

# Annual Meeting 2019

*Unitarian Universalist Church of Concord, NH*

## **WARRANT**

### **MAY 19, 2019**

To all members of the Unitarian Universalist Church of Concord

You are hereby notified that the Annual Meeting of the Church will be held on Sunday, May 19th, 2019 in Fellowship Hall, immediately following the regular church service, to consider and act upon the following articles:

- ARTICLE 1 To adopt a budget for 2019 - 20.
- ARTICLE 2 To receive and accept the minutes of the 2018 Annual Meeting.
- ARTICLE 3 To receive and accept the Slate of Candidates for the Board of Trustees, Officers, and Trust Fund Committee.
- ARTICLE 4 To authorize the withdrawal of up to \$30,000 from the endowment to fund:
1. Removal & replacement of 10 exterior posts to the west of Fellowship Hall.
  2. Repair of the exposed portions of the horizontal roof beams.
- ARTICLE 5 To receive and accept a proposed change to the Bylaws, Article IV, providing for the option of paper ballot voting at Church meetings and for a change in the date of the Annual Meeting.
- ARTICLE 6 To receive and accept a proposed change to the Bylaws, Article VI, changing the term of service for the Board of Trustees.
- ARTICLE 7 To receive and accept a proposed change to the Bylaws, Article II and Article V, Sec 4, to eliminate the use of a corporate seal.
- ARTICLE 8 To receive and accept a proposed change to the Bylaws, Article III, pertaining to certain exceptions to pledge obligations for membership.
- ARTICLE 9 To receive and accept a proposed change to the Bylaws, Article IX, Sec 1, pertaining to confidentiality of Personnel records.
- ARTICLE 10 To receive and accept the Annual Reports published in the Annual Meeting Prep Packet.
- ARTICLE 11 To act upon such additional business as may appropriately be brought before the meeting.
- ( A 2/3 majority vote of approval by the members present would be necessary to pass ARTICLE 4, ARTICLE 5, ARTICLE 6, ARTICLE 7, ARTICLE 8 and ARTICLE 9.)

*Richard A Bennett*

Chair, Board of Trustees

Interested people are welcome to come to the meeting and may speak when properly recognized by the moderator, but may not vote unless their name is included on the list of members posted in the church 15 days in advance of the meeting, pursuant to Article IV, Section 4 of the church's Bylaws.



## ***Annual Meeting Prep Packet***

In lieu of our traditional Annual Report that used to be published at this time of year, we now publish this packet of materials that are directly related to Annual Meeting, plus look for our 2018-19 Yearbook to be published in the fall.

### **Materials to help you prepare for Annual Meeting**

<b>Article 1:</b>	<b>Proposed 2019-20 Budget</b>	<b>pg 4-5</b>
	<b>backup data for the proposed budget</b>	<b>pg 6-9</b>
<b>Article 2:</b>	<b>Draft Minutes of Annual Meeting 2018</b>	<b>pg 10</b>
<b>Article 3:</b>	<b>Slate of Candidates to be Elected</b>	<b>pg 11</b>
<b>Article 4:</b>	<b>Request from Building Maintenance Commitee for Endowment Withdrawal</b>	<b>pg 12</b>
<b>Articles 5 through 9:</b>	<b>Proposed Bylaws Changes</b>	<b>pg 13-14</b>
<b>Article 10:</b>	<b>Reports to be accepted</b>	
	<b>Board of Trustees</b>	<b>pg 15</b>
	<b>Financial Reports Introduction</b>	<b>pg 16</b>
	<b>Rolling Balance Sheet 13 months</b>	<b>pg 17</b>
	<b>2017-18 Budget Performance (Program)</b>	<b>pg 18</b>
	<b>2018-19 to date Budget Performance (Line Item)</b>	<b>pg 19-21</b>
	<b>Custodian of Trust Funds Report</b>	<b>pg 22</b>
	<b>Clerk Report</b>	<b>pg 23</b>

<b>2019-20 Proposed Budget for vote at Annual Meeting May 19, 2019</b>		2018-19 Budget Approved 5/20/2018	2019-20 Budget Proposed 5/19/2019	<i>primary reason for change</i>
INCOME				
Pledges Made		\$287,000	\$281,160	lost pledge units
	Pledges Unpaid (3%)	-\$8,610	-\$8,435	
	Pledges Received After Close of Fiscal Year	-\$1,000	-\$1,000	
	Pledges from Previous Fiscal Year	\$1,000	\$1,000	
Total Pledge Income		\$278,390	\$272,725	
Education fees		\$1,200	\$2,000	
Transfer from Endowment		\$64,273	\$63,745	
Fellowship/Social Income		\$975	\$2,400	addition of luncheons
Fundraisers		\$15,700	\$18,000	addition of raffle
Merchandise Income		\$500	\$500	
Miscellaneous		\$1,300	\$1,200	
Non-pledge Donations				
	Donations - non-pledge	\$6,500	\$6,000	
	Donations - Taize and Dances	\$1,100	\$1,100	
	Outreach Offerings	\$4,248	\$4,628	
	Targeted Appeals	\$4,500	\$5,500	
Total Non-pledge Donations		\$16,348	\$17,228	
Rentals				
	Building Rentals	\$28,260	\$28,500	
	Parking Lot Rentals	\$17,700	\$18,000	
Total Rentals		\$45,960	\$46,500	
Trusts - External				
	Couch Trust	\$16,457	\$17,588	
	Downing Trust	\$2,000	\$2,000	
	Fernald Trust	\$3,000	\$3,000	
Total Trusts - External		\$21,457	\$22,588	
Youth Learning & Service Trip Income		\$10,000	\$10,000	
TOTAL INCOME		\$456,103	\$456,886	

<b>2019-20 Proposed Budget for vote at Annual Meeting May 19, 2019</b>		2018-19 Budget Approved 5/20/2018	2019-20 Budget Proposed 5/19/2019	<i>primary reason for change</i>
EXPENSES				
	Facilities	\$108,757	\$106,941	
	Ministerial	\$135,686	\$129,272	health insurance savings
	Music & Worship	\$31,133	\$30,826	
	Lifespan Faith Development	\$74,961	\$77,510	
	Administrative	\$48,128	\$44,557	membership staffing change
	Fellowship & Misc Programs	\$20,121	\$27,871	membership staffing change
	Outreach	\$6,756	\$6,489	
	Rentals	\$10,243	\$10,414	
	Interfaith & Denominational	\$20,188	\$22,999	increase UUA Fair Share
TOTAL EXPENSES		\$455,973	\$456,879	
NET INCOME (DEFICIT)		\$130	\$7	

<b>Line Item budget for informational purposes only. Not for vote. These line items are broken out into programs and the congregation votes on the Program Budget only.</b>			<b>2018-19 Approved</b>	<b>2019-20 Proposal</b>
<b>1</b>	<b>Income</b>			
<b>2</b>		<b>Pledges Made</b>	287,000	281,160
<b>3</b>		<b>Pledges Unpaid (3%)</b>	(8,610)	(8,435)
<b>4</b>		<b>Pledges Received After Close of Fiscal Year</b>	(1,000)	(1,000)
<b>5</b>		<b>Pledges from Previous Fiscal Year</b>	1,000	1,000
<b>6</b>		<b>Total Pledge Income</b>	278,390	272,725
<b>7</b>		<b>Education fees</b>	1,200	2,000
<b>8</b>		<b>Endowment-budget</b>	64,273	63,745
<b>9</b>		<b>Fellowship/Social Income</b>	975	2,400
<b>10</b>		<b>Fundraisers</b>	15,700	18,000
<b>11</b>		<b>Merchandise Income</b>	500	500
<b>12</b>		<b>Miscellaneous</b>	1,300	1,200
<b>13</b>		<b>Non-pledge Donations</b>		
<b>14</b>		<b>Donations - non-pledge</b>	6,500	6,000
<b>15</b>		<b>Donations - Taize and Dances</b>	1,100	1,100
<b>16</b>		<b>Targeted Appeals</b>	4,500	5,500
<b>17</b>		<b>Outreach Offerings</b>	4,248	4,628
<b>18</b>		<b>Total Non-pledge Donations</b>	16,348	17,228
<b>19</b>		<b>Rentals</b>		
<b>20</b>		<b>Building Rentals</b>	28,260	28,500
<b>21</b>		<b>Parking Lot Rentals</b>	17,700	18,000
<b>22</b>		<b>Total Rentals</b>	45,960	46,500
<b>23</b>		<b>Trusts - External</b>		
<b>24</b>		<b>Couch Trust</b>	16,457	17,588
<b>25</b>		<b>Downing Trust</b>	2,000	2,000
<b>26</b>		<b>Fernald Trust</b>	3,000	3,000
<b>27</b>		<b>Total Trusts - External</b>	21,457	22,588
<b>28</b>		<b>Youth Learning &amp; Service Trip Income</b>	10,000	10,000
<b>29</b>	<b>Total Income</b>		456,103	456,886
<b>30</b>	<b>Expense</b>			
<b>31</b>		<b>11-Salary</b>		
<b>32</b>		<b>Accompanist</b>	9,300	9,400
<b>34</b>		<b>Assistant Minister</b>	3,765	3,923
<b>35</b>		<b>Child Care</b>		
<b>36</b>		<b>Childcare-Summer</b>	559	564

<b>Line Item budget for informational purposes only. Not for vote. These line items are broken out into programs and the congregation votes on the Program Budget only.</b>				<b>2018-19 Approved</b>	<b>2019-20 Proposal</b>
37			Child Care - Other	2,083	2,103
38			Total Child Care	2,642	2,667
39			Choir Director	11,051	11,184
40			Custodian/Facility Manager	31,482	31,855
			Director of Membership & Administration (was Cong Adm)	43,292	43,809
41			Office Administrator (was Member Coord)	14,688	16,261
42			Minister of LFD	36,097	37,611
43			Senior Minister	90,011	91,982
44			Total 11-Salary	242,328	248,693
45			12-Benefits		
46			Employee Bonuses	648	648
47			Employer Payroll Expenses	18,538	19,025
48			Health Insurance	30,665	20,998
49			Life/Disability/Dent Insurance	3,000	3,200
50			Pension	20,465	20,918
51			Total 12-Benefits	73,316	64,789
52			13-Office		
53			credit card/ACH fees	1,150	1,150
54			liability insurance	5,600	5,400
55			office equipment	5,000	3,000
56			office supply	1,900	1,900
57			payroll Service	2,600	2,600
58			postage	800	800
59			property tax	85	75
60			staff training	2,000	2,180
61			telephone & internet	2,230	2,230
62			volunteer recognition	150	150
63			workers' comp	3,400	3,400
64			Total 13-Office	24,915	22,885
65			14-Ministry		
66			Minister Professional	9,001	9,198
67			Sabbatical Fund	2,000	2,000
68			Total 14-Ministry	11,001	11,198
69			15-Lifespan Faith Dev. (RE)		
70			adult LFD	300	600
71			child safety policy	115	115

<i>Line Item budget for informational purposes only. Not for vote. These line items are broken out into programs and the congregation votes on the Program Budget only.</i>				
			<b>2018-19 Approved</b>	<b>2019-20 Proposal</b>
72		family ministry	600	1,150
73		MLFD/DRE professional	3,610	3,761
74		OWL/Coming of Age	600	600
75		special events	400	0
76		supplies	1,000	1,000
77		training-teachers	250	250
78		Youth Learning & Service Trip	10,000	10,000
79		Youth GA	800	800
80		Youth Group	600	400
81		<b>Total 15-Lifespan Faith Dev. (RE)</b>	<b>18,275</b>	<b>18,676</b>
82		<b>16-Building &amp; Grounds</b>		
83		electricity	2,500	2,200
84		equipment-b&g	1,000	1,000
85		maint & repair Building Comm	4,400	4,600
86		maint & repair Grounds Committee	1,800	1,800
87		maint & repair Special Projects	900	800
88		maint & repair routine/emerg	11,000	12,000
89		natural gas (heat)	10,500	8,800
90		snow removal	5,000	6,520
91		supply-b&g	3,600	3,600
92		trash disposal	1,500	1,500
93		water / sewer	1,700	2,500
94		<b>Total 16-Building &amp; Grounds</b>	<b>43,900</b>	<b>45,320</b>
95		<b>17 - Dues</b>		
96		Interfaith Council	200	200
98		UUA Fair Share	19,200	22,000
99		<b>Total 17 - Dues</b>	<b>19,400</b>	<b>22,200</b>
100		<b>18 - Music &amp; Worship</b>		
101		audiovisual	300	600
102		Christmas Eve musicians	200	0
103		conferences, dues	1,780	1,780
104		guest musicians	200	500
105		guest pulpit	1,000	0
106		instrument maintenance	560	560
107		sheet music	1,000	1,000
108		summer accompanists	1,200	1,200
109		supplies & sanctuary	900	900
110		Taize expenses	300	300



<i>Line Item budget for informational purposes only. Not for vote. These line items are broken out into programs and the congregation votes on the Program Budget only.</i>				
			<b>2018-19 Approved</b>	<b>2019-20 Proposal</b>
111	Total 18 - Music & Worship		7,440	6,840
112	19 - Board of Trustees			
113		Leadership Development	2,000	1,500
114	Total 19 - Board of Trustees		2,000	1,500
115	20 - Outreach			
116		Social Justice/Other Outreach	0	1,000
117		Friends of Refugees	1,600	1,000
118		Homelessness	2,100	2,100
119		UU Action Network NH	548	528
120	Total 20 - Outreach		4,248	4,628
121	Caring Network		400	400
122	Conflict Resolution		100	100
123	Contemplative Practices		800	800
124	Covenant Groups/Small Grp Minis		150	150
125	Denominational Affairs-GA		200	200
126	Fellowship/Social Hour		1,750	2,950
127	Finance		1,000	1,000
128	Fundraisers expense		2,400	2,200
129	Library		250	250
130	Membership		600	600
131	Merchandise to sell		600	600
132	Pastoral Care		100	100
133	Stewardship		800	800
134	Total Expense		455,973	456,879
135	Net Income		<b>\$130</b>	<b>\$7</b>

## ***DRAFT Minutes of the Annual Meeting, May 20, 2018***

Moderator Anne Zinkin called the meeting to order at 12:25 pm. A quorum was met with 31 members present of the current membership of 269 individuals.

ARTICLE 1 - To adopt a budget for 2018-19

(The line item budget was available for informational purposes only. The Program Budget was presented for discussion.)

Administrator Lea Smith addressed the need for a Membership Coordinator; a position of 18 hours per week for an annual salary of \$15,000 was proposed. The budget would also include a cost of living adjustment (COLA) for all staff. Lea also highlighted the results of the very successful annual stewardship drive led by David Canfield. Trustee Chair Lisa Eberhart thanked all those who worked so diligently on the annual budget.

Motion to accept: Fran Philippe - Second: Chris Soule. Motion passed unanimously.

ARTICLE 2 - To receive and accept the minutes of the 2017 Annual Meeting and the Special Congregational meeting of October 2, 2017.

Motion to accept: Linda Rogers - Second: Nancy Normand. Motion passed unanimously.

ARTICLE 3 - To receive and accept the Slate of Candidates for the Board of Trustees, Officers, and Trust Fund Committee.

Andy Duncan presented the slate of candidates as follows:

- Board of Trustees 3 year term expiring 2020 (2 positions): Kelly Mahony & Ann Hoey
- Board of Trustees remaining 2 years of a 3 year term expiring in 2020 (1 position): Tom Fredenburg
- Moderator - 1 year term (1 position): Anne Zinkin (re-elect)
- Clerk - 1 year term (1 position) Sara McNeil (re-elect)
- Treasurer - 1 year term (1 position): Karen Mayo (re-elect)
- Assistant Treasurer - 1 year term (2 positions): Beth Corcoran (re-elect) and Lorraine Ellis
- Custodian of Trust Funds - 1 year term (1 position): Jack Wakelin (re-elect)
- Trust Fund Committee (1 position) - 4 year term expires 2022: Rachel Burlock

Motion to accept: Laura Messenger - Second: Dick DeSeve. Motion passed unanimously.

ARTICLE 4 - To receive and accept the Annual Reports published in the Annual Meeting Prep Packet.

Lea Smith explained why the Annual Reports will now be divided into two booklets: one as needed for voting at Annual Meeting and the second to be published in the Fall to reflect a complete year of reports of our ministries and committees.

Motion to accept: Laura Messenger - Second: Dick DeSeve. Motion passed unanimously.

ARTICLE 5 - To act upon such additional business as may appropriately be brought before the meeting.

There being no further business, a motion to adjourn was made by Linda Ashford and seconded by Chris Soule.

Meeting was adjourned at 12:50 pm.

Respectfully submitted,

Sara McNeil, Clerk

## ***Slate of Candidates to be elected at Annual Meeting 2019***

Board of Trustees -- three-year term expiring 2022 (two positions):

Zoe Picard & Brackett Scheffy

Moderator -- one-year term:

Barbara Keshen

Clerk -- one-year term (one position):

Sara McNeil (re-elect)

Treasurer -- one-year term (one position):

Karen Mayo (re-elect)

Assistant Treasurers -- one-year term (two positions):

Lorraine Ellis (re-elect) & Beth Corcoran (re-elect)

Custodian of Trust Funds -- one-year term (one position):

Jack Wakelin

Trust Funds Committee -- four-year term expiring 2022 (one position):

Rob Fleischman

Slate submitted by the Nominating Committee: CJ Landsman, Andy Duncan, Lisa Eberhart

## **Article 4: Endowment Withdrawal Request from the Building Maintenance Committee**

### **Structural Repair of Single Story Section of the Church**

As a follow up the structural analysis of the single story portion of the church completed last fall, a detailed structural analysis for Fellowship Hall was received on April 5, 2019. The three recommendations for structural improvements for it ranged from essentially doing nothing but shoveling the roof and adding bracing to extensive repair of the beams and posts. In all three of the recommendations replacement of the 10 exterior posts supporting the horizontal beam ends along the walk on the west side of Fellowship Hall was recommended. This is due to: upward forces on the posts (which are not anchored to a piling) and decay of both the posts and the horizontal beams they are supporting.

The Building Maintenance Committee (BMC) would like to receive authorization to spend up to \$30,000 next Church Year to replace the decaying posts with new posts tied to proper foundation piers. The preliminary estimated cost for this is \$20,000 to \$25,000. The BMC would also like to repair, seal and repaint the ends of the horizontal roof support beams that are exposed to the weather. New materials would allow repair of the portions of the beam ends that have decayed. The repairs should be started this summer/fall to minimize further damage to the beam ends.

Detailed information of the analysis and proposed repairs will be presented by the BMC at the Budget Forums and the Annual Meeting.

# Detail for Warrant Articles 5, 6, 7, 8, 9

**Bold Italics** indicate items to be added. ~~Strikethrough~~ indicates items to be deleted.

## WARRANT ARTICLE 5

Pertains to Bylaws Article IV – MEETINGS

Affairs of the Church deemed by policy or by the Board of Trustees to be material, or of sufficient merit, shall be decided by its voting members, by majority vote, at meetings duly called in accordance with these Bylaws.

The affairs of the Church shall be governed by its voting members, by majority vote, at meetings duly called in accordance with these Bylaws. **Upon request by any voting member present, any particular vote may be conducted by paper ballot.**

### Section 1. Annual Meeting

The Annual Meeting of the Church shall be held not later than ~~May 31st~~ **the first Sunday in June** in each year at a time and place determined by the Board of Trustees.

## WARRANT ARTICLE 6

Pertains to Bylaws Article VI – BOARD OF TRUSTEES Sec 1. Constitution, Election and Terms of Office

The Board of Trustees shall consist of six Church members, ~~two~~ **three** of whom shall be elected at each Annual Meeting ~~s~~ of the Church **in even-numbered years**, to serve for a term of ~~three~~ **four** years (and until their successors shall be elected), and the Treasurer, who shall also be a voting member of the Board of Trustees. Their term of office shall be effective as of the first meeting of the Board of Trustees following the Annual Meeting at which they were elected.

Whenever a new trustee is elected by the Congregation pursuant to Article V, Section 7, or appointed by the Board of Trustees pursuant to Article VI, Section 8, the new trustee will serve until the next Annual Meeting. At the Annual Meeting, the Congregation will hold an election to fill any remaining portion of the ~~three~~ **four**-year term of the trustee who was removed or replaced.

## WARRANT ARTICLE 7

Pertains to Bylaws Article II – SEAL and Article V – OFFICERS, Sec 4. Treasurer

### ARTICLE II - SEAL **[Deleted]**

~~The Church shall have a seal which, subject to alteration by the Board of Trustees, shall consist of a flat-faced circular die with the words and figures: the Second Congregational Society in Concord (Unitarian Universalist) New Hampshire 1827. {As of May 20, 2012, Section II needs revision upon creation of modified seal reflecting new name}~~

### Article V, Sec 4

~~The Treasurer shall be the custodian of the corporate seal and shall, where necessary or required, affix the same upon all deeds and contracts of the Church except when some other person is expressly authorized to do so, either by these Bylaws or by vote of the Church or the Board of Trustees.~~ The Treasurer shall **also** have such **additional** powers and duties as may be prescribed by the Board of Trustees. The Treasurer may also temporarily serve as the Custodian of Trust Funds, provided that the financial records of the Church are audited on an annual basis by an independent certified public accountant.

## WARRANT ARTICLE 8

Pertains to Bylaws Article III - MEMBERSHIP

~~Any member who cannot make a financial pledge and contribution of record may contact the Minister or Prudential Committee to make other arrangements.~~ Any members who are not able to make a pledge because of **long-term** health or financial considerations may be designated as Lifetime Members by the Minister ~~and Prudential Committee Chair~~. **Those who are not able to make a pledge due to short-term hardship may request and be given a one-year waiver by the Minister, Clerk, or Director of Membership & Administration, which may be renewed as long as the hardship exists.** Lifetime Members shall receive all the benefits of full members of the Society. The Minister ~~and Prudential Committee Chair~~ shall review the list of Lifetime Members on an annual basis.

## WARRANT ARTICLE 9

Pertains to By-laws Article IX – INSPECTION OF RECORDS, Sec 1. Personnel Records

All personnel records of staff members or volunteers, including applications, resumes, personal references, payroll records, background checks, performance reviews, and any other materials generally considered of a personal nature, shall be regarded as confidential and available only to the Minister **or his designee**. **Such records may be available to** the ~~Director of Religious Education,~~ **Minister of Lifespan Faith Development**, the Board of Trustees, ~~and~~ its designee, ~~and~~ **or** the Personnel Committee, **as appropriate, when necessary to make personnel decisions.**

# ***Report of the Board of Trustees***

***Richard A Bennett, Board Chair***

Your Board of Trustees continues to refine its understanding of the Board's role under Policy Governance. To that end, we spent a substantial portion of our August Board Retreat reviewing the principles of Policy Governance and participating in exercises to re-enforce that understanding. We also, during the course of the year, revisited and revised several of our Ends Statements, which provide a "bullet point" list of institutional aspirations, and have continued our discussions through the use of materials authored by Laura Park - one of our consultants in the transition to Policy Based Governance. Since any transition or planned evolution requires review and evaluation, we have also begun a process of written self-review after every Board meeting.

In some cases, our deliberations have led in directions that require congregational action, such as the numerous Warrant Articles that are included in this year's Annual Meeting. In other instances, we have made decisions, on your behalf, that we hope will insure the future of our church.

All of us on the Board of Trustees feel a profound gratitude to the staff, the teams, the volunteers, the committees and the chairpeople who handle the logistics and operational issues of organizational reality. It's their hard work that enables us to discuss policy! I would also be personally remiss, if I didn't express thanks to my colleagues on the Board for the time, talent, wit, wisdom and hard work they've invested, on behalf of this congregation, over the past year.

## ***Ends (Our Goals) as of May 2019***

- Our congregants create and experience authentic connection.
- Congregants give and receive care and support in times of joy, sorrow, and transition.
- We have a broad circle of effective leaders who have the resources to complete their work in service to our mission.
- Our congregation benefits from the exchange of wisdom across diverse life stages and experiences.
- Our rich and diverse worship and religious life nurtures, challenges and inspires us to daily practice of our values, lifelong learning, and transformation.
- We are grounded in our Unitarian Universalist faith tradition and pass those values to the next generation.
- We are visible leaders in the greater Concord area as we live our Unitarian Universalist values.
- Our outreach ministries have a noticeable impact in the larger community.
- We are full and active participants in the work of both the Greater Concord Faith Community and the larger Unitarian Universalist community.



# Financial Reports

**Karen Mayo, Treasurer, and Lea Smith, Director of Membership & Administration**

The pages that follow show financial status and performance for **Fiscal Years 2017-18 (August 2017 to July 2018)** and **2018-19 to date (August 2018 to March 2019.)** As in past years, the 13-month Rolling Balance sheet (page 17) shows the balance in our checking account at the end of each month. This balance includes all the small temporary “Designated/Restricted Funds” within the checking account, as well as unrestricted operating cash. The Balance Sheet has also been expanded to include several items:

- Our loans to the NH Community Loan Fund, which pay interest at the rate of 5%. These include a \$25,000 loan that matures 6/30/26 and a \$10,000 loan that matures 12/31/27.
- Investments held in the Endowment Fund and the Memorial Garden Trust Fund.
- Land and buildings are recorded based on the value used to assess property taxes by the City of Concord. Buildings are fully depreciated due to their age.
- The remaining balance on our Greener Building Project (GBP) loan from Eastern Bank. Monthly loan repayment is drawn from the Endowment.
- “Unrestricted Net Assets” is the church’s ownership in all the assets reduced by the church’s liabilities. “Net income” is the profit or loss for the operating budget for that month.

## Fiscal Year 2017-18

The 2017-18 Budget Performance report (page 18) is shown in the program format as passed by the congregation at Annual Meeting 2017. We had a “banner year” and were able to take 25% less from the endowment than we had budgeted, leaving \$16,360 in the endowment to grow. This made up for 2016-17, when we took \$17,000 extra from the endowment to cover a projected shortfall for that year. In 2017-18, we had substantially more income than budgeted for our Auction, Building Rentals, and Parking Rentals. However, pledges were under budget by about \$13,000. Program expenses were right where we expected, with the exception of our Administrative Program due to the purchase of a new copier.

## Fiscal Year 2018-19

The 2018-19 Budget Performance report (pages 19 to 21) is shown in the line item format as the year has not ended to be able to assess program budget performance. (We are changing our bookkeeping method so that in future years, we hope to be able to report by program at any point during the year.) Through March 31, 2019, most income lines are on target to reach their goals, although the projected Auction income is not yet known. It was postponed from the fall due to lack of leadership. Rev. Michael Leuchtenberger took the reins and the “Flower Power Auction” will happen in conjunction with our Spring Picnic on June 10.

On the expense side, there were some significant building and grounds expenses that will be covered from the endowment by special Board of Trustees authorization. First, some dangerous trees were removed in fall 2018 (\$4500). Second, a structural study of the roof revealed serious concerns that indicated we should proactively remove most snow from the roof, and also contract for additional structural study (\$4500 total for roof issues has been taken from the endowment, although at this writing it is unclear if all of it will be needed.)

Our salary budget lines look a little different than expected due to the difficulty hiring a Membership Coordinator in September as planned. As a result, we changed our plans for this position, transitioning Lea Smith from Congregational Administrator to Director of Membership & Administration, and hiring an Office Administrator, Heidi Page, in late November. The “hire lag” between September and November results in some payroll savings. However, we expect to be significantly over budget in Health Insurance due to addition of the Senior’s Minister’s spouse to the plan, per his contract.

The last major budget deviation is that we spent about \$4000 that was not budgeted to create comfortable sleeping quarters for our Family Promise guests; this shows on the Homelessness budget line. We expect to cover most of this from targeted gifts for the project.



ROLLING BALANCE SHEET (13 months)													
	Mar 2018	Apr 2018	May 2018	Jun 2018	Jul 2018	Aug 2018	Sep 2018	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019
ASSETS													
Current Assets													
Checking/Savings													
Citizens's checking	36,639	66,613	57,131	38,518	45,933	66,117	47,357	48,216	37,602	36,363	22,246	20,682	49,889
Money Market - Schwab	57,288	48,413	33,663	19,693	32,653	47,378	42,795	69,566	60,142	81,465	22,935	38,426	38,875
Cash Reserves Memorial Garden - Fidelity	-	-	-	-	-	-	-	1,000	1,002	1,004	1,006	1,007	-
Total Checking/Savings	93,927	115,026	90,794	58,211	78,586	113,495	90,152	118,782	98,747	118,832	46,187	60,115	88,764
Note Receivable - NH Community Loan Fund	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000
Total Current Assets	128,927	150,026	125,794	93,211	113,586	148,495	125,152	153,782	133,747	153,832	81,187	95,115	123,764
Other Assets													
Investments - Harvest Capital (Schwab)	1,782,604	1,789,492	1,791,560	1,779,161	1,788,878	1,769,189	1,764,480	1,650,603	1,660,413	1,560,629	1,676,831	1,666,959	1,651,675
Investments - Memorial Garden (Fidelity)	24,657	24,534	24,695	24,725	25,239	25,381	25,323	24,749	25,151	25,631	26,430	25,807	27,204
Total Other Assets	1,807,261	1,814,026	1,816,255	1,803,886	1,814,117	1,794,570	1,789,803	1,675,352	1,685,564	1,586,260	1,703,261	1,692,766	1,678,879
Fixed Assets													
Land	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900
Building	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900	1,501,900
Accumulated Depreciation - Building	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)	(1,501,900)
Net Fixed Assets	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900	1,789,900
<b>TOTAL ASSETS</b>	<b>3,726,089</b>	<b>3,753,952</b>	<b>3,731,949</b>	<b>3,686,997</b>	<b>3,717,603</b>	<b>3,732,965</b>	<b>3,704,855</b>	<b>3,619,034</b>	<b>3,609,211</b>	<b>3,529,992</b>	<b>3,574,348</b>	<b>3,577,781</b>	<b>3,592,543</b>
LIABILITIES & EQUITY													
Current Liabilities													
Accounts Payable	-	-	9,578	3,638	-	2,179	75	2,719	-	117	944	1,945	3,537
Advance Pledges	1,007	13,107	13,907	15,747	25,568	-	-	-	-	-	250	250	3,990
Total Current Liabilities	1,007	13,107	23,485	19,385	25,568	2,179	75	2,719	-	117	1,194	2,195	7,527
Long Term Liabilities													
Greener Building Loan - Eastern Bank	379,979	374,184	368,349	362,527	356,670	350,813	344,951	339,047	333,156	327,225	321,305	315,372	309,352
Total Long Term Liabilities	379,979	374,184	368,349	362,527	356,670	350,813	344,951	339,047	333,156	327,225	321,305	315,372	309,352
<b>TOTAL LIABILITIES</b>	<b>380,987</b>	<b>387,292</b>	<b>391,834</b>	<b>381,912</b>	<b>382,238</b>	<b>352,992</b>	<b>345,026</b>	<b>341,766</b>	<b>333,156</b>	<b>327,342</b>	<b>322,499</b>	<b>317,567</b>	<b>316,879</b>
NET ASSETS													
Community Plate Fund	-	2,524	200	1,688	-	643	421	701	286	2,965	1,146	1,076	560
Donor Restricted Funds													
Audiovisual Fund	700	700	700	700	700	700	700	-	-	-	-	-	-
Building Fund	-	-	-	-	-	-	-	-	-	1,500	1,548	1,548	1,548
Discrete Minister's Fund	-	5,144	3,848	3,743	3,743	3,743	2,174	2,174	2,174	2,146	2,146	-	-
Downing Fund	15,354	15,354	-	-	-	-	-	-	-	-	-	-	17,103
Memorial Garden	26,793	26,671	26,831	26,861	27,375	27,517	26,925	26,350	27,022	27,504	28,305	27,683	28,073
Memorial Gift Fund	180	180	180	180	180	180	180	180	180	180	180	380	450
Memorial Plant Fund	54	54	54	54	54	54	54	54	54	54	54	54	54
Miscellaneous Designated Fund	400	566	576	566	566	566	400	400	400	400	400	400	400
Pastoral Support Fund	2,094	1,619	2,346	2,271	2,796	3,221	946	754	729	(1,096)	1,476	1,701	1,156
Religious Education Fund	255	255	-	-	-	-	-	-	-	-	-	-	-
Solar Fund	2,748	2,748	2,748	1,150	1,150	805	250	250	250	250	250	250	-
UU Friends of Refugees	108	108	108	108	108	108	108	108	108	108	108	108	108
Youth Group Fund	869	869	869	869	869	869	869	869	869	869	869	1,061	1,061
Total Donor Restricted Funds	49,557	54,269	38,262	36,503	37,542	37,764	32,607	31,141	31,787	31,916	35,337	33,185	49,953
Unrestricted Net Assets	3,303,468	3,307,275	3,300,428	3,279,881	3,308,415	3,298,715	3,295,286	3,214,083	3,220,361	3,147,830	3,211,423	3,222,973	3,214,159
Net Income	(7,923)	2,592	1,225	(12,987)	(10,593)	42,850	31,516	31,343	23,621	19,940	3,943	2,980	10,992
<b>TOTAL NET ASSETS</b>	<b>3,345,102</b>	<b>3,366,660</b>	<b>3,340,115</b>	<b>3,305,085</b>	<b>3,335,365</b>	<b>3,379,972</b>	<b>3,359,829</b>	<b>3,277,268</b>	<b>3,276,055</b>	<b>3,202,650</b>	<b>3,251,850</b>	<b>3,260,214</b>	<b>3,275,664</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>3,726,088</b>	<b>3,753,952</b>	<b>3,731,949</b>	<b>3,686,997</b>	<b>3,717,603</b>	<b>3,732,965</b>	<b>3,704,855</b>	<b>3,619,033</b>	<b>3,609,211</b>	<b>3,529,992</b>	<b>3,574,348</b>	<b>3,577,781</b>	<b>3,592,543</b>

	A	B	C	D	E
1	<b>2017-18 Budget vs Actual</b>		2017-18 Actual	2017-18 Budget	
2	INCOME				
3		Couch Trust	\$17,513	\$18,372	
4		Downing Trust	\$2,000	\$2,000	
5		Endowment	\$49,262	\$65,622	took only 3 of 4 quarterly withdrawals, to make up for excess draw in 2016-17
6		Fernald Trust	\$3,000	\$3,200	
7		Miscellaneous	\$875	\$1,000	
8		Designated Income	\$7,493	\$0	
9		UUCC Outreach Offerings	\$4,821	\$4,850	
10		Plate & Gift (Non-pledge donations)	\$5,767	\$7,500	
11		Rentals	\$30,226	\$28,000	
12		Parking Lot Lease	\$17,500	\$12,000	
13		Taize Offering	\$1,451	\$1,000	
14		Merchandise sold	\$371	\$400	
15		Education Fees	\$1,170	\$1,500	
16		Raffle	\$10,300	\$5,000	overage partially offsets overage on Administrative Expense
17		Other Fundraisers - Auction, Sales	\$20,180	\$13,000	
18	Total non-pledge income		\$171,926	\$163,444	
19	Total pledge income		\$244,713	\$257,859	
20	<b>TOTAL INCOME</b>		<b>\$416,640</b>	<b>\$421,303</b>	
21	EXPENSES				
22		Facilities	\$104,745	\$104,632	
23		Ministerial	\$131,341	\$131,727	
24		Music & Worship	\$27,983	\$30,651	
25		Lifespan Faith Development	\$62,517	\$64,197	
26		Administrative	\$46,861	\$36,677	overage partially due to raffle payout & partially due to copier purchase
27		Fellowship & Misc Programs	\$14,105	\$15,215	
28		Outreach	\$8,176	\$6,562	overage offset by designated income
29		Rentals	\$12,360	\$12,470	
30		Interfaith & Denominational	\$19,141	\$19,146	
31					
32	<b>TOTAL EXPENSES</b>		<b>\$427,229</b>	<b>\$421,277</b>	
33	<b>NET INCOME (DEFICIT)</b>		<b>(\$10,590)</b>	<b>\$26</b>	"deficit" due to endowment withdrawal being less than budgeted

UU Church of Concord Budget Performance 2018-19 compared to 2017-18			Year-to-Date				Annual Budgets		
			LAST YEAR Actual Aug 2017 - March 2018	THIS YEAR Actual Aug 2018 - March 2019	THIS YEAR Budget Aug 2018 - March 2019	THIS YEAR Variance Favorable/ (Unfavorable)	LAST YEAR 2017-18 Annual Budget	THIS YEAR 2018-19 Annual Budget	
1	Income								
2	* Pledge								
3	Pledge-previous year		705	8,510	1,000	7,510	7,000	1,000	
4	Pledge - current year		178,555	188,232	200,000	(11,768)	250,859	277,390	
5	Total * Pledge		179,260	196,742	201,000	(4,258)	257,859	278,390	
6	Designated Income		3,497	2,444	-	2,444	-	-	
7	Education fees		1,170	1,400	1,200	200	1,500	1,200	
8	Transfers from Endowment								
9	4% of endowment per bylaws		16,451	48,205	48,205	-	65,622	64,273	
10	Board authorized up to 5% of budget		-	9,000	-	9,000	-	-	\$4500 for tree removal (offsets Grounds budget line); \$4500 for roof issues (offsets maint & repair, and snow removal)
11	Total Transfers from Endowment		16,451	57,205	48,205	9,000	65,622	64,273	
12	Fellowship/Social		-	2,288	575	1,713	-	975	
13	Fundraisers		26,660	4,267	12,100	(7,833)	18,000	15,700	auction postponed from fall 2018 to June 2019
14	Merchandise Income		210	266	350	(84)	400	500	
15	Miscellaneous		433	292	880	(588)	1,000	1,300	
16	Non-pledge Donations								
17	Donations - non-pledge		4,265	3,197	5,900	(2,703)	7,500	6,500	holiday giving less than anticipated
18	Donations - Taize and Dances		1,056	700	850	(150)	1,000	1,100	
19	Outreach Offerings		4,821	3,575	3,304	271	4,850	4,248	
20	Targeted Appeal		-	4,087	4,500	(414)	-	4,500	includes extra appeal for 8/9 renovation
21	Total Non-pledge Donations		10,142	11,559	14,554	(2,995)	13,350	16,348	
22	Rentals								
23	Building Rentals		21,137	19,147	18,840	307	28,000	28,260	
24	Parking Lot Rentals		11,000	12,000	11,700	300	12,000	17,700	
25	Total Rentals		32,137	31,147	30,540	607	40,000	45,960	
26	Trusts - External								
27	Couch Trust		13,398	12,626	12,343	283	18,372	16,457	
28	Downing Trust		2,000	2,000	2,000	-	2,000	2,000	
29	Fernald Trust		-	-	-	-	3,200	3,000	
30	Total Trusts - External		15,398	14,626	14,343	283	23,572	21,457	
31	Youth Learning & Service Income		-	-	10,000	(10,000)	-	10,000	trip postponed to 2020
32	Total Income		285,358	322,235	333,747	(11,511)	421,303	456,103	
33	Expense								
34	Salary								
35	Accompanist		5,961	6,025	6,510	485	9,117	9,300	
36	Administrator/Dir Member & Admin		27,747	28,306	28,864	558	42,436	43,292	
37	Assistant Minister		2,584	2,635	2,636	0	3,691	3,765	
38	Child Care		1,189	1,333	1,738	405	2,208	2,642	
39	Choir Director/Music Director		6,803	6,605	7,736	1,131	10,834	11,051	
40	Custodian/Facility Manager		20,710	21,027	20,988	(39)	30,859	31,482	
41	Kitchen Help		348	-	-	-	-	-	
42	Membership Coordinator		-	1,245	9,347	8,102	-	14,688	
43	Office Administrator		-	5,908	-	(5,908)	-	-	
44	Minister of Lifespan Faith Dev.		23,139	23,601	24,064	463	35,388	36,097	
45	Senior Minister		56,583	58,854	60,007	1,153	86,539	90,011	
46	Total Salary		145,064	155,539	161,889	6,350	221,072	242,328	
47	Benefits								
48	Employee Bonus		-	648	648	-	-	648	
49	Employer Payroll Expenses		11,326	12,040	12,359	319	16,912	18,538	
50	Health Insurance		24,140	28,177	20,443	(7,733)	33,205	30,665	
51	Life/Disability/Dent Insurance		2,266	2,298	2,000	(298)	2,902	3,000	
52	Pension		13,060	13,459	13,643	185	19,891	20,465	
53	Total Benefits		50,792	56,621	49,093	(7,528)	72,910	73,316	
54	Office								
55	advertising		-	203	-	(203)	-	-	
56	credit card/ACH fees		742	749	767	18	1,000	1,150	
57	liability insurance		3,600	3,706	4,200	495	5,600	5,600	

UU Church of Concord Budget Performance 2018-19 compared to 2017-18			Year-to-Date				Annual Budgets		
			LAST YEAR Actual Aug 2017 - March 2018	THIS YEAR Actual Aug 2018 - March 2019	THIS YEAR Budget Aug 2018 - March 2019	THIS YEAR Variance Favorable/ (Unfavorable)	LAST YEAR 2017-18 Annual Budget	THIS YEAR 2018-19 Annual Budget	
58		office equipment	2,101	2,066	3,333	1,267	4,600	5,000	
59		office supply	873	779	1,267	488	1,900	1,900	
60		Payroll Service	1,790	1,874	1,733	(140)	2,000	2,600	
61		postage	495	531	533	3	800	800	
62		property tax	59	56	64	8	70	85	
63		staff training	100	681	400	(281)	1,700	2,000	
64		telephone & internet	1,302	1,574	1,487	(88)	1,710	2,230	
65		volunteer recognition	70	58	50	(8)	150	150	
66		workers' comp	2,235	2,124	2,550	426	3,400	3,400	
67		<b>Total Office</b>	<b>13,367</b>	<b>14,399</b>	<b>16,384</b>	<b>1,985</b>	<b>22,930</b>	<b>24,915</b>	
68		<b>Ministry</b>							
69		Minister Professional	5,746	2,753	5,400	2,647	8,654	9,001	
70		Sabbatical Fund	2,000	-	2,000	2,000	2,000	2,000	
71		<b>Total Ministry</b>	<b>7,746</b>	<b>2,753</b>	<b>7,400</b>	<b>4,647</b>	<b>10,654</b>	<b>11,001</b>	
72		<b>Lifespan Faith Development</b>							
73		Adult LFD	-	144	180	36	50	300	
74		child safety policy	53	81	115	34	180	115	
75		Family Ministry	325	150	400	250	1,200	600	
76		MLFD/DRE professional	2,192	1,505	2,000	495	3,539	3,610	
77		OWL/Coming of Age	-	400	300	(100)	600	600	
78		special events	335	581	267	(314)	500	400	
79		supplies	396	588	700	112	1,000	1,000	
80		training-teachers	16	-	250	250	250	250	
81		Youth GA	-	-	-	-	800	800	
82		Youth Group	1,164	115	420	305	600	600	
83		Youth Learning & Service Trip	-	-	10,000	10,000	-	10,000	trip postponed to 2020
84		<b>Total Lifespan Faith Development</b>	<b>4,481</b>	<b>3,562</b>	<b>14,632</b>	<b>11,069</b>	<b>8,719</b>	<b>18,275</b>	
85		<b>Building &amp; Grounds</b>							
86		electricity	1,560	1,206	1,730	524	3,000	2,500	
87		equipment-b&g	218	1,137	350	(787)	1,100	1,000	
88		Maint & Rep Building Comm	4,010	3,543	4,400	857	4,000	4,400	
89		Maint & Rep Grounds Committee	426	4,811	1,200	(3,611)	1,000	1,800	includes tree removal, offset by Board 5% Endowment transfer
90		Maint & Repair Special Projects	758	839	800	(39)	900	900	
91		maint & repairs routine/emerg	5,681	12,179	8,000	(4,179)	11,000	11,000	will include 2 Trexler roof studies, partially offset by Board 5% Endowment transfer
92		natural gas (heat)	6,609	7,571	8,300	729	11,300	10,500	
93		snow removal	5,210	6,405	5,000	(1,405)	5,000	5,000	includes roof snow removal, offset by Board 5% Endowment transfer
94		supply-b&g	3,100	2,805	2,400	(405)	3,800	3,600	
95		Trash disposal	1,075	1,134	1,000	(134)	1,200	1,500	
96		water / sewer	951	1,444	1,140	(304)	1,800	1,700	
97		<b>Total Building &amp; Grounds</b>	<b>29,598</b>	<b>43,074</b>	<b>34,320</b>	<b>(8,754)</b>	<b>44,100</b>	<b>43,900</b>	
98		<b>Dues</b>							
99		Interfaith Council	175	200	200	-	175	200	
100		UUA Fair Share	18,187	19,200	14,400	(4,800)	18,187	19,200	Q4 pmt sent early
101		<b>Total Dues</b>	<b>18,362</b>	<b>19,400</b>	<b>14,600</b>	<b>(4,800)</b>	<b>18,362</b>	<b>19,400</b>	
102		<b>Music &amp; Worship</b>							
103		Audiovisual	-	1,210	300	(910)	400	300	
104		Christmas Eve musicians	250	250	200	(50)	150	200	
105		conferences, dues	120	90	200	110	1,780	1,780	
106		Guest musicians	-	-	200	200	300	200	
107		guest pulpit	868	250	750	500	1,000	1,000	
108		instrument maintenance	280	280	420	140	650	560	
109		sheet music	953	1,091	700	(391)	900	1,000	
110		summer accompanists	600	500	600	100	1,200	1,200	
111		supplies & sanctuary	446	480	820	340	900	900	
112		Taize expenses	342	278	300	22	300	300	
113		<b>Music &amp; Worship</b>	<b>3,859</b>	<b>4,429</b>	<b>4,490</b>	<b>61</b>	<b>7,580</b>	<b>7,440</b>	
114		<b>Board of Trustees Leadership Development</b>	<b>287</b>	<b>90</b>	<b>500</b>	<b>410</b>	<b>2,000</b>	<b>2,000</b>	

UU Church of Concord Budget Performance 2018-19 compared to 2017-18				Year-to-Date				Annual Budgets		
				LAST YEAR Actual Aug 2017 - March 2018	THIS YEAR Actual Aug 2018 - March 2019	THIS YEAR Budget Aug 2018 - March 2019	THIS YEAR Variance Favorable/ (Unfavorable)	LAST YEAR 2017-18 Annual Budget	THIS YEAR 2018-19 Annual Budget	
115		Outreach								
116		Community Service		2,505	-	-	-	500	-	
117		Friends of Refugees		1,156	686	1,600	914	1,600	1,600	
118		Homelessness		2,075	4,974	2,100	(2,874)	2,200	2,100	includes Rm 8/9 renovation for Family Promise sleeping quarters
119		UU Action Network NH		548	548	548	-	550	548	
120		Total Outreach		6,284	6,208	4,248	(1,960)	4,850	4,248	
121		Caring Network		-	324	240	(84)	400	400	
122		Conflict Resolution		-	-	100	100	500	100	
123		Contemplative Practices		775	743	800	57	1,000	800	
124		Covenant Groups/Small Grp Minis		-	-	150	150	200	150	
125		Denominational Affairs		200	-	200	200	200	200	
126		Fellowship/Social Hour		1,449	1,926	1,150	(776)	1,500	1,750	
127		Finance		112	-	1,000	1,000	-	1,000	Audit reserve
128		Fundraisers expense		8,003	867	1,250	383	2,000	2,400	
129		Library		197	171	175	4	300	250	
130		Membership		119	58	420	362	600	600	
131		Merchandise sales		734	656	600	(56)	500	600	
132		Pastoral Care		50	-	100	100	100	100	
133		Stewardship		1,703	423	800	377	800	800	
134		Total Expense		293,182	311,243	314,541	3,298	421,277	455,973	
		NET INCOME		(7,824)	10,992	19,206	(8,214)	26	130	

## ***Report of the Custodian of the Trust Funds***

The balance in the Trust Fund as of March 31, 2018 was \$1,839,893 and \$1,651,675 on March 31, 2019.

Gifts to the Trust Fund of \$12,465 as well as the annual interest payment from the NH Community Loan Fund of \$1764 were deposited during the report period.

In April, an additional \$10,000 was invested with the NH Community Loan Fund bringing our total investment in the fund to \$45,000.

The monthly loan repayment (\$6,692) to Eastern (formally Centrix) Bank for the Greener Building Project (GBP) continues and resulted in a total of \$ 80,301 in loan repayments during the period of this report. We have now completed approximately seven years of the ten year period of the Greener Building Project (GBP) loan. While the annual cost of the GBP payments constitutes slightly over half of our estimated 8% draw from the Endowment this church year, the 40% reduction in natural gas use each winter and the increased comfort experienced by our members and renters will continue to be appreciated long after the loan payments are completed.

During this last year, structural problems with the single story portions of our building have been discovered. Significant capital expenses are anticipated in the next few years. More information will be available at the Annual Meeting in May, 2019.

Harvest Capital of Concord continues to manage the trust fund following the socially responsible investing guidelines established by the congregation and monitored by our Trust Funds Committee. Opportunities for socially acceptable investing are expanding and the Trust Fund Committee is planning to expand our investment in them. The funds are located with Charles Schwab Institutional.

The Memorial Garden Endowment is invested through Fidelity in a mutual fund and had a balance of \$27,204 on 3/31/19. This past year, \$1,000 that was not needed for maintenance of the Memorial Garden was reinvested in the fund. The return of the unused funds and the growth of the investment over the year resulted in a fund balance increase of over \$2,500 when compared to the fund total of \$24,656 on March 31, 2018.

Respectfully submitted,  
Jack Wakelin, Custodian of the Trust Funds

## ***Report of the Clerk***

***Sara McNeil, Clerk***

On March 31, 2018, our church had 272 members. One year later, on March 31, 2019, our total membership stands at 261 members.

We had twelve new members join our church: Anne Meyers, Janice Roberts, Stephen Roberts, Betsy Black, Cathy Menard, Josh Humphrey-Sewell, Paula Van de Werken, Heather Terragni, Geoffrey Terragni, Belinda Nerl, Rebecca Nann, and Kay Read.

Sadly, five members have died: Esme Cahill, Betty Eberhart, Joyce Blood, Tom McNamara, Joan McNamara.

We had eighteen members resign from our church: Susan Feltus,\* David Feltus,\* Marian Stanton,\* Anne Boedecker,\* Tom Van Loon, Carol Van Loon, Marc Dupre, Virginia Emery, Damien Hines, Edwin Carroll, Melanie Collins, Linda Rogers,\* Ida Santos, Jim Shepherd, Angela Shepherd, Elinor Yeaton, Wendy Bennett, and Anne Zinkin.

\*notified the church they have moved

# **Mission**

**Connecting in Love & Service**

**Growing Spiritually**

**Transforming Ourselves & the World**

## **Ends (Our Goals)**

- Our congregants create and experience authentic connection.
- Congregants give and receive care and support in times of joy, sorrow, and transition.
- We have a broad circle of effective leaders who have the resources to complete their work in service to our mission.
- Our congregation benefits from the exchange of wisdom across diverse life stages and experiences.
- Our rich and diverse worship and religious life nurtures, challenges and inspires us to daily practice of our values, lifelong learning, and transformation.
- We are grounded in our Unitarian Universalist faith tradition and pass those values to the next generation.
- We are visible leaders in the greater Concord area as we live our Unitarian Universalist values.
- Our outreach ministries have a noticeable impact in the larger community.
- We are full and active participants in the work of both the Greater Concord Faith Community and the larger Unitarian Universalist community

### **Unitarian Universalist Church of Concord**

274 Pleasant St, Concord, NH 03301

(603) 224-0291

[www.concorduu.org](http://www.concorduu.org)