

Minutes for the First Parish Brewster Annual Meeting for Church Year
2015-2016
June 5, 2016

The President of the Board, Julia Enroth, called the meeting to order.

Presence of a Quorum

The Acting Clerk of the Board, Chuck Ross, stated that according to the By-Laws in order to have a quorum, we are required to have 10% of the members in attendance. We have 300 members. Therefore, 30 members are needed to establish a quorum. By a show of hands, there were more than 30 members present and the Clerk declared a quorum.

Approval of the 2014 and 2015 Meeting Minutes, along with Special Meeting Minutes for Jan. 31, 2016

The Clerk made an error and did not get a copy of the minutes for the 2014 Annual Report handed for the members to review for the 2015 Annual Meeting. Therefore, the 2014 meeting minutes needed to be approved at the 2016 Annual Meeting. A motion to approve the minutes was made and seconded, and the minutes were approved unanimously.

The meeting minutes for the Special Meeting of Jan. 31 2016 called to elect members for the Ministerial Search Committee also were moved and seconded. They were unanimously approved.

Annual meeting minutes for the 2015 Annual Meeting were moved and seconded. A need for amendment was announced. Under the endowment report to the minutes, Susan Flaws proposed that a typo reading "5 percent" be changed to read \$5,000. No discussion. The amendment was unanimously approved, and original motion was also unanimously approved.

Election of the Meeting Moderator

Julia opened the floor for nominations for Moderator. Lindsey Straus was nominated and seconded. The vote was taken and was unanimous.

Moderator's Statement

Lindsey outlined the rules for the meeting, emphasizing that this is a participatory, democratic meeting, reflecting UU values and speaking the truth with love, and that all would be heard within the limits of the By-Laws.

Time for the discussion of other issues is included in the agenda after the election of officers.

President's Report

Julia referred to the President's Report that is printed in the annual report to list the details of the accomplishments of this last year's board. She noted several of these, in particular:

- Initiation of a visioning process, which will be continuing next year
- Election of members to a Ministerial Search Committee, who have begun their job
- Decision to make the council a part of the congregation's bylaws. This decision is included in the proposed bylaw amendments to be considered in today's Annual Meeting.
- Recognition of the need to look at current building usage and policies, a process that is now underway.

Julia noted the board's gratitude toward Rev. Don Beaudreault, for all he has done in the past two years. And she noted the agreement made this year designating Tracy Johnson as a community minister.

Also, Julia offered thanks to the congregation as a whole for all the support.

Presentation of Gifts

In a break with the traditional Annual Meeting order, Julia also thanked departing Board members as part of her report. These include Elenita Muñiz for her work as clerk extraordinaire and Chuck Ross, for his way of looking unbiasedly at any subject. Of special note, Julia thanked departing Past President Ralph Marotti for acting as her mentor and teacher, and including her in his work as president, when she was president-elect.

In the traditional Presentation of Gifts, Julia recognized three people, of the many unsung heroes at FPB. She presented gifts to Dick Guernsey, Susan Flaws and Sharon Marotti.

Endowment Board Report

The Moderator called for a report from the Endowment Board. Susan Flaws, the Chair, reported on the status of the Endowment Fund. She thanked departing member Diane Pansire completing her second three-year term on the board. She pointed out that 5% of the Fund can be spent each year on special projects. Also of note:

- The total dispersed this year was \$22,450.
- In the coming year, the Endowment Board will be able to give \$24,285.
- Gifts and bequests were received this past year in the memory of Janet Bell, Grace Dunkley, Fred Miller, Nancy Roberts, and Janet Spence.
- The current balance of the Endowment Trust, as of March 31, 2016, is \$482,723.94. The Building Loan Repayment Fund balance is currently \$246,148.34.

BMHPP/BMHP Report

The Moderator called for a report from Brewster Meeting House Preservation Project (BMHPP) and Brewster Meeting House Presents (BMHP). In the absence of Tavia Ossola, the Moderator referred members to the annual report.

GA Report

The Unitarian Universalist Association General Assembly is in Columbus, Ohio. Carol Ann Yeaple, chair of the Denominational Affairs Committee, reported that delegates from FPBUU will be Ella Hartley, Ben Davies, Twinks Hastings, representing the Young Adult group as official delegates, along with Tracy Johnson and Carol Ann Yeaple.

By-Laws Committee Report and Approval of By-Law Amendments

Lindsey referred members to the Annual Report for specifics on minor amendments to the bylaws. Dwight Woodson reported on more substantial amendments. He said they needed to be updated to relate to FPBUU's current operational requirements. These included:

- Article 4 – include gender identity in the nondiscrimination language
- Section 4 – quorum. Currently 10%, increased to 20%, in line with other churches and to reflect the importance of congregational voting.
- BOT: Section 2, Term – treasurer and clerk to serve for two years instead of one
- Officers – repeats Section 2, above
- Inclusion of Council to the Bylaws – the most important update. This article spells out terms, officers and structure of the Council and how it is to operate.

Discussion opened, with Rosanne Shapiro asking whether vacancies on the Council were to be filled by the Council, itself, as the Leadership Development Committee (LDC) has done this previously. She also asked for clarifications on three areas of ministry. Joanne Hush responded that LDC has filled those council vacancies, because it has been requested to do so, not as a formal rule. Additionally, these have been temporary appointments that have been in place until the next year's annual meeting for official approval. Julia Enroth responded that LDC could still be called on if the Board or Council desired, but this was not the official process.

Joanne Hush had a question on change of term length of clerk and treasurer, whether the new term limits would be applied with the new board being voted on at today's meeting. Lindsey responded that the limits would apply going forward, not to the current slate.

Tracy Johnson responded to Rosanne's question, and explained that the language for the Council's appointment operations was developed to mirror what's already in the bylaws for the BOT. Judy Jollett wondered if language could be added to include consultation with Leadership Development?

Bob Marcus argued for terseness in the language for Article 4, questioning the need for the words "gender" "sexual orientation" and "sex." Lindsey clarified that "sex" refers to genetic identity, while "gender" refers to gender identity.

Pat Stover asked a question about the Council identifying what its mandate is. They managed the Spring Auction – will this be an ongoing responsibility, because it's not in the proposed bylaws. Lindsey responded that this might border on micro-managing.

Roseanne Shapiro – referred back to the language in Article 4, questioning inclusion of the words “race” and “color,” noting she found such words offensive. Lindsey, as a member of the Bylaws Committee, responded that these are “terms of art” in legal non-discrimination clauses throughout municipal, state and federal legislation. Roseanne responded that she found it offensive, and suggested we rethink its use here.

The following motion to approve the Bylaw Amendments was made by Carol Ann Yeaple and seconded: “I move, in accordance with the Article VI, §4 and Article XIV of the Bylaws of First Parish Brewster, that the amendments to the Bylaws of First Parish Brewster proposed by the Bylaw Committee and approved by the Board of Trustees be adopted.” The motion was seconded and discussion was opened to potential amendments.

Rosanne Shapiro moved that Article 4’s non-discrimination language be amended to eliminate the word “color” in the third line, and the word “identity” be added after the word “gender.” April Crowley noted that the word “race” has lost meaning, and suggested the term “ethnicity,” instead. Rich Elliott-Grunes raised a concern about taking out language referring to any kind of discrimination. Bob Marcus objected to the term “race” in favor of “ethnicity.” He suggested replacing both color & race with the term ethnicity. Jeff Schwartz countered that language is always limited, that race is a social construct, not biological reality and that our world still operates with that social construct. Lindsey called a vote on Rosanne’s original amendment, proposing the addition of word ethnicity instead of color and addition of the word identity after gender. This amendment was approved by a majority.

In discussion on other issues, Marie Hartley a member of the Ministerial Search Committee (MSC), questioned the language of Article 11, covering the work of this committee. The current MSC has a roster of 6 because one member left the committee for personal reasons. She wondered if Article 11 could be amended to say a Search Committee of five to seven members, to reflect current reality. This amendment was voted on and passed with a unanimous vote.

The initial motion, to approve the Bylaws as amended during the annual meeting, was moved. It passed with unanimous vote.

Treasurer’s Report and Approval of Budget

Dave Winther made the report. He thanked the Finance Committee for their help and assistance as well as the Board of Trustees, particularly Julia Enroth, for getting the process started earlier this year, along with the personnel committee and the congregation for its participation in the budget process.

The process for putting the budget together was described:

- 26 budget requests from committees were submitted
- A financial presentation was held April 17, to discuss current financial situation for FPBUU
- Draft budget was developed by Finance Committee
- A budget roundtable was held with staff, for the first time

- A presentation of this proposed budget was given May 22

Highlights of this proposed budget include:

- Rate increase for the Administrative and Finance Director (AFD), to meet mid-range of UUA Guidelines
- Music & CYM staff are at the mid-range, but getting 2% increase, along with the Thrift Shop manager because responsibilities may increase with new minister transition
- Sexton/AV positions were combined, with that, the “Sexton” title went to 20 hours from 10 hours,
- Staff directors’ professional expenses increased to 3%
- OMG director received an increase
- Justice contributions set at 4%
- Set-aside of 5% of income to meet Community Preservation Committee requirements.
- Endowment Board has committed 20% of that 5% set-aside.
- Added Search Committee budget item

Dave noted that pledges represent 70% of FPBUU’s income, with current projections calling for \$322k in pledges. So far commitments of \$304,000 have been received, so we’re still shy of what’s needed by \$18,000. Fundraising activities include the Thrift Shop led by our wonderful Thrift Shop Manager, Linda Delorey with her many volunteers. Sea Captains Fair and Spring Auction also were important components.

The meeting house mortgage has been reduced by \$40,000, so next year’s loan payments will be significantly reduced.

\$426,000 in fixed costs represents 92% of our income.

Discussion opened with Judy Jollett questioning whether housekeeping budget reductions could have a deleterious effect on buildings. Dave responded that this item will be evaluated over 3-6 months, and AFD Karena Stroh clarified that the sexton is responsible for cleaning of sanctuary and other worship areas and does it weekly or more as necessary. The cleaning service in the proposed budget does barn and Winslow House, along with some sexton support as needed.

The following motion to approve the budget for FY 16-17 was made by Twinks Hastings and seconded: “I move that the budget proposed by the Board of Trustees for First Parish Brewster for the fiscal year beginning July 1, 2016 and ending June 30, 2017, as stated in the Annual Meeting Program and recommended by the Board of Trustees for approval by the congregation, be adopted, with the right reserved to the Board of Trustees to make changes to such budget in response to changed financial circumstances, provided, however, that, in accordance with Article VII, Section 6 of the FPB Bylaws, no expenditure shall be made unless an adequate appropriation has been voted by the Board and funds therefore have been secured, and provided further, that no payments or commitments in excess of an amount equal to five percent of the budget shall be made by the Board without a prior appropriation therefore or approval thereof at a Special Meeting of the congregation.”

Discussion again opened, with Bob Flanagan saying he would like to amend the budget to increase Denominational Dues fair share contribution to 100 percent, of UUA guidelines, from the current 75 percent, because this could be a black mark with some ministerial candidates. There was no second to the motion, but Dave Winther thanked Bob for the comment, and noted we've been stepping up the contribution over the last 3 years in a more gradual approach, with the intent to move it up to 85% in the next year's budget.

By voice vote, the Moderator stated that the question on the budget was moved. By voice vote, the motion carried unanimously.

LDC Repoort

Joanne Hush introduced the slate of candidates recommended by the committee.

Election of Officers, directors, Board, Council and Committee members

As Chair of the LDC, Joanne Hush announced the following nominees for positions on the Board of Trustees, the Council, the Endowment Board, and the LDC.

Board of Trustees

President-Elect	Judy Harrison	1 year
Treasurer	Dave Winther	1 year
Clerk	Jim Hild	1 year
Twinks Hastings	Member at Large	2 years
Sue Daley	Member at Large	3 years

Members remaining on the Board: Caron Ann Yeaple (President), Julia Enroth (Past President), Bill Roberts (Member at Large) and Dwight Woodson (Member at Large).

Council

Topper Roth	Chair Elect	1 year
Pat Amos	Member at Large	1 year
Marilee Crocker	Member at Large	1 year
Joan Barnard	Member at Large	1 year
Gail Webb	Member at Large	2 years

Monica Goubaud Member at Large 2 years

Karen Witting Member at Large 2 years

Member remaining on the Council: Shera Ashlie, for 1 year.

Endowment

Howard Hayes 3 years

Carol Wall 3 years

CYM Representative

Kathy Myers 1 year

LDC

Tavia Ossola 3 years

Pat Gubbins 3 years

Ralph Marotti 3 years

The following motion was made by Sandra Woodson and seconded: "In accordance with Article VII, Sections 2 and 3; Article VIII, Section 1, and Article IX, Section 1 of the First Parish Brewster Bylaws, I move that the congregation approve the nominations of the Leadership Development Committee and the Board of Trustees for the positions of trustees, officers, council members, members of the Leadership Development Committee and CYM congregational representative, as stated in the Slate of Nominees submitted by the Leadership Development Committee."

There was no discussion. The moderator called for the vote. By voice vote, the motion carried unanimously.

Passing of the Gavel

Ralph Marotti, representing Julia Enroth, passed the title of President of the Board of Trustees to Carol Ann Yeaple.

Carol Ann Yeaple thanked Ralph and Julia for their work. She said she was especially thankful and grateful for the work of Julia.

Adjournment

The meeting was adjourned by Ralph at 12:35 PM

Respectfully submitted,

Chuck Ross