

**FIRST UNITARIAN SOCIETY
PARISH MEETING
MINUTES
MADISON, WI
June 1, 2008**

ATTENDANCE

102 MEMBERS SIGNED THE ATTENDANCE LISTS.

OPENING

MICHAEL SCHULER OPENED THE MEETING WITH A READING

CALL TO ORDER

FIRST UNITARIAN SOCIETY PRESIDENT LAURIE JOINER CALLED THE MEETING TO ORDER AT 12:40 P.M.

REVIEW OF AGENDA

LAURIE JOINER REVIEWED THE AGENDA FOR THE DAY.

INTRODUCTIONS

LAURIE JOINER INTRODUCED THE BOARD OF TRUSTEES AND THE PARLIMENTARIAN, MICHAEL MAY.

OPERATING STATEMENT, YEAR TO DATE

BRIAN HELLMER REVIEWED THE FINANCIAL HIGHLIGHTS FOR THE 2007-2008 FISCAL YEAR. THE DETAILS ARE ON THE SUMMARY OF HIGHLIGHTS, INCLUDING AN EXPLANATION OF WHY REVENUE IS BELOW EXPECTATIONS, GENERAL EXPENSES ARE OVER EXPECTATIONS, PERSONNEL EXPENSES ARE IN LINE WITH EXPECTATIONS, PROGRAM EXPENSES ARE BELOW EXPECTATIONS, AND WHY OUR OVERALL BUDGET HAS A SURPLUS.

PRESENTATION AND APPROVAL OF 2008-2009 ANNUAL BUDGET

LAURIE JOINER INTRODUCED THE STRATEGIC GOALS THAT WE HAVE BEEN DEVELOPING AND USING AS GUIDELINES FOR OUR WORK AND OUR BUDGET. WE HAVE GOALS FOR THREE TO FIVE YEARS AND WE WILL USE THESE FOR OUR ANNUAL PLAN AND FOR LOOKING AT OUTCOMES AND MEASURES TO DETERMINE HOW WE ARE DOING.

BRIAN REFERRED TO THE FINANCIAL FORUM FOR THE DISCUSSION WE HAVE ALREADY HAD ON THE BUDGET. BRIAN DESCRIBED THE PROPOSED BUDGET SUMMARY FOR 2008-2009. REVENUES SHOULD RISE ABOUT 9%. EXPENSES SHOULD INCREASE DUE TO HAVING A

LARGER CAMPUS AND HIGHER ENERGY COSTS. PERSONNEL COSTS WILL BE FLAT DUE TO CONSTRAINTS IN THE BUDGET IF WE WANT TO REMAIN BALANCED. OUR PROGRAM SPENDING WILL RISE 6% AS WE COMMIT TO FULFILLING OUR CORE VALUES. AS A RESULT OF THESE ITEMS IN THE BUDGET, OUR OVERALL BUDGET SHOULD BE BALANCED. THE BOARD IS COMMITTED TO A BALANCED BUDGET AND IF WE CAN AFFORD TO INCREASE STAFF SALARIES THAT IS OUR FIRST COMMITMENT TO FULFILL BEYOND WHAT THE BUDGET CURRENTLY ALLOWS.

ONE MEMBER REQUESTED THAT WE AT LEAST TRY TO PROVIDE A COST OF LIVING INCREASE TO THE STAFF. ANOTHER COMMENT WAS MADE THAT THE AMOUNT PROVIDED BY THE FOUNDATION SEEMED LOW COMPARED TO WHAT IS EXPECTED. WE ARE ON TARGET FOR THE AMOUNT RECEIVED FROM THE FOUNDATION GIVEN THE ECONOMY AT THIS TIME. A QUESTION WAS ASKED ABOUT THE AMOUNT NECESSARY TO PROVIDE A COST OF LIVING INCREASE FOR THE STAFF. THE BOARD AND LEADERSHIP DID NOT WANT TO ASK ONCE MORE FOR MORE MONEY. ALTHOUGH WE WANT TO PROVIDE A COST OF LIVING INCREASE FOR THE STAFF, WE DO NOT HAVE THE MONEY TO DO THAT AT THIS TIME AND WE FEEL WE CANNOT ASK THE CONGREGATION FOR MORE MONEY. SUE RADTKE ASKED IF WE MEET THE NORM FOR SALARIES PAID FOR EQUIVALENT POSITIONS FOR THE COMMUNITY. WE BELIEVE WE ARE PAYING FAIR COMPENSATION WITHIN THE APPROPRIATION SALARY RANGES. AS WE HAVE SAID, WE ARE NOT ABLE TO PROVIDE A COST OF LIVING INCREASE AT THE BEGINNING OF THE FISCAL YEAR AS WE WOULD LIKE TO DO. HOWEVER WE WILL MONITOR THIS CLOSELY AND IF OUR REVENUE IS HIGHER OR OUR OTHER EXPENSES ARE LOWER, THEN WE WILL CONSIDER AN ADJUSTMENT. WE ARE HOPEFUL TO BE ABLE TO DO SOMETHING LATER IN THE YEAR. ANOTHER MEMBER EXPRESSED THE BELIEF THAT THE BOARD IS TAKING A LONG TERM VIEW AND APPLAUDS THE BOARD FOR MAKING DIFFICULT DECISIONS AND FEELS WE ARE DOING WELL

A MOTION TO APPROVE THE BUDGET WAS MADE BY NANCY VEDDER SCHULTZ AND SECONDED. THE MOTION PASSED UNANIMOUSLY.

PRESENTATION OF NOMINEES

JANE RICHARDSON INTRODUCED THE NOMINATIONS COMMITTEE AND APPLAUDED THEM FOR THE HARD WORK THEY DO. THE SLATE OF NOMINATIONS WAS PRESENTED AND A MOTION FOR APPROVAL OF THE SLATE WAS MADE AND SECONDED. THE MOTION PASSED UNANIMOUSLY.

BRIEF UPDATE ON PRESENTATION AND NEW BUILDING

MICHAEL MAY DESCRIBED THE VARIOUS UPGRADES TO PRESERVE THE HISTORIC MEETING HOUSE. VARIOUS QUESTIONS WERE ASKED ABOUT DETAILS OF THE PRESERVATION WORK THAT IS BEING PLANNED AND THE OPPORTUNITY TO MAKE CHANGES. THE RESTROOMS, THE PATIO OUTSIDE THE LOGGIA, THE SOFFIT WORK, THE ROOF, AND LIGHTED SIGNAGE ARE SOME OF THE ITEMS THAT WERE DISCUSSED.

LAURIE JOINER GAVE A NEW BUILDING UPDATE. WE ARE ON SCHEDULE FOR A SEPTEMBER 1, 2008 OPENING, WHICH IS AMAZING. THERE IS A COST OVERRUN OF ABOUT \$50,000-\$100,000, WHICH WAS ITEMIZED. VARIOUS VOLUNTEER EFFORTS HAVE CONTRIBUTED TO

THE BUILDING AND HAVE SAVED COSTS FOR THE BUILDING. THERE WILL BE MORE OPPORTUNITIES FOR THIS KIND OF VOLUNTEER WORK. THE LEED CERTIFICATION IS GOING WELL. A QUESTION WAS ASKED ABOUT A MEMORY GARDEN. WE HAVE NOT ADDRESSED THIS YET. DAVE WEBER SAID THERE IS NO OPPOSITION TO THIS IDEA BUT WE NEED TO GET INTO THE SPACE AND LIVE IN IT AND SEE WHAT IT IS LIKE BEFORE WE DECIDE WHERE SUCH AN IDEA MIGHT BE DEVELOPED.

APPROVAL OF JUNE AND SEPTEMBER 2007 MINUTES

- THE MINUTES FROM THE JUNE 3 AND SEPTEMBER 23, 2007 PARISH MEETINGS WERE INTRODUCED.
- IT WAS MOVED AND SECONDED TO APPROVE THE MINUTES. THE MOTION PASSED UNANIMOUSLY.

CLOSING

KAREN GUSTAFSON PROVIDED THE CLOSING AND LAURIE JOINER THANKED EVERYONE FOR ATTENDING.

EXHIBITS

- 1. PARISH MINUTES FROM JUNE 3 AND SEPTEMBER 23, 2007**
- 2. SLATE OF NOMINATIONS**
- 3. TREASURER'S REPORT INCLUDING OPERATING BUDGET**
- 4. PROPOSED 2008-2009 BUDGET**
- 5. PRESERVATION UPDATE**
- 6. SOCIETY STRATEGIC GOALS**