

FIRST UNITARIAN  
CONGREGATIONAL SOCIETY  
BROOKLYN  
A UNITARIAN UNIVERSALIST CONGREGATION

WELCOME!  
CONGREGATIONAL MEETING

November 17, 2024

# TODAY'S AGENDA

- 12:45PM, Call to Order, declaration of a quorum – James Goward, Moderator
- 12:50PM, Chalice Lighting and Opening Words - Rev. Micah C. Ma, Interim Senior Minister
- 12:55PM, Appointment of Parliamentarian, Review of Agenda, Rules & Right Relations Covenant – Moderator
- 12:57PM, Election of Inspectors of Election (on-line and in person) – Moderator
- 1:00PM, Withdrawal of Annual Meeting Motion on Gaza – Taylor Murray, YAM
- 1:05PM, Motion to affirm Action of Immediate Witness: Solidarity with Palestinians & Responsive Resolution: UUA General Assembly Support for October 7 Hostages – Standing Committee of the Board of Trustees
- 1:45PM, Co-Presidents' Report - Beth Evans & Jake Powell
- 1:55PM, Budget Update – Lee Pardee Treasurer
- 2:10PM, Report of the Facilities Committee – Daniel Walter, Chair, Facilities Committee
- 2:25PM, Transition Update – Interim Senior Minister
- 2:30PM, Adjourn

**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.
- 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.
- Be open to hope.

Adopted by the Congregation - March 7, 2009

Rev. Micah C. Ma

# OPENING WORDS

Taylor Murray

# YOUNG ADULT MINISTRY FOR GAZA

Standing Committee  
of The Board of  
Trustees:  
Vicki Antonini, Beth  
Evans, Jake Powell

## **PRESENTATION AND MOTION ON ACTION OF IMMEDIATE WITNESS AND RESPONSIVE RESOLUTION**

# BACKGROUND ON THIS VOTE

- A motion about the situation in Gaza was introduced by First Unitarian Young Adults at the May 2024 Annual Meeting of the congregation.
- Discussion about the motion became very heated – both for and against the motion.
- A vote to table the motion was passed





# THE UUA

Unitarian Universalist Association

- ❖ UUs in “America”—Our values and roots go back to the 1600’s: Human experience, freedom of thought, self-government of congregations, drawing wisdom from many texts and sources, Beloved Community, racial justice, interconnectedness, Science as a guide to truth and meaning...
- ❖ Unitarianism and Universalism merged in 1961. Both denominations’ heritages have been nurtured by the UUA to provide a strong voice for social justice and liberal religion.
- ❖ The UUA’s General Assembly is attended by 2,500+ delegates, members, staff and clergy from 1,000+ UU congregations, each year.

—UUA.org

# GENERAL ASSEMBLY (GA)

2024: Virtual (online) GA

- ❖ Business agenda is set by the UUA Board of Trustees
- ❖ Social Justice proposals can be initiated by delegates
  - 3 AIWs were voted onto the agenda in 2024
- ❖ Delegates from certified member congregations are able to vote
- ❖ GA has a set of rules and procedures to ensure the democratic process and right relations are maintained



# FIRST UNITARIAN'S DELEGATION

*Elena Karpoff*  
*Ian Holmes*  
*Michael DeSantis*  
*Maggie Norris*  
*Mary Most*  
*Judith Sedaitis*

- ❖ Every certified congregation is entitled to 2 delegates, plus 1 delegate for every 50 members over 100.
- ❖ First Unitarian had 6 delegates at last year's General Assembly, elected at the February 2024 congregational meeting
- ❖ First Unitarian's policy is to allow our delegates to vote their conscience.
- ❖ We elect our delegates from a slate presented by the Leadership Development Committee, after a comprehensive selection process. All members in good standing are eligible to be delegates.

# ACTIONS OF IMMEDIATE WITNESS

## & Responsive Resolutions

An **Action of Immediate Witness (AIW)** is a statement about a significant action, event, or development in the world that necessitates immediate engagement and action among UU member congregations and groups.

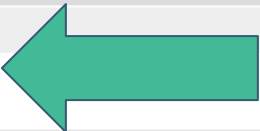
- Actions of Immediate Witness (AIWs) express the conscience and carry the authority of the delegates at the GA at which it is passed. AIWs are initiated by individual delegates and move through their entire creation and adoption process during a single GA.  
<https://www.uua.org/action/process>
- There is extensive discussion, both live and on the delegate platform (written) before votes are held.

**Responsive resolutions (RR)** are brief, advisory statements that express the sentiment of the delegates.

# UUA VOTE RESULTS

## Action of Immediate Witness: Solidarity with Palestinians

Affirm this Action of Immediate Witness	1655 (73.5%)
Do not affirm this Action of Immediate Witness	598 (26.5%)



### VOTER SUMMARY

Total	2545
Abstain	292 (11.5%)

## Responsive Resolution: UUA General Assembly Support for October 7 Hostages

Adopt responsive resolution	1705 (77.0%)
Do not adopt responsive resolution	508 (23.0%)



### VOTER SUMMARY

Total	2545
Abstain	332 (13.0%)



This ballot is certified by Simply Voting to have been securely processed and accurately tabulated by their independently managed service. You may download a [spreadsheet of vote data \(CSV file format\)](#) to audit these results.

# MOTION BY THE BOARD OF TRUSTEES

Be it resolved that the First Unitarian Congregational Society in Brooklyn affirms the *Action of Immediate Witness: Solidarity with Palestinians & Responsive Resolution: UUA General Assembly Support for October 7 Hostages* as adopted by delegates at the June 2024 Unitarian Universalist General Assembly.

## Resolution

Be it resolved that the First Unitarian Congregational Society in Brooklyn affirms the *Action of Immediate Witness: Solidarity with Palestinians & Responsive Resolution: UUA General Assembly Support for October 7 Hostages* as adopted by delegates at the June 2024 Unitarian Universalist General Assembly.

- People are asked to speak for themselves, not for what they believe others may think. Also, people are asked to be mindful of the feelings of others in the way that they phrase their remarks.
- So that our on-line participants and those with hearing loss can participate fully, you must be at a microphone before being recognized to speak.
- Comments are limited to 2 minutes per person.
- The moderator will call on people with differing points of view alternately.
- No one will be called upon to speak for a second time before everyone wishing to speak has spoken once.
- Procedural questions, questions for information, and right relations/process questions will be addressed as soon as they are made known to the moderator, before calling on other speakers or moving on to another item of business.
- No vote on a motion will be taken before 15 minutes of comments have expired or there are no more people seeking to comment.
- After 15 minutes, the question may be called. A 2/3 vote is required to end debate and proceed to a vote on the motion.
- There must be a 2/3 vote to extend discussion beyond the time allotted on the agenda.

Beth Evans  
Jake Powell

# CO-PRESIDENTS' REPORT





## WORSHIP & FAITH DEVELOPMENT

- Record attendance at summer services
- Open Sanctuary on Election Day
- Prayer and song circle following the election
- Listening Circles

# THANK YOU TO OUR LISTENING CIRCLE FACILITATORS AND CARE LEADERS

## Facilitators

Vicki Antonini	Erin Hopkins
Bob Bero	Becky Huffman
Vonda Brunsting	Lee Pardee
Beth Evans	Jake Powell
Darby Foreman	
Cara Haft	
Rev. Meagan Henry	

## Pastoral Care

Edwin Lord  
Michelle Kuchuk  
Rev. Micah Ma





## RELIGIOUS EDUCATION

- Over 60 children enrolled in our Sunday School Program including...
- 15 youth in our high school program
- High school youth helped to prep new “garbage alley” area to comply with city requirements
- Over 40 people attended November family retreat



JUSTICE

- Wrote and mailed 300 letters to voters in Georgia
- Drag Out The Vote Fundraiser
- Brooklyn UU's for Justice in The Middle East
- Ian Holmes, Emily Hockaday and Kate Caudill attended NY Justice Conference in Albany
- Co-Sponsored *Undivide Us* screening and tea with multiple Brooklyn Heights congregations





## MEMBERSHIP & CONGREGATIONAL LIFE

- In-gathering lunch
- Meet a friend Sunday
- Men's group organizing meeting
- 7 new members
- Welcomed 50+ visitors since in-gathering
- Thanksgiving potluck
- Young adult leadership in the wider denomination (see UU World)

# UniFair

ANNUAL HOLIDAY MARKET

Saturday, December 7th, 10AM-3PM

3 big rooms of clothing, jewelry, white elephants, beautifully decorated holiday wreaths, and baked goods.

## OTHER FUN STUFF

- Emma's Revolution Concert
- UniFair - off and running (thank you to our co-chairs, Mariasara Alcott & Amanda Nietzel)

(Bring you donations to the church on Sunday morning or call the office to make other arrangements!)

Lee Pardee  
Treasurer

# TREASURER'S REPORT



# **FISCAL 2023-2024 SUMMARY OPERATING BUDGET**



# OPERATING REVENUE FY23-24

	<b>ACTUAL</b>	<b>BUDGET</b>
CANVASS & CONTRIBUTIONS	366,000	378,000
RENTS	554,000	536,000
PROGRAM & CONG. FUNDRAISING	114,000	81,000
<b>TOTAL REVENUE</b>	<b>1,034,000</b>	<b>995,000</b>

# OPERATING EXPENDITURES FY23-24

	ACTUAL	BUDGET
WORSHIP AND MUSIC	279,000	273,000
LIFESPAN FAITH DEVELOPMENT	187,000	165,000
CONGREGATIONAL LIFE	108,000	93,000
BUILDING RELATED EXPENSE	455,000	463,000
GENERAL SERVICES	147,000	154,000
DENOMINATIONAL EXPENSE	40,000	33,000
<b>TOTAL EXPENDITURES</b>	<b>1,216,000</b>	<b>1,181,000</b>

# OPERATING SUMMARY FY23-24

	ACTUAL	BUDGET
TOTAL REVENUE	1,034,000	995,000
TOTAL EXPENDITURES	1,216,000	1,181,000
NET SURPLUS (DEFICIT)	(182,000)	(186,000)
SUSTAINABLE ENDOWMENT DRAW	176,000	176,000
ADDITIONAL ENDOWMENT DRAW	6,000	10,000



# **FISCAL 2023-2024 SUMMARY CAPITAL BUDGET**

# CAPITAL REVENUE FY23-24

	ACTUAL	BUDGET
CAPITAL BLDG FUND – INDIV GIFTS	13,000	37,000
TRANSFER FROM RENT	39,000	39,000
OTHER CAPITAL REVENUE	35,000	0
CAPITAL BLDG FUND – GRANT	30,000	30,000
LINE OF CREDIT	0	507,000
INCOME ROLLOVER FROM FY2023	113,000	0
<b>TOTAL CAPITAL FUND REVENUE</b>	<b>\$230,000</b>	<b>\$613,000</b>

# CAPITAL EXPENSES FY23-24

	ACTUAL	BUDGET
EXTERIOR FACADE	625,000	1,153,000
CAPITAL PROJECTS – CURRENT YEAR*	70,000	142,000
<b>TOTAL CAPITAL FUND EXPENSES</b>	<b>\$695,000</b>	<b>\$1,295,000</b>

\*Preliminary work for new organ console, boiler, fire alarm system; HVAC; window repair

# CAPITAL SUMMARY FY23-24

	ACTUAL	BUDGET
TOTAL REVENUE	230,000	613,000
TOTAL EXPENDITURES	695,000	1,295,000
NET SURPLUS (DEFICIT)	(465,000)	(682,000)
ENDOWMENT & CAP RESERVE DRAW	465,000	682,000



# **FISCAL YEAR 2024-2025 OPERATING BUDGET (JULY-OCTOBER)**



# REVENUE FY24-25 THROUGH OCTOBER

	ACTUAL	BUDGET
CANVASS & CONTRIBUTIONS	106,000	141,000
RENTS	203,000	190,000
PROGRAM & CONG. FUNDRAISING	22,000	28,000
<b>TOTAL FUNDS RAISED</b>	<b>\$331,000</b>	<b>\$359,000</b>

# EXPENDITURES FY24-25 THROUGH OCTOBER

	ACTUAL	BUDGET
WORSHIP AND MUSIC	67,000	92,000
LIFESPAN FAITH DEVELOPMENT	50,000	61,000
CONGREGATIONAL LIFE	24,000	33,000
BUILDING RELATED EXPENSE	151,000	167,000
GENERAL SERVICES	40,000	56,000
DENOMINATIONAL EXPENSE	7,000	14,000
<b>TOTAL EXPENDITURES</b>	<b>\$339,000</b>	<b>\$423,000</b>

# ADDITIONAL EXPENSE — OFF BUDGET

	ACTUAL	BUDGET
PRIOR SENIOR MINISTER SEVERANCE	51,000	58,000

# OPERATING SUMMARY FY24-25 THROUGH OCTOBER

	ACTUAL	BUDGET
TOTAL REVENUE	331,000	359,000
TOTAL EXPENDITURES w SEVERANCE	390,000	423,000
NET SURPLUS (DEFICIT)	(59,000)	(64,000)
SUSTAINABLE ENDOWMENT DRAW	59,000	59,000
ADDITIONAL ENDOWMENT DRAW	0	5,000



# **FISCAL YEAR 2024-2025 CAPITAL BUDGET (JULY- OCTOBER)**

# CAPITAL REVENUE FY24-25 THROUGH OCTOBER

	Actual	Budget
Capital Building Fund - Individual Donations	3,000	3,000
Transfer from Rent	0	14,000
Other Capital Revenue	0	3,000
Line of Credit	300,000	153,000
<b>TOTAL CAPITAL FUND REVENUE</b>	<b>\$303,000</b>	<b>\$163,000</b>

# CAPITAL EXPENSES FY24-25 THROUGH OCTOBER

	ACTUAL	BUDGET
Exterior Façade*	298,000	153,000
Capital Projects - Current Year	63,000	66,000
<b>TOTAL CAPITAL FUND EXPENSES</b>	<b>\$361,000</b>	<b>\$219,000</b>

\*Starting this month the congregation will pay approximately \$1800 in interest and \$5000 in principal for our draw on the line of credit. At this rate, we will pay off the line of credit in five years.

# CAPITAL SUMMARY FY24-25 THROUGH OCTOBER

	ACTUAL	BUDGET
TOTAL REVENUE	303,000	153,000
TOTAL EXPENDITURES	361,000	219,000
NET SURPLUS (DEFICIT)	(58,000)	(66,000)
ENDOWMENT & CAP. RESERVE DRAW	\$58,000	\$66,000



# FIRST UNITARIAN FUNDS

## Investment Fund (Endowment) (as of 9/30/24)

General	4,196,000	
Capital	423,000	
<b>WLA</b>	<b>563,000</b>	<b>\$ 5,182,000</b>

## Money Market (as of 10/31/24)

General	130,000	
McKinney Music	36,000	
Lafever	6,000	
<b>Unemployment</b>	<b>8,000</b>	<b>\$ 180,000</b>

<b>Checking (10/31/24)</b>	<b>\$22,000</b>	
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Daniel Walters, Chair,  
Facilities Committee

# FACILITIES COMMITTEE REPORT

# FACILITIES REPORT

- Sanctuary designed by noted American architect Minard Lefever and erected in 1844
- Exterior is brownstone, a porous material that cracks and spalls over time
- Already repaired multiple times, most recently in 1995, 30 years ago
- Inspection from scaffold in 2021 revealed extensive continuing deterioration
- Will repair where needed along entire façade along Pierrepont St, from top to bottom



CHURCH OF THE HOLY TRINITY

## Laser Scan of Two Tall Spires – existing condition

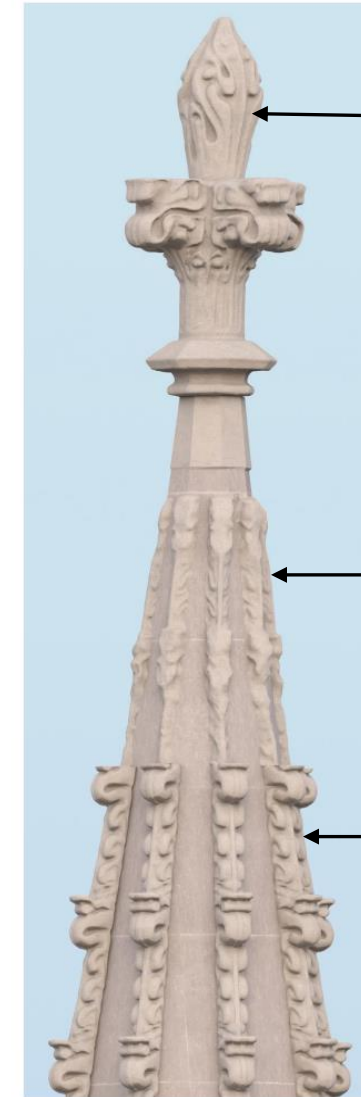


Axonometric View – Existing Tower #2 and Tower #3.  
Renders of Existing Stonework.

### PROPOSED FINIAL REPAIRS



Existing Tower #2



Ongoing Cracks &  
Spalling

Deteriorated  
detail removed in  
1950s

Ongoing Cracks &  
Spalling

Existing Tower #3

## Rendering of Two Tall Spires – after repair



Axonometric View – Proposed Tower #2 and Tower #3.  
Renders of Proposed GFRP Replacement.

**PROPOSED FINIAL REPAIRS**



Proposed Tower #2



Proposed Tower #3

**LPC 52**



# SCOPE OF CURRENT PROJECT

- Identify all deteriorated elements and specify how to repair or replace each of them – *done*
- Tailored repairs for three areas of the façade – *through summer 2025*
  - Flat walls
  - Ornamentation below the roofline
  - Four spires above roofline
  - *Each type of repair matches the color and texture of the existing brownstone*
- After all repairs/replacements, wash surfaces and repoint mortar joints: *summer/fall 2025*
- Install lightning protection on two tall spires and along ridgeline of roof: *summer/fall 2025*
- *Target to finish all repairs and remove scaffolding before Christmas 2025*





# FLAT WALLS

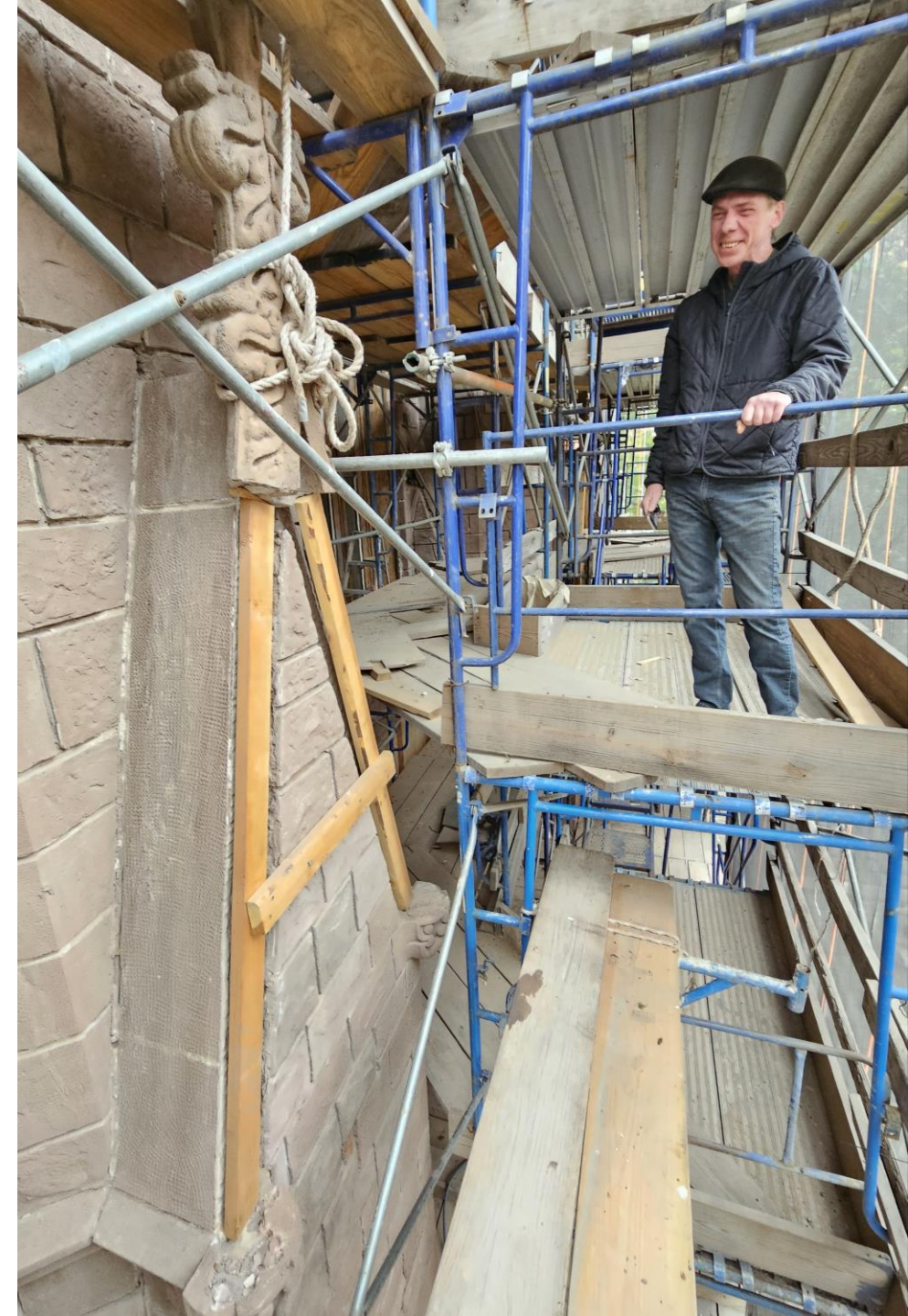
- Remove cracked surfaces and repair with a longer-lasting approach than in 1995
  - Walls below roofline: *done*
  - Flat parts of four spires above the roofline: *spring/summer 2025*





# Ornamentation below Roofline

- Ornamentation below the roofline:
  - Remove deteriorated elements: *done*
  - Fabricate long-lasting “cast stone” (molded concrete) replacements: *fall 2024 thru winter 2025*
  - Install cast stone replacements: *spring 2025*





# SPIRES ABOVE ROOFLINE

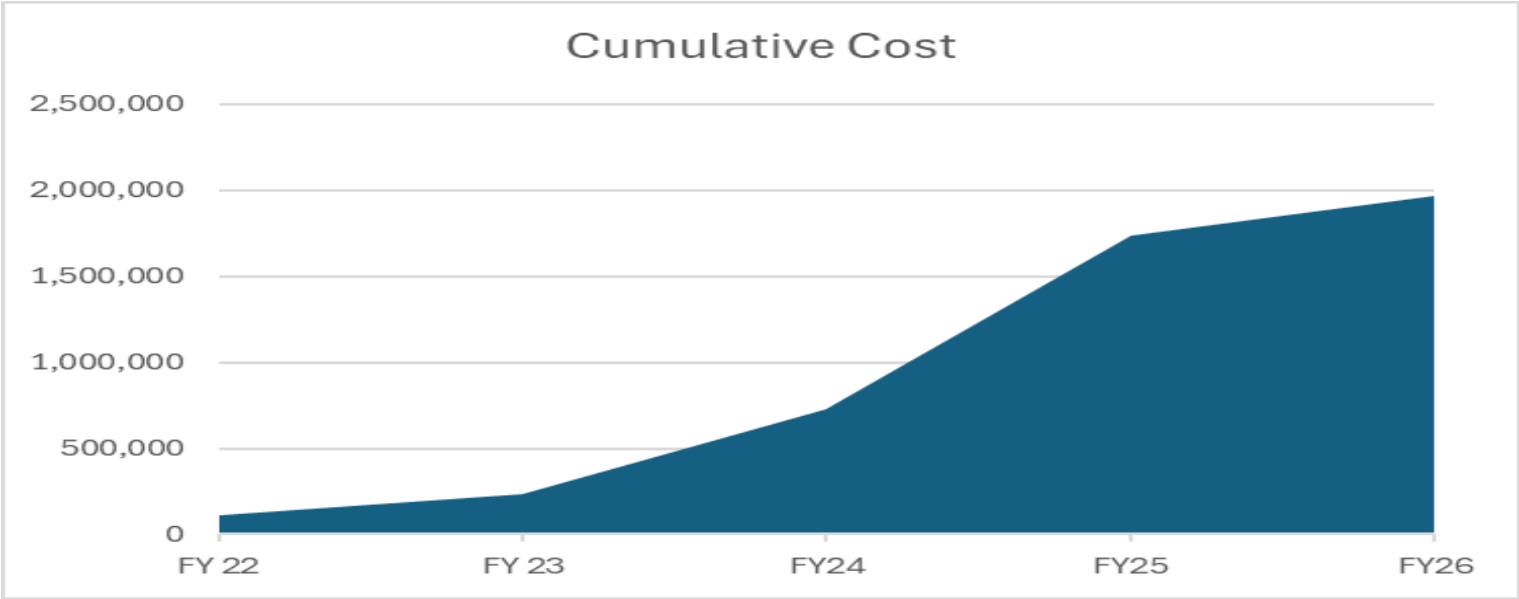
- Surfaces near the roofline will be repaired the same way as the flat walls: *spring/summer 2025*
- Higher elements, which are more exposed and deteriorated, will be replaced with fiberglass
  - First-ever NYC Landmarks approval of fiberglass spires for a house of worship: *received spring 2024*
  - Remove deteriorated elements: *done*
  - Fabricate very long-lasting fiberglass replacements: *fall 2024 thru winter 2025*
  - Install fiberglass replacements: *spring/summer 2025*





# Cost to Repair Façade of Sanctuary

	FY 21-22 Jul '21-Jun '22	FY22-23 Jul '22-Jun '23	FY23-24 Jul '23-Jun '24	FY24-25 Jul '24-Jun '25	FY25-26 Jul '25-Jun '26	Total Jul '21-Jun '26
Actual thru Nov 9, 2024	108,088	129,104	487,298	257,453	0	\$ 981,942
Estimate of remainder	0	0	0	752,828	231,249	\$ 984,077
Total	108,088	129,104	487,298	1,010,281	231,249	\$ 1,966,019



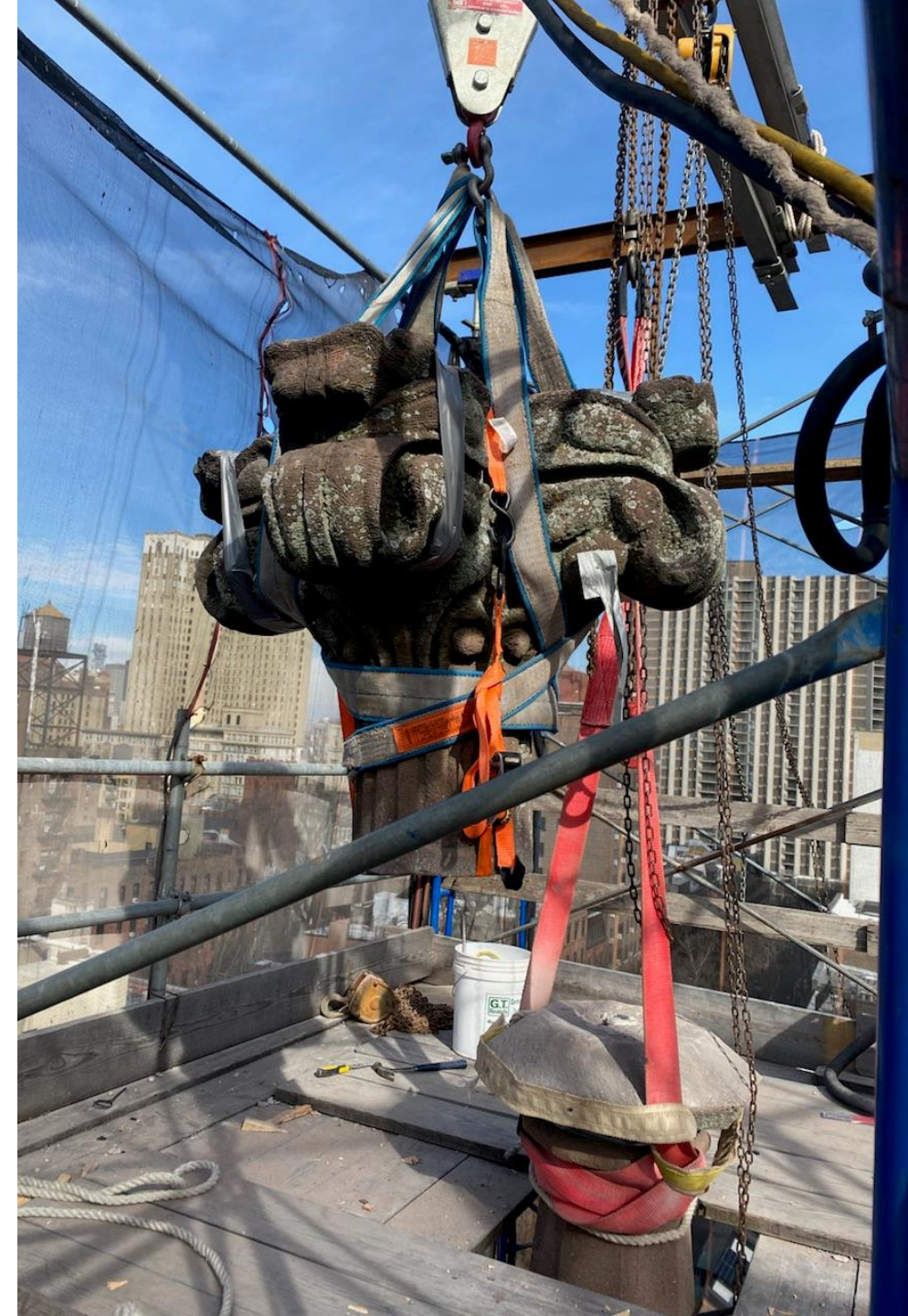


# UPCOMING PROJECTS

# UPCOMING PROJECTS

- Fire Suppression System
  - ↳ Hired Project Manager
  - ↳ Installation to begin Winter 24/25
  - ↳ Expected to take 4-6 months
- Classroom Air Conditioning System
  - ↳ Collecting estimates

More information as it comes available



Rev. Micah C. Ma,  
Senior Interim Minister

# TRANSITION REPORT

# TRANSITION TEAM MEMBERS

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Amanda Almond

---

Kate Caudill

---

Tom Check

---

Paul Freitag

---

Tom Kennedy

---

Amit Mehta

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Peggy Schubert

# THANK YOU!

## JOIN US FOR OUR WINTER HOLIDAY EVENTS

Thanksgiving Potluck, Thursday, November 28<sup>th</sup>, 1:00PM (contact Garnett Losak to make a reservation)

UniFAir, Saturday, December 7<sup>th</sup>, 10AM-3PM

Hunger Communion, Sunday, November 24<sup>th</sup>, 11:00AM

Holiday Pageant, Sunday, December 22<sup>nd</sup>, 11:00AM

Christmas Eve Services,  
December 24<sup>th</sup>, 3:30PM: Family Service, 5:00PM: Candlelight Service

Mid-Holiday Vespers Service, Sunday, December 29<sup>th</sup>, 4:00PM