Albany Unitarian Universalist
ANNUAL REPORT

Part I: Annual Meeting Materials

2025-2026

First Unitarian Universalist Society of Albany

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A Welcoming Congregation

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First Unitarian Universalist Society of Albany
Sunday, May 17, 2026

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Albany UU

Policy on Congregational Meeting Rules of Procedure

For Annual Meeting on May 17, 2026

I. Rules of Procedure

After the meeting has been called to order, the president shall appoint the following: quorum and vote counters, a parliamentarian, and a timekeeper.

Next, the Agenda shall be submitted for approval.

Next, the following Rules of Procedures shall be submitted for approval, after allowing amendments from the floor or suspension by a majority vote:

A. Rules of Procedure for Presentation

i. The person or committee that prepared a resolution or motion on the agenda for congregational vote shall make a supporting presentation limited to 10 minutes.
ii. If there is a minority or dissenting opinion, the spokesperson for the opposition shall make a presentation, also limited to 10 minutes.
iii. **Online**: Those wishing to speak shall indicate in the Chat, Comment or Question, followed by their name. Anyone participating by phone shall press *9 to be recognized.

B. Rules of Procedure for Discussion In-Person and Online

i. **In-person**: Those wishing to speak shall form a line behind either the PRO or CON microphone station, consistent with their views.
ii. **Online**: Those wishing to speak shall indicate PRO or CON, followed by their name in the Chat. Anyone participating by phone shall press *9.
iii. The chair will recognize the speaker next in line, alternating from in-person to online.
iv. No person may speak for more than 3 minutes on any one item.
v. No one may speak more than once on an item while someone else is ahead in line.
vi. When there are no speakers, the discussion may be closed.
vii. After the initial presentation, the discussion time for each item requiring a vote shall be 15 minutes. After 15 minutes, a motion shall automatically be made: "Shall discussion be extended for fifteen minutes?"

C. Rules of Procedure for Motions Regarding the Budget

Motions to modify the budget must result in a balanced budget.

II. Pre-Meeting Educational Efforts

Resolutions, bylaws, budget changes, or other non-routine matters being brought to a congregational meeting shall be presented in writing in advance of the meeting and accompanied by brief explanations. A brief summary of opposing arguments shall also be given in writing if there is an opposing view.

Furthermore, there shall be ample opportunity to conduct pre-meeting discussions to educate the congregation and for congregation members to ask questions and seek clarification from the resolution authors. Such pre-vote meetings shall take place either online, in person, or in brief sessions incorporated in regularly scheduled committee or team meetings.

Draft Minutes of the First Unitarian Universalist Society of Albany
Annual Meeting – Sunday, May 18, 2025

Call to Order and Words for Gathering
President Jan McCracken called the meeting to order at 11:25 am.
The meeting was offered in a multi-platform format, with in-person and online attendance via Zoom.
A quorum of 88 active members was counted to be present.

Reverend Ann Kadlecek opened the meeting with a welcome, words of gathering, and a chalice lighting.

Appointments
Parliamentarian: Karen Kaufmann
Timekeeper: Chuck Manning
Quorum/Vote Counters: Mike Myers, Randy Rosette, Dawn Dana
Technical Support: Chris Jensen

Approval of Agenda
Motion made by Molly Daniels, seconded by Cathy DeMille, unanimous approval

Adoption of Rules of Procedure
Jan referred to the "Rules of Procedure Governed by Albany UU's Policy on Congregational Meetings," which were distributed as part of the materials for this meeting.
Motion made by Patty Jo Newell, seconded by Jon Newell, unanimous approval

Approval of Annual Meeting Minutes (May 19, 2024)
Motion made by Peggy Sherman, seconded by Reese Satin, 87 yes, one abstention

Nominating Committee Report
Presented by Chair, Nellson Jacobs-Moore
Uncontested Candidates:

- **President-** Jan McCracken
- **Secretary:** John Sherman
- **Treasurer:** Maria Phillips
- **Board of Trustees:** Dawn Dana, Randy Rosette, Lea Ryman
- **Endowment Trust:** Hillary Torres

Contested Elections for the Nominating Committee
Three candidates to be elected to 2-year terms; 3 contested, 6 candidates; instructions were given for completing ballots.
Nominating Committee Candidates: Zoe Hutchins, Michael Crowell, Luanne Baker, Nelson Jacobs-Moore, Kate Pierce-Nimz, Vida Wehren

Incumbents continuing in their positions:

- President: Jan McCracken
- Vice President: Jon Newell

- Nominating Committee: Jim Hutchins, Ann Savage, and Luis Torres
- Board of Trustees: Chuck Manning, Karen Kauffman (assistant Treasurer)
- Endowment: Barb Manning, Steve Moscowitz, Zack Metzger, Lee Newberg

Motion made for uncontested election ballots by Jaye Holly, seconded by Ireta London, 87 yes, one abstention

President's Report to the Congregation

Jan McCracken highlighted the alignment between her report and the Minister's Report. She expressed gratitude for Rev. Ann's insights into the challenges facing Albany UU, particularly regarding the Board's commitment to focus on priorities. Jan also emphasized the collaborative efforts with the Transition Team to engage the congregation in exploring not just vision and mission, but the core purpose of Albany UU during this transitional period. The Transition Team has been actively represented at monthly Board meetings. This clarity about Albany UU's purpose has helped to channel new energy that is necessary to fulfill our mission.

Jan highlighted that the board's primary functions encompass fiduciary responsibility as well as policy development and revision. This is achieved through various means, including monthly open board meetings, regular agenda-setting meetings each month, and special-topic meetings as necessary. The president and vice-president also hold weekly meetings with Rev. Ann.

Jan provided data indicating that, so far in the 2024-25 period, the board has voted on 30 motions, with most passing unanimously. This year, the board conducted six special-topic meetings, focusing primarily on budgetary matters, which marks a departure from past practices. Additionally, the board met four times with UUA's "Hope for Us" initiative.

To establish board goals for the year in collaboration with the minister's goals, full-day board retreats are held in August. The board has also instituted half-day retreats with the Ministries and Operations Team (MOT), the most recent of which occurred in January. The board's schedule, meeting minutes, bylaws, and policies are filed and available to members on the groups.io platform.

Jan outlined the three board goals for the 24-25 calendar year and reported that seven policies were completed. She explained our governance structure as **committees** falling under the board's authority and **teams** falling under the MOT's jurisdiction. The board delegates authority to the MOT to meet a variety of needs that span the many functions within Albany UU. She emphasized the importance of trust as a foundation for all the work we do together.

Jan recognized several people departing from leadership positions on committees and the board, including Mike Myers and Laura Churchill (Board), Elizabeth Berberian (Personnel), and Jim Chicoine and Paul Fisk (Finance Committee). She also acknowledged Molly Daniels who will chair the personnel committee. Jeff English was thanked for completing seven years on the Endowment Trust. Jaye Holly and Michelle Derosiers were thanked for their service on the MOT. A stone was placed in the bowl for any appreciations left unspoken.

Jan outlined certain areas of focus moving into the next year with regard to our communication systems, contining to build conflict and relational skills, creating processes and procedures to ensure safety in our congregation, including mitigating risk, and responding to democracy in crisis, to name a few.

Jan ended with the sentiment that in these tough times, we ought not to fall prey to despair, demonization, and denial, as they are a waste of energy that breeds pessimism, and instead, focus on our resistance through shared values that keep us on the side of Love. She reminded us that we are a community on this path together.

Treasurer's Report and Presentation on the 2025-2026 budget

Maria presented the fiscal 2025-26 budget using a slide presentation that gave clarity to the proposed budget and explained the board's process for arriving at a balanced budget. She highlighted the support of the Finance Committee throughout the process and the achievements of the End-Our-Debt campaign in eliminating our building loan with the Endowment Trust. She also noted the board's ongoing interaction with the congregation to listen to concerns and manage budget requests from committees and teams.

This year, the board was involved more fully in budget preparations with renewed emphasis and examination of financial sustainability. The Board began working to identify and prioritize how our values align with our spending. Maria's presentation, including the areas of priorities that the board is working with are documented in the Annual Report.

Approval of the 2025-26 Budget

Before voting on the proposed budget, the following questions and issues were raised by members:

Michael Crowell asked what constitutes the church and community, and Maria clarified that it includes all the categories under it, such as community breakfast.

AL DeSalvo spoke to the evolving process by which we make decisions, and that the MOT and BOT are working hard. As head of maintenance, he has had to refer to Maria for clarification and gives a shout-out when asking questions and really appreciates her.

Marth Musser agreed with the board's priorities and asked for input on the board's decision not to increase money for Sheridan Prep's field trips. In past years, this was budgeted for 5k, but next year is 2k. This year's costs were 4K. This leaves a gap that is covered from teachers' pockets. Maria offered the possibility of a grant from the Endowment Trust and encouraged using that source of funding to serve neighborhood needs related to social justice. Chuck Manning noted that it was a tough decision and suggested using the money received from the Sunday Share-the-Plate collections.

Elizabeth Berberian thanked Rev Ann on behalf of the personnel committee for the increase in staff salaries and benefits.

Paula Brewer asked about funding for the organ; Jan explained that, after hours of deliberation, the organ's maintenance is in the music budget, along with the Sanctuary's climate control system. Additionally, a donor will cover the necessary organ repair, and a team is working to make this happen. The organ is being used weekly by an instructor.

Jan McCracken asked for a motion to vote and approve the proposed budget.
Motion made by Randy Rosette, seconded by Cathy DeMille

Molly Daniels stepped up to the "pro" microphone to express support for the increases in staff salaries, benefits, and equity in insurance for staff. No "cons" were spoken in person or on Zoom.

Results of the budget vote: 84 approved, 1 abstention, and 3 no's; the budget passed.

Results of Contested Election for Nominating Committee
Nellson reported on the results of the contested election: Nellson Jacobs-Moore Moore, Zoe Hutchins, and Vida Wehren. He expressed thanks to continuing members of the Nominating Committee: Jim Hutchins, Luis Torres, and Anne Savage. He noted that last year, it took 4-5 months to recruit the final candidates and this year, just four weeks, with thanks to the congregation for stepping up and taking on leadership, including newer members.

Jan thanked the congregation and leadership for their participation, and invited people to stay and for refreshments prepared by the Congregational Life Team.

The meeting was adjourned 12:34 pm