

Congregational Meeting  
All Souls Unitarian Church

12/2/18

Betty Lynch, Board President, called the meeting to order at noon. It was determined that a quorum was present.

Nilesh Shringarpure, Committee Chair, summarized the responsibilities of the Leadership and Nomination Committee and presented the nominees as listed below:

Alison Cole – 3 year term  
Andrea Vermeulen- 3 year term  
Bev Evans – 2 year term  
Sandy Reiberg- 2 year term  
Jackie Anderson- 1 year term

John Murphy moved to approve the nominations and Rich Atwater seconded. There was one “no” vote and the remainder voted “yes”. The motion carried.

Treasurer Reports including the Endowment and Planned Giving were presented by Mike Middleton, Board Treasurer.

- Vote for a budget will be at the May 2019 Congregational Meeting.
- The current plan is for the Endowment to pay for work as the Capital Campaign pledges come in. There is \$540,000 in the Endowment now.
- The loan from the Endowment may be as much as \$200,000. The Endowment will be repaid with interest as the pledges come in. Work is scheduled to be completed in 2019, so all bills should be paid by then. Pledges are coming in over the next several years and those won't be in until 2021. There is a requirement that any money loaned is to be repaid.
- Planned Giving Committee....John Murphy led the committee. It began a push to encourage members to include ASUC in their wills, as part of a matching program. The number of donors has increased from 15 to 49. We don't know yet when our match will come in or how much it will be.

President's Message (Betty Lynch)

- The Board has decided to move to policy government. A manual developed by a committee led by Matt Miller and approved by the Board of Trustees will provide direction. Anticipated completion of the manual is spring 2019.
- Anyone is welcome to attend Board Meetings (second Wednesday of each month, 7 pm) and to provide feedback at the meetings or to the Board President. The Board exists to serve and keep the congregation healthy.
- The vision for growth addresses 3 needs: to increase diversity, to support the building for congregational activities, to share what we have with others.
- The vision for the Beloved Community lies within and without the circle of our church community. Betty asks that members be part of the Beloved Community as we work toward a happy and growing larger community.

Ministers' Messages (Revs. Anastassia Zinke, Kayla Parker and Sarah Gettie McNeill)

Rev. Anastassia Zinke

- Introduced new members of the staff, including Rev. Kayla Parker, Rev. Sarah Gettie, and Allison Zafiratos (Membership Coordinator)
- Rev. Zinke noted a covenant developed by the ministerial staff. It will be available following today's meeting.
- Other titles are being explored for Rev. Zinke. She will focus on "empowering congregational members and staff to live their values, and on being a steward of talents and mission." She will continue to be the Chief of Staff, head of worship and most regular Sunday Service speaker.
- Rev. Kayla Parker is Minister of Congregational Life. Her role is "to be alongside and to accompany" congregants. She will provide pastoral care, social justice and organizing, and adult faith formation. There will be new programming coming out in January. Her time is ¾. Please schedule meetings by appointment, especially pastoral care appointments.
- Rev. Sarah Gettie is Director of Children's and Community Programming. Her role is "to program for and pastor to families." She will be thinking creatively about intergenerational programming. Community programming is another component of her work, geared to looking outward, especially

at how to engage children in the larger community. Her time is  $\frac{3}{4}$ . She commutes from B'ton 2 days/wk. Please schedule with her in advance.

- Anastassia reported that, as part of the Community 2022 Campaign, the professional staff have a goal to provide a worthy congregational experience. She is heartened by the adaptivity of the congregation to change, as new staff have come on board. Their work has been well received.
- Participation in RE program has increased a bit, adult programming has been better attended. There is a higher level of spiritual maturity. The staff are thinking about next steps in Beloved Community, in particular attentiveness to the LGBTQ Community.
- Anastassia notes that, as we've continued to have conversations about how racism affects our lives, many continue to be somewhat uncomfortable talking about this and so it's an area for growth.
- Anastassia notes that, we're doing well qualitatively, but not so well quantitatively. Numbers have decreased since she returned from sabbatical. When things happen here it's because the congregation wants them to happen and vice versa. There is more shaping power in the collection of the congregation than in any one person.
- Anastassia asks members to consider: In what ways do you think you're in connection with what is important in the congregation? Think about how you might share connectivity. As we're expanding our opportunities and growth, it's important to stay connected. She urges all to become involved in at least 2 ways.... a task, a volunteer role, some kind of justice work, etc. These are opportunities to help each person be familiar with the church and to help others as well.

#### Capital Campaign Implementation Plan Progress Report (Rich Atwater)

- Rich updated the congregation on progress. Ron Kieper and Cristy Campoll were Chairs of the Capital Campaign.
- Pledge amounts total \$990,833. About \$90,833 was set aside to pay back the Endowment for seed money. It is anticipated the Capital Campaign will receive about \$900,00 from the amount pledged. Of that, \$350,000 was set aside for staffing and growth and for future maintenance. The Capital Campaign has \$550,000 to work with.
- The largest amount of money will go toward the future and the next largest is for urgent maintenance on an aging building.

- The next largest amount will be directed toward improving the sanctuary. The front platform will be reconfigured to be concave, there will be a ramp on the side, the first few pew rows will allow for access of wheelchairs, there will be a video screen.
- The next largest amount is for the parking lot and traffic flow. The building and entrance will be made more visible and appealing. Some work was done this fall. The perimeter drain has been repaired and sidewalk has been replaced. Mold remediation was less of a problem than anticipated and this has been addressed. Cost was less for this than anticipated.
- Question: How will money set aside for maintenance will be handled?  
Response: Money will be handed to the Endowment Committee. Future Boards and Endowment Committee will have to decide what to do with it. The allotted \$100,000 will likely not be enough. One member notes that this is more of a Building Fund, rather than an Endowment and suggests the title reflect that.
- Question: What if we run out of money? How will priorities be determined?  
Response: The Capital Campaign Committee has been prioritizing and has needed to cut back on some initial components of the Silver Plan, due to less money pledged than is needed to fully finance that Plan. Primarily, the Capital Campaign Committee will make decisions about priorities, with recommendations to the Board.
- Question: What difference has been made in terms of rentals now that the downstairs no longer has a water problem?  
Response: Per Nancy Baney, we now have someone who has rented the space for a martial arts program, after only one month. Robert Thompson, Office Manager, is in charge of rentals.
- Question: What can members expect as far as pledge reminders?  
Response: Per Nancy Baney, you will receive your pledge statement and your Capital Campaign statement for the first 6 months of the first 3 months of the Capital Campaign. In January, you will receive a tax statement for 2018, in the mail.
- Question: Is there a schedule noting how and when Capital Campaign items will be completed?  
Response: The Capital Campaign Committee will get together with the contractor and come up with a schedule. Anticipated start of major construction is late May or early June. The fastest and least expensive way is to do this is to close off the sanctuary and Harris Hall for 4-

6 weeks. There will be some adjustments over the summer. Updates will be provided as they're nailed down.

- Capital Campaign Committee members were thanked for all the work.
- Marianne Mathews' birthday was recognized.

Betty Lynch adjourned the meeting.

Respectfully Submitted,

Pat Fisher, Secretary