



# UNITARIAN UNIVERSALIST CONGREGATION OF SALEM

*Diverse people. Diverse beliefs. One community.*

Greetings to Our Voting Members:

As a UUCS member who has supported UUCS during the current fiscal year, we invite you to review this packet in order to prepare for the Annual Congregational Meeting scheduled for June 13, beginning at 2 pm.

The packet contains the following items:

- Instructions for registering to attend the meeting or assigning a proxy voter.
- Supporting documents for the meeting agenda item requiring a vote:
  - ◇ Summary of the proposed FY 2021-22 budget.
  - ◇ The list of candidates presented for the board and the nominating committee
  - ◇ Request for a continuance on the HHV land lease agreement.

If you have any questions about the information in this packet, you can email the current board chair, Christine Ertl at [boardchair@uusalem.org](mailto:boardchair@uusalem.org). If you do not use email, you can call the church and leave a message with your question. Be sure to include a phone number to call you back. It will help the presenters to understand what questions people have in advance of the meeting, so don't hesitate to let us know your question!

## **How to Join the Annual Congregational Meeting on June 13**

The meeting will be held online in a Zoom meeting format. You will be able to see all of the other audience members, and have the ability to turn on your microphone and chat. The meeting presenters will ask that you keep your microphone and camera off, unless you are invited to speak during a discussions.

You can join the meeting using your computer or your smart device (phone or tablet). If you do not have a device, you can listen to the meeting using just your telephone. Everyone will be able to ask questions, and all eligible voters will be able to vote using the polling feature of the online meeting or the raise hand feature on the phone.

***Voting procedures will allow only two votes per device.*** If you are attending the meeting with more than 2 people, plan on joining with enough devices and/or the telephone to allow each person to vote.

### **Sign Up For Online Attendance**

Everyone is invited to attend, whether or not they are eligible to vote. In order to validate voter status of attendees, registration for the meeting is required. [Click here to register for the meeting.](#)

### **Attend the Meeting By Telephone**

If you are unable to connect online, we can call you and connect you to the meeting on your phone. To arrange this service, call the office and leave a message with your name **and your phone number**. During the meeting, when appropriate, you'll be able to vote or ask a question by pressing STAR + 9 (\*9). (Presenters will remind you of this during the meeting.)

# How to Assign Your Vote to a Proxy

If you cannot attend the meeting, you can designate a proxy. **Proxy voters do not count towards the quorum.** Therefore, we hope that all of our voting members will make every effort to join the meeting.

## Steps to assign a proxy voter:

1. Contact the person you want to act as your proxy. Ensure that they are willing to vote according to your wishes AND that they are not already acting as a proxy for someone else. (Due to the online voting process, we must limit proxy votes to one per household.)
2. Fill out the [Request a Proxy form](#).

## Slate of Candidates

### Nominations – Board Candidates 2021

The Nominating Committee presented the following list of candidates for Board positions for 2021-2022:



**Chair:** Christine Ertl (1 year term)

I am running for Board Chair again this year after serving for over a year already as chair. I've been a UUCS member since 1994 and have had a variety of experiences that have informed my about how our congregation supports each other. I've volunteered in RE, have been on the Intern Minister and Safer Congregations Committees and sung in the choir. It's been a delight to be your chair and I look forward to continuing this work into the next year, as we re-open and re-engage.



**Vice-Chair:** Michelle Blake (1 year term)

I've been a member of UUCS since 1996, first serving as an RE teacher, celebrant/anchor, and greeter. More recently, I've served as coordinator of the Addictions Ministry. In 2013, my husband and I exchanged wedding vows under the beautiful stained glass in our UUCS sanctuary, with Rev. Rick officiating and our elderly 3-legged dog serving as ring-bearer. I'm honored to serve on the board of this congregation that has been such a valued part of my life.



**Secretary:** Robin LaMonte (1 year term)

I come from a religious background. My parents were missionaries in the Kodiak Island region of Alaska. I sang in church, high school and college choirs. After college, however, I was engaged in family and work activities and did not have time to sing for over 30 years. I knew that in retirement I wanted to be part of a faith community and to sing again. My friends Kay and Phil Cogswell suggested I check out UUCS, and I joined UUCS in the summer of 2010. I am involved at UUCS with the Microfinance Committee, the Music Committee, the Finance Team and I sing with the choir.



**Director Seat #1:** Christine Keese-Ferguson (2 year term)

I have been a member of UUCS since the mid-1990s. My involvement within the congregation from that time until present includes regular attendance for services, RE teacher for 3 years, coordinator and facilitator of a parent support group focused on behavioral techniques and approaches, greeter for 2 years and member of the Engagement Team, which contacts members during this difficult time of COVID 19. My membership and participation in UUCS have been an important and wonderful part of my spiritual and daily personal life. Thank you for the opportunity to share.



**Director Seat #3:** Lisa Marcus (2 year term)

UUCS came into my life when I was fairly new to Salem in 2013 and looking for a spiritual home and community. I brought my love of singing to the choir in the fall of 2014 and although not currently able to sing with my beloved friends due to the pandemic, I am staying connected to the music program by serving on the music team and acting as music librarian. I've facilitated connections groups for several years. I am eager to obtain a fuller understanding of what makes this great organization tick and serving on the board would be the perfect opportunity to give back to the congregation.



**Director Seat #5:** Don Wolf (2 year term)

I've been a member of UUCS since 2003. Over the years I've served on various committees, coordinated a Sunday morning book group for six years, been a member of the Board, and Board Secretary, and taught various adult RE classes, including co-teaching the recent World Religions course. I look forward to another opportunity to serve our community.

## Returning Board Members (vote not required)



Treasurer  
Sharon Pierson



Director Seat #2  
Steve Ovens



Director Seat #4  
Lynn Cardiff



Director Seat #6  
Janet Stevens

## Retiring from Board

Connie Anderson

Jack Tally

## Nomination – Nominating Committee 2020

The Nominating Committee presented the following candidates for the Nominating Committee.



**Julianne (Juli) Patton** (3 year term)

I've been attending UUCS since the summer of 2018, when my husband and I moved to Keizer, and became a member in early 2019. Prior to moving here, I attended the UU church in Bremerton, WA, where I facilitated a Chalice Circle and volunteered with various events and projects. At UUCS I've been in a Connections group since 2018 and served for a year on the Membership Team and the Host Team. I am honored to be invited to join the Nominating Committee because I believe it is important to step up to help our congregation thrive now and to nurture its growth into the future.



**Joel Woodman** (Nominated to complete 1 year of a 3 year term)

I would consider it an honor to serve on the UUCS Nomination Committee as an interim member for the remaining year of a vacated position. A member since 2014, I have been actively engaged in a variety of volunteer positions. Some of my past involvements include the following: Membership Chair, Board of Directors, Host Team, Financial Team, Abundance Team (Annual Pledge Drive), Annual Meeting Lunch (Co-Chair for two years), Pledge Drive Celebration Pot Luck (Co-chair), Eclipse Bed and Breakfast Project (Co Chair), facilitated update of printed Church Directory Update pre-online directory, and Newsletter Editor.

The inherent networking of my previous service will be an advantage in the capacity as member of the Nomination Committee. I also bring to the committee organizational and administrative skills.

## Retiring from the Nominating Committee

Steve Rosen

# Proposed Budget

The following budget is proposed by the Budget Committee. The version shown here was approved by the UUCS Board of Governors on April 29, 2021. The recommended budget reflects deep spending cuts due to the continued shrinking of income in recent years. For more details on budget cuts, see the Budget Summary.

## FY 2021-22 Proposed Budget

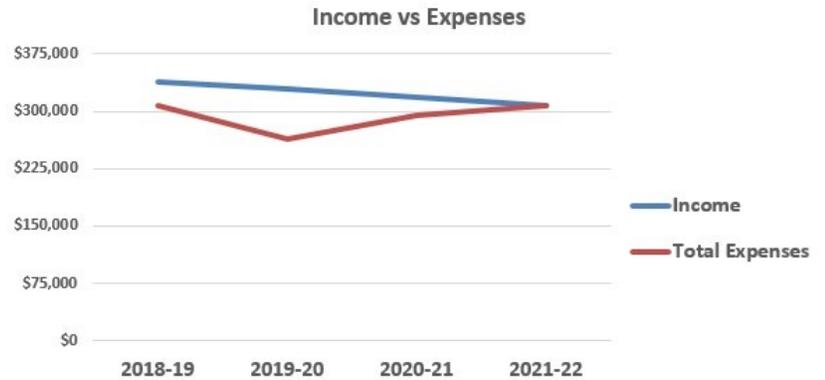
	2018-19 Actual	2019-20 Actual	2020-21 Budget	2021-22 Budget	2021-22 Changes
<b>Income</b>	\$337,557	\$329,673	\$327,335	\$308,200	Income down 9% from 2018-19, \$10K from last year
<b>Expenses</b>					
Minister and staff	\$205,742	\$184,097	\$222,600	\$212,300	2021-22 CUTS: Office Asst. cut to 16 hrs/week 2 RE Assistants eliminated. No COLA. Health Stipend cut 50%. Professional development cuts: Minister \$1500, DLRE \$500, Music Director \$500, CA \$500
Admin	\$41,876	\$32,891	\$46,091	\$46,111	Some Admin cuts; UUA dues discounted due to year 26 as a member
<b>Teams</b>					
Communications	\$1,812	\$1,778	\$3,270	\$2,250	Reduced advertising, website consulting
Connections	\$919	\$810	\$0	\$495	Fellowship removed. Rely on reserves.
Facilities Team	\$44,387	\$34,664	\$37,280	\$34,613	Reduced Landscape
Finance (Pledge Drive)	\$621	\$291	\$400	\$400	Reduced budget for events
Fundraising	\$1,262	\$1,541	\$300	\$550	Increased fundraising budget
Lifelines Lay Ministry	\$0	\$0	\$100	\$0	
Membership	\$538	\$346	\$1,000	\$400	Some items moved to other teams.
Music	\$1,875	\$1,117	\$1,325	\$1,300	Reduced guest musician; supplies
Religious Exploration	\$4,350	\$2,096	\$3,450	\$2,250	Reduced supplies, eliminate staff development, move background checks to admin
Social Justice	\$1,000	\$150	\$800	\$0	Must rely on reserve funds
Worship Team	\$3,049	\$3,419	\$5,350	\$5,950	Increases due to cost of streaming
<b>Total Teams</b>	\$59,814	\$46,210	\$53,275	\$48,208	
Contingency	\$5,902	\$1,276	\$2,295	\$1,581	VERY tight budget. This should be higher.
<b>Total Expenses</b>	\$308,351	\$264,474	\$324,261	\$308,200	

# Budget Overview

The budget for fiscal year 2021-22 shows deep cuts that were necessary due to our declining income. Each year for the last 5 years, total income has declined, yet our expenses have grown. Our income comes from 3 sources: pledges and other contributions, building rental and fundraisers. This year, over half of our congregants heard the call to increase pledges – some significantly more than the suggested 9%. THANK YOU! Unfortunately, another quarter reduced their pledge and yet another quarter had reasons to not pledge at all. The result is that this year's pledge drive fell \$40,000 short of the goal.

The budget recommended by the Board includes deep cuts to staff hours and benefits (our largest expense) as well as cuts for almost every single team. Teams that have some reserve funds will have to cover any expenses from their saved funds. Staff cuts include reducing hours for the office assistant, and eliminating 20 out of 30 hours for RE assistants. Benefit cuts include halving the healthcare stipend given to half-time employees, eliminating personal development funds for everyone except the minister, and reducing the minister's personal development budget by 37%.

In addition to these cuts, we've balanced our expenses to income by including \$20,000 of unspent, budgeted funds from the current fiscal year. Indirectly, this money is the result of the forgiven PPP loan. Normally, this surplus would be put into reserves or contingency. Instead, we are using it for operating expenses.



## Land Lease Agreement Resolution

At a special meeting of the congregation in February 2021, the Unitarian Universalist Congregation of Salem adopted a resolution “to authorize the Board of Directors to negotiate a land use agreement with the trustees of Habitat and Hope Village (HHV) to construct a transitional housing facility on Unitarian Universalist land. The Agreement shall be presented to the membership for a vote of approval no later than the 2021 Annual meeting.” The UUCS attorney is still completing a draft land use agreement.

Once the draft is received, HHV and the Board of Directors will need time for review before it can be presented to the UUCS congregation for approval. Therefore, the congregation will need to approve a continuance in approving the Agreement. A special meeting of the congregation will be scheduled when the Agreement is ready for a congregational vote.

## Expected Resolutions

The motions related to the agenda items needing a vote are listed below. There is a possibility that the motion might be modified during discussion.

### Proposed FY 2021-22 Budget

*Move that the congregation approve the 2021-22 budget as presented.*

### Slate of Board Candidates

*Move that the congregation approve the 2021-22 slate of Board Candidates.*

### Nominating Committee Candidates

*Move that the congregation approve the 2021-22 Nominating Committee Candidates.*

### Habitat and Hope Village

*Move that the congregation approve a continuance in the vote of approval on a Lease Agreement with Habitat and Hope Village.*