



# 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 2022 Annual Congregational Meeting scheduled for May 15, beginning at noon.

Everyone is invited to attend, whether or not they are eligible to vote.

The packet contains the following items:

- Instructions for attending the meeting or assigning a proxy voter.
- Supporting documents for the meeting agenda items requiring a vote:
  - ◇ Summary of the proposed FY 2022-23 budget.
  - ◇ The list of candidates presented for the board and the nominating committee

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 prefer, you can call the church and leave a message with your question. Be sure to include a phone number to call you back.

## Attending the Annual Congregational Meeting on May 15

**This meeting will be held in person in the fellowship hall**, including a light lunch buffet. For folks who prefer to attend remotely, the meeting will also be available via Zoom. No registration is required for attending the meeting. When attending in person or online, all attendees will be checked in and voting members will be counted to verify that we have a quorum.

**About the Zoom option:** We encourage our members to join us in person, though we understand that not everyone feels comfortable or able to do that. You will be able to see all of the other Zoom attendees and the audience in the fellowship hall. You will have control of your microphone and camera, so you can be seen and the audience will see you if you contribute to a discussion. (Otherwise, we ask that you mute your microphone.) **For online attendees, 2 votes will be allowed per connected device. No proxy voting will be allowed for Zoom attendees. Instructions for voting will be given during the meeting.**

[Join Zoom Meeting](#)

*We ask that you join the meeting about **11:45 am** so that we can count the eligible voters .*

## Arranging for Child Care

Childcare will be available for families with small children. To ensure that we have enough child care adults, **RSVP is REQUIRED by May 13**. The children will be in the LRE wing and they will be served lunch. [Fill out the Child Care RSVP Form](#)

## 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 planning to attend the meeting in person. (Due to the online voting process, we must limit proxy votes to in-person attendees.)
2. Fill out the [Request a Proxy form](#).

# Slate of Candidates

## Nominations – Board Candidates 2022

The Nominating Committee presented the following list of candidates for Board positions for 2022-2023:



**Chair: Lynn Cardiff (1 year term)**

I have been a member of UUCS since 1973. In that time, I have been Chair of the board twice, 35 years apart. I currently have a director's position and chair the Facilities Team and Women's Alliance. I am on the Finance Team and the LRE Team. For years, my time was spent singing in the choir and helping in RE. I have enjoyed the last five years on the board and want to keep helping with the workings of our congregation.



**Vice-Chair: Robin LaMonte (1 year term)**

I have been a member of UUCS since 2010. I have been involved with a number of activities at UUCS, starting with my participation in the choir. I was a member of Lifelines Lay Ministry for several years. I am currently a long-time member of the Finance Team/Budget Committee and the Microfinance Committee. I have served on the UUCS Board for five years. I have recently joined a connections group and appreciate the closer connection to members who I had not previously known. My participation in the life of this congregation is important to me. I value the old friends I have joined here and the new friends I have made here. My absolute joy is singing, both in the UUCS choir and with Festival Chorale Oregon. I look forward to continuing my support of this organization.



**Secretary: Lisa Marcus (1 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 am excited to be singing in the choir again after the two-year pandemic hiatus. In addition to choir, I am on the music team and act as music librarian. I am just finishing my first year as a board member and look forward to expanding my knowledge and connection to UUCS by serving as board secretary.



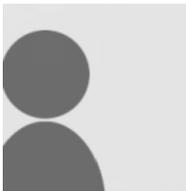
**Director Seat #2: Sara Pickett (2 year term)**

I have been a member of UUCS since 2016, originally coming for Social Justice reasons. I quickly found myself on a wonderful spiritual journey which led me to the Worship Team, including being the Chair for three years, as well as facilitating a Connections Group and helping to establish, and then co-chair, the current Connections Team. I also have enjoyed being involved with different groups and learning opportunities. The past two years included collaborating with several UUCS teams to help provide in-person and live stream services. The working collaboration of the different congregational teams in maintaining the community of UUCS is more important than ever and I am honored to have this opportunity to serve on the board and help however I can. Thank you for allowing me to serve in this manner.



**Director Seat #3: Ben Cavaletto (2 year term)**

I have been a member at UUCS since 2015. I have two kids registered in the LRE Program and I have served as the LRE Team Chair since the fall of 2019. I do this work because my highest service priority is helping UUCS to reestablish a full and thriving children's LRE program. I also serve as the coordinator for the Men's Group, and previously I have been a Sunday greeter and a captioner for online services.



**Director Seat #4: TBD(1 year term)**



**Director Seat #6: Tracy Boyle (2 year term)**

Greetings to my UUCS community. I am Tracy Boyle and I have been attending since just before we moved into the space we occupy right now. In 2001 to 2003 I co-chaired the New Members Team with Marge French. I have been an active member of Women's Alliance for quite a few years. The year before we broke ground for the fellowship hall I was janitor at the church. Since joining, the UUCS community has made me feel that I belong and that I matter.

## Returning Board Members *(vote not required)*



Past Chair:  
Christine Ertl



Treasurer  
Sharon Pierson



Director Seat #1  
Christine Keese-  
Ferguson



Director Seat #5  
Don Wolf

## Retiring from Board

Steve Ovens

Janet Stevens

## Nomination – Nominating Committee 2022

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



**Sara Shatto** (3 year term)

I have been a UUUCS member since 2017. I served on the Long Term Planning Committee until our task was completed. I served on the Social Justice Committee until I committed to serve on the Long Term Planning Committee. I realized that the Long Term Plan needed my full attention so I stepped down from the Social Justice Committee. I've been involved with IHN (Family Promise) serving homeless families alongside our congregation since 2017.

## Returning Nominating Committee Members *(not requiring a vote)*

Julianne (Juli) Patton (2 years remaining)

Barbara Stebbins-Boaz (1 year remaining)

## Retiring from the Nominating Committee

Joel Woodman

# Proposed Budget

The following budget is recommended by the board. The version shown here was approved by the UUCS Board of Governors on April 14, 2022.

## FY 2022-23 Proposed Budget

	2019-20 Actual	2020-21 Actual	2021-22 Budget	2022-23 Budget	Line Item Notes
<b>Income</b>	\$292,082	\$328,602	\$308,200	\$332,659	\$13K of income is carrying over unspent budget funds.
<b>Expenses</b>					
<b>Minister and staff</b>	\$198,940	\$208,056	\$212,612	\$227,579	Staff will receive 5.5% increase. The reduced hours for the Office Assistant and LRE assistants will continue.
<b>Admin</b>	\$45,971	\$53,372	\$46,611	\$50,421	Assumes some inflation for certain supplies. Does not include cost for replacing computers, which will be needed soon.
<b>Teams</b>					
Communications	\$1,778	\$774	\$2,250	\$2,250	
Facilities	\$34,302	\$36,737	\$34,113	\$35,291	Assumes some inflation for utilities
Finance (Pledge Drive)	\$291	\$938	\$400	\$400	
Fundraising	\$1,541	\$0	\$550	\$550	
LRE	\$2,096	\$1,390	\$2,250	\$3,500	
Membership	\$346	\$300	\$400	\$400	
Music	\$1,117	\$1,020	\$1,300	\$1,300	
Social Justice	\$150	\$0	\$0	\$0	
Worship Team	\$3,914	\$10,390	\$6,445	\$5,950	
<b>Total Teams</b>	<b>\$45,533</b>	<b>\$51,548</b>	<b>\$47,708</b>	<b>\$49,641</b>	
<b>Contingency</b>	\$1,276	\$2,074	\$1,269	\$5,019	Larger contingency due to a high degree of uncertainty and expected inflation.
<b>Total Expenses</b>	<b>\$291,720</b>	<b>\$315,050</b>	<b>\$308,200</b>	<b>\$332,659</b>	

## Budget Overview

The budget for fiscal year 2022-23 shows an 8% increase in income and expenses.

### Income:

Our income sources are pledges, fundraisers and rent. The pledge drive was successful this year, gathering a total of \$289,000 in pledges, representing an 11.5% increase from the current year. This was a wonderful outcome. Thank you to everyone who made a pledge!

Rental income and fundraising is projected to be about the same as this year.

For the 4th consecutive year, the budget covers a gap between expenses and income by carrying over unspent, budgeted funds from the current fiscal year. Normally, this surplus would be put into reserves or contingency. Instead, we are using it for operating expenses.

### Expenses:

Most of the increase in expenses is allocated to wage increases for staff. The rest of the increases are due to known or expected cost increases for services, supplies, and utilities.

Budget planning for the upcoming year is full of uncertainty. In the current fiscal year, teams remained minimally active, spending very little of their budgets. We do not expect that to continue. It is also very likely that our economy will continue to suffer the effects of inflation. Because of this uncertainty, the budget committee allocated a little over \$5,000 to Contingency.