

WUU Congregational Meeting

February 9, 2014

Minutes

- I. Lola called the meeting to order at 1:02 P.M. The Chalice lighting theme was, “Who are we?” and “Where are we going?”, particularly with regard to our vision for the next three years.

Invited attendees included Franz Gross, serving as parliamentarian and David Hopkinson, serving as process checker.

- II. Minutes from the last Congregational meeting were approved.
- III. The new model of Congregational Leadership was described, with (1) the Mission taking overall priority, (2) the Congregation pursuing our mission via (3) the Ministry team and (4) Governance enacted through the WUU Board setting policy, with the WUU Board keeping the Mission always as a guide.

- IV. **Proposed WUU Bylaw Change:** Roger Baldwin presented the fact that last fall the Board opened discussion of one of the by-laws. The Board thought that perhaps the 6 month membership requirement for qualifying as a voting member was excessive. Roger moved “that the 6 month membership requirement for becoming a voting member be eliminated.” Peter Mellette seconded the motion. Paper ballots were collected and the motion passed.

- V. **Election:** Lola then recused herself as she was a candidate. Charles Tankersley introduced Jane Ferguson, Chair of the Nominating Committee, who proposed the Slate of Candidates:
Board: Jim Kent, Carol Sherman, and Lola Warren
Nominating Committee: Susan Walkley
Endowment Committee: Richard Thek, Linda Foster
Committee on Right Relations: Jane Reilly
Charles moved that the congregation approve and elect all candidates submitted by the Nominating Committee. Eva seconded the motion and the motion passed.

Board Committees and Task Force

- VI. **Governance Committee:** It was noted that the committee is responsible for seeing that policies are in place for the Board to conduct its business.

VII. **Finance Committee and Treasurer:** Allen Cooke, Finance Committee Chair noted that during the past year some changes were made for the better. Bookkeeping has been folded into Suzanne's position. This will save some money, over having auditing done by an outside party. The committee also began last year to experiment with projecting a three year budget. It was also noted that funds for ongoing activities are separate from the Endowment and BOF funds. Additionally, there is a separate account for the Memorial Garden.

Jane Nichols, Treasurer, noted that income is in excess of the projected budget and expenses are under budgeted amounts. Further, a separate line has been maintained for the DLFD position as we await filling the position. The SunTrust mortgage has been paid off. It is projected that in a few years, we will need at least \$400,000 per year to operate. Lola reported that Mike McGiffert was donating proceeds from his house sale to WUU, three quarters for building expansion and one quarter for the Endowment Fund. Lee Hougen has been working with Mike to facilitate implementing this exchange.

(Though not a Committee of the Board, the Endowment Report was inserted here).

VIII. **Endowment Report:** Paul Luchsinger explained that the Endowment Fund raises funds for future uses. It is a long term fund raising process, and there are two sources: 1) members can make legacy pledges, which are revocable, and 2) one may make a cash contribution. They have received almost 100 commitments in the past year, and they currently have over 300 commitments or gifts. The funds are invested with UUA, and in 2011 they had approximately \$120,000, and as of 2013, almost \$190,000. Explicitly, the Fund is for the future and is separate from BOF. Paul thanked Don Ackley and Jessica O'Brien for their work on the committee.

IX. **Personnel Committee:** Charles Tankersley, Chair, noted that the committee includes Franz Gross, Anne Luchsinger, and Rachel Delbos. The committee reports to the Board. They have recommended a 1.5% raise for employees and want to improve benefits. The prior administrator position has been divided into: 1) Ellyn Stevens, Office Administrator, and Suzanne Huddleston, Finance. The committee attempted to hire a new DLFD, but the prospective hire, who is a British citizen, was turned down by Immigration Service. The recruiting process has been re-initiated, and the position was posted last week.

X. **Building Our Future (BOF):** Les Solomon outlined the history leading up to the establishment of BOF. In the past spring they realized that a financial consultant would be needed. Bill Klontz, a UUA consultant was hired and has begun preliminary advising. The Design and Build team (DBT) is chaired by Roger Guernsey and includes Franz Gross, Sally Fiske, and Nan Hart. Allen Cooke will be chairing the

Financial Feasibility Study. After receiving four applications, BOF recommended Guernsey Tingle Architects (GTA). A major strength was their wealth of experience with communities of faith. The Board agreed to a contract with them. GTA will conduct 6 focus groups and create drawings to accommodate to expressed needs. On May 18 GTA will present at a Congregational Meeting. In the interval from June to September we will assess what we can afford to build. At the end of Phase 1 there will be a decision to build or not.

- XI. **Ministry Teams:** Jennifer reported that in 2013 we experienced some big energizing events including the February 24th UU Hampton Roads Revival held at Christopher Newport University at which approximately 500 people attended. WUU also held its 25th Anniversary Party at the Hellenic Center, which was well attended and well received.

For some statistics, the number of members has increased from 236 to 265, but the number of children is down from 174 to 159. WUU welcomed 34 new members.

Staff saw significant changes as Mary Ellen left unexpectedly and Margaret Sequeira resigned. Rachel Delbos and John Hochella are now co-chairing a search committee for recruiting a DRE.

Prominent goals include working toward prophetic leadership in environmental responsibility and social justice, and in being visible and known in Williamsburg and the surrounding area. We seem to be currently known for standing on the side of interfaith community.

At 2:20 the chalice was extinguished and David Hopkinson gave a process check, acknowledging that the meeting was cordial and tolerant, and more presentational than interactive.

Minutes submitted by Larry Ventis, Secretary to the WUU Board.