



**First Unitarian Universalist Congregation of Ann Arbor
Annual Congregational Meeting
Sunday, June 3, 2018**

Opening Hymn When Your Heart Is in a Holy Place

Call to Order President Erik Stalhandske called the meeting to order at 11:45

Declaration of Quorum Secretary Cathie Breidenbach declared we have quorum (15% or more of members in good standing)

Adoption of Agenda

Vote for Board of Trustees Erik Stalhandske explained that the congregation will take a voice vote for the candidates nominated by the Leadership Development Team (LDT). For the one open position on the LDT, there are two candidates, so there will be a secret paper ballot to select that person. Each of those candidates, Cristy Cardinal and Pat Herbst, will speak for up to 3 minutes before the secret ballot.

Priscilla Spenser requested we add a 10 minute Q&A before adjournment. Bruce Shields second. Approved.

Pat Herbst asked for a vote on whether members must be present at the meeting in order to vote. Parliamentarian Jim Lee said that our bylaws don't currently allow absentee/proxy voting. The bylaws could be amended, but not today because in order to vote on changing the bylaws, information must be published two weeks before the meeting. President Stalhandske said the board will look into the question for next year.

Colleen Crawley called the question on approving the amended agenda, second Pete Mooney Approved.

Adoption of Rules and Procedures moved Ken Clein second Margie Teall Approved

New Member Waiver President Stalhandske asked if any present have become members within the last 4 months. There were no new members at the meeting, so no waiver was needed.

Approval of Minutes of June 4, 2017 Congregational Meeting moved Beth Hospadaruk second Terry Madden Approved.

Reading of the Board of Trustees Covenant

Introduction of Board of Trustees President Stalhandske introduced the current Board of Trustees:

Margie Teall-Vice President, Allen Duncan-Treasurer, Cathie Breidenbach-Secretary, Trustees at Large -Tricia Mooney, Lissa Oliver, Hayley Boyse, Jim Schaefer, and Laura Bollettino

President Stalhandske thanked the four departing board members for their service - Cathie Breidenbach, Tricia Mooney, Margie Teall, and Jim Schaefer.

He presented gift bags to departing board members.

Reading of Core Values

Presentation of the LDT-recommended Board of Trustees slate for two-year terms by Elizabeth LaPorte, chair of the Leadership Development Team (LDT)

Nominees: Secretary - Rick Witten

At-Large members Terry Madden, Vilma Mesa, and Mark Doman

Laura Bollettino will transition from an at-large board member to Vice President for a second two year term.

Voice vote to approve slate of new board members and transitioning member moved Marina Brown, second Steve Camron Approved unanimously

Vote for LDT position Elizabeth LaPorte read the mission of the LDT and explained what the LDT does to develop and recruit new and diverse leadership talent. Our bylaws state that some of the LDT team be elected by the congregation and some appointed by the board. The team must have on it a past president, a past trustee, and 2 members elected by the congregation.

Currently Hayley Boyse was appointed by the board, Elizabeth LaPorte is a past trustee, (also past president) Dixie Hibner is a new past trustee (and past president), Pete Mooney was appointed by the board, and Mike Halerz was elected by the congregation.

Pat Herbst and Cristy Cardinal are candidates for the one open position on the LDT. Each of them read their statements to the congregation.

Ballots marked and collected.

Recognition for the Search Team. The search team of Ken Clein (chair), Mike Halerz, Kate Hutchins, Vilma Mesa, Tom Reischl, Leigh Robertson, and Sandy Simon spent hundreds of hours collectively and individually finding a new senior minister for us. Last July they organized at a 2-day retreat with the district transitions coach. In September, they conducted and analyzed the all-church survey to determine the goals and views of congregants. In October they put together UUAA's congregational record. In November submitted the final congregational record to be available to ministers seeking positions. In December discerned the qualities of our desired senior minister. In January UUAA received 15 applications and in March the team winnowed that number down to 3 pre-candidates. After interviews and pulpit visits, they arrived unanimously at their top choice, Rev. Manish Mishra Marzetti.

They made an offer to the candidate, then organized and participated in candidating week.

President Stalhandske presented gift bags to members of the search team.

Report on Operations and Finance - Ed Lynn

Erik honored Ed Lynn's accomplishments and extended service.

Ed reported improvements in operations and finance.

Auction: Last year's auction brought about \$15,000. This year the auction raised over \$23,000. He thanked the chairs and all who participated for a very successful event and reminded anyone who hasn't yet paid to do so.

Deeper Roots campaign: The goal was to raise \$30,000 to pay for a part-time Social Justice and Pastoral Care coordinator. The congregation came through with \$35,351.

Thank you to Rev. Doug Wadkins President Stalhandske thanked our interim minister for his two productive years with us. When the Interim Search Team interviewed candidates over two years ago, Rev. Doug emerged a minister with wide interim experience and the wisdom to do much more than substitute for a senior minister until a new one is found. A good interim minister also helps a congregation conduct a successful search, set their house in order for the future, and prepare the congregation for a new settled minister. Rev. Wadkins successfully did all that.

Interim Minister's Report - Rev. Doug Wadkins

Rev. Wadkins listed some of the projects he focused on during his tenure with us:

- Helping the congregation identify its mission
- Supporting the staff in writing clear job descriptions and aligning staff positions
- Contributing to integrating Anti-Racism into ministry
- Working with the Search Team
- Learning how to work successfully with the worship team
- Thinking about how to welcome Rev. Manish

Now we are searching for a new staff coordinator for Social Justice and Pastoral Care. The position has been posted on the website. He invited congregants to forward the information to good candidates.

Rev. Wadkins explained that the minister of a large congregation must serve systems of the congregation so it can serve the needs of many people including lay leaders and staff. He said that at some point Rev. Manish will disappoint each of us because Rev. Manish needs to say no sometimes for the health of the congregation, the health of his family, and his own physical and mental health. Reverend Wadkins advised "Do not abuse your senior minister." We should be in continuing conversation with Rev. Manish as he takes the helm as settled Senior Minister.

Rev. Doug will lead a conversation on June 16th 10-noon on the book *Centering: Navigating Race, Authenticity, and Power in Ministry* in which Rev. Manish has written a chapter. They'll discuss three chapters in the book and address the

question: What are the truths of ministers of color in our denomination? This book enables Rev. Manish to speak his own experience. Borrowing copies are available in the office or can also be obtained on e-books or in the bookstore.

President's Reflections - Erik Stalhandske

President Stalhandske cited the recent enthusiastic congregational meeting at which 100% of members present voted to call Rev. Manish Mishra Marzetti as Senior Minister. Erik admitted he was caught up in the excitement of the moment and, he apologized, as president, for not taking a more nuanced and neutral position.

Board of Trustees activities this past year:

- Forming a Search Team
- Approving a letter of agreement with Rev. Manish
- Voting to become a Sanctuary Congregation
- Approving a statement that all staff should be compensated commensurate with their skill and experience. The compensation package should have annual cost of living raises built in, and should pay a percentage of health care premiums according to UUA guidelines.
- Adopting the recommendations of Governance Task Force in implementing monitoring discussions with ministries and lay leaders in the church

The board and staff identified three 2-year areas of occupational focus:

1. Pastoral Care --develop an active, energized, and sustainable program. Deeper Roots provided funding. We're now seeking to hire a part-time coordinator
2. Welcoming Ministry
3. Sanctuary program to make it welcoming and ready to be operational

Delegates to General Assembly (GA)

Currently we have Laura Bollettino, Marina Brown, Louise Kazarinoff, Sandy Simon, and Erik Stalhandske as delegates to GA. He recognized Laura Bollettino for taking the lead on lining up on-site and off-site delegates, setting up some events at GA to be broadcast at the church, and organizing gatherings for off-site delegates.

Results of Election The board returned with voting results for the LDT position. Pat Herbst will join the LDT. President Stalhandske thanked Cristy for her work and for being a candidate.

June 10 Celebration of Rev. Doug Wadkins in the Social Hall following the service Erik asked Terry Wilkerson to explain how to make a donation to Rev. Doug. Lisa Lemble is coordinating gift giving for Doug. Congregants can write a note to him in the Social Hall on Sunday. They can donate then or donate on-line.

June 16th Discussion of *Centering* book

June 20-24 GA

Sept. 9 First Sunday Rev. Manish will preach

Q&A

Nancy Schewe commented that people serving on the board, LDT, or teaching classes put in much time and dedication to the church. She's uncomfortable with the thought of any one of them losing in an election.

President Stalhandske explained that the LDT had proposed a candidate. Our bylaws state that members can nominate themselves with the signatures of 12 members and by notifying the congregation of their candidacy a number of weeks in advance of the meeting. That's why we had a contested vote today.

Dee Dishon commented that she wanted to hear a response about feelings more than about the process rules.

Priscilla Spenser asked whether the board had discussed a financial audit as previous boards have done. There's value in having outsiders helping us look at our operations. Does the board next year plan to put this as a priority? Ed Lynn responded that in this past year we have hired an outside bookkeeper who is a CPA, and an explicit part of her responsibility is to go to the treasurer or president of the board to alert them to anything unusual or questionable. So we do have something of an outside view of our finances. What we do not have is process sheets, something auditors would want to see. That will take a lot more work. That's where we are now.

Margaret Pekarek said that in years past we had contested elections and her belief is they didn't serve the congregation well. They left hurt feelings. In the long term the best interest of the beloved community is not to have contested elections. However, concern about contesting elections arises from discontent about something that has happened or appears to be happening that has been unexpressed or not discussed. She suggested that this idea be explored.

Elizabeth LaPorte said that in an ideal world many volunteers would come forth to serve. However, in reality that's not the case. It's a challenge to fill positions and would be unrealistic to ask the LDT to double the work to get more candidates for a contested election. The LDT talks with potential candidates to determine who would be a good fit for positions. It's not realistic to ask LDT for competitive elections.

Hal Breidenbach came from a church that had competitive elections. The LDT is one of the most important groups in the church because they choose our leaders. The congregation effectively has no voice in who will be the leaders. With competitive elections the congregation has more of a voice more of a choice. There are strong reasons for having competitive elections and this may merit more discussion.

President Stalhandske was struck by the thoughtful and honest comments presented. He thanked speakers for their reflections.

Motion to adjourn. Moved Jamie Todd second Rick Witten. Approved.

Meeting adjourned at 12:50

