

## **Minutes of the Unitarian Society of Germantown Annual Meeting**

**June 1, 2025**

### **Welcome**

Board President Carla Campbell called the meeting to order at 12:20 p.m. and welcomed those in attendance.

### **Appointment of the Moderator and Secretary of the Annual Meeting**

Paul Teti was appointed moderator and Devery Howerton as secretary for the meeting.

### **Approval of the minutes of the 2024 Annual Meeting**

The 2024 meeting minutes were displayed on the screen, a date correction was made, and the minutes were approved.

### **Board of Trustees Annual Report**

Carla Campbell presented the Board of Trustees report. The Board welcomed our new minister, Rev. Hanah Capaldi, and worked to support her ministry. They held a Board retreat in the fall, launched a new Finance Committee and Denominational Affairs Committee, and the Mission Review Steering Committee, which will become active later this year. In March, the Board facilitated a special election for General Assembly (GA) delegates. Other activities and accomplishments included participation in the ministerial review process, reviewing and updating policies, supporting the involvement of children and families with periodic reports from the Director for Spiritual Development, and working to create a climate of growth for membership and member retention. Specific goals for the upcoming year will be developed during a fall Board retreat, but will include continuing work on reviewing and updating policies, a review of community relationships, and addressing Widening the Circle recommendations.

Widening the Circle recommendations addressed this past year include the following. -

1. Anti-Racism, anti-oppression, and multicultural (AR/AO/MC) training: A concert and service is planned for Sept 21 and 22, 2025 with the Deeper Than Skin group and the Board is exploring the UUA Mosaic platform as a potential initiative for USG.
2. Create a budget for funding for AR/AO/MC training – This is now a line item in the budget.
3. Make funding available for GA delegates – Funds for GA are now a line item in the budget and will be a Share The Plate donation.
4. Provide seminary support – Share The Plate will be offered once/year for this purpose.

### **Ministry Executive Team & Minister Report**

Rev. Hannah Capaldi expressed gratitude to the congregation for making her feel like this is homecoming for her and for everyone being open to changes. She worked to be available to

congregants, as needed, for communicating about the various changes during this time of transition. She said it's been a wild ride! She thanked the staff for their hard work during this turbulent year of transition and growth. We had an historically successful pledge campaign this year surpassing our goal to reach \$425,000 with \$34,000 in new pledges. Her goals include continuing to provide excellent worship and to develop new mission and vision statements that are simpler and more in line with where we are now. She said it is important that we look at how we knit ourselves together as we are growing so rapidly, keep from forming a schism between old and new. The implementation of lunches after Sunday services has helped with that. She will be working on how to grow visitors into members and then into leaders, a form of succession planning. In summary, her primary goals are worship, mission and vision, and continuity between older and newer generations.

### **Report of Adult and Children's Spiritual Development Programs**

Director of Spiritual Development (DSD) Zoe Johnston reported that the Children's Spiritual Development Program (CSD) tripled in size this year. Her goals when she started in August were 1. Get to know the kids, an amazing group of young people, 2. Build relationships with volunteers and find a way to provide more support, especially for volunteers who maintained the program during the summer before she came on board, and 3. Build an infrastructure that includes a monthly newsletter, weekly emails, and other tools to make it easier for volunteers. She hired Illi Germain in January as CSD Assistant to better serve the growing needs of the expanding CSD program.

Regarding Adult Spiritual Development (ASD), she reported that most of her 30 hours/week were focused on CSD and praised the lay leaders who maintained programs such as the Feminist Theology Group and Ending Racism Committee. She will be working full time next year and will be able to better discern what ASD needs. She plans to collaborate with the ASD Committee to develop a multifaceted, holistic program with the purpose of helping adults to develop a clear understanding of UU theology.

### **Financial Report**

USG Treasurer Phillip Bullard presented the financial report for this year, noting that as of May 31, 2025, of the \$342,410 pledged, the fulfillment rate is 88% so far and expects it will reach 95% or more by the end of the fiscal year. He presented a graphic of the pledging campaigns for past 8 years and the status of the current year's budget as of May 31. He noted that the Common Investment Fund (CIF) totals about \$1.2 million, with the General Endowment (GE) decreasing slightly. He said we are now taking steps to maintain GE sustainability which include 1. assessing a small fee from each of the other funds for the GE, 2. keeping most of the funds in ESG investments, while moving about 20% of the funds into equities with better performance, and 3. working to reduce the annual draw from the GE for operations over time. When asked if we have a balanced budget, he stated that we do have a balanced budget, but it includes a

distribution from the GE. When asked why Sullivan fund decreased significantly, he said that about 60% of the Sullivan Fund is now in the Reparations Fund. It was noted that the Edna Jones fund for building maintenance is currently at about \$22,000 and continuing to decrease; we will need to use other funds to cover building maintenance in the future.

### **2025-2026 Budget Report**

When presenting the budget projections for next year, Phillip Bullard announced that pledges, gifts and grants have increased about \$100,000 over last year's budget, an historic high for USG. The total revenue is projected to be about \$630,000. We are excited to be able to increase staff compensation to come closer to UUA guidance. When asked why there is a projected increase in rental income, it was noted that we have consistently exceeded what was projected, will be hiring a new building manager, and plan to do more marketing for rentals in the next year, all of which may increase rental use, while also increasing rents to be more in line with the market. When asked about increases in compensation, some of the increases are due to moving the DSD from part time to full time, proportionally increasing to fair compensation, and increasing professional expenses for the Music Director. Rev Hannah reported that USG pays a minimum wage of \$20/hour for hourly employees.

The members present voted and approved the budget for next year.

### **Q & A**

Where does reparations money go? Deborah Coleman, Reparations Committee Co-Chair, explained that the committee is in the process of deciding where the funds will go. Updates are available on line.

### **Presentation of Awards**

- Under Five Years, or "Hit the Ground Running" award was presented to Deborah Coleman by Carla Campbell.
- Congregational award was presented to Jody Hill by Paul Teti.
- Lifetime Achievement award was presented to Carolyn Scott by Carla Campbell and to Carolyn Cotton by Paul Teti.

### **Election of Board Officers and Nominating Committee Members**

Ballots were distributed. Members for at least three months were eligible to vote.

### **Closing Words**

Rev. Hannah Capaldi provided closing words, saying "take heart, take pride, and know you are loved."

The meeting adjourned at 1:30 pm.