

## ERUUF Annual Meeting

### Minutes

June 28, 2020

**Call to Order:** The annual meeting was brought to Order at 1:00 PM by Board Chair, Bonnie LaCroix.

**Opening Words and Chalice Lighting:** The meeting began with opening words and chalice lighting.

**Establishment of Quorum:** The Secretary reported that there were 156 members who signed in; thus, the requirement for a quorum was met.

**Rules of Order:** The Parliamentarian, David Mills, reviewed the Rules of Order for the meeting.

- A motion to approve special rules for 2020 annual meeting was accepted and seconded. There was no discussion and the motion passed.

### **2019 Meeting Minutes:**

- A motion to approve the 2019 Annual Meeting Minutes was accepted and seconded with no discussion. The 2019 Annual Meeting Minutes were approved with no changes.

**Minister's report:** Rev. Cayer highlighted the following from the past year:

- Rev. Brett began treatment for cancer in late 2019 and is currently on leave, doing well, and expects to return in August
- COVID-19 hit in mid-March and ERUUF went online
- We are in a time of systemic change and need to lean into the work of dismantling racism and oppression
- In times of rapid social change, there are lots of opportunities
- Programs this summer including the 30-Day Racial Equity Challenge in the month of July, 2020, offered to congregation
- Face masks, hand washing, surface cleaning, social distancing are 4 things we can do to keep us safer
- Congregations can be hot spots for COVID spread
- No singing, food, or physical greetings; extra distance and less human density are recommended by public health experts
- ERUUF members want the following:
  - Programs and worships that will continue to bring us together
  - To retain staff and programs
  - To address inequities and inequality and to use ERUUF's resources to help create justice
- ERUUF members value inclusion, equity, openness, caring, kindness, love, justice
- Planning—envisioning likely scenarios
  - Safe return to campus at end of summer, at end of fall, after the winter holidays

- Types of programs, probable cost, and staffing estimates associated with each of these scenarios
- Rev Cayer thanked everyone for their work and support, especially during these uncertain times

**Pulse Survey Results:**

- The CEM (Committee on Evaluation of Ministry) provided an overview and a few key highlights of the Pulse Survey that was completed by 240 members this year.
- Detailed results from the Pulse Survey are posted on the website.

**Slate of Candidates:**

- Kendall Morgan spoke on behalf of The Nominating Committee and noted that the slate reflects ERUUF’s commitment to racial equity, diversity, and inclusion. Bios for all of the nominees are available online.
- The slate of officers includes:
  - For a 3-year term on the Board of Trustees: Jaye Vaughn, Mark Henault, Sara Terry
  - For a 3-year term on the Nominating Committee: Dom Grimes-Medlin, Lisa Jones
  - For a 3-year term on the Healthy Congregation Committee: Eric Hodges
  - For a 1-year term on the Healthy Congregation Committee: Amy Rawls
- A motion was made to approve the 2020 slate of nominees for the Board, Healthy Congregation Committee, and Nominating Committee and was seconded. There was no discussion and the motion passed.

**ERUUF Operating Budget:** The Board Finance Liaison (Bob Brown) and the Director of Administration (Daniel Trollinger) presented the budget. Key points made during the presentation included:

- ERUUF currently has robust financial resources
  - Generous member bequests
  - \$106,000 from the Paycheck Protection Program
- An estimated \$65,000 surplus for this fiscal year will be placed into the Strategic Initiatives Reserve Fund that can be used for operating expenses
- At the start of 2020-21, the following anticipated Financial Reserves include:
  - Strategic Initiatives Reserve: \$387,000
  - General Reserve: \$30,436
  - Minister’s Discretionary Fund: \$15,681
  - Campus Needs Fund: \$300,000 (restricted to campus needs and cannot be used for operating expenses)
- Gift from the Eno River Fellowship Foundation will fully fund new Livestream from the sanctuary and enhance campus IT capacity
- Key points about the 2020/21 budget:

- Income:
  - There is \$780,000 in pledges and will be discounted 8% in anticipation of the uncertainty of the economic times
  - Significant reduction in rental income over the next 6-9 months
  - No large fundraiser is currently planned
  - Strategic initiatives fund transfer= \$130,000
  - Total Operating budget = \$937,498
- Expenses:
  - Reduction of some program expenses as result of online environment
  - Reduction of some support staff time (TBD)
  - Expected to be online through end of summer
  - Even when come back, will continue with online services/activities
  - Fully fund ministry programs for justice, racial equity and inclusion
  - Fully fund current ministry team
  - Increased support for IT infrastructure
- A motion to approve the 2020 -2021 Annual Budget was made and seconded. During the congregational discussion of the budget, the following questions/comments were made:
  - Question: What are results of reserve study work?
    - Answer: Study was received in March and it will be reviewed in detail in the early part of the 2020-21 fiscal year
  - Question: Are we up to date on our contribution to the UUA?
    - Answer: We are contributing 4.2% (UUA goal is 7%)
  - Question: Can we make Rev. Grove greater than 1/3 time in the budget?
    - Answer: We think 1/3 is the correct amount at this time; this will be monitored and if needs change, it can be re-evaluated
  - Question: How will policy be set for use of spaces during COVID-19?
    - Answer: This is currently being evaluated. The Board is looking at how to establish guidelines and operations is looking at our capacity; this is being approached in a cautious and careful manner and being guided by the science.
  - Question: Is there rationale for not having a fundraiser in the budget?
    - Answer: We do have a fundraising team as part of stewardship council and they are open to input and ideas.
  - Question: Where can we find more information regarding Programming expenses?
    - Answer: That information is available on ERUUF website
  - Question: Are we collaborating with smaller congregations (Hillsborough) in area?
    - Answer: Ministers from other congregations in the area have been in conversation and smaller congregations have been invited to join us and this effort will continue. We are also in conversations with Raleigh congregation about connecting for lay leadership development opportunities.
- The motion to approve the 2020-2021 Annual Budget was passed.

**Acknowledgement of Outgoing Members:**

- Kendall Morgan recognized Eric Thomas and Chris Folger as outgoing members on the Nominating Committee.
- Sarah Sanchez recognized Rose Auman and Melissa Godwin as outgoing members of the Healthy Congregation Committee.
- Bonnie LaCroix recognized Albert Hardy, Helen Wolfson, and Julie Edmunds as outgoing members of the Board of Trustees.

**Closing words:** The closing words were delivered.

**Adjournment:** The Board Chair adjourned the meeting at 2:30 PM.

**Summary of congregational votes taken:**

- The Congregation approved the special rules for the Annual Meeting.
- The Minutes from the 2019 Annual meeting were approved.
- The Congregation approved the recommended slate of nominees to the Healthy Congregation Committee, Nominating Committee and Board of Trustees.
- The Congregation approved the recommended budget of \$937,498.

Submitted by Lenora Harris-Field, Secretary, Board of Trustees.