

**Unitarian Universalist Congregation of Santa Monica**  
**Special Congregational Meeting**  
**June 16, 2024, 12:00 pm**

1. Call to Order and Quorum Report (number of members present): Eileen McCormack
  - a. Voting: Hand Counters: Karl Lisovsky, Laura Carlson Weiner
  - b. Inspector and Counter of Board Election ballots: Nurit Gordon, Cathie Gentile, Kate
2. Adopt Robert's Rules of the Meeting (Appendix C)

**Resolution 1: UUSM Congregation approves Robert's Rules of the Meeting  
(Appendix C)**

3. Introduce Amendment to Bylaws
4. Vote on Amendment to Bylaws (two-thirds needed to pass)

**Resolution 2: UUSM approves amendment to Bylaws to expand number of  
Members-at-Large on the Board of Directors from four to six members for  
two (2) years**

5. Adjourn meeting

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**Amendment to Bylaws: Expand number of Members-at-Large on the Board of  
Directors from four (4) to six (6) members for two (2) years**

The Members-at-Large composition of the Board of Directors is temporarily expanded from four (4) members to six (6) members for two years beginning in the 2024-2025 church year (July 1, 2024). This Amendment temporarily revises the Member-at-Large portion of the bylaw found in Article VI: Governance Structure, Section B: Composition of the Board. At the end of the two (2) church year period (July 2024-June 2026), the number of Members-at-Large of the Board shall return to four (4) Members-at-Large.

If the Amendment passes, the 2024 Annual Meeting election will have four (4) open seats for Member-at-Large and four (4) eligible candidates. The candidates who receive more YES than NO votes are elected.

If the Amendment does not pass, the 2024 Annual Meeting election will have two (2) open seats for Member-at-Large and four (4) eligible candidates. The two (2) candidates who receive the most votes will be elected as Member-at-Large.

Two (2) Members-at-Large are currently continuing their term and do not require a vote.

**Unitarian Universalist Congregation of Santa Monica**  
**95th Annual Congregational Meeting In the Sanctuary**  
**Sunday, June 16, 2024, 12:15 pm**

1. Chalice Lighting: Rev. Jeremiah Kalendae
2. Call to Order and Quorum Report (number of members present): Eileen McCormack
3. Appointment of officials:
  - a. Process Observers: Susan Hendricks, Shanna Shaked
  - b. Voting: Hand Counters: Karl Lisovsky, Laura Carlson Weiner
  - c. Inspector and Counter of Board Election ballots: Nurit Gordon, Cathie Gentile, Kate MacQueen
  - d. Check in: Anne Bridgins, Brian Kenyon, Kathleen Egozi
  - e. Time keeper: Johnny Canales
  - f. Parliamentarian: Lois Hutchinson
  - g. Right Relations: Rev. Kikanza Nuri Robins, Denise Helton, Cassie Winters
  - h. Pastoral Associate Chaplains: Cheryl Barnett, Gretchen Goetz
  - i. Call to Covenant: Eileen McCormack
4. Right Relations
  - a. Read Covenant of Right Relations (**Appendix A**)
  - b. Review Right Relations Guidelines: (**Appendix B**)
    - i. Democracy in a congregation is practiced in the context of our covenants. We ask that everyone honor these covenants as we participate in the democratic process. Note that participation in church democracy is unlike that of other settings where it is only bound by the expectations of law.
    - ii. Agreements: maintain respectful dialogue and discussion; avoid personal criticism of others; follow meeting rules about speaking; support each other in staying within our covenant..
    - iii. Remedies: speakers are asked to stop; take breaks.
5. Introduce Business: Eileen McCormack

**Resolution 1: UUSM Congregation approves Robert's Rules of the Meeting (Appendix C)**

**Resolution 2: UUSM Congregation approves Minutes from Annual Meeting on June 18<sup>th</sup>, 2023 (Appendix D)**

6. Presentation of 8th Principle of Unitarian Universalism

**Resolution 3: Unitarian Universalist Congregation of Santa Monica adopts the following 8th Principle of Unitarian Universalism: "We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."**

7. Presentation of Congregational Awards
8. Presentation of the Board of Directors and Leadership Development & Nominating Committee candidates: Nominating Committee

**Vote by ballot**

9. Minister's report: Rev. Jeremiah Kalendae
10. President's report: Eileen McCormack
11. Election of Candidates (collection of Ballots)
12. Treasurer's report: Rebecca Crawford
13. Presentation of 2024-25 Budget: Rebecca Crawford

**Resolution 4: UUSM Congregation approves 2024 2025 budget: See Appendix E**

14. Announcement of Election Results.
15. Installation of elected officers
16. President's closing remarks: Eileen McCormack
17. Extinguishing the Chalice.

## **UUCCSM Covenant of Right Relations (Appendix A)**

PREAMBLE: As a congregation, we commit to learn and grow together and to develop strong relationships with each other. In so doing, we honor our past, engage in the present, and walk side by side into the future. We strive to live in right relationship with one another when addressing inevitable conflict. Thus, our disagreements may become wellsprings of creativity and transformation. We aspire to an expansive vision of our beloved and chosen community by accepting, appreciating and celebrating our diverse perspectives.

- We commit to be compassionate and loving through words and actions by:
  - Expressing kindness and caring to others even when it's challenging
  - Supporting each other in times of joy as well as in times of struggle, pain, and grief
  - Asking for help when needed and being open to accepting care from others
  - Being welcoming and hospitable
- We commit to practice direct and honest communication by:
  - Speaking my own truth
  - Striving to hear every voice and letting others speak for themselves
  - Practicing deep, open, and respectful listening
  - Respectfully acknowledging others' perspectives
  - Turning from reaction and judgment to wonder and inquiry in understanding others
- We commit to address any harmful impact of our words or deeds as soon as possible by:
  - Acknowledging mistakes, offering apology, asking for forgiveness, and making amends
  - Trusting the sincerity of apologies and striving for forgiveness
  - Refraining from making assumptions about others' intentions and motivations
  - Remaining engaged with one another; emphasizing building and mending relationships
- We commit to honor diversity by showing respect in ways that are meaningful to others by:
  - Appreciating the vast array of spiritual beliefs and personal values among us
  - Admitting to my biases and being open to shifts in my perspective
  - Accepting others as they are and being intentionally inclusive
  - Being empathetic and celebrating diversity
  - Embracing our shared humanity and supporting our individual journeys
- We commit to nurture and attend to the wellbeing of our community by:
  - Expressing appreciation for what others contribute
  - Making an effort to get to know others and allowing others to get to know me
  - Showing up, being present, and honoring commitments
  - Striving to collaborate, compromise, and seek consensus

CLOSING: By affirming this Covenant of Right Relations, we commit to embrace the inevitability of conflict and to stay with the spirit and intention of our Covenant. In times of harmony, may it deepen our bonds with one another; in times of conflict, may it guide us.

## **Resolution 1. Right Relations Guidelines of the Meeting (Appendix B)**

### **Right Relations Guidelines for Congregational Meeting**

We empower the facilitator to facilitate and share the responsibility for a good group process.

#### **I will stay on topic.**

- I will speak to the issues being discussed.
- I speak when recognized by the facilitator/timekeeper.
- I will share the time and will respect the time limitations for speaking. I will wait to speak a second time if others have not spoken.

#### **We will seek to embrace the differences among us.**

- I will recognize that when sharing my direct experience that involves others, that the “other” may have had an experience different from my own.
- I will turn from reaction and judgment to compassionate inquiry; by asking myself: “I wonder why they feel/think this way?” “I wonder what pushed my buttons?”

#### **We will honor the diversity of opinion**

- I will pay attention to the voice of others without formulating a response or judgment while they are speaking.
- I will listen with an open mind to others’ truth, setting aside judgments.

#### **We will affirm the validity and worth of each person’s truth.**

- I will seek expanded understanding through deep listening. I will be here with my listening as well as my speaking.

#### **We will treat each other with respect and caring.**

- I will refrain from cross talk, side conversations, talking over someone else. I will refrain from interrupting, contradicting, or arguing.
- If I feel incorrect information has been shared, I will ask for clarification.

#### **When I speak, I will speak only for myself.**

- I will speak my individual truth with “I statements.” I will speak from my direct experience. I will refrain from reporting for others or sharing their stories.

## Resolution 2. Robert's Rules of the Meeting (Appendix C)

**Parliamentary Procedure:** In cases of questions on parliamentary procedure, the chair shall rule. If the ruling is contested, the assembly shall vote on whether or not to uphold the ruling of the chair.

### Making Motions:

1. A member makes a motion. ("Member" means voting member of the Church.)
2. Another member seconds the motion.
3. The chair states the question on the motion.
  - a. Neither the making nor the seconding of a motion places it before the assembly; only the Chair can do that by stating the question.
  - b. When the chair has stated the question, the motion is pending and is open to debate.
4. Members debate the motion (unless no member claims the floor to do so) by lining up at a designated microphone.
  - a. During debate no one shall speak more than two minutes (unless the assembly declares its desire to waive this rule for a specific speaker.) No one is entitled to the floor a second time on the same motion as long as any other member who has not spoken on this motion desires the floor.
  - b. With the permission of the chair, a non-member may participate in debate (please identify yourself as a non-member when recognized by the chair, so there is no confusion).
5. The chair asks if there is any further discussion and, if there is not, puts the question (that is, puts it to a vote), calling for those in favor, those opposed, and those abstaining.
6. The chair announces the result of the vote.
7. During the debate on a motion, a member may join the line at a designated microphone to amend the motion.
  - a. If the amendment is complicated or unclear, the chair may require that the amendment be
  - b. If seconded, debate and a vote on the motion to amend takes precedence over the original motion.
  - c. A motion to amend may also be amended, but only once. If seconded, debate and a vote on the motion to amend an amendment takes precedence over the original motion to amend.
8. During the debate on a motion, a member may join the line at a designated microphone to move to "call the question," which is a motion to close debate and proceed to a vote on the previous motion.
  - a. This is a priority-taking motion which, if seconded, must be voted on immediately. The motion to call the question is itself not debatable. If it carries by a 2/3 majority, then debate on the previous motion is terminated and the chair proceeds immediately to put the previous question to a vote. If the motion to call the question does not carry, then debate on the previous motion continues.

From Robert's Rules of Order

### **Resolution 3: Approval of Minutes (Appendix D)**

**Unitarian Universalist Congregation of Santa Monica  
95th Annual Congregational Meeting In the Sanctuary  
Sunday, June 18, 2023, 12:00 pm**

1. Chalice Lighting: Rev. Jeremiah Kalendae
2. Call to Order and Quorum Report: Eileen called the meeting to order at 12:52 and announced a quorum of 69? (check with Joyce)
3. Reading the Covenant of Right Relations: Eileen McCormack
4. Appointment of officials: Beth Brownlie
  - a. Process Observers: Susan Hendricks
  - b. Voting: Hand Counters: Karl Lisovsky, Laura Carlson Weiner
  - c. Inspector and Counter of Board Election ballots: Sarah Robson, Cathie Gentile, Garland Allen
  - d. Check in: Joyce Holmen, Karen Mathews and Audrey Erbes
  - e. Time keeper: Johnny Canales
  - f. Parliamentarian: Lois Hutchinson
  - g. Right Relations trained officials: Beth Rendeiro and Cassie Winters
  - h. Pastoral Associate Chaplain: Cheryl Barnett
5. Review Covenant of Right Relations: Democracy in a congregation is practiced in the context of our covenants. We ask that everyone honor these covenants as we participate in the democratic process. Note that participation in church democracy is unlike that of other settings where it is only bound by the expectations of law. Beth Rendeiro led a discussion of our Covenant of Right Relations.
  - a. Agreements: maintain respectful dialogue and discussion; avoid personal criticism of others; follow meeting rules about speaking; support each other in staying within our covenant.
  - b. Remedies: speakers are asked to stop; take breaks.
6. Adoption of Rules of the Meeting: Lois Hutchinson talked about moving away from Robert's Rules of Order and moving towards more consensus based rules for running our meetings in the future.

**Resolution 1: The UUSM Congregation adopts the Covenant of Right Relations: Motion: It was moved by Sue Bickford and second by Tom Ahern that the Covenant of Right Relations be adopted for the meeting and the motion passed unanimously**

**Resolution 2: The UUSM Congregation adopts the Rules of the Meeting: Motion: It was moved by Lois Hutchinson and Seconded by John Zinner that the Rules of the Meeting be adopted: The motion passed unanimously.**

7. Call to Covenant: Eileen McCormack

**Resolution 3: The UUSM Congregation approves the minutes from the Annual Meeting on June 5<sup>th</sup>, 2022: Motion: It was moved by Leonard Cachola and seconded by Barbara Kernochan that the minutes of the June 5th 2022 minutes be approved and the motion passed unanimously.**

**Resolution 4: The UUSM Congregation approves the minutes from the Special Meeting on the Bylaws on February 26, 2023: Motion: It was moved by David Olsen and seconded by Siohban Braybrook to amend Resolution 4 to require that the revised Bylaws be attached**

**to the minutes of the February 26th meeting. The motion passed unanimously. Motion: It was moved by Tom Hamilton and seconded by Pat Gomez that the Minutes of the Special meeting on the Bylaws with the attached revised Bylaws be approved. The motion passed with 52 yea, 4 nay and 2 abstentions.**

8. Presentation of Congregational Awards: Congregational Awards will be resumed in 2024.
9. [Presentation of the Board of Directors and Leadership Development & Nominating Committee candidates: Leadership Development & Nominating Committee.](#)
10. [Election of Candidates](#) (collection of Ballots)
11. [Minister's report:](#) Jeremiah Kalendae
12. [President's report:](#) Eileen McCormack:
13. [Treasurer's report:](#) Vilma Ortiz
14. [Presentation of 2023-24 Budget:](#) Vilma Ortiz (Full 2023-24 budget availability: <http://tinyurl.com/23uubudget>)

**Resolution 5: The UUSM Congregation approves the 2023 2024 budget.**

**Motion: It was moved by Roberta Frye and seconded by Michael McCormack to approve the 2023-2024 budget. The motion passed by a vote of 45 yea, 6 nay and 1 abstention.**

15. Announcement of Election Results: All candidates on the ballot were elected. Our Board of Directors for 2023-2024 are President Eileen McCormack, Vice President Vilma Ortiz, Secretary Larry Weiner, Treasurer Rebecca Crawford, Members at Large, Norm Richey, Linda Van Ligten, Trish Brassard and Audrey Erbes.
16. Installation of elected officers: The newly elected officers were read the [charge](#) and all accepted their responsibilities.
17. President's closing remarks: Eileen thanked us for a successful meeting
18. Process Observation Report: Susan Hendriks did a brief report saying that overall the meeting went well.
19. Extinguishing the Chalice. The chalice was extinguished.
20. The meeting was adjourned at approximately 3:00 pm.



## **New Nominees's Bios for the Leadership Development and the Nominating Committee**



### **Erik Paesel**

Erik Paesel has been a member of the UUSM since 2019. He's been actively involved with the Youth RE program and is trained as a 4th-6th OWL facilitator. He enjoys going to Social Justice/Faith-In-Action events with youth of the church, especially working at the SM Food Bank and Beach Clean Ups. He's built houses for Esperanza in Tijuana, Mexico with the UU Neighborhood Church of Pasadena and hopes to take youth and other members from UUSM to Tijuana someday to build houses. Camp de Benneville Pines is one of his favorite places on earth. He is also an Assistant Scoutmaster for Boy Scout Troop 113. He currently Edits for Mattel and teaches Elementary School PE. His son Kiran just completed COA at UUSM.



### **Robbert Schalekamp**

Robbert Schalekamp is a citizen of the Netherlands and has spent more than half of his adult life in the US. He has been living in Santa Monica since 1994. He changed careers from HR in the Netherlands to psychotherapist in Los Angeles. The first time he went to UUSM was early 1994. The first couple of years he was on the Personnel Committee. During COVID he was one of the worship associates. He is delighted to work on the nominating committee. His HR experience might come in handy. As a member of the LGBT community, he feels very much at home in the UU.

Unitarian Universalist Congregation of Santa Monica  
96th Annual Congregational Meeting  
(Terms begin July 1st)

**REVISED VOTING BALLOT  
BOARD OF DIRECTORS**

**Board of Directors Officers**

Position	Year and Length of Term	Candidate	Vote	
<b>Vote <u>YES</u> or <u>NO</u> for each candidate</b>				
President	3rd one-year term	Eileen McCormack	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Secretary	1st year of two-year term	Linda Van Ligten	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<b>Vote for <u>ONLY ONE</u> candidate</b>				
Vice President	2nd one-year term	Vilma Ortiz	<input type="checkbox"/>	<b>Vote for one</b>
Vice President	1st one-year term	Julie Nyquist	<input type="checkbox"/>	
<b>No vote required</b>				
Treasurer	2nd year of two-year term	Rebecca Crawford	No vote required	
Past President	2nd one-year term	Barbara Kernochan	No vote required	

**Members-at-Large**

**Vote Slate 1 OR Slate 2**

The congregation just voted on an amendment to expand members-at-large seats for two years.

If the amendment passed, **vote for Slate 1**. If amendment did not pass, **vote for Slate 2**.

Position	Year and Length of Term	Candidate	<b>Slate 1:</b> Amendment passed and board is expanded, <b>Vote <u>Yes</u> or <u>No</u> for four candidates</b>		<b>Slate 2:</b> Board is not expanded, <b>Vote for <u>two</u> candidates</b>
Member-at-Large	One-year term (term limited)	Norman Richey	YES <input type="checkbox"/>	NO <input type="checkbox"/>	<input type="checkbox"/>
Member-at-Large	1st year of two-year term	Larry Weiner	YES <input type="checkbox"/>	NO <input type="checkbox"/>	<input type="checkbox"/>
Member-at-Large	1st year of two-year term	Shanna Shaked	YES <input type="checkbox"/>	NO <input type="checkbox"/>	<input type="checkbox"/>
Member-at-Large	1st year of two-year term	Cassie Winters	YES <input type="checkbox"/>	NO <input type="checkbox"/>	<input type="checkbox"/>

**Members-at-Large**

**No vote required for members who are continuing their terms**

Position	Year and Length of Term	Candidate	
Member-at-Large	2nd year of first two-year term	Audrey Erbes	No vote required
Member-at-Large	2nd year of first two-year term	Trish Brassard	No vote required

## VOTING BALLOT

### Leadership Development and Nomination Committee

Year and Length of Term	Candidate	Vote	
<b>Vote <u>YES</u> or <u>NO</u> for each candidate</b>			
1 <sup>st</sup> year of three-year term	Robbert Schalekamp	YES <input type="checkbox"/>	NO <input type="checkbox"/>
1 <sup>st</sup> year of three-year term	Erik Paesel	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<b>No vote required for members who are continuing their terms</b>			
2nd year of three-year term	John Zinner	No vote required	
3rd year of three-year term	Wendi Gladstone	No vote required	
2nd year of three-year term	Haygo Salibian	No vote required	

**Resolution 4: Approve 2024-2025 Budget (Appendix E)****Full budget:** <https://tinyurl.com/a4r4ach9>

2024-2025 Summary Budget			
Income/Expense lines	Jan-Dec 2023 Actuals	2023-2024 Budget	2024-2025 Proposed Budget
<b><u>INCOME</u></b>			
Pledges	333470	350000	362000
Generous Congregation	25987	20000	22000
Identified Contributions	8647	20000	20000
Hunger Fund	6849	8000	7000
Emergence Fund	16807	22000	0
Fundraising	21948	33900	29900
Music Fundraising and Grant	35869	42000	47000
RE/ OWL Donation and Registration	18048	17000	8500
RE MSRE grant fundraising	11258	30000	30000
Rentals	50912	38300	90950
Investment earnings	4517	4100	5000
<b><u>TOTAL INCOME</u></b>	<b><u>534312</u></b>	<b><u>585300</u></b>	<b><u>622350</u></b>
<b><u>EXPENSE</u></b>			
Minister	147699	148763	153683
Minister and Worship Support	19947	25150	28550
Religious Exploration	39299	40200	51100
Music	79387	82450	91560
Giving:UUA dues and GC	41453	39767	39768
Communications	2776	8200	8000
Faith in Action	7866	8200	8100
Hospitality	3058	900	2200
Membership	1574	1500	1650
Other Committees and Groups	2413	1200	1250
Administration	159062	162211	163370
Physical Plant	72726	68254	71840
<b><u>TOTAL EXPENSES</u></b>	<b><u>577260</u></b>	<b><u>586795</u></b>	<b><u>621071</u></b>
<b><u>NET INCOME</u></b>	<b><u>-42948</u></b>	<b><u>-1495</u></b>	<b><u>1279</u></b>

**Unitarian Universalist Congregation of Santa Monica  
Congregational Meeting  
June 16, 2024, 12 noon  
VOTING BALLOT**

**UUSM Congregation affirms Covenant of Right Relations (Appendix A)**

**UUSM Congregation affirms Right Relations Guidelines (Appendix B)**

**Resolution 1**

**UUSM Congregation approves Robert's Rules of the Meeting (Appendix C)**

**Resolution 2**

**UUSM Congregation approves the minutes from the Annual Meeting on June 18<sup>th</sup>, 2023  
(Appendix D)**

**Resolution 3**

**Unitarian Universalist Congregation of Santa Monica adopts the following 8th Principle of Unitarian Universalism: "We, the member congregation of the Unitarian Universalist Association, covenant to affirm and promote: journeying towards spiritual wholeness by working to build a diverse multicultural beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and in our institutions"**

**Resolution 4**

**UUSM Congregation approves the 2024 2025 Budget (Appendix E)**