

Agenda – Congregational Meeting
First Unitarian Universalist Church of Austin
Sunday, May 3rd 2015, 1:15pm – 2:15pm in the Sanctuary

1. Welcome and Call to Order, Carolyn Gremminger – 10 min
 - a. Unison Reading of Covenant and Lighting of Chalice
(Page 2)
 - b. Adopt Consent Agenda
 - Rules of Order (Pages 3-4)
 - Minutes December 14, 2015 congregational meeting (Pages 5-6)
 - c. Adopt Agenda
2. Update: State of the Church, Rev. Meg Barnhouse – 10 min
3. Congregational vote on Board of Trustee and Nominating Committee candidates – 30 min (Pages 7-12, Motions on pages 13-14)
4. Joys and Concerns – 10 minutes
5. Closing Reading and Extinguish Chalice – 5 minutes
6. Adjourn

A COVENANT OF HEALTHY RELATIONS

As a religious community, we promise:

To Welcome and Serve

- By being intentionally hospitable to all people of good will
- By being present with one another through life's transitions
- By encouraging the spiritual growth of people of all ages

To Nurture and Protect

- By communicating with one another directly in a spirit of compassion and good will
- By speaking when silence would inhibit progress
- By disagreeing from a place of curiosity and respect
- By interrupting hurtful interactions when we witness them
- By expressing our appreciation to each other

To Sustain and Build

- By affirming our gratitude with generous gifts of time, talent and money for our beloved community
- By honoring our commitments to ourselves and one another for the sake of our own integrity and that of our congregation
- By forgiving ourselves and others when we fall short of expectations, showing good humor and the optimism required for moving forward

Thus do we covenant with one another

Approved at congregation meeting May 5, 2013

First Unitarian Universalist Church of Austin Congregational Meeting Rules of Procedure

1. Order of Business

The order of business will follow the meeting notice unless the order of business is changed by a majority vote.

2. Means of Voting

As long as a quorum is present (ten percent of voting members of the congregation), voice votes, uncounted standing votes, or an uncounted show of hands will be used, unless the bylaws specify otherwise. Two or more people shall be designated as vote counters by the chair at the outset of the meeting in the event that a vote count is needed. Written ballots will not be used without a two-thirds vote. All matters will be determined by the number of votes cast by members present and voting, as long as there is a quorum, unless the meeting notice allows absentee voting.

3. Presentation of Items

A Board Member or the appropriate Committee Chair will move the action items as printed in the meeting notice.

4. Amendments

No one may offer an amendment until there has been at least ten minutes of debate on the main question as moved, unless no one else wants to speak to the main question or it is a clarifying amendment. Anyone making an amendment must give it to the chair in writing before it is discussed. Paper and pencil will be provided; those requesting assistance will be provided assistance.

5. Time limits

These time limits will apply to all the business of the meeting. If no one objects, the Chair may grant minor extensions. Time limits may be extended by a two-thirds vote.

- a. No one may speak on any motion for more than two minutes or more than once as long as anyone else is waiting to speak, except that persons with special

information may answer questions with the Chair's permission.

- b. No item will be discussed in the meeting for more than 30 minutes. Discussion time will be divided equally by alternating between speakers at microphones designated pro and con. One microphone will be designated for point(s) of clarification or amendments.
- c. No one may call the previous question if there are persons waiting to speak at both the pro and con microphones and the time for discussion is not over. If the Chair sees no speakers at the con microphone, then the Chair may call for a vote.
- d. Every person must speak at a microphone.

6. Budget Motions

Anyone making a motion concerning the budget must give it to the Chair in writing and must provide for reduction in specific categories equal to any increase in spending in the motion. A simple majority vote is required to adopt motions concerning the budget.

7. Items Not in the Meeting Notice

Items of a substantial nature which are not in the meeting notice shall not be considered. Committees with items of substantial importance must have the item prepared far enough in advance for inclusion in the meeting notice.

8. Amending the Rules of Procedure

These rules of procedure will be adopted by a majority vote and may be changed during the meeting by a simple majority.

9. Adjournment

The meeting will adjourn no later than two hours or at such time as a quorum is no longer present after the Chair has called the meeting to order. The meeting may be extended in 15-minute increments by a simple majority vote for as much as one additional hour.

Minutes

December 14, 2014 Congregational Meeting

First Unitarian Universalist Church of Austin

1) Welcome and Call to Order (1:25pm)

Carolyn Gremminger (chair) called the meeting to order. Check-in of voting members (72) totaled more than the number required to establish a quorum.

Carolyn lead those in attendance in a unison reading of the Covenant of Healthy Relations and the lighting of the chalice.

Kirk Overby was introduced as guest parliamentarian

Consent Agenda (Meeting Procedure Rules and Minutes from May 4, 2014 Congregational Meeting) was approved

2) Minister's Report – Meg Barnhouse

There is a full report in the December newsletter. Some highlights: Church now has 621 members and 300+ families. We are now officially a “large” church. The Capitol Campaign reached the \$3 million mark. Sean Hale resigned as Director of Finance and Operations. Carol Drennen from Greenlights was hired as an interim and as a part of the Greenlights service produced an assessment of Church operations. Chris Jimmerson will become Assistant Minister for Finance and Operations. Meg shared highlights from the Social Justice Ministry report. She characterized their efforts as extraordinary.

3) Split the Plate Balloting

Peggy Morton reminded everyone that ballots for Second Sunday Special Plate nominees were due. There are 21 organizations nominated.

4) Chris Jimmerson

There was a unanimous vote to accept the ordination of Chris Jimmerson with ordination ceremony to be scheduled. Chris will become Assistant Minister for Finance and Operations.

5) BUDGET

Chris Jimmerson provided a detailed narrative (see attached) for the proposed budget. He noted that pledges have increased by about 6%. Some numbers in the budget seemed to change significantly from the previous budget. For the most part this is due to moving items into other categories that better describe their impact on the budget. For instance the communications and membership staff positions have been moved from

Ministry to Program Support. Some groups/activities that have not been part of the budget have been and are being folded into the budget to get a clearer financial picture.

Russel Smith moved approval, Eric Hepburn seconded. The budget was unanimously approved.

6) Joys and Concerns

Carolyn Gremminger expressed a joy that Angela Smith was present.

Peggy Morton mentioned that the Justice Committee has started and will have a gathering January 20.

7) Closing Words, Extinguishing the Chalice, and Adjournment

Meeting adjourned at 2:25pm after a closing reading by Carolyn Gremminger.

Recorded by: Steve Swinea, Secretary

Nominating Committee Slate 2015/2016

Board of Trustees	
President	Angela Smith
President Elect*	Marsha Sharp
Trustee (2013-2016)	Julie Paasche
Trustee (2013-2016)	Steve Swinnea
Trustee (2013-2016)	Glenn Williams
Trustee (2014-2017)	Dorothy Roark
Trustee (2014-2017)**	Nancy Dittmar-Stout
Trustee (2014-2017)	Sean Ramsey
Trustee (2015-2018)*	Jairy Grisaffe
Trustee (2015-2018)*	Jill Wiggins
Trustee (2015-2018)*	Sarah Cleary

*Nominee

**Nominee serves term for M. Sharp

Nominating Committee	
Member (2015-2018)*	Margaret Roberts
Member (2014-2017)	Elizabeth Gray
Member (2013-2016)	Lisa Carrell
Member (2015-2016)**	Carolyn Gremminger
Member (2015-2016)**	Michael Kersey

*Nominee

**Board Appointee

Sarah Cleary Board Bio

Sarah began attending UU services 15 years ago at a fellowship that met above a movie theatre in the small town of Ligonier PA. After joining her husband, Richard, here in Austin, she began attending First UU, and became a member in 2013. She is happy to call First UU her spiritual home.

A native Midwesterner, Sarah has worked in the museum and archives field for over 35 years. Her experience ranges from curatorial and education work at a volunteer-staffed regional Michigan museum, to 16 years as Curator of Education at Frank Lloyd Wright's world-famous Fallingwater in western Pennsylvania, where she led a staff of 50. Today she works with the Reference Services team at UT's Briscoe Center for American History. Throughout her career, she has been closely involved in strategic planning, program evaluation, museum interpretation, and understanding the visitor experience. She has served on boards for a small community center, and for a statewide museum agency.

Along with Richard, Sarah coordinates the Usher/Greeter Program - many Sundays, you'll see both of them at the "front of the house," helping services go smoothly. In addition, she serves on the Membership Committee and is a Freeze Night volunteer. She is delighted and honored to have this opportunity to be of service to the congregation as First UU continues to grow.

Nancy Dittmar Stout Board Bio

Nancy and her husband Max are relatively new to the Unitarian Universalist church. After spending 20+ years actively trying to find liberal religion in main-line Christian churches, they heard a lecture by First UU's former minister, Davidson Loehr. Intrigued, they visited First UU and joined in October 2011, after Rev. Meg arrived. At First UU, they have ushered and participated in chalice circles, sharing suppers, and the FReD evenings. Currently, Nancy co-coordinates the church's volunteer efforts with People's Community Clinic.

Nancy grew up in South Austin. She earned her BA, MA, and PhD from UT Austin, concentrating her studies in psychology, research methodology, and statistics and working in the Office of the Dean of Students.

After UT, she worked at the Central Office of the Texas Department of MHMR doing research on the deinstitutionalization of persons with mental illness. This work led her to Denver University where she served as principal investigator on a multi-state survey of board and care homes serving elderly and mentally disabled persons. Returning to Texas and MHMR in 1986, Nancy directed an effort to expand community-based services for specific populations, and successfully amended the Texas Medicaid program to fund case management and rehabilitative services. She retired in 1998, consulted for a few years, and in 2004 gave it up to travel with Max and babysit grandchildren.

Nancy brings to the board a long history of social systems policy development and quantitative analysis. She is honored to serve this congregation.

Jairy Grisaffe Board Bio

Jairy started his journey as a UU in 2005 at First Unitarian of Dallas. His wife, Suzanne, and he made First UU of Austin their church home in 2012 after moving to Austin in late 2011. He has been facilitating UU religious education classes since 2007, teaching exclusively in middle school and high school. He has served as the Lead Adviser for our Senior High School Youth Group since 2013 and is currently a facilitator for Junior High OWL for our church. Last year, he became a Co-Director for the U-Bar-U Senior High Summer Camp. He also served on the Canvassing Team in 2012, helping to plan fundraising events.

Jairy works as a consultant for a small software vendor in the energy sector. He enjoys live music, long distance running, watching soccer, woodworking, software programming, playing the guitar, and crossword puzzles. Jairy and his wife found each other through the UU church. They welcomed their first child, Mena Alexana, into their lives this past October and look forward to her growing up in our church.

Jairy has brought many great ideas to the Youth Group that have increased attendance, enthusiasm, and fundraising. He frequently connects with UU leaders around the region and feels he can help bring the best ideas to our community. This church is very important to Jairy and his family. He looks forward to being a part of it and serving it for years to come.

Marsha Sharp Board Bio

Marsha began her journey as a UU as a teenager attending the UU Fellowship in Victoria, TX, with her mother. She has been a member of First UU Church of Austin since 1986. She has co-taught the women's religious education workshop "Cakes for the Queen of Heaven," and served as Deposit Supervisor for the second Sunday service. She currently serves on the Board of Trustees and volunteers at the Welcome Center desk on Tuesday mornings. Marsha also volunteers her time with cancer patients at an oncology infusion room and serves on the Board of Directors of her townhouse council.

After 29 years, she retired from teaching/counseling in Austin ISD and Round Rock ISD in 1998. During that time she served as President of the Austin Federation of Teachers, and on the state board of the Texas Federation of Teachers. As a teacher and counselor she learned to work with a variety of students, parents, and colleagues. She went on to serve as an education specialist at the LBJ Library and Museum for another 13+ years. As the first educator at the Library, she created and designed the education program. She developed workshops and activities for educators, developed activities for students in K-16, worked with student teachers on the UT campus, and wrote curriculum aligned with the K-12 Texas education standards. She also conducted collaborative workshops with education specialists from other presidential libraries, and conducted presentations for national education conferences.

Marsha is honored to be nominated as President-elect for First UU Church of Austin.

Jill Wiggins Board Bio

Jill suspected she was a UU before moving to Austin in 1982, and soon found First UU. Late music director Janet McGaughey welcomed her and encouraged her to join the choir. She's been singing in church ever since. She and Gary Payne were married in the sanctuary in 1996.

Other activities have included serving on the search committee that selected music director Brent Baldwin and on the committee that selected Rev. Meg Barnhouse. She and Gary co-chaired the Membership Committee following Meg's arrival. Jill currently participates in a chalice circle.

Born in England, Jill grew up in Ohio and has lived all over the U.S. She has a B.A. in art from St. Edward's University. She retired from the state of Texas after a communications career at the Department of Agriculture and the Texas Medical Board.

Her active retirement includes writing two blogs: "Radical Retirement," and an art blog, "Jillybeans." Her art passion is making and exchanging post cards with other artists around the world. She writes and publishes poetry and serves in a communications capacity on her homeowners' association board.

She and Gary love to travel and will soon visit some of Jill's English relatives at a family reunion in Florida. Jill has two adult daughters, one an eBay entrepreneur and mother of eight-year-old Chloe, the other a middle school English teacher and mother of 11-year-old Bryan.

Jill is grateful for the opportunity to serve this beloved community and considers title of "Trustee" to be a significant honor.

Proposed Motions Congregational Meeting May 2015

At this meeting the congregational will be voting on:

- a slate of nominees for service on the church's Board of Trustees,
- a President-Elect of the Board of Trustees for 2015-2016, who will also serve as President of Board of Trustees for 2016-2017,
- Congregational representatives to the Nominating Committee.

The Nominating Committee is responsible for identifying persons to fill Board level leadership positions within the church.

Background

The governing Bylaws of First Unitarian Universalist Church of Austin state that “the election of officers and members of the Board of Trustees and the election of Nominating Committee, as well as the transaction of other business shall take place at the spring semi-annual congregational meeting of the church. The time and place of the meeting shall be set by the Board of Trustees. The Nominating Committee will present a recommended slate of candidates at the meeting.”

Furthermore, the First UU Church of Austin Bylaws state that:

“A President Elect shall be elected at the spring semi-annual congregational meeting to a two-year term, one served as President-Elect and the following year as President.”

“The Nominating Committee shall consist of five voting members of the church, two appointed by the Board of Trustees, and three elected by the congregation.

The Bylaws also state that the Church Board of Trustees shall consist of “nine Trustees who shall serve staggered terms of three years each. Three Trustees shall be elected at the spring semi-annual congregational meeting;” however, for today's meeting, because we are still in the process of moving towards electing three board members for three year terms, the Nominating Committee has presented five candidates for the Board of Trustees.

A full list of Board of Trustees and Nominating Committee membership for 2015-2016 is available as part of the meeting packet.

Proposed Motions Congregational Meeting May 2015

Proposed Motions

- 1) The Congregation of First UU Church of Austin accept the slate of Board of Trustees candidates as presented by the Nominating Committee; specifically, the following candidates with their terms of service in parentheses:
 - Sarah Cleary (2015-2018)
 - Nancy Dittmar-Stout (2014-2017, serving out the term for Marsha Sharp, who is the President-Elect nominee)
 - Jairy Grisaffe (2015-2018)
 - Jill Wiggins (2015-2018)

- 2) The Congregation of First UU Church of Austin accepts Marsha Sharp as President-Elect for 2015-2016 and as President of the Board of Trustees for 2016-2017

- 3) The Congregation of First UU Church of Austin accepts the Margaret Roberts as congregational representatives to the Nominating Committee with a term of 2015-2018.