

## ERUUF Annual Meeting

Minutes

May 22, 2022

**Call to Order:** The annual meeting was brought to Order at 12:38 PM by Board Chair, Bonnie LaCroix.

**Opening Words and Chalice Lighting:** The meeting began with opening words and chalice lighting.

**Establishment of Quorum:** The Secretary reported that the annual membership was 713 members. More than 71 members signed in; thus, the requirement for a quorum was met.

**Rules of Procedure:** Bonnie LaCroix reviewed the Rules of Order for the meeting.

- Dave Mills is serving as Parliamentarian.
- A motion to approve the special rules for the 2022 annual meeting was accepted and seconded. There was no discussion and the motion passed.

### **2021 Meeting Minutes:**

- A motion to approve the 2021 Annual Meeting Minutes was accepted and seconded with no discussion. The 2021 Annual Meeting Minutes were approved with no changes.

### **2022 Special Congregational Meeting Minutes:**

- A motion to approve the 2022 Special Congregational Meeting Minutes was accepted and seconded with no discussion. The 2022 Special Congregational Meeting Minutes were approved with no changes.

**Minister's report: State of ERUUF:** Rev. Cayer highlighted the following in the State of ERUUF report:

- The report began with a slide show highlighting themes of 2021-2022 including:
  - The move to multi-platform with technology upgrades in the Sanctuary and Fellowship Hall
  - We have continued to care for each other, centered on meeting the needs of the most vulnerable, and continuing to learn
  - We turned outward with service through 2,500 Hours of Love
  - Our services are conducted on a multimedia platform and we have continued to hold Jazz Vespers and Kwanzaa services
- ERUUF has continued to grow and evolve

- This year we completed candidating week resulting in the outstanding outcome of selecting our next lead minister
- We found a new music director.
- We welcomed 57 new members during the pandemic.
- We conducted a pledge drive to boldly reach our mission.
- We have lived into the themes of Spirit, Service, Justice, and Love
- As we complete the 2021-2022 ministry year and move into the next under the leadership of Rev. Brett, “our house is in order” and we are prepared for the opportunities ahead.

**Looking Forward: 2022-23 Staffing Plan and Budget:** Rev. Brett highlighted the following in the report on the staffing plan and presented the 2022-2023 budget. Key points made during the presentation included:

- Our staff is key to realizing the mission and vision of ERUUF. Going into the next year, all Staff have new assignments, creating additional capacity. New roles and/or hires include:
  - Executive Minister – Daniel Trollinger
  - Minister of Lifespan Faith Development and Pastoral Care – to be hired
  - Music Director – Wendy Looker
  - Office Administrator – Shawn Trimble
  - Sunday Media Tech – to be hired
  - Membership Director – Alice Alexander
- Pledge Update
  - 332 Pledging Units with \$790K pleaded (\$10K more)
  - Thanks to Mary Etta Goes and MichaelField and the pledge team
- Budget Highlights
  - All staff receiving a 4% COLA increase which remains less than inflation
  - Planned for a \$135K transfer from the Strategic Initiatives fund
  - Projection increased rentals as well as increased cost of operations as we begin using the facilities in high levels again
  - Increasing the justice budget to previous levels (approximately \$2K)
  - Reserve Funds total \$673.4K with
    - Campus Needs \$252.5
    - Strategic InitiativesFund \$344.5
    - Other Reserves: \$76.4
    - All funds are a result of the generosity of those who have donated
  - Planned versus actual usage of the strategic initiatives fund
  - In 2021-2022 projected \$180K but used \$80K (projected
  - In 2020-2021 projected \$130K but used \$31K
  - In 2019-2020 projected \$17K but used \$0

- For 2022-2023 we do anticipate using the full amount
- A motion to approve the 2022 -2023 Annual Budget was made and seconded. During the congregational discussion of the budget, the following questions/comments were made:
  - Question: A question was made to increase the budgeted cost of living increases above the UUA recommended 4%
    - Answer: Once all questions have been answered, a motion may be entertained to amend the budget
- The motion to approve the 2022-2023 Annual Budget was passed.
- Members with any further budget questions, can reach out to the Board.

**Nominating Committee Report:**

- Heather Ladd and Dom Grimes-Medlin spoke on behalf of The Nominating Committee and made the following points:
  - The Nominating Committee has been working with the Leadership Development Team to identify potential candidates for various Board and Committee positions
  - The Nominating Committee seeks to identify members with complimentary skills to serve the fellowship
  - An active list of potential candidates for positions is maintained
  - Bios for all of the nominees are available online.
- The slate of candidates includes:
  - For a 3-year term on the Board of Trustees: Heather Ladd, Nicolas Yates, Mel Downey-Piper, Trisha Lester
  - For a 3-year term on the Nominating Committee: Laura Phoenix, Page Potter, Mary Evers
  - For a 3-year term on the Healthy Congregation Committee: Ellen Fenster-Kuehl
- Recognition was provided to outgoing members of the Board of Trustees, Nominating Committee, and Health Congregations Committee
  - Sarah Sanches
  - Bob Hetes
  - Heather Ladd
  - Mike McLeod
  - Bonnie Lacroix
  - Bob Brown
  - Nancy Henley
- A motion was made to approve the 2022 slate of nominees for the Board, Healthy Congregation Committee, and Nominating Committee and was seconded.
- The motion to approve the 2022 slate of nominees passed.

**Farewell Ceremony for Rev. Cayer:** Bonnie LaCroix recognized Rev. Cayer’s service and provided a farewell message thanking Rev. Cayer and releasing her from her ministry at ERUUF.

The ceremony recognized:

- Rev. Cayer was officially installed as ERUUF's lead minister on February 12, 2012 after serving the congregation for two years (as a consulting associate and then as acting lead minister).
- As our minister, Rev. Cayer called us to grow, to reflect, to struggle, and to return again in the name of embodying our Unitarian Universalist values.
- She led us in drawing the circle of concern wider and wider because our hearts and our buildings and our faith are big enough for everyone.
- We are better for Rev. Cayer's being among us and for having transformed all of our lives.

Bonnie led the congregation in thanking Rev. Cayer for her ministry and in releasing her from her call with every blessing and with profound gratitude.

Rev. Cayer expressed her profound thanks for the 14 years we traveled together and offered the congregation her gratitude and blessing. She then released the congregation from our mutual relationship.

Bonnie presented Rev. Cayer with a rose bush in recognition of the lives she has held with care and the lives that have blossomed under her ministry.

Rev. Cayer accepted the rose bush as a living symbol of our time together. She then returned symbols of her office and ministerial role including:

- Her thumb drive with 14 years of monitoring reports
- Her key to the campus
- And her stole which the congregation gave her when she was installed as lead minister

Rev. Cayer closed by wishing ERUUF the very best in the next bright, exciting chapters in the life of the Fellowship.

**Acknowledgement of Outgoing Board Members:**

- Sara Terry recognized outgoing members of the Board of Trustees: Nancy Henley who served a special 1 year term; Bob Brown who served 4 years; and Bonnie LaCroix who served as Board Chair for 3 of her 4 years on the Board.
- Bonnie LaCroix announced that Sara Terry will serve as the next Board Chair.

**Closing words:** The closing words were delivered.

**Adjournment:** The Board Chair adjourned the meeting at 1:32 PM.

**Summary of congregational votes taken:**

- The Congregation approved the special rules for the Annual Meeting.
- The Minutes from the 2021 Annual meeting were approved.

- The Minutes from the 2022 Special Congregational meeting were approved.
- The Congregation approved the recommended slate of nominees to the Healthy Congregation Committee, Nominating Committee and Board of Trustees.
- The Congregation approved the recommended budget of \$1,006,758.

Submitted by Connie Percy, Secretary, Board of Trustees.