

## Agenda Annual Meeting FPC 6/28

- 4-4:05pm- Lighting the Chalice & Opening Words (Gordie)
- 4:05-4:10pm- Covenant of Right Relations (Jan)
  - How will we be in relationship in this virtual space
- 4:10-4:15pm- Announcement of Parliamentarian and Moderator (Grace)
- 4:15-4:25pm- Adam's time off
  - Reading excerpts from the letter (Julia)
  - Racial Equity Team - Black Necrology.
- 4:25-4:45pm- Election of Officers
  - Sharing of the slate (Grace) *5 minutes*
  - Questions & Comments *10 minutes*
  - Taking the Vote (Carol) *2-3 minutes*
- 4:45-4:50pm- Current Year Summary (Gordie)
- 4:50-4:55pm:
  - Results of Election (Grace)
  - Board retirements (Gordie)
- 4:55-5:00pm: Collection (Mandy/Julia)
- 5:00-5:55pm- Next Year's Planning
  - Response Group (Kyle) *5 minutes*
  - Budget Presentation-slides (Cade) *10 minutes*
    - Budget Questions & Comments *10 minutes*
    - Budget Vote (Carol) *2 - 3 minutes*
  - Preserving our historic building update (Gordie) *5 minutes*
  - Programs
    - Religious Education – Soul Matters, Visioning, Inclusion (Mandy) *10 minutes*
    - Pastoral Care (Cushing) *10 minutes*
- 5:55-6pm- Announcement of the results of the Budget vote (Grace)
- 6-6:05pm- Extinguishing the flame (led by Julia)

## Election Questions/Comments & Results

96% Yes  
&  
4% Abstained

## Next Year Planning: Budget

1. Stewardship question.

2. Tuesday Meals aims to continue in August funded via city of Cambridge.

Are any orgs/city currently providing in that gap, Elizabeth?

thanks, Mandy!  
(And if there is a place we should contribute to financially for that specifically please let is know?)

I'm really glad about the priority of making sure that money is going to people who depend on it.

Yes - there is currently a meal being served every night of the week in Harvard Square.

3. What are the principal balances for the Elevator Loan, Boiler Loan, and Line of Credit?

Loan Balances: 2510.1  
· Elevator Loan Payable 248,120.05  
2510.2 · Boiler Loan Payable 136,624.29  
2510.3 · Line of Credit 350,000.00

4. What are the maintenance contracts on the building- fire monitoring service, lease for copier,

5. Gas bill expenses are up-most of our gas is heating. We quit using gas. Gas varies year to year

6. Cade, did you say we will be suspending paybacks on the loans this coming year?

Normal payments

7. Is there a time limit in which we need to use the PPP loan money?

PPP Loan was originally supposed to be used in 8 weeks which would be June 30. There is talk of extending it though. We're waiting to hear back from Cambridge Trust.

You can assume an extension.

8. Is there any option to negotiate reduced dues while COVID19 is affecting the budget?

We are not considering this currently.

From Carol Lewis to Everyone: (5:07 PM)  
We generally pay our UUA Dues on a quarterly basis so we won't make our first payment until September and then again in December.  
From Julia Gallogly to Everyone: (5:08 PM)  
That seems smart. We have a lot of financial stability compared to many congregations and the UUA is showing a lot of vision and leadership right now so seems worth it

9. Are we increasing Salaries for Staff?

May be bonuses

Seriously consider increase in salary

98% YES  
& 2%  
ABSTAIN

# Next Year Planning: Historic Building Preservation

## Debt

How are we balancing the needs of the congregation and the building and the budget?

I would love for you all to think about the debt and considering debt financing. We have 50K not going to the things that we want to invest in.

I agree we need to talk seriously about the optics of a capital campaign, but I think it's also worth noting that the renovations are meant to make it much, much more handicap accessible, which is really needed. And also very much fits our values

Chris -- Of course, as you know, we are so dependent on income from the endowment for the annual operational budget. So, this is a Catch-22. I agree that the building IS an endowment.

## Capital Campaign?

## Envisioning of a Capital Campaign.

Big conversation-broad community discussion

I agree with you, Marcia. I have also heard concerns about 5G electronic health effects, though I don't know if those concerns are well based. I do approve of fixing accessibility and rentability

Yes - but taking money from the endowment effects the amount of money we can take for the annual budget.

What is the process for incorporating a vision of life with COVID into the decision process about changes to the physical space? (Asking because I'm not in the loop at all.)

I do know the connection between our endowment income and operating budget. I still would like this option considered

Yes, and priorities for physical space are changing in realtime right now. (Speaking from a vantage point at the hospital)

I'm with you, Nina! Going forward with the planned revisions to our entrance seems truly unwise.

When will there be a real all-congregation discussion about the building?

That's a great question Nina. We haven't begun to map out what that process will look like, but you're making a great point about having a process that works for everyone during the unusual circumstances right now.

Can we think about our building as investment?

To be clear HSBA is willing to do lots of work with us to help raise funds for this project and other building updates.

Thank you, Cushing. The executive director of the Harvard Sq. Business Association already offered to do fundraisers for us to pay for the improvements

We will start discussing this next week.

Board wants to have a dedicated meeting for this.

## Next Year Planning: Programs

Religious  
Education:

People  
like soul  
matters

People like it  
and want to  
know how  
to sign-up

Costs: Kylie, the  
subscription to Soul  
Matters is comparable to  
curriculum costs: \$400 for  
the year includes materials  
to support worship, small  
groups, and religious  
education.

Children's activity  
kits are in  
development so  
we'll have cost  
information on  
that in August.

Pastoral  
Care:

People like  
the work  
that was  
presented

# General Notes

Really liked  
the  
Reflective  
service

Seems like we  
need a way to  
honor all the  
people that we  
have lost due to  
COVID

Sense to make  
a service for  
people who  
passed?

## Parking Lot

Staff  
Salaries

Are we  
increasing  
Salaries for  
Staff?

May be  
bonuses

Seriously  
consider  
increase in  
salary

Building  
Preservation  
&  
Investment