\$ 20,000
Façade - Architect	\$ 25,000
Organ - Replace electronic console and control system (installed in 1993 and now at end of life),	\$ 65,000
Repair and add vent to skylight in restroom behind copy room	\$ 7,500
Repair Green Room south and east window frames and sills	\$ 10,000
Line of Credit Repayments	\$ 60,000
TOTAL	\$ 1,295,000

REVENUE

SOURCE	AMOUNT
Line of Credit	\$ 506,500
General Endowment	\$ 506,500
Capital Reserve Fund	\$ 215,000
Landmarks Grant	\$ 30,000
Matching Funds	\$ 30,000
Other Donations	\$ 7,000
TOTAL	\$ 1,295,000

MOTION:

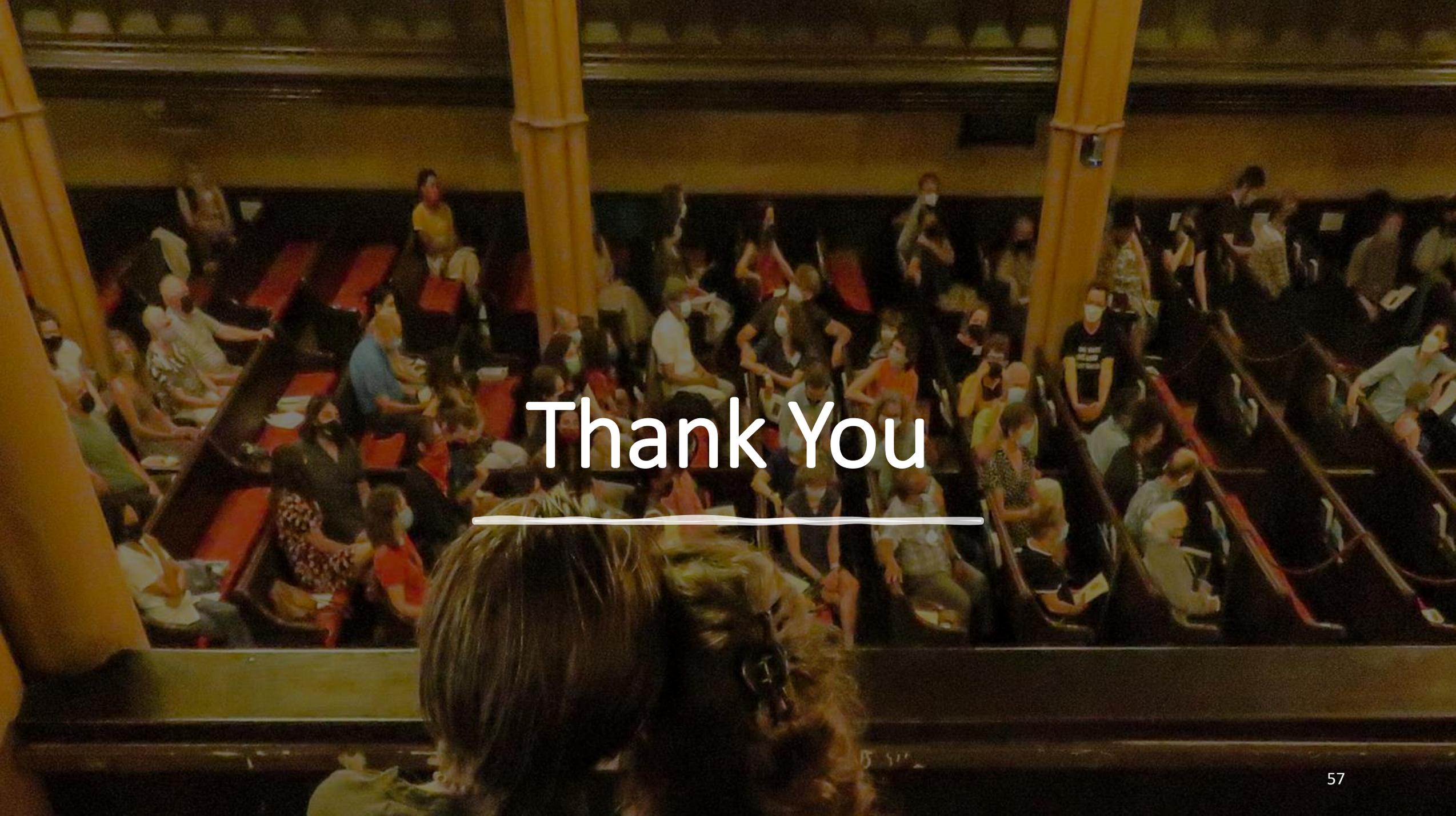
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the capital budget for fiscal year
2023-2024 as proposed by the
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A large audience is seated in a theater or auditorium, viewed from an elevated position. The audience members are seated in rows, and the theater has a dark interior with red carpeting on the aisles. The text "Thank You" is overlaid in the center of the image in a white, sans-serif font. A white horizontal line is positioned below the text. The background shows the theater's architecture, including large columns and a balcony area.

Thank You