

UUSS Congregational Meeting
Sunday, May 18th, 2024, after service, via Zoom and in person
Agenda



11:45 am Welcome - Anara Guard, Board of Trustees President

1. Establish Quorum— Anara Guard
2. Invocation and Chalice Lighting — Minister
3. Review agenda and meeting procedures — Anara Guard
4. Approve October 2024 Congregational meeting minutes – Anara Guard
5. President’s Report — Anara Guard
6. Ministers’ Report—Rev. Lucy Bunch and Dr. Rev. Roger Jones
7. Program Council Report — Sean Fountain, Program Council Chair
8. SJCC Report – Andy Cramer
9. Endowment Trust Report – Lisa Derthick
10. 2025-2030 Strategic Plan – Andy Cramer
11. Vote on 2025-2030 Strategic Plan – Andy Cramer
12. Introduce Slate of Candidates – Marion Randall, Nominating Committee
13. Election – Anara Guard
14. Treasurer's Report/ 2025-26 Operating Budget— Victoria Owens
15. Vote on 2025-26 Operating Budget – Anara Guard
16. Closing —Minister

1:00 pm Adjourn

UUSS CONGREGATIONAL MEETING

Sunday, October 27th, 2024, 11:45 am, via Zoom and in person

Minutes

Welcome—Andy Cramer, Board of Trustees Vice-President, welcomed members and guests and established a quorum. Our Board President, Anara Guard, was not able to be here today. Roger gave the invocation and members lit the chalice. Andy reviewed the agenda and meeting procedures. The minutes from the May Congregational meeting were approved with a correction to the year of the budget that was approved changed to “2024/25”.

President’s Report — Andy Cramer

Andy highlighted several milestones and accomplishments since our May Congregational meeting:

- In June, we welcomed Rev Lucy back from her sabbatical. Not long after, our ministerial intern, Rosemary Dodd, completed her year with us before moving on to her next position with our best wishes.
- In July, the newly elected leaders took their seats on the Board of Trustees, the Program Council, the Endowment Trust, and the Nominating Committee.
- In August, the board held a retreat during which we developed goals for the coming year, concentrating on reviewing the Strategic Plan and revising it as needed, communication within the Congregation and externally, and expanding our income streams.
- We had a successful campaign to put solar panels on the roof. The good news is that we have received the final County approvals and turning on the panels is imminent. Thanks to all those who led this effort and those of you that helped fund it.

Andy discussed the Strategic Plan review. He noted that the current plan was developed in 2018 and covers the period through 2024. The Strategic Plan has three broad goals that reflect our values and relate to our Mission Statement. The Board believes that we have made significant progress toward these goals. The Plan includes a fourth goal focused on having the infrastructure, mostly the facilities and staffing, to achieve the first three goals. More work is likely needed for this goal.

The Board has begun the process to review and revise the Strategic Plan for the next 5-year period. Throughout the year the board will be consulting and collaborating with various committees and groups. He urged members to review the current version of the plan, found in the Board of Trustees section of the website, as he noted that the board will engage members and friends in the next few months about the progress that we have made since 2018 and the areas for continued focus. We intend for this to culminate in a vote on the revised Strategic Plan at the next Congregational Meeting in May 2025.

Lastly, he addressed facility rentals. Our sanctuary space is available for rental, along with the Welcome Hall, Fahs Room, kitchens, classrooms, library and our outdoor spaces. He encouraged everyone to help spread the word that UUSS is a great place to hold meetings, events, weddings, memorials, lectures, movies, etc.

Treasurer’s Report – Victoria Owens

Victoria started her presentation by showing the FY2025 vs FY2024 Budget Comparison. Some highlights:

- There was a substantial increase in pledges this past year, allowing us to increase staff salaries.
- Building rentals income was down.
- There was a 66% increase in “Other” category and Victoria explained that the item refers to our funds being invested in higher yielding accounts instead of just sitting in a regular bank account, so we have more interest income.

She noted the main takeaway from the Budget table is “Everything is Fine”.

Next, she presented a Revenue Pie Chart. The revenue for our congregation is All coming from us. There is nothing that comes from any outside entity. Our revenue is from pledges (the biggest amount), Fundraisers (the Auction being the largest), plate collections, and rentals.

Victoria then presented the Expenses Pie Chart. The biggest pie piece is Staff Compensation. The increase in pledges allowed us to increase this and are making progress towards getting compensation closer to UUA compensation minimums.

She informed us that the monthly Treasurer’s Report, Income Statement and Balance Sheet are all posted on the website, in the BOT section. There is also a Detailed Reports link but you need a password to access that (which you can request) because that report has details on staff compensation.

Ministers’ Report – Rev Roger and Rev Lucy

Roger started the Ministers’ Report highlighting how we are an ever-changing congregation and have gained vitality in these times. He noted this was the first report together after two consecutive sabbaticals, during which the congregation thrived and he and Lucy came back renewed and grateful. He noted that the ministry of mutual support is one shared with volunteers. He acknowledged the work of the Caring Committee, which reaches out on behalf of the community to families and individual members who are going through times, like a health crisis or death in the family, as well as welcome transitions like the arrival of a new child. He also gave thanks to Pastoral Visitors, who keep in regular telephone contact with people from UUSS who are homebound or going through chronic health challenges.

Lucy reported that our Soul Matters facilitators are leading 5 groups in person and 3 on Zoom with 92 participants. She noted that we are grateful for our new Young Adult Group, People of Color Caucus, Men’s Group, as well as Adult Enrichment programs and our Bookstore, plus movies and workshops by the Justice and Equity Team. She noted that at that moment the walls were covered by the Art Exhibits Committee’s largest group show in history, representing 16 UUSS artists.

Lucy reported we have welcomed 150 newcomers and added 38 members in the past year. We continue to offer a variety of ways for new people to connect, including our UU Journey class for new members and active newcomers. Exploring Unitarian Universalism class will be offered on Zoom as well as in person, starting next week.

Lucy noted that the Social Justice Coordinating Council is in its second year of operation, supporting our service activities and keeping us connected to Community Partners and informed about ways to lobby for public policies in line with our values. Stay tuned for new opportunities to come. She noted we give special thanks to our three leaders for the UU the Vote, who have helped our volunteers to urge 8,000 citizens to cast a vote. Thanks to the Refugee Support Team for the fall

clothing drive and the Fabulous concert for international music for the support of Afghan immigrant families. We raised \$2,000, great progress toward achieving the matching grant of \$8,000 from the UU Funding Program in Boston.

Roger reported on the work of the Religious Education and Family Ministry, our volunteers and staff who nurture both the curiosity and a sense of belonging among our babies, children and youth. In this upcoming year we will offer the after-church series called Our Whole Lives, or OWL. It is a sexuality-education program which is age-appropriate and based on UU values. The monthly all ages potlucks known as Friday Family Dinners have grown in popularity every month. Next month there will be a family-friendly Thanksgiving Day dinner here at church. The All-Ages Camp weekend will take place next year in early August. He urged anyone who wants to help plan it to contact him. Roger reminded the congregation that our Service Auction event is coming up. The Fund-a-Need project this year will be upgrades to our kitchen.

He also thanked staff and volunteers for making the Solar Project happen and to those who donated \$49,500 toward the cost. Thanks to the late Richard Hayden, whose estate will cover the balance due.

Two of the members who passed away last year remembered UUSS in their estate plans, and we give thanks to Dick Taylor and Carl Sweet for their generosity. If you have questions about *planned giving*, get in touch with him.

Lucy ended with gratitude to our volunteer leadership and to our talented staff, both full time and part time: Krystal Gollaher, Elaine, Debrah, Crystal Fountain, Anthony, Irina, Dirk, Chuck, Kenny, Joe, Abi, Yvette and Tiya.

Program Council Report – Sean Fountain

Sean Fountain, co-chair (along with Jon Peterson) explained that Program Council is an independent and elected council that oversees groups not called out in the Constitution. He noted that one of its tasks is caring for congregational life. One of the ways it does that is to have liaisons for the many groups in UUSS.

Some of the things PC does is organize the Activity Fair, approve and oversee the affinity groups and awards the Unsung Hero Award. They have recently created charters that groups can use. PC also recommends groups' budgets, which they send to BOT for approval.

He noted several ways you can help PC and get involved:

- Start a group. He clarified that you could start and join a group even if you are not a member.
- Volunteer
- Provide feedback to program council and/or a group liaison

Community Partners Proposal – Karen Gunderson

Karen explained that the Social Justice Coordinating Council (SJCC) was put in place by the board of trustees and Program Council to coordinate social justice action and increase coordination with community partners. There are currently 13 community partners, who are voted on each year. Each partner gets half the money from the collection plate each month and one of them gets the full collection plate on Christmas Eve. There is an Action Plan item in the Strategic Plan that calls for deepening our relationships with our Community Partners. We want to engage with these organizations beyond just giving them a check once a year. In alignment with our Mission Statement

to be a force for healing in the world, we have deepened our engagement with these organizations in our community over the past year and we want to continue that process. To that end, the Social Justice Coordinating Council is proposing to keep the same partners for calendar year 2025. Related to that goal, Karen noted that SJCC is currently recruiting for the position of coordination with our community partners. Karen encouraged folks interested in this type of work to get in touch with Lucy.

Andy answered several questions about this process and the result of the vote, clarifying the following:

- The vote is to keep the current partners for calendar year 2025, no determination has been made for years after
- Over the next year of engagement, the community partners coordinator and the SJCC will assess our relationships with all the groups and may determine that some slots should be opened for voting for other partners
- The online application for new nominations is not available online right now

Community Partners Vote

Results of voting on SJCC's motion to keep current community partners for 2025 was as follows:

- Online: 9 Yes, 2 No
- In-person: All Yes
- The motion carries.

UUSS Unsung Hero Award – Beth TenPas

Beth TenPas from Program Council explained the criteria for the Unsung Hero Award. It includes:

- Significant contribution of time and effort to the congregation
- Significant effort over several years
- Effort is generally “behind the scenes”
- Not currently a member of the Board of Trustees or Program Council (the only exception was the amazing Victoria Owens, Board Treasurer)
- A new element in choosing the awardee this year was to ask input from the award winners over the last 10 years.

And the winners were:

Meg Burnett - Among her many contributions:

- Led the UUSS choir at a time when there was no funding for a paid music director
- Led the team to refurbish the banners in the sanctuary
- Made possible the choir stoles
- Led the BOT during some very challenging years
- Participated as Worship Associate
- Co-leader of the Refugee Assistance Team

Dave Dawson - Among his many contributions:

- Committee to Support the Ministers

- Lead Minister Evaluation efforts
- Grasshoppers leader
- Parkway Cleanup Team
- The art hanging specialist for all our art exhibits for at least 10 years
- Made possible the repair of our piano
- And as one of the past award winners stated “one of the nicest guys to inhabit the planet”

Dave was not present in the meeting to receive his award in real-time

Closing

Election Roster

Position	Term	Name	Term Begins July 1	Term Ends June 30
Board of Trustees - President	2 years	Andy Cramer	2025	2027
Board of Trustees - Secretary	2 years	Fred Pannek	2025	2027
Board of Trustees - Member at Large	2 years	Emily Moran-Vogt	2025	2027
Board of Trustees - Member at Large	2 years	Patty Innes	2025	2027
Endowment Trust	3 years	Tom Derthick	2025	2028
Nominating Committee	2 years	Robin Viesel	2025	2027
Nominating Committee	2 years	Sally White	2025	2027
Nominating Committee	2 years	Amanda Dewey	2025	2027
Program Council	2 years	Sean Fountain	2025	2027
Program Council	2 years	David Paul	2025	2027
Program Council	2 years	Angela Martin	2025	2027

Candidate Profiles

Andy Cramer

Board of Trustees, President

Andy has found church leadership positions to be a good use of his skills and a positive experience. In his previous congregation, over the span of nearly 20 years, he served in many leadership roles, including the Board of Trustees, chair of a search committee, and chair of the stewardship committee. Andy currently serves as the Vice president of the Board of Trustees, worship associate, and co-chair of the Stewardship Committee and the Social Justice Coordinating Committee. For Andy, "Being a UU and participating in congregational life is integral to who I am and calls me to grow and be the best version of myself." He views church leadership as developing an understanding of the needs and desires of the congregation, articulating those, and leading the congregation to their achievement.

Fred Pannek

Board of Trustees, Secretary

Fred is a lifelong Unitarian who has been active in congregations from Chicago to Atlanta to San Diego before moving to Sacramento in retirement. His team building and management skills, honed during his business career, will benefit the UUSS Board. Fred cherishes the wonderful people and larger community he has found at UUSS. After serving in various volunteer roles here, he looks forward to contributing his energy and leadership skills to the continued growth of UUSS, as a compassionate, nurturing, community.

Emily Moran-Vogt

Board of Trustees, Member at Large

Emily's extended family has a long history of church involvement and leadership in the Seventh Day Adventist and Spiritualist traditions. While neither of these faith traditions fit what she wanted for herself and her family, she missed the community building around shared values that these communities brought and longed for a tradition that embraced different perspectives where people felt free to be themselves. She also wanted a community committed to public service and actively showing up for their broader regional community. In UUSS, she and her family found that community and are grateful to have been welcomed with open arms.

Emily feels called to building community and spiritual development in others. As the facilitator of the Young Adult Group at UUSS, she has helped younger folks in the congregation build connections and looks forward to continuing that important work. Emily has extensive experience in managing social service programs at the county and state levels. She believes that support systems (such as government and community organizations) have the power to change people's lives for the better and is inspired and dedicated to improving those systems of care. Emily is skilled at strategic planning, program evaluation, budget and contract development, coaching and mentoring, and communications, and wishes to apply those skills to UUSS's benefit.

Patty Innes

Board of Trustees, Member at Large

Patty has served as a greeter and volunteered with Soup Sunday. These experiences have been meaningful, and she looks forward to serving UUSS in a greater capacity. During her career as an RN she worked with a diverse range of people and groups—patients, administrators, and coworkers—in many different situations. That experience taught her to filter out distractions and truly listen to others' concerns.

Patty deeply values collaboration and believes it's essential in leadership. To engage others, she would focus on creating a welcoming atmosphere by not taking herself too seriously, actively listening to others, and ensuring they feel valued. Especially in uncertain times, this community grounds her, offering support and fellowship through simple acts of connection and uplifting words. Growing up, she admired the dedication of her grandparents to their church and is grateful now to have the opportunity to serve her own congregation as they once did.

Tom Derthick

Endowment Trust

Tom looks forward to further serving UUSS as he retires from some of his career roles while continuing to perform as a professional musician. Our community has been a great source of inspiration in the nearly two decades he and Lisa have been members. He is glad to contribute to the mission, values and covenant of the congregation. Tom has 40 years of experience working with non-profit performing arts organizations in collective bargaining. His role as Union President involved management of budget, record keeping and conflict resolution with colleagues as well as employers. He has served the UUSS congregation in Religious Education, the Stewardship Campaign, the Grasshoppers, and solo recitals for the benefit of the UUSS music program.

Robin Viesel

Nominating Committee

After her first term on the Nominating Committee, Robin has learned enough about the processes and leadership structure of UUSS to further our mission of expanding our candidate pool to include a more diverse cross-section of the congregation, in terms of age, gender, expertise, and experience.

As she continues to engage in new roles and activities, she feels increasingly enmeshed in the UUSS community and better equipped to contribute meaningfully to our goal of offering a seat at the leadership table to more of our members. As a dual citizen and resident, she can offer a wider perspective on our UU culture and practices, on assumptions that we may assume are universal, but are not.

Sally White

Nominating Committee

Sally White has served UUSS as President of the Board of Trustees and Co-chair of the Stewardship Committee. Her other roles include the Auction Committee and Soup Sunday volunteer. She will bring her experience and knowledge of the congregation and its members to assist the Nominating Committee in finding appropriate candidates for our elected offices.

For Sally, community means interdependence, camaraderie, and working together to continue to build a strong organization that makes a difference in the greater community.

Amanda Dewey**Nominating Committee**

Being a part of the UUSS community aligns with Amanda's personal and professional missions of being a force for healing in the world as a human, mother, partner, and nurse. Her intention on the Nominating Committee is for her enthusiasm for service and our beloved community to inspire others to serve.

Amanda's experience as a nurse educator and project manager and her roles on the Safety and Caring committees at UUSS have prepared her to nurture leadership in our congregation. She looks forward to deepening her knowledge of UUSS and its members.

Sean Fountain**Program Council**

Sean is deeply committed to continuing to further the Program Council's goal of merging with the congregation's shared values of Justice, Equity, Transformation, Pluralism, Interdependence, and Generosity, with Love at the center.

As a leader at UUSS, he is not afraid to ask the uncomfortable questions and find creative solutions. His goal is to enable UUSS to act out our intention of radical inclusion and genuine welcome in order to keep new visitors attending and bring new volunteers to our programs and groups. Sean envisions UUSS as a pan-generational community, where children, youth, parents, and young adults are integral to our very concept of our congregations.

David Paul**Program Council**

David wants to give his time, talent and support to UUSS in a leadership capacity after a career in local government. In his more than 20 years at UUSS David served on various committees and activities -- most recently as Adult Enrichment Committee co-chair, the choir, and leading our monthly volunteers at Loaves & Fishes. Outside of UUSS, he is involved in Sister District, a political organization supporting Democrats in swing state elections.

For David, it is critical to have a community that shares his values and goals for the common good. In the current political climate our belief in the dignity and worth of every person becomes even more important. As a Program Council representative, he would be approachable, listen, and have fun while keeping in mind our values. His preferred approach to leadership is to work toward consensus, while not shying away from asking questions and saying no when appropriate.

Angela Martin**Program Council**

Angela is inspired by the idea that within UUSS, we have both the freedom and the responsibility to create a beloved community rooted in connection, inclusion, and shared purpose. She believes that what we cultivate here—spaces of belonging, deep relationship, and spiritual exploration—serves as a powerful antidote to the isolation and loneliness so many experience in the wider world. She is

excited by the opportunity to co-create programming that is welcoming, life-giving, and reflective of our UU values.

To this role she brings the skill of collaboration, honed through years as a community advocate, where she learned the importance of deep listening—creating space for diverse perspectives and working together to co-create solutions that honor the needs of the broader community. This spirit of shared leadership and intentional engagement aligns with the values of UUSS and would guide her approach to serving on the Program Council. As the working parent of a young child, she feels a special responsibility to help create spaces where parents can feel supported, connected, and deeply welcomed.

Unitarian Universalist Society of Sacramento
Draft Budget
July 1, 2025 - June 30 2026

Account	Draft FY2026 Budget	Approved FY2025 Budget	% Diff
REVENUE			
Pledge Contributions	648,183	615,250	5%
Plate Offerings	75,000	65,000	15%
Non-Pledged Contributions	15,000	10,000	50%
Building Use	40,000	35,000	14%
Fundraising Income	43,000	40,000	
Program Income	19,885	19,435	2%
Investment Income	22,858	19,000	20%
Transfer in for Cap Outlay	17,278	16,085	7%
TOTAL INCOME	881,204	819,770	7.5%
EXPENSES			
Compensation & Benefits			
Ministry	301,357	274,626	9.7%
Support Staff	192,782	181,229	6.4%
Benefits	117,076	115,604	1%
Total Compensation & Benefits	611,214	571,459	7.0%
General & Administrative Expenses	46,625	45,375	3%
Building Expenses	84,732	76,840	10%
Fundraising Expenses	5,000	5,000	0%
Program Expenses	33,480	30,190	11%
UUA Dues	41,745	38,636	8%
Community Contributions	37,500	32,500	15%
Capital Outlay	17,278	16,085	7%
Endowment Loan interest	2,600	2,600	0%
Sabbatical Reserves	1,000	1,000	0%
TOTAL EXPENSES	881,174	819,685	7.5%
NET REVENUE	30	85	

Unitarian Universalist Society of Sacramento

Strategic Plan: A Living Document

Goals and Objectives

This five-year USSS Strategic Plan was developed by the Board of Trustees with the input of relevant committees as an update to the 2019 – 2025 Strategic Plan. This is a “living document” that is intended to guide USSS priorities from July 2025 through June 2030. The Strategic Plan will be presented to the congregation in Spring 2025 with a vote of approval anticipated at the May 2025 Congregational Meeting.

Goal 1: Strengthen our connections and commitments within our congregation to deepen our lives

Objectives:

1. Deepen our connections and commitments with each other and the love and courage that sustain each of us through continued church programming and intergenerational activities
2. Strengthen support for individual and family growth and development
3. Support programs to strengthen relationships across generations in our congregation

Goal 2: Increase our presence and identity in the larger community by living our mission of being a force for healing in the world

Objectives:

1. Deepen our engagement with interfaith and Community Partners
2. Broaden and deepen our interactions with other UU congregations and denominational activities
3. Build on and enhance existing social and environmental justice efforts and public policy advocacy

Goal 3: Live out our commitment to justice, equity, and transformation, as we cultivate our diverse and accessible beloved community

Objectives:

4. Enhance the depth and breadth of our understanding, individually and organizationally, of the various biases and oppressions that impact us and our role in perpetuating them
5. Understand all forms of privilege, how they impact our community, and how we can leverage our own privilege for the greater good
6. Develop and implement strategies to be more welcoming and inclusive as a diverse beloved community
7. Develop capacity for political advocacy for social justice and effective community partnerships

Goal 4: Develop our infrastructure and organizational abilities to achieve the aforementioned goals

Objectives:

1. Engage Program Council in restructuring and re-visioning its purpose to include support of relevant aspects of the strategic plan
 - a. Review and align Program Council functions with its charge and UUSS governing documents.
 - b. Provide leadership and coordination among the various programs and activities
 - c. Develop a model for capturing and building on the synergy between programs within UUSS and with regional UU congregations
2. Cultivate congregational leaders
3. Evaluate, and as needed, revise our communications
4. Review staffing model and facilities for capacity to support the goals of this strategic plan
5. The Board will integrate the needs of the Strategic Plan into the annual budget process.