



Red River Unitarian Universalists

May 19, 2024: Spring Meeting



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1 Official Notice and Agenda

Date: Sunday, May 19, 2024

Time: 12:45 pm

Where: In the Chapel

515 North Burnett Ave

Denison, TX 75020

Via Zoom

Start Zoom on your device, when asked, enter Meeting ID **989 0789 7878** to join the meeting or join instantly [here](#)

Agenda:

- Call to Order
- Lighting the Chalice
- Opening Reading: Amy
- Roll Call: Don
- Confirm Quorum
- Guidelines for taking part when meeting on Zoom
- Approval of the Fall 2023 Congregational Meeting Minutes
- Annual Reports as outlined in church bylaws
- Review Current Financials
- Adoption of the fiscal 2024-2025 operating budget
 - Discussion and vote
- Proposed Vision Statement
 - Discussion and vote
- Elections of church leaders
 - Presentation of candidates and Vote
- Congregational Goals for fiscal 2023-2024
 - Discussion and Vote
- Considerations on Acquiring a 2-year Contract Minister
- Open Discussion
- Closing Reading - Extinguishing the Chalice: Jana
- Adjournment

Documents:

Three ways to get the packet of documents for the meeting:

1. Download below
2. Tap 'Mtg Docs' on the church app
3. Read/download from the home page of our website

The documents will be projected on the screen during the meeting.

Potluck:

As is our custom, before the meeting we'll have a regular potluck food lunch. Please bring something to share.

References:

Specifics about congregational meetings and voting requirements can be found in our church bylaws.

Our Meeting

Covenant: Remember & practice the Red River UU Behavioral Covenant
Each person may speak once on a topic until all others have been heard.
Be brief and focused on your comments.
Listen carefully to what others say and avoid making assumptions.
Wait to be recognized by the current acting chair.

2 Draft Minutes from the Fall Congregational Meeting

RRUU CONGREGATIONAL FALL MEETING OCTOBER 22, 2023 HELD IN CHAPEL

1. Marilyn called the meeting to order t 12:43
2. Don lit the Chalice and gave the opening reading
3. Review and approve the Meeting Covenant
4. Roll call by David

There were 25 voting members present or by proxy; a quorum was reached
5. Approval of minutes from May 21, 2023 Spring Congregation Meeting

Motion to approve by Amy; seconded by Megan – approved
6. Review and approve the RRUU Behavioral Covenant

Marion moved to approve; Doug seconded - approved
7. Financial Report- Carole
8. Discussion and Approval of annual Reports
 - a. Aesthetics- Amy
 - b. Audio Visual
 - c. Caring
 - d. Conversation and Calories
 - e. Communications- Doug's email/ dougstrong12@gmail.com
 - f. Community Outreach

Earth Day April 12th
Clothing Swap about every 3 months
Gay Pride led by Jack
Pride fest will be October 21st at Mustang Creek event center
LGBTQ+ Gift Exchange/ Christmas Gathering will be December 16th
 - g. Social Action- Jan
 - h. Open House and Ribbon cutting with Denison Chamber of Commerce on March 6th from 3-5
 - i. Adrian holds Board Games
 - j. Endowment Committee
 - k. Facilities

Jim has new door keys made; motion detectors and fire alarms installed
Paula Jennings has offered to help with grounds
 - l. Membership
 - m. Movable Feast- Potluck lunch will be held at church on Thanksgiving Day
 - n. National Voter Registration Day- Jan
 - o. Nominating Committee
 - p. North Texas UU Congregation
 - q. Religious Education- Led by Marilyn and David

Planning for *SumFun* 3-day program in July of 2024
 - r. Safe Congregation

Jack advised as many as possible should learn CPR
 - s. Shelter Meals
 - t. Strategic Planning- Long range

Will be on church website in next few days

- u. Website
- v. Web of Life Monarch Waystation
- w. Worship Team- Marla

Marla advised the Worship Team is in need of more volunteers

9. Review Status of Approved Annual Goals

- a. 3 Day SumFun
- b. Expand increasing visibility
- c. Attract more special speakers and events
- d. Seek music leader
- e. Increase membership
- f. Continue to work toward hiring a minister

10. Discuss Minister Search grant funding status and progress

Jim advised we are waiting for NTUUC to see how much grant we receive

11. Worship Survey Report- Marla

Responded as- like to/ maybe

Audio visual 4/3; Worship Associate 3/7; Worship Team 1/7; Video Scouting 1/7

12. Open Discussion

- a. The need for volunteers:
- b. Spring Fun drive/ Coat drive/ Juneteenth/ School Supply drive/Earth Day
- c. Review of Board retreat and need for new Vision Statement.

A Task Force of Amy, Doug, Cristin, Jack and Sherilyn was formed to propose a new vision.

13. Don gave the closing reading and extinguished the Chalice

14. Adjourned at 2:20 PM

Prepared David Dyer

3 Reports

3.1 The Board of Trustees (Marilyn Alexander)

Normal duties for the year

- a. Board Rep is assigned each month, and the list of duties is posted on the bulletin board.
- b. Every month we review finances to ensure that we are on track for staying within the budget.
- c. We scheduled and held the Fall Congregational Meeting, Appreciation Dinner, and this Spring Congregational Meeting.

Other duties undertaken

- a. Established a Minister Search Team and approved taking funds from savings to go toward the minister compensation fund once we can secure one.
- b. Approved the revised Policy & Procedures Manual and since added policy statements for social media and for statements of conscience.
- c. Approved the new design for nametags.
- d. Held two building cleanup/reorganization days.
- e. Purchased a new printer.
- f. Purchased organization carts for kitchen.
- g. Approved repair of the garages.
- h. Approved chair yoga and “the Power of Now” as new recurring activities.
- i. Reinstigated Conversation and Calories and potluck dinners, following pandemic shutdown.
- j. Opened an eBay account and a PayPal account for Red River, so that purchasers can make donations to Red River.
- k. Authorized, printed, and distributed HELP cards for Texas area and Oklahoma area.
- l. Accepted Dick Powell’s resignation as treasurer and appointed Carole Harner as treasurer.
- m. Inventoried items in the garages and sold many items with the funds going to the minister compensation fund.
- n. Reviewed and discussed the UUA “8th Principle” proposal.
- o. Elected Jim Runnels to the nominating committee when Carole Harner had to resign to become treasurer.
- p. Joined Sherman and Denison chambers of commerce.
- q. Approved a Preliminary Budget and target amount for the 2023-2024 Pledge Drive
- r. Approved an ad in the Recycling Guide, which is given to clarify new water customers in Sherman.
- s. Approved \$500 for advertising for the replacement Earth Day Festival that was rained out.
- t. Agreed to put remaining excess funds from the 2023-24 budget into Advertising for public relations.

3.2 Membership Report (Marion Hill)

Five people have joined Red River UU during the past year: Walter and Susie Norris, Jim and Marsha Runnels, and Martina Hernandez. We have frequent in-person visitors to the church, as well as online participation via YouTube and Zoom. People learn about Red River UU through our website, through activities that include game nights, clothing swaps, chair-yoga class, and the Spiritual Self-Help Group/Book Club. The annual Earth Day event in April, organized mainly by Red River UU members, is the church's primary community outreach.

The Membership Team met recently and refined procedures for welcoming visitors and new members. Doug Strong and Marion Hill are working on a new brochure titled "Pathway," that details the congregation's Pathway to Membership. Amy Hoffman-Shehan, Adrian Hinman, and others on the team are discussing possible changes to the Time & Talents form that new members are asked to complete. Paula Jennings has volunteered to chair this committee.

3.3 Committee on Ministry (Carolyn Cameron)

"The purpose of the Committee on Ministry is to strengthen and support the congregational health of Red River UU Church by promoting effective ministries in all areas of Red River's mission. Working to uphold the philosophy of shared ministry, the Committee on Ministry seeks to affirm healthy relations between congregation members, between congregation and board as well as between the minister and the congregation." - The Policies and Procedures Manual

The COM meets once a month on the fourth Sunday, immediately after the morning service. There is an announcement in the order of service each month as a reminder. During these meetings we address various areas of Church Life to determine if the congregation's needs are being met. Additionally, during these meetings the COM is also available to individual members who have problems in the congregation. We continue to invite anyone to discuss church issues with us. Committee members are Jim Holmes, Carolyn Cameron, and Elbert Hill.

3.4 Nominations (Jana Norris)

The terms of the following elected trustees and committee members are ending this year. Fortunately, almost all incumbents have expressed a wish to continue in their positions. Marilyn Alexander is stepping down as President. No one has agreed to be nominated in her place. David Dyer is stepping down as Secretary, and Don Rogers has agreed to take his place. David will then assume Don's place as Trustee-at-Large.

Therefore, the Nominating Committee offers the Board the following nominations:

Board of Trustees:

President: Jana Norris for a 2-year term

Treasurer: Carole Harner for a 2-year term

*Don Rogers, Secretary for a 1-year term

*Trustee-at-Large: David Dyer for a 1-year term

* Don and David are merely exchanging positions on the Board

Committee on Ministry:

Jim Holmes for a term of 3 years

Nominating Committee:

Liz Rapp for a term of 3 years

Marilyn Alexander to fulfil the two remaining years of Jana's term

3.5 Stewardship Report (Jim Holmes)

A BIG thankyou goes out to all that pledged. We received a total of \$50,310 in pledges for the budget year starting in July 2024. Our target goal was \$47,000 so that put us \$3,310 over our goal. We had 22 pledge units that covered 27 members. We also had 3 friends pledge.

The Finance Team used this excess to cover 2 unexpected increases in two budget line items. The remaining excess was put in the **Communications – Advertising** line item to provide more funds for outreach and social action activity.

This proposed budget was approved by the Board at the April 21 meeting and is presented in the Proposed Budget section of this packet.

Your Finance Team: Carole Harner, Marilyn Alexander, Jim Holmes

3.6 Movable Feast (Marion Hill)

Movable Feast continues to be a popular interest group at RRUU. It meets about once a month for participants to enjoy a restaurant meal, a potluck at the church, a meal in a member's home, or a food-related event. The group includes both church members and friends outside the church. The next planned Feast is a lunch on May 1 at 691, the student-run restaurant at Grayson College. To join the group, contact co-facilitators Elbert and Marion Hill, marionh3719@gmail.com or 580-924-7715.

3.7 Minister Search Team (Jim Holmes)

Here is a brief history of activity from July 2023 to current:

In the fall of 2023, we received a grant from NTUUC for \$90,000 to help fund a two-year contract minister. The grant is for \$90,000 to be paid out over 3 years. In addition, we have \$15,000 in pledge commitments toward covering the minister's compensation package. The remainder not to exceed \$51,000 may be pulled from our savings.

The UUA guideline for the minister compensation package is estimated to be around \$185,000 for two years for our GEO code and for a congregation our size.

With enough funding in place, we completed the UUA Minister Application and submitted it in November 2023.

In January 2024, we had one minister show interest in our position. However, when we contacted them, they said they were already in contract negotiation with another church and declined our position. They did not want to be distracted during their contract negotiation.

In February 2024 we had a second minister show interest in our position. Unfortunately, this minister was looking for a home for the next five years before they retired. They were not interested in only a two-year contract.

There have been no more inquiries into our position through UUA. Our next steps will be to contact some of the Divinity schools and see if there might be interest from some of their students.

We also plan to apply for a Chalice Lighters Grant to help fund our minister. Chalice Lighters will not fund a church that has had a minister, and we had a ¼ time minister for one year in 2009-10. We contacted them to see if this would exclude us and they did not say no but said it would be a consideration. Based on their response, we plan to submit for a grant. They typically do not exceed \$10,000.

Finding a minister may take a while. There are 85 churches on the UUA minister portal that are seeking a contract minister, 18 are in the Southern Region.

The Finance Team also discussed their concerns about the total cost of a minister and the impact on savings. This concern was presented at the April Board meeting.

Your Minister Search Team

4 Financial Reports as of March 31, 2024

In the month of March, we had total receipts of \$9,606.58. Total expenses for the month were \$4,567.68, leaving us with a net profit for the month of \$5,038.90. The net profit for March was due to the timing of pledge income.

We had a net profit for the fiscal year-to-date of \$7,943.58. The year-to-date net profit was primarily due to the timing of pledge income. We also had higher other income and lower worship expense, partly offset by costs to improve building security and the timing of various other costs.

As of March 31, 2024, we had \$18,003.67 available in checking. There is a total of \$20,752.52 in the bank savings account, including \$4,871.08 restricted for the Minister Fund and \$5,951.89 held in trust for Kat Walston from the sale of her personal effects prior to moving into assisted living. There is a total of \$66,784.40 invested in the UUA Common Endowment Fund. The congregation voted to use up to \$51,000.00 of the Endowment Fund for minister compensation.

Carole Harner, Treasurer

11:35 AM

04/01/24

Cash Basis

Red River Unitarian Universalist Church
Profit & Loss Budget vs. Actual
 July 2023 through March 2024

	Jul '23 - Mar 24	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Interest	7.80	0.00	7.80	100.0%
NTUUC Grant	0.00	0.00	0.00	0.0%
Pledges	37,947.64	33,080.00	4,867.64	114.7%
Share the Bowl	0.00	0.00	0.00	0.0%
Special Collections	1,211.00	0.00	1,211.00	100.0%
Uncategorized Income	3,213.62	675.00	2,538.62	476.1%
Unpledged Regular Giving	0.00	0.00	0.00	0.0%
Weekly Offerings	4,801.00	3,825.00	976.00	125.5%
Total Income	47,181.06	37,580.00	9,601.06	125.5%
Gross Profit	47,181.06	37,580.00	9,601.06	125.5%
Expense				
*Reconciliation Discrepancies	0.00	0.00	0.00	0.0%
Administration				
Banking Fees	25.00	30.00	-5.00	83.3%
Copying	59.43	342.00	-282.57	17.4%
Minister Search Expense	0.00	0.00	0.00	0.0%
Postage	0.00	36.00	-36.00	0.0%
Postal Box	210.00	200.00	10.00	105.0%
Supplies	280.67	450.00	-169.33	62.4%
Total Administration	575.10	1,058.00	-482.90	54.4%
Caring Team Support	0.00	72.00	-72.00	0.0%
Childcare	0.00	0.00	0.00	0.0%
Communications				
advertising	942.10	1,050.00	-107.90	89.7%
Printing	0.00	113.00	-113.00	0.0%
Subscriptions	497.32	930.00	-432.68	53.5%
Communications - Other	0.00	0.00	0.00	0.0%
Total Communications	1,439.42	2,093.00	-653.58	68.8%
Community				
Other Special Collections	2,211.00	0.00	2,211.00	100.0%
Social Action	0.00	0.00	0.00	0.0%
Total Community	2,211.00	0.00	2,211.00	100.0%
Consultation	4,500.00	4,500.00	0.00	100.0%
Facilities				
Building Loan Interest	0.00	0.00	0.00	0.0%
Building Maintenance	2,712.53	1,910.00	802.53	142.0%
Cleaning Service	1,287.50	900.00	387.50	143.1%
Grounds Maintenance	884.87	1,000.00	-115.13	88.5%
Insurance	3,557.70	4,275.00	-717.30	83.2%
interior items	0.00	0.00	0.00	0.0%
Loan Interest Expense	0.00	0.00	0.00	0.0%
Supplies	148.37	310.00	-161.63	47.9%
Utilities	5,855.00	5,251.00	604.00	111.5%
WiFi Fund	953.37	1,055.00	-101.63	90.4%
Total Facilities	15,399.34	14,701.00	698.34	104.8%
GIFT / Fair Share				
GIFT / BLUU Campaign	0.00	200.00	-200.00	0.0%
GIFT / Justice Ministry	0.00	0.00	0.00	0.0%
UUA	2,240.00	2,240.00	0.00	100.0%
GIFT / Fair Share - Other	0.00	0.00	0.00	0.0%
Total GIFT / Fair Share	2,240.00	2,440.00	-200.00	91.8%

11:31 AM
04/01/24
Cash Basis

Red River Unitarian Universalist Church
Balance Sheet
As of March 31, 2024

	Mar 31, 24
ASSETS	
Current Assets	
Checking/Savings	
RRUU NOW Acct	18,003.67
Savings	
General Savings	
Fund for K Walston	5,951.89
Minister Fund	4,871.08
General Savings - Other	9,929.55
Total General Savings	20,752.52
RR Endowment Fund @ UUCEF	12,058.50
RR Savings Fund @ UUCEF	54,725.90
Total Savings	87,536.92
Total Checking/Savings	105,540.59
Total Current Assets	105,540.59
Fixed Assets	
Purchase of Church Building	23,724.60
Total Fixed Assets	23,724.60
TOTAL ASSETS	129,265.19
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Due to Kat Walston	5,951.89
Total Other Current Liabilities	5,951.89
Total Current Liabilities	5,951.89
Total Liabilities	5,951.89
Equity	
Opening Balance Equity	41,963.15
Retained Earnings	73,406.57
Net Income	7,943.58
Total Equity	123,313.30
TOTAL LIABILITIES & EQUITY	129,265.19

5 Proposed Budget for fiscal 2024-2025

Red River Unitarian Universalist Budget
Submitted for Approval at May 2024 Congregational Meeting

	Proposed Budget July 2024 - June 2025
Income	
Pledges	50,310.00
Other Income / Weekly Offering / Unpledged Giving	6,300.00
Total Income	56,610.00
Expense	
Administration - Bank Fees	30.00
Administration - Copying	400.00
Administration - Postage	48.00
Administration - Postal Box	210.00
Administration - Supplies (includes worship supplies)	600.00
Caring Team Support	96.00
Communications - Advertising	3,105.00
Communications - Printing, Other	200.00
Communications - Subscriptions	822.00
Consultation	6,000.00
Facilities - Building Maintenance	3,525.00
Facilities - Cleaning Service	1,500.00
Facilities - Grounds Maintenance	1,800.00
Facilities - Insurance	6,980.00
Facilities - Supplies, Other	400.00
Facilities - Utilities	8,610.00
Facilities - WiFi Fund	1,400.00
Fair Share/GIFT - UUA	2,464.00
Hospitality - Children's RE supplies	200.00
Hospitality - General	0.00
Leadership Development-Board Discretionary Fund	0.00
Leadership Development - Conferences, Other	250.00
Membership	100.00
Religious Education - Director	0.00
Religious Education - Children's RE Teacher	1,500.00
Social Action - Earth Day Festival	500.00
Social Action - Projects	500.00
Social Action - Texoma Family Shelter	500.00
Social Action - TXUUJM Membership	120.00
Worship - Honoraria	10,650.00
Worship - Mileage	2,500.00
Worship - Morning Programs	1,300.00
Worship - Production, Music	300.00
Subtotal Expense	56,610.00
Total Net Income / (Loss)	0.00

6 Proposed Vision Statement

This is vision statement that we will be discussing:

“To create a local community that is Spiritually Alive, Joyfully Inclusive, and Justice Centered.”

7 Congregational Goals for 2023-2024

These are our current Congregational Goals for 2023-2024 budget year:

- Hire a minister.
- 3 Day SumFun
- Expand increasing visibility
- Attract more special speakers and events
- Seek music leader
- Increase membership
- Continue to work toward hiring a minister

After we review how the congregation did on meeting these goals, we will create our new goals for 2024-2025 budget year.

8 Considerations on Acquiring a 2-year contract Minister

The Finance Team and the Board of Trustees are concerned about the financial impact of supporting a 2-year contract minister. As of Dec. 31, 2023, we had \$59,825 in the UUCEF Red River Savings Fund that is available for use. The congregation voted to spend up to \$51,000 of that on a minister. If we use all of the \$51,000 we would use 85% of our savings and only have \$8,825 remaining. These numbers are approximate since savings funds go up and down based on the stock market. Also, the minister's compensation increases 3% each year so the more time it takes, the more costs grow. The compensation package is the recommended amount by the UUA but does not account for market value should we get into a bidding war with another UU church.

We can't wait for a minister to come along and do all the things we expect of them. It may be that the person we select may not have enough experience in helping us penetrate the Texoma community as we would have hoped. Then, we will have spent all our funds and not be able to hire a minister after the two-year contract is completed and show little growth or community penetration.

We need to take the necessary steps to become more visible in the community. Instead of putting any excess funds in the minister fund, we should be putting at least some of it in outreach and maybe hire a PR firm to guide us in becoming more visible and effective in the community.

9 Options For Voting: Proxy Ballots

Here are the Proxy Ballots: You may use either an **Open Proxy** or a **Directed Proxy** **BUT NOT BOTH**
You may also vote online. The online voting forms are available on the website in the Spring Event.

____ **Open Proxy**: Red River UU Church Congregational Meeting: May 19, 2024
I, _____ do hereby assign my open proxy for the Red River UU Church Congregational Meeting of May 19, 2024 to _____ (assigned person must be a member in good standing and hold no more than one other proxy. They must attend the meeting. The secretary may not accept an open proxy).
Signature: _____ Date: _____

You must return your Directed Proxy by NOON May 19, 2024 to David Dyer, Secretary. Red River UU Church, PO Box 1806, Denison, Tx. 75021.

____ **Directed Proxy** for: Red River UU Church Congregational Meeting May 19, 2024

Congregational Minutes from October 22, 2023: ____ For as presented ____ For as amended in meeting
____ Against ____ Abstain

Proposed 2024-2025 Budget: ____ For as presented ____ For as amended in meeting
____ Against ____ Abstain

Annual Goals 2024-2025: ____ For as presented ____ For as amended in meeting
____ Against ____ Abstain

Vision Statement ____ For as presented ____ For as amended in meeting
____ Against ____ Abstain

Ballot for Board of Trustees

President – to fulfill 2 year term ending 2026 – please vote for 1
Jana Norris ____ Yes ____ Yes

Treasurer – to fulfill 2 year term ending in 2026 – please vote 1
Carole Harner ____ Yes ____ Yes

Secretary – to fulfill remainder of David Dyer's term ending in 2025 – please vote 1
Don Rogers ____ Yes ____ Yes

Trustee-at-Large – to fulfill remainder of Don Rogers term ending in 2025 – please vote 1
David Dyer ____ Yes ____ Yes

Ballot for Committee on Ministry

Position 1 of 3: To fulfill the 3 year term ending 2027 – please vote for 1
Jim Holmes ____ Yes ____ Yes

Ballot for Nominations Committee

To fulfill 3 year term ending 2027 – please vote for 1
Liz Rapp ____ Yes ____ Yes

To fulfill remainder of Jana Norris's term ending 2026 – please vote for 1
Marilyn Alexander ____ Yes ____ Yes