



**First Unitarian Universalist Congregation of Ann Arbor  
Annual Congregational Meeting  
Sunday, June 4, 2017**

**Opening Hymn;** Come and Go with Me to that Land

**Call to Order:** Beth Hospadaruk, President

**Declaration of Quorum:** (15% of voting membership = 85) We had 150 voting members present. Cathie Breidenbach, Secretary

**Lighting the President's Chalice:** Reverend Doug Wadkins introduced the chalice named after UU minister Arthur Buckminster Fuller. President Hospadaruk lit the chalice.

**Adoption of Waiver of Requirement for Voting** for members who have joined in the last four months allowing them voting privileges at this meeting.

Moved: Colleen Crawley Second: Cristy Cardinal Approved unanimously

Questions: Pat Herbst asked how the list for the search committee was put together and whether congregants can write in candidates. Answer: Beth Hospadaruk explained that names on the slate all came from those recommended by the congregation. The board had the responsibility of putting together a balanced slate of members who would work well together in the best interests of UUAA. As for write-in nominations, the bylaws require that the slate be published two weeks before the meeting and write-in candidates would need the signatures of ten congregants, so there can be no write-ins today.

**Adoption of the Agenda, Rules and Procedures**

President Hospadaruk asked to make one addition to the agenda—a report from Sandy Simon of the Governance Committee about the proposed bylaw changes. Terry Madden moved in favor of the revised agenda and Elizabeth LaPorte seconded. Approved unanimously

**Adoption of Minutes from the June 5, 2016 Annual Meeting**

Pete Mooney moved to approve. Laura Bollettino seconded. Approved unanimously

**Introductions**

President Hospadaruk introduced the current Board of Trustees:

Margie Teall-Vice President, Allen Duncan-Treasurer, Cathie Breidenbach-Secretary, Trustees at Large-Tricia Mooney, Lissa Oliver, Hayley Boyse, Jim Schaefer, and Laura Bollettino  
Reverend Doug Wadkins introduced the staff present: Allison Halerz, Rev. Lindasusan Ulrich, Debra Golden, Rev. Cassandra Hartley, and Ed Lynn. Rev. Wadkins acknowledged the paid staff not present and thanked the entire staff for all they do.

### **Elections**

**Election of Board Officers and Trustees:** Erik Stalhandske-President, Allen Duncan- Treasurer, Lissa Oliver-Trustee at Large, Hayley Boyse-Trustee at Large.

President Hospadaruk explained that Erik Stalhandske is new to the Board and Hayley, Lissa, and Allen have agreed to serve another two-year term if elected.

Current members of the **Leadership Development Team (LDT)** are Tom Reischl, Mary Lynn Stevens, Pete Mooney, Elizabeth LaPorte and Hayley Boyse as BoT liaison. Mary Lynn is leaving the team and Mike Halerz is the nominee to fill that position. President Hospadaruk pointed out that Mike Halerz is on the slate for both the LDT position and the Search Committee. The Board has considered this and talked to Mike. They've decided to continue with both slates as they are. If Mike is elected to the Search Committee, he will need to decide if he can do both. If he needs to step back from the LDT position, members of the LDT will find his replacement.

Move to Elect the slate of nominees for Board of Trustees and LDT  
Barb Pickett moved. Ken Clein seconded. Approved unanimously

### **Election of Search Committee Members** (paper ballot)

President Hospadaruk explained that bylaw 4.3 Transition states that in the event of a vacancy in the called ministry, the Board shall establish a plan for interim ministry and establish a Ministerial Search Committee to fill the vacancy. The Search Committee shall consist of seven members, three appointed by the Board and four elected by the membership at a Congregational meeting. Following the advice of the UUA's Transitions office, we asked members during March to suggest leaders for consideration. Working through the consensus model, we considered each member recommended and strove for a balanced slate. We thought about qualities recommended by the UUA and our own experiences and presented a slate of 9 to the membership on May 12.

Nominees spoke briefly about themselves at the meeting:

Ken Clein, Mike Halerz, Kate Hutchens, Vilma Mesa (Read by her husband Pat Herbst because she had to be out of town) Ginny Preuss, Tom Reischl, Leigh Robertson, Sandy Simon, and Rick Witten.

Congregants voted for up to four. Then ballots were collected to be tallied.

### **Announcement of General Assembly Delegates**

At the 2017 General Assembly in New Orleans June 21-25, we will vote in a new president who will certainly be a woman since there are three women running. Our congregation is allowed 14 delegates. As of today we have six UUAA delegates confirmed: Laura Bollettino (offsite), Beth Hospadaruk, Bob Hospadaruk, Erik Stanhandske, Ann Stalhandske, and Kathy McLean.

Anyone planning to be at GA who would like to be a delegate, contact Beth Hospadaruk to get a delegate card and information.

### **Sanctuary Presentation**

Cheryl Valentine and Cesilie Cordovilla, co-chairs of the Immigration Action Coalition

The Immigration Action Coalition was formed three years ago to educate ourselves and others about immigration and to advocate and act for immigration reform. This year there has been a 40% increase in deportations (as of May 1) hence many more people are living with the insecurity and terror of being deported. The coalition has collaborated with the Washtenaw ID Project, the Washtenaw Interfaith Coalition for Immigrant Rights, and the Washtenaw Congregational Sanctuary, an organization that will help any congregation offering sanctuary. The Immigration Action Coalition meets on the 3<sup>rd</sup> Saturday of each month at 10:00, and on June 25, they plan a picnic in support of sanctuary.

This summer the Immigration Action Coalition will explore issues of immigration. It will sponsor discussions on what it would be like for the UUAA to be a sanctuary congregation, and the staff will research the best space for guests to live. Cheryl and Cesillie invite congregants to sign a pledge form to help organizations that take in sanctuary guests. This Fall UUAA will have a special meeting to decide whether we want to become a Sanctuary Congregation.

President Hospadaruk took an informal show-of-hands poll asking: two questions:

Q. Is this the first time you've heard that UUAA is considering becoming a sanctuary congregation?—a few hands went up, indicating the wisdom of taking time to learn more about the challenges and implications of sanctuary.

Q. If the vote took place today, how many of you feel informed enough and comfortable enough to vote yes? A large number of hands indicated yes. This summer and early fall there will be educational

opportunities to learn more about sanctuary, so when we vote, congregants will feel well informed.

### **Governance Task Force Update**

Sandy Simon, chair of the Governance Task Force, explained that nine years ago Policy Governance was implemented at UUAA, so it's time for a re-evaluation, plus the Task Force is looking to improve governance now because we are about to search for a new senior minister, and we want to show candidates that we have thoughtful, reasonable governance policies in place, especially that we're clear about the senior minister's job description.

The Task Force does not advise shifting governance away from Policy Governance but it does recommend some modifications. They also did not recommend changing the job description of the senior minister. However, expectations about reporting by the senior minister needed streamlining and some responsibilities needed delegating.

What emerged over the years is that people did not like referring to the minister as the CEO –so we now simply say the Senior Minister. People also did not like the name Policy Governance, so we now call it Shared Leadership. The Governance Task Force recommends the following improvements to help leaders and congregants better understand our governance and how to get things done:

- Revising and rewriting governance policies to include what we've learned and to make the policies easier to read and understand
- Streamlining reporting expectations of the senior minister and encouraging him/her to delegate more responsibilities
- Suggesting ways the Board can plan the congregation's future including yearly planning cycles and incorporating a monitoring schedule to check whether we're walking our talk
- Amending the bylaws to establish a permanent Standing Committee on Governance

The standing committee would serve as an advisory committee to the Board of Trustees informing the board about state requirements for bylaws and needs of church governance as well as helping inform the congregation about how our governance works and improving understanding of the roles and responsibilities of the board and staff. Sandy thanked the Governance Task Force team for their hard work: past presidents Dixie Hibner, Elizabeth LaPorte, Ed Lynn, Tim Richards, John Seeley, Board Liaison Jim Schaefer, and interim minister Rev. Doug Wadkins.

### **Proposed Bylaw Change**

Motion to amend the UAAA bylaws to establish a Standing Committee on Governance as described and outlined on the proposal document. Tim Richards moved. Ginny Preuss seconded.

Discussion about which words (“advising”, “educating”, or “facilitating”) best describe the responsibilities of the standing committee: After input from John Preston, Elizabeth LaPorte, John Stohl, Spencer Thomas, and Anne Garcia, it was moved that bylaw 2.2.1 would say “overseeing the education of the board and congregation with respect to bylaws and governing policies.”

Spencer Thomas moved to accept the friendly amendment. Ruth Pinkus seconded the wording change. Motion passed.

Phil Tuchinsky moved and Johan Stohl seconded the motion to change the word in 2.2.1 from “oversee” to “facilitate.” Discussion: Tom Ewing, Rev. Lindasusan Ullrich, Jim Schaefer, Ken Clein, and Greg Peterson. Did not pass.

Beth Hospadaruk called the vote to accept the amended 2.2.1 bylaw to establish a Standing Committee on Governance. Passed.

### **Senior Minister’s Update**

Reverend Doug Wadkins’ record for the past year is available in the annual report and in newsletter columns. Today he outlined his top five priorities for next year. He will

1. Call on a consultant specializing in staffing overviews. Rev. Wadkins plans to put together a long-term staffing plan so that the next senior minister comes on board to a plan that’s cohesive and mission driven.
2. Serve as in-house consultant to the Search Committee on process and resources.
3. Work with the Social Justice Council, the Chalice Circle program, and the Pastoral Care Team.
4. Work with leadership, staff, and the congregation on a new 2-year trial staff member to support Pastoral Care and Social Justice.
5. Create a start-up strategy for the beginning work with the new minister so his/her early days go well.

Rev. Doug thanks the congregation, staff, and board for a welcoming, appropriately challenging, and truly fulfilling first year. He looks forward to an engaging and whirlwind year number two.

### **President’s Report**

President Hospadaruk gave her traditional Good News report about the meaningful activities of many congregational groups.

From the Script Program-Carolyn Barber

- The script program earned \$10,000 for the church last year and \$3,000 since January of this year

From the Chalice Sparks-Brianne Boyd

- The Chalice Sparks children's choir grew to over 25 singers and ended the season participating in a concert sponsored by the Interfaith Round Table.

From Ed Lynn

- Oversaw the replacement of 208 T-8 lamps with 120 LED's, plus 50 more lights switched to LED, and new lighting on the bulletin boards.
- In the last 12 years we've received bequests of \$920,000 from those who put UUAA in their wills through the Sunderland Society.
- 1<sup>st</sup> Sunday collections shared \$13,000 with five groups.
- Collected \$7,000 for the Islamic Center fire.
- Raised \$3,570 for the artists and their families of Weya, Zimbabwe.
- Our successful auction raised about \$15,000.

From Cassandra Hartley and SGD

- Welcomed Mark VanKempen as new SGD Coordinator
- 7th Graders collected cash, grocery gift cards, food, and household items for low-income clients at Hope Clinic in Ypsilanti.
- Our YRUU put on an inspiring service about the gender revolution.
- We began updating our safety policies and procedures.
- Our 4/5 grade class fought the "Animal Cruelty Horcrux" by donating towels and blankets to the Huron Valley Humane Society. They also raised \$230 for the Action Well, an amount matched for a total of \$460.
- Countless volunteers made the 9<sup>th</sup> grade Coming of Age weekend meaningful.

From Cristy Cardinal

- 14 people attended a winter session of Examining Whiteness, bringing the total number of participants to 54.

From the Social Justice Council

- This year's Congregational Meeting marks the 20<sup>th</sup> anniversary of our partnership with the Transylvania Church
- A successful fundraiser in collaboration with the Blacksburg, VA UU Congregation sent \$3800 to the Transylvania church to purchase a used passenger van.

From the Immigration Action Coalition

- Educating our congregation, youth, and community about immigration issues
- Successfully advocated for individuals and families in our community who have been under threat of detention and deportation

- Successfully advocated for support from City Council and Washtenaw County Commissioners for support for our immigrant community
- Founding member of the interfaith group, Washtenaw Congregational Sanctuary, to bring sanctuary to our congregation and other congregations.

From Mindful Eating

- Focused on migrant farm workers this year at two events:  
In October presented a discussion following the movie *Food Chains* that exposes the struggles of Immokalee farm workers in Florida  
In February hosted a student from EMU who reported on her class's findings about treatment of farm workers in Michigan and beyond. Florida farm workers gave a slide presentation.

From UUAA Indivisible

- Organized a new chapter of Indivisible at UUAA with 46 participants agreeing to be actively involved.
- Organized and co-sponsored with the Social Justice Council a Town Hall meeting attended by 350. Featured Congresswoman Debbie Dingell, Yousef Rabhi, Adam Zemke, and State Representative Donna Lasinski,.

From the Jackson Social Welfare Fund

- Awarded \$28,600 this year to 10 non-profits who promote the First Amendment or rational and peaceful means of conflict resolution

From Accessibility and Inclusion Ministry

- Brought armchairs to the sanctuary

From Social Justice Council

- Sponsored Justice Day @ UUAA organized by Angelina Zaytsev with over 120 participants
- Continued social justice connections in the worship service
- Co-sponsored with Well-Being Education a senior luncheon on redistricting

President Hospadaruk spoke of her life-changing 4-year tenure as president. She thanked the many who supported her, especially her husband, Bob.

### **Results of the Search Committee Vote**

Kate Hutchens, Tom Reischel, Leigh Robertson, and Sandy Simon were elected by the congregation to serve on the Senior Minister Search Committee. The Board will meet later today to select the remaining three members of the Search Committee.

Past President, Beth Hospadaruk, gave Erik Stalhandske the Board President nametag and he gave her a Past President nametag. In thanks for her four years of work as board president, the new

president, Erik Stalhandske, presented Beth Hospadaruk with a Zingerman's gift certificate.

### **Questions for the Board**

Sandy Eyl asked for clarification on who to tell when she has a request. She would like a feedback mechanism such as a suggestion box. President Hospadaruk said that Rev. Wadkins and Erik Stalhandske are committed to communication as key to a healthy congregation. They will continue Q&A sessions to increase communication on various topics and are looking for additional ways for congregants to communicate.

Steve Lundy commented on the generalization in the bylaws. He recommended having staggered terms for elected members of the new standing governance committee.

Pat Herbst asked how the slate was created. He recommended that future search committee selections be more democratic and transparent. He did not know the timing for write-in candidates. Beth Hospadaruk explained that the names of people the congregation recommended in March was intended to help the board know who are the congregational leaders so the board could assemble a trusted slate. The recommendations made in March were not a vote, The paper ballot congregants voted on today WAS the vote. The board had meaningful and confidential discussions in assembling the slate, and she's proud of the slate.

Spencer Thomas stated that he did not need transparency. He did not need to know why someone was selected and someone else was not.

Tom Ewing moved to adjourn the Annual Meeting. Colleen Crawley seconded. Motion approved.

Meeting adjourned at 1:45.

Respectfully submitted,  
Cathie Breidenbach, Board of Trustees Secretary