

All Souls Church, Unitarian
Congregational Meeting
December 2, 2012, 1:22 p.m.

Call to Order, Mark Ewert, 2012 Trustees President

Opening Prayer and Meditation (The Rev. Robert Hardies)

Rob read a passage on commitment by Dorothy Day.

Meeting Administration

Moderator Erika Landberg assumed the role of chair.

Initial attendance fell four short of a quorum.

Introduction of the parliamentarian, Cledwyn Jones, and timekeeper, Dori Phelps

Meeting rules explained: Use microphones identify selves. Limit to 2 minutes.

Quorum achieved.

Motion to adopt rules, seconded. Passed.

Motion to approve minutes of the December 4, 2011 Congregation Meeting; seconded, passed.

Opening Statements and Reports

The Rev. Robert Hardies, Senior Minister: He was struck by all that had been accomplished in 2012, including the \$8 million in pledges for the building renovation. Architects are about to deliver a final schematic design. There have been a number of staff departures; great people have joined the staff. A search is under way for a permanent music director. There are exciting things to look forward to. This is a caring community building justice. Rob thanked the congregation for its commitment.

Grant Smith, Membership Secretary: All Souls membership stands at 1330, up 94 from a year ago, and continuing an increase in membership since 2005. 107 people became members in 2012, fewer than in recent years. He's looking at ways to reach out to lapsed members. Some 145 inactive members will be contacted early in the year.

Mark Ewert, Board of Trustees President: 2012 trustees and officers introduced. Board's role: Monitor finances; track, support and encourage movement toward our goals; set policies for good church functioning and make sure they are followed; stay in communication with the congregation. The year's accomplishments: Supported Third Century Challenge; approved contract with architect for renovations; revised the charge of the Third Century Challenge Committee from fundraising to broader responsibilities; monitored four vision goals and used reporting to determine what will happen in the next year to meet targets; provided oversight of finances and management; worked on a new conflict resolution process; approved sponsorship of

3 ministerial candidates; confirmed delegates to district and national conferences. A safe-congregation policy is being developed separate from the conflict-resolution policy. The Third Century Challenge will remain a priority next year; a conflict-resolution process is expected as well.

Erika Landberg, Moderator and Church Council Chair, outlined the council's role in information sharing, program coordination, broadening lay leadership, and advising the Executive Team and Board of Trustees. In 2012, the council formed a steering committee; encouraged the Nominating Committee to work on improving a culture of leadership at All Souls and improving the volunteer ministry; working on an operations handbook on how to operate at All Souls. Looking ahead, will seek ways to use technology better to support all who are implementing the work of the church.

Erika Landberg, Wendy Carter, Amy Mulry Wesolek, and Cathy Rion Starr reported on measurement of progress on visioning goals and social justice priorities: The approach to measuring is still being perfected; the aim is to have numbers that can be understood while minimizing reporting burdens. Based on surveys, All Souls is on track or exceeding targets in Spiritual Development participation and opportunities; volunteer ministry; diversity within the membership (a 1 percent increase in racial diversity); it's doing well on direct service to support social justice; leadership, and Sunday attendance, but targets are questioned. Social justice priorities currently are housing; environmental justice, and peace (Hiroshima Children's Drawings were key in 2012). 2013 may see more work in immigration.

Catharine Clarenbach, Meagan Henry, Adult Spiritual Development: Aim is to build on current strength. Groups serve as a laboratory of the beloved community. Congregation is urged to fill out a survey distributed at the meeting and available on line (????or in office? Where?.

Barbara Corprew, Tom Fox, Comprehensive Assets Planning Team (CAPT): Final planning for renovations began this fall; a design fair with architects and consultants drew 80 attendees; the congregation will be consulted in January on architects' revised recommendations; a congregational vote to move forward is expected in February. Priorities are the same: make sure things that need to be fixed are fixed; sustainability; accessibility; and a better environment for education. Plans will be tweaked during 2013; more money could be raised; groundbreaking is not expected until 2014. It's not certain the congregation will have to relocate during the renovation.

Laurie Lester (co-chair with Taryn Null), Third Century Challenge: Fundraising continues with planned outreach to new members; all who can pay off pledges in full are urged to do so. Stewardship visits will continue over the next five years. From the floor, Treasurer Cheryl Gray noted that the outcome of congressional-White House fiscal negotiations could affect tax treatment of charitable contributions.

Robert Bonner, Investment Committee: The total endowment stands at \$5.5 million—above pre-recession levels--thanks in part to Mason and Williamson bequests; \$188,879 was distributed in 2012. Two management firms have been dropped, with assets assigned to the UU Common Endowment Fund; a question before the committee is whether five percent annual disbursement can be maintained; the committee is researching options for a renovation bridge loan and 10-15-year mortgage.

Cheryl Gray, Treasurer, and **Katie Loughary**, Executive Director, 2012 financial report and 2013 Budget: Receipts have been lower than projected in 2012 budget, but there have been savings because of staff vacancies; aiming more or less to break even for 2012; for 2013, core donations are projected to stay constant; anticipated program revenues will be lower; newly hired staff mean lower personnel costs, but insurance costs are rising slowly; the search for a music director will incur costs; a slight increase in dues to UU organizations. There's hope for a big fundraising bash over Inauguration weekend.

On a question about actual 2012 spending, and why it wasn't presented with the report: The church is on track to lose a little money or finish with a balanced budget.

Motion to approve 2013 Budget; seconded; passed with no opposition and one abstention.

Cheryl: Presentations in future years will include actual year's spending to date.

Claudia Liebler, **Gregory Ford**, Nominating Committee co-chairs: The committee's role has expanded to include leadership development; a new name and a budget may be needed. In recruiting nominees for Trustee and Officer positions for 2013, the committee: reached out to current board and others for suggestions on qualities to be considered and promising individuals; publicized its efforts; held a Leadership Happy Hour; surveyed Church Council; recruited prospective candidates; checked references, background; Two or more Nominating Committee members interviewed every candidate; Each candidate also appeared before the full committee for a final interview.

Nominees for the Trustees seats: Bruce DePuyt; Emily Koechlin; Jenice View. Nominee for the assistant secretary position: Angela Heverling.

Mark Ewert proposed that attendees vote first on Board nominations.

Nominees' Presentations:

Bruce: Has attended All Souls since 2005 and considers it his home away from home; he and his partner are at one with the mission; he has previously served on a church board.

Emily: A nine-year member, she considers All Souls her spiritual home; with its people and values, it's been a great place to spend the last decade.

Jenice: A lifelong member, she has intimate knowledge of All Souls' committees and knows many of its members; she spent more than 20 years working for nonprofits and is now a professor at George Mason University.

Mark Ewert asked for nominations from the floor.

Seeing none, he proposed that the Congregation vote on the full slate of nominees for the Board. Motion to approve the full slate; seconded; passed with no opposition, no abstentions.

Mark Ewert, preparing for a vote on officers, announced that after the materials for the meeting were sent to church members, Assistant Treasurer Alexandra Beninda said she would be unable to continue serving.

He asked for nominations from the floor. Seeing none, he proposed a vote on the slate of nominees for officer positions: Cheryl Gray, treasurer; Grant Smith, membership secretary; Erika Landberg, moderator; Mark Matthews, secretary; Angela Heverling, assistant secretary.

Motion to approve the slate of officers; seconded; passed with no opposition.

Uta Ahlers was nominated as assistant treasurer: She has been a collection counter for some time, building up trust; worked on the Third Century Challenge; received stellar recommendations as someone who shows up and does what she says she's going to do.

Motion to approve the nomination of Uta Ahlers as assistant treasurer; seconded; passed with no opposition.

Ten nominations for two and three-year terms on the Nominating Committee: Shirley Blakely; Mark Clark; Steve Marshall; Holly Reckord; Kelly Young for two-year terms; Janine Chambers; Susan Crim; Vickie Lyndsey; Paula Shoecraft; Julie Washburn for three-year terms..

Motion to approve the nominees for the Nominating Committee; seconded; passed with no opposition.

Laurie Lester rose to commend Mark Ewert for his leadership of the Board of Trustees. Applause for both Mark and Laurie.

The Rev. Susan Newman delivered the closing prayer, invoking the power of love.

The meeting adjourned shortly after 3 p.m.

Respectfully submitted,
Mark Matthews, Secretary