

CHAMPLAIN VALLEY UNITARIAN UNIVERSALIST SOCIETY
2025 Annual Meeting Minutes - Draft

Members of the Champlain Valley Unitarian Universalist Society are hereby warned of the 2025 Annual Meeting, which is to take place in person in the Sanctuary and also on Zoom on Sunday, June 8, 2025, following the 10am worship service.

Meeting began at 11:28am Established Quorum with 60 people who have checked in both online (14 people) and in person

Chalice Reading

Recognizing and thanking the board

Recognizing the passing of Julie Sperry Gibbs, Ginny Moser, Barbara Ganley (8/14), Deborah Lewis (9/22), Marjorie Carson (11/12), Bobbie Andrews (11/26), Vera Flight (12/14)

Ann Webster *Moderator*

Review meeting procedures, Zoom Meeting voting

Our thanks to the CVUUS Staff!

VOTE to suspend the rules and allow our newest members to vote at this meeting

Moved John Barstow,
Seconded Kate Gridley
unanimously Approved

VOTE to approve minutes of 2024 Annual Meeting

2024 Annual Meeting Minutes Draft

Moved Geoff Birdsall
Seconded Revell Allen
Unanimously Approved

PRESIDENT'S REPORT- Hannah Sessions, *Society President and Board Chair*

Thank you to the congregation for embracing younger leaders

Full President's Report in the packet

Recognition of the Music Team, RE work, Communications, Building use, Social Justice, Mentoring Tom, Roots and Wings, Facilities, Welcoming Team, Landscaping and Library, Flowerbuds, Governance Policy Team, Personnel, Transitions Team, Small Group Ministry, Worship Team, Finance Team, Caring Network, Hospitality, Share the Plate, Art Gallery Team, Nominating Committee, Rhubarb Team and Fundraising Committee

Special thank yous to:

- The Roots and Wings Team: Alan Moore, Andrea Sambrook, Ellen Flight, Heidi Sulis, John Barstow, Kate Gridley, Mary Conlon, Mary Hadley, Steve Maier and Rev. Hart for their dedication to the financial future of CVUUS
- Tom Morgan for his dedication to CVUUS and the larger community through completion of his Hybrid Community/Parish Ministerial Internship.
- And of course--*all of you!*
- Summary of 2024-25 Board goals and activities

Board Report 2025

Board Goals and Updates for 2024-25

- Collaborate with the interim ministers and the community ministerial intern in implementing their priority plan for the year-Done
- Manage the process of nominating a search committee for a settled minister- Done

- Improve and clarify decision making system in the congregation
 - Ongoing: identified steps and formed Governance Taskforce, work goes on

- Commit to Board Transparency & Communications
 - Ongoing:
 - Drafted meeting minute summaries, posted in Fellowship Hall.
 - Wrote January and June President Reports,
 - Leadership Team (Pres & VP) met regularly with Council of Ministries & Rev Christina,
 - Several Congregational Conversations happened,
 - Board members are a part of most committees,
 - Board members part of Roots & Wings
 - Invited reports from staff and committees at board meetings.
 - A commitment to making ourselves present and available

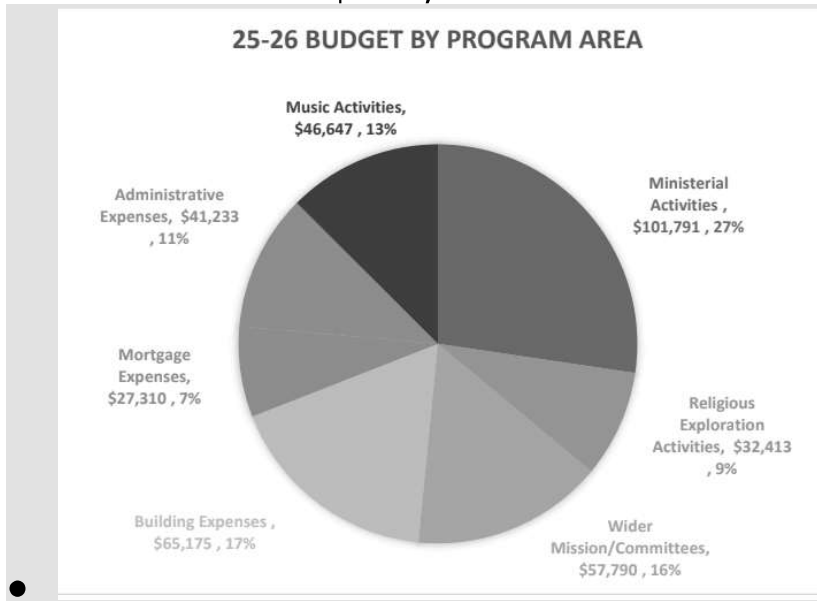
- Ensure functioning RE program and RE council
 - Ongoing: RE Council formed, Summer RE and OWL will happen
 - Board members are RE summer volunteers

- Actively engage in the Canvas/Capital Campaign work
 - Done: Part of Roots & Wings, Finance Team, Facilities Team (Fenn House work)

REPORT: Roots and Wings Campaign Team Mary Hadley

- Thanks to the team and those visited
- 3 year campaign
- 99 people pledged \$317,000 ish

- This was in addition to the Capital Campaign
- 79 pledgers
 - In 2025- \$504,389
 - In 2026- \$220,882
 - In 2027- \$249,086



REPORT: Facilities Committee Llyn Rice

- Urgently needed renovation (due to settling of the building) to Fenn House was helped greatly by a donation directed to the Fenn House that was part of the Roots and Wings Campaign.
- With volunteer work they were able to stretch the funds to do more than the urgently needed renovations. They were able to do efficiency work
 - With a small amount more than the initial budget, they were able to install a heat pump
- Future renovations with increase accessibility and provide a larger deck
 - The foundation will be repaired
 - The will put in an ADA compliant door
 - Some kitchen improvements are also planned
- They are planning a stakeholder meeting to look at how the work will continue

REPORT: Finance Team and Board of Trustees:

Mary Conlon (Board Treasurer)

Treasurer's Report

2025 Annual Treasurer's Report

Proposed Consolidated Annual Budget 2025-26

FY26 Budget Adjustment List

FY26 Proposed Budget Pie Chart

Discussion of the Finance Team's Work this year

- Finance Team- Alan Moore, Mary Hadley, Heidi Sulis, Rich Wolfson, Mary Conlon
- Highlights-
 - CVUUS received a bequest this year- \$20,000 toward the endowment, and \$20,000 towards the Capital Campaign
 - Seasons of Life Fund- supports operations- members and friends give to it when they choose to honor someone dear
 - This year \$2700- In memory and honor of David S and Dave H Flight, in honor of Mary Hadley, in honor of Rich and Artley Wolfson, thanks for events at CVUUS, recognizing CVUUS' birthday
 - Please join the Finance Team
 - Working to pay down the mortgage (currently below \$320,000)
 - Gordon Gibson looked at UUA fair compensation guidelines
 - Conducted our annual internal review of financial systems
 - Created a planned giving brochure
- Next year
 - Updating the Personnel Manual
 - Guidelines for increasing building use
 - Finish paying down the mortgage

Review of Budget

- This year and last year, we did not need to use surplus to balance the budget
- Last year, we ended the year with a \$10,000 surplus which the board voted to put into building reserve
- Review of Balance Sheet

Champlain Valley Unitarian Universalist Society
Balance Sheet - Year-End Comparisons

CVUUS Balance Sheet Year-end Comparisons		6/30/2021	6/30/2022	6/30/2023	6/30/2024	Current 3/31/2025
Current Assets *						
Operations	NBM Checking Account 5384	\$ 125,857	\$ 21,530	\$ 87,771	\$ 28,679	\$ 123,991
	NBM General Fund Portfolio Assessment	\$ -	\$ 89,325	\$ 49,187	\$ 5,110	\$ 6,419
	Vanguard - ESG Fund	\$ -	\$ -	\$ -	\$ 63,874	\$ 65,282
	Vanguard - Federal Money Market 0033	\$ 75,636	\$ 87,945	\$ 91,258	\$ 96,192	\$ 78,750
	Total Operations	\$ 201,493	\$ 199,710	\$ 219,135	\$ 193,855	\$ 273,133
	*Accounts include Designated Funds (see below)	\$ 33,763	\$ 51,919	\$ 43,829	\$ 36,013	\$ 149,988
Restricted Reserves						
	Vanguard - Building Reserve Account 0571	\$ 91,407	\$ 79,645	\$ 81,187	\$ 85,668	\$ 101,607
	NBM Building Reserve 0374	\$ 26,967	\$ 26,967	\$ 26,967	\$ 66,009	\$ 67,276
	UU Common Endowment Fund	\$ 42,248	\$ 36,087	\$ 48,049	\$ 54,207	\$ 57,834
	Vanguard - Stock Transfer 0085	\$ 8,540	\$ 8,805	\$ 9,150	\$ 3,025	\$ 127,936
	NBM Ministers Discretionary Funds Account	\$ 2,472	\$ 3,070	\$ 1,720	\$ 2,019	\$ 2,817
	Total Reserves	\$ 171,719	\$ 154,575	\$ 167,073	\$ 210,988	\$ 357,464
	Total Current Assets	\$ 373,212	\$ 344,285	\$ 386,208	\$ 404,842	\$ 630,598
Long Term Assets						
	2 Duane Court (house & land purchase price)	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000
	2 Duane Court (sanctuary & sign purchase price)	\$ 2,549,877	\$ 2,549,877	\$ 2,549,877	\$ 2,549,877	\$ 2,549,877
	Solar Panels (Shoreham - 17 panels)	\$ 9,639	\$ 9,639	\$ 9,639	\$ 9,639	\$ 9,639
	Long Term Assets	\$ 2,819,516	\$ 2,819,516	\$ 2,819,516	\$ 2,819,516	\$ 2,819,516
	Total Assets	\$ 3,192,728.00	\$ 3,163,801.34	\$ 3,205,723.90	\$ 3,224,358.43	\$ 3,450,113.58
Liabilities						
	2 Duane Court (Sanctuary Mortgage)	\$ 534,767	\$ 502,529	\$ 468,855	\$ 433,752	\$ 406,300
	Total Liabilities	\$ 534,767	\$ 502,529	\$ 468,855	\$ 433,752	\$ 406,300
	Equity (Total Assets minus Total Liabilities)	\$ 2,657,961	\$ 2,661,272	\$ 2,736,869	\$ 2,790,606	\$ 3,043,724
** Designated Funds						
	Gift towards website design costs	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
	Gift Towards Mortgage	\$ 20,083	\$ -	\$ 15,283	\$ 11,683	\$ 8,983
	Request	\$ -	\$ -	\$ -	\$ -	\$ 39,947
	Capital Campaign	\$ -	\$ -	\$ -	\$ -	\$ 74,348
	25-26 Pledges	\$ -	\$ -	\$ -	\$ -	\$ 5,500
	Holiday money/staff bonuses	\$ 80	\$ 495	\$ 519	\$ 672	\$ -
	Tech equipment gift	\$ 30,000	\$ 26,923	\$ 25,946	\$ 25,295	\$ 19,947
	Quebec/Vermont UU	\$ 2,207	\$ 2,804	\$ 2,816	\$ -	\$ -
	Community Lunch/Kitchen	\$ 211	\$ 200	\$ -	\$ -	\$ -
	Youth Group	\$ 765	\$ 765	\$ 765	\$ 765	\$ 765
	Total Designated Funds	\$ 33,763	\$ 51,919	\$ 43,829	\$ 36,013	\$ 149,988

5/22/2025

Champlain Valley Unitarian Universalist Society
Chart of Year-End Actuals and
Projected year-end FY25

	FY21 ACTUAL	FY22 ACTUAL	FY23 ACTUAL	FY24 ACTUAL	FY25 PROJECTED	
Ordinary Income/Expense						
Income						
	Transfer In - Designated Funds	\$ (1,798)	\$ 6,437	\$ 5,760	\$ 3,600	\$ 3,000
	Transfer In - Rainy Day/Past Year Surplus	\$ 15,378	\$ 7,520	\$ 20,566	\$ -	\$ -
	Basket/Seasons of Life	\$ 5,953	\$ 8,737	\$ 9,863	\$ 13,992	\$ 15,132
	Holiday Bonuses	\$ 3,816	\$ 4,300	\$ 3,135	\$ 4,100	\$ 672
	Fundraising	\$ 15,792	\$ 18,922	\$ 13,502	\$ 15,322	\$ 13,955
	Grants	\$ 27,010	\$ 954	\$ 677	\$ 975	\$ 697
	Interest Income	\$ 2,133	\$ 2,094	\$ 4,305	\$ 5,368	\$ 3,933
	Miscellaneous	\$ 210	\$ 4,595	\$ 12	\$ -	\$ -
	Use of Buildings	\$ 480	\$ 4,360	\$ 7,820	\$ 11,690	\$ 13,140
	Contributions					
	Pledges	\$ 266,197	\$ 275,893	\$ 307,176	\$ 309,720	\$ 314,000
	Close the Gap: We Got You	\$ -	\$ -	\$ -	\$ 13,110	\$ 6,000
	Non-Pledge Gifts	\$ -	\$ -	\$ -	\$ 3,721	\$ 2,500
	Total Income & Transfer In	\$ 335,170	\$ 333,811	\$ 372,815	\$ 381,598	\$ 373,030
Expenses						
	Building Expenses	\$ 75,550	\$ 81,481	\$ 93,061	\$ 91,672	\$ 87,679
	Administrative Expenses	\$ 6,717	\$ 7,642	\$ 9,411	\$ 9,045	\$ 9,274
	Committee Budgets	\$ 6,965	\$ 14,879	\$ 10,916	\$ 17,193	\$ 16,308
	Staff Compensation	\$ 77,036	\$ 87,232	\$ 103,959	\$ 118,269	\$ 118,994
	Minister Expenses	\$ 93,012	\$ 95,357	\$ 105,717	\$ 83,832	\$ 93,830
	Employer Costs	\$ 23,126	\$ 25,056	\$ 27,129	\$ 34,568	\$ 30,935
	Wider Mission	\$ 20,387	\$ 24,463	\$ 19,043	\$ 16,500	\$ 15,850
	Total Expenses	\$ 302,792	\$ 336,110	\$ 369,236	\$ 371,079	\$ 372,871
	NET OPERATING INCOME (LOSS)	\$ 32,378	\$ (2,299)	\$ 3,579	\$ 10,519	\$ 159

5/22/2025

- Changes- 3.8% COLA
- Paying off the Mortgage allows for:

- Increase in music dept hours+ benefits
 - Increasing RE
 - Increased Professional development Opportunities for staff
 - \$8700 to assist with extra support for events
 - Providing Green Mountain Justice with Office Space and Supplies
 - Increased UUA Annual Fund to get closer to suggested contribution level
 - We are not drawing from savings for this budget
- Questions-
 - Clearer definition of Wider Mission activities in future budgets:
 - UUA Annual Fund Contribution
 - Administrator
 - Events Coordinator
 - Share-the-Plate giving to other organizations
 - Social Justice Ministry Budget

Approval of Budget for July 1, 2025 thru June 30, 2026

John Barstow moved, Dale Birdsall seconded

Comment- appreciation that we are back to presenting a balanced budget

New Strategic Initiatives Fund- please approach board members with ideas about what to do with this fund

11 yes on zoom, 0 no votes on zoom, unanimous in the room

IX. REPORT and VOTE: Nominating Committee
Nominating Committee Report/Slate

Board of Trustees

VOTE for Members of the Board of Trustees (3-year term)

Proposed Slate:

- Claire Tessier (First full term: July 1, 2025-June 30, 2028)
- David Bristol (First full term: July 1, 2025-June 30, 2028)
- Alan Moore (second full term: July 1, 2025-June 30, 2028)

Continuing Board of Trustees members

- Margy Young (First full term: July 1, 2024-June 30, 2027)
- Llyn Rice (First full term: July 1, 2024- June 30, 2027)
- Mary Conlon (first full term: 2023-2026)
- Brett Millier (first full term: 2023-2026)

Motion to accept the slate Becky Strum, second Kas Singh
8 yes in zoom, 0 opposed, unanimous in the room

VOTE for Officers of the Board of Trustees Proposed Slate:

- Brett Millier, President/Chair (July 1, 2025-June 30, 2027)
- Llyn Rice, Vice President/Vice Chair (July 1, 2025-June 30, 2026)
- Mary Conlon, Treasurer (July 1, 2024- June 30 2026)
- Margy Young, Clerk (July 1, 2025-June 30, 2026)

Motion to accept the slate John Barstow, second Lise Anderson

8 in favor on zoom, 0 opposed, unanimous in room

Nominating Committee

VOTE for Nominating Committee Members (2-year term)

Proposed Slate

- Marnie Wood (July 1, 2025-June 30, 2027)

Continuing Nominating Committee

- Doug Richards (First term: July 1, 2024-June 30, 2026)

Appointed by the Board per our By-laws

- Llyn Rice, Board Vice President

Motion to approve slate Mike Greenwood, Lise Anderson second
9 in favor on Zoom, 0 opposed, unanimous in room

VOTE on Settled Ministerial Search Team Slate

Priscilla Bremser	Dorothy Mammen
Elio Farley	Andrea Sambrook
Ben Long	Hannah Sessions
Becky Strum	

Moved by Mike Greenwood, seconded by Kate Gridley

Question- Will the search Committee members be trained to look at prejudices and biases?

- They will be sure to bring this up to the UUA
- They are receiving training

Question- Will there be input from the congregation as a whole?

- Yes

9 in favor on zoom, 0 opposed on zoom, unanimously approved in room

Presentation of GENERAL ASSEMBLY DELEGATES

Rev. Patricia Hart
Thomas Morgan
Elio Farley
Julia Santerre

ADDITIONAL RECOGNITIONS-Llyn Rice

Hannah Sessions and Kerri Duquette-Hoffman for their service to the Board and the Congregation

OTHER BUSINESS that may regularly come before this meeting

- A word of thanks to Hannah and Bill to get the gallery committee active in hanging 3 great shows!
- Thanks to Alan Moore and Michele Lowy for help in preparing Charter House Meals every month!
- Thanks to the Music Director Search Committee- so appreciative of Jennifer!

- Many thanks for all of the folks who stepped up for the Radical Love and Rhubarb Festivals!
- Thanks to Laura for all of her work (especially on the pop up art gallery work)!
- Recognition for the caring network
- Thanks to the folks doing the invisible work here, especially the people doing the electronics work- many many thanks!!!
"You are seen and we are grateful!"
- Thank you to our Interim Ministers- their pastoral work has been so appreciated!
- Thanks for the whole congregations continuing efforts to welcome in new members and those arriving
- Question-
 - What will Social Justice Ministry look like now that Tom's internship is over?

Motion to ADJOURN at 12:35pm by John Barstow

