

ALL SOULS UNITARIAN UNIVERSALIST CHURCH

Watertown, New York

ANNUAL REPORT

July 1, 2025 ~~ June 30, 2026

Presented at the
Annual Congregational Meeting
June 14, 2026



The mission of All Souls Unitarian Universalist Church is to create an environment in which personal and spiritual growth is encouraged and where each of us is free to explore our individual beliefs and search for meaning. We strive to be a warm, supportive, nurturing, and inclusive religious community where all people are respected and honored because of their uniqueness. We promote acceptance, diversity, and social justice through our dealings with each other and our actions in the local and global community.

**BOARD OFFICERS AND TRUSTEES
2025 – 2026**

President –	Robert South
Vice President –	Harriet McMillan
Treasurer –	Eleanor Allen
Secretary –	Janine LaClair
Trustees –	Erica Gardner
	Mimi Litsche
	Robert Blankemeier
	Pat Sutherland

CHURCH STAFF

Minister	Rev. Cindy Terlazzo
Pianist –	Toni Zygodlo
Bookkeeper–	Angelo Guarino
Custodian–	John Crupi

Abundant Heart Covenant

Welcoming, loving, and joyous of spirit;
We offer the fellowship of this, our community.
To be in all things peaceful and just: thus we honor
the quest for meaning, the search for truth.
United by Spirit, we celebrate this Earth
and hold our connections as Sacred.
To abundantly give of our hearts' deepest gifts: to
ourselves,
to our World, to the future –
This is our covenant". - J. Trainham

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Standard Order of Business

(page 353 in RONR 11th edition)

Reading and Approval of Minutes
Reports of Officers, Boards, and Standing Committees
Reports of Special Committees
Special Orders
Unfinished Business and General Orders
New Business

Proposed Agenda

A majority of active members qualified to vote shall constitute a quorum at any regular or special meeting of the Church. At any meeting of the Church a lesser number than a quorum may vote only to adjourn the meeting. Voting members are only those who have signed the membership book and *from* whom, within the current fiscal year, there has been a recorded financial contribution or *for* whom there is a current signed pledge card on record. 31 members met the requirements as of printing, thus 16 is the quorum.

Call to Order

Adoption of Agenda

Approval of Minutes of the 2025 Annual Meeting

Updates to Selected Officer's Reports

Registrar's Report (member list and quorum)

Collector's Report

Treasurer's Report

President's Report (refer to reports of board created committees under our bylaws)

Committee Reports

Memorial Garden Committee

Nominating Committee

Presentation of "Slates" (by chair of nominating committee)

Special Orders of the Day

Elections for Each Office (run by chair of meeting)

--Nominations "from the floor" (you don't have the floor, so no motions)

--Voting (by hand vote if uncontested, traditionally by ballot if contested;
no runoffs: repeat until a majority is obtained)

Approval of the Budget

Generosity Project

General Orders of the Day

Bylaw Revision (General Order because requires previous notice)

Covenant Adoption

New Business

Authorize Board to Replace Banner

Other Motions

Adjournment

All Souls Unitarian Universalist Church
Annual Meeting Minutes
June 8, 2025

Members Present: Eleanor Allen, Warren Allen, Rob Blankemeier, Erica Gardner, Karen Hall, Kat Hammond, Joanne Harter, Janine LaClair, Eric Lance, Mimi Litsche, Harriet McMillan, Frances Mercer, Sarah O'Connell, Jo Reid, Kelly Sackheim, Robert South, Amy Summerville-Loomis, Patricia Sutherland, Paula Trainham, Heather Winn.

Call to Order

In the presence of a quorum (**16 is the quorum**; 20 were present at the start of the meeting), President Robert South called the meeting to order at 11:55 a.m. The Annual Report was distributed to those who did not already have one.

Minutes

There was one clarification to the 2024 Annual Meeting Minutes. In the second paragraph of the Collector's Report on page 7 of the Annual Report, Warren asked that the word "receipts" be inserted so that the first part of the sentence reads: "As of June 2nd, the pledged donation receipts now stand..." **Kelly moved and Eleanor seconded to approve the minutes of the 2024 Annual Meeting as amended. Motion carried.**

Memorial Garden Committee: Additions to the Report Chair Kat announced that additional help is needed for garden maintenance. Eleanor thanked Kat for her work so far; Kat thanked Amy and Janine for their recent assistance. Frances reminded everyone that funds for the memorial garden are under the control of the Memorial Garden Committee, not the Board of Trustees.

Other Reports – These were included in the Annual Meeting booklet, including the President's Report and several committee reports.

Nominating Committee – Warren read the following nominations:

A. Nominating Committee (Members can serve for three 1-year consecutive terms.)

- 1) Warren Allen – continuing for a third 1-year term
- 2) Heather Winn – continuing for a second 1-year term
- 3) Joanne Harter – continuing for a second 1-year term

B. Officers (Maximum three 1-year consecutive terms for President & Vice President)

- President - Robert South, for a second continuing 1-year term
Vice President – Harriet McMillan, for a first 1-year term
Secretary – Janine LaClair, for a 1-year term
Treasurer – Eleanor Allen, for a 1-year term

C. Trustees (Trustees may potentially serve a maximum of three consecutive 2-year terms and then must be off the Board for at least one year.)

- 1) Kelly Sackheim – (July 2025-June 2027), first year of second 2-year term.
- 2) Mimi Litsche – (July 2025-June 2027), first year of 2-year term
- 3) Pat Sutherland – (July 2025-2026), to finish Janine's 2-year term as Trustee (Pat will be appointed by the Board of Trustees, since Janine's position has not yet been vacated)
- 4) Erica Gardner – (July 2024-2026), second year of first 2-year term. (No election needed.)

Elections for Each Office

Robert conducted the elections of each nominee, individually and by hand vote, with one exception. There were no motions regarding the election process. With no nominations from the floor, each of the nominated Board officers was elected via hand vote, including Robert South, president; Harriet McMillan, vice-president; Janine LaClair, secretary; Eleanor Allen, treasurer. For the Trustee position for which Mimi Litsche was nominated, Kelly nominated Rob Blankemeier. Due to an objection to an election by hand vote for this contested position, a vote was taken by paper ballot. Robert appointed Warren and Joanne as the “Teller Committee” that counted the ballots; with 17 congregational members in the room, Mimi was elected by a vote of 10 to 5, with two not voting. For the trustee position for which Kelly Sackheim was nominated, Kelly announced her withdrawal from the nomination and nominated Rob Blankemeier. Via hand vote, a majority elected Rob.

With no nominations from the floor, Warren Allen, Heather Winn, Joanne Harter were all elected individually, by hand vote, to the Nominating Committee.

Approval of the 2025-26 Budget

Due to changes suggested at the special Congregational Meeting a week earlier, a revised document reflecting those adjustments was distributed. **Eleanor moved to adopt the 2025-26 Budget; Kat seconded.** Eleanor highlighted the fact that money is regularly withdrawn from our savings to help cover our expenses. Frances noted that our income is dependent on nearly as much as what is taken from savings as is the amount pledged by congregants. **Motion carried.**

Collector’s Report – Generosity Project

Warren reviewed the results of the voting on the various organizations nominated to share half (one-quarter each) of our plate collections of loose monies in the coming year for our Generosity Project. The two organizations with the most votes from Sunday service attendees (over the course of three weeks) were Planned Parenthood and the Syracuse Immigrant and Refugee Defense Network (SIRDN). The other half of the collection will be directed toward the church’s own expenses.

New Business - Siding Project

Kelly advised the congregants that since the special congregational meeting on June 1, Board members have been researching additional information relevant to the siding project, and that a special Board meeting was held on June 6, when Ontario Shores Home Services LLC was chosen as the recommended contractor. Consultation with Darren Tracy, a Saratoga Springs contractor and licensed architectural engineer who is a friend of Jon and Karen Hall, assisted the board in revising Ontario Shores’ bid to align with Bernier Carr Associates’ (BCA’s) recommendations and to meet the desired project details. Vinyl Board & Batten siding will be used to simulate the look of the current vertical cedar siding.

Kelly moved that the congregation authorize the board to negotiate a contract for a price that is approximately \$50,000, providing Ontario Shores meets all of our requirements. Amy seconded. In response to congregants’ questions during the ensuing discussion, Kelly assured that Ontario Shores will not install the Board and Batten siding until the Board of Trustees is comfortable with that contractor doing the job, which may require techniques different from the installation of horizontal siding. Robert indicated that the Board will appoint a committee to oversee Ontario Shores’ work; Kelly suggested hiring a qualified building inspector such as Roof to Rails, a

contractor familiar to her. At that point congregants viewed an on-screen display of the proposed contract with Ontario Shores. In response to other concerns, a stipulation will be added to the contract, Kelly said, that the work is expected to be finished this year. Also, Karen addressed the congregants and explained that instead of using furring strips as recommended by Bernier Carr, the Board chose to follow Darren Tracey's advice to use an air and water barrier known as Tyvek between the layers of plywood and siding. In response to a concern about the choice of the style of the Board and Batten, Kelly assured that no siding materials will be purchased without prior Board approval. Robert proposed adding that stipulation to the contract. Frances cautioned that the vinyl siding must be of durable quality.

Upon further thought, Kelly withdrew, without objection, her original motion, and motioned that the congregation authorize the board to negotiate with Ontario Shores a contract for approximately \$50,000, that may be revised based on materials' cost variance, to meet all of our requirements that include the BCA report, as further clarified by Darren [Tracy], and supervised by a separately contracted building inspector, such as Roof to Rails, to do the siding project. Mimi seconded. During the discussion, Harriet suggested replacing the word "approximately" with "not to exceed." Eleanor suggested "not to exceed \$55,000."

Thereupon, **Kelly** withdrew, without objection, the above motion and instead **moved that the congregation authorize the board to negotiate a contract with Ontario Shores for a price not to exceed \$55,000; a contract that meets all of the requirements that we've discussed that we're getting from BCA and as clarified by Darren [Tracy], and will be supervised by a separately contracted building inspector, the installation of the siding on the two sides. Sarah seconded.** During the discussion, in response to a question from Pat, Eleanor explained that we currently have approximately \$130,000 available to complete the first half of the siding project and also to pay our new part time minister for the coming fiscal year. Money left over from the flood insurance payment is included in that total. Beyond that, more funds will be needed to pay for siding the other two sides of the church and to cover the minister's salary. **Motion carried.**

Adjournment

With no additional new business, Robert adjourned the meeting at 1:25 p.m.

Respectfully submitted,
Karen Hall
Secretary

Congregational Committee Reports

Two committees, the nominating committee and the memorial garden committee, are committees of the congregation, created by the bylaws and reporting directly to the congregation rather than the board of trustees.

Memorial Garden Update by Kat Hammond

Currently, the Memorial Garden is in the early Springtime stage. It has come out of Winter ok but, it's in need of some pruning, raking, weeding, routine watering, and an overall facelift. It's a cleaning up phase. There's a plan, in progress, to bring the garden back to a lovely, welcoming space. A place to relax or to just take a stroll. Someday, I'd like to put a path from the church to the garden, making it more accessible. But, that requires planning, resources and time.

I've started to plan. I'm figuring out a landscaping plan that we can work towards. This is not an overnight type of project. Rather, it's a work in progress. It requires patience, commitment, lots of time, and loads of TLC.

During May, a number of plants were purchased to help lay a foundation. They are safely being tended to until we can get them in the ground. These plants are at a good growth stage and very healthy. Once the soil is worked and garden debris removed, they will be placed into the ground, maintained, and allowed to mature. Over time they will be part of a beautiful and peaceful place. There are plans to pull out a large section of the Hosta plants that are badly overgrown, out of control, and crowding out everything else. Once these are gone, we can start implementing the landscaping plan.

When I was asked to take charge, I made a commitment to you. I need help to do these things. There are lots of things that can be put into little jobs. My hope is that people will step up and donate a half hour or a block of time here and there. I 'd like to schedule everything out. If there's no help, we risk losing the garden, and our finances. I do not want to use church funds to pay for labor, and really, there's no need to do that. With a small group of us working together, we can make the vision for this garden a reality!

2026 Report of the Nominating Committee:

by 2025-26 Nominating Committee— Warren Allen, Joanne Harter, and Heather Winn.

NOMINATING COMMITTEE

The 2025-26 Nominating Committee offers the following names to constitute the 2026-27 Nominating Committee open positions. (Can serve three consecutive one-year terms):

Heather Winn (if elected, this will be her third of three maximum consecutive one-year terms)

Julie Jeffers (if elected, this will be her first of three maximum consecutive one-year terms)

To Be Determined (if elected, this will be their first of three maximum consecutive one-year terms)

OFFICERS

The 2025-26 Nominating Committee recommends the following to fill the four officer positions for one year, July 2026-June 2027, (maximum three one-year-consecutive terms for President and for Vice President).

PRESIDENT: **Harriet McMillan** (first consecutive year if elected)

VICE PRESIDENT: **Robert South** (first consecutive year if elected)

SECRETARY: **Kelly Sackheim**

TREASURER: **Eleanor Allen**

TRUSTEES

The Nominating Committee recommends the following slate to fill the open Trustee positions: (Trustees may potentially serve for a maximum of three consecutive terms and then must be off the Board for at least one year)

Kat Hammond: TWO YEAR TERM (July 2026-June 2028) (if elected, this will be her first of three maximum consecutive two-year terms)

To Be Determined TWO YEAR TERM (July 2026-June 2028) (if elected this will be their first of three maximum consecutive two-year terms)

Continuing on the Board as Trustee are:

Rob Blankemeier TWO YEAR TERM (July 2025-June 2027) (Second year of first two-year term).

Mimi Litsche TWO YEAR TERM (July 2025-June 2027) (Second year of first two-year term).

Officer and Appointee Reports

In addition to the four elected officers (President, Vice-President, Secretary, and Treasurer), the bylaws call for the annual appointment of a collector and registrar. From time to time the board also assigns individuals ongoing roles.

Minister's Report by Rev. Cindy Terlazzo

It is hard to believe that we are nearing the end of our first church year together. And I must say that this has been a very good year for me. Even though I am serving All Souls in a part time capacity I believe that we have been able to do some good work together. During this year I've gotten a chance to get to know many of the people who make All Souls the warm community that it is. I've enjoyed having the opportunity to help create and lead worship, to work with the board, to take some time to see what has been working well and to consider and suggest some things that may be worth spending some time on as All Souls looks to its future and what the next season may hold.

From my vantage point I believe that All Souls is ready to do some serious visioning work. This community holds great meaning for the members and friends who have supported All Souls through the years and it has much to offer those in the larger community. It is time to find ways to let the larger community know what a gem this place is and to gain clarity around the questions related to what the future of All Souls may be.

It is my hope that the summer services at All Souls will provide the spiritual nourishment that is needed. And that when the "official" church year resumes in September we will be able to engage in deep and productive conversations about how to best focus energies to support a unified vision of what the next chapter of this community will be.

My invitation to each of you is to spend some time over the next several months letting your imagination sparkle as you consider what this community means to you and what you hope it can become.

May you delight in the dreams you have for this beloved community. And together may we work toward what we can create when our dreams are aligned.

In Loving Service,
Rev. Cindy

President's Report: by Robert South

This year our new minister started and she has signed a contract to come back next year. We sided half the building and have the other half scheduled for siding very soon. We have also placed a covenant of right relations and an extensive bylaw revision on the order of business for this annual meeting. The board meets at least every month. We have made extensive updates of the board policies, including defining all the standing committees and appointing a maintenance committee.

These standing committees and “task forces” are created by the board in accordance with our bylaws, which authorize and require the board to do its job by creating and supervising committees and task forces, rather than directly. These committees are not “committees of the congregation” listed in the bylaws, nor are they “committees of the board” made up exclusively of board members, but committees of volunteer congregation members under the board. You will not find them in Robert’s Rules or the bylaws, they are defined in board policy. Their reports are found in this annual report.

The board made the decision to proceed with the expense of finishing the siding of the building without going back to the congregation for further authorization. This was not a violation of the bylaws, which don’t mention any such requirement, but it was a violation of custom and tradition. We can only beg your forgiveness. We felt it was obviously the only way to go, since we needed to use the same materials and contractor as soon as possible so things would match. Given the prior authorization for part of the building, this one was necessary for the rest.

Collector’s Report by Warren Allen

Thanks for your financial support for our work together. For our financial year which will end soon, 24 families had pledged to try to bring in \$43,371, and that included \$5,570 from some of us especially towards our need to re-side the balance of our building (to better fix the prior problem of too-short staples used before). Also, that total included some for our electrical bills. As of May 19, this fiscal year is 90% over, and 12 pledgers were able to bring in at least their own pledge. While I don’t know about electric bill payments, the other pledges are still under by a total of \$5,820 less than were those goals. So financially we are 87% of the way there.

Our collection plates also received (thus far) loose change and paper money for our Generosity Project of \$2826.68. We will share a quarter of that each with Planned Parenthood of NNY and Syracuse Immigrant and Refugee Defence Network. The tray for the free-trade coffee has received \$104. Some of us have not pledged for this year, and donate when they can, and that amount thus far is \$3,866.

Many of the groups, sharing use of our building, make donations for rent. Including the dollars from one group which urged that we use their dollars towards these building repair bills, this rent has been \$1870.

Our families have donated \$316 to Rev. Cindy for our Minister’s Discretionary Fund, and we haven’t yet seen this used to erect a gold statue of herself.

And for the coming fiscal year which starts in July, as of May 19, eighteen families have set their own pledge goals which total \$41,600. This includes one family for which I didn’t receive a pledge card last year. This \$41,600 includes \$4,200 from some families for our expected costs to finish redoing the siding. And a nineteenth pledge is to pay a portion of our electricity bills, to keep our parking lot safely lit at night. Thanks!

Registrar's Report: by Robert South

The registrar's job is to keep a list of voting and non voting members. That list is the sign in roster you see at the meeting itself. This is important because it impacts quorum. In accordance with the bylaws, voting members are

“those who have signed the membership book and **from** whom, within the current fiscal year, there has been a recorded financial contribution or **for** whom there is a current signed pledge card on record. “

Decisions I've made:

1. I take “financial contribution” to mean a contribution to the general fund, not an earmarked donation to a specific purpose. That is what indicates general support for the congregation. And it is only **from** the person who made the donation.

2. I also take it to include both pledge cards for the current fiscal year, turned in last year, and pledge cards for the upcoming year. It is a current promise regardless of whether it is a promise to pay in June or July.

3. Many people apparently submit pledge cards *as a family*, but the bylaws only recognize voting members *as individuals*. My habit is to ask the person pledging whether they intend their pledge to be **for** others, but otherwise count only that person.

Given those provisos, here is a list of all those appearing on pledge cards for the 2025/2026 fiscal year or the 2026/2027 year or making recorded donations without pledging:

Eleanor Allen & Warren Allen, Kathy Ashland, Rob & Julz Blankemeier, Karen Crowley, Kellan Crowley; Debra Faes Dudden, Erica Gardner; Karen Hall; Joanne Harter; Sylvia Heap; Kat Hammond, Crystal Jackson, Julie & Matt Jeffers, Janine LaClair. Mimi Litsche; Harriet McMillan; Frances Mercer & Doug Venable; Sarah O'Connell; Lorraine Payette; Jo Ann Reid; Kelly Sackheim; Robert South; Chris Schneider; Amy Summerville-Loomis; Pat Sutherland; Paula Trainham; and Heather Winn.

That's 31 voting members, so our quorum will be 16 ($31/2=15.5$, round up to 16) if nothing changes. But it will change, up until the last minute. In other news, we added four new members this fiscal year: Elizabeth Kinney and Sarah Wolfe last August and Chris Coughlin and Debra Faes-Dudden just recently.

Historian Report by Sarah O'Connell

I go to many sources for my historian columns for the newsletter, including newspaper archives and our own newsletters from the past.

In 2025-26, I found an advertisement in the Massena Observer for 1960 with the heading, “Are you a Unitarian without knowing it?” I referenced a newspaper story about our Washington Street fire in 1984. I looked at some of the past services and discovered that in 2015 AND 2025, I had led the Father's Day program in June. I talked

about a quilt show in Sackets Harbor that featured a vintage quilt with signatures of congregation members from the Henderson First Universalist Church.

In several columns in 2025, I looked back on the Covid and the church flood/reconstruction years. The March 2020 piece which, of course, was written in February, held no indication of what was coming: outdoor services, Zoom services, etc.

Over the years, from the fire in 1984 up to today, our All Souls community has shown its resilience and ability to persevere.

Treasurer's Report: by Eleanor Allen

5:11 PM

05/29/26

Cash Basis

All Souls Unitarian Universalist Church

Balance Sheet

As of April 30, 2026

	Apr 30, 26
ASSETS	
Current Assets	
Checking/Savings	
AmeriCu CD	63,585.67
Memorial Garden	5,352.04
Money Market Savings	
Camp Unirondack Scholarship	550.00
Social Justice / Hild Fund	2,903.54
Money Market Savings - Other	5,062.05
Total Money Market Savings	8,515.59
Morgan Stanley Investments	
MS Board Fund	
MS Savings	61,443.56
MS Board Fund - Other	19,187.18
Total MS Board Fund	80,630.74
MS Owens Fund	586,249.15
Owens Fund Cash	12,382.74
Total Morgan Stanley Investments	679,262.63
Org Prime Share Savings	132.06
Performance Checking	2,620.18
Total Checking/Savings	759,468.17
Total Current Assets	759,468.17
TOTAL ASSETS	759,468.17
LIABILITIES & EQUITY	
Equity	
Investment Value Change	-13,924.15
Opening Balance Equity	738,640.92
Retained Earnings	63,955.72
Net Income	-29,204.32
Total Equity	759,468.17
TOTAL LIABILITIES & EQUITY	759,468.17

9:17 AM
05/29/26
Cash Basis

All Souls Unitarian Universalist Church

Profit & Loss Budget Performance

April 2026

	83%	Apr 26	Jul '25 - Apr 26	Annual Budget	% of Annual
Ordinary Income/Expense					
Income					
24-25 Pledges		0.00	0.00	0.00	
25-26 Pledges		1,630.00	28,669.00	35,000.00	82%
Benevolence Offerings		0.00	100.00		
Building Use		125.00	1,565.00	1,000.00	157%
Earned Interest		206.38	3,368.17	3,500.00	96%
Fundraiser		0.00	0.00	2,300.00	0%
MDF Received		0.00	143.00		
UBS Investment Income		2,000.00	20,000.00	24,000.00	83%
Unpledged Income		450.00	3,535.00	2,500.00	141%
Z					
Other Income					
Coffee Fund		4.00	73.00		
Generosity Project		93.00	2,308.68	900.00	257%
Other Income - Other		0.00	352.59		
Total Other Income		97.00	2,734.27	900.00	304%
Total Z		97.00	2,734.27	900.00	304%
Total Income		4,508.38	60,114.44	69,200.00	87%
Expense					
Advertising and Promotion		0.00	386.00	700.00	55%
Bank Service Charges		0.00	4.74		
Board Expense		0.00	0.00	200.00	0%
Bookkeeping/Accounting Service		550.00	5,500.00	6,600.00	83%
Building and Property Security		0.00	784.50	500.00	157%
Charitable Contributions		0.00	75.00	900.00	8%
Computer and Internet Expenses		0.00	0.00	300.00	0%
Dues and Subscriptions		0.00	375.84		
Guest Minister/Worship					
Guest Minister Travel/Worship		150.00	857.00		
Guest Minister/Worship - Other		150.00	1,150.00	3,000.00	38%
Total Guest Minister/Worship		300.00	2,007.00	3,000.00	67%
Insurance Expense		214.06	3,753.06	4,882.00	77%
Landscaping Expenses		0.00	379.00	1,000.00	38%
Membership Expenses		0.00	23.97	500.00	5%
Ministerial Search		0.00	0.00	0.00	
Office Supplies		0.00	0.00	300.00	0%
Organist		625.00	5,065.00	6,500.00	78%
Payroll Expenses					
Custodian		748.97	5,708.18	8,060.00	71%
Minister					
Minister Professional Expense		1,022.12	1,884.62		
Minister - Other		4,703.44	22,772.28	24,000.00	95%
Total Minister		5,725.56	24,656.90	24,000.00	103%

April 2026

	83%	Apr 26	Jul '25 - Apr 26	Annual Budget	% of Annual
Payroll Taxes		21.72	696.31	2,200.00	32%
Religious Education		0.00	0.00	1,000.00	0%
Payroll Expenses - Other		57.23	375.76	3,000.00	13%
Total Payroll Expenses		6,553.48	31,437.15	38,260.00	82%
Postage and Delivery		0.00	0.00	400.00	0%
Printing and Reproduction		0.00	0.00	200.00	0%
Professional Fees		0.00	0.00	50.00	0%
RE Supplies		0.00	242.03	300.00	81%
Repairs and Maintenance		0.00	2,183.98	6,000.00	36%
Snow Removal		583.33	3,800.53	3,400.00	112%
Social Action		0.00	50.00	1,000.00	5%
Trash Removal		0.00	169.00	260.00	65%
Utilities					
Gas & Electric		1,057.31	6,071.85	5,500.00	110%
Telephone Expense		0.00	1,831.56	2,160.00	85%
Water		124.62	579.35	480.00	121%
Total Utilities		1,181.93	8,482.76	8,140.00	104%
UUA Annual Program Fund		365.58	3,655.80	4,387.00	83%
ZZ					
Coffee Hour		0.00	140.40		
Generosity Project		-248.00	-297.00		
Total ZZ		-248.00	-156.60		
Total Expense		10,125.38	68,218.76	87,779.00	
Net Ordinary Income		-5,617.00	-8,104.32	-18,579.00	
Other Income/Expense					
Other Income					
Building Repair Fund		50.00	7,048.00		
Pass-Through Income					
Discretionary Fund - Minister		0.00	173.00		
Pass-Through Income - Other		0.00	478.00		
Total Pass-Through Income		0.00	651.00		
UBS Funds for Capital Repairs		0.00	38,000.00		
Total Other Income		50.00	45,699.00		
Other Expense					
Exterior Capital Repairs		0.00	66,631.00		
Pass-Through Expense					
Donations for other Organizatio		0.00	50.00		
Pass-Through Expense - Other		0.00	118.00		
Total Pass-Through Expense		0.00	168.00		
Total Other Expense		0.00	66,799.00		
Net Other Income		50.00	-21,100.00		
Net Income		-5,567.00	-29,204.32	-18,579.00	

Standing Committee Reports

Standing committees are groups of member volunteers created by the Board of Trustees, in accordance with the bylaws, to deal with perpetually ongoing types of tasks.

Executive Committee Report by Robert South

The executive committee consists of just the four officer trustees mentioned in the bylaws, who serve as the committee ex-officio. However, this executive committee was not created by the bylaws but by the board, and holds only those powers and responsibilities assigned to it by the board of trustees. Currently, the primary function of the executive committee is to supervise the office and approve building use requests. The president also uses it as an advisory body to decide matters such as what might call for a special board meeting and what can wait until the next regular board meeting.

Finance Committee Report: by Eleanor Allen

Last fall, our long time investment advisor, Bill Couch left UBS and returned to Morgan Stanley, where he's now one of three Vice-Presidents in The Couch Group. Our board agreed to keep our investments with Bill, since he's been our trusted financial advisor for many years, and is familiar with our accounts, and our needs. This involved transferring our investment accounts from UBS to Morgan Stanley. Any costs related to the transfer were absorbed by The Couch Group.

The total value of our investment accounts at Morgan Stanley, as of 4/30/2026 was \$679,262.72. Of this, \$85,634.90 (12.61%) is in a money market account, which we can draw upon for major expenses as decided by the board and congregation. Most of it is earmarked at this time for the remainder of the work needed on the outside of our building.

The remaining \$593,627.82 is invested as follows:

Equities: \$168,783.58 (24.85%)

Fixed Income & Preferreds: \$312,765.70 (46.04%)

Alternatives: \$112,078.54 (16.50%)

The original source of these funds was a bequest to the church under the will of Clara G. Owens, given with the provision that we preserve the principle and spend only the income.

The total estimated annual income is \$30,908.68, of which we are currently taking \$2,000 per month, or \$24,000 per year. The portfolio as a whole appears positioned for income generation with moderate-to-elevated market sensitivity,

The Balance Sheet, located elsewhere in the Annual Report, provides a summary of our total financial resources, including the funds at Americu Credit Union.

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32	Total Guest Minister/Worship	207.00	1,407.00	3,000.00	47%	
33	Insurance Expense	0.00	2,253.00	4,882.00	46%	\$4882.00
34	Landscaping Expenses	0.00	379.00	1,000.00	38%	\$1000.00
35	Membership Expenses	0.00	23.97	500.00	5%	\$500.00
36	Ministerial Search	0.00	0.00	0.00		
37	Office Supplies	0.00	0.00	300.00	0%	\$300.00
38	Organist	500.00	3,940.00	6,500.00	61%	\$6500.00
39	Payroll Expenses					
40	Custodian	384.00	4,185.10	8,060.00	52%	\$8000.00
41	Minister					
42	Minister Professional Expense	0.00	862.50			\$3000.00
43	Minister - Other	2,351.72	18,068.84	24,000.00	75%	\$26171.00
44	Total Minister	2,351.72	18,931.34	24,000.00	79%	
45	Payroll Taxes	28.35	663.59	2,200.00	30%	\$2000.00
46	Religious Education	0.00	0.00	1,000.00	0%	\$1000.00
47	Payroll Expenses - Other	46.43	272.10	3,000.00	9%	\$2500.00
48	Total Payroll Expenses	2,810.50	24,052.13	38,260.00	63%	
49	Postage and Delivery	0.00	0.00	400.00	0%	\$300.00
50	Printing and Reproduction	0.00	0.00	200.00	0%	\$200.00
51	Professional Fees	0.00	0.00	50.00	0%	\$50.00
52	RE Supplies	0.00	242.03	300.00	81%	\$300.00

1 of 2

53		Repairs and Maintenance		0.00	1,906.96		6,000.00	32%	\$5000.00
54		Snow Removal		583.33	3,217.20		3,400.00	95%	\$3500.00
55		Social Action		0.00	0.00		1,000.00	0%	\$1000.00
56		Trash Removal		0.00	169.00		260.00	65%	\$260.00
57		Utilities							
58		Gas & Electric		1,243.88	3,774.45		5,500.00	69%	\$6000.00
59		Telephone Expense		180.00	1,440.00		2,160.00	67%	\$2160.00
60		Water		0.00	370.23		480.00	77%	\$480.00
61		Total Utilities		1,423.88	5,584.68		8,140.00	69%	
62		UUA Annual Program Fund		365.58	2,924.64		4,387.00	67%	\$3948.00
63		ZZ							
64		Coffee Hour		0.00	140.40				
65		Total ZZ		0.00	140.40				
66		Total Expense		6,440.29	52,266.09		87,779.00		\$90051.00
67		Net Ordinary Income		-902.94	-2,539.28		-18,579.00		-\$22451.00
68		Other Income/Expense							
69		Other Income							
70		Building Repair Fund		100.00	1,818.00				
71		Pass-Through Income							
72		Discretionary Fund - Minister		0.00	173.00				
73		Pass-Through Income - Other		0.00	478.00				
74		Total Pass-Through Income		0.00	651.00				
75		UBS Funds for Capital Repairs		0.00	38,000.00				
76		Total Other Income		100.00	40,469.00				
77		Other Expense							
78		Exterior Capital Repairs		0.00	37,256.00				
79		Pass-Through Expense							
80		Donations for other Organizatio		0.00	50.00				
81		Pass-Through Expense - Other		0.00	118.00				
82		Total Pass-Through Expense		0.00	168.00				
83		Total Other Expense		0.00	37,424.00				
84		Net Other Income		100.00	3,045.00				
Net Income				-802.94	505.72		-18,579.00		-\$22451.00

Maintenance Committee by Mimi Litsche

This is a new committee that has grown from the former Building and Grounds Committee and the Maintenance Task Group. The committee is chaired by Mimi Litsche, but she relies heavily on other members, Harriet McMillen and Robert South. Robert continues to maintain the church grounds in fine fashion with our trusty John Deere mower, and we are grateful to have him continue this function. Harriet has already provided good comments for improvements in the Kitchen and RE areas. Both Harriet and Robert have provided good historical perspective regarding the functions and needs for maintenance of the church and grounds. However, the maintenance of our church is a task shared by our congregation, and the Maintenance Committee welcomes observations by our church members. Should any church member see something that needs our attention, Mimi can be reached by e-mail at mlitsche@hotmail.com, or by calling her cell at 585-313-0722, NO TEXTS, please. If sending an observation by e-mail, please include 'UU Church' in the title line.

Membership and Activities Report: by Kelly Sackheim

The Membership and Activities Committee (as of the end of this year: Kelly Sackheim, chair; Robert South, Warren Allen, and Harriet McMillan) met via Zoom nearly every month this past year, with Rev. Cindy also joining us and providing a wealth of new ideas and guidance to effectively spend our energy serving our own community and providing outreach to new friends and prospective members. Essentially a catch-all committee, we've navigated the monthly activities advertised in the Weekly Post,

1st Friday and 3rd Friday: CUUPs, gathering at 6:30 for program at 7:00 pm

2nd Wednesday Lunch at the Crystal 11:30 am

2nd Friday: Kat's Craft Night 6-8 pm

4th Saturday: Game Night 6-8 pm

Served as the home of the Caring Committee and ensured individuals have rides to All Souls events, ordered new explanatory materials, responded to opportunities to have a booth (Juneteenth is coming up, last year we did Earth Day at the Zoo and Pride), organized Panera fundraising dinners.

Religious Exploration Report by Kelly Sackheim

By the end of the year, we have become focused on identifying the demographic rather than developing a program for when children may come. We have one 7-yr-old girl who attends fairly regularly with her parents and is delighted to participate in chalice and candle lighting and extinguishing. We presently have no older children. Focusing on known prospects, before the April 26 Welcome to Our Neighborhood service, I sent text messages to parents/guardians of six ~4-yr-old boys and one 8-yr-old boy, and Eleanor reached out to an adult with 7- & 8-yr-old boys (amazing that's the demographic - ALL boys - where we anticipated success).

I, Kelly, am coming to the conclusion that Sunday morning children's RE isn't a program "in demand" in our community. Having the wiggle area in the back of the sanctuary,

and the informal lounge with the service broadcast in, allows our parents to participate in the service without having to find care for their children offsite. Eleanor reported that the family she encouraged to attend on Sunday identified that their lives are just too busy, yet this family is among our most regular attendees at monthly Game Night (confirming that Saturdays suit them MUCH better than Fridays), and we have many young people at monthly Craft Night - so we ARE reaching families in our Community!

Worship/ Music Annual Report by Eleanor Allen

We welcomed Rev. Cindy Terlazzo with a pot luck brunch on August 17th, and she led her first service on September 7th. She's traveled from her home in Rochester to lead insightful and uplifting services once or twice each month, and participated in each of our monthly zoomed worship committee meetings. She's suggested resources for our lay-led services, and has provided us with guidance. We look forward to having her with us this upcoming year.

We had several special services led by members of the community, starting in the summer when Kevin Weed brought his singing bowls for a sound bath. Then, in the fall, Michael Czarnecki spoke about his trip to Japan, and read some of his travel-inspired poetry. Ciarra Eaton from the Matilda Joslyn Gage Center in Syracuse spoke with us about her anti-slavery work. Michael Seymour and his wife, Christie, came in costume, and Michael spoke about what it means to him to be a volunteer Santa Claus each year; and Larissa Faulkner spoke with us about the importance of trees in nature. We look forward to several traditional services every year: the Water and Rock ingathering service in September; the service celebrating the United Nations in November; our traditional candle lit Christmas Eve service; and our June Blessing of the Animals held outdoors around the Peace Pole.

We had a service honoring three church members who have made noteworthy contributions to the Watertown community: Sylvia Stuber Heap, who helped establish Jefferson County Community College; Jan Sommerville, who was first president of the Watertown chapter of Planned Parenthood; and Winnie Dushkind, who was instrumental in getting needed improvements to the Watertown zoo.

We experimented with some different service formats: Sarah O'Connell led us in a service where we sang hymns selected by several members of the congregation who spoke about why these hymns were their favorites. Frances Mercer led services that involved activities instead of a sermon. We had several circle services where we shared ideas.

Rev. David Weissbard came out of retirement to lead several services; and Rev. Andrea Abbott-Hook was also a guest minister.

We enjoyed the live music provided by our pianist, Toni Zygadlo, and appreciated her creative preludes and postludes. Our song leaders were a big help, especially when we were learning new hymns.

Our services were in-person with zoom as an option, except for two, which were online only because of inclement weather, and we have a you tube channel for watching

a selection of past services. Robert South provides the technical skills to make it all possible.

Here's a listing of topics and presenters for all of the services this fiscal year:

July 13 - Frances Mercer: Cooperative Games
July 20 - Robert South and Kelly Sackheim: Report on General Assembly
July 27 - Kevin Weed: Singing Bowls and Sound Bath
August 3 - Andre and Judith deZanger: Spiritual Awakening
August 10 - Sarah O'Connell: Poetry and Rocks
August 17 - Picnic and Opportunity to Meet Rev. Cindy Terlazzo - no service
August 24 - Eleanor Allen: Joy, or Why We Should Strive to Be More Like the Muppets
August 31 - No Service
September 7 - Rev. Cindy Terlazzo: And So We Gather
September 14 - Joanne Harter: Traditional Water and Rock Ceremony
September 21 - Rev. Cindy Terlazzo: Where Do We Come From? Where Are We Going?
September 28 - Robert South: When Institutions Lose Legitimacy
October 5 - Sarah O'Connell: Let It Be a Dance
October 12 - Rev. Cindy Terlazzo: Joy as an Act of Resistance and Revolutionary Love
October 19 - Harriet McMillan and Sarah O'Connell: The Golden Rule in Action
October 26 - Frances Mercer and Sylvia Heap: UN Sunday
November 2 - Joanne Harter: Dio de los Muertos, Samhain, and Dealing with Grief
November 9 - Rev. Cindy Terlazzo: Keeping Covenant
November 16 - Rev. Andrea Abbott-Hook: Isolation
November 23 - Rev. Cindy Terlazzo: This Precious Human Life
November 30 - Michael Czarnecki: Learning to Bow: Gratitude; Appreciation; Respect
December 7 - Eleanor Allen: Max Coots on Universalism in a Changing World
December 14 - Eleanor Allen and Pat Merz: After Christmas, Winter
December 21 - Rev. Cindy Terlazzo: Advent: Return to the Season of Light
December 24 - Evening Candlelight Service: Sarah O'Connell: The Joy of Christmas
December 28 - Michael and Cristy Seymour: They call me 'Sinterklaas'
January 4 - Robert South: Looking Backwards
January 11 - Rev. Cindy Terlazzo: A Leap of Faith
January 18 - Rev. Andrea Abbott-Hook: Nothing Will Ever Be the Same Again
January 24 - Rev. David Weissbard: Are We Like Rip, Sleeping Through a Revolution?
February 1 - Frances Mercer: Reflections on Love, Spirituality, and Beloved Community
February 8 - Rev. Cindy Terlazzo: Everyday Sacred
February 15 - Frances Mercer: Spiritual Community With Mish-Mash Hearts
February 22 - Frances Mercer: Unitarian Universalism as a Quilt
March 1 - Eleanor Allen: Deep Listening and Pirate Eyes
March 8 - Rev. Cindy Terlazzo: Just Imagine
March 15 - Rev. Andrea Abbott-Hook: Alligators and Starfish
March 22 - Ciarra Eaton: Matilda Joslyn Gage
March 29 - Rev. Cindy Terlazzo: Truth and Consequences

April 5 - Rev. David Weissbard: Christ the Clown
April 12 - Rev. Cindy Terlazzo: Spring Cleanup. This service was followed by a potluck meal and our New Minister Startup, facilitated by UUA Regional staff
April 19 - Larissa Fawkner: Sacred Trees
April 26 - Rev. Cindy Terlazzo: Welcome To Our Neighborhood
May 3 - Rev. Cindy Terlazzo: I Think, Therefore I Am . . .I Think?
May 10 - Eleanor Allen; Mother's Day
May 17 - Rev. Cindy Terlazzo: Church and State: How Our Faith Informs Our Actions
May 22 - Rev. Andrea Abbott-Hook - Henry the Housefly
May 31 - Eleanor Allen: Truth
June 7 - Bianca Ellis: Juneteenth, Why Now?
June 14 - Rev. Cindy Terlazzo: Flower Communion, followed by Annual Meeting
June 21 - Stacie Rose: Pride
June 28 - Joanne Harter: Blessing of the Animals service around the Peace Pole (weather permitting)

Task Force Reports

by Robert South

Task forces are groups of member volunteers created by the board of trustees, in accordance with the bylaws, to deal with specific tasks of limited duration and purpose. Aka ad hoc or special committees.

Policy Revision Task Force

This will be the final report of the policy revision task force as its assigned task is complete. Over recent years, a series of policy revision task forces have repeatedly gone over the board policies and brought suggested revisions to the board, and the board has made further modifications before adopting them. At this point, the board need merely monitor and update on a smaller scale basis, for now.

Housekeeping Task Force

This will be the final report of the housekeeping task force, as it has been superseded by the maintenance committee. The concept of the housekeeping task force was that it would supervise the custodian, John Crupi and receive reports from both John and other volunteers working in the building about problems with the building. Then it would inform the board and present a plan of action, or for minor problems the executive committee could approve quick fixes.

Groundskeeping Task Force

This will be the final report of the groundskeeping task force, as it has been superseded by the maintenance committee, which will be chaired by Mimi Litsche. The groundskeeping task force was much like the housekeeping task force, a temporary group charged with addressing problems that might come up outside the building, or essential regular tasks that needed attention. Volunteer labor mowed the grass (saving money) and blew off the sidewalk, making the snow plow contract much cheaper (by 300 dollars a month). Equipment for these tasks was also maintained. Trash and fallen limbs were picked up in the process, as necessary to complete tasks. Details needing

more attention include the condition of the tool shed siding and more attention to accumulations of dead leaves.

Building Envelope Task Force

This will be the final report of the building envelope task force as its assigned task will be complete soon. Several years ago, siding started falling off where it had been improperly installed in 2012. That was patched up, but also floor repair efforts revealed leaks in the stone wall at the north end of the sanctuary. Concerned, the board called for an architectural firm (Bernier Carr Associates) to evaluate the entire exterior building envelope. They recommended tearing down the stone wall and replacing all the siding: the south and west sides within two years (of 2024) and the north and east sides within five years. The task force engaged with a contractor, Ontario Shores, to remove the siding on the south and west, repair damaged wood, and install vinyl siding. The results seemed to please the congregation, so (without again consulting the congregation) the same contractor has been contracted to finish the whole project this year. We are awaiting materials, which must be ordered for us so colors match.

During these repairs the Black Lives Matter banner will have to be removed, but since the congregation has voted to keep it on display it will be placed in a window.

A motion during new business might be in order regarding replacement of the banner, which is in poor condition.

Acoustics Task Force

Leaky flashing following the installation of a metal roof on the social hall (by Tibbles) led to damage to the acoustic tiles on the ceiling. A different contractor (Townsend) was installing the roof on the RE Wing and finally fixed the flashing on the social hall. Diego Aguilar was contracted to do ceiling work following removal of some skylights, and also to patch the social hall ceiling with some left over acoustic tiles we have. Unfortunately, we did not have enough acoustic tiles and there was fear the ceiling may have invisible damage that would lead to future loss of tiles, so the board authorized changing the contract, to which Aguilar agreed, to involve removal of all the acoustic tiles and repair of the ceiling. That improved the look and safety of the social hall, but a change of acoustics was immediately apparent. A task force has obtained a grant from NYSCU to put up new acoustic tiles, but has decided to first obtain professional advice from a company specializing in acoustics. The idea is that we should not effect repairs piecemeal, but should have a comprehensive plan.

As the board's policy defines the maintenance committee, it is not necessarily the default for the board to delegate major building projects to the maintenance committee. Thus the acoustics task force and building envelope task force continue to exist, for now.

General Orders of the Day

About the Covenant of Right Relations

by Robert South

There will be a motion to adopt the following covenant of right relations. This covenant was worked out over the course of several congregational conversations, and has earned consent by those who were interested and took part. The board placed it on the agenda, so it is a general order.

“We covenant with ourselves and each other to work together, keeping the Mission and Purpose of ASUUC foremost in our minds, while we communicate clearly and respectfully; listen with open minds to all possibilities; care for, and minister to each other; and have fun together.

We will:

- Listen to understand, rather than to prepare a response
- Ask clarifying questions
- Affirm the merit in what we've heard
- Respond creatively, rather than critically
- Share positive reactions before jumping to concerns, questions, or criticisms
- If we have an issue, we will bring it directly to the person with whom we have the issue.
- And if an issue cannot be resolved by direct discussion, we will follow a process leading to mediation as described in board policies.”

About the Bylaw Revision

by Robert South

We have a bylaw revision on the order of business, and notification was made of it, but it may be necessary to explain some decisions I've made as chair of the meeting considering it.

Ambiguities

1. Scope of Amendments

Under Robert's Rules every word of a general bylaw revision put forth by a committee created to produce a revision is subject to amendment during debate, not just the specific changes proposed in the notice calling the meeting (orange and blue text in the markup). But our bylaws (which can override Robert's Rules) say that amendment can only take place: “provided the proposed amendment has been included in the notice calling the meeting.” And the board is putting this forward under its general power to place items on the agenda (since it can call special meetings, according to our bylaws, whose agenda's consist of nothing but general orders, and we have no established order of business, thus defaulting to the one from Robert's Rules), but it was not commissioned specifically to produce a revision. I take this to limit the scope of amendment to what was included in the notice and will consider amendments to other areas to be out of order.

2. Severability

If the revision fails, perhaps individual amendments identical to the sections of the revision would be in order provided they stick to what was included in the notice calling the meeting? Unfortunately, my research says there is no such “residual notice.” To adopt only part, just amend away the parts you don’t want.

3. Taking Effect

The bylaws say “These Bylaws shall become effective immediately following the meeting at which they were adopted.” Does this prevent us from modifying bylaws and having that modification take effect immediately, or is this a relic that only applies to the initial adoption of the bylaws? My call on this is that changes take effect only at the end of the meeting. Also, as general orders, they follow the elections, which are special orders, so we will elect two trustees this year even if the bylaws are later amended.

4. Place On Agenda

Special orders of the day are items placed on the order of business by previous meetings or higher law (such as elections, because the bylaws call for them). Since the board can call meetings of the congregation (Art 5 Sec 1) it can place items on the agenda (it can call a special meeting and create an agenda from scratch!). When it placed these bylaws on the agenda, it designated no specific place, but since by Roberts Rules, bylaw amendments require prior notice with the notification of the meeting this revision comes under general orders, following special orders and preceding new business.

Seriatim

Seriatim (or "consideration paragraph by paragraph" or "section by section").is the term used in parliamentary procedure (such as Robert's Rules of Order) for dividing up the consideration of a bylaw revision—addressing it piece by piece rather than as a whole. It is the recommended way to do a revision. I will ask if there are any objections to considering the document in seriatim, and if there are any the whole document will be open to debate or amendment at once. If there are no objections to seriatim, then during debate on each section, amendments to only that section are in order, but as usual, after seconding and debate they can pass with a mere majority, changing the text the revision that will eventually be voted on as a whole.

1. Change Board Size <https://www.uua.org/leaderlab/how-right-size-governing-board>

In article VI Section 4, replace the words “four trustees” with the words “two trustees.” Also add at the end of the section, “or for one year to achieve the staggering of trustee terms.”

Section 4. The Board of Trustees shall consist of ~~four~~two Trustees and four officers. All elected officers of the Church shall be members of the Board of Trustees ex-officio. The officers of the Church shall be a President, Vice-President, Secretary and Treasurer. One half of the trustees shall be elected at each annual meeting for a term of two years, or for one year to achieve the staggering of trustee terms.

2. Adopt Different Rules of Order

In Article V Section 5, eliminate the words “Robert’s Rules of Order” and replace with the words “Democratic Rules of Order (by Fred and Peg Francis)”. Also add at the end of the sentence, “Meetings of the congregation shall be conducted with a formal chair.”

Section 5. Democratic Rules of Order (by Fred and Peg Francis) ~~Robert’s Rules of Order~~ shall govern the conduct of all meetings of the congregation. Meetings of the congregation shall be conducted with a formal chair.

3. Replace Slate with List

In article VII Section 4 replace the word “slate” with the word “list.”

The Nominating Committee is responsible for recruiting a ~~slate~~list of nominees for the Board and the Nominating Committee for the next year.

4. Adopt the 7 Principles.

In the preamble, replace everything after “Be it known to all therefore, that being dedicated to the principles of a free faith, we” with the following:

“covenant to affirm and promote:

- (1) the inherent worth and dignity of every person;
- (2) justice, equity and compassion in human relations;
- (3) acceptance of one another and encouragement to spiritual growth in our congregations;
- (4) a free and responsible search for truth and meaning;
- (5) the right of conscience and and the use of the democratic process within our congregation and in society at large;
- (6) the goal of world community with peace, liberty and justice for all;
- (7) respect for the interdependent web of all existence of which we are a part.”

5. Eliminate Unnecessary Words:

In Article IV Section 5, eliminate the words “The policy of” before the words “All Souls Unitarian Universalist Church shall” and the words “be to” after the words “All Souls Unitarian Universalist Church shall.”

Section 5. ~~The policy of~~ All Souls Unitarian Universalist Church shall ~~be to~~ consider as active voting members only those who have signed the membership book and from whom,

Also in Article VI Section 8, eliminate all words after the word “vacancy.”

Section 8. Vacancies in any office, election to which is vested in the Church, may be filled by the Board of Trustees until the next annual meeting when the Church shall fill the vacancy. ~~The Board shall also have the authority to appoint or hire assistants for any of its officers should they deem the workload sufficiently heavy to so require.~~

6. Change Board Quorum:

In Article VI Section 5, eliminate the words “Five members of the Board shall constitute a quorum” and replace with the words “A board quorum is a majority of serving board members.”

Section 5. ~~Five members of the Board shall constitute a quorum,~~ A board quorum is a majority of serving board members.

7. Modify Grandfather Clause

In article VI Section 13, replace the words “holding office at the time of” with the words “elected to office prior to,” and replace the words “continue in” with the words “complete elected terms of” and replace all words after “office until” with the words “they expire.”

Section 13. All officers and Trustees ~~elected to office prior to holding office at the time of the adoption of these~~ amended Bylaws shall ~~continue in complete elected terms of~~ office until they expire. ~~the new Bylaws become effective from which time the new Bylaws shall be controlling.~~

Bylaw Markup Here's the whole bylaw markup:

Blue Text = new text proposed to be added

~~Stricken through orange text = existing text to be removed~~

BYLAWS

(As amended through ~~June 14th, 2026~~ September 29th, 2024)

PREAMBLE

Desiring to extend the heritage of this church, and to maintain a religious society restrictive of no person on grounds of race, color, disability, sex, affectional or sexual orientation, age, national origin, or prior religious commitment, and desiring to acknowledge our affiliation with and support of the Unitarian Universalist Association, we do accept and subscribe to its objectives as herein stated. Be it known to all therefore, that being dedicated to the principles of a free faith, we ~~unite in seeking:~~

- ~~• To strengthen one another in a free and disciplined search for truth as the foundation of our religious fellowship;~~
- ~~• To cherish and spread the universal truths taught by the great prophets and teachers of humanity in every age and tradition, immemorially summarized in the Judeo-Christian heritage as love to God and love to humankind;~~
- ~~• To affirm, defend, and promote the supreme worth and dignity of every human personality, and the use of the democratic method in human relationships;~~
- ~~• To implement our vision of one world by striving for a world community founded on ideals of justice and peace;~~
- To serve the needs of member churches and fellowships, to organize new churches and fellowships, and to extend and strengthen liberal religion;
- ~~• To encourage cooperation and good will in every land.~~

covenant to affirm and promote:

- (1) the inherent worth and dignity of every person;
- (2) justice, equity and compassion in human relations;
- (3) acceptance of one another and encouragement to spiritual growth in our congregations;
- (4) a free and responsible search for truth and meaning;
- (5) the right of conscience and the use of the democratic process within our congregations and in society at large;
- (6) the goal of world community with peace, liberty and justice for all;
- (7) respect for the interdependent web of all existence of which we are a part.

ARTICLE I-NAME

The name of this religious organization shall be All Souls Unitarian Universalist Church of Watertown, New York.

ARTICLE II –PURPOSE

Free religion, as we would have it lived, is a fellowship of seekers after truth, bound by no dogma, restricted by no creed. Our purpose is to join together in a cooperative quest of religious and ethical values and to apply those values to the fulfillment of our objectives, which are the enrichment of spirit, the development of character, and service to all. Our basic underlying convictions are these: that religious and scientific truth must be compatible, that the democratic process should guide human relations, and that each individual has an inherent dignity and the right to freedom of belief unfettered by any prescribed creed.

ARTICLE III-ALLEGIANCE

This church shall be a member of the Unitarian Universalist Association and of the area organizations in which it is located. This allegiance shall not be held to interfere with the principle of congregation polity, which shall be the principle whereby the Church governs its own affairs.

ARTICLE IV-MEMBERSHIP

Section 1. Any person who has attained the age of 16 years and who is in sympathy with the program and purposes of this church as described in the Preamble and Article II of these Bylaws, and who desires to become a member of this Church, may become a member by signing the Membership Book of the Church, witnessed by two members of the Board of Trustees.

Section 2. Any persons who at the time of adoption of these Bylaws are members in good standing of All Souls Unitarian Universalist Church of Watertown, New York, shall automatically continue membership under these Bylaws.

Section 3. All active members of the Church shall have the power of voting on all matters and shall be eligible to hold any elective or appointive office. All persons supporting this Church, regardless of whether or not they have accepted full membership, shall have the right of voice at any Meeting.

Section 4. A member's name shall be removed from the Membership Roll in case of: (1) the member's death; (2) request by the member; (3) a period of inactivity as defined in board policy, pending a vote by the Board; or (4) removal by a two-thirds (2/3) vote of the Board for actions that threaten the well-being of the Congregation per the Disruptive Behavior Policy.

Section 5. ~~The policy of~~ All Souls Unitarian Universalist Church shall ~~be to~~ consider as active voting members only those who have signed the membership book and from whom, within the current fiscal year, there has been a recorded financial contribution or for whom there is a current signed pledge card on record.

A list of inactive members, those who have signed the membership book but do not meet these criteria for active voting members, will also be kept. The Registrar of the church will be responsible for maintaining up-to-date, accurate listings of active voting members and inactive members.

Section 6. Any person who has attained the age of 12 years and who is in sympathy with the program and purposes of this church may become a “youth member” by signing the Membership Book of the Church, witnessed by two members of the Board of Trustees. Youth membership shall be symbolic and shall not confer the Youth Member with the powers or obligations of “regular” membership. At age 16 the status of Youth member shall automatically be changed to “regular” member.

ARTICLE V MEETINGS

Section 1. The annual meeting of the Church for the election of officers and the transaction of other business shall be held on the second Sunday in June at such time and place as the Board of Trustees shall designate. Special meetings shall be called by the Secretary at the request of the Board of Trustees or upon written request of at least ten members of the Church and shall be for such purposes only as may be specified in the notice calling the meeting.

Section 2. Notice of all meetings of the Church shall be sent by the Secretary to all voting members of the Church on record at the member's last known mailing address at least ten days prior to the date for which the meeting has been called. Members may choose to opt into email notifications instead of paper mail. Notice shall also be at two successive weekly services of worship prior to the date for which the meeting has been called, except that this shall not apply during any period of suspended Church services.

Section 3. A majority of active members qualified to vote shall constitute a quorum at any regular or special meeting of the Church. At any meeting of the Church a lesser number than a quorum may vote only to adjourn the meeting.

Section 4. All motions brought before a meeting of the Church shall be passed or rejected by a simple majority except as otherwise specified.

Section 5. ~~Democratic Rules of Order (by Fred and Peg Francis)~~ ~~Robert's Rules of Order~~ shall govern the conduct of all meetings of the congregation. Meetings of the congregation shall be conducted with a formal chair.

ARTICLE VI-BOARD OF TRUSTEES & OFFICERS

Section 1. The Board of Trustees shall have the custody and control of all property of the Church, both real and personal, and shall administer the affairs of the Church. The Board shall appoint and have the ultimate responsibility in connection with all committees other than the nominating committee. Between meetings of the Church, the Board of Trustees shall have full power to act on behalf of the Church, except as to those matters control of which has been reserved to the membership, either by the law of the State of New York or by these Bylaws. The title of all property of the Church shall be held in the name of the Church, except as provided by the Religious Corporation Law of the State of New York and such other laws as may be applicable. The Board of Trustees shall have the authority to employ and dismiss all employees of the Church, except the Minister, provision for which is determined by Article VIII hereinafter.

Section 2. All endowments of this Church, whether in the form of funds held in trust or real estate, shall be vested in the Church and shall be under the control of the Board. The Board shall have the power to delegate the management of any or all endowments under its control to a

committee of its creation, or to any public or private agency it deems capable of furthering the best interests of the Church.

Section 3. The Board shall meet periodically and regularly throughout the year for the purpose of conducting Church business, the first meeting to be held not more than two weeks after the annual meeting of the membership. Meetings of the Board shall be held no less than six times during the calendar year.

Section 4. The Board of Trustees shall consist of ~~four~~ **two** Trustees and four officers. All elected officers of the Church shall be members of the Board of Trustees ex-officio. The officers of the Church shall be a President, Vice-President, Secretary and Treasurer. One half of the trustees shall be elected at each annual meeting for a term of two years, **or for one year to achieve the staggering of trustee terms.**

Section 5. ~~Five members of the Board shall constitute a quorum,~~ **A board quorum is a majority of serving board members.**

Section 6. A person who has served for three consecutive years as President shall not be eligible for reelection or for election as a Trustee until the expiration of one year after the term as President has been completed. A person who has served for three consecutive years as Vice-President shall not be eligible for reelection or for election as a Trustee until the expiration of one year after the term as Vice President has been completed, but may be elected President. A person who has served three consecutive terms of two years as a trustee shall not be eligible for reelection until the expiration of one year after the third term has been completed.

Section 7. Any member of the Board of Trustees who has had three (3) consecutive absences from regularly scheduled meetings of the Board shall no longer be considered a trustee. Any exception to the above shall be at the discretion of the Board of Trustees.

Section 8. Vacancies in any office, election to which is vested in the Church, may be filled by the Board of Trustees until the next annual meeting when the Church shall fill the vacancy. ~~The Board shall also have the authority to appoint or hire assistants for any of its officers should they deem the workload sufficiently heavy to so require.~~

Section 9. The President shall preside at all meetings of the Board and of the Church, and shall be ex-officio member of all committees except the Nominating Committee. The President shall represent the Church on all appropriate occasions.

Section 10. The Vice-President shall preside at all meetings of the Board and of the Church in the absence or incapacity of the President and shall be ex-officio member of all committees except the Nominating Committee. The Vice-President shall represent the Church on all appropriate occasions in the absence of the President. In addition, the Vice-President shall be familiar with the financial structure and the investment philosophy of the Church. In this regard, the Vice-President shall serve as a member of the Finance Committee and any Investment committees established.

Section 11. The Secretary shall give notice of all meetings of the Church and shall keep an accurate record of the proceedings of all meetings of the Church and of the Board of Trustees and shall notify all officers of their election. The Secretary also shall have custody over all books, papers, and records of the Church and shall perform all other incidental duties that may be reasonably required.

Section 12. The Treasurer shall have custody of all funds, except such as have been placed in custody of special trustees or approved investment organizations. The Treasurer shall keep an accurate record of all receipts and disbursements and bills payable, shall pay such bills as have been approved by the Board and/or sign checks prepared by the bookkeeper to pay those bills, and shall render financial statements to the Church at each annual meeting and to the Church and Board at such other times as may be requested. Money shall be deposited in the name of the Church and in such banks as the Board may direct. The Treasurer shall have custody over all

insurance policies and shall give bond with surety or sureties as may be required by the Board. Accounts shall be reviewed at least once a year under direction of the Finance Committee-

Section 13. All officers and Trustees ~~electd to office prior to holding office at the time of the adoption of these amended Bylaws shall continue in complete elected terms of-office until they expire. the new Bylaws become effective from which time the new Bylaws shall be controlling.~~

ARTICLE VII-COMMITTEES & APPOINTMENTS

Section 1. It shall be the responsibility of the board to appoint committees or task forces to deal with the work of the church.

Section 2. The Board of Trustees shall annually appoint a collector. The Collector shall keep an accurate record of all pledges made for the support of ASUUC; shall give written acknowledgement on all pledge payments at least quarterly; report to the Finance Committee the status of pledge income at least quarterly; collect plate money and pledge money from the usher, each Sunday; shall make an annual report to ASUUC for the June annual meeting; and shall deposit any moneys in the name of the ASUUC in the bank designated by the ASUUC Board.

Section 3. The Board of Trustees shall annually appoint a Registrar. The Registrar shall keep a record of all members of the Church with the dates of their admission, withdrawal, or decease, and shall keep a record of all baptisms and such other information concerning the members of the Church and the religious ceremonies of the Church as the Church or the Board may require.

Section 4. The Nominating Committee shall consist of three (3) members of the congregation elected by the congregation for one (1) year terms. A person who has served three (3) consecutive terms shall not be eligible for re-election until one (1) year has passed. No member may serve on the Nominating Committee while also serving on the Board or as an elected officer of the congregation. The Nominating Committee is responsible for recruiting-a ~~slate~~-list of nominees for the Board and the Nominating Committee for the next year.

The members of the Committee shall be representative of the congregation and knowledgeable about the All Souls community. Members of the Nominating Committee are also charged with becoming knowledgeable about the requirements for each of the elective positions so that they can properly recruit and explain those duties to prospective candidates. Nothing in this policy is intended to prevent nominations being accepted from the floor at the annual meeting of the congregation.

ARTICLE VIII –THE MINISTER

Section 1. "Minister" here is understood by the definition of a called minister as defined by the UUA.

Section 2. The Minister shall be responsible to the Church and to the Board of Trustees for the effective performance of work. Such reports as the Board may require shall be rendered. The Minister shall be chosen and salary determined by a vote of the Church and a vote of the Church shall be necessary for dismissal. These matters, however, may be delegated to the Board by a two-thirds vote of the Church. In cases of vacancy, the Board shall have the power to provide temporarily for ministerial service.

Section 3. When the Minister is engaged for an indefinite period of time the relationship shall continue until at least three months after either of the contracting parties has given notice in writing of the desire to discontinue the relationship unless both parties shall agree otherwise, or the Church may, upon forfeiture of three months salary, and without prior notice, terminate a minister's occupancy of its pulpit and such other ministerial functions.

Section 4. The Minister, with the approval of the Board of Trustees, and with the assistance of such committees as may be provided, shall, as a function of responsibility, establish and maintain such religious services, ceremonies, and observances as may be deemed appropriate.

Section 5. Being a religious society within which free expression is not only tolerated but encouraged, and desiring to maintain the highest standards of this idea, the pulpit of this church shall be considered a free pulpit and no restrictions, either theological, philosophical or social, shall be imposed upon the Minister.

Section 6. No person shall be called or continue as Minister of the Church unless in fellowship with the Unitarian Universalist Association or engaged in acquiring such fellowship.

ARTICLE IX-DISSOLUTION

Section 1. If this Church shall at any time cease to be a member of the Unitarian Universalist Association, or in the case of dissolution of this Church, all of the property of the Church, whether real or personal property, shall be transferred to the Unitarian Universalist Association on the understanding that said property shall be held in trust for the benefit of Unitarian Universalist churches of Central East Region or its successor. This bylaw shall apply to all property donated to the Church, whether by will or in some other manner, unless the donor expressly provides otherwise.

Section 2. If the Church ceases to be a member of the Unitarian Universalist Association, it shall be the duty of the officers of the Church and the Board of Trustees to take all necessary action to carry out the purposes of this article.

ARTICLE X-AMENDMENTS

Section 1. These Bylaws may be amended by a two-thirds vote of the members present and voting at any meeting of the Church, provided the proposed amendment has been included in the notice calling the meeting, except that Articles III and IX may be amended only by a four-fifths vote of the members present and voting.

Section 2. These Bylaws shall become effective immediately following the meeting at which they were adopted.

Section 3. Upon adoption of these Bylaws the records and acts of the First Universalism Society, All Souls Universalist Church of Watertown, New York and the First Universalist Parish of Watertown, New York, and the care and preservation of such records and acts shall be entrusted to the Secretary or to the Church Historian appointed by the Board.

ARTICLE XI-MEMORIAL GARDEN

Section 1. The Memorial Garden area includes the formal garden, given in memory of Helen Shapiro by her husband, Arnold Shapiro. This is provided to the congregation and friends for their enjoyment and as a way to commemorate loved ones. A donation to the garden, in an amount established by the board, entitles the donor to an engraved plate on the memorial plaque with name, date of birth, and date of death of the person to be commemorated. Ashes of the deceased can then be scattered or buried in the Memorial Garden.

Section 2. A committee consisting of a minimum of three persons, appointed by the President to serve an indeterminate term, shall manage the Memorial Garden. One member shall serve as chair.

Section 3. The committee shall oversee the overall design of the Memorial Garden, its permanent plantings, its care, maintenance, administration, and development of the property as approved by the board.

Section 4. The Memorial Garden shall be self-sustaining. Monies shall be paid into the church treasury and be held in a separate account for Memorial Garden use. The Church Treasurer shall be responsible for the keeping of financial records. Funds in excess of operating expenses shall be held for the Memorial Garden to be used for maintenance or expansion of the garden.

Our Principles

Unitarian Universalist congregations (currently) affirm and promote:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

Our Mission

- The mission of All Souls Unitarian Universalist Church is to create an environment in which personal and spiritual growth is encouraged; and where each of us is free to explore our individual beliefs and search for meaning.
- We strive to be a warm, supportive, nurturing and inclusive religious community where all people are respected and honored because of their uniqueness.
- We promote acceptance, diversity and social justice through our dealings with each other and our actions in the local and global community.

Our Purpose (Article II of our bylaws)

Free religion, as we would have it lived, is a fellowship of seekers after truth, bound by no dogma, restricted by no creed. Our purpose is to join together in a cooperative quest of religious and ethical values and to apply those values to the fulfillment of our objectives, which are the enrichment of spirit, the development of character, and service to all. Our basic underlying convictions are these: that religious and scientific truth must be compatible, that the democratic process should guide human relations, and that each individual has an inherent dignity and the right to freedom of belief unfettered by any prescribed creed.