



Winter Virtual Parish Meeting Agenda

First Unitarian Society's Zoom account
February 21, 2021 11:30 pm to 1:00 pm

- I. Opening, Rev. Roger Bertschausen
- II. Welcome & Agenda Review, Terri Pepper
- III. Approve Minutes from last Parish Meeting on December 6, 2020
- IV. Nominations & Bylaws Update, Terri Pepper
- V. Update from Search Committee, Dorit Bergen
- VI. Relational Covenant, Rev. Roger Bertschausen
- VII. Leadership Team Update, Rev. Kelly Crocker and Monica Nolan
- VIII. Staff Compensation, Tim Conroy & Rev. Roger Bertschausen
- IX. Open Question, Alyssa Ryanjoy
- X. Closing, Rev. Kelly Crocker

Handouts

- Minutes from Dec 6, 2020 Parish Meeting
- Relational Covenant
- Leadership Team Update on Strategic Priorities, Financial Highlights, & Stewardship Campaign

Fall Virtual Parish Meeting Agenda

First Unitarian Society's Zoom account
December 6, 2020 11:30 pm to 1:00 pm

- I. Opening, Rev. Kelly Crocker
- II. Welcome & Agenda Review, Terri Pepper
- III. Approve Minutes from last Parish Meeting on May 31, 2020
The Motion to approve the minutes from the last parish meeting was seconded by Sandy Eskrich and approved by consensus of the members.
- IV. Nominations

Motion: The Board of Trustees recommends that Dick Goldberg and Susan Koenig be approved as Nomination Committee members for two-year terms.
The nominations were moved by the board and seconded by Lorna Aaronson. The nominations were approved unanimously by the members.

Motion: The Board of Trustees recommends that Ava Rochester and Esme Hill Gorman be approved as youth advisory members of the FUS's Board of Trustees for one-year terms.
The nominations were moved by the board and seconded by Michael May. The nominations were approved unanimously by the members.
- V. Financial Update, Monica Nolan
Monica gave the members a review of the financial health of First Unitarian Society.
- VI. Strategic Priorities for 2020-2021, Terri Pepper and Rev. Kelly Crocker
Terri reviewed our vision of ministry: a strong sense of community during the pandemic, dismantling systems of oppression, and supporting our Search Team. Kelly spoke on how the strategic plan is helpful to staff prioritization.
- VII. Ministerial Model, Alyssa Ryanjoy and Rev. Roger Bertschausen
Alyssa Ryanjoy reviewed the new ministerial model FUS will be using moving forward into the future. The collaborative model will be a ministry of equal standing between Rev. Kelly Crocker and the minister called in the spring of 2021. The ministry team will establish a covenant to guide and define their working relationship.
- VIII. Update from Search Committee, Emily Smith & Sandy Eskrich
Emily Smith gave a review of the work of the Search Team to date. She went over the next steps in the process.
- IX. Open Question: **What would it look like for FUS to center people of color?**
- X. Closing: Rev. Roger Bertschausen



CHARGE TO THE RELATIONAL COVENANT TASK FORCE

February 2021

Charge

The Relational Covenant Task Force is charged with leading the congregation in creating a relational covenant. A relational covenant is a written articulation of how members/affiliates/staff of the congregation aspire to interact with each other. Rather than a set of laws or rules, it is a statement that can be used for individual and group self-reflection.

Why have a relational covenant?

The process of creating a relational covenant helps a congregation be intentional about articulating and embracing healthy interpersonal practices—for example, communicating directly rather than indirectly with people with whom a member/affiliate/staff person has a concern. It is a basic step in creating a healthy congregation system. Such a system would likely include a healthy congregation/right relationship team that would center its proactive work on the relational covenant.

How would a relational covenant be used?

For a relational covenant to be effective, it needs to be uplifted frequently—in worship, small groups, governance and operations groups such as the Board of Trustees, ministry teams, and staff. It should also be shared and discussed with new and prospective members, e.g., in the New UU. The goal is to have its principles permeate interactions in the congregation and to become part of the congregation's self-understanding.

How is a relational covenant different from the Bond of Union—often called a Covenant—that FUS adopted at its founding in 1879 (and updated in 1980)?

A relational covenant will not replace the Bond of Union. A relational covenant is more focused on behavior and would be built on the sturdy, long-lasting foundation of the Bond of Union. It will help the Bond of Union be a more live part of FUS today.

How is a relational covenant different from the Safe Congregation Policy?

A Safe Congregation Policy—which FUS has in place—is designed to help make the congregation *safer* while still creating a supportive space for learning, growth, and challenge as well as actively working for the inclusion and safety of all people. It includes building safety, lockdown procedures, how to handle disruptive behavior, financial safety, safety from sexual aggression/violence, and financial safety. A relational covenant is more focused on the quality of interactions between people which fall within the broad outlines of safety. What sorts of behavior, for example, help develop and deepen trusting relationships between congregants?



What is the timeframe of the Task Force's work?

The Task Force will begin its work in February 2021 with the goal of presenting a final draft for approval at the parish meeting in June 2021. If the Task Force judges that the process needs more time, it is empowered to delay presentation of the final draft until the end of 2021. Delays beyond that will need to be approved by the Board.

How will the process work?

It is essential that the Task Force engage members/affiliates/staff of the congregation in the process. To this end, the Task Force will create several opportunities for members/affiliates/staff to brainstorm ideas for the covenant and offer feedback on drafts of the covenant. The Task Force may find additional means of engagement such as a survey/questionnaire. The goal is for the Task Force to present the final draft to the Board of Trustees before the agenda for the June 2021 parish meeting is finalized.

Who will be on the Task Force?

The Task Force will be a small team of 3-4 members, including one member of the Board of Trustees. Interim Minister Roger Bertschausen will also be part of the Task Force. Primary traits of Task Force members include an ability to engage and listen to congregants, skill in facilitating opportunities for FUS member engagement, a general understanding of healthy interpersonal practices, and an ability to follow-through. The Board will appoint members of the Task Force.

To whom is the Task Force accountable?

The Task Force reports to the Board.

What are some resources for the Task Force?

Resources include *Relational Covenants in Congregations* by Gilbert R. Rendle and these resources on the UUA's website: <https://www.uua.org/leadership/library/congregational-covenants>; <https://www.uua.org/leadership/library/developing-a-behavioral-covenant>; <https://www.uua.org/leadership/library/behavioral-covenants>; and the staff of the MidAmerica Region of the UUA.



Leadership Team Report

February 2021

Recent Highlights of Programmatic Initiatives Within Our Annual Strategic Priorities:

Nurturing a strong sense of community through the pandemic--taking care of ourselves and one another with love.

- The Worship Team and Worship Tech Team have worked to improve the quality of FUS's worship experience on YouTube. This includes technological improvements, service flow, and adapting to the needs of people watching it on a screen rather than in person.
- Debuted member Facebook group which is fostering connections between members with intentional posts from member admins and staff.
- Lay ministry - cards from children, calls to elders, and meals continue, along with our three ongoing support groups (grief, caregivers, and pandemic).
- Requests to community for chalice lighting submissions to increase engagement and stay connected
- Holiday postcards were mailed to all of last year's CRE families to stay connected and keep them in community and Lay Minister postcards to each household for Holiday Care.
- Prepping for annual campaign start in early March.

Dismantling systems of oppression, particularly racism.

- 21 FUS members are taking part in an FUS cohort of the Nehemiah/Justified Anger Black History for a New Day Course. The staff at Nehemiah have created discussion prompts exclusively for congregations and it is a unique and powerful experience for our members to be taking this program together. Five others are taking it through Nehemiah and the Racial Justice Team is looking at ways to keep these folks connected after the course is over.
- Wartmann Workshop: Zr. Alex Kapitan from Transforming Hearts Collective led us in worship on Sunday, February 7, and then joined FUS members and staff for coffee hour which led to an extremely lively conversation. Alex then led a 2 and 1/2 hour online workshop on creating radical welcome and culture change. That workshop was attended by 52 people and very well received. Leslie Ross is now in conversation with Alex about bringing some of the materials shared and the ethos of radical welcome into our CRE program.
- Roger was the lead organizer in creating and circulating a statement of WI faith leaders in the aftermath of the January 6 insurrection. More than sixty faith leaders as well as the WI Council of Churches, MICAH from Milwaukee, and Wisconsin Faith Voices for Justice signed on. The statement tied into the intersection of racial justice issues in the insurrection.
- Racial Justice Learning Circle spent three sessions examining Widening the Circle, exploring these sections: Trends and Theology, Congregations and Communities, Hospitality and Inclusion and Risks and Innovations.
- Joined in the interfaith MLK service as the virtual host with filming at FUS – Invited to do so by the King Coalition – January 17 at 11 am service



- First Baptist event – January 10 – co-sponsored talk by Christy Clark-Pujara on “History of race-based slavery in America and the complicity of its core institutions”

Practicing adaptability, supporting our Search Team, and engaging in the process as FUS searches for a new minister to join Rev. Kelly Crocker next fall.

- January 3 congregational session held by BOT on the ministerial model.
- Rev. John Crestwell offered the Reflection at the 1/24/21 service. Rev. John is the longtime associate minister at the UU Church of Annapolis who recently became co-senior minister when Rev. Anastassia Zinke was called as co-senior minister. Rev. John was also at Coffee Hour following the service and led a Q&A session on the ministry model.
- Began promoting candidating week and Special Parish Meeting. The candidate will lead the services on both 4/25 and 5/2. A parish meeting should follow the service on 5/2.

Below is an excerpt on our mid-year financials from the upcoming edition of Madison Unitarian

According to our “Statement of Financial Position” report, as of December 30, 2020 we had a total of \$343,000 in cash and cash equivalents. This includes money in the Operating, Designated and Capital Funds and is approximately \$1.7 million less than last year at this time, given the payments for our Meeting House restoration and the \$1 million dollar pay down of our mortgage, which now stands at \$2.9 million. Our fixed assets (for things such as our land, building, furniture, equipment, etc.) have an estimated value of \$10.26 million, for a combined total of \$10.6 million in assets.

CAPITAL

As of December 31 we had \$277,000 in the Capital Fund, which is the remainder of the unrestricted funds we received from our roof damage insurance claim. In our Capital Fund this fiscal year, we saw just over \$16,000 in income, \$16,000 in budgeted expenses, and \$23,000 in budgeted transfers to the operating fund to support our building loan payment, resulting in a net income of approximately - \$23,000. We have officially completed and paid all aspects of the 2017 *Building a Legacy - Capital Campaign*. We are awaiting approximately \$100k in Capital Campaign pledge payments and hope to receive the majority of those in the next six months.

DESIGNATED & RESTRICTED

In our Designated & Restricted Fund account, we began the year with nearly \$49,000, accepted approximately \$500 in new donations, completed \$18,000 in parish-approved transfers to the operating fund, spent \$2,700, and thus ended the quarter with \$28,000 across these 8 funds.

OPERATING

Last Spring, functioning on the best guesses we had about what this year would look like, we approved a year-to-date Operating Fund budget that anticipated \$955,000 in income and \$904,000 in expenses,



Projecting a \$51,000 mid-year surplus. This fall, we worked with staff to complete a more accurate budget that estimated \$886,000 in income and \$873,000 in expenses. Ultimately our actual income fell short of both estimates with \$747,000 received to date. We were able to spend less than either budget anticipated, ending the calendar year with \$840,000 in expenses, therefore completing the first two quarters with just over a \$93,000 deficit. The two income areas where we were hardest hit were “Pledge Payments” and “Collections and Gifts.” Our outreach offering and unpledged contributions were nearly \$29,000 below our revised budget. Pledge payments were more significant still – coming in \$99,000 below our revised budget to date. This deficit, though concerning, does not shadow our gratitude for all of you who gave generously and whose \$479,000 in pledge payments have made possible the programming that we continue to offer in these especially trying times. We recognize the financial hardships that prohibit some in our community from giving as generously as desired currently and honor our individual needs for careful financial discernment.

What these mid-year financials do not reflect are the federal Paycheck Protection Program (PPP) funds that we received from the Small Business Association. In April of 2020, we received a \$197,000 loan that had the potential of full forgiveness. We were very pleased to learn this January that we have received full forgiveness and that loan does not need to be repaid. With that assurance, we will see the remaining \$147,000 of the PPP funds on our third quarter financials, which will be discussed at our annual FUS Financial Forum on May 23.

In addition to this first round of PPP funds we applied in January 2021 for a second distribution of funds and were recently approved for and received an additional loan of \$206,000, which we remain optimistic will also be fully forgiven. This would bring our total PPP funds to over \$400,000, a significant relief to our Operating Budget.

I hope you’ll take a minute to review the Statement of Financial Activities included. As always, please don’t hesitate to reach out to myself or the Finance Committee if you have questions. You can reach me at monican@fusmadison.org or our Finance Committee Chairperson, Adam Simcock at awsimcock@gmail.com.