

TAPESTRY ANNUAL CONGREGATIONAL MEETING

JUNE 09, 2024

AGENDA

1. Call to Order
2. Approval of the Agenda
3. Approval of the Minutes of the Previous Annual Meeting (June 2023)
4. Report of the President
5. Presentation of the President's Award
6. Report of the Treasurer
7. Report of the Standing Committees
8. Report of the Comprehensive Planning Committee
9. Report of the Minister
10. Old Business
11. New Business
 - a. Adoption of the Updated Comprehensive Plan
 - b. Proposal to Approve the 8th Principle
 - c. Consideration and Adoption of New Budget
 - d. Nominating Committee's Recommendations
 - e. Election of Trustees and Nominating Committee
12. Adjourn

Approval of 2023 Annual Meeting Minutes

REPORT OF THE PRESIDENT

PRESIDENT'S AWARD

TREASURER'S REPORT

TREASURER'S REPORT

Estimated Income through June 2024 Compared with Last Fiscal Year

Income	2022-23 Actuals	2023-24 Estimated
Contribution Income <i>(Mortgage Reduction was \$125k in 22-23, separated for 23-24)</i>	\$385,699	\$247,374
Fundraising	\$32,407	\$27,859
Building Use	\$35,980	\$28,445
Other Income <i>(Patio Project increased this for 22-23)</i>	\$25,391	\$6,753
Totals	\$479,408	\$310,431

TREASURER'S REPORT

Estimated Expenses Through June 2024 Compared with Last Fiscal Year

Expenses	2022-2023 Actuals	2023-2024 Estimated
Leadership Salaries, Benefits and Expenses	\$153,003	\$167,267
Office, Professional Services, Insurance, Phone, Internet	\$25,982	\$18,147
Building & Grounds, Including Mortgage	\$207,963	\$110,648
Committees	\$39,359	\$11,212
Organizational Support, UUA Dues	\$13,875	\$12,488
Total Expenses	\$440,183	\$319,732
Excess Income/(Expenses)		\$9,301

TREASURER'S REPORT

Bank Accounts

Bank Accounts - This Year	June 1, 2024		June 30, 2023		Bank Accounts - Last Year
<i>Wells Fargo Bank Operating Checking Account</i>	\$ 32,846.02			\$ 95,833.82	<i>Operating Checking Account</i>
<i>Live Oak Bank Operating Savings</i>	\$ 49,899.53			\$ 22,745.25	<i>Operating Savings</i>
<i>Live Oak Bank CDs</i>	\$ 70,821.28			0	
<i>Government Savings Bonds</i>	\$ 22,904.00			\$ 21,452.00	<i>Savings Bonds</i>
Operating Accounts Total		\$ 176,470.83	\$ 140,031.07		Operating Accounts Total
Capital Reserves		\$ 59,818.77	\$ 69,195.46		Capital Reserves
Mortgage Reduction		\$ 164,627.66	\$ 30,477.68		Mortgage Reduction
Minister's Discretionary		\$ 1,712.69	\$ 2,743.25		Minister's Discretionary
Bank Account Balances		\$ 402,629.95	\$ 242,447.46		Bank Account Balances

The bank account balances will total \$238,029.95 after we pay down the mortgage.

TREASURER'S REPORT

Flood Finances

FLOOD REMEDIATION AND REPAIRS

November 13, 2023 to January 26, 2024

Plumbing repairs and inspections	\$	850.00
Drying, removing drywall	\$	6,576.89
Drywall repair, baseboards, paint	\$	6,350.00
Total	\$	13,776.18

Focus on: Mortgage Reduction

- ➔ In **2017**, we purchased the building with a mortgage of \$1.5 million. 15 Tapestry community members invested funds to finance the purchase.
- ➔ In **2023**, \$100,000 in “Burn the Mortgage” donations allowed us to refinance and reduce the monthly payment from \$7,000 to \$5,000.
- ➔ In **2024**, thanks to generous members of the Tapestry community, the mortgage balance will be reduced by \$184,000 with a new monthly payment of about \$4,000.
- ➔ Reducing the monthly payment means **more of your pledges can be used to fund programs that forward our mission**. Every dollar donated reduces Tapestry’s operating expenses forever.

REPORT OF THE STANDING COMMITTEES

REPORT OF THE COMPREHENSIVE PLANNING COMMITTEE

COMPREHENSIVE PLANNING COMMITTEE

FIVE-YEAR PLAN GOALS

Multigenerational Community:

- Increasing RECY Attendance
- Service Projects for Middle Schoolers
- Multigenerational Services

Growing Congregation:

- Meaningful engagement with newcomers
- DEI Training for Greeters
- Community Events

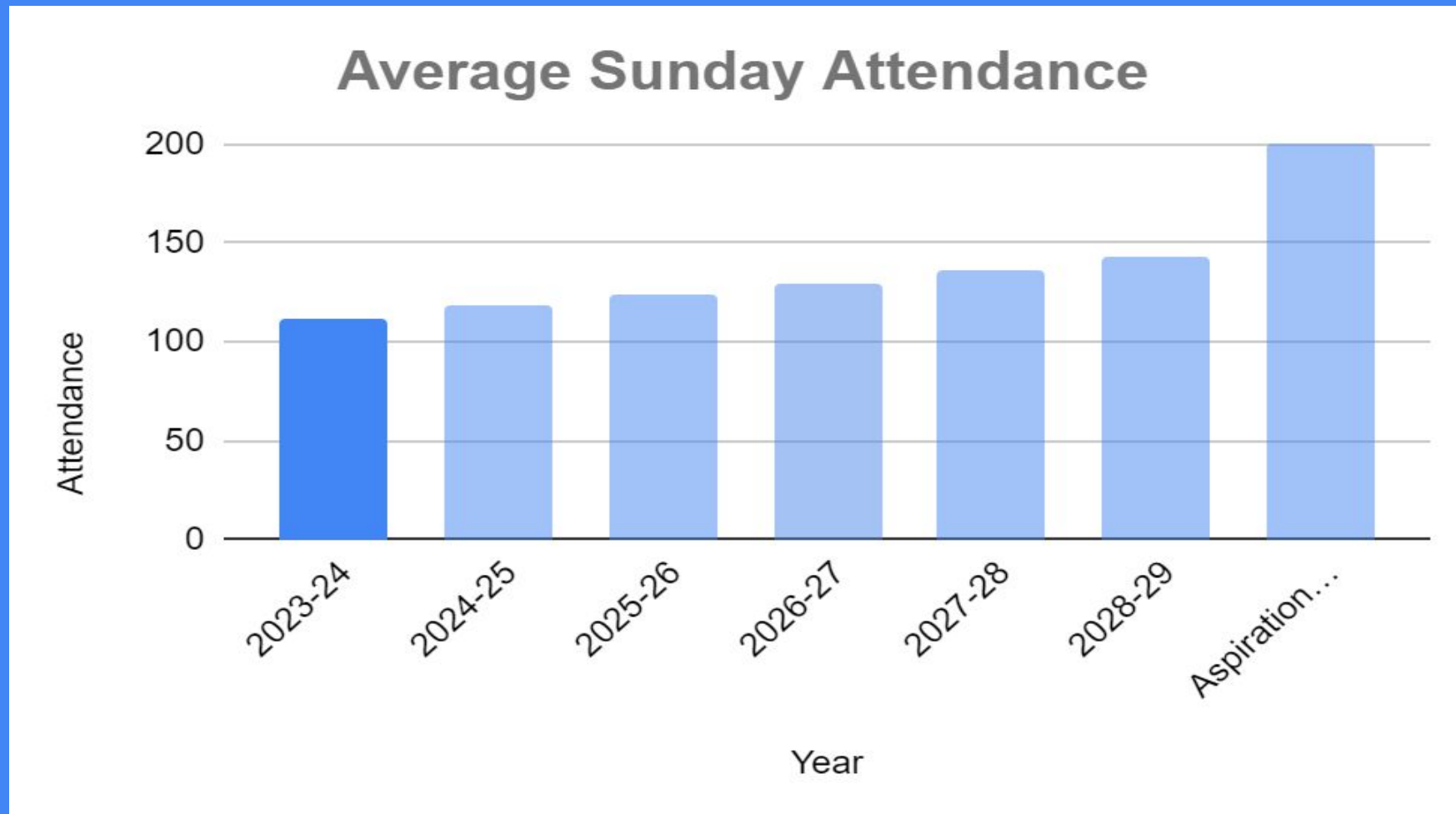
Anti-racism Commitments:

- BIPOC Community Outreach
- Implement Welcoming BIPOC Congregation commitments
- Evaluate existing Tapestry policies for DEI implications

COMPREHENSIVE PLANNING COMMITTEE

SUNDAY ATTENDANCE GOALS

(including RE and Zoom attendance)



REPORT OF THE MINISTER

OLD BUSINESS

NEW BUSINESS

ADOPTION OF THE COMPREHENSIVE PLAN

Proposal to Approve the Adoption of the 8th Principle

The 8th Principle

*“Journeying toward spiritual wholeness
by working to build a diverse,
multicultural Beloved Community
by our actions that accountably dismantle
racism and other oppressions
in ourselves and our institutions”*

Racial Justice Task Force

About the 8th Principle

As you consider your vote, we ask you to think about

1. What started the 8th principle consideration
2. How the congregation has been engaged as we explored racism and dialogued together the past 18 months
3. Why Tapestry should adopt the Principle
4. The 5 year plan reflects the committees' commitment to racial justice efforts, as called for in the 8th Principle

1. What started the 8th Principle consideration

- The UUA faced significant issues around racism towards BIPOC (Black, Indigenous, People of Color), hiring practices and lack of understanding of the community
- BIPOC developed the 8th Principle
- Almost 250 congregations have adopted it
- Black Lives of Unitarian Universalism (BLUU) and Diverse Revolutionary UU Ministries (DRUUM) endorsed the Principle

2. How the congregation has been engaged in exploring racism and the 8th Principle

- **Speakers** in the pulpit sharing lived experiences
- **Feedback & Listening Sessions**, Focus groups
- **Educational Forums** w/ Groundswell, Paula Cole Jones 8th Principle community, movies & books
- **Dedicated Time & Space**: Solidarity candle , Culture Cart, RECY activities, Music
- **Co-creation** of draft workplan

3. Why should Tapestry Adopt the 8th Principle?

- Racism is alive and active in our OUR COUNTY (police violence, political rhetoric, etc.)
- Racism is not just an interpersonal problem, racism is in our systems and culture
- We have all absorbed racist ideas and views
- We need to engage in self-reflection and action, individual and as a congregation
- Because BIPOC have asked us to – it is an important & meaningful statement

4. How many Supporters of the 8th Principle?

- **Tapestry Members of FOCD:** “...by recognizing the humanity of the men, women and children from marginalized communities ... call us to challenge the rampant structures of racism, white supremacy, and immigration injustices.”
- **New Beginnings:** “ ... very much in line with its goal to build trust and lead sponsored Afghan refugee individuals and families toward sustainable patterns of life and work”

4. How many Supporters of the 8th Principle?

- **Tapestry Worship Committee:** *“Giving a voice to People of color, LGBTQIA individuals and those in other marginalized communities, is inherent in what this committee strives to do ...”*
- **The Board of Trustees:** *“... adoption alone will be insufficient – we must be accountable to living and practicing the 8th principle together ... May we answer that call in loving community ...”*

4. How many Supporters of the 8th Principle?

- **Welcoming Neighbors Home:** “...studied the deliberate differences in this principle, we remembered that ‘Perfect is the enemy of good.’ ... makes a choice to own our mission more fully. We believe action is required for meaningful diversity and inclusion.”
- **Congregational Survey respondents:** Multiple people signed up to volunteer for every one of the 39 activities suggested.

(Last Slide) : RJTF asks you **adopt as written.**

- Co-written & refined by BIPOC UUs
- Presumptuous to assume we (white folks) would know better how to wordsmith their statement
- Honor and respect the history and development
- As UUs, how better to **support the development of *a beloved community*?**
- Adopting is a stepping stone for **continuing & broadening our racial justice work**

CONSIDERATION AND ADOPTION OF THE NEW BUDGET

(VICE-PRESIDENT OF FINANCE)

VP of FINANCE REPORT – Proposed Budget

32

INCOME

Income	2023-24 Budgeted		2024-2025 Proposed	Notes
Contribution Income	\$ 247,223	Up	\$ 250,200	Pledges and other income are slightly up
Fundraising	\$ 25,000	Up	\$ 27,500	Service Auctions have been successful
Building Use	\$ 34,860	Down	\$ 31,900	Rental vacancy
Other Income	\$ 3,700	Up	\$ 4,800	Interest earned in high yield accounts is very good
	\$ 310,783		\$ 314,400	

VP of FINANCE REPORT – Proposed Budget

EXPENSES

Expense	2023-2024 Budgeted		2024-2025 Proposed	Notes
Staff Salaries/Benefits	\$ 172,449	Up	\$ 180,131	Increased pay and hours
Office/Admin Expense	\$ 16,635	Up	\$ 22,830	Supplies, insurance, etc. costs have gone up. Includes DEI Training
Building and Grounds	\$ 93,794	Down	\$ 88,704	Mortgage Refinance
Committees	\$ 14,575	Down	\$ 10,350	Several committees were phased out
Organization Support	\$ 12,488	Down	\$ 12,373	Amount determined by the UUA
	\$ 309,941		\$ 314,388	

NOMINATING COMMITTEE

Proposed Board of Trustees 2024-2025

ROLE	NOMINEE	END OF TERM
President	Keith Tuominen	2025 (1 year term)
VP of Operations	Amanda Standish Wainwright	2025 (1 year term)
VP of Finance	Dave Weber	2025
Treasurer	Suzi Cassidy	2026
Secretary	Connie Pursell *	2026
Trustee	Richard Lappin	2025
Trustee	Eddie Moler	2026
Trustee	Paul Brady *	2026

NOMINATING COMMITTEE

Proposed Nominating Committee 2024-25 TWO-YEAR TERM

NOMINEE	END OF TERM
Keith Wortman	2025
Paul Bonfanti	2025
Tara Sayre	2026
Shelly Scallan	2026

NOMINATING COMMITTEE

Proposed Comprehensive Planning Committee 2024-2025 TWO-YEAR TERM

NOMINEE	END OF TERM
Laura Lunn	2025
Marle Chen	2025
Molly Stelovich	2026
Lynn Cowan	2026

ADJOURN

**Thank You for Your
Participation!**