

1. Welcome
 - Chuck Harwood, moderator, welcomed everyone, both in person and on Zoom, and called the meeting to order.
 - He shared an opening reading, the poem “Instructions on Not Giving Up” by Ada Limón.
 - Chuck acknowledged everyone who facilitated the meeting.
 - The moderator introduced the tellers, secretary, and tech support for the meeting.
 - The moderator reviewed meeting logistics, including rules based on Robert’s Rules of Order, how to participate, how to vote, speaking during Q&A, parliamentary procedures, and how to participate on Zoom.
 - Kathleen reported that 126 members were present, establishing a quorum.

2. Approval of agenda

A motion to approve today’s agenda was made, and the agenda was approved without objection.

3. Approval of the minutes of the November 3, 2024 Special Congregational Meeting

A motion to approve the minutes from the November 3, 2024, Special Congregational Meeting was made, and the minutes were approved without objection.

4. Remembrance of those we have lost

Rev. Wadkins invited the congregation to cherish, honor, and remember those we lost in the last year.

5. Reflections from Rev. Doug Wadkins

Rev. Wadkins reflected on his experiences over the last year with the congregation. He emphasized the need to honor the past while letting go in order to move forward, and he spoke about his role in holding space for that process. He also emphasized the importance of establishing trust to do so effectively. He highlighted the numerous changes that occurred over the last year and described a collaborative staffing approach going forward among lay leaders, volunteers, staff, and ministers. The staffing model will be relational.

He also elaborated on the themes he heard about who we are as a congregation and who we want to be over the next few years. Rev. Wadkins also commented on the search committee for the called minister and how its work will be shaped.

6. Reflections from Board President Paula Nurius

1. There is a multilayered context of change, including the interim minister.
2. We are making a fast pivot from the past to the present.
3. What the board heard also aligned with what Rev. Wadkins elaborated on.
 - a. Continue the work Patricia and Doug Graesser have been doing around events, including the fall event.
 - b. Take back the walls.
 - c. Continue conversations among the stewardship committee, finance committee, and the board about the road-ahead town halls.
 - d. Express gratitude for Cynthia Setel and Rev. Doug.

7. Election of slate of new Board nominees

Chuck said the nominating committee had proposed a slate of nominees.

Alyson McCormick made a motion to elect Mike Kasprzak and Becca Hutcheson to the board. The motion was seconded.

Chuck: All those in favor (114), all those opposed (0), abstentions (2). The ayes had it, and the motion was adopted.

8. Election of slate of Ministerial Search Committee nominees

Lora Poepping made a motion to elect the slate of candidates for the search committee for the called minister. The motion was seconded. Lora spoke briefly about the members of the slate.

Chuck asked if anyone else would like to speak. No one spoke.

Chuck: All those in favor (131), all those opposed (0), abstentions (1). The ayes had it, and the motion was adopted.

9. Financial report and congregational vote to approve the 2025-2026 Fiscal Year Operating Budget

Cynthia Setel presented the financial report for fiscal year 2025–2026. As of June 8, the Stewardship Campaign had raised \$1,142,000 toward a pledge goal of \$1,200,000, with an additional \$161,000 received in one-time pledges. All other revenue was projected to align with the current adopted budget, including a \$353,000 endowment draw.

Expenditures total \$1,129,235 for salary and benefits, reflecting 10.9 FTEs and comprising 69.5% of the overall budget. This includes planned cost-of-living and benefits adjustments. The Acting Administrator position will be phased out, and funds have been allocated for the Ministerial Search process. An undesignated operating reserve of \$120,000 remains available.

Pamela Charles asked why the COLA was higher than the increase in CPI. Cynthia and Kathleen answered.

Rosemary D. asked how far short of the budget the congregation was.

Maxwine Taylor asked for clarification about endowment funds and whether any member could attend the finance committee.

Rick Johnson made a motion to approve the annual budget for fiscal year 2025–2026 as presented in the annual meeting materials.

Meta Thayer raised a point of information about Rosemary's question, and Kathleen clarified.

Chuck: All those in favor (128), all those opposed (1), abstentions (2). The ayes had it, and the motion was adopted.

Cynthia explained her recommendations for the budget. She recommended establishing a capital reserve using the \$540,000 remaining from the Capital Campaign and the sale of property. She proposed forming a Facilities and Maintenance Team to revisit the Capital Reserve Study and address both short- and long-term property needs. She also recommended creating a Technology and AV Team to train additional volunteers, improve system usability,

and explore process improvements. Lastly, Cynthia advised forming a Human Resources Team to support personnel-related functions.

10. Summary of Faith Land Initiative Team findings to date

Patricia Graesser reported on the Faith Land Initiative's 2024–25 work, including congregational and community engagement to explore values-aligned uses of UUC's property. Emphasizing generosity, equity, and sustainability, the team identified opportunities to share space, empower lay leadership, and deepen community partnerships. Research highlighted urgent local needs—affordable housing, childcare, food access—and showcased how other faith communities have addressed them through rentals, service projects, and redevelopment. The team recommended centering values, assessing feasibility, and enabling grassroots leadership. Congregants were invited to engage in next steps, including rental exploration, garden development, housing possibilities, and partnership building. Thanks were extended to those who supported the research effort.

11. Summary of unemployment insurance decision

Cynthia Setel summarized the rationale behind the unemployment insurance decision. The proposed severance policy is designed to ensure fair and consistent treatment of staff, support sound financial planning, and maintain compliance with federal regulations, including those related to the Federal Unemployment Tax Act (FUTA). The policy distinguishes between types of termination and provides appropriate severance in alignment with tenure and circumstances.

12. Nonbinding survey of the congregation: The Seven Principles

Jonathan Tweet explained that the congregation was asked to indicate its level of support for continuing to promote and honor the Seven Principles—now removed from the UUA bylaws—alongside the Eighth Principle adopted in 2022. Response options included Strongly Support, Moderately Support, No Preference, Moderately Oppose, Strongly Oppose, and Abstain.

Judy Okerwitz asked for clarification: Was the proposal to keep the Seven Principles in addition to the Eighth Principle that had already been adopted? Jonathan clarified that the intent was to gauge where the congregation stood in relation to the Seven Principles and that no action was being proposed.

Jonathan requested a vote. The results were as follows:

- Strongly support: approximately 45
- Moderately support: approximately 11
- No preference: approximately 9
- Moderately oppose: approximately 2
- Strongly oppose: approximately 2
- Abstain: approximately 9

13. Resolution to Designate Rev. Jon Luopa as Minister Emeritus

Hugh moved that the congregation of UUC designate Rev. Jon Luopa as Minister Emeritus. The motion was seconded.

Liz asked how many other ministers emeriti the congregation had. The answer was that there were none currently living.

Jonathan Tweet noted that Rev. Luopa had advanced the congregation's liberal values and had stood firm in the face of opposition.

A question was asked about whether this would affect Jon's ability to interact with the congregation. The answer was no.

Chuck: All those in favor (80), all those opposed (1), abstentions (2). The ayes had it, and the motion was adopted.

14. Adjournment

In closing, Rev. Doug Wadkins reminded the congregation that the annual meeting is not just for business but also for organizing to live its values.

Chuck adjourned the meeting.