



FIRST UNITARIAN UNIVERSALIST SOCIETY OF BURLINGTON

ANNUAL REPORT

2019



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 lifelong 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

2019 President's Report

This year again finds me writing a summary of our journey that looks very different than where we expected to be when the year began. Rather than entering into a search for a settled Senior Minister next year, our congregation has made the decision to hire a Developmental Minister. Through conversations with so many of you, and discernment around the board table, we chose several important goals. These include:

- *Developing a strong, diverse lay leadership*
- *Living effectively at our current size*
- *Growing the financial stewardship of our congregation*
- *Modifying our governance model to work efficiently for our size*
- *Actively and meaningfully welcome, support and empower congregants who are black or other persons of color, LGBTQ+, have disabilities, and other congregants with marginalized identities.*

The board has hired Rev. Tricia Hart to support us in this work, and is excited to welcome her to our community this summer.

We began our work toward growing our financial stewardship with an inspiring campaign. Spearheaded by our amazing stewardship team, we enjoyed fabulous music, inspiring stories, and delicious pancakes. Your generosity has supported a balanced budget for next year.

As I complete my term as Board President, I wish to express deep gratitude to Rev. Susan Milnor, Christina Fulton (Director of Operations), my hardworking fellow board members, and to this amazing and supportive congregation. Your input and engagement this year has been invaluable, and much appreciated. I look forward to the important changes that we will continue to make together in the world, inside the walls of the Meeting House and beyond.

Tracy Titchner

President of the First UU Board of Trustees



Interim Senior Minister's Report

Interim Senior Minister's Report



As this congregational year moves toward conclusion, I think we can all agree that it has been a time of intense transition for the First Unitarian Universalist Society of Burlington. In August, when I arrived, I found a congregation in grief with a very understandable level of anxiety. Given that there was no music director in place, a new interim senior minister, and a significant budget deficit that had to be dealt with, all of us were working to get our feet on the ground.

Yet the congregation showed much strength as well: a core of dedicated, committed congregants committed to FUUSB as their faith home; passionate people who want to change the world and make it a fairer, better place; a first-rate staff that proved to work together very well during the year; a committed board of trustees that takes its work very seriously; volunteers who showed themselves willing to take on increased responsibility as we move toward next year – and so much more.

Here is the good news I can report. As the First Unitarian Universalist Society approaches the 2019-20 congregational year, beginning in July, you have identified and hired an experienced developmental minister to lead you in accomplishing the ends identified for the next few years (in addition to, of course, the celebrating, caring, and witness and activism basic to the life of the congregation); we have hired a talented music director, who began his tenure on May 1; we have hired a highly capable, highly motivated Director of Lifespan Faith Development to lead programming for children and youth as well as theme circles and small group ministry for adults; we have completed a successful stewardship drive, which in addition to raising the funds needed for our budget, also generated good will, enthusiasm, and recommitment to FUUSB. And, yes, we now present a balanced budget, which eliminates the deficits of the past few years, to the congregation for approval at the annual meeting.

In addition, under the leadership of Rev. Andrée Mol, we have created a team of lay pastoral care associates to spread the official, intentional caring further throughout our congregation than one or even two ministers can accomplish. This will be especially important as you enter the new congregational year with only one minister. Likewise, the membership team is ready to take on more responsibility for conducting classes and following up with visitors. Many more initiatives and accomplishments are laid out by the heads of different ministry areas in this report. It will be important to continue to build on the important steps of this year.

Continued on next page

Interim Senior Minister's Report

As Interim Senior Minister, the most important thing I have to say is this. I have come to know you as a congregation during this year. You have an impressive vitality and resiliency even as you are able to show your vulnerabilities. If you enter into this time of developmental ministry not as a hurdle to get past, but as a time to deepen, build on foundations, adjust the way you do some things, and reflect on expectations, you will enter a creative period. Similarly, if you are willing to think outside the box on how to nurture a sustainable congregational life that retains its dreams and commitment to live its values, but fits better with its resources, you will continue to find the ways to do that. Yes, there will be challenges, but you will meet them.

I have learned much during my time with you. I hope I have offered you some wisdom and encouragement and support in the process. When I leave, I will carry many memories and moments of joy with me.

With love, and confidence in your future,

And in the faith,

Rev. Susan Milnor, Interim Senior Minister, 2018-19



Caring and Belonging

Staff Lead: Rev. Andrée Mol, Developmental Assistant Minister for Pastoral Care and Membership

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.

This year we created a new **Pastoral Care Associates Team**, which consists of eight FUUSB members who received training and monthly supervision in the skills of pastoral care. Pastoral Care Associates provide spiritual support in the form of a listening and loving presence for members and friends, especially when encountering challenging life circumstances such as an accident, illness or death. In December, the team members were provided with a blessing and a charge from the congregation for assuming this special role. The team works closely with the Care Network in fulfilling the mission of the Caring and Belonging ministry area.

The First UU Society **Care Network Team** has delivered spiritual and practical care to our congregation by visiting those who are unable to travel to the Meeting House, delivering shawls to those in need of comfort, coordinating meal delivery for those in need, sharing greens and flowers in the winter and spring, sending greeting cards in times of sorrow or gladness, providing an opportunity for the congregation to create cards for us to send, hosting an annual service of remembrance, and working with the Pastoral Care Associates to support our members.

The Small Group Ministry program (a UUA-designed program) has continued this past year with a new name, **Chalice Circles**, and four new groups designed for particular audiences: LGBTQIA, Parenting, Young Adults (20's-30's), and Paganism groups. Two other proposed groups had various issues in getting started, although they are still in the works. Training was held for new leaders. Seven of the eight groups from 2017-18 have continued to thrive. An effort was made to publicize and interest new members in Chalice Circles as a way of making closer connections within the congregation. The Steering Committee has not met in recent months but will hopefully come together soon. Rev. Andrée Mol served as a consultant this past year as additional steps were taken to expand participation in this valuable program. Chalice Circles offer members a place where they will feel welcome and cared for as they navigate through their lives.

The **Women's Alliance** mission is to foster a sense of welcome and belonging. We meet six times a year on the first Wednesday of the month



Caring and Belonging

in the Parlors. We bring our own lunches and something to share and conduct our meetings right after lunch. Anyone is welcome to join us. This year, besides donating money to JUMP and the Women's Alliance of our partner church, we have worked at the Bazaar, sent cards to various members of the Society, donated cookies for different events, and reupholstered two of the antique chairs in the Parlors. We have finished formatting Elz Curtiss' book *The Helpfulness of Holiness* and have returned it to her to have a new forward written. We are currently looking into identifying and labeling the portraits of Society elders that hang in the Parlors.

Celebrations: We open our Meeting House doors every Sunday and celebrate community. But occasionally we gather for festive events: Rev. Andrée's ordination, Christmas Breakfast, a Lasagna Dinner and other amazing events. We collaborate, cook, arrange flowers, make music, decorate, and of course, clean up. These celebratory events help us mark life's joys as well as bringing us together.



We were a hearty, committed group of volunteers involved in the **Membership Team** this year. At a retreat in August 2018, we set our goals and activities for the year. We were fortunate to have Rev. Andrée Mol as our staff point person this year. Linda Graves and Sarah Russell stepped up in February to co-chair the team going forward. Major accomplishments throughout the year included: solidifying the two-part New UU classes and alternating them every month on Sundays. By the spring, the team was running the classes in place of Rev. Andrée who was away many weekends because of their ministerial search process. The team provided annual training to Ushers and Welcome Ambassadors in November, recruited new Welcome Ambassadors, created a special issue of the Path for newcomers and used both printed and digital versions extensively in the process of welcoming newcomers, followed up with people who had completed both New UU part 1 and 2, and touched base with them about membership. The team also conducted monthly signing Sundays to welcome new members, recognized new members in two welcome ceremonies held during services, reviewed and updated the Caring and Belonging bulletin boards, established the Alcott-Bergh room as a place to conduct New UU classes and store materials, and prepared for transition of membership activities from paid staff member to a volunteer team.

Justice and Outreach

Staff Lead: Rev. Susan Milnor, Interim 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.

Racial Justice Team: This year, we exceeded our fundraising goal for Black Lives of Unitarian Universalism, which means that the nearly \$5,000 we raised will be matched twice and will equal close to \$15,000 going to BLUU. Connected to our fundraising efforts, we hosted guest service leaders from the Campbell Family Study Group of New Hampshire, who shared with us what they had learned about Rev. Jeffrey Campbell and his sister Marguerite. We learned that Rev. Campbell not only had connections to Vermont, but to members of our own congregation. Our ongoing work includes hosting book discussions focused on People of Color within the UU faith community, and having members of our team maintain connections with other local racial justice groups, including Showing Up for Racial Justice, Black Lives Matter of Greater Burlington, and the Vermont Racial Justice Alliance. We have had a Black Lives Matter banner for two years now and rededicated a new one after the original one was stolen. We attended hearings around the case to do everything we could to have a restorative justice process followed. The case was dismissed through a plea bargain.



The **Gun Violence Task Force** has been relatively inactive in 2019. We continue to collaborate with Gun Sense Vermont in trying to pass additional gun safety legislation in Montpelier. The focus this year has been to require a waiting period for the purchase of a gun. After our major success in passing three gun safety bills in 2018, the legislature has been disinclined to take up controversial gun legislation this year. An exception is the gun waiting period legislation which as of this writing is stalled in the House. Several members of our task force went to a hearing on the bill in April, and two members testified.

As the newest Justice team, the **Immigration Justice Team** has accomplished much in our first year: We created a mission statement stating that “we will make our UU Society and the wider community more aware of the injustices faced by immigrants, refugees, and asylum seekers and facilitate actions that will alle-



Justice and Outreach

viate these injustices.” We were instrumental in forming an interdenominational group around our issues in which seven communities of faith have participated. We have facilitated three postcarding sessions, like the one pictured here, in which Society members have created over 150 cards and letters to speak our truth to power. We met with the Burlington Police Chief and his associates to discuss issues related to the sanctuary movement. We promoted the idea of a statewide conference around our issues that will occur in Montpelier on June 16.

JUMP (Joint Urban Ministry Project) continues to serve an average of 10-11 clients per day, four days a week at First Congregational Church. JUMP provides food assistance (supermarket gift cards and vouchers to smaller markets), gasoline and bus pass assistance, personal items, diapers, ID procurement, and a welcoming smile and a listening ear. This thank you card is from one of JUMP’s clients. Thank you to all First UUsers who contribute time, toilet paper, personal items at Thanksgiving, and money. If someone is interested in becoming involved with JUMP as a welcoming volunteer, or committee or board member, please contact Woody Fulton, JUMP Treasurer.



“Thank you for giving me hope. Thank you for showing me that good people always exist. Thank you for making me smile. Thank you for being accepting. Thank you for everything.”



—Always Hannah

JUMP Client 4/17/19, Hand drawn thank you card

Community Contributions

Did you know, this year alone, our Society has supported our community by contributing over \$30,000 and also offering reduced fee or free meeting space? Here are some of the organizations we've supported!



JUMP (Joint Urban Ministry Project)	Climate Disobedience Center
Alcoholics Anonymous	Have Justice Will Travel
Spectrum	Vermont Interfaith Power & Light
COTS (Committee on Temporary Shelter)	Steps to End Domestic Violence
Partner Church Council	TRUUsT
Socially Responsible Santa	350 Vermont
Alanon	Vermonters for Criminal Justice Reform
Church Family Fund	Hebrew Immigrant Aid
Black Lives Matter of Greater Burlington	Janet S. Munt Family Room
Lund Family Center	Black Lives of UU (BLUU)
UU Service Committee	Burlington City Arts
Intervale Farm Share Program	Vermont Works for Women
Boys & Girls Club of Burlington	Local Motion
Center City Little League	Migrant Justice
Chittenden Emergency Food Shelf	Special Olympics Vermont
Mercy Connections	Vermont Community Garden Network
Dismas House	Vermont Diversity Health
Peace & Justice Center	AlaTeen
Outright Vermont	Book Arts Guild
Humane Society of Chittenden County	Noyana Singers
Vermont Interfaith Action	Vermont NEA - Racial Equity
Vermont Center for Independent Living	Highlight Burlington
VT Association for the Blind	And numerous members of the community!



Stewardship and 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.

Treasurer's Report: This year in support of our mission to inspire spiritual growth, care for each other and our community, seek truth and act for justice, we invested in the experience of staffing two ministers, Interim Senior Minister Rev. Susan Milnor and Rev. Andrée Mol, and the Developmental Director of Family Ministry, Andrea Spencer-Linzie. The congregation approved a deficit budget in support of this experience and we have withdrawn a minimal amount from the First UU Trust fund for operations.

This year the **Stewardship Team** worked with Mark Ewart, a Stewardship Consultant with the UUA. This consulting engagement helped give us insight on how to run an effective stewardship campaign while engaging at a meaningful and personal level with the congregation. Our theme for the campaign was “Now is the Time,” which was intentionally left open-ended. There are many things that “Now is the Time” for, within our own community and the community outside of what we call our spiritual home. Although we continue to present information on UUA Fair Share guidelines, we recognize that financial circumstances do not always allow that level of giving. Our goal is to not judge or make assumptions regarding giving, but to ask people to reflect on the meaning of the Society in their lives and to contribute accordingly. As of the writing of this report, we have received close to \$464,790 (a \$10,056 increase from last year) from 252 pledging individuals/families. We are incredibly grateful for all of the pledges we have received and especially grateful for those who increased their pledge this year. Many thanks to all of those who helped us in some way, whether it be helping at events, providing personal stories, and all of the many tasks that it takes to make this process successful.

The **Endowment Team** serves the mission of this Society by assuring the Society's endowment funds are managed with the appropriate level of risk to achieve the returns necessary for the near- and long-term needs of the Society. The Endowment Team works with an outside firm to oversee our investments and assure that our investments are socially responsible whenever possible. The Team also meets regularly with the fiduciary of the Nims Fund to monitor their investment practices and provide input regarding the needs of

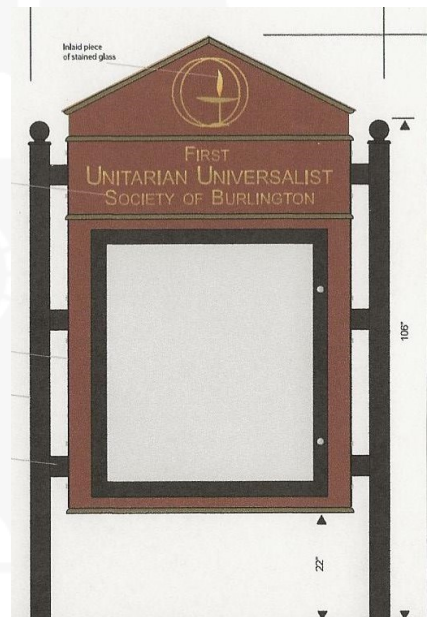


Stewardship and Resources

the Society for which the Nims Fund was created. In addition to continuing the base level of distributions that the funds have regularly provided and responding to uses of principal by the Board, the Endowment Team has worked with the Finance Team and Board on increasing the distributions to support the Society through this period of transition to help bridge the gap in the budget. The investment policies are drafted based on the input of the needs of other teams of the Society to fulfill their ends.

The goal of the **Planned Giving Team** is to encourage members and friends to include the FUUSB in their estate planning in order to add to our endowment which will serve our members long-term. The current membership of the Legacy Society is 72 members, with one new member, one generous advance gift, and one memorial gift this year. We are in the process of speaking with an additional 12 members. This spring we co-sponsored with the Stewardship Team a session on tax changes that affect charitable giving. Our team currently has six members and would like to add two to three additional people.

This year the **Property Team** dealt with the retirement of our capable Facilities Manager, Bob Furrer. David McFeeters, who held the position before Bob, returned to that role. The FUUSB and the Property Team are most fortunate to have had the services of both of these managers and to have David back. Bob continues to assist us on a part-time basis to oversee the completion of major projects. Property Team members painted the porches and bulkheads at the Clarke Street and Elmwood Avenue properties last summer. At our annual FUUSB meeting in June 2018, co-chair John Davis made a presentation and requested a significant sum of money from the Meeting House Fund. The money was necessary to fund projects that exceeded our annual budget. Currently, the paving of our parking lot has been completed. A new sign is being fabricated this spring. Work will commence soon on the restoration of the palladium window on the south side of the Meeting House and the window sills and frames of the 1816 Sanctuary and the 1868 addition. The window sill work will be partially funded by a grant from the Vermont Division of Historic Preservation which Bob Furrer applied for and was awarded on behalf of the FUUSB.



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 lifelong learning for all ages and stages of life.

Family Ministry Team: Classes for pre-K through 7th grade included curricula from Tapestry of Faith, Spirit Play, Bible Stories, and Our Whole Lives (OWL) for K-1, 4-6, and 8th grades. Five teachers were trained in OWL curriculum.

Family Chapel was held on the first Sunday of each month for children, youth and adults. Multigenerational programs included world religions, donations to JUMP, Christmas crafts, creating cards for homebound members, several multigenerational worship services, and Game Nights. *The Path* newsletter



included a Family Exploration page that reflected the monthly theme. Our registration and attendance for pre-K through 7th grade is steadily falling, which is part of a larger national trend, even when UU adult membership is rising. (uuworld.org/articles/uua-membership-2018)



This past year the **YUUTH Group** came together weekly to support each other and the greater Burlington community. Events such as our overnights in South Hero, jam sessions, art and movie nights, interfaith gatherings in downtown Burlington, and our candle pass tradition have enabled students to foster friendships, celebrate joy, and create connections with one another. An increased number of meeting times this year helped build momentum and continuity for our group, ultimately allowing us to build a relationship with the residents of ANew Place where we volunteered monthly. We enjoyed participating in our FUUSB community through our monthly



Spiritual Growth and Learning

Pancake Breakfasts and Valentine's Night Babysitting Event, attending services, and by painting the window mural which will be hung on the exterior of our Meeting House this summer. Students look forward to culminating their year with a week-long service trip to New York City where they will continue to expand their horizons, and grow together as individuals, and as a group.

The **Library Team** put together a collection of LGBTQ books. New books were purchased after consulting with Rev. Andrée Mol. The books are displayed together and designated by rainbow stickers. During the recent inventory, many books were found to be outdated. Updated versions were purchased to replace many of them. The team revitalized the youth collections located in the various classrooms that contain them.

The **Labyrinth Ministry** provides opportunities for transformational spiritual growth, faith development and personal discovery by maintaining and promoting the use of our outdoor labyrinth. We do this through a series of guided Labyrinth Walks. From May through October we offer monthly Labyrinth Walks after the services and celebrate the Summer Solstice and Fall Equinox with a community Labyrinth Walk event. All events are open to people of all ages. This ministry meets from May through October.



Worship and Music

Staff Lead: Rev. Susan Milnor, Interim 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.

This has been a year of transitions for our choir, staff musicians, and all involved in supporting music in worship at FUUSB. We are grateful for the talent and commitment of Sam and Wayne, providing our Society musical offerings through the year. Our choir has benefited from the care and direction provided by Caleb, then Annalise as we searched for our next Director of Music. We welcome James Stewart in that role, and are excited to continue collaborating with our minister, worship associates, and artists in providing thematically integrated services that move, challenge and uplift our community.

The **Worship Associates Team** met on a monthly basis to both worship together and plan the Sunday services with Rev. Susan. 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. This year we said goodbye to Kenneth, and welcomed Doug to our team. We are grateful for the learnings that Rev. Susan has shared with us this year.

The seven-member **Flower Power Team** has provided weekly arrangements throughout the year that have contributed to the enhancement of the Sunday services. Arrangements were also provided for special occasions and the Welcome Table. We welcomed a new member, and one long-time member has taken a hiatus. This year we will look more closely at enhancing the arch with banners, art, etc.



Healthy Congregation Team

Healthy Congregation Team Report

Throughout the year, the **Healthy Congregation Team** (HCT) held Deep Listening Circles for congregants to speak from the heart and listen deeply during several times of tension and conflict. This fall, HCT members learned how to facilitate Deep Listening Circles and Practice Sessions. This winter, we helped the congregation renew our congregational covenant with Covenant Sunday worship services. In March, we sponsored continuing training in Non-Violent Communication. And finally, our Restorative Circles Team has completed preparations and practice—the team is now available to hold Restorative Circles for the congregation.



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 2, 2019** immediately following the service to:

1. Accept the minutes from the 2018 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 the proposed budget (a summary of the proposed budget is included and the budget is available in the office and online at <https://uusociety.org/members/meeting-minutes/>)
4. Other matters properly placed by the Board before the meeting.

People who signed the membership book as of 5/12/19 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: Hope Baker-Carr – at large (serving remaining year of Todd Clason's term, expiring in 2020)

Trustee: Charity Clark – at large (3 year term, expiring in 2022)

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

President: Dan House (2 year term, expiring in 2021)

Vice President: Todd Clason (2 year term, expiring in 2021)

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

Member: Sarah Russell (3 year term, expiring in 2022)

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

Member: Jason Caldwell (5 year term, expiring in 2024)

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

Annual Meeting

A Word from Our Minister Regarding the Budget

When I was hired as your Interim Senior Minister, one of the main charges given to me by the Search Task Force and the Board of Trustees was to work with them on a “sustainable staffing plan.” The budget your Board and I present for your approval this year represents our best effort at achieving a balanced budget, which includes financially sustainable staffing. On the very positive side, this budget eliminates the planned deficits of the last two annual budgets.

We are indeed glad to be able to put such a prudent plan before you. It was, in my opinion, a necessary move at this point. At the same time we must all realize the inherent cost of this budget: the challenge of one minister handling the professional ministry of this congregation. Soon after I arrived and dug into the complexities facing FUUSB, I realized that sustainable in finances and sustainable in human resources would not be the same. This was a major consideration in recommending a period of developmental ministry for you, during which time you can work on the stewardship, lay structure, and expectations that will enable you to “live into your size” and create a congregational life and staffing that will be sustainable in both ways.

The key to the next few years is everyone stepping up and working together to realize the mission of this great congregation. I know that together with your minister and other talented staff, you will do it, and in the process you will grow your roots even deeper.

Blessings,

Rev. Susan

Annual Meeting

First UU Society of Burlington

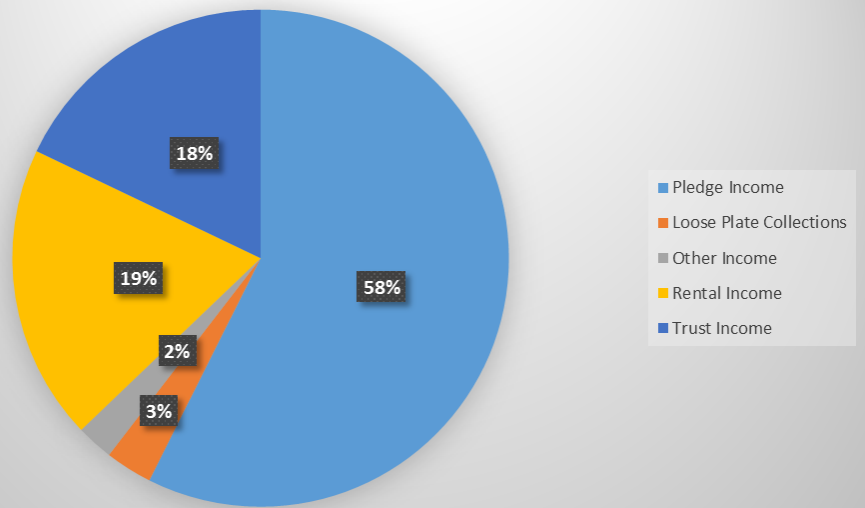
2019/2020 Fiscal Year Budget Summary

As passed by the Board of Trustees on April 16, 2019

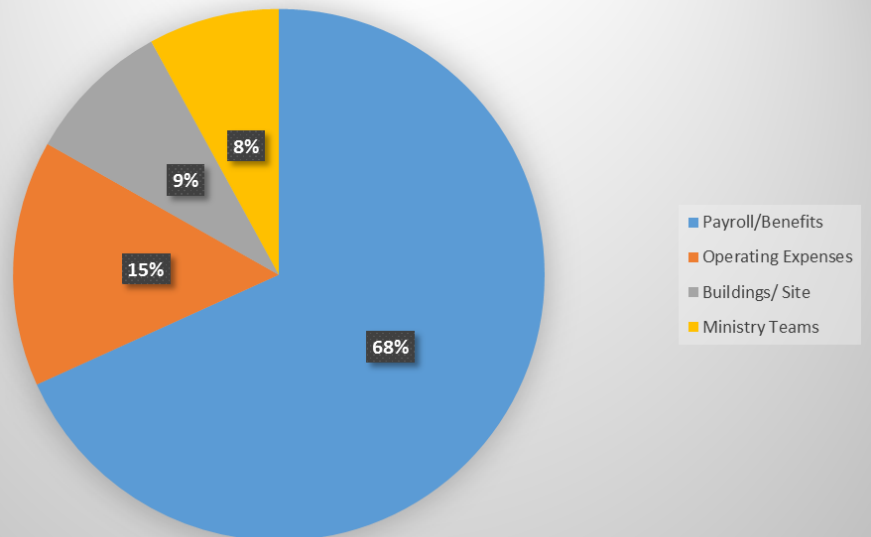
- # First UU Society of Burlington

Annual Meeting

2019/2020 Budget Inflows to General Fund



2019/2020 Budget Outflows from General Fund



Minutes of the 2018 Annual Meeting
First Unitarian Universalist Society of Burlington, Vermont
June 3, 2018

Welcome

Board President Tracy Titchner welcomed the members to the Annual Meeting at 11:25 a.m. Tracy thanked the outgoing Board of Trustees members, and the members of the interim ministry taskforce.

Celebratory/Gratitude Prayer & Meditation

Rev. Mara Dowdall offered a shared prayer and meditation.

Call to Order

Moderator Richard Cassidy called the meeting to order at 11:34 a.m.

Accept Minutes from 2017 Annual Meeting

A member moved to accept the minutes of the 2017 Annual Meeting; another seconded. The motion to accept the minutes passed unanimously.

Gratitude for Departing Employees

The Society expressed gratitude to the following FUUSB employees who are departing FUUSB employment this year:

Caretaking Staff: Bob Furrer, Chip Patullo, Ellen Hsieh, and Peggy Derby, on behalf of the Society, expressed gratitude to Drew Frasier, Claire Graham-Smith, Charles Delaney, Myra Timmins, and Shirley Therrien.

Religious Education: Andrea Spencer-Linzie expressed gratitude to our outgoing Youth Ministry Coordinator Hannah Kretvix.

Membership Coordinator: Rev. Mara expressed gratitude to our outgoing membership coordinator Nina Dahlstedt Buss.

Facilities Manager: Christina Fulton and Chip Patullo expressed gratitude to our outgoing Facilities Manager Bob Furrer.

Participatory Activity

Todd Schlossberg, Board Secretary, facilitated a group storytelling activity.

Nominations and Election

Cheryl Herrick, on behalf of the Nominating Committee, expressed gratitude to the outgoing Board of Trustees members Henry Schek, Rosanne Greco, and Marla Emery.

Annual Meeting

Ms. Herrick presented the slate for the following positions:

Nominating Committee:

Three-Year terms: Kristin Kany, Cheryl Herrick, and Tom Hyde.

Board of Trustees:

Melinda Lee, at-large Trustee, three-year term; Todd Schlossberg, at-large Trustee, three-year term; Stuart Graves, at-large Trustee, three-year term; Leandre Waldo, two-year term as Secretary

Treasurer: Alana Shaw

No nominations from the floor.

Motion to approve was made and seconded. Approved unanimously.

Use of Meeting House Funds for Property Improvements

John Davis, on behalf of the Property Committee, presented the proposal to use up to \$125,000.00 from the Meeting House Fund to make repairs to our bell tower and steeple, repave the parking lot asphalt, regrade the gravel portion of the parking lot, replace the Meeting House sign, restore the palladium window, and restore the exterior window sills and trim. The money would be drawn on as an as-needed basis. A motion to approve was made to approve the withdrawal of up to \$125,000 from the Meeting House Fund and seconded. There were questions and comments about the proposal. The motion was approved unanimously.

Song: *Come and Go With Me*

2018-2019 Budget

Rev. Mara Dowdall, Rosanne Greco, Todd Clason, Debby Bergh, and Alana Shaw introduced the proposed 2018-2019 Annual Budget.

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

The proposed budget was discussed. Members raised questions, which were addressed by staff. Members offered comments about the proposed budget, including about the proposed budget deficit, concerns about budget sustainability, and how a loan would be repaid.

The membership voted to approve the budget.

Adjournment:

The meeting was adjourned at 12:45 p.m.

Submitted by Todd Schlossberg, Secretary