

All Souls Unitarian Universalist Church of Watertown, NY
Minutes of the Annual Meeting of the Congregation
Saturday, June 14, 2026

Voting Members Present: Robert South, Harriet McMillan (arrived 12:07), Eleanor Allen, Janine LaClair, Warren Allen, Joanne Harter, Eric Lance, Mimi Litsche, Frances Mercer, Douglas Venable, Kelly Sackheim, Paula Trainham, Christopher Coughlin, Netty Palladino.
Voting Members Present Online: Patricia Sutherland, Sarah O'Connell, Rob Blankemeier, Erica Gardner, Karen Hall, Kathleen Hammond, Karen Crowley, Kellan Crowley
Additional Present: Rev. Cindy Terlazzo

In the presence of a quorum, the meeting was called to order at 11:59 a.m.

Acceptance of Agenda: adopted by consensus.

Acceptance of Minutes: Acceptance of the minutes of the June 8, 2025 annual meeting was completed by consensus.

Updates to Selected Officer's Reports

- **Registrar's Report:** Robert noted there are 34 active voting members of the church and 22 members in attendance today. A quorum is present.
- **Collector's Report:** Warren provided updates to the previously submitted written report. He noted 5 families pledged last year, but not for the coming year. \$3039 was raised in plate collection, so \$760 will go to each charity in the Generosity Project. As of last week, pledges for the coming year are at \$22,080 from 19 units and an additional pledge will go toward utility bill payments.
- **Treasurer's Report:** Eleanor provided an update to the proposed budget. She noted the Unirondack Scholarship was inadvertently left off the proposed budget and the current budget. It will still be awarded this year as agreed upon. The revision to the proposed budget adds the \$600 Unirondack Scholarship as a budgeted item.
- **President's Report:** Robert referred the congregation to the written reports (in the Annual Report) of the committees developed under our bylaws.

Committee Reports

- **Finance:** Eleanor moved, and Harriet seconded, we approve the proposed budget for the coming year, as amended, with the addition of \$600 for the Unirondack Scholarship. Motion passed.
- **Memorial Garden:** Kat reported. She wants a committee of 3 appointed and wants buckthorns and pine trees cut down. Kat moved that existing members of the Memorial Garden committee be dismissed and new members assigned. Robert explained this action would need a bylaw change so the motion cannot move forward. Robert asked if there is any objection to the **board authorizing vegetation being cut down around the garden. With no objection, this action is approved by consensus.**
- **Nominating Committee:** Warren reported. The committee submits the following slate of nominations:

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

1. Heather Winn – continuing for a third 1-year term (last of 3 terms)
2. Julie Jeffers – a first 1-year term (of a possible 3 terms)
3. Frances Mercer – a first 1-year term (of a possible 3 terms)

Officers (Maximum three 1-year consecutive terms for President & VP)

1. President – Harriet McMillan, for a first 1-year term
2. Vice President – Robert South, for a first 1-year term
3. Secretary – Kelly Sackheim, for a 1-year term
4. Treasurer – Eleanor Allen, for a 1-year term

Trustees (Trustees may serve a maximum of three consecutive 2-year terms)

1. Kat Hammond – first year of a first 2-year term
2. Christopher Coughlin – first year of a first 2-year term
3. Mimi Litsche – second year of first 2-year term
4. Rob Blankemeier – second year of first 2-year term

Special Orders of the Day

- **Elections for Each Office:** There were no nominations from the floor. Robert conducted the elections of each individual nominee by hand vote. No voting was needed for Mimi and Rob, as they are continuing previously elected trustee positions. **All recommended candidates, as submitted by the nominating committee for the upcoming church year, for the Nominating Committee, Board Officers, and Board Trustees were elected.**
- **Generosity Project:** Robert reported there were 17 votes for Zoo New York and a second place tie with 16 votes for Community Meals at Emmanuel, and 16 votes for Victims Assistance Center. Roberts asked if there were any objections to splitting the project money in the coming year equally between the three. **Joanne moved, and Netty seconded, we have a vote between the 2 second place winners.** Discussion ensued. **Pat moved, and Mimi seconded, to amend the motion to have first place get ¼ and the second place winners get 1/8 of the total collected (church retains ½).** Discussion continued on Pat's amendment, with Eleanor noting the numbers are so close, it would be fairer for a 3 way split, to which Kelly and Kellan agreed. Kelly called the question on the amendment. **Pat's amended motion was voted on and failed to pass. Joanne withdrew her original motion. Eleanor moved, Kelly seconded, we split the Generosity Project money equally, for this year only, among Zoo New York, Community Meals at Emmanuel, and Victims Assistance Center. Motion carried.**

General Orders of the Day

- **Covenant Adoption:** Kelly moved, Eleanor seconded, we adopt the Covenant of Right Relations as distributed on page 25 of the Annual Report. Discussion occurred, Frances brought up the Abundant Heart Covenant which we continue to use. The idea that the covenants aren't conflicting because they serve different purposes was expressed. **Joanne moved to amend, Mimi seconded, at the bottom of the new covenant we insert "We acknowledge the existence of the Abundant Heart Covenant."** Joanne moves we call the question which Eleanor seconded. **Motion on amending the original motion passed. A vote on the adoption of the amended covenant passed unanimously.** Covenant reads as follows: "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.”

☐ We acknowledge the existence of the Abundant Heart Covenant.

- **Bylaw Revision:** Mimi moved, Joanne seconded, we adopt the bylaw revision as distributed. Robert reviewed each section of the bylaws containing recommended changes, one at a time, to allow motions to amend to occur. Frances expressed she doesn't feel she understands the Democratic Rules of Order and thinks it needs to be disbursed and familiarized. Pat moved, Kelly seconded, we stick with Robert's Rules of Order. Kelly called the question. Robert asked for the vote, 7 voted in favor of keeping Robert's Rules of Order in place. Amendment failed so bylaw revision remains the same. There was some discussion regarding the proposed changes to the Board of Trustees and how we would accomplish reducing the trustees from 4 to 2. Kelly moved, Joanne seconded, we add at the end of Article VI, Section 13. “, even as supernumeraries.” Motion passed. (At this point, 1:32 p.m., secretary noticed some online attendees, Karen & Kellan Crowley, Erica Gardener, Kat Hammond, had left the meeting. A recount indicated the meeting still had a quorum). Mimi restated her motion, seconded by Joanne, “By direction of the Board of Trustees, I move to adopt the revised bylaws as circulated and amended.” Motion carried with 17 voting in favor.

New Business

- **Banner Replacement:** Kelly moved, Harriet seconded, the Board be authorized to make a decision regarding the Black Lives Matter banner, in consultation with the congregation. The idea the Board makes the final decision was unpopular during discussion so Kelly withdrew the motion. Sarah moved, Mimi seconded, we authorize the Board to take down the Black Lives Matter banner during renovations and replace it with a new banner once renovations are complete. Motion passed.
- **Visioning:** Frances moved, Mimi seconded, that the new minister (Rev. Cindy Terlazzo), UUA Regional Representative, and the Board of Trustees develop a plan/timeline for action on visioning efforts by the end of next year. Eleanor mentioned the next in-person Board meeting will be a good time to set a visioning process timeline. Motion carried.

Adjournment: Eleanor moved, Netty seconded, meeting be adjourned at 1:50. Carried.

Respectfully submitted,

Janine LaClair
Board Secretary

6/18/2026