Parish Meeting Agenda

Virtual & In-person

May 19, 2024

12:30 pm to 2:00 pm

Located in the FUS Atrium Auditorium and on Zoom

Join Zoom Meeting:
https://us02web.zoom.us/j/86438258472?pwd=cmxnS2o4RGRIeHB6OXpObHg4cnVuQT09

Meeting ID: 864 3825 8472
Passcode: 184954

OR Call In: 1-312-626-6799

I. Opening, Rev. Kelly Asprooth-Jackson

II. Welcome & Agenda Review, Jenny Seeker Conroy

III. Approve Minutes from last Parish Meetings – May 21, 2023 and October 29, 2023

IV. Approve Candidates – FUS and Foundation
   i. FUS Board of Trustees President-Elect – Maureen Muldoon
   ii. FUS Board of Trustee – Ann Schafer
   iii. FUS Board of Trustees Secretary – Emily Smith
   iv. FUS Board of Trustees Youth Advisors – Maisey Shaw & Mason Shadle
   v. FUS Nominations Committee Members – Emily Cusic Putnam & Sam First
   vi. FUS Foundation Board Member – Connie Beam, Annette Hellmer & David Kuenzi

V. Approve 24-25 Operating Budget

VI. Closing, Rev. Jim Foti

Handouts

- Relational Covenant
- Minutes from last Parish Meetings
- Proposed Budget 24-25 Version 2
- Nominees Bios

Relational Covenant of the First Unitarian Society of Madison

Within our commitment to journeying toward spiritual wholeness by working to build a diverse, multicultural space, we form this covenant. We seek to create a brave space, a space to celebrate each person's unique abilities, a space to grow and build a bond between ourselves and each other; a joyful and compassionate space. When issues arise and this covenant is called upon, it is important to trust foremost that everyone is doing their best.

The Spirit With Which We Approach One Another

- Make a choice to remain in relationship, in good faith, over and over again even as we disappoint.
- Assume and remember that all have the best interest of the congregation at heart.
- Maintain open and generous minds and hearts.
- Practice radical hospitality, welcome, and inclusion.
- Support equity, diversity, and involvement of all.
- Relinquish the need to be right; lots of roads lead to the same end.

Communication

- Practice direct communication. Focus on the problem/behavior, not the person.
- Listen deeply. Make "I" statements. Seek to understand before responding.
- Accept that conflicts are inevitable.
- Participate appropriately; act or yield as needed.

Personal Responsibility

- Take responsibility to acquaint ourselves with FUS; support FUS financially and volunteer when possible toward the good of the community.
- Accept skilled help when we cannot reach an agreement or reconciliation.
- Strive to balance individual needs with the well-being of the community as a whole.
- Consider our personal role in an issue before seeking solutions elsewhere.

Appreciation for Staff and Volunteers

- Provide clear expectations, transparent lines of communication, and steadfast love and support for the leadership within our congregation.
- Cultivate an attitude of gratitude for the contributions of all.

Final Draft approved by Relational Covenant Task Force on June 1, 2021. This document is subject to change when deemed necessary.

Parish Meeting Minutes

May 21, 2023
12:30 pm to 2:00 pm
Located in the FUS Atrium Auditorium and on Zoom

Opening, Rev. Kelly Crocker
Rev. Kelly Crocker opened with a reading.

Welcome & Agenda Review, Alyssa Ryanjoy
Alyssa gave the members an overview of the agenda for the parish meeting.

Approve Minutes from last Parish Meeting – 10/30/22
Moved by Rob Savage and seconded by Becky Burns. The motion was called and approved unanimously by the congregation.

Approve Candidates – FUS and Foundation

FUS Board of Trustee nominees Chuck Evenson, Emily Smith & Ed Zapala
Motion by Eleni Mussared Varga and second by Rob Savage, the motion was called and approved unanimously by the congregation to elect.

FUS Board of Trustee secretary Emily Cusic Putnam
Moved by Sandy Eskrich and seconded by Lisa Munro. The motion was called and approved unanimously by the congregation.

FUS Board of Trustee Youth Advisors – Mira Roffers & Mason Shadle
Moved by Becky Burns and seconded by Mike Lienau. The motion was called and approved unanimously by the congregation.

FUS Foundation nominees – Kendall Harrison, Carol Stang & Kurt Stege
Moved by Rob Savage and seconded by Mike Beebee. The motion was called and approved unanimously by the congregation.

Foundation Update – Connie Beam

- Rate of return 2 years ago 21-30% rate last year -30%anticipate 6-8% rate of return this year.
- Socially responsible investing is currently at 20% of portfolio. Foundation members constantly looking at how to improve this percentage without losing money

Approve 23-24 Budget

- Uses $175 of fiscal cash reserves leaving $110 at the end of budget year.
- This use is considered to be a bridge while we increase financial picture.
- Moved by Nick Schweitzer and seconded by Rob Savage.
- Rudy Moore spoke against passing the budget because it has no cost of living increase for staff. Rudy motioned to tell the Board of trustees to go deeper into our cash reserves to cover a 5% cost of living increase for staff. Sandy Eskrich seconded the motion. A vote of the congregation resulted in 28 for the motion, 53 against the motion and one abstention. The motion did not pass.
- Rudy forwarded a new motion to pay bonuses to the staff at the end of the year if the current pledges exceed $1 million by that time. Nancy Vedder Schultz seconded the motion. The congregation voted 59 in favor, 17 opposed and 4 abstentions. The motion carried.
- The congregation then unanimously approved the 23-24 budget.

Vision & Mission Presentation and Vote

- Emily Smith spoke of the extensive congregational process that went into the statements. She emphasized that the work of these statements does not stop today and that we must continue to live into them.
- Nancy Vedder Schultz motioned to accept the statements and Judy Troia seconded.

Closing, Rev. Kelly Asprooth-Jackson

- Rev. Kelly AJ gave a final reading for our closing.

Handouts

- Relational Covenant
- Minutes from last Parish Meeting
- List of Nominees
- Foundation materials
- Proposed 23-24 Budget and FAQ

Parish Meeting Minutes
Virtual & In-person
October 29, 2023 from 12:30 – 2:00 pm

Meeting located in the FUS Atrium Auditorium and on Zoom

Opening, Rev. Kelly Asprooth-Jackson
The opening reading was read by Rev. Kelly Asprooth-Jackson.

Welcome & Agenda Review, Jenny Seeker Conroy
Jenny Seeker Conroy welcomed attendees and reviewed the agenda.

Small Group Open Question Conversations
Jenny Seeker Conroy reviewed the purpose of the Open Question for setting focus areas for the next fiscal year.

Closing, Rev. Kelly Crocker
Rev. Kelly Crocker provided the closing reading.

Handouts

- Relational Covenant

Open Questions:

In May, the congregation adopted a new vision statement "to be a spiritual community of belonging. We will transform ourselves and society through the practices of radical welcome, deep listening, and compassionate, authentic connection. We envision a world fueled by love and justice."

1. Which portion of the vision resonates the most with you as an area you could contribute?

2. How can we as a congregation use our collective strengths to move toward fulfilling our vision over the next 3-5 years

Nominee for the FUS Board of Trustees *President-Elect*
Three-year term 2024 – 2027

Maureen Muldoon has been a member of FUS since 2011. She has been part of the Meeting House Chorus and has volunteered in various capacities over the years, including being on the search committee for music director Drew Collins. Maureen has an academic background in college student services administration and has been a career & internship specialist coaching and advising undergraduate students at UW-Madison for the past 12 years. She enjoys collaborating with colleagues across the university, coordinating programs, and presenting workshops for class visits.

Nominee for the FUS Board of Trustees
Three-year term 2024 – 2027

Ann Schafer has been a member of FUS for 24 years; she has served FUS in a variety of roles, including as an FUS board member for the past three years, as a board member for the Quest program, an elder for our Coming of Age students, a Chalice Group facilitator, as a member of the task force to establish a Relational Covenant, and as a member of the Healthy Congregations Team. She is currently leading GiGong Japanese Crane Spiritual practice (as she has been for 13 years). Ann brings from her professional experience as a psychotherapist a lifetime of deep listening and working in collaborative environments -- finding common ground and working from that towards mutually satisfying solutions. Asked about Board service, she says, *"I want to be a part of shaping the evolving culture at FUS from a hierarchical to a collaborative model. I want to work with others in creating a culture that is growthful and nurturing for staff, leadership, and congregants. I want to be part of growing a strong FUS that can be a force for justice and the common good in our community and our world."*

Nominee for the FUS Board of Trustee *Secretary*
One-year term 2024 – 2025

Emily Smith has been part of the FUS community for eight years and a member since 2017. Over those eight years, she's taught a handful of RE classes, participated in and facilitated the young adult group, sung in the Meeting House chorus, served on the recent ministerial search committee, and this past year was part of the mission and vision task force. Professionally, she is a project manager at CUNA Mutual Group. Emily enjoys reading, kayaking, and board games.

Nominees for the Nominations Committee
Two-year terms 2024 – 2026

Emily Cusic Putnam has been a member of FUS for 18 years, most recently serving as Secretary of the Board of Trustees, on the Mission & Vision Task Force, and on the Ministerial Search Committee. She is a founding member of the Food Haulers, has taught CRE classes, and was a participant of Quest 2. When not making messes at home for her family, she spends the day with kids in grades K-8 posing as a substitute teacher for MMSD.

Samuel First is a new member of FUS, but has been attending Unitarian churches since he was five years old. He volunteers as a sound technician and as one of the co-facilitators for the 20s/30s group. In his free time, he enjoys cooking, software development, and photography.

Nominees for the Foundation Board
Three-year terms 2024 – 2027

Connie Beam has been a member of FUS since the late 1980s or thereabouts. She has been a teacher in the RE program and directed the children's choir for a few years before joining the FUS Board of Trustees as secretary in the 1990s. Connie joined the FUS Foundation Board in 2003 and has served as treasurer and now president of that board. Professionally, Connie has had a 30+ year career in fundraising and retired as the planned giving manager for Wisconsin Public Radio.

Annette Hellmer is a Senior Vice President at Johnson Financial Group and has over 30 years of investment management experience. Annette earned a Masters of Business Administration from the University of Wisconsin - Madison and a Bachelor of Science degree from Trinity College - Hartford, Connecticut. She also holds the Chartered Financial Analyst® (CFA) designation. Annette is active in the community and volunteers for a number of not-for-profit organizations by serving on the Board of Directors or as a member of the Investment Committee. She has been a member of FUS for over 20 years and previously taught in the Children's RE program.

David Kuenzi has been a member of FUS since 2008 and has served on the Foundation board since 2010. David and his wife, Mary Wyman, have been religious education teachers and active in other FUS programs. Professionally, David is the Director of Creative Planning International, the International division of Creative Planning Wealth Management.

Proposed Operating Budget for 2024 - 2025 version 3

	Proposed 24-25 BUDGET	2-Year Average of Actuals	Variance	Approved 23-24 Budget	Variance
Income					
Pledge Payments	**985,000**	950,603	**34,397**	1,004,618	**-19,618**
Rental Income	**291,200**	257,979	**33,221**	266,887	**24,313**
Foundation Income	**198,538**	167,807	**30,731**	185,179	**13,359**
Collection & Unpledged Gifts	**85,000**	83,715	**1,285**	98,600	**-13,600**
Special Campaign Payments	**20,000**				
Fundraising Events	**30,500**	25,509	**4,991**	45,500	**-15,000**
Program Income	**34,100**	25,862	**8,238**	34,625	**-525**
Other Operating Income	**7,200**	7,812	**-612**	11,600	**-4,400**
Capital Campaign Donations	**20,000**	0	**20,000**		
Transfers from Designated Fund	**18,700**	96,640	**-77,940**	193,196	**-174,496**
Government Assistance	0	151,741	**-151,741**	0	**0**
TOTAL INCOME	**1,690,238**	1,767,667	**-77,429**	1,840,205	**-149,967**
Expenses					
Personnel Expenses	**1,137,230**	1,190,697	**-53,467**	1,234,346	**-97,116**
Mortgage	**182,100**	182,100	**0**	182,100	**0**
Building	**166,500**	175,473	**-8,973**	168,800	**-2,300**
Administrative	**59,600**	89,574	**-29,974**	81,100	**-21,500**
Communications	**2,000**	2,567	**-567**	7,600	**-5,600**
Social Justice	**11,000**	7,851	**3,149**	11,000	**0**
Worship	**8,500**	11,001	**-2,501**	9,200	**-700**
Music	**12,100**	12,932	**-832**	11,700	**400**
Adult Programming & Support	**15,000**	8,856	**6,144**	14,000	**1,000**
Children & Youth Programming	**21,200**	14,253	**6,947**	22,300	**-1,100**
Fundraising & Fellowship	**15,000**	7,883	**7,117**	15,994	**-994**
Leadership Development	**21,000**	23,215	**-2,215**	23,750	**-2,750**
Denominational Partnerships	**19,000**	23,600	**-4,600**	24,500	**-5,500**
Local Community Partnerships	**15,000**	15,196	**-196**	24,000	**-9,000**
Partial Replenishing of Cash Reserve	**5,000**	0	**7,117**	0	**5,000**
TOTAL EXPENSES	**1,690,230**	**1,770,154**	**-79,924**	**1,841,104**	**-150,874**
Net Operating Income	**8**			**101**	