

UUSS Congregational Meeting
Sunday, May 19th, 2024, after service, via Zoom and in person
Agenda



Members please Sign-In!!

11:45 Welcome - Anara Guard, Board of Trustees

1. Opening — Rosemary Dodd
2. Confirm we have a quorum—Anara Guard
3. Approve October 2023 congregational meeting minutes
4. President’s Report —Anara Guard
5. Introduce slate of candidates – Marion Randall
6. Election — Marion Randall
7. Treasurer's Report/ 2024 -25 Operating Budget —Victoria Owens
8. Q&A
9. Vote for 2024 -25 Operating Budget
10. Ministers Report—Rev. Dr. Roger Jones and Rosemary Dodd, ministerial intern
11. Program Council Report —Tina Chiginsky-Lawrence
12. Closing — Rosemary Dodd

12:45 Adjourn

UUSS CONGREGATIONAL MEETING
Sunday, October 22, 2023, 11:45 am, via Zoom and in person
Minutes

Welcome—Anara Guard, Board of Trustees President, welcomed members and guests. Rosemary Dodd, ministerial intern, gave the invocation for chalice lighting. Minutes from the May 2023 Congregational Meeting were approved.

President’s Report—Anara described the many UUSS accomplishments in the last 6 months and thanked those who worked to make them happen: General Assembly, including the watch party, the Minister’s surveys, All Ages Camp, preparation for the ministers’ sabbaticals and having Rosemary as our intern, the work of the Personnel Task Force, resurfacing of the parking lot, tree trimming, roof repair, pollinator plant sale and work on our meadow project. She called out the work of FRST, Stewardship, APMC, Grasshoppers and the efforts of the auction committee

to prepare for our upcoming auction, the 2nd biggest source of revenue for our congregational activities.

Treasurer's Report—Victoria Owens, Treasurer, reported that current year revenues are healthy, consisting primarily of pledges, rentals, and auction proceeds. The year over year comparison shows similar trends as last year. Staff compensation is a bit higher but we still don't have enough in our budget to get to UUA recommended salary levels. She shared and explained the Expenses and Revenue pie charts.

Ministers' Report—Reverend Lucy Bunch shared the goals she and Roger have defined for the sabbatical period, including "don't break anything". Roger returns in February and then Lucy will take her sabbatical. Rosemary Dodd, the ministerial intern, is taking on pastoral duties, and five folks are part of the committee supporting her internship. Reverend Lucy outlined many accomplishments of the congregation and staff including the start of Young Adult group for those 18-35, pastoral visit team, Crystal Fountain's wonderful work with RE, the start of new Soul Matters groups joining the other SM groups that have been meeting, the Social Justice Coordinating Council getting organized to focus on city and county issues, and the successful transition to the hybrid format for our service where our attendance is back to pre-pandemic levels!

Nominating Committee Report —Marion Randall spoke to the congregation about the work that the six members of NomCom have been doing to change how the committee goes about fulfilling its goal of proposing candidates for Board of Trustees, Program Council, Endowment, and Nominating Committee. The committee is trying to make the work more transparent and more proactive, publicizing its activities and trying to open up opportunities to all members, and making the process clearer, including amending the by-laws.

Program Council Report—Jon Peterson reported on the work that PC performs and explained that they are liaisons to more than 50 groups at UUSS, encouraging and supporting their work, tracking contact info, budget, and matching volunteers to opportunities. PC planned the successful Activity Fair to publicize all the opportunities for involvement.

Unsung Hero Award —The Unsung Hero Award goes to a major contributor to the congregation who does their work with little fanfare. Jon presented the award to Victoria Owens, who did a tremendous amount of work for our PPP loan, Employee Retention credit and paying off our mortgage.

Community Partners Voting Process —Bobbie Keill explained a change in our process for selecting and engaging with our community partners. Members submitted their partner nominations in September, as normal. But the change is that six organizations will carry over into next year from 2023. The goal is to deepen our partnership relationship with our organizations. The six that are carried over have a good track record of deeper partnership with UUSS. Tomorrow the link for voting will be active and members will choose the six remaining partners for next year among ten nominees. If you can't or don't want to vote electronically, you can call Elaine in the office and she will record your vote.

Closing – Rosemary Dodd read the closing and the chalice was extinguished.

Budget Information for Approving 2024-2025 UUSS Budget

UNITARIAN UNIVERSALIST SOCIETY OF SACRAMENTO

1 of 1

Draft Budget
Fiscal Year 2024-2025

Account	Amount	% Change	Approved 2023-2024
REVENUE			
Pledge Contributions	615,250	7%	575,000
Plate Offerings	65,000	8%	60,000
Non-Pledged Contributions	10,000	0%	10,000
Building Use	35,000	-36%	55,000
Fundraising Income	40,000	4%	38,500
Program Income	19,435	-5%	20,435
Investment Income	19,000	850%	2,000
Transfer in for Cap Outlay	16,085	6%	15,213
TOTAL INCOME	819,770	5.6%	776,148
EXPENSES			
Compensation & Benefits			
Ministry	274,626	6%	258,723
Support Staff	181,229	10%	165,043
Benefits	115,604	13%	102,302
Total	571,459	9%	526,067
General & Administrative	45,375	4%	41,922
Building Expenses	76,840	-5%	80,740
Fundraising Expenses	5,000	0%	5,000
Program Expenses	30,190	-14%	35,190
UUA Dues	38,636	1%	38,118
Community Contributions	32,500	8%	30,000
Capital Outlay	16,085	6%	15,213
Endowment interest pymt	2,600	0%	2,601
Sabbatical Reserves	1,000	0%	1,000
TOTAL EXPENSES	819,685	5.6%	775,851
NET REVENUE	85		297

Election Roster

Position	Term	Name	Term Begins July 1	Term Ends June 30
Board of Trustees - Vice President	2 years	ANDY CRAMER	2024	2026
Board of Trustees - Member at Large	2 years	DAWN HUEBNER	2024	2026
Board of Trustees - Member at Large	2 years	SALLY WILKINS	2024	2026
Board at Trustees - Member at Large	2 years	JANET LOPES	2024	2026
Board of Trustees - Treasurer	2 years	VICTORIA OWENS	2024	2026
Endowment Trust	3 years	MOLLY STUART	2024	2027
Nominating Committee	2 years	MICHAEL O'NEILL	2024	2026
Nominating Committee	2 years	CASSIE WILKINS	2024	2026
Nominating Committee	2 years	MARION RANDALL	2024	2026
Nominating Committee	2 years	KAREN SPARROW	2024	2026
Program Council	2 years	JIM GLIDDEN	2024	2026
Program Council	2 years	JOYCE OWNBEY	2024	2026
Program Council	2 years	JON PETERSON	2024	2026

Candidate Profiles

Andy Cramer
Board of Trustees, Vice President



“I view church leadership as developing an understanding of the needs and desires of the congregation, articulating those, and leading the congregation to their achievement.”

In his previous UU community, Andy served in multiple Board of Trustee positions. At UUSS, he has been active as a worship associate, on the Stewardship committee, and in SacACT.

“Being a UU and participating in congregational life is integral to who I am and allows me to grow and be the best version of myself.”

Dawn Hubner
Board of Trustees, Member at Large



“I find fellowship here, and spiritual replenishment, and ample opportunity to put my values into action.”

Dawn is a “take action-person, able both to be on a team and lead one.” She leads by example, and by inviting people to step up at a level that is comfortable for them. Dawn served on the Board of her previous UU congregation, and chaired it through COVID and a ministerial search. At UUSS, she started and now chairs the Caring Committee, and serves as a Worship Associate: *“I am an energetic, well-organized person, and have been through the UUA Spiritual Leadership training program.”* Dawn is a child psychologist, parent coach, and author of mental health books for children.

“When Lisa and I decided to move to California, we only looked at towns that had strong, vibrant UU churches, knowing that involvement in a UU community had been, and would continue to be, central to our lives.”

Sally Wilkins
Board of Trustees, Member at Large



“At UUSS, I can find the important work of our community,” from feeding hungry people through the sandwich brigade to supporting the unhoused through Family Promise.”

Sally wants to continue to strengthen the ties between UUSS members and the greater Unitarian Universalist Association. She strives to create opportunities to bring people together to do good and enrich their social connections.

“Being a part of UUSS is the most important social connection at this time in my life at age 81.”

Janet Lopes
Board of Trustees, Member at Large



“It is interesting and gratifying to be involved with a group of people working together to help the church function more beautifully and efficiently.”

Janet brings her long involvement with UUSS and previous service on the Board to this position. Her leadership style is to work well with others and set a good example: *“I am a calm, non-reactive type of person who sees the humor in life.”*

“Being a part of this community is one of the most important parts of my life. My family, my friends, the history of my middle (and now later) life has been here.”

Victoria Owens
Board of Trustees, Treasurer



“The Treasurer position is something I can do and do well. I have a finance background, and I like the duties. I am running again for Treasurer because I want to use my time and talents to support this wonderful community as it does the important work of making the world a kinder place.”

Victoria’s leadership style is engaging, friendly, and *“most of all transparent.”* She invites the congregation to come to a Board meeting, ask a question, and learn how the sausage is made. She enjoys hearing the informed opinions of her fellow Board and UU community members.

“Being part of this community lifts my spirits and improves my life. People in this community are friendly and generous, an example I try to follow.”

Molly Stuart
Endowment Trust



“I am interested in the ongoing sustainability and growth of our progressive congregation. I see how funds left by members and friends can sustain special projects that make our lives richer and contribute to our community and the larger world.”

Molly’s work as a mediator, grant writer, and non-profit leader has prepared her to be a responsible manager of UU funds. A lifelong UU, she has contributed her talents to UUSS for over twenty years.

Molly is an artist, gardener, and recovering lawyer. She facilitates end-of-life conversations. *“My fundamental ‘spiritual’ belief is that everything is connected. Community is a real-world manifestation of our connection.”*

Michael O’Neill
Nominating Committee



“I believe it is important to keep a strong social fabric alive, especially with people who have the shared values that UUSS promotes.”

Michael’s experience in management has taught him to identify and match candidates to the roles they are best suited for in an organization. He will endeavor to engage our members, friends, and visitors in participating more fully in UUSS.

”For me, UUSS is a place where I can teach my children good values outside of just hearing them from their parents.”

Cassie Wilkins
Nominating Committee



“I find the work of the congregation and all the various committees inspirational and so important during these turbulent times. I am a strong supporter of both Roger and Lucy, and their contribution/leadership to the UUSS community.”

Cassie brings her previous experience on the nominating committee, as well as her volunteering with Soup Sundays and the Welcome Committee. Her background in management and Human Resources provides her knowledge of the job interview and candidate selection process.

“Being a member of UUSS is important to me. Looking to the future, I hope that my engagement and participation with the nominating committee will encourage others in the UUSS mission.”

Marion Randall
Nominating Committee



“I am running for re-election because I feel my work is not done. In the context of the Nominating Committee, I’m interested in working with others to identify steps we can take to help us move towards becoming a multicultural, anti-racist congregation.”

Marion’s priorities on the Nominating Committee are transparency, inclusivity, and outreach related to moving toward more democratic competitive congregational elections. Her agenda is to help UUSS achieve Goal 3 of our strategic plan: to *“Live out our commitment to justice, equity, and compassion.”* As a leader, she hopes to make her teammates feel included, heard and valued.

“The UUSS community is an integral part of my life that calls me to be my best self. I am challenged to examine my assumptions, inherent prejudices, and how they play out at the interpersonal, organizational, and systemic levels.”

Karen Sparrow
Nominating Committee

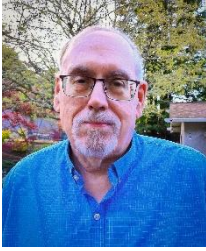


“I see UUSS as my community, not just a place of worship. Volunteering, serving, and participating is key to my personal philosophy.”

Karen currently serves as the Worship Committee Chair, heads the monthly group Saturday Stitchers and Crafters, assists with the Sheriff’s Brigade, and has worked on the Building and Ground Maintenance crew since May of 2020.

“Being of service is the glue that holds my life together. I work with so many amazing and fabulous people who have now become friends. I just couldn’t ask for a better place to play.”

Jim Glidden
Program Council



“When I moved to Sacramento, one of the first things I did was check out UUSS.”

Jim has UUSS experience leading the book club, working at the bookstore, and participating in Soul Matters and Ministry Circles. During his career as a computer programmer, he visited other congregations and got a sense of the diversity of UUism. His leadership style is to work as part of a team, *“to help”* and facilitate.

“I have been part of UUSS since 2005 and have always considered it one of the most important parts of my life. I’ve met a lot of people and have had my life enriched by the experience. I appreciate the opportunity to explore spirituality without the dogma. I have learned new ways of looking at the world.”

Joyce Ownby
Program Council



“In my time on the Program Council I have had the privilege of working with the other members of the Council as well as many of the people in our UUSS groups. I find it deeply fulfilling helping these groups thrive and achieve their goals.”

Joyce’s leadership style is collaborative: she seeks the input of others to work toward the best outcome. As a new member she was grateful for the guidance, mentorship, and companionship of the congregation. In her leadership, she seeks to help other members make those vital connections. Joyce, a former biology teacher, has joined the American River cleanup crew, Blossoms and Bushes, Stitchers, Sandwich Brigade, and Soul Matters, among other groups. Along with serving on the Program Council, she is co-leader of the Brew Crew.

“I really feel like I have found my people at UUSS! The UUSS community has become like family to me.”

Jon Peterson
Program Council



Jon aims to *“carry forward what was learned in the last four years, helping the Program Council accomplish its manifold objectives with the resources at hand, and with joy.”*

Jon has been a member of UUSS since 1976 and has worked with multiple UUSS committees and groups over the years, from the 150 year committee, to Soul Matters. He is committed to the goal of

welcoming members and friends into our groups and engaging them with meaningful action. He has worked with all current Program Council members on a variety of activities: *“a team of seasoned veterans!”* He is currently focused on providing support to the many activity groups at USS as well as meeting the challenges posed to the congregation by our commitment to social justice, inclusion, and equity.

“USS is where I get, and try to return, support and meaning.”