



2022 SPECIAL MEETING

Sunday, January 30, 2022

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*AGENDA REQUIRES A
SIMPLE MAJORITY VOTE
FOR APPROVAL*

AGENDA OF THE 2022 SPECIAL MEETING

Sarah Walker, Moderator

The following is the proposed agenda for the Annual Congregational Meeting of University Unitarian Church, held Sunday, June 13, 2021.

1. Call to order, appointment of Secretary, Parliamentarian, and Teller and confirmation of quorum (10% of members in good standing)
2. Approve the agenda (requires motion passed by majority vote)
3. Approve the minutes of the Annual Congregational Meeting held June 13, 2021 (requires motion passed by majority vote)
4. Business and Financial Update (Rev. Jon Luopa, Mike Kasprzak and Byron Krystad)
5. Motion to replace the current UUC Bylaws as of February 1, 2022 (passage requires a two-thirds majority), with sub-motions related to specific bylaws language (each passage requires a majority vote)
6. Motion to adopt the 8th Principle (passage requires a two-thirds majority)
7. Adjourn (requires motion passed by majority vote)

Submitted by Rosemary Daszkiewicz, President, January 2022

*MEETING MINUTES
REQUIRE A SIMPLE
MAJORITY VOTE FOR
APPROVAL*

MINUTES OF ANNUAL MEETING JUNE 13, 2021 (Via ZOOM)

OPENING

Moderator Sarah Walker called the meeting to order at 10:10 am. Sarah introduced herself and her family and expressed gratitude for being part of this community.

Appointments. The Moderator acknowledged the following who are playing roles in the annual meeting: Dave Mentz, Secretary; Eric Valpey, Parliamentarian; and Kathleen Crompt, Teller.

Quorum. The Moderator asked if we have a quorum attending the meeting. The Teller reported that there were 133 participants/members in good standing, exceeding the required quorum of 47 members for this meeting.

Opening Poem. The Moderator read “Hope” by Emily Dickenson.

Agenda overview. The Moderator indicated that Robert’s Rules will be used for today’s meeting and referred to a link regarding Robert’s Rules these were shared in the chat function. The Moderator described that these rules are used so that we are able to keep the meeting moving efficiently. The Moderator also listed the highlights of the meeting agenda: Approve the agenda, remembrance of members who’ve died in the past year, approval of minutes from Jan. 24, 2021 special congregational meeting, President’s report, Open Q&A for church leadership, approval of the 2021-2022 operating budget, election of new trustees and Leadership Development Committee members, and approval of Rev. Justin Almeida as an Affiliated Minister at UUC.

Sarah described the process for voting on items as follows: she will ask for motions, after which discussion will be invited, followed by voting. In all cases a simple majority is needed to approve an item, except for the budget, where a 2/3 majority is required.

MOTION: *Approve the agenda for this annual meeting.*

The Moderator called for a motion to approve the agenda for this meeting. The motion was made, seconded and approved with no objections or abstentions.

REMEMBRANCE: Upon invitation from the Moderator, Senior Minister Jon Luopa appeared to recognize those members who have died since our last annual meeting. Jon acknowledged that there are also loved ones who have died within the families of a number of us. UUC members who've passed away in the last year include: Tom Rudd, Erich Gauglitz, Vanya Holm, Jack Kelly, Mary Gruenewald, Marion Boelke and Bob von Tobel. May they rest in peace and rise in consciousness in our hearts.

MOTION: *Approve the minutes from the special congregational meeting held January 24, 2021.*

The Moderator called for a motion to approve the minutes of the special congregational meeting held January 24, 2021. The motion was made, seconded and approved with 119 voting affirmatively, no objections and four abstentions.

PRESIDENT'S REPORT: Rosemary Daskiewicz began by acknowledging that this has been a strange year on many levels. She provided an overview of the primary work of the board. The board spent much time on governance this past year, our first year of operating under new policies. This involved working on how to make the new policies work best. The board is in the final stages of completing a revised conflict of interest policy. A bylaws revisions task force has been at work; we hope to vote on new bylaws at a January congregational meeting. In the coming year, the board will continue to work on how best to adapt and use the policies. One of the policy areas relates to planning, where our new policy involves Open Questions. Open Questions are typically in effect for a couple of years, and they address big, audacious items that the Board has identified as being central to the church's mission and vision. Following the initial work on Open Questions, our process calls for us to identify the more specific Top Priority Items that will enable us to take actions relating to the Open Questions.

For this year, our Open Questions are:

--What type of antiracist community can we be? And how will we become one?

--What is meaningful engagement at UUC that creates belonging & commitment? And how do we invite people into it?

We've proceeded further with the antiracism Open Question this year. We're close to voting on our top priorities relating to this Open Question, which may likely include an audit of how we're doing in establishing an anti-racist church community, and a plan for how we demonstrate our commitment to anti-racism through financial commitments to those who suffer from racism. Rosemary indicated that she plans to speak with Rev. Beth Chronister shortly about how to further these efforts.

Relating to the engagement Open Question, the board has held congregational conversations with the board, board/exec team discernment sessions, and Rosemary has asked Jon to identify a staff person to provide leadership for this area. Additionally, the Stewardship Committee has recently held focus groups, the product of which will be useful for the Board's work in this area.

Rosemary also recognized and thanked the board and LDC members whose terms are ending: Anne Eacker and, Dave Mentz, board members; and Rene Murry and Jane Saddler, LDC. Rosemary invited attendees to add comments to the chat feature to express thanks to these individuals, and many appreciative comments were expressed.

OPEN Q&A FOR CHURCH LEADERSHIP: The Moderator described the process for raising questions: use the “raise hand” feature or use chat to express questions. Jonathan Tweet asked: With General Assembly occurring in a couple of weeks, is there a way for the congregation to be officially informed of what gets decided at General Assembly in terms of changes to bylaws, etc. Jon Luopa provided a response: The best way to keep informed is to be a delegate. There are unused delegate spots; all are invited to serve in that role. The Moderator asked if there are other questions; none were submitted.

MOTION: *Approve the proposed 2021-2022 annual operating budget.*

The Moderator reminded meeting participants that the vote must be two-thirds of the number of participating members to approve the budget. She added that budget hearings were held and that these likely covered a number of questions prior to today’s meeting. A motion to approve the budget was extended by Rick Johnson, who described the finance committee’s role and composition, and seconded.

Mike Kasprzak indicated that the detailed budget can be found within pages 6-9 of the annual meeting packet, and that the budget town halls were held on May 30 and June 1. The total financial plan includes the operating budget plus budgets for the capital campaign/building project and endowment and investment funds. In the coming year, all will have an opportunity to hear about UUC’s financial picture during the year through a variety of means. With regard to the current year budget that was approved last June, Mike indicated that the budget projected a 7% decline in revenues along with reductions in staff expenses. The government’s Payroll Protection Plan, which entailed a \$181K loan that was forgiven, helped us alleviate further cuts. For the 2021-2022 budget, we plan for a restoration of the areas that were cut along with a 2% increase in revenues. Realized pledge income through May 2021 is running more than \$20,000 ahead of where we were through May 2020. Plate collections and non-pledge gifts are almost \$15,000 more than for the same period in 2019-2020. The Pledge and Other Donations line items have been adjusted slightly upward by \$9,000 and \$5,000 respectively. One minor staffing increase is planned along with restoration of a cost-of-living adjustment for staff. Program expenses will increase after having been reduced during the pandemic. There is also a need for greater investment in our building systems. The government’s employee retention credit is allowing us to avoid cuts. We may have tough choices in upcoming fiscal years. Mike believes this budget is aligned with our values and recommends adoption.

The Moderator invited other discussion. Beverly Fogle asked: are we paying our full fair share to the UUA and the district? Mike responded by saying that the budget calls for a \$40K payment vs. an ask of \$63K from the UUA. He added that we’re steadily closing the gap. Rosemary Daskiewicz added the comment that this represents a \$15K increase in our UUA payment from last year. Susan Howlett added that the UUA dues cover the district too.

The Moderator called for the vote and reminded people to use the raise hand feature. The Teller reported that 118 approved with zero objections and 2 abstentions. A two-thirds margin would be 97 votes; thus the budget motion passed.

NOMINATION AND ELECTION OF TRUSTEES AND LDC

MEMBERS: The motion to approve the slate of candidate for Trustee and Leadership Development roles was made and seconded.

Kathy Englert, Leadership Development Committee co-chair, indicated that the Board of Trustee candidates for three-year terms are John Crusius and Patricia Graesser. Kathy read summaries of the bios for each candidate. Kathy indicated that the LDC candidates for two-year terms include Penny Hinke, Gary Shumway and Jim Webb, and she read bios for each.

After inviting discussion (none occurred), the Moderator asked for the vote. The Teller reported that there were 127 votes in favor, 0 objections and 2 abstentions. The Moderator concluded that the nominees are approved and thanked all of them for stepping into these roles.

MOTION: *Approve Rev. Justin Almeida as an Affiliated Minister of UUC*

The motion was made by Gayle Childers and seconded. Gayle expressed that she makes the motion with love and affection for Justin. The Moderator opened the forum for discussion; none ensued. The Teller reported that 117 approved with no objections and two abstentions. The Moderator indicated that the motion to approve Justin's appointment as an Affiliated Minister has been approved.

CLOSING WORDS

The Moderator called on Jon Luopa for closing words. Jon described his earlier life experience of meeting with a religious leader. Jon had begun to feel some disenchantment that the church was not fully living up to its values. The church leader implored Jon to understand that the church is always failing due to its high values; that it will always fail and will be imperfect. Jon ended by expressing that it's been a good, tough year. We have many strengths and great opportunities ahead. He wished all a great summer and expressed the hope to see each other in church.

ADJOURNMENT

The Moderator asked for participants to signal their vote to adjourn by using the raised hand feature or by simply leaving the meeting. Objections to adjournment were also invited. Hearing none, the Moderator adjourned the meeting at 11:03 a.m.

FULL TEXT OF NEW
BYLAWS PROPOSED BY
GOVERNANCE TEAM
AVAILABLE ONLINE AT
[https://
www.uuchurch.org
/2022/new-bylaws-to-be-
voted-on/](https://www.uuchurch.org/2022/new-bylaws-to-be-voted-on/)

MOTIONS (A), (B), (C),
AND (D) REQUIRE A
SIMPLE MAJORITY VOTE
TO PASS

MOTION (E) REQUIRES A
TWO-THIRDS MAJORITY
VOTE TO PASS

PROPOSAL FOR NEW UUC BYLAWS EFFECTIVE FEBRUARY 1, 2022

- a. Motion to select language for Section 2.3(d) of the proposed bylaws.
(Requires passage by a majority)

Motion to approve the following language for Section 2.3(d) of the proposed bylaws: “A Member whose actions significantly limit or negatively impact the ability of the Church to fulfill its purposes as set forth in Art. I, Section 4 of these Bylaws, may be removed from membership by a joint decision of the Senior Minister and the President of the Board of Trustees. Such removal may be appealed to the Board of Trustees, following the process established by Board Policy.”

If this motion passes, we will proceed to 5(b). If it does not pass, there will be no Section 2.3(d) in the proposed bylaws and we will proceed to (b).

- b. Motion to select language for Section 3.1(a)(1) of the proposed bylaws.
(Requires passage by a majority)

Motion to approve the following language for Section 3.1(a)(1) of the proposed bylaws: “Any Member may submit an item to include on the next annual meeting agenda at any time up to 21 days prior to the annual meeting. Such submittal shall include the text of any proposed resolution and must identify at least ten (10) Members who agree the item should be on the agenda.”

If this motion passes, we will proceed to (c). If it does not pass, the following motion will be considered:

Motion to approve the following language for Section 3.1(a)(1) of the proposed bylaws: “Any Member may submit an item to include on the next annual meeting agenda at any time up to 10 days prior to the annual meeting. Such submittal shall include the text of any proposed resolution and must have ten (10) second motions to be considered.”

If this motion does not pass, then there will not be a Section 3.1(a)(1) in the proposed bylaws and we will proceed to (c).

- c. Motion to select language for Section 3.3(c) of the proposed bylaws.
(Requires passage by a majority)

Motion to approve the following language for Section 3.3(c) of the proposed bylaws: “The Moderator shall appoint a secretary to keep minutes and a teller to count the votes. The Moderator may also appoint a parliamentarian to interpret the rules of order.”

If this motion passes, we will proceed to (d). If it does not pass, the following motion will be considered:

Motion to approve the following language for Section 3.3(c) of the proposed bylaws: “The Moderator shall appoint a secretary to keep minutes and a teller to count the votes. The Moderator shall also appoint a parliamentarian to interpret the rules of order.”

If this motion does not pass, then there will not be a Section 3.3(c) in the proposed bylaws and we will proceed to (d).

- d. Motion to select language for Section 4.3(a) of the proposed bylaws.
(Requires passage by a majority)

Motion to approve the following language for Section 4.3(a) of the proposed bylaws: “The Board of Trustees shall appoint a Nominating Committee to recruit, screen, and prepare a slate of candidates for open/unexpired Trustee or Moderator positions. The Nominating Committee shall be chaired by a Trustee who will not be a candidate in the coming election and shall include at least three (3) to five (5) additional Members who are not currently holding or seeking elected office. Any Member may propose prospective candidates to the Nominating Committee to serve as Trustee or Moderator. The Nominating Committee shall announce the nominations as a slate of candidates no later than 28 days before the Annual Meeting.”

If this motion passes, we will proceed to (e). If it does not pass, the following motion will be considered:

Motion to approve the following language for Section 4.3(a) of the proposed bylaws: “A Nominating Committee consisting of seven members shall recruit, screen and prepare a slate of candidates consisting of one candidate for each open/unexpired Trustee, Moderator and Nominating Committee position. Nominating Committee members shall serve staggered two year terms and may serve two consecutive terms. Any Member may propose prospective candidates to the Nominating Committee. The Nominating Committee shall announce the nominations as a slate of candidates no later than 28 days before the Annual Meeting.”

If this motion does not pass, then there will not be a Section 4.3(a) in the proposed bylaws and we will proceed to (e).

- e. Motion to replace the current UUC Bylaws as of February 1, 2022.
(Requires passage by a two-thirds majority).

Motion to replace the current UUC Bylaws with Proposed UUC Bylaws including all language decisions made during this meeting. This change shall become effective on February 1, 2022.

*BACKGROUND FOR 8TH
PRINCIPLE PROPOSAL
AVAILABLE ONLINE AT
[https://www.uuchurch.org
/social-justice/proposed-
8th-uu-principle/](https://www.uuchurch.org/social-justice/proposed-8th-uu-principle/)*

*MOTION TO ADOPT THE
8TH PRINCIPLE
REQUIRES A TWO-
THIRDS MAJORITY VOTE
TO PASS*

PROPOSAL TO ADOPT THE 8TH PRINCIPLE

Motion for UUC to adopt the following as its 8th Principle: “We covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”