



Annual Meeting

June 4, 2023

Agenda

- Call to Order
- Establish quorum for Annual Meeting and Vision Fund voting
- Welcoming Words – Rev Jade
- Approval of 11/22 Congregational Meeting minutes
- SUUS Leadership
- SUUS Finance Report
- Old Business
- New Business
 - General Assembly
 - SUUS Rental Optimization Team
- Adjourn



A decorative graphic on the left side of the slide, consisting of several thin, dark, curved lines that sweep upwards and to the right, resembling stylized grass or reeds.

Welcome!

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11/22 Congregational Meeting

11/22 Congregational Meeting

- Minutes distributed via the Call to Annual Meeting



11/22 Congregational Meeting

Motion:

To approve the minutes of the November
2022 Congregational Meeting





SUUS Leadership

SUUS Leadership

2022-23 Recap

- Revised the Board of Trustee structure
 - Replaced the President and Vice-President positions with Co-Chairs (2-year trial)
 - Replaced the Committee Council with Board Liaisons
- Continued the structure of standing committees.
- Elected 3 Vision Fund Custodians



SUUS Leadership

- Thank you to all who contribute to SUUS through their leadership work



SUUS Leadership

2023-24 – The Board of Trustees

- We will continue another year of the Board Co-Chair trial. If it goes well, we will amend the SUUS Bylaws accordingly.
- We will continue with the Board Liaisons.



SUUS Leadership

2023-24 - Committees

- The Board reviewed the committee structure, looking for opportunities to continue to simplify and streamline our leadership.
- Some traditional committees are more project-oriented and don't require monthly committee meetings or regular reporting to the Board



SUUS Leadership

2023-24 - Committees

- Recommendation:
 - Transition some from a Standing Committee to a Work Team
 - Standing Committees will continue to have a Chairperson(s)
 - Work Teams will have a Lead chosen by the team, rather than a Chairperson elected by the congregation
 - Consolidate some committees



SUUS Leadership

2023-24 – Committees and Work Teams

| | Committee | Work Team | Comments |
|---------------------|-----------|-----------|--|
| Communications | | X | Collaborate with Minister, Office Admin, Faith Formation leader to support all SUUS communications efforts |
| Congregational Life | X | | |
| Faith Formation | X | | |
| Finance | | X | Combine with Stewardship to form a Work Team |
| Healthy Relations | | X | Call upon as needed |
| Hospitality | X | | |
| House & Grounds | X | | |
| Memorial Garden | X | | |
| SEA | X | | |
| Social Justice | | X | Work with the Minister and Board |
| Stewardship | | | Combine with Finance to form Work Team |
| Worship | | X | Form a Worship Associate Team to work with the Minister and Board |



SUUS Leadership

2023-24 – Vision Fund

- Custodians are elected on a staggered rotation basis for three-year terms
- Lemi Luu was elected in FY22-23 to a one-year term
- To provide continuity, she has agreed to be nominated for a new three-year term



SUUS Leadership Nominees

Board of Trustees

- Co-Chair – Gary Feder
- Co-Chair – Ann Alvarez
- Treasurer
- Secretary
- Trustee – Andrea Scranton
- Trustee – Bill Waltrip
- Trustee – Mike Rosen



SUUS Leadership Nominees

Standing Committees

- Congregational Life – Alice Fleming
- Faith Formation – Jennifer Swenson, Scott Swenson
- House & Grounds – Chris Jobson, Tom Lee
- Memorial Garden – Beth Chipman, Jennifer Farmer-Etzel
- SEA – Kathy Helmrich, Lindalea Ludwick
- Hospitality – Tracy Ernst, Sarah Jane Dailey



SUUS Leadership Nominees

Vision Fund

- Custodian – Lemi Luu



SUUS Leadership Nominees

Motion

To accept the proposed 2023-24 SUUS
Leadership Nominee slate





SUUS Finance Report

Pledge Drive

Compared to FY22-23:

- 67 renewed pledges
- Avg renewed pledge increased 8%
- 2 new pledges
- 15 did not renew



FY22-23 Update

- Deficit budget (-\$12K net income) approved at Annual Meeting
 - Included \$33K Vision Fund disbursement
- Revenue forecast: higher than Budget
 - Higher pledge fulfillment
 - Sunday Collection
 - Donations
- Expense forecast: lower than Budget
 - Minister started later
 - No Office Admin for several months
- Will use less Vision Fund than budgeted



FY22-23 Update

| | Budget | Forecast | +/- |
|-------------------|-------------|-------------|-------------|
| Revenue | \$ 196,563 | \$ 202,650 | \$ 6,087 |
| Expenses | \$ 241,698 | \$ 220,118 | \$ (21,580) |
| Op Income/(Loss) | \$ (45,135) | \$ (17,468) | \$ 27,667 |
| Vision Fund (1) | \$ 33,400 | \$ 17,468 | \$ (15,932) |
| Net Income/(Loss) | \$ (11,735) | \$ - | |

(1) Unused Authorized Disbursement returned to Vision Fund



FY23-24

- A new Minister
- A new Office Administrator
- Change in Faith Formation Leadership
- Vision Fund now invested in the UUCEF
- Now is the time to build towards the future...responsibly



FY23-24 Budgeting

- Revenue
 - Good pledge results
 - Opportunities in other areas
- Expenses
 - Full year of Minister and Office Admin
 - Revised Faith Formation leadership
 - Continue to control non-staff Expenses

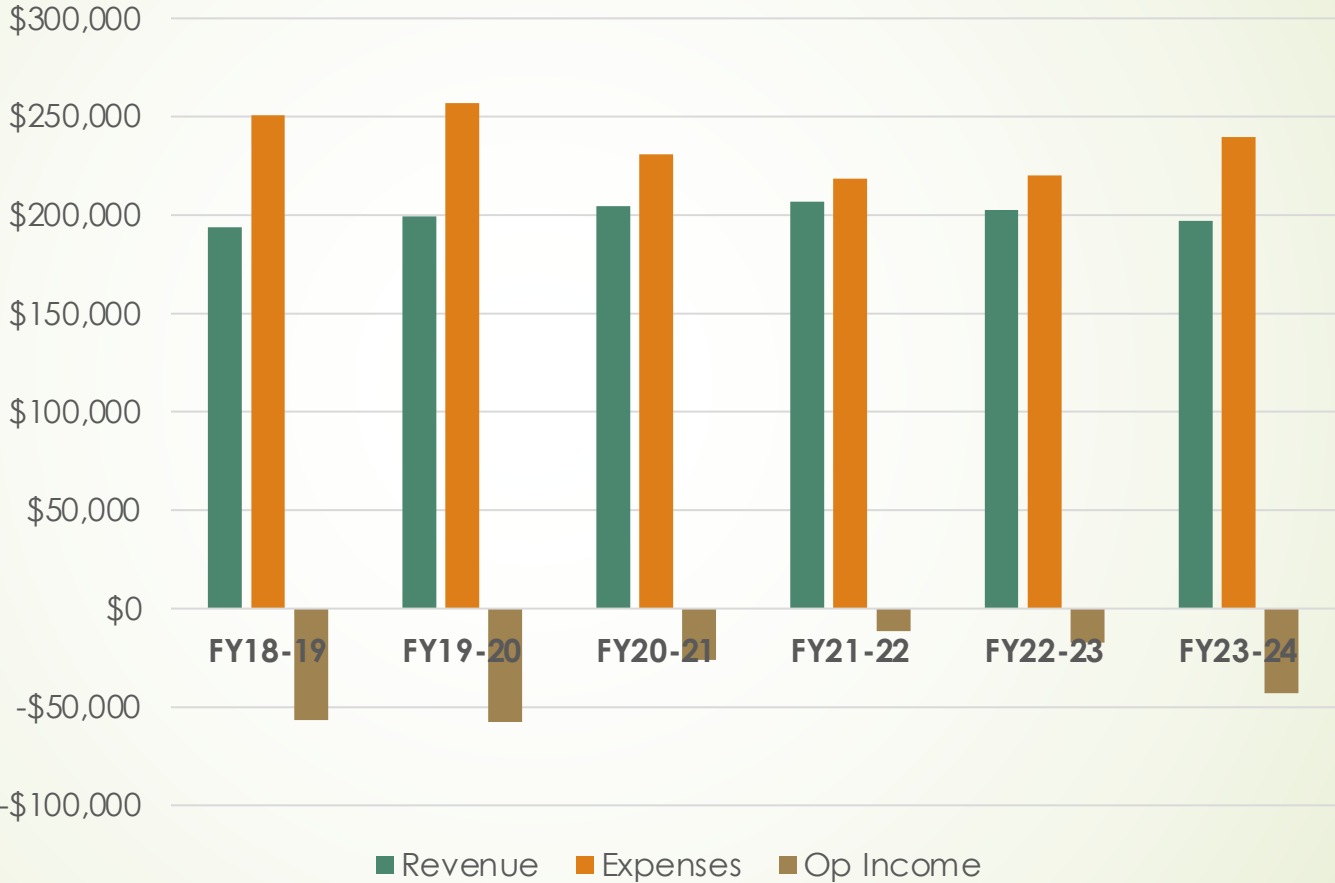


FY23-24 Proposed Budget

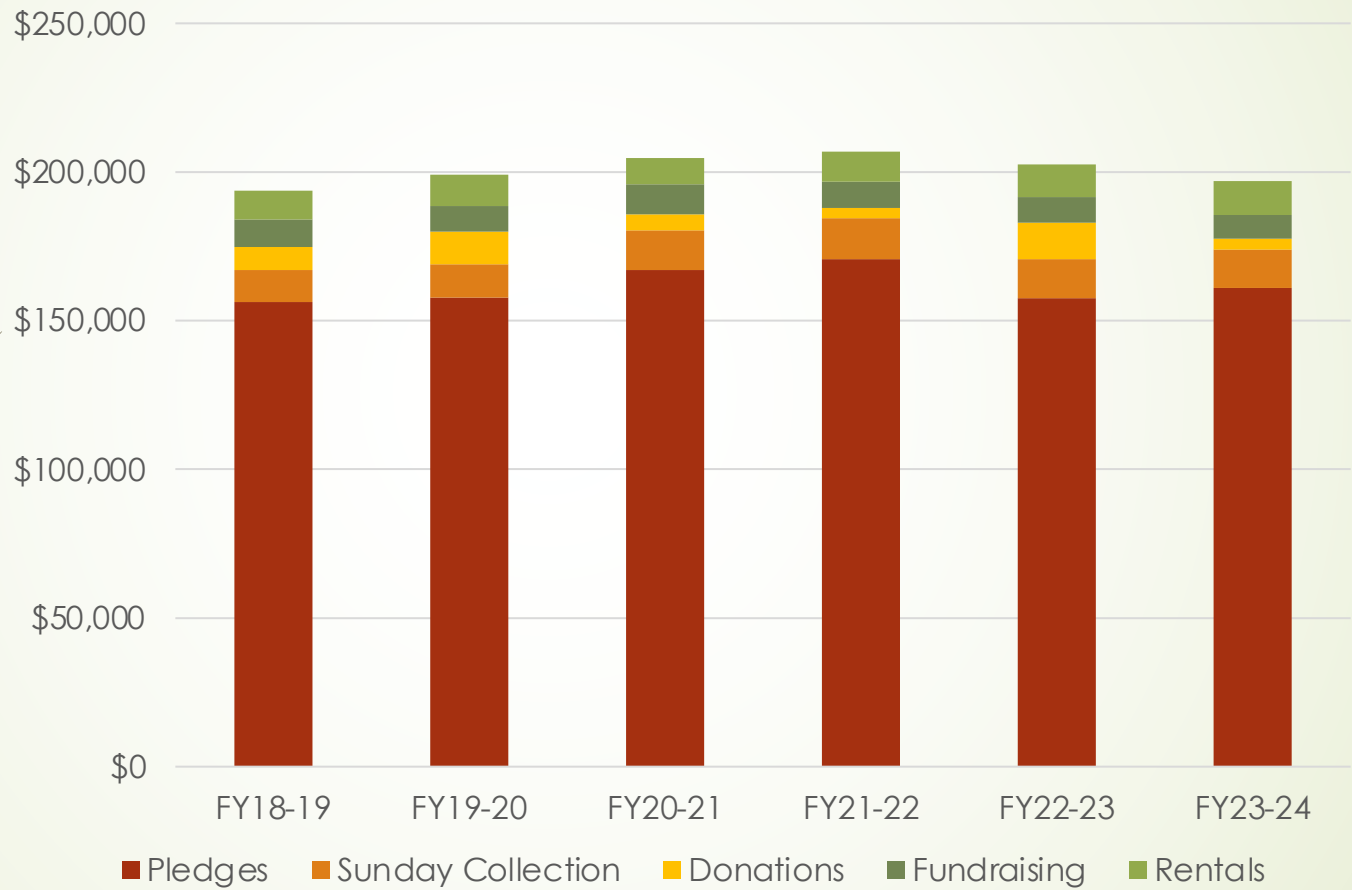
| | FY22-23 Forecast | FY23-24 Budget | +/- |
|------------------|---------------------|-------------------|-------------|
| Revenue | \$ 202,650 | \$ 196,930 | \$ (5,720) |
| Expenses | \$ 220,118 | \$ 239,782 | \$ 19,664 |
| Op Income/(Loss) | \$ (17,468) | \$ (42,852) | \$ (25,384) |



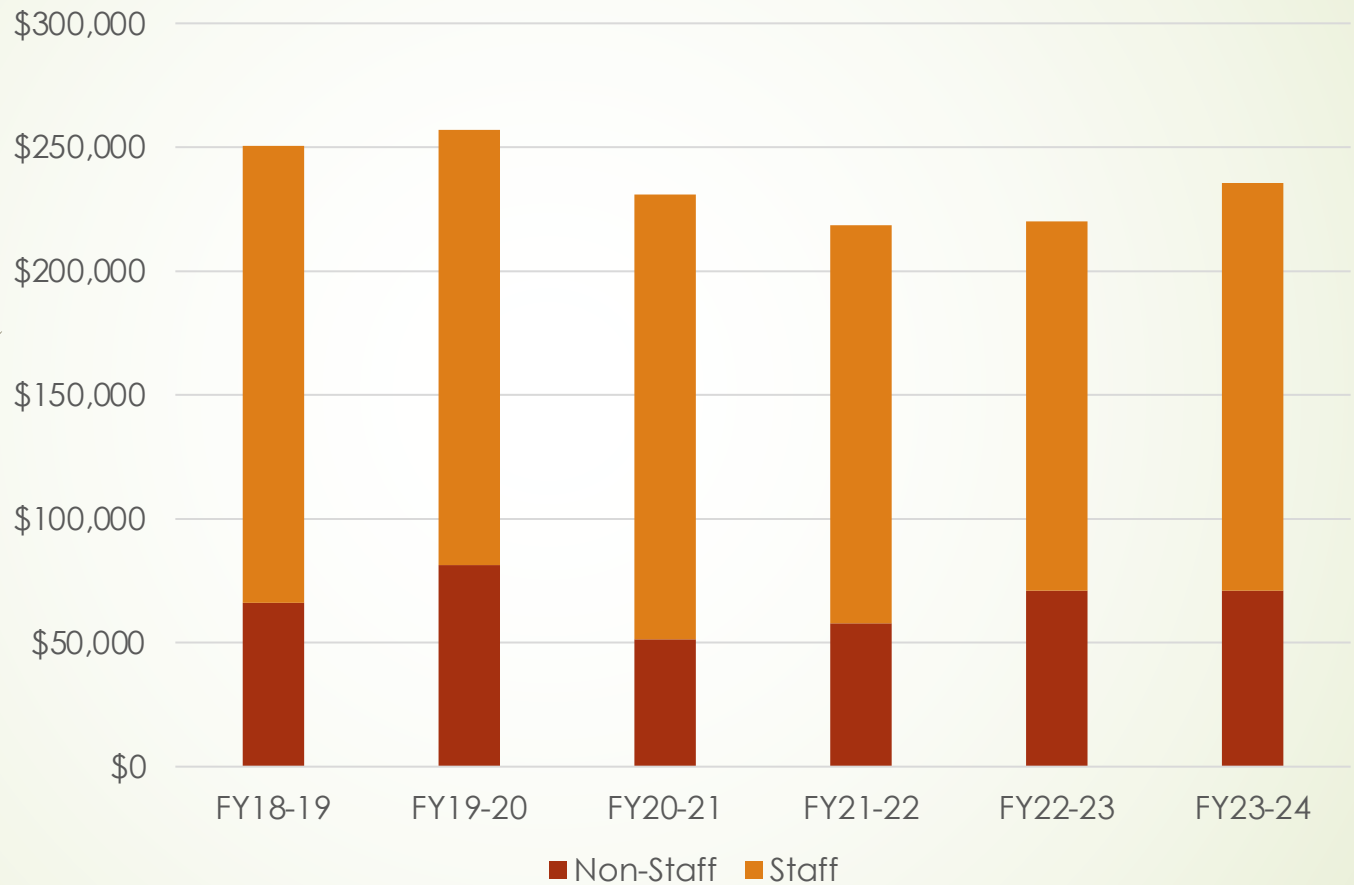
Financials History



Historical Revenue



Historical Expenses



Faith Formation

- Collaborate with All Souls New London on program development
- Professional staff at SUUS to coordinate, implement, communicate
- SUUS volunteers to lead the activities
 - *Without enough volunteers, some elements of the FF program go away*
- Budget 20 hours/week for professional staff
 - 5 hours All Souls
 - 15 hours SUUS
- All Souls is on board



FY23-24 Op Income/(Loss)

- Operating Income/(Loss): **(\$42,852)**
- Vision Fund: \$13,073
 - Impact of Fund performance 2 years ago, recent market downturn
- Balance: **(\$29,779)**



How do we close the gap?

Increase revenue

- Increased pledges
 - 5% more = \$8,100
- Increased pledge fulfillment
 - 2% more = \$3,200
- Other revenue
 - Rentals – create team to actively pursue
- Donations



How do we close the gap?

Increase membership

- Average pledge = \$2,400
- 14 new members
- A long-term process



How do we close the gap?

Manage/reduce expenses

- Tight control on non-staff expenses
- Staff
 - Office Admin reduced to 15 hours/week



How do we close the gap?

Use the Vision Fund

- Per the Charter, it provides an Authorized Disbursement based on the Fund's investment performance.
- If more funds are wanted, an Exception Disbursement is needed requiring a 50% quorum and 80% approval.



Vision Fund Charter

- The Vision Fund Charter states that the Custodians must:

“Manage the Fund’s assets in a manner that preserves and increases the long-term value of the Fund, while generating income for use by the Congregation”

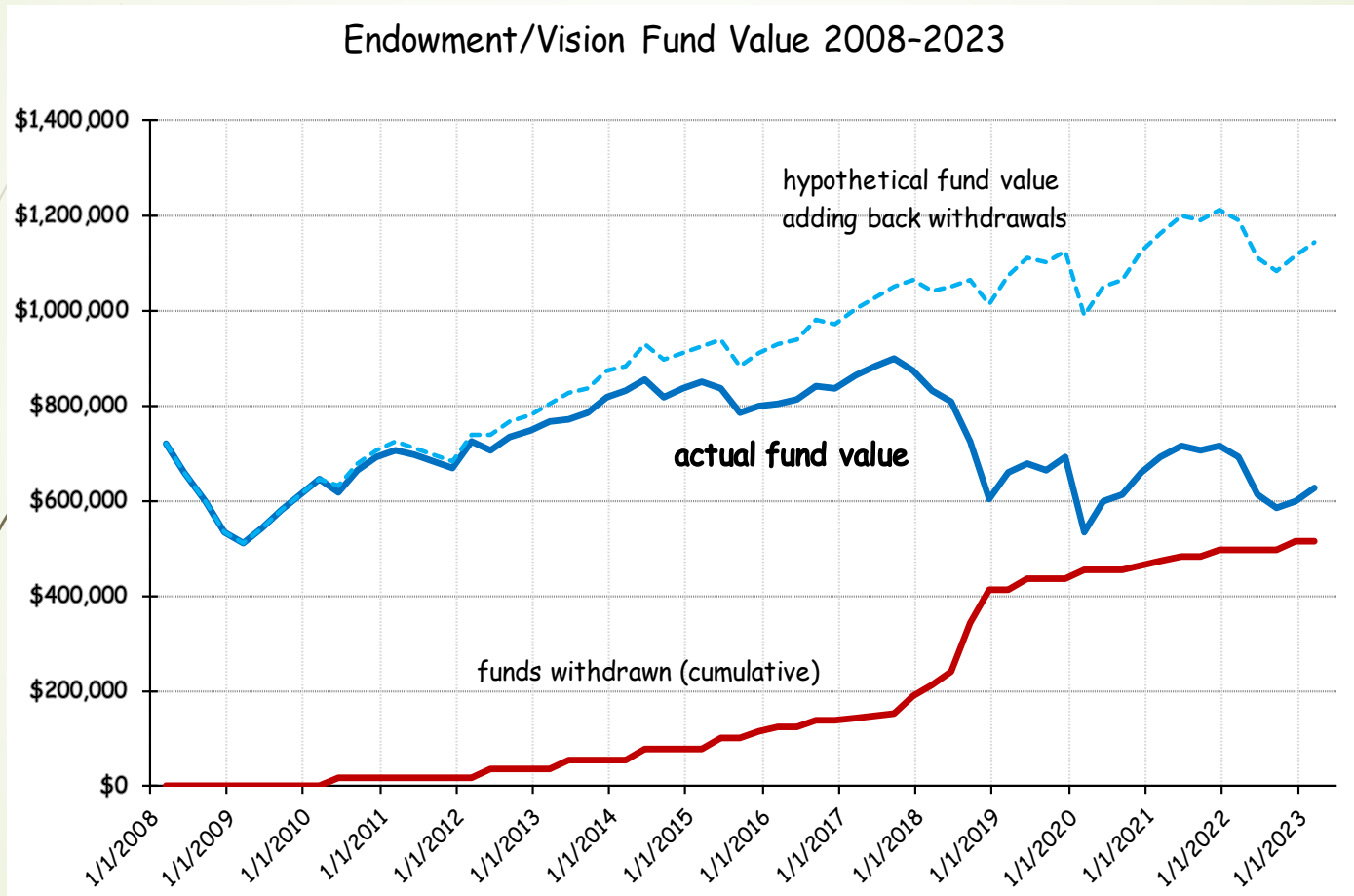


Endowment/Vision Fund History

- SUUS's Endowment Fund established in 2005 with \$720k
- Invested UBS 2006–2017; Bard 2017–2022; UUCEF 2022–present
- Relaunched as SUUS Vision Fund Jan. 2022
- Current Value (3/31/2023): \$628,297
 - Lowest value (2008): \$491,656
 - Highest value (2014): \$854,408

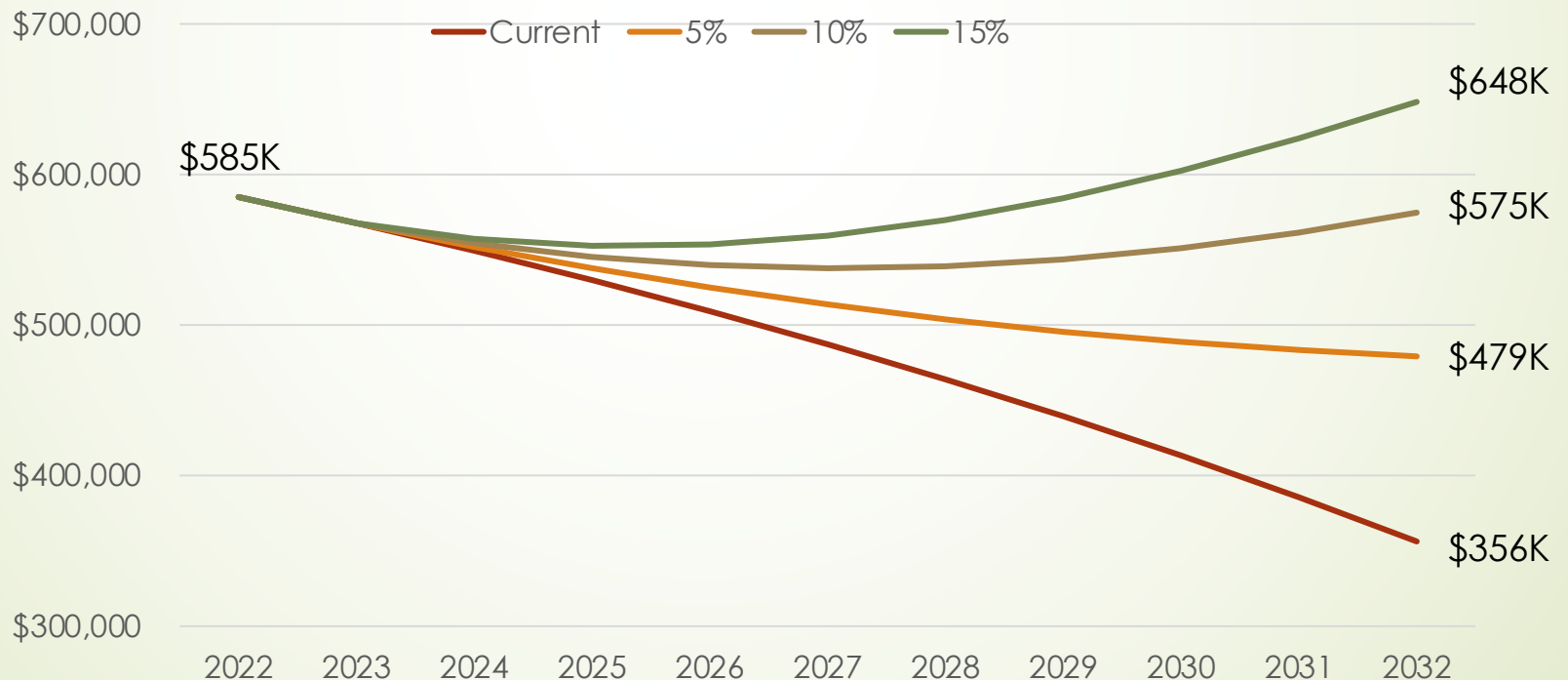


Endowment/Vision Fund History



Impact on Vision Fund

- Current gap = \$42,852
- Scenarios: reduce the gap by x%
- Assume 6% annual investment return



Looking Forward

- Try to close the gap as much as possible with increased revenue and expense management
- Use an Exception Disbursement from the Vision Fund to provide necessary funding for FY23-24
- Put together a longer-term plan that targets reduced reliance on the Vision Fund, for implementation FY24-25
 - Specific goals, targets



FY23-24 Operating Budget

Motion

To accept the proposed FY23-24
Operating Budget



FY23-24 Operating Budget

Motion

To approve an Exception Disbursement of \$32,000 from the Vision Fund in the 2023-2024 fiscal year, to be used for operating expenses within the 2023-2024 fiscal year. Any of this disbursement that is not used within that period will be returned to the Vision Fund at the end of the 2023-2024 fiscal year.

Vote via written ballot





Old Business



New Business

General Assembly

- June 21-25
- Pittsburgh
- SUUS gets 2 delegates
 - Gary Feder will attend virtually
 - One slot open



General Assembly

- Resolutions:
 - Revision to Article II of the UUA Bylaws
 - Business Resolution: Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations
- Leadership elections
 - Uncontested



Revision to Article II

- Restatement and expansion of Principles and Purposes
- Significant revisions that impact the 7 Principles
- https://www.youtube.com/watch?v=aU_to3slx08



Divestment and Reparations

- Focuses on UUCEF investments
- Calls to immediately divest from:
 - ALL fossil fuel companies
 - Oil & Gas Services and Pipeline companies
 - Banks that finance fossil fuel projects
 - Utility companies that burn/transport fossil fuels



Divestment and Reparations

- Requires UUA to fund a study by a third party to determine the cost & process of transitioning the entire Common Endowment Fund out of nontransparent, commingled funds and report this to GA in 2024
- About \$13 million of UUA's endowment to be used for reparations work



Divestment and Reparations

Concerns:

- Implementation is complicated and tricky
- A zero-tolerance threshold will eliminate virtually all large banks as an investment option
- Will be difficult to ask managers to build a value-focused portfolio while prohibiting 40% of investment options



Divestment and Reparations

Concerns:

- The funds used to pay for Reparations would result in less spendable endowment income for the UUA, likely resulting in at least 7 full-time staff positions being cut.
- Legal concerns on how the Reparations will affect the UUA as a tax-exempt organization and its fiduciary duty (by distributing funds to entities not directly related to the UUA or its missions)



Divestment and Reparations

- UUA Board voted unanimously to oppose the Resolution
- All 3 Custodians of SUUS's Vision Fund oppose the Resolution
- UUCEF is already on a divestment track since the 2014 Resolution and reports annually on its progress
- Reparations are already being addressed by the UUA Board



General Assembly

- If you have feedback or input, contact Gary



Rental Optimization Team

- Apartment rental
- Space/room rentals
- What are the opportunities to better utilize and increase revenue?
- Form a team to evaluate and make recommendations to the Board
- Please contact any Board member of you are interested





Q & A



Thank You

