

FIRST UNITARIAN
CONGREGATIONAL SOCIETY
BROOKLYN
A UNITARIAN UNIVERSALIST CONGREGATION

Welcome!
Congregational Meeting

Sunday,
February 23, 2025,
12:45PM

Opening Words

Rev. Micah C. Ma

Today's Agenda

- 12:45PM, Chalice lighting and opening words - Rev. Micah C. Ma, Interim Senior Minister
- 12:50PM, Call to order, declaration of a quorum – James Goward, Moderator
- 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, Approval of the November 2024 congregational meeting minutes
- 1:05PM, Co-Presidents' Report and presentation of special nominating committee – Beth Evans & Jake Powell
- 1:15PM, Transition plan presentation and vote – Board of Trustees, Beth Evans & Jake Powell

Today's Agenda

- 1:45PM, Presentation from 2024 General Assembly, Judith Sedaitis
- 2:00PM, Election of 2025 General Assembly delegates – Leadership Development Committee. Yuri Weber
- 2:10PM, Budget update – Lee Pardee, Treasurer
- 2:20PM, Green Team Presentation – Isuru Seneveratne
- 2:30PM, Adjourn

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. Express appreciation and gratitude for the rich variety of gifts and talents shared among us. Empower others.

Right Relations Covenant

- 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.

Congregational Meeting Rules

- 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.

Congregational Meeting Rules

- 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.
- If a motion to adopt the budget as a whole is presented by the Board of Trustees, the budget motion is not amendable.
- All votes will be taken by a voice vote or show of hands. In the case of a contested election or close vote, the moderator may call for the use of ballots.
- Except as written above and in the congregational by-laws, the meeting will be conducted according to Robert's Rules of Order.

Congregational Meeting Rules

- At this meeting pursuant to the by-laws a 2/3 majority is required to adopt the transition plan as presented by the board of trustees.
- A simple majority is required to elect the General Assembly delegates as presented by the Leadership Development Committee.

Approval of November 2024 Congregational Meeting Minutes



Board Co-Presidents' Report

Beth Evans, Board Co-President

Jake Powell, Board Co-President

What Has Been Happening at First Unitarian Since November?

- Worship and faith development
- Religious education
- Justice
- Membership & congregational life
- Moving ahead, we are looking forward to the exciting launch of our stewardship campaign and our transition plan.

Worship and faith development

- Worship attendance is up!
 - 190 in the Sanctuary
 - 20 on Zoom
- Successful winter holiday season
 - Meditation circles
- Religious education
 - 79 children and youth enrolled



Justice

- MLK Day of Service
- Social Justice Committees continue their work
 - Brooklyn UU's for Justice in The Middle East
 - Social Justice Committee
 - Immigrant Solidarity Committee
- Share The Plate (nominations welcome)



Membership & Congregational Life

- Thanksgiving
- UniFair
- Yoga
- Craft ministry
- Affinity groups
 - Men's Group
 - Young Adult Ministry
 - Queer Community
 - Women's Retreat in March
- Sunday attendance has been growing
- We welcomed 9 new members in February





Save the
Date:

Spring
Auction
Saturday,
April 26th

Generosity is a Spiritual Practice!

- 2025-26 Stewardship Campaign launches next week
- Join us for a great worship service and a chance to sign-up for a fun event.
- Contact Garnett if you prefer to meet with member of our stewardship team
- And Remember: Every pledge matters, no matter the size, and is received with gratitude!



Transition Plan


Beth Evans, Board Co-President

Jake Powell, Standing Committee

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Special Nominating Committee

The 5 members of the Special Nominating Committee were appointed by the Board of Trustees and will be responsible for selecting a slate of nominees for the 7-person Senior Minister Search Committee. Bios of the appointees are available at www.fuub.org

Four short, thick, light-brown curved lines are arranged in a diagonal pattern in the bottom right corner of the slide.

Rachel Stark



Rita Pearl



Mike Alcott



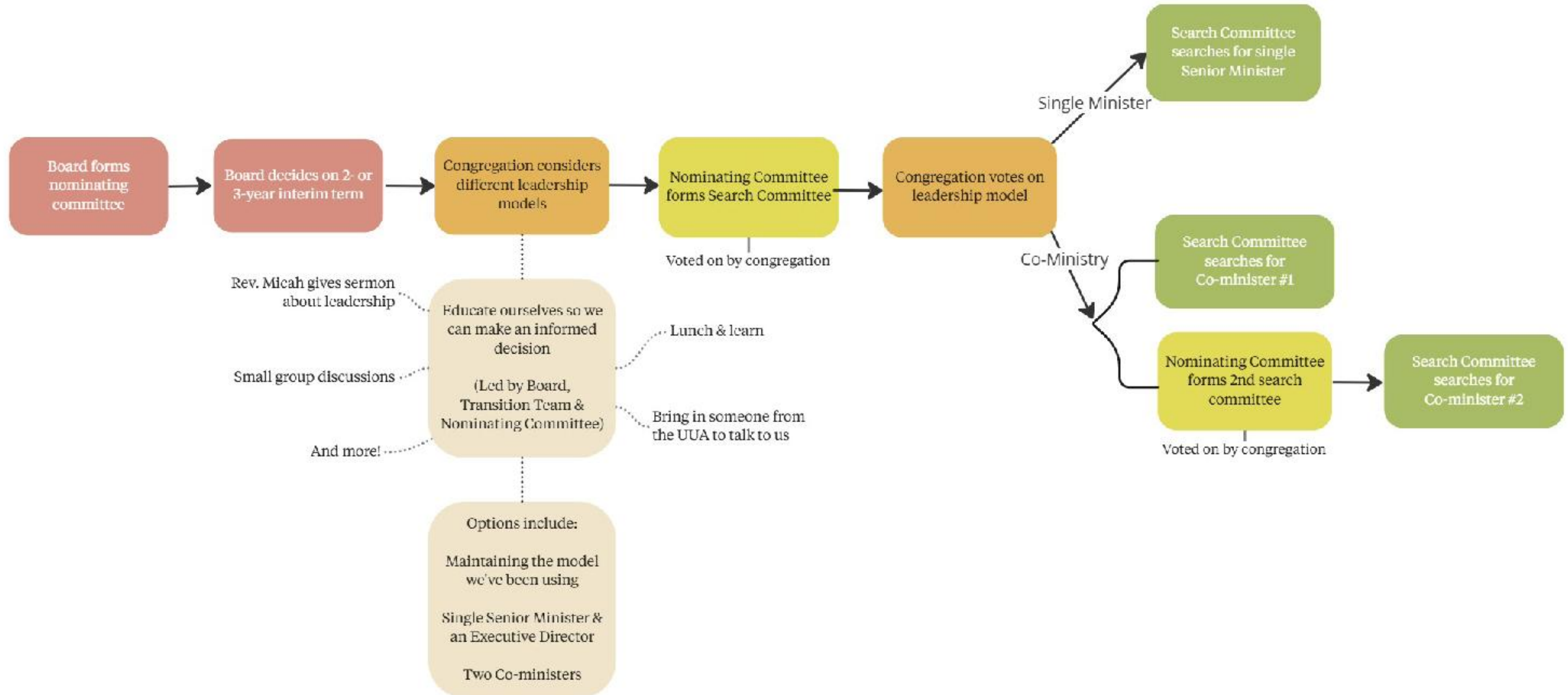
Octavia Findley



Patrick Gunn



First Unitarian's Proposed Search Plan



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Motion to Adopt the Transition Plan

On behalf of the Board of Trustees, we move to adopt the First Unitarian Congregational Society of Brooklyn Search Plan as presented.



Report From the 2024 General Assembly Delegates

Judith Sedaitis, 2024 GA Delegate

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2024 General Assembly

This historic GA had 2,757 credentialed delegates
from 734 congregations.

Our First U delegates held three workshops to discuss
the big changes proposed to Article 2 of our By-laws.

Delegates were Ian Holmes, Elena Karpoff, Michael
DeSantis, Mary Most, Maggie Norris, Judith Sedaitis

All are extremely grateful to the financial support by
The Women's Leadership Alliance

Four decorative curved lines in a light brown color, arranged in a curved pattern at the bottom right of the slide.

Article 2 revision passed,
replacing the UU
Principles & Sources in
the UUA by-laws

Our faith's new expression of Shared
Values was adopted by a final vote of
2,025 (80.2 percent) to 499 (19.8
percent).

The new values are Equity, Generosity,
Interdependence, Justice, Pluralism,
and Transformation, centered around
Love.

*From GA minutes. https://www.uua.org/files/2024-09/GA2024_minutes.pdf



Actions of Immediate Witness

- **AIW 1 – World on Fire: Humanitarian Work and Climate Change** Affirmed by 95.6%.
- **Resolved** that the General Assembly calls on the President to invoke the Stafford Act and the National Emergencies Act to recognize that a public health emergency now exists in the United States caused by climate change and how it harms our most vulnerable.
- **Actions:** Advocate for cooling stations, emergency transportation, and wellness checks especially in low income areas. Visit detention centers, labor camps, prisons and other institutions to support availability of health care and legal services.

AIW 2 – Centering Love Amidst the Ongoing Impact of COVID-19

Affirmed by 86.1%, Do not affirm = 13.9%

Resolved: To examine the impact of the pandemic on our communities, particularly our urgency to relinquish COVID-19 protocols.

Actions: recommit to making our spaces accessible for our congregational/member organization participants who are at higher risk, COVID-cautious, or were already experiencing isolation and exclusion from our communities.

Actions of Immediate Witness

- ***AIW 3 – Solidarity with Palestinians** Affirmed by 73.5% (against= 26.5%)
- Our Unitarian Universalist faith draws on the moral imperative of radical love, and despite all odds, calls us to uphold a world where liberation is real and we all thrive...
- Resolved: We, the delegates of the 2024 General Assembly, call on our UU congregations and communities to be in solidarity with Palestinians by witnessing, educating and advocating (against military aid to Israel..) based on the guidance of Palestinian and impacted partner organizations.

*From GA minutes https://www.uua.org/files/2024-09/GA2024_minutes.pdf

Responsive Resolution "Support for October 7 Hostages"

- Affirmed 77% Not affirmed: 23%
- **Resolved** that the General Assembly of the Unitarian Universalist Association (GA of the UUA) calls for the immediate release of all Hamas held hostages.
- Further, the GA of the UUA acknowledges the real suffering of Jews within our association and beyond. There can be no peace and no justice unless it is for all people.

Leadership Development Committee Report

Yuri Weber, Leadership Development Committee Chair



Mary Huhn Appointed
by The Board to The
Leadership Development
Committee for The
Remainder of the 2024-
25 Fiscal Year



Nominees for Delegates to The Unitarian Universalist Association 2025 General Assembly





Vicki Antonini



Ian Holmes



Lisa Pacenza



Lee Pardee



Rachel Stark



Jan Thompson

On behalf of the Leadership Development Committee, I move to nominate Victoria Antonini, Ian Holmes, Lisa Pacenza, Lee Pardee, Rachel Stark, and Jan Thompson as delegates to the 2025 Unitarian Universalist Association General Assembly in Baltimore with our appreciation for their service to our congregation.

Bios of our general assembly delegate nominees can be found at www.fuub.org

Fiscal Year 2024-2025

July-January Operating Budget

Lee Pardee, Treasurer

REVENUE

| | Actual | Budget |
|-----------------------------|----------------|----------------|
| CANVASS & CONTRIBUTIONS | 239,000 | 246,000 |
| RENTS | 362,000 | 332,000 |
| PROGRAM & CONG. FUNDRAISING | 60,000 | 49,000 |
| TOTAL FUNDS RAISED | 661,000 | 627,000 |

EXPENDITURES

| | Actual | Budget |
|----------------------------|----------------|----------------|
| WORSHIP AND MUSIC | 145,000 | 160,000 |
| LIFESPAN FAITH DEVELOPMENT | 108,000 | 107,000 |
| CONGREGATIONAL LIFE | 51,000 | 57,000 |
| BUILDING RELATED EXPENSE* | 317,000 | 293,000 |
| GENERAL SERVICES | 79,000 | 97,000 |
| DENOMINATIONAL EXPENSE | 15,000 | 24,000 |
| TOTAL EXPENDITURES | 715,000 | 738,000 |

*Semi-Annual Real Estate Tax makes this high in January

ADDITIONAL EXPENSE – OFF BUDGET

| EXPENDITURE | Actual | Budget |
|----------------------------------|---------------|---------------|
| PRIOR SENIOR MINISTER EMPLOYMENT | | |
| • RELEASE PAYMENT | 102,000 | NA |

OPERATING SUMMARY

| | ACTUAL | BUDGET |
|--|---------------|---------------|
| TOTAL REVENUE | 661,000 | 627,000 |
| TOTAL EXPENDITURES | 715,000 | 738,000 |
| SUSTAINABLE ENDOWMENT DRAW THRU 1/31/25 | 104,000 | 104,000 |
| SURPLUS (DEFICIT) | 50,000 | (7,000) |
| MINISTER'S PAYMENT | 102,000 | 0 |
| NET SURPLUS (DEFICIT) | (52,000) | (7,000) |

Fiscal Year 2024-2025

July – January Capital Budget

Lee Pardee, Treasurer

REVENUE

| | Actual | Budget |
|--|----------------|----------------|
| Capital Building Fund - Individual Donations | 6,000 | 6,000 |
| Transfer from Rent* | 0 | 25,000 |
| Other Capital Revenue | 0 | 6,000 |
| Line of Credit | 295,000 | 268,000 |
| TOTAL CAPITAL FUND REVENUE | 301,000 | 305,000 |

*Transfer from rent revenue is posted in May.

EXPENSES

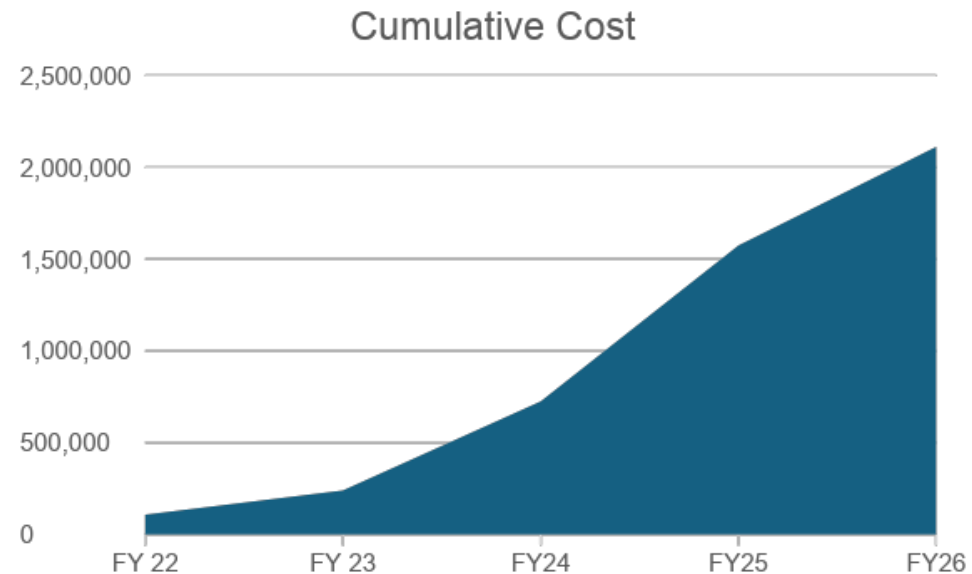
| | Actual | Budget |
|---|----------------|----------------|
| Exterior Façade | 433,000 | 268,000 |
| Capital Projects - Current Year | 135,000 | 115,000 |
| Line of Credit Interest & Principal Repayment | 20,000 | 0 |
| TOTAL CAPITAL FUND EXPENSES | 588,000 | 383,000 |

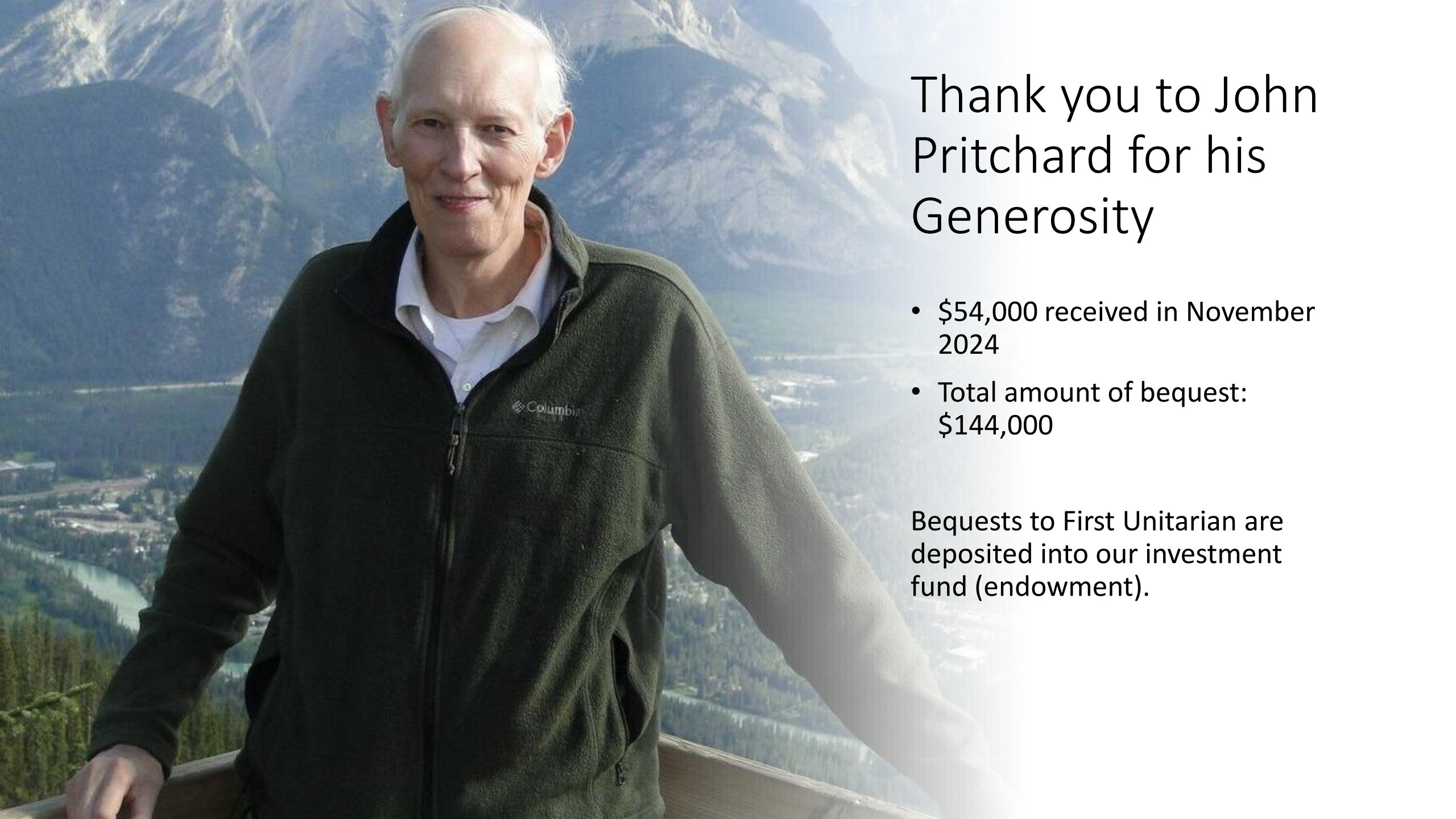
CAPITAL SUMMARY

| | ACTUAL | BUDGET |
|---|----------------|---------------|
| TOTAL REVENUE | 301,000 | 305,000 |
| Total Expenditures | 588,000 | 383,000 |
| Net Surplus (Deficit) | (287,000) | (78,000) |
| Endowment & Capital Fund Reserve | 287,000 | 78,000 |

Cost to Repair Façade of Sanctuary - Target Completion before Christmas 2025

| | 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 2/14/25 | \$108,088 | \$130,104 | \$487,298 | \$335,376 | 0 | \$1,060,866 |
| Estimate of remainder | 0 | 0 | 0 | \$513,610 | \$537,704 | \$ 1,051,314 |
| Total | \$108,088 | \$130,104 | \$487,298 | \$848,986 | \$537,704 | \$ 2,112,180 |





Thank you to John Pritchard for his Generosity

- \$54,000 received in November 2024
- Total amount of bequest: \$144,000

Bequests to First Unitarian are deposited into our investment fund (endowment).

FUNDS ON HAND (as of 1/31/25)

| | |
|------------------------------------|--------------------|
| Investment Fund (Endowment) | \$5,020,000 |
| General | \$4,033,000 |
| Capital | \$428,000 |
| WLA | \$599,000 |
| Money Market | \$ 59,174 |
| General | \$9,000 |
| McKinney Music | \$36,000 |
| Lafever | \$6,000 |
| Unemployment | \$8,000 |
| Checking | \$97,103 |

Energy & Climate Update

Isuru Seneveratne, Green Team



**First Unitarian Universalist
Congregational Society in Brooklyn**

Campus Energy and Climate Update

Isuru Seneviratne
February 2025

Green Team



Harvard Extension School

FIRST UNITARIAN
CONGREGATIONAL SOCIETY
BR  **KLYN**
A UNITARIAN UNIVERSALIST CONGREGATION



Thank You for Your Participation

Annual Meeting of the Congregation
Sunday, May 18, 2025