

**Unitarian Universalist Society**  
**Congregational Meeting Minutes, December 20<sup>th</sup>, 2020 (Online meeting via Zoom)**

Rev. Diana Smith provided opening words as the chalice was lit. President Joe Rasmussen called the meeting to order at 11:18 a.m. Amy Fretz reported a quorum was established with 63% of members having voted prior to the meeting. This method of establishing a quorum was necessitated by the COVID 19 pandemic which prevented an in-person meeting/voting. Materials for this meeting were distributed to members by email or USPS two weeks prior. Voting took place prior to the meeting using Election Buddy online and Absentee voting on paper.

**Approval of the May 24, 2020 Congregational Minutes**

Rasmussen asked for any changes to the May 24, 2020 minutes. Having heard none, and by review of the votes cast prior to the meeting, the minutes were approved with 156 votes.

**Election of Officers**

Sue Otto, Leadership Development Committee, reported that there were three resignations in August 2020. On behalf of the congregation Otto expressed gratitude and acknowledgement for their service: Al Thomas (Endowment Committee), Allison Bettine (Board Secretary), and Kim Friese (Trustee At Large). Otto presented the appointees for formal election to complete the remainder of the following positions:

Jamie Sharp was appointed to the Endowment Committee to complete Al Thomas's term, which will end in June 2023. Sue Otto made a motion, seconded by Joe Rasmussen, to elect Jamie Sharp to the Endowment Committee. The motion passed with 164 votes.

Carol Adamson was appointed to fill Allison Bettine's position as Board Secretary, a term ending in June 2022. Sue Otto made a motion, seconded by Joe Rasmussen, to elect Carol Adamson as Secretary of the Board. The motion passed with 165 votes.

Julia Audlehelm was appointed to fill the Trustee At Large position held by Kim Friese, a term ending in June 2023. Sue Otto made a motion, seconded by Joe Rasmussen, to elect Julia Audlehelm as Trustee At Large. The motion passed with 165 votes.

**Deficit Spending Plan and 2021 Budget Presentation**

Mike Pavelich reported that the 2020 annual budget is \$630,000 with 85% as fixed expenses. During 2020 pledge giving and fund raising fell, and rental income stopped primarily for reasons caused by the pandemic. In preparation for the 2021 budget, the Board has adopted a Deficit Spending Plan. The Board is committed, in the CY 2021 budget, to no salary cuts and funding of programs at 2020 levels. A \$600k budget is needed for 2021. Income will include about

\$350k in pledges and another \$60k from ASA. This leaves a \$200k - \$250k deficit. Reserve funds of \$370k from reserve in bank accounts will be used to fill the gap but may be exhausted prior to year's end. We will re-evaluate our needs in six months at which time transfer from the General Endowment may be considered. If needed, a transfer from General Endowment would require a 51% yes vote from the congregation. The budget put forth for a vote today totals \$599,767.

Pavelich made a motion, seconded by Rasmussen, to approve the CY 2021 budget of \$599,767.

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Several members commented and asked questions about the deficit spending plan and the proposed budget. Comments included: future contributions to the endowment may increase if people see that the funds are being used; request for a plan to bring the budget back to a level that we can afford; the core balance of the endowment fund must be retained; request to look realistically at our spending so we do not have to rely on the endowment; question as to why the money left from the capital campaign was not applied to the mortgage principal when the mortgage was refinanced; a caution that cutting spending may risk future recruitment of new members; and 2019 rental income was equal to rental expenses so did not add to overall income.

The motion was put to a vote prior to the meeting with time for people to vote during the meeting. The motion passed with 155 yes votes and 7 no votes.

**Announcements:**

The next Congregational Meeting will take place on May 23, 2021.

**Adjournment**

Joe Rasmussen asked for unanimous consent to adjourn the meeting. The motion carried and the meeting adjourned at 12:17 p.m. Rev. Smith provided closing words and the Chalice was extinguished.

—Submitted by Carol Adamson, Secretary