

Welcome!

2025 Annual Meeting

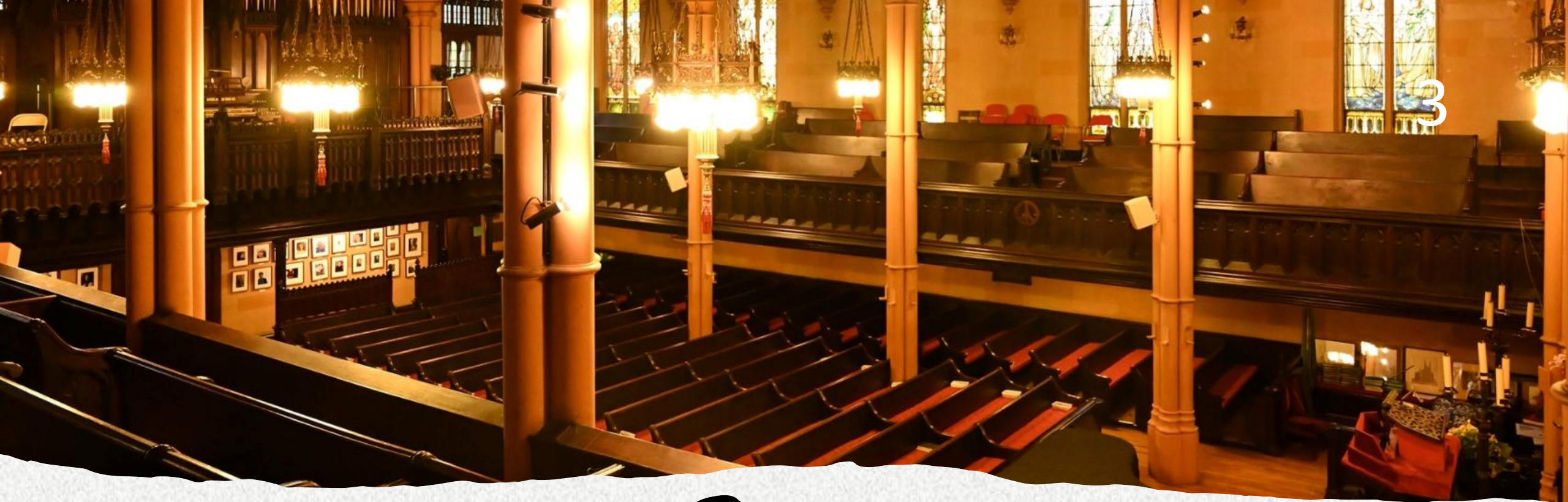
The First Unitarian Congregational Society in Brooklyn
is a joyful, loving, religious community
that inspires and empowers people to
Grow spiritually, Care for one another, and
Work for social justice and stewardship of the earth.



Sunday, May 18, 2025, 12:45PM

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





Opening Words

REV. MICAH C. MA
INTERIM SENIOR MINISTER

Meeting Rules

We will take questions and comments from the sanctuary first and then from members online.

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- 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
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- For Points of Order, type “Point of Order” in the chat box
- Please avoid online cross chat.

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

- Approval of the 2024 Annual Meeting Minutes, Moderator
- Clergy Reports & Life Cycle Events
- Report of the Co-Presidents, Beth Evans & Jake Powell
- Elections & Report of the Leadership Development Committee, Yuri Weber
 - Board of Trustees
 - Moderator
 - Clerk of the Society
 - Leadership Development Committee
- First U Forward: Charting Our Future Ministry, Transition Team
- Presentation and Vote on the 2025-26 Operating & Capital Budgets, Lee Pardee
- Adjournment





Interim Senior Minister's Report

REV. MICAH C. MA





Assistant Minister Report

REV. MEAGAN HENRY



Life Cycle Events



Deaths

- Barbara Kennedy (November 13, 2024)
- Alfred Kohler (January 30, 2025)
- Derek Pearl (September 18, 2024)
- Maria Petulla (July 5, 2024)
- Rev. Patrick O'Neill (February 10, 2025)



Marriages

- Allison Derevensky & Adam Thomas (August 24, 2024)
- Ari Eisenstadt & Lauren Dunlap (August 31, 2024)
- Matt Billman & Kelsey Lange (September 22, 2024)



Births

- Ayaan Bero-Chatrath (February 7, 2025), son of Julie Bero and Rishi Chatrath, brother of Nico Bero-Chatrath
- Mehair Cudney (February 11, 2025), daughter of Beth Zehe and William Cudney



Blessings

- NoraRose Sheth (February 22, 2025) Child of Jay & Andrea Sheth
- Zoe Rose Ogin (April 5, 2025) Child of Tamara Dottin & Todd Ogin

A red leather book cover with a central metal plaque. The plaque is rectangular with a decorative border and contains the following text in raised, gold-colored letters:

FIRST UNITARIAN
CONGREGATIONAL CHURCH
BROOKLYN N. Y.
FORMED
OCT. 28. 1842.

FIRST UNITARIAN
CONGREGATIONAL CHURCH
BROOKLYN N. Y.
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Honoring Our Members Celebrating
Milestone Anniversaries



Celebrating 10 Years

- Alexis DePietro
- Eleanor Traubman
- Gloria Howard
- Jessica Sasko

Celebrating 25 Years

Robert Brackbill



Celebrating 40 Years

- Derek Adler
- Bob Bero
- Kathy Ivans
- Cyndi Kerr



Motion to Accept 2024 Annual Meeting Minutes



Board Co- Presidents' Report

BETH EVANS & JAKE POWELL





FY24-25 Board

- Vicki Antonini*
- Michele Ascione
- Robin Bossert
- Anne Calder
- Beth Evans*
- Barbara Bornmann

- Cara Haft
- Robin Bossert
- Jake Powell
- Anne Calder
- Mark Weiss

*standing committee

Key Votes at Congregational Meetings

- November 17, 2024 - Vote:
Affirm, UUA GA Action of
Immediate Witness &
Responsive Resolution
- February 23, 2025 - Vote:
Search Plan
- May 18, 2025 - Vote:
Leadership Teams; Budget



A Time of Listening & Learning

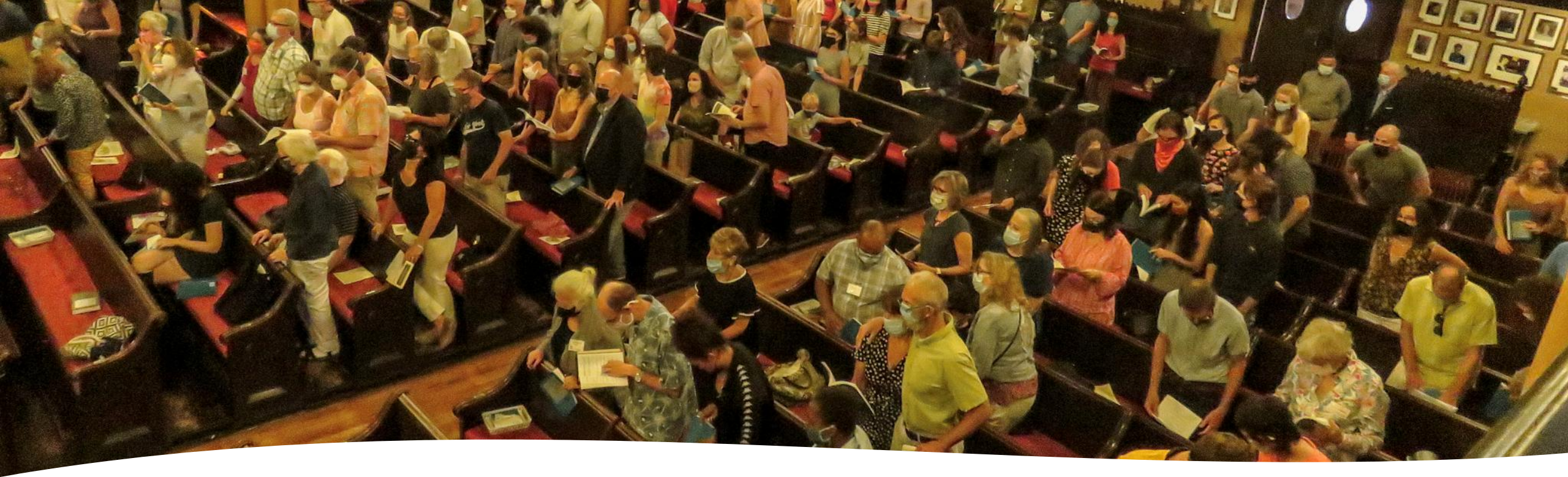
- Summer/Fall 2024 - Facilitated Listening
- Winter 2025 - Ministerial Models
- Spring/Summer 2025 - First U Moving Forward



Ongoing & Ad Hoc Functions

- Fundraising
- Committees
- Personnel
- The Search
- Policies & Procedures





Report of the Leadership Development Committee

YURI WEBER
CHAIR



Nominees For the Board of Trustees

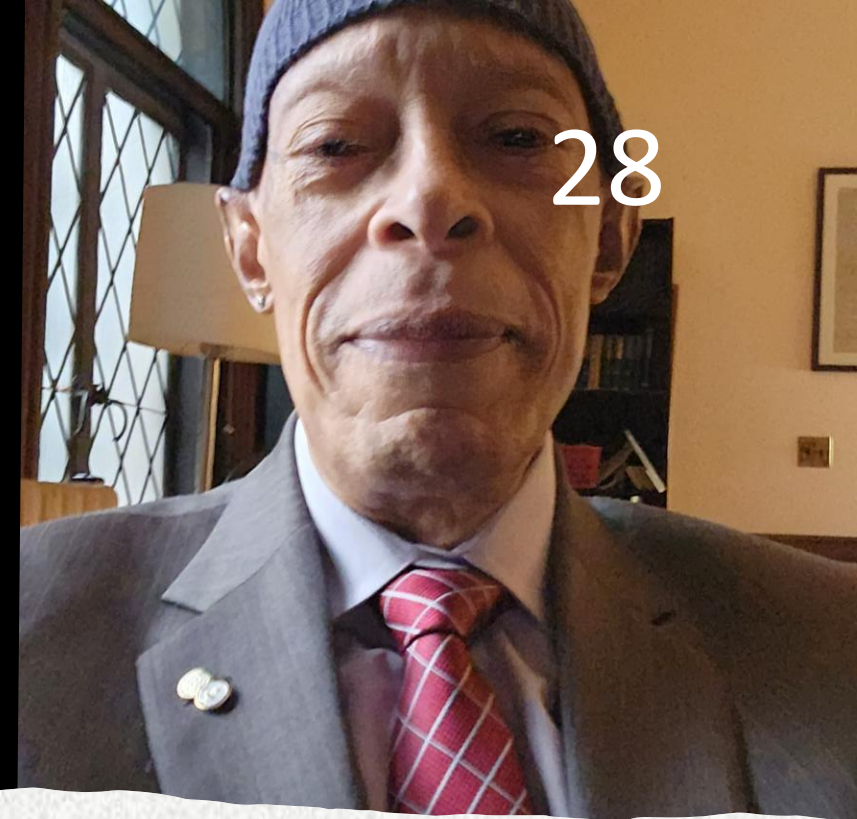
Class of 2028

- Julie Elting
- Luke Messina
- Amanda Nietzel

Nominees for Clerk of the Society & Moderator

- Sarah Morgan (One-Year Term)
- James Goward (2nd one-year term)





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Nominees for the Leadership
Development Committee
2-Year Terms

- Beth Evans
- Sean Hastings
- Edwin Lord

Motion to Adopt the Full Slate of Nominees

On behalf of the Leadership Development Committee, we move to elect the following:

- For the Board of Trustees, 3-year terms: Julie Elting, Luke Messina, Amanda Nietzel
- For the Clerk of the Society: Sarah Morgan
- For Moderator: James Goward
- For the Leadership Development Committee, 2-year terms: Beth Evans, Sean Hastings, Edwin Lord

Report of the Transition Team

A thick, hand-drawn style orange line that underlines the title, extending across most of the width of the text.

FY25-26 OPERATING & CAPITAL BUDGET PRESENTATIONS

Lee Pardee, Treasurer



Current Fiscal Year Budgets: First Three Quarters

Operating

	Budget	Actual
• Revenues	\$806,000	\$863,000
• Expenses	\$950,000	\$904,000

Capital

• Revenues	\$392,000	\$306,000
• Expenses	\$493,000	\$696,000

\$300,000 of revenue from line of credit
\$390,000 difference funded from capital fund
and endowment.

Endowment as of March 31st

Sub-Account	March 24	March 25
•General Endowment	\$4,324,000	\$3,767,000
•Capital Reserve Fund	\$406,000	\$412,000
•WLA Endowment	\$540,000	\$527,000
TOTAL	\$5,270,000	\$4,706,000

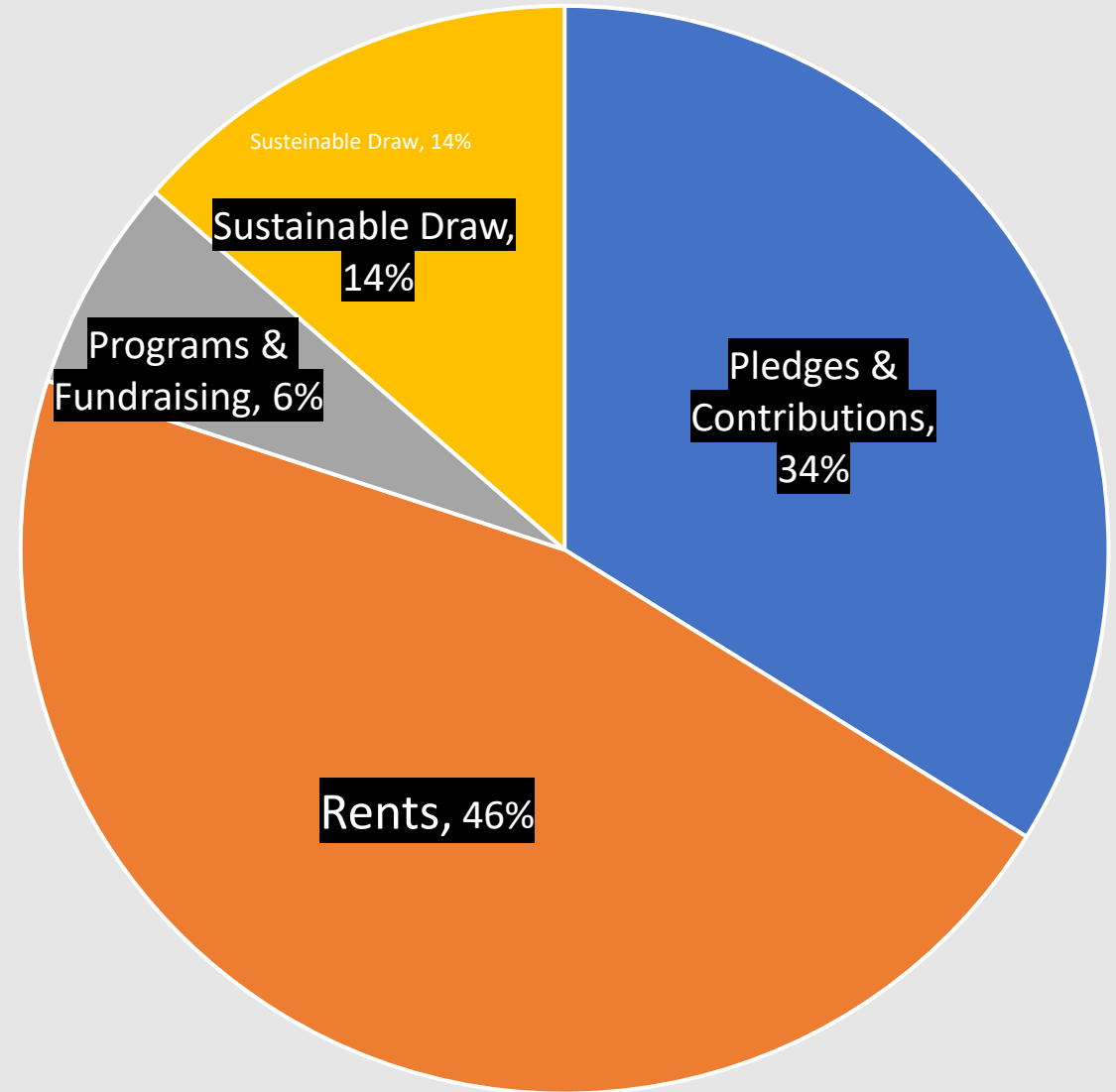
Account Balances as of March 31st

Money Market

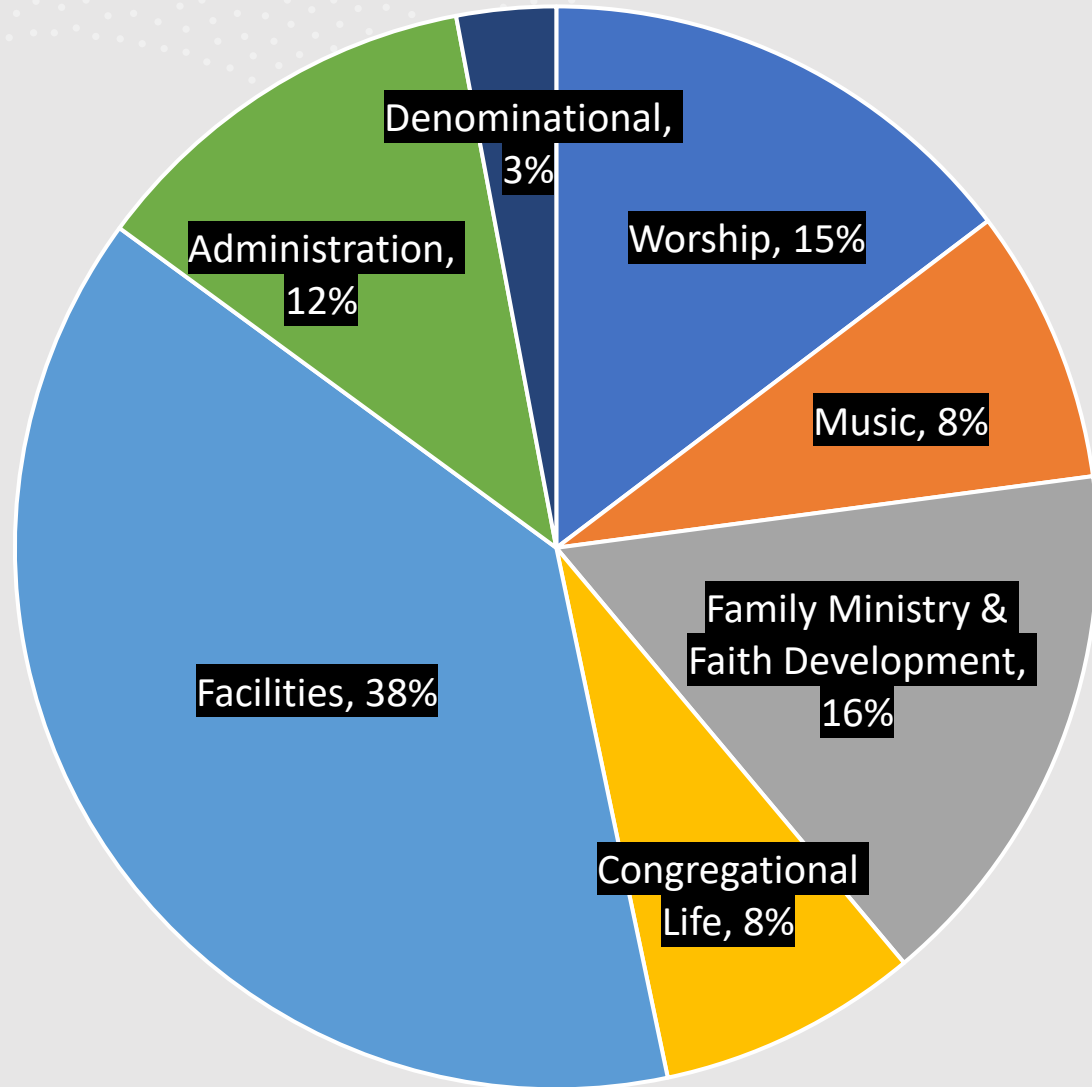
Sub-Account	Balance
• General	\$ 6,198
• McKinney Music	\$ 36,472
• Lafever	\$ 5,513
• Unemployment Reserve	\$ 8,000
TOTAL	\$ 56,183

Checking Account: \$82,975

Where our Operating Revenue Comes From



How Our Funds are Used



Proposed Operating Budget



Fiscal Year 25-26

Assumptions and Decisions the Board Made for the FY25-26 Budget

Revenue Increases

• Pledge Income	\$5,000
• UUA Grant for Intern	\$7,500
• Other contributions include WLA gift	(\$3,000)
• Rents	\$19,000
• Fundraising Increases – RE, UniFair, Auction, other	(\$2,000)
• Net Revenue Increase	\$26,500

Assumptions and Decisions the Board Made for the FY25-26 Budget

Expense Increases/(Decreases)

• Salaries*	\$17,000
• Stipend for intern serving on-line community	\$15,000
• Building Engineer**	\$3,000
• Other Expenses	(\$9,000)

Net Expense Increase	\$26,000
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*Significant raises for Adam, Garnett, and Renee. Adam's raise is the first step toward bringing him to full-time status.

**Salary and benefits estimated at \$3,000 more than Chris's current package.

REVENUE

	<u>Proposed</u>	<u>% of Whole</u>
Pledges	\$330,000	30.0%
Other Contributions	101,120	9.5%
Fundraising & Programs	81,000	7.5%
Rents	588,000	53.0%
Total Revenue	\$ 1,100,000	100%

EXPENSES

	Proposed	% of Whole
Worship & Music	\$297,000	23%
Family Ministry/Faith Development	208,000	16%
Congregational Life	101,000	8%
Facilities	498,000	38%
Administration	155,500	12%
Denomination/Share the Plats	38,500	3%
Total Expenditures	\$1,298,000	100%

BOTTOM LINE

Total Revenues	\$1,102,000
Total Expenses	<u>\$1,303,000</u>
Net	(\$201,000)
Sustainable Draw*	<u>\$173,000</u>
Deficit	(\$28,000)

*The FY25-26 sustainable draw, based on the average the value of the endowment of 13 quarters, \$5,000 less than in FY24-25

MOTION:

Move that the congregation approves the proposed operating budget for fiscal year 2025-2026, including a draw of \$28,000 above the sustainable draw from the endowment.

Clarifying Questions and Discussion




Discussion

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PROPOSED CAPITAL BUDGET FY25-26



EXPENSES

Project	Cost
Façade Restoration	\$540,000
Façade Window Repairs	\$55,000
Façade Restoration - Repayment of Line of Credit Principal and Interest	\$75,000
50 Monroe Emergency Hatch replacement	\$8,000
Paint Chapel ceiling	\$10,000

REVENUE



SOURCE	AMOUNT
General Endowment	\$ 670,000
Capital Reserve Fund	\$ 18,000
TOTAL	\$ 688,000

MOTION:

Move that the congregation
approves the proposed capital
budget for fiscal year 2025-2026
as presented

Clarifying Questions & Discussion





Thank You!

June is June-tastic at First Unitarian

- Sunday, June 1st, Drag Worship!
- Sunday, June 8th, Flower Communion
- Saturday, June 14th, Brooklyn Pride Twilight Parade
- Sunday, June 15th, Juneteenth Celebration
- Sunday, June 23rd, Staff Holiday, Join General Assembly for worship (on-line)
- Sunday, June 30th, Summer Services Begin