

No time is good for an event like the Covid-19 pandemic, but for us, it couldn't have been more poorly timed--as if we had a choice! This meeting comes at the end of an eventful year that has forced us to realize our capacity to fund ministry, but one filled with examples of our close connections. Rev Jonalu continues to amaze me with her zeal and ability to keep us on track with her thoughtful messages, her visible involvement in the community, and good humor in spite of our hiccups with being unable to fully fund a full-time minister from our annual giving. But, after all, that's what "developmental" ministry is all about! It's sad to think that we'll be winding down the Jonalu era, but I enter this next year with a sense that we know more about ourselves than we ever have, and I feel that together, as a community, we can be confident in moving forward. As we approach our Annual Meeting this year, I charge you to inform yourselves about the issues to be discussed. We'll be providing some pre-meeting informational videos and perhaps some Zoom sessions to aid in that effort. So, keep checking your UUFM emails and look for updates on the website.

It goes without saying that this year's UUFM Annual Congregational Meeting will be somewhat different than in the past. We will gather in a virtual forum (a Zoom meeting) and conduct our business. The bylaws were written in a time when we could not have foreseen current events, so we have to accept the fact that our quorum and our voting in the virtual meeting space will count as official business. The only other option is to postpone the votes until we can meet in-person, not really knowing how long in the future we'd be postponing the important business of our community. We could consider an opening motion at the start of the meeting to "suspend" the bylaws. I suppose this would be easy to do but consider that the motion and vote itself would be virtual! These are Interesting times, to say the least.

This year's meeting will be a busy one, so we'll include three items in the consent agenda. Specifically, the consent agenda will include:

- 1) approval of the minutes of the 2019 Annual Congregational Meeting
- 2) approval of the minutes of the October 2019 Annual Congregation Meeting
- 3) approval of the slate of nominees for the Board (published herein)

The draft minutes of the annual congregation meeting and the minutes of the October congregational meeting are on the UUFM website (uufm.net/documents). Board nominees are also published herein.

ADOPTION OF THE MISSION AND VISION. We need to officially adopt the mission and vision statements that were developed at our Searching for the Future weekend back in December 2019 and refined by the leaders of that event. The approval of the mission requires a 2/3 majority. The mission and vision were published in the January 2020 Newsletter and are as follows:

Mission: *"We are dedicated to challenging ourselves and society into wholeness"*

Vision: *"A vibrant, inclusive congregation, UUFM is widely known as a safe haven and a force for social justice"*

APPROVAL OF THE SEARCH FOR A NEW MINISTER. We approved moving forward with a ministerial search in October 2019, but we didn't approve the nature of that position (full-time vs part-time, or whether we would elect to have another developmental minister). The Board recommends the hire of a three-quarter time settled minister, which would qualify us for help from the UUA. We will have a coach that will provide guidance throughout the process. Settled ministry is different from anything we've had before. Jonalu is a developmental minister and previous ministers have been contract ministers. Settled ministry is a long-term commitment between congregation and minister and therefore is a more involved process. We will explain these differences in our presentation at the meeting. Most importantly, there is the up-front cost of the search, which the Board decided would be most appropriately paid for from the expendable endowment with Board approval for spending those funds. UUA advised us to expect between \$10,000 and \$15,000 in the spring of 2021, but that cost would depend on how far away candidates are travelling. In the following fiscal year (2021/2022), there would be an additional cost of moving the new minister to Manhattan, which would again be quite variable depending on the specifics of the move. An upper end of that expense was estimated as \$15,000. We can discuss more specifics at the meeting but the Board felt that the potential \$30,000 investment up front was worth having a settled minister.

MINISTERIAL SEARCH COMMITTEE. We'll move ahead with the approval of the search committee regardless of the result of the kind of minister we approve. The slate of nominees is provided herein [see page 7].

[WORDS FROM THE CHAIR continues on page 7]

APPROVAL OF THE 2020/2021 BUDGET. The budget narrative is provided by Eli Martinson, Treasurer [see page 8 of this newsletter]. A few things to note here are the changes to the salary line due to cost of living adjustments and the reduction of Jonalu's salary to reflect a three-quarter time role. This change was offered voluntarily by Jonalu and we're satisfied that she is comfortable with the change. That said, it is a change with which we as a congregation need to be comfortable. In a way, it will be a trial period for the new model of ministry that we should expect with a settled 3/4-time minister, *if* that is what we decide to do. It will give the congregation time to recalibrate our expectations of workload from the minister, and consequently, for our volunteers who will be picking up the slack. Jonalu has also said that this would be like a phased retirement plan for her and not a problem.

Our proposed budget total of \$168,890 is almost \$20,000 less than last year, and includes income from pledges at \$137,852, which is just above where our projected income from pledges stands at this time. With changes to the economy, no one can be sure how much pledge income will be realized, but we also hope to have in place a more robust stewardship program in line with recommendations from our Next Steps Weekend. With those changes to stewardship, we should see fundamental changes in our "conversations about money" and the ability to realize the needed income to fully fund our reduced budget.

ENDOWMENT DISTRIBUTION. Due primarily to a shortfall of about \$20,000 in pledge money, we need to approve the use of endowment funds to balance the current year's budget. Pledge income is always difficult to estimate, and this year was no exception. With all of our ministerial transition funds exhausted, we needed to bring in a higher amount of pledge income to compensate and we were unable to do that despite our best efforts. So, although we'll be asking for approval to use up to \$20,000 in endowment funds, it is likely the amount will be somewhere closer to \$15,000. We will need these funds in order to make our payroll.

Learn more from UUFM Executive Board Chair Mark Mayfield at 785 410-3073 or ferguson.mayfield@gmail.com.

MINISTERIAL SEARCH COMMITTEE NOMINATIONS

These candidates for the now-forming Ministerial Search Committee were chosen from nominations provided by Fellowship members. Voting members attending the Annual Meeting on April 26 will be asked to confirm the nominees.

Jessica Sievers, chair
Molly McGaughey
Susan Rensing
Scott Tanona
Larry Weaver
Marisa Larson
Lily Colburn (alternate)

Learn more from Jessica Sievers at 785 532-8471 or sieversj@gmail.com.

Unitarian Universalist Fellowship of Manhattan

ANNUAL MEETING AGENDA

April 26, 2020

Announcements

Message from the Chair--Year in Review

Reports from Church Staff

Consent Agenda

2019 Annual Mtg. minutes

October 2019 Congregational meeting minutes

Slate of new Board nominees

Adoption of the Vision and Mission

Ministerial search

Recommendation from the Board

Slate of nominees for ministerial search

Approval of the Proposed Annual Budget for FY 20/21

Distribution of endowment funds

New Business

Adjournment

Our **ANNUAL MEETING** will be held virtually, following the Sunday service, on **APRIL 26**. Log into the meeting at 12 noon, at <https://uuma.zoom.us/j/9797400824>. Voting members are urged to take this opportunity to participate in the future of our Fellowship, as we discuss our hopes for fiscal year 2020/2021 (June 1, 2020 thru May 31, 2021). Please review the information on the previous 2 pages, and this page, to familiarize yourself with items to be discussed and voted upon.

PROPOSED FY 2020/2021 UUFM BUDGET

UUFM BUDGET	FY 19/20	FY 20/21	CHANGE
INCOME			
Contributions-Cash	\$3,000.00	\$500.00	-83.33%
Contributions-Non-Pledge	\$4,000.00	\$2,000.00	-50.00%
Contributions-Pledges	\$150,000.00	\$137,852.00	-8.10%
Endowment Distribution	\$25,258.00	\$24,038.00	-4.83%
Fund Raising	\$4,000.00	\$2,000.00	-50.00%
Other Income	\$2,000.00	\$2,500.00	25.00%
TOTAL INCOME	\$188,258.00	\$168,890.00	-10.29%
EXPENSES			
Administration	\$3,000.00	\$3,000.00	0.00%
Building Contingency Fund	\$0.00	\$0.00	
Caring	\$100.00	\$100.00	0.00%
Communications/Publicity	\$3,500.00	\$3,500.00	0.00%
UUA Contribution	\$9,046.00	\$9,950.00	9.99%
Facilities	\$6,230.00	\$5,865.00	-5.86%
Green Sanctuary	\$100.00	\$100.00	0.00%
Insurance	\$4,000.00	\$3,250.00	-18.75%
Leadership Development	\$1,771.00	\$2,000.00	12.93%
Legal Fees	\$40.00	\$40.00	0.00%
Membership	\$600.00	\$400.00	-33.33%
Minister's Discretionary Fund	\$300.00	\$300.00	0.00%
Music	\$360.00	\$350.00	-2.78%
Payroll <i>Jonalu 3/4 time</i>	\$140,341.00	\$128,175.00	-8.67%
Religious Education	\$3,460.00	\$1,960.00	-43.35%
Sitter	\$400.00	\$200.00	-50.00%
Social	\$840.00	\$700.00	-16.67%
Social Action <i>now includes Welcoming Cong</i>	\$2,800.00	\$2,200.00	-21.43%
Stewardship	\$200.00	\$200.00	0.00%
Sunday Services	\$1,100.00	\$1,100.00	0.00%
Utilities	\$6,825.00	\$5,500.00	-19.41%
Welcoming Congregation <i>rolled into Social Action line</i>	\$100.00	\$0.00	-100.00%
TOTAL EXPENSES	\$185,113.00	\$168,890.00	-8.76%

APPROVAL OF DRAFT 2019 ANNUAL MEETING MINUTES AND OCTOBER 20 CONGREGATIONAL MEETING MINUTES

Voting members are asked to review these meeting minutes at uufm.net/annualmtg2019minutes/ and uufm.net/10-19-19congmtgdraft/, before the Annual Meeting.

NOTES ON THE PROPOSED BUDGET

One of the first things you'll notice, and the biggest change this year, is the decrease to payroll. Please see this month's *Jonalu's Journal* [on page 1 of this newsletter] for more information.

While Jonalu will be moving to three-quarter time, we did increase her base salary to meet the mid-level of the UUA salary guidelines. We also increased Renea's salary to meet the mid-level of the UUA salary guidelines for music directors and included professional development money to help her attend the UUA Music Directors' annual meeting. The budget also includes a 2% increase for Sandy, Sue, and Troy.

At the Next Steps Weekend in September, Barry Finkelshtein recommended that we include as part of the budget any endowment money we plan to spend on operating expenses. After several conversations, the Finance Committee and Board have agreed to include an "Endowment Distribution" line item. Our current plan is to budget 3-4% of the expendable endowment as part of the annual budget. The hope is, in better times than we're facing right now, we'll only be using a portion of the annual earnings. To be clear, the budgeted amount will be considered as approved by the congregation and not considered as part of the 5% the Board has access to. If we receive more pledges than we've budgeted for, we'll use less endowment money.

Contact Fellowship Treasurer Eli Martinson at 785 564-7603 or elias.martinson@gmail.com, with questions about Fellowship finances and for help with your pledge.

BOARD OFFICER NOMINEES - Executive Board candidates standing for election appear in **BOLD ITALICS**. Officers continuing terms from the previous year appear in plain text:

Chair - Rob Morrison
 Chair-Elect - **JUDY NICKELSON**
 Treasurer - **DAN SWENSON**
 Secretary - Cathy Hedge
 Member-at-Large - **DEIRDRE GREELEY** (2-year term)
 Member-at-Large - **GENE SIEVERS** (1-year term)
 Past Chair - Mark Mayfield