



FIRST UNITARIAN UNIVERSALIST SOCIETY OF BURLINGTON

ANNUAL REPORT

2018



Mission and Values

Mission

We are united in our commitment to live out our mission to inspire spiritual growth, to care for each other and our community, to seek truth, and to act for justice.

Values

We are guided by our values:

Love: Nourishing lives with love, caring and compassion.

Service: Building a community for justice, equity and empathetic action.

Openness: Celebrating the wonders of life and spiritual transformation with boldness, joy, courage and openness.

Respect: Engaging all with kindness, understanding and mutual respect as faithful democratic stewards of all we hold dear.

Ends

We lead to see that our global ends are actualized:

Justice & Outreach: FUUSB uses its power as an organization and faith community to work for social, economic and environmental justice.

Worship & Music: FUUSB's welcoming worship, supported by powerful and diverse music and art, acts as a magnet that fosters spiritual growth, compassion, introspection and impetus to action.

Caring & Belonging: FUUSB is a compassionate community, offering all who engage in its ministries a profound sense of welcome, belonging, and spiritual care through life's joys, struggles, and sacred passages.

Spiritual Growth & Learning: FUUSB provides diverse opportunities for transformational spiritual growth, faith development and personal discovery, promoting life-long learning for all ages and stages of life.

Stewardship & Resources: FUUSB generously stewards our mission and strongly supports ministries, activities and an historic building and spaces.

President's Report

2018 President's Report by Tracy Titchner

When your Board of Trustees began our journey last summer, our plans for the year included deep dialogue about the future of faith formation in our community that would guide the work of Andrea Spencer-Linzie (Developmental Director of Family Ministry) and clarify our priorities before entering into a search for a second minister in the fall of 2018. Reverend Mara's mid-year announcement that she would be leaving in June of 2018 added an unexpected turn to our Society's path. However, it did not alter the fact that we continue to work toward our goal of sustainable staffing for our Society. For the last several months we have been re-evaluating the sequence and timing of the plan. It is hard to quantify in an annual report our recent work of deep reflection within the Board, with senior staff, and with input from you, to synthesize our priorities for the coming year. At the time I am writing this, our Transition Task Force is using that input to choose our Transitional Minister. The arrival of the person who will join Andrea, Andre Mol (Developmental Assistant Minister) and Christina Fulton (Director of Operations) on our core staff team will be the most visible outcome of our work this year – three full-time staff in ministry areas and strong operations.

The ongoing work of a Policy Board is to monitor the limitations we have set, to have deep conversations with our moral owners, and to create visionary goals based upon the results of those conversations. Our Society has the opportunity next year for deep conversations about our future. What would it mean to grow our membership? How could we better support families and newcomers? What change do we want to make in the world and how much ministry do we need to support that vision? How can we fund that vision?

We say goodbye to Reverend Mara with gratitude for all of the gifts she brought to our Society and for all we have accomplished over the past five years. I look forward to traveling with you as we discern our future together.



Caring and Belonging

Staff Lead: Rev. Mara, Senior Minister

Lay Lead: Suzy Haas

Caring & Belonging: FUUSB is a compassionate community, offering all who engage in its ministries a profound sense of welcome, belonging, and spiritual care through life's joys, struggles, and sacred passages.

The **Membership Team** focuses on programs and events that provide a deep sense of welcome and belonging to all, particularly to those who are new to our Society. During the last year we achieved this by providing **Welcome Ambassadors** for every service and staffing a Welcome table with resources in the Parlors, meeting and welcoming newcomers informally before and after services and directing them to resources, supporting the Membership Coordinator in offering frequent classes for newcomers and helping to create new or updated written materials that assist newcomers in getting connected with their interests.



A new two-part class structure was implemented this year and 35 people took at least one new member class. We greeted and congratulated new members as they signed the Member Book, and helped to formally welcome new members at New Member Recognition Ceremonies several times per year. It is estimated that we will reach a total of 25 new members for fiscal year 2018.



This year we held a large social gathering for newcomers and lay leaders to help newer people meet some of our most involved existing members. This was very successful and will be done again, hopefully more frequently. We also assisted the Membership Coordinator with individualized phone and email outreach to existing members.

In 2017-18, the **Care Network** continued to visit congregation members who were in need in some way and provide them with flowers/greens at Christmas and Easter, provide a way for all congregation members to share meals with other families in a challenging situation, sponsor/host an annual service of caring and remembrance for those in grief, deliver prayer shawls, and raise awareness of our services to the widest possible congregational audience. In addition, the Care Network reached out to people taking care of family members with dementia by creating a dementia care resource sheet and hosting a service dedicated to the realities of dementia care.

Caring and Belonging

The **Small Group Ministry** program, though undersized for our congregation, is alive and well with nine different groups that involve a total of 70 members (with six members belonging to more than one group). The Small Group Ministry (SGM) groups provide a venue for both new and old members to get to know each other and feel welcomed. Meeting guidelines teach members the skills of right relationship: how to listen and attend to each other unconditionally, which often leads to spiritual growth or maturation. Through a variety of life passages members feel that they belong, are understood and cared for, ultimately increasing their dedication and commitment to the Society as a whole.

The Small Group Ministry steering committee met several times during the year to help support group leaders through issues that arise, discussing membership, the overall purpose of these groups, the importance of guidelines and meeting structure, and the selection of topics. Conversations are underway on how to increase overall participation and meet more diverse needs in SGM for the upcoming year.

The **Women's Alliance** continues to lend both financial and personal help to groups inside and outside our Society. This year we have donated money to J.U.M.P., the Women's Alliance of our partner church, and Meals on Wheels. As part of our traditional responsibility for the Parlors, we have replaced several worn lampshades and are in the process of reupholstering the "throne" chair. We have supplied baked goods for the functions of several different groups in the Society and have volunteered in many departments of the annual Christmas Bazaar. We run our own pie table at that event and use the proceeds to help fund our donations. We are still working on finalizing a second edition of Elizabeth Curtiss' history of the Society, which we expect to be finished by the end of this year.

Justice and Outreach

Staff Lead: Rev. Mara, Senior Minister

Lay Lead: Zoe Hart

Justice & Outreach: FUUSB uses its power as an organization and faith community to work for social, economic and environmental justice.

The **Racial Justice Task Force** has had a busy year working for social justice! We finished our process of interviewing members of the FUUSB as a means of discerning the direction of our work. This process revealed three key areas of focus: edu-

educating our members about race, working to make our Society more welcoming to people of color, and taking action to fight racism in our community outside the FUUSB. We worked with the ministerial team on a Promise and Practice service with music provided by Ray Vega, and a teach-in. We held eight discussions with Society members about Black Lives Matter and what it means to be allies to the movement before we finally raised the Black Lives Matter banner in front of the Meeting House. We are now working to educate members about Black Lives of Unitarian Universalism (BLUU) and their proposed eighth principle.



Love & Justice is a relatively new ministry. We gather every Wednesday at 5:15 p.m. for a brief reading and singing of hymns and then we move down to the sidewalk for our vigil. Each week we hold up a different issue - racism, economic inequality, environmental devastation, treatment of immigrants and refugees, militarism. Each week we remind everyone passing by of the work that lies before us to build a loving and just world. On April 4 we celebrated our one year anniversary - one year of Wednesdays, from the warm, sunny Wednesdays of summer to the colder, darker Wednesdays of winter with candles. Stop by any Wednesday and we'll be there. Whether you can join us every Wednesday or just once or twice a month or just one time, please, join us. You'll be glad you did.

The **Economic Justice Task Force's** mission is to engage our Society's members, friends and the greater community to identify, understand, and move beyond classism and a system which perpetuates growing inequality and economic injustices within us, our faith community, and society.

We sponsored a Labor Day service featuring union leaders from Onion River Coop/City Market and the Porter Medical Center Nurses Union, a lecture by George Lackey on Nordic social democracy and the power of non-violent

Justice and Outreach

organizing, and a showing of *Vermont Speaks for Itself*, a documentary on economic and social hardships endured by Vermont's low-income and working people. We participated in a UU Class Consciousness workshop and held a Listening Session with members on their economic concerns. We worked to raise Vermont's minimum wage, including testifying before Senate and House committees.



In support of FUUSB's goal of pursuing social justice, the **Gun Violence Task Force** primarily worked with Gun Sense Vermont in supporting passage of state legislation intended to help prevent gun violence. In 2018 this included: numerous trips to Montpelier, attending press conferences and legislative hearings, writing letters to the editor, communicating with legislators, and "tabling" in the Parlors. Following several years of similar efforts, we finally achieved success: On April 11 three important pieces of legislation were signed into

law by the Governor in a signing ceremony on the statehouse steps. This historic event marked Vermont's first-ever success in terms of passing comprehensive gun safety legislation.

Among other things, the new legislation provides that background checks are now required for most private sales, gun magazine capacities are limited, law enforcement can temporarily remove guns from the scene of a domestic assault to keep victims safer, and courts can issue an order to help protect people deemed to be at extreme risk of harming themselves or others by temporarily restricting access to guns.



The **Solidarity Team** originated in the early months of 2017 and has as its mission statement the following: "The Solidarity Team intends to create personal relationships with members of other area faith communities irrespective of the differences in our traditions and beliefs, so that we are ready and able to provide mutual moral and material support in times of need."

Given the times and threats to Islamic communities, we decided to first inform ourselves about Islam and to form relationships with the Islamic Society in Colchester. To that end, we sponsored a two-part film discussion series on Islam, hosted two classes on Islam, and facilitated opportunities for First UU Society friends and members to attend religious services and social activities at the Islamic Society.

Possible activities in the year ahead include creating a study-discussion book group, planning a social activity at First UU with members and friends of the Islamic Society, and developing an adult Neighboring Faiths program at First UU.

Justice and Outreach

The **Partner Church** team has not been active this year, with nothing planned to date. We have maintained contact with our Partner Church Minister, Csonger Benedek, during holiday periods throughout the year. Our Society shared the Christmas Eve Offering with the Lupeny congregation, with \$1,500 going to help with their maintenance programs and to buy wood for their winter heating.

“Celebrating Our 30th Year...Because of You” is the theme of **JUMP**’s efforts in 2018, and this is certainly true in relation to First UU. In 2017 First UU Society supported JUMP with 129 Thanksgiving food bags, 58 Thanksgiving toiletry bags, 1,459 rolls of toilet tissue, and other personal care items. In addition, the Society contributed \$5,000 from our budget, \$1,553 from the Christmas Eve offering, and \$377 from the Sunday loose plate offering. And, at least seven volunteers contributed over 350 hours of time to JUMP’s operations, staffing the Welcome Center at First Congregational Church and greeting clients, and serving on committees. Thank You to everyone for supporting this important work! If anyone is considering volunteering for JUMP, please contact Woody Fulton.



Stewardship & Resources

Staff Lead: Christina Fulton, Director of Operations and Finance

Lay Lead: TBD

Stewardship & Resources: FUUSB generously stewards our mission and strongly supports ministries, activities and an historic building and spaces.

As of March 31, 2018, the Society's finances are stable and projected to end the fiscal year with a small deficit as approved by the congregation at last year's annual meeting. This year, we implemented the first stage of staffing changes by hiring Mary Williams as Society Administrator and Andrea Spencer-Linzie as Developmental Director of Family Ministry. These two positions were the first in a series of planned changes as we continue to transition our staffing structure to support two ministers who will guide and inspire us as we fulfill our mission to inspire spiritual growth, care for each other and our community, seek truth and act for justice.

This year the **Stewardship Team** grew by two members, to a total of seven (with help from many others)! We have become a "year round" team, recognizing the significant amount of planning and detail that go into a successful campaign for a congregation our size. This year our theme was "Answer the Call for Love and Justice," reflecting our mission not only to ourselves but to the greater community. The Stewardship Team met with many teams prior to the official start of the campaign, in order to explain how the campaign would work, and the importance of turning in a pledge when asked to do so. This year, although we referenced the UUA's "fair share" guidelines, we emphasized giving at a level that is "generous for your circumstances." As of the writing of this report, we have received close to \$443,000 in pledges (a \$10,000 or 2.3% decrease from last year's total) from 269 pledging units, which includes 19 new pledges. Of those that have pledged, the average has gone from \$1,447 to \$1,645. We are continuing to contact members and friends who have yet to pledge. We are grateful for all the pledges that we have received during the campaign, and we are especially grateful that many chose to increase their pledge this year.

The **Planned Giving Team's** mission is to provide increased financial support to the First UU Endowment Fund by encouraging testamentary or similar gifts. This is a form of stewardship that emphasizes the need to ensure the long-term viability of our Society by building financial reserves to meet special needs and contingencies (separate and apart from regular and recurring needs addressed in the annual budget). Our team members reach out to members of the congregation one on one to explain both the need for this form of giving, and the various ways to make support for First UU a part of estate and financial plans. We rely on a brochure, the "yellow pages" and informational sessions to provide a guide to legal and financial planning resources in the community that can assist members in deciding which form of gift best meets their preferences and financial situation. This year we are pleased that another four people have made such a commitment and have joined the Legacy Society.

Stewardship & Resources

With Facilities Manager Bob Furrer, the **Property Team** stewarded the maintenance and rehabilitation of our Meeting House, its grounds and our three other buildings.

During workdays last summer, team members removed unwanted items and cleaned the 35 Clarke Street basement, and repaired and repainted the east entryway of Meeting House. More workdays are planned.

Major capital improvements involved restoring and repairing the Meeting House steeple. The railing of the bell deck was replaced, and the eight windows in the lantern were removed, rebuilt and reinstalled. The latter project was partially financed by a matching grant from the Vermont Division for Historic Preservation. The steeple will be repainted this summer.

Don Groll, who has volunteered since 1993(!) to prune our shrubs, hedges and small trees, has informed us that he will no longer do so. We are extremely grateful and indebted to him for his years of service and will miss him sincerely.



Spiritual Growth and Learning

Staff Lead: Andrea Spencer-Linzie, Developmental Director of Family Ministry

Lay Lead: TBD

Spiritual Growth & Learning: FUUSB provides diverse opportunities for transformational spiritual growth, faith development and personal discovery, promoting life-long learning for all ages and stages of life.

Report from the Developmental Director of Family Ministry

I began my responsibilities at FUUSB in December 2017, diving deep with the Solstice Service and the Christmas Pageant. In January I attended the five-day UUMA Institute for Excellence in Ministry in Palm Harbor, FL. There I participated in a broad training on Family Ministry, which is increasingly being adopted by many UU congregations. Beginning in January I worked with the Religious Education (RE) Team to understand the trends that have highlighted the Family Ministry model as a flexible program for congregations of many sizes, prioritizing community building and faith formation across generations. I supervised the Youth Ministry Coordinator and the RE Assistant, and provided administrative support and some planning for the Boston Heritage Trip for the fifth and sixth graders, and the Youth Service Project in New York City. I've been looking at systems used for the implementation of Faith Formation and how to streamline some processes.



The **Religious Education Team** has spent the last year supporting intentional changes to our program and congregation. We bid farewell to Martha Dallas, and welcomed Andrea Spencer-Linzie. Continuity was brought to Religious Education programs through structural support that Martha put in place before she transitioned along with the increase in support that Erika Reif has brought to RE. Religious Education and congregational life have been reflected on deeply through research and education of staff and lay leaders. A pivot towards developing a Family Ministry program is underway, which includes all generations. Members of the RE Team have contacted other congregations who are implementing Family Ministry programs to see what they are trying and what's working. The RE Team led an open discussion and visioning process for Faith Formation across the generations on May 5. Developing a Family Ministry program will continue into next year.

Many cartons of old books were discovered in the Meeting House last year, most left by past ministers. The **Library Team** reviewed them and found some collectors interested in looking through them. After a small number were sold, Lynn Douglas contacted Andover Newton Harvard Divinity School and transported the remaining books there, where they were much appreciated.

Spiritual Growth and Learning

Inventory of the collection was completed. Many new books were purchased, some to replace outdated or damaged ones removed from the collection as a result of the inventory. New purchases include subjects such as children dealing with disabilities, family changes, illness, and books depicting religious celebrations throughout the world.

The **Labyrinth Ministry** has been working on integrating the labyrinth into the fabric of our UU life.

Labyrinth Sundays, held on the second Sunday of the month weather-permitting, were started in the fall, resumed in the spring and will continue through the summer. Ceremonies and labyrinth walks are held to mark the Summer Solstice and Fall Equinox. The ministry offered a tour of local labyrinths as an event for the FunRaiser. We hope to lead this again this June. The Ministry decided not to meet from November-April, and now are meeting monthly.



Worship and Music

Staff Lead: Rev. Mara, Senior Minister

Lay Lead: Stephen Rainville

Worship & Music: FUUSB's welcoming worship, supported by powerful and diverse music and art, acts as a magnet that fosters spiritual growth, compassion, introspection and impetus to action.

The **Worship Associates** team met on a monthly basis to both worship together and plan the Sunday services with Rev. Mara. Our team works to design each worship experience as a “vessel,” which fosters spiritual growth and makes connections, as well as being an impetus for justice work. We do this through sermons given by ministers and guests, music, readings, congregational interactions, announcements, and inviting written joys and sorrows. We practice the skills of public speaking, coordinating parts of the services, and familiarizing ourselves with new technologies. We are so grateful for the powerful example and deep experience that Rev. Mara has shared with us these five years.

This was a year of transition from a Music Committee in charge of all music-related programs to a team of interest groups each responsible for different components. Now known as the **Music Ministry Team**, it was a very busy and productive year. The Adult Choir, about 35 people, was very active, singing a wide variety of music at many services including twice on Christmas Eve and Easter Sunday, and also participated in the annual Holiday Carol Fest. The Concert Series had a very well received program presented by the Champlain Consort in the fall, and hosted internationally recognized guitarist and singer Peter Griggs in May. The Coffeehouse Group held four successful events and finished the year with another fun evening in May. A small Children's Choir participated in several services to high acclaim. Finally, the new Community Chorus, organized primarily for those with enthusiasm but less experience, participated in several services. Overall, the Music Ministry Team and Music Director Jennifer Carpenter had a strong and vital presence in the life of the community throughout the year, and all groups are already planning for next year.



Annual Meeting

Annual Meeting Warning Notice

The congregation is warned that the **Annual Meeting** of the First Unitarian Universalist Society of Burlington will be held at **11:15 a.m., Sunday, June 3, 2018** immediately following the service to:

1. Accept the minutes from the 2017 Annual Meeting
2. Elect candidates for openings on the Board of Trustees, the Officers of the Society, the Nominating Committee, and the Endowment Team
3. Vote on a proposal to take up to \$125,000 from the Meetinghouse Fund, ("Long Term Building and Organ Fund") to fund several large projects over the next two years (including re-paving the parking lot, replacing the sign, and restoring windows). This is requested by the Property Committee, recommended by the Endowment Team and the Board of Trustees; 2/3rd vote of members in attendance is needed
4. Vote on the proposed budget (a summary of the proposed budget is included & the budget is available in the office and online at <http://uusociety.org/wp-content/uploads/2018/05/2018-2019-Proposed-Summary-Budget.pdf>)
5. Other matters properly placed by the Board before the meeting.

People who signed the membership book as of 5/13/18 and made a pledge and contribution of record in the last year are eligible to vote.

The following members have been nominated by the Nominating Committee to be on the Board of Trustees:

Trustee: Louis deRosset - at large (3 year term, expiring in 2021)

Trustee: Stuart Graves – at large (3 year term, expiring in 2021)

Trustee: Melinda Lee – at large (serving remaining 2 years of Marla Emery's term, expiring in 2020)

Trustee: Todd Schlossberg - at large (3 year term, expiring in 2021)

The following members have been nominated by the Nominating Committee to be Officers:

Secretary: Leandre Waldo (2 year term, expiring 2020)

Treasurer: Alana Shaw (2 year term, expiring 2020)

Continued on next page

Annual Meeting

The following members have been nominated by the Nominating Committee to be members of the Nominating Committee:

Member: Cheryl Herrick (3 year term, expiring in 2021)

Member: Kristin Kany (3 year term, expiring in 2021)

The following member has been nominated by the Nominating Committee to be a member of the Endowment Team:

Member: Tom Hyde (5 year term, expiring in 2023)

Nominees can be nominated from the floor with the prior consent of the nominee.

First UU Society Proposed 2018/2019 Budget

	FY 2016-2017 Actual	FY 2017-2018	FY 2018-2019	
	Actual Income & Expenses	Total Approved Annual Budget	Total Proposed Annual Budget	Increase/ (Decrease) vs. Prior Yr. %
		INFLOWS/INCOME		
Pledge Income	\$431,921	\$462,140	\$456,320	-1%
Loose Plate Collections	\$36,127	\$35,000	\$30,000	-14%
Subtotal Congregational Income	\$468,048	\$497,140	\$486,320	-2%
Rental Income	\$155,035	\$154,235	\$157,635	2%
Trust Income/Distributions	\$147,037	\$165,869	\$165,245	0%
Other Income	\$37,645	\$36,450	\$19,450	-47%
Loan				
Subtotal Non-Congregational Income	\$339,717	\$356,554	\$342,330	-4%
Total Inflows to General Fund	\$807,765	\$853,694	\$828,650	-3%
		OUTFLOWS/EXPENSES		
Payroll/Benefits	\$581,519	\$654,689	\$697,959	7%
Operating Expenses	\$108,972	\$117,615	\$117,670	0%
Buildings & Site	\$64,178	\$68,900	\$70,600	2%
Governance & Ministry	\$53,096	\$64,430	\$72,830	23%
Total Outflows from General Fund	\$807,765	\$905,634	\$959,058	6%
Net Increase / (Decrease) to General Fund	\$0	(\$51,940)	(\$130,408)	151%
General Fund Balance, End of Year	\$164,532	\$112,592	(\$17,816)	-116%

Minutes of the 2017 Annual Meeting
First Unitarian Universalist Society of Burlington, Vermont
June 4, 2017

Welcome

Board President Gene Bergman welcomed the members to the Annual Meeting at 11:30 a.m.

Celebratory/Gratitude Prayer & Meditation

Rev. Mara Dowdall offered a shared prayer and meditation.

Call to Order

Moderator Eileen Blackwood called the meeting to order at 11:42 a.m.

Accept Minutes from 2016 Annual Meeting

A member moved to accept the minutes of the 2016 Annual Meeting; another seconded. The motion to accept the minutes passed unanimously.

Nominations and Election

Nancy Knox, Chair of the Nominating Committee, presented the slate for positions proposed by the Nominating Committee:

Board of Trustees:

Marla Emery for an at-large Trustee position for a term of 3 years.

Todd Clason for an at-large Trustee position for a term of 3 years.

Tracy Titchner, President, Two-Year term

Dan House, Vice President, Two year term

Todd Schlossberg, Secretary, One year (to complete two-year term started in July 2016)

Nominating Committee:

Three-Year term:

Tom Porter, Rebecca Gurney, Brian Haas, Bruce Standish, Kristin Kany

Annual Meeting

Endowment Committee:

Jeff Byam, Five-Year Term

No nominations from the floor.

Motion to approve was made and seconded. Approved unanimously.

Gratitude for Officers, Trustees, and Committee Members

FUUSB Board of Trustees Vice President Tracy Titchner offered gratitude for the officers, trustees and committee members who have served our Society over the past year.

Michael Swaidner, outgoing trustee

Outgoing member of nominating committee: Todd Clason

Gene Bergman for his two years of service as our FUUSB President.

Song: *Enter Rejoice and Come In*

Louis deRosset, Board Member At-Large

2017-18 Budget

Rev. Mara Dowdall and Christina Fulton, Executive Team, and Treasurer Alana Shaw introduced the proposed 2017-2018 Annual Budget.

A motion was made to approve the budget as presented; the motion was seconded.

Members raised questions, which were answered by staff. Members offered comments about the proposed budget, including about the proposed budget deficit, the need for members to the proposed cost-of-living increase for payroll, and the increase in staff contribution to health insurance coverage. The membership voted unanimously to approve the budget.

Participatory Activity

Todd Schlossberg, Board Secretary, and Louis deRosset facilitated a group storytelling activity.

Legacy Society Presentation

Jan Abbott recognized Legacy Society members Ruth and Proctor Page.

Annual Meeting

Use of Meetinghouse Funds for Piano Repair

Woody Fulton, on behalf of the Music Committee, presented the proposal to use up to \$10,000.00 (the current estimate is about \$7,000) from the Meetinghouse Fund to repair our Sanctuary Steinway piano. A motion to approve was made, and seconded. There were questions and comments about the proposal. The motion was approved unanimously.

Proposed changes to Bylaws and Articles of Association

President Gene Bergman, Elizabeth Clayton, from the Bylaws Task Force, presented the proposed amendments to the Society Bylaws and Articles of Association.

Motion to approve the articles of association was made and seconded. No discussion. The Amendments to the Articles of Association were approved unanimously.

Motion to approve the amendments to the Bylaws was made and seconded.

A friendly motion to amend the proposed bylaw revisions was made to make all the pronouns in the bylaws gender neutral, using they, their, and their-derivatives throughout the Bylaws. Motion to approve was made and seconded.

Members made some additional questions and comments.

The amendments to the Bylaws, with the friendly amendment regarding gender-neutral language, were Voted and approved unanimously.

Adjournment:

The meeting was adjourned at 12:51 p.m.

Submitted by Todd Schlossberg, Secretary