

Annual Meeting 2018

Unitarian Universalist Church of Concord

WARRANT

MAY 20, 2018

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 20, 2018 in Fellowship Hall immediately following the regular church service to consider and act upon the following articles:

ARTICLE 1 To adopt a budget for 2018-19.

ARTICLE 2 To receive and accept the minutes of the 2017 Annual Meeting, and the Special Congregational Meeting of Oct. 1, 2017.

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


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

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

Lisa Eberhart

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.



Dedicated to these
special volunteers honored in the past year:

Unsung Hero of the Year:

Loren Hill

Volunteers of the Year:

Trudy Mott-Smith & John Warner

Lifetime Volunteer Award:

Joanna Henderson

Unitarian Universalist Church of Concord

274 Pleasant St, Concord, NH 03301

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Annual Meeting Prep Packet

In lieu of our traditional Annual Report published at this time of year, we are publishing this packet of materials that are directly related to Annual Meeting. Plans are under development for a new style of Annual Report, which will probably be published in the fall.

Materials to help you prepare for Annual Meeting

Article 1: Proposed 2018-19 Budget	pg 4-5
backup data for the proposed budget	pg 6-9
Article 2: Draft Minutes of Annual and Special Meetings	pg 10-17
Article 3: Slate of Candidates to be Elected	pg 18
Article 4: Reports to be accepted	pg 19-27

2018-19 Proposed Budget for vote at Annual Meeting May 20, 2018		2017-18 Budget Approved 5/21/2017	2018-19 Budget Proposed 5/20/2018	
INCOME				
Pledges Made		\$265,834	\$287,000	
	Pledges Unpaid (3%)	-\$7,975	-\$8,610	
	Pledges Received After Close of Fiscal Year	-\$7,000	-\$1,000	
	Pledges from Previous Fiscal Year	\$7,000	\$1,000	
Total Pledge Income		\$257,859	\$278,390	
Education fees		\$1,500	\$1,200	
Endowment-budget		\$65,622	\$64,273	
Fellowship/Social Income		\$0	\$975	
Fundraisers		\$18,000	\$15,700	
Merchandise Income		\$400	\$500	
Miscellaneous		\$1,000	\$1,300	
Non-pledge Donations				
	Donations - non-pledge	\$7,500	\$6,500	formerly known as Plate & Gift
	Donations - Taize and Dances	\$1,000	\$1,100	
	Outreach Offerings	\$4,850	\$4,248	
	Targeted Appeals	\$0	\$4,500	3 bimonthly appeals for selected budgeted programs
Total Non-pledge Donations		\$13,350	\$16,348	
Rentals				
	Building Rentals	\$28,000	\$28,260	
	Parking Lot Rentals	\$12,000	\$17,700	30 spaces rented (instead of 20)
Total Rentals		\$40,000	\$45,960	
Trusts - External				
	Couch Trust	\$18,372	\$16,457	
	Downing Trust	\$2,000	\$2,000	
	Fernald Trust	\$3,200	\$3,000	
Total Trusts - External		\$23,572	\$21,457	
Youth Learning & Service Trip Income		\$0	\$10,000	
TOTAL INCOME		\$421,303	\$456,103	

2018-19 Proposed Budget for vote at Annual Meeting May 20, 2018		2017-18 Budget Approved 5/21/2017	2018-19 Budget Proposed 5/20/2018	
EXPENSES				<i>primary reason for change</i>
	Facilities	\$104,619	\$108,757	Membership Coordinator to help coordinate building use
	Ministerial	\$131,713	\$135,686	Senior Minister salary
	Music & Worship	\$30,653	\$31,133	
	Lifespan Faith Development	\$64,233	\$74,961	Youth Service & Learning trip, funded by special fundraising
	Administrative	\$36,672	\$48,128	addition of Membership Coordinator
	Fellowship & Misc Programs	\$15,213	\$20,121	addition of Membership Coordinator
	Outreach	\$6,562	\$6,756	
	Rentals	\$12,467	\$10,243	shift some rental duties to Membership Coord.
	Interfaith & Denominational	\$19,145	\$20,188	increase UUA Fair Share
TOTAL EXPENSES		\$421,277	\$455,973	
NET INCOME (DEFICIT)		\$26	\$130	

<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>			2018-19 Proposal
1	Income		
2		Pledges Made	287,000
3		Pledges Unpaid (3%)	(8,610)
4		Pledges Received After Close of Fiscal Year	(1,000)
5		Pledges from Previous Fiscal Year	1,000
6		Total Pledge Income	278,390
7		Education fees	1,200
8		Endowment-budget	64,273
9		Fellowship/Social Income	975
10		Fundraisers	15,700
11		Merchandise Income	500
12		Miscellaneous	1,300
13		Non-pledge Donations	
14		Donations - non-pledge	6,500
15		Donations - Taize and Dances	1,100
16		Targeted Appeals	4,500
17		Outreach Offerings	4,248
18		Total Non-pledge Donations	16,348
19		Rentals	
20		Building Rentals	28,260
21		Parking Lot Rentals	17,700
22		Total Rentals	45,960
23		Trusts - External	
24		Couch Trust	16,457
25		Downing Trust	2,000
26		Fernald Trust	3,000
27		Total Trusts - External	21,457
28		Youth Learning & Service Trip Income	10,000
29	Total Income		456,103
30	Expense		
31		11-Salary	
32		Accompanist	9,300
33		Administrator	43,292
34		Assistant Minister	3,765

<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>				2018-19 Proposal
35		Child Care		
36			Childcare-Summer	559
37			Child Care - Other	2,083
38		Total Child Care		2,642
39		Choir Director		11,051
40		Custodian/Facility Manager		31,482
41		Membership Coordinator		14,688
42		Minister of LFD		36,097
43		Senior Minister		90,011
44		Total 11-Salary		242,329
45		12-Benefits		
46		Employee Bonuses		648
47		Employer Payroll Expenses		18,538
48		Health Insurance		30,665
49		Life/Disability/Dent Insurance		3,000
50		Pension		20,465
51		Total 12-Benefits		73,316
52		13-Office		
53		credit card/ACH fees		1,150
54		liability insurance		5,600
55		office equipment		5,000
56		office supply		1,900
57		payroll Service		2,600
58		postage		800
59		property tax		85
60		staff training		2,000
61		telephone & internet		2,230
62		volunteer recognition		150
63		workers' comp		3,400
64		Total 13-Office		24,915
65		14-Ministry		
66		Minister Professional		9,001
67		Sabbatical Fund		2,000
68		Total 14-Ministry		11,001
69		15-Lifespan Faith Dev. (RE)		
70		adult LFD		300
71		child safety policy		115
72		family ministry		600

<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>			2018-19 Proposal
73		MLFD/DRE professional	3,610
74		OWL/Coming of Age	600
75		special events	400
76		supplies	1,000
77		training-teachers	250
78		Youth Learning & Service Trip	10,000
79		Youth GA	800
80		Youth Group	600
81		Total 15-Lifespan Faith Dev. (RE)	18,275
82		16-Building & Grounds	
83		electricity	2,500
84		equipment-b&g	1,000
85		maint & repair Building Comm	4,400
86		maint & repair Grounds Committee	1,800
87		maint & repair Special Projects	900
88		maint & repair routine/emerg	11,000
89		natural gas (heat)	10,500
90		snow plowing	5,000
91		supply-b&g	3,600
92		trash disposal	1,500
93		water / sewer	1,700
94		Total 16-Building & Grounds	43,900
95		17 - Dues	
96		Interfaith Council	200
97		NNED Dist Dues	0
98		UUA Fair Share	19,200
99		Total 17 - Dues	19,400
100		18 - Music & Worship	
101		audiovisual	300
102		Christmas Eve musicians	200
103		conferences, dues	1,780
104		guest musicians	200
105		guest pulpit	1,000
106		instrument maintenance	560
107		sheet music	1,000
108		summer accompanists	1,200
109		supplies & sanctuary	900
110		Taize expenses	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>			
			2018-19 Proposal
111		Total 18 - Music & Worship	7,440
112		19 - Board of Trustees	
113		Leadership Development	2,000
114		Total 19 - Board of Trustees	2,000
115		20 - Outreach	
116		Community Service	0
117		Friends of Refugees	1,600
118		Homelessness	2,100
119		UU Action Network NH	548
120		Total 20 - Outreach	4,248
121		Caring Network	400
122		Conflict Resolution	100
123		Contemplative Practices	800
124		Covenant Groups/Small Grp Minis	150
125		Denominational Affairs-GA	200
126		Fellowship/Social Hour	1,750
127		Finance	1,000
128		Fundraisers expense	2,400
129		Library	250
130		Membership	600
131		Merchandise to sell	600
132		Pastoral Care	100
133		Stewardship	800
134	Total Expense		455,973
135	Net Income		130

Unitarian Universalist Church of Concord

DRAFT Minutes of the Annual Meeting, May 21, 2017

Prior to opening the formal meeting, the Moderator, Anne Zinkin, explained her role and the manner in which the meeting will be held. Highlights of Robert's Rules of Order were reviewed.

Moderator Anne Zinkin called the meeting to order at 12:05 pm. A quorum was easily met with over 60 members in attendance.

ARTICLE 1 To elect a Clerk Pro Tempore to record the minutes of this meeting. *This is necessary as our elected Clerk is not available to attend this meeting.*

Motion: CJ Landsman moved to elect Karen Ryan as Clerk Pro Tempore. Second: Karen Mayo. Motion passes unanimously.

ARTICLE 2 To receive and accept the minutes of the 2016 Annual Meeting, and the Special Congregational Meeting of Jan. 8, 2017. *All meeting minutes need to be approved.*

Motion: Karen Mayo. Second: Dick deSeve. Motion passes unanimously.

ARTICLE 3 To receive and accept the Slate of Candidates.

Candidates for open positions are:

Board of Trustees three-year term expiring in 2020 (two positions):

Anne Dupre

Linda Rogers

Board of Trustees two-year term expiring 2019 (one position):

Dick Bennett

Moderator – one-year term (one position):

Anne Zinkin (re-elect)

Clerk – one-year term (one position):

Sara McNeil (re-elect)

Treasurer – one-year term (one position):

Karen Mayo

Assistant Treasurer one-year term (two positions):

Beth Corcoran (re-elect) & Fran Philippe (re-elect) - covers one position

Bobbie Herron

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

Jack Wakelin

Trust Fund Committee (one position) – four-year term expiring 2021:

Chris Soule

Craig Whitson presents the slate of candidates.

Motion: Craig Whitson. Second: Jack Wakelin. Motion passes unanimously.

ARTICLE 4 To amend Article V Section 7 of the bylaws as follows:

Article V OFFICERS

Section 7. REMOVAL OF CHURCH OFFICERS, TRUSTEES, AND OTHERS, FOR GOOD CAUSE

Members of the Church, by a two-thirds vote of those present at any properly called and constituted meeting, may remove, for good cause shown, any Church officer listed in Section 1 of this Article; any trustee elected pursuant to Article VI, Section 1; or any other elected official, agent, committee chair or member. Upon any such removal, the members of the Church, by a majority vote of those present, may elect a successor to serve the unexpired term of that person or until the next Annual Meeting of the Church, whichever occurs first. This power is concurrent with the authority of the Board of Trustees under Article VI, Section 8 of these Bylaws.

This Article is necessary to clarify the process for removal Church officers.

(A 2/3 majority vote of approval by the members of the Church present and voting would be necessary to pass Article 4.)

John Tobin presents this article. The goals of this and the next 2 articles are to clarify the changes that were made to these bylaws last year. The intent of these articles is to assure that the Congregation and Board of Trustees retain the power to remove officers, trustees and others, as stated above. Any such removal would be a major step and so should require a 2/3 vote. Additionally, should a trustee be removed from their term prematurely, any successor trustee selected to finish out that term shall hold the position only until the next Annual Meeting of the Church when the congregation can elect a person to finish the term.

Motion: John Tobin. Second: Dick Bennett

There was a discussion about the word "other," the definition of "good cause" and a question about whether it would apply to all members of the church or just committee members.

Brackett Scheffey made a motion, seconded by Vicki Wakelin, to insert the word "committee" before the word "member." This motion to amend Warrant Article 4 passed.

Fran Philippe raised a concern as to whether this bylaw would only apply to elected officers and trustees and she made a motion to amend the language by moving the phrase "elected official" to the end of that sentence. Peter Bartlett seconded that motion.

The motion to further amend Article 4 passed with one person opposed.

Lea Smith asked if this removal authority would also include the power to remove staff members. John Tobin and others said that it would not.

After brief further discussion a motion to call the question was made, seconded, and passed with one person opposed.

Anne Zinkin read Article 4 as modified by the two amendments as follows:

"Article V OFFICERS

Section 7. REMOVAL OF CHURCH OFFICERS, TRUSTEES, AND OTHERS, FOR GOOD CAUSE

Members of the Church, by a two-thirds vote of those present at any properly called and constituted meeting, may remove, for good cause shown, any Church officer listed in Section 1 of this Article; any trustee elected pursuant to Article VI, Section 1; or any other ~~elected official~~, agent, committee chair or committee member, ~~or elected official~~. Upon any such removal, the members of the Church, by a majority vote of those present, may elect a successor to serve the unexpired term of that person or until the next Annual Meeting of the Church, whichever occurs first. This power is concurrent with the authority of the Board of Trustees under Article VI, Section 8 of these Bylaws."

Anne Zinkin then called the vote and Warrant Article 4 passed as amended by a 2/3 vote.

ARTICLE 5 To amend Article VI Section 8 of the bylaws as follows:

Article VI BOARD OF TRUSTEES

Section 8. REMOVAL OF CHURCH OFFICERS, TRUSTEES, AND OTHERS FOR GOOD CAUSE; FILLING VACANCIES

a) Removal of Church Officers, Trustees, and Others for Good Cause

The Board of Trustees, by a two-thirds vote of those present at any properly called and constituted Board meeting, may remove, for good cause shown, any Church officer listed in Section 1 of this Article; any trustee elected pursuant to Article VI, Section 1; or any other elected official, agent, committee chair or member. This power is concurrent with the power of the members of the Church under Article V, Section 7 of these Bylaws.

b) Authority to Fill Vacancies

Upon the removal of any Church officer, trustee, or any other official pursuant to subsection (a) above or by the Congregation pursuant to Article V, Section 7 of these Bylaws, or upon the resignation, death, or incapacity of any Church officer, trustee, or any other official, the Board of Trustees, by a majority vote of those present, may appoint a successor to serve the unexpired term of that person or until the next Annual Meeting of the Church, whichever occurs first.

This Article allows the Board of Trustees to remove, for good cause, any Church officer, trustee, or any other elected official, agent, committee chair or member by a 2/3 vote of those present at a Board meeting.

This Article is also necessary to allow the Board of Trustees to appoint a successor to serve the unexpired term of any Church officer, trustee or any other elected official.

(A 2/3 majority vote of approval by the members of the Church present and voting would be necessary to pass Article 5.)

In his introduction to Article 4 John Tobin also talked about this Warrant Article.

Motion: John Tobin. Second: Nancy Normand.

John Tobin made a motion, seconded by Karen Mayo to amend this Article to make it consistent with the changes in Article 4. The motion passed.

John Tobin made a second motion to amend the Warrant Article to correct two references to other Bylaw sections. This was seconded by Lee Leppanen. The motion passed.

Craig Whitson asked for an explanation as to the reasoning behind this proposed change to the Bylaws. John Tobin explained that the current version of the Bylaws requires only a majority vote by the Board for removal of officers and others, while a 2/3 vote is required when the Congregation takes this momentous step. The proposed change to the Bylaws would require a 2/3 vote by the Board also, for such an action.

Trudy Mott Smith asked why the Board should be able to remove trustees and said that only the Congregation should have this power. John Tobin pointed out that the existing Bylaws give the Board that power already and that the proposal would clarify this power and limit it by requiring a 2/3 vote.

Trudy made a motion to amend the proposed change to the Bylaws to delete paragraph (a), thereby eliminating the Board's power to remove any officers, trustees, or other officials, but continuing the Board's power to fill vacancies. Jack Wakelin seconded this motion. Brackett Scheffy said that without further study of this suggestion, it would be premature to take this power away from the Board. Andy Duncan disagreed with Trudy and agrees with Brackett that the Congregation should approve the proposed changes. He noted that it is not easy to set up a special meeting of the membership. Belinda Phillips said that when the Board is elected, the Congregation trusts them to make decisions such as these. She added that, on a practical level when it is necessary to remove someone, it may be better to have the Board do it discretely and that it may harm the Church for this to be done publicly. Tom Fredenburg said that the Board already has this power, the motion to remove this power from the Board entirely is a more serious change. John Tobin noted that if this amendment passes, we will have to go back and revise the changes made to the Bylaws by the adoption of the previous Warrant Article. He agreed with Andy Duncan that it would be easier for the Board to act quickly to deal with an urgent problem, such as theft or other harmful acts by a trustee, than to try to set up a special meeting of the Congregation. He said that if the Congregation later determined that the Board had acted improperly, it would have the ultimate power to remove any and all trustees.

A motion to call the question was made by Joyce Bennett and seconded by Erin Stewart. A majority voted to end the debate on Trudy's amendment to remove paragraph (a). The proposed amendment was defeated.

There was a further discussion of Warrant Article 5 with 2 amendments already made to it.

Dick deSeve asked under what circumstances would the Congregation vote for removal instead of the Board. Lorraine Ellis said that either body can bring something forward for a vote. John Tobin said that each body would have this authority, and that this would be a useful safeguard. In urgent cases involving misconduct, the Board could act more quickly to protect the Church. If the Congregation felt that one or more Board members, or the whole Board, were not carrying out their duties or abusing their authority, the Congregation could act, removing the entire Board if necessary. Bevan Tulk said that discretion of the Board would be very important in dealing with issues such as addiction problems and illegal acts, while the philosophy and theology are larger issues that the congregation can weigh in on.

Patty Bass asked for an example of an "agent" and sought assurance that this Bylaw would not apply to staff. Jack Wakelin explained that an agent may be a church member who fulfills the role of working with contractors, like he did during the minister's recent sabbatical.

Lee Leppanen moved to call the question, seconded by Christy Dolat Bartlett. The Motion passed.

Anne Zinkin read the Warrant Article, as modified by the two amendments, as follows:

"Article VI BOARD OF TRUSTEES

Section 8. REMOVAL OF CHURCH OFFICERS, TRUSTEES, AND OTHERS FOR GOOD CAUSE; FILLING VACANCIES

a) Removal of Church Officers, Trustees, and Others for Good Cause

The Board of Trustees, by a two-thirds vote of those present at any properly called and constituted Board meeting, may remove, for good cause shown, any Church officer listed in Article V, Section 1 of these Bylaws this Article; any trustee elected pursuant to Article VI, Section 1 of these Bylaws; or any other elected official, agent, committee chair or committee member, or elected official. This power is concurrent with the power of the members of the Church under Article V, Section 7 of these Bylaws.

b) Authority to Fill Vacancies

Upon the removal of any Church officer, trustee, or any other official pursuant to subsection (a) above or by the Congregation pursuant to Article V, Section 7 of these Bylaws, or upon the resignation, death, or incapacity of any Church officer, trustee, or any other official, the Board of Trustees, by a majority vote of those present, may appoint a successor to serve the unexpired term of that person or until the next Annual Meeting of the Church, whichever occurs first."

The article passed by a 2/3 majority, with only a few votes in opposition.

ARTICLE 6 To amend Article VI Section 1 to the bylaws as follows:

Article VI BOARD OF TRUSTEES

Section 1 CONSTITUTION, ELECTION AND TERMS OF OFFICE

[Add a new sentence at the end of the first paragraph of this Section, as follows]

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-year term of the trustee who was removed or replaced.

This Article is necessary to establish the term of a new trustee, either elected or appointed by the Board of Trustees, to serve until the next Annual Meeting, when a candidate will be elected to fill any remaining portion of the term of the trustee who was removed or replaced. (A 2/3 majority vote of approval by the members of the Church present and voting would be necessary to pass Article 6.)

John Tobin explained that the purpose of this proposed change to the Bylaws is to make sure that the term of a person who is appointed as a trustee to fill a vacancy lasts only until the next annual meeting, at which the Congregation can elect a successor.

Motion: John Tobin. Second: Dick deSeve. Motion passed unanimously.

ARTICLE 7 To adopt a budget for 2017-18.

Lea presented this article and asked John Warner to give a brief overview of our endowment.

John Warner prepared the following slides:

“Endowment Balances”: John explained that every year the church can manage expenses but the income is very difficult to predict. The slide shows the endowment balances over a 20 year period. The endowment totals are pretty level over this period of time.

“Inputs/Outgoes”: What gets added to the endowment is roughly equal to what we take out.

“Yearly Total Draw From the Endowment”: 3.6% is what we ideally can take out annually.

“Draws for ‘other’ without GPB”: We’ve made serious progress realizing greater income some years. Some draws were not due to covering income shortfalls but occurred because of unexpected expenses such as replacing the boiler and removing trees. Contributions made to the endowment have essentially saved us from decreasing the endowment. Consistent pledging is the most important thing that congregants can do to help out.

Lea Smith explained the budget. She said that the Finance Committee developed two alternatives, an ambitious budget and a standard budget. Pledges are by far the church’s biggest sources of income. Lea reviewed the “Income” and “Expenses” slides that she prepared, explaining each item.

Michael Leuchtenberger explained that the church will be setting aside \$2000 each year in preparation for the next sabbatical period and will plan to give Lea an extra payment of \$2000 in recognition of the additional hours she was required to work during his sabbatical. Michael also mentioned that \$180,000 will be added to the endowment due to the sale of land to Concord Orthopaedics.

Lea then completed her explanation of the “Expense” slide.

A Motion to approve the budget was made by Lee Leppanen and seconded by Nancy Morse

Discussion: Andy Duncan asked about the miscellaneous line item, wanting to know if there are any solar credits factored into that. Lea said there are no solar credits in the budget, but that electric reductions are factored in. Trudy Mott Smith added that the Church will be able to sell renewable energy credits in a year. She said that at present we don’t know how much money the Church will make so it has not been factored in.

Michael announced that his last minute appeal, made during the church service, has netted \$6,634 in additional pledges, which would now enable 3.5 extra hours to be added to Lifetime Faith Development (LFD) position. Michael moved to add this \$6,634 to the LFD line on the expenses sheet. Dick deSeve seconded this motion. It was noted that the total with a 3% “shrink” is \$6,435. Jack Wakelin said that this total also needed to be added to the pledge amount on the income sheet.

Lea presented an “MLFD” Plan slide and indicated that the long-term goal is to staff the position at 35 hours/week. With the additional funding commitments received today, the position will be close to 30 hours/week during the coming year.

John Tobin motioned to amend Michael’s motion to include the increased amount on the income side of the budget, Lee Leppanen seconded, and Michael accepted this change to his motion as a “friendly amendment.” The amended motion was approved unanimously. The budget as modified by this amendment was then approved unanimously.

ARTICLE 8 To receive and accept the reports of the Minister, Board of Trustees, staff, committees and groups.

Motion: Dick deSeve. Second: Peter Bartlett

Lea moved to amend the report of the Downing Grant Committee. The grant to the Franklin UU Church should be \$10,177.52. The motion to approve the reports passed unanimously.

ARTICLE 9 To act upon such additional business as may appropriately be brought before the meeting.

A motion to adjourn the meeting was made by Lee Leppanen and seconded by Peter Bartlett. The motion passed unanimously and the meeting was adjourned at approximately 1:20p.m.

Respectfully Submitted,

Karen L. Ryan, Clerk Pro Tempore

	A	B	C	D	E
1	2017-18 Proposed & Approved Budgets, Annual Meeting May 21, 2017		2017-18 Proposed Budget	2017-18 Approved Budget	explanation for change between proposed and approved
2	INCOME				
3		Couch Trust	\$18,372	\$18,372	
4		Downing Trust	\$2,000	\$2,000	
5		Endowment	\$65,622	\$65,622	
6		Fernald Trust	\$3,200	\$3,200	
7		Miscellaneous	\$1,000	\$1,000	
8		UUCC Outreach Offerings	\$4,850	\$4,850	
9		Plate & Gift	\$7,500	\$7,500	
10		Rentals	\$28,000	\$28,000	
11		Parking Lot Lease	\$12,000	\$12,000	
12		Taize Offering	\$1,000	\$1,000	
13		Merchandise sold	\$400	\$400	
14		Education Fees	\$1,500	\$1,500	
15		Raffle	\$5,000	\$5,000	
16		Other Fundraisers - Auction, Sales	\$13,000	\$13,000	
17	Total non-pledge income		\$163,444	\$163,444	
18		Pledge	\$259,200	\$265,834	extra pledges received on Annual Meeting day
19		Pledges Unpaid (3%)	(\$7,776)	(\$7,975)	
20		Pledges Received After Close of Fiscal Year	(\$7,000)	(\$7,000)	
21		Pledges - Previous Fiscal Year	\$7,000	\$7,000	
22	Total pledge income		\$251,424	\$257,859	
23	TOTAL INCOME		\$414,868	\$421,303	

	A	B	C	D	E
1	2017-18 Proposed & Approved Budgets, Annual Meeting May 21, 2017		2017-18 Proposed Budget	2017-18 Approved Budget	explanation for change between proposed and approved
24	EXPENSES				
25		Facilities	\$104,619	\$104,619	
26		Ministerial	\$131,713	\$131,713	
27		Music & Worship	\$30,653	\$30,653	
28		Lifespan Faith Development	\$57,798	\$64,233	increase MLFD to 29.5 hours per extra pledges. \$3600 (2 hours) is funded for one year only.
29		Administrative	\$36,672	\$36,672	
30		Fellowship & Misc Programs	\$15,213	\$15,213	
31		Outreach	\$6,562	\$6,562	
32		Rentals	\$12,467	\$12,467	
33		Interfaith & Denominational	\$19,145	\$19,145	
34					
35	TOTAL EXPENSES		\$414,842	\$421,277	
36	NET INCOME (DEFICIT)		\$26	\$26	

Warrant

Special Meeting - Sunday, October 1, 2017

To all members of the Unitarian Universalist Church of Concord:

You are hereby notified that a Special Meeting of the Church will be held in Fellowship Hall immediately following the regular church service on Sunday, October 1, 2017, to consider and act upon the following article:

Article One: To authorize the Reverend Michael Leuchtenberger to sign the New Hampshire Immigration Solidarity Network's Statement of Support, Accompaniment, Advocacy, and Sanctuary on behalf of the congregation.

(The vote will be conducted by paper ballots of those present. A simple majority vote of approval by the congregation would be necessary to pass Article One.)

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.

Unitarian Universalist Church of Concord

DRAFT Minutes of the Special Meeting, Sunday, October 1, 2017

Moderator Anne Zinkin opened the meeting at 12:15 pm by reviewing Robert's Rules of Order and reading the Warrant Article. It was determined that a quorum was present as over forty members were in attendance. (Currently, total membership stands at 274 members.)

At 12:25 pm, Anne Zinkin called the meeting to order.

Trustee Chair Lisa Eberhart asked for a moment of silence prior to discussion.

Rev. Leuchtenberger then explained the history of the NH Immigrant Solidarity Network. Printed copies of the "Statements of Support, Accompaniment, Advocacy, and Sanctuary" were made available to all the attendees.

Anne Zinkin then read Warrant Article One, as follows:

"To authorize the Reverend Michael Leuchtenberger to sign the New Hampshire Immigration Solidarity Network's Statement of Support, Accompaniment, Advocacy, and Sanctuary on behalf of the congregation." It was explained that the vote will be conducted by paper ballots of those members present. A simple majority vote of approval is necessary to pass Article One.

Anne Zinkin asked for a motion to move the Article for discussion. Motion made by James Locke and seconded by Chris Soule.

Discussion ensued. Michael Leuchtenberger emphasized that our congregation does not have permission to edit the Statement in any way. At this point, the congregation is simply being asked to give permission to Michael Leuchtenberger to sign this Statement on behalf of the congregation. The Statement notes that "each faith community determines for itself what role they will play in the Network and what level of support they will offer."

Richard Bennett called for a vote. David Brown seconded. The motion to call the question was then passed by a 2/3 majority. Paper ballots were distributed to all members present. Votes were tallied and results were forty (40) 'Yes' votes and four (4) 'No' votes for a total of forty-four (44) votes cast. Article One passed.

Nancy Morse made a motion to adjourn. Joyce Bennett seconded.

Anne Zinkin adjourned the meeting at 12:45 pm.

Respectfully submitted,

Sara McNeil, Clerk

Slate of Candidates to be Elected at Annual Meeting 2018

Board of Trustees three-year term expiring in 2021 (two positions):

Kelly Mahony & Ann Hoey

Board of Trustees remaining two years of a three-year term expiring in 2020 (one position):*

Tom Fredenburg

Moderator – one-year term (one position):

Anne Zinkin (re-elect)

Clerk – one-year term (one position):

Sara McNeil (re-elect)

Treasurer – one-year term (one position):

Karen Mayo (re-elect)

Assistant Treasurer – one-year term (two positions):**

Beth Corcoran (re-elect) & Lorraine Ellis

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

Jack Wakelin (re-elect)

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

Rachel Burlock

Slate submitted by the Nominating Committee: Andy Duncan, Craig Whitson, CJ Landsman

* Tom Fredenburg would replace Linda Rogers, who is resigning from her term early.

** Bobbie Herron was elected as one of the Assistant Treasurers at Annual Meeting 2017. However, Bobbie resigned in July 2017, and the Board appointed Lorraine Ellis to fill the remainder of that term.

Financial Reports

Karen Mayo, Treasurer, and Lea Smith, Congregational Administrator

The pages that follow show the status of our operating budgets and designated funds held within our checking account, for Fiscal Years 2016-17 (August 2016 to July 2017) and 2017-18 to date (August 2017 to March 2018.)

The 13-month Rolling Balance Sheet (Page 20) primarily 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. “Retained earnings” is the carryover (shortfall or surplus) from the prior year’s operating budget. “Net income” is the profit or loss for the operating budget for that month. Our Rolling Balance Sheet does not include funds in the Endowment or Memorial Garden Trust Fund, as the Board of Trustees re-affirmed in June 2017 that the Custodian of Trust Funds is currently responsible for maintaining these records (see page 26 for his report.)

Fiscal Year 2016-17

The 2016-17 Budget vs. Actual report (page 21-22) is shown in the program format as passed by the congregation at Annual Meeting 2016.

During the winter of 2016-17, it became apparent that we had a significant shortfall in pledges, as well as a shortfall in anticipated parking income. In the spring of 2017, the Board of Trustees authorized an additional withdrawal of \$17,000 from the Endowment to cover this anticipated shortfall. However, largely due to the diligent efforts of our Stewardship Committee, pledges came in only \$11,790 short. Pledges were fulfilled at a rate of 97.5%, a record high in recent years. Also, our expenses were under budget in most programs. Therefore, with 20/20 hindsight we realized that we had not needed to take the \$17,000 extra withdrawal!

Fiscal Year 2017-18

The 2017-18 Budget vs Actual report (pages 23-25) is shown in the line item format as the year has not ended to be able to assess program budget performance. Through March 31, 2018, our pledge payments deficit stands at about \$12,000. We anticipate a shortfall in pledges of approximately \$7000 for the year. However, this will be offset by at least \$4000 in additional parking rental income, and about \$3000 more in net Auction income than anticipated. Thank you, Auction Team!

Expenses are tracking about where we expect at this time. Our Stewardship expense budget has been exceeded due to the helpful visit of Mike Durall, but Rev. Michael Leuchtenberger authorized this overage to be paid from other underspent budget lines, as permitted by the Bylaws.

Due to the aforementioned \$17,000 Endowment withdrawal that turned out not to be needed in 2016-17, we have been able to slow the pace of budgeted Endowment withdrawals in 2017-18. We have only made one quarterly withdrawal, even though we are well into the third quarter. We hope these delays will allow the Endowment to produce greater dividends while the market has been high. In addition, we may be able to reduce our final annual budgeted draw from the Endowment, if expenses and pledge payments stay on track between now and July. At publication time, we have withdrawn only \$16,450 on a budget allowance of \$45,900.

Rolling Balance Sheet - 13 months													
	Mar 2017	Apr 2017	May 2017	June 2017	July 2017	Aug 2017	Sep 2017	Oct 2017	Nov 2017	Dec 2017	Jan 2018	Feb 2018	Mar 2018
ASSETS													
Current Assets													
Checking/Savings													
Citizen's checking	92,586	48,234	44,662	24,914	48,768	48,912	33,286	25,447	53,425	62,363	52,435	39,461	36,639
Paypal	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Checking/Savings	92,586	48,234	44,662	24,914	48,768	48,912	33,286	25,447	53,425	62,363	52,435	39,461	36,639
Total Current Assets	92,586	48,234	44,662	24,914	48,768	48,912	33,286	25,447	53,425	62,363	52,435	39,461	36,639
TOTAL ASSETS	92,586	48,234	44,662	24,914	48,768	48,912	33,286	25,447	53,435	62,363	52,435	39,461	36,639
LIABILITIES & EQUITY													
Liabilities													
Current Liabilities													
Accounts Payable	442	13,042	12,401	2,980	0	5,578	5,177	0	2,428	0	0	0	0
Other Current Liabilities													
Advance Pledges	250	2,950	6,692	9,202	16,082	0	0	0	252	252	907	907	907
Total Other Current Liabilities	692	15,992	19,093	9,202	16,082	0	0	0	2,681	252	907	907	907
Total Current Liabilities	692	15,992	19,093	12,183	16,082	5,578	5,177	0	2,681	252	907	907	907
Total Liabilities	692	15,992	19,093	12,183	16,082	5,578	5,177	0	2,681	252	907	907	907
Equity													
Community Plate Fund	582	2,260	861	118	0	616	860	456	0	5,561	1,198	407	0
Designated/Restricted Funds													
Audiovisual Fund	0	0	0	0	0	700	700	700	700	700	700	700	700
Building Fund	0	0	0	0	0	0	0	0	0	0	0	0	0
Downing for disbursement	0	100	0	0	0	0	0	0	0	0	0	0	15,354
Memorial Garden maintenance	1,322	1,322	1,322	586	2,586	2,286	2,286	2,136	2,136	2,136	2,136	2,136	2,136
Memorial Gift Fund	1,682	1,759	1,759	1,759	1,759	849	849	849	80	80	180	180	180
Memorial Plant Fund	54	54	54	54	54	54	54	54	54	54	54	54	54
Minister's Discretionary	961	286	286	446	496	496	621	769	529	289	2,835	2,647	2,094
Misc Fund - Designated	0	0	0	0	0	0	0	0	10,000	758	0	0	400
Pitie's Medical Fund	4,138	4,138	4,138	2,638	2,638	2,638	2,638	0	0	0	0	0	0
Religious Education Fund	255	255	255	255	255	255	255	255	255	255	255	255	255
Solar Fund	40,130	(10,016)	(10,252)	2,548	5,298	5,048	5,148	5,148	2,748	2,748	2,748	2,748	2,748
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	999	869
Total Designated/Restricted Funds	49,519	(1,125)	(1,461)	9,264	14,064	13,304	13,529	10,889	17,480	7,998	9,886	9,829	24,900
Retained Earnings	3,126	3,126	3,126	3,126	3,126	18,622	18,622	18,622	18,654	18,654	18,654	18,654	18,654
Net Income	38,667	27,982	23,043	223	15,496	10,792	-4,902	-4,520	14,621	29,897	21,790	9,664	-7,823
Total Equity	91,894	32,243	25,569	12,731	32,686	43,334	28,109	25,447	50,755	62,110	51,528	38,554	35,731
TOTAL LIABILITIES & EQUITY	92,586	48,234	44,662	24,914	48,768	48,912	33,286	25,447	53,435	62,363	52,435	39,461	36,639

BUDGET PERFORMANCE

	A	B	C	D	E	F
1			2016-17 BUDGET	2016-17 ACTUAL	VARIANCE Favorable/ (Unfavorable)	
2	INCOME					
3		Couch Trust	\$18,568	\$18,568	\$0	
4		Downing Trust	\$2,000	\$2,000	\$0	
5		Endowment - Budget	\$67,595	\$67,595	\$0	
6		Endowment - Board Vote	\$0	\$17,000	\$17,000	to offset anticipated shortfall in pledges
7		Endowment - Cong. Vote	\$0	\$10,000	\$10,000	to offset tree removal
8		Fernald Trust	\$3,200	\$3,000	(\$200)	
9		Land Sale Income	\$0	\$5,225	\$5,225	\$5225 to operating budget to offset attorney fees; remainder of land sale income to endowment
10		Miscellaneous	\$1,000	\$1,043	\$43	
11		Misc - Designated Income	\$0	\$9,172	\$9,172	
12		UUCC Outreach Offerings	\$4,100	\$4,319	\$219	offsets Outreach lines
13		Plate & Gift	\$7,500	\$5,319	(\$2,181)	
14		Rentals	\$23,000	\$28,110	\$5,110	
15		Parking Lot Lease	\$20,000	\$12,000	(\$8,000)	
16		Taize Offering	\$1,100	\$1,144	\$44	
17		Merchandise sold	\$1,300	\$374	(\$926)	
18		Education Fees	\$1,500	\$720	(\$780)	
19		Fundraisers - Auction, Sales	\$13,000	\$14,094	\$1,094	
20	Total non-pledge income		\$163,863	\$199,682	\$35,819	
21		Pledge	\$253,500	\$225,579	(\$27,921)	
22		Pledges Unpaid (3%)	(\$7,605)	n/a		
23		Pledges Received After Close of FY	(\$7,000)	n/a		
24		Pledges - Previous Fiscal Year	\$7,000	\$8,527	\$1,527	
25	Total pledge income		\$245,895	\$234,105	(\$11,790)	
26	TOTAL INCOME		\$409,758	\$433,787	\$24,029	

BUDGET PERFORMANCE

	A	B	C	D	E	F
27	EXPENSES		2016-17 BUDGET	2016-17 ACTUAL	VARIANCE Favorable/ (Unfavorable)	
28		Facilities	\$106,807	\$117,139	(\$10,331)	overage because of tree removal, offset by endowment withdrawal authorized by congregational vote
29		Ministerial	\$126,514	\$126,400	\$114	
30		Music & Worship	\$32,020	\$28,979	\$3,041	
31		RE/Lifespan Faith Development	\$52,070	\$50,200	\$1,870	
32		Administrative	\$39,792	\$42,488	(\$2,697)	overage because of land sale attorney fees, offset by land sale income
33		Fellowship & Misc Programs	\$14,729	\$14,617	\$111	
34		Outreach	\$6,777	\$7,519	(\$742)	
35		Rentals	\$13,257	\$12,435	\$822	
36		Interfaith & Denominational	\$18,515	\$18,514	\$1	
37						
38	TOTAL EXPENSES		\$410,481	\$418,292		
39	NET INCOME (DEFICIT)		(\$723)	\$15,496		
40		* In budgets prior to Jan. 2016, the Minister's time was allocated 100% to Ministerial, despite him working in many programs. The 2016-17 budget only reallocates those activities previously done by another staff person (Youth Advisor & Outreach Coordinator.) In future budgets, we may consider doing a more complete reallocation of his time. In particular, policy-based governance means the Minister spends more time on Administration, and that is not yet being broken out. The Sabbatical Minister's time is broken out according the job description for that position.				
41						
42						

Unitarian Universalist Church of Concord
Profit & Loss Budget vs. Actual
August 2017 through March 2018

	A	B	C	D	E	F	G	H	I	J	K	L
							LAST YEAR Actual Aug 2016 - Mar 2017	THIS YEAR Actual Aug 2017 - Mar 2018	THIS YEAR Budget Aug 2017- Mar 2018	Actual vs Budget Variance Aug-Mar Favorable (Unfavorable)	THIS YEAR 2017-18 Annual Budget	
1												
2						Income						
3						* Pledge						
4						Pledge-previous year	8,527	705	7,000	(6,295)	7,000	
5						Pledge - current year	161,981	178,555	184,859	(6,304)	250,859	
6						Total * Pledge	170,508	179,260	191,859	(12,599)	257,859	Project \$250,000 for year
7						Designated Income	7,959	3,497	0	3,497	0	Offsets overages for Youth Group, Community Service, Fellowship
8						Education fees	0	1,170	750	420	1,500	
9						Endowment-budget	50,696	16,451	32,811	(16,361)	65,622	Shows as (unfavorable) because the revenue is less than budgeted, but a smaller draw than budgeted is good.
10						Endowment-special transfer	10,000	0	0	0	0	
11						Fundraisers						
12						Raffle	0	10,200	5,000	5,200	5,000	Overage reduced by raffle payout (see Fundraisers expense)
13						Fundraisers - Other	9,770	16,460	11,000	5,460	13,000	
14						Total Fundraisers	9,770	26,660	16,000	10,660	18,000	
15						Merchandise Income	256	210	320	(110)	400	
16						Miscellaneous	741	433	680	(247)	1,000	
17						Non-pledge Donations						
18						Donations - non-pledge	4,404	4,265	6,200	(1,935)	7,500	
19						Donations - Taize and Dances	820	1,056	700	356	1,000	
20						Total Non-pledge Donations	5,223	5,321	6,900	(1,579)	8,500	
21						Outreach Offerings	4,319	4,821	3,395	1,426	4,850	
22						Rentals						
23						Building Rentals	20,983	21,137	21,100	37	28,000	
24						Parking Lot Rentals	8,000	11,000	8,000	3,000	12,000	Project at least \$16,000 for year
25						Total Rentals	28,983	32,137	29,100	3,037	40,000	
26						Trusts - External						
27						Couch Trust	13,926	13,398	13,779	(381)	18,372	
28						Downing Trust	0	2,000	0	2,000	2,000	
29						Fernald Trust	0	0	0	0	3,200	
30						Total Trusts - External	13,926	15,398	13,779	1,619	23,572	
31						Total Income	302,381	285,358	295,594	(10,236)	421,303	
32												
33						Expense						
34						Salary						
35						Accompanist	5,734	5,961	6,382	421	9,117	
36						Administrator	27,663	27,747	28,291	544	42,436	
37						Assistant Minister	9,522	2,584	2,584	0	3,691	
38						Child Care	1,057	1,189	1,435	246	2,208	
39						Choir Director	6,288	6,803	7,879	1,076	10,834	
40						Custodian/Facility Manager	20,738	20,710	20,573	(137)	30,859	
41						Kitchen Help	0	348	0	(348)	0	
42						Minister of Lifespan Faith Dev	16,422	23,139	23,592	453	35,388	
43						Minister	55,311	56,583	57,693	1,110	86,539	
44						Total Salary	142,735	145,063	148,428	3,365	221,072	
45						Benefits						
46						Employer Payroll Expenses	10,938	11,326	11,312	(14)	16,912	
47						Health Insurance	23,446	24,140	22,137	(2,004)	33,205	
48						Life/Disability/Dent Insurance	2,153	2,266	1,935	(331)	2,902	

Unitarian Universalist Church of Concord
Profit & Loss Budget vs. Actual
August 2017 through March 2018

	A	B	C	D	E	F	G	H	I	J	K	L
1							LAST YEAR Actual Aug 2016 - Mar 2017	THIS YEAR Actual Aug 2017 - Mar 2018	THIS YEAR Budget Aug 2017- Mar 2018	Actual vs Budget Variance Aug-Mar Favorable (Unfavorable)	THIS YEAR 2017-18 Annual Budget	
49						Pension	12,965	13,060	13,261	201	19,891	
50						Total Benefits	49,501	50,791	48,644	(2,148)	72,910	
51						Office						
52						credit card/ACH fees	643	742	667	(76)	1,000	
53						liability insurance	3,583	3,600	4,200	600	5,600	
54						office equipment	2,193	2,101	3,067	965	4,600	
55						office supply	1,113	873	1,267	393	1,900	
56						payroll service	1,556	1,790	1,333	(456)	2,000	
57						postage	695	495	533	38	800	
58						property tax	51	59	53	(6)	70	
59						staff training	680	100	680	580	1,700	
60						telephone & internet	1,137	1,302	1,142	(160)	1,710	
61						volunteer recognition	13	70	0	(70)	150	
62						workers' comp	2,497	2,235	2,550	315	3,400	
63						Total Office	14,161	13,368	15,492	2,123	22,930	
64						Ministry						
65						Minister Professional	7,349	5,746	8,000	2,254	8,654	
66						Sabbatical Fund	0	2,000	2,000	0	2,000	
67						Total Ministry	7,349	7,746	10,000	2,254	10,654	
68						Lifespan Faith Dev. (RE)						
69						Adult LFD	0	0	50	50	50	
70						child safety policy	90	53	160	107	180	
71						Family Ministry Committee	546	325	800	475	1,200	
72						MLFD/DRE professional	2,098	2,192	2,359	167	3,539	
73						OWL/Coming of Age	417	0	600	600	600	
74						special events	388	335	390	55	500	
75						supplies	170	396	667	271	1,000	
76						training-teachers	131	16	150	134	250	
77						Youth GA	0	0	0	0	800	
78						Youth Group	0	1,164	400	(764)	600	overage offset by Designated Income (March for Our Lives)
79						Total Lifespan Faith Dev. (RE)	3,839	4,480	5,576	1,096	8,719	
80						Building & Grounds						
81						electricity	3,931	1,560	2,000	440	3,000	
82						equipment-b&g	96	218	700	482	1,100	
83						Maint & Rep Building Comm	0	4,010	3,200	(810)	4,000	
84						Maint & Rep Grounds Comm	0	426	600	174	1,000	
85						Maint & Repair Special Projects	306	758	600	(158)	900	
86						Maint & repairs routine/emerg	11,842	5,681	8,000	2,319	11,000	
87						natural gas (heat)	6,739	6,609	8,800	2,191	11,300	
88						snow plowing	5,420	5,210	5,000	(210)	5,000	
89						supply-b&g	2,631	3,100	2,533	(566)	3,800	
90						trash disposal	794	1,075	800	(275)	1,200	
91						water / sewer	804	951	1,200	249	1,800	
92						Total Building & Grounds	32,563	29,598	33,433	3,836	44,100	
93						Dues						
94						Interfaith Council	175	175	175	0	175	
95						NNED Dist Dues	1,316	5,187	3,890	(1,297)	5,187	
96						UUA Fair Share	3,125	13,000	9,750	(3,250)	13,000	
97						Total Dues	4,616	18,362	13,815	(4,547)	18,362	
98						Music & Worship						
99						Audiovisual	375	0	400	400	400	
100						Christmas Eve musicians	0	250	150	(100)	150	
101						conferences, dues	170	120	120	0	1,780	

Unitarian Universalist Church of Concord
Profit & Loss Budget vs. Actual
August 2017 through March 2018

	A	B	C	D	E	F	G	H	I	J	K	L
1							LAST YEAR Actual Aug 2016 - Mar 2017	THIS YEAR Actual Aug 2017 - Mar 2018	THIS YEAR Budget Aug 2017- Mar 2018	Actual vs Budget Variance Aug-Mar Favorable (Unfavorable)	THIS YEAR 2017-18 Annual Budget	
102						Guest musicians	0	0	300	300	300	
103						guest pulpit	250	868	750	(118)	1,000	
104						instrument maintenance	130	280	390	110	650	
105						sheet music	553	953	700	(253)	900	
106						summer accompanists	500	600	600	0	1,200	
107						supplies & sanctuary	411	446	600	154	900	
108						Taize expenses	202	342	300	(42)	300	
109						Total Music & Worship	2,591	3,859	4,310	451	7,580	
110						Board of Trustees Leadership Dev.	26	287	600	313	2,000	
111						Outreach						
112						Community Service	91	2,505	500	(2,005)	500	overage offset by Designated Income (Vagina Monologues, PA System)
113						Friends of Refugees	1,091	1,156	1,100	(56)	1,600	
114						Homelessness	2,000	2,075	2,000	(75)	2,200	
115						Outreach - Other	176	0	0	0	0	
116						UU Action Network NH	0	548	0	(548)	550	
117						Total Outreach	3,358	6,284	3,600	(2,684)	4,850	
118						Caring Network	0	0	250	250	400	
119						Conflict Resolution	0	0	500	500	500	
120						Contemplative Practices	0	775	1,000	225	1,000	
121						Covenant Groups/Small Grp Minis	0	0	200	200	200	
122						Denominational Affairs-GA	0	200	200	0	200	
123						Fellowship/Social Hour	1,377	1,449	900	(549)	1,500	overage offset by Designated Income (picnic)
124						Finance	1,036	112	0	(112)	0	
125						Fundraisers expense	988	8,003	1,000	(7,003)	2,000	overage due to raffle payout, offset by raffle income
126						Library	87	197	210	13	300	
127						Membership	464	119	400	281	600	
128						Merchandise sales	163	734	500	(234)	500	
129						Pastoral Care	0	50	50	(0)	100	
130						Stewardship	586	1,703	800	(903)	800	overage due to Durall visit, covered by underspent budgets: Youth GA, Caring Network
131						Total Expense	265,440	293,181	289,908	(3,273)	421,277	
132						Net Income	36,941	(7,822)	5,686	(13,509)	26	

Report of the Custodian of the Trust Funds

as of April 1, 2018

Jack Wakelin, Custodian of the Trust Funds

The balance in the Trust Fund as of March 31st, 2017 was \$1,715,824 and \$1,839,893 on March 31, 2018. The sale of the small parcel of land to Concord Orthopedic mentioned in last year's report closed in June of 2017 and the proceeds (\$180,000 minus closing costs) were deposited to the Trust Fund account.

Gifts to the Trust Fund of \$10,758 as well as the annual interest payment from Community Loan Fund of \$1250 were deposited during the report period.

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 six 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.

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. 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 \$25,400 on 3/31/17. This past year, \$2,000 was withdrawn for maintenance. However, overall fund growth for the year resulted in a fund balance decrease of only approximately \$750 with a fund total of \$24,656 on March 31, 2018.

Stewardship Committee Report

Congregational Pledging Way Up...Our Foundation Will Be Strengthened!

David Canfield, Stewardship Chair

Our congregants have come through big-time for this year's pledge campaign! They have responded to Michael's reminders that the demands on Church Administrator Lea Smith are no longer sustainable without strengthening the church office. Members' and friends' record outpouring ensures that the church's working foundation, its office, will be strengthened in the coming church year with the addition of a new part-time position. Some facts and figures as of May 1:

Renewed pledges: \$200,717 (106 households)

Assumed Continuing pledges: \$86,321 (91 households)

(These are folks we haven't heard from yet.)

TOTAL TO DATE: \$287,038 (197 households)

This represents a net overall increase of more than \$33,000 to date over last year's record pledging! In other words, we've smashed the latest record by over \$33,000 and we're not even done. We still need you to file your pledge card as soon as possible, even if you don't intend to change your pledge. The goal of increasing overall pledging by \$40,000 still stands, so that the church will be positioned to weather unanticipated cost increases or income shortfalls, and will have a strong foundation for next year and beyond.

Deepest thanks to our 197 member and friend households who have strengthened our church enormously with your loyal support! Well done!

Report of the Clerk

as of April 1, 2018

Sara McNeil, Clerk

On March 31, 2017, our church had a total of 272 members. As of March 31, 2018, our membership remains at 272, although new people have come and others have gone.

Welcome to these ten new members: Rebecca McWilliams, Brackett & Connie Scheffy, William Faulkner, Stewart Levenson, Pat & Manfred Hoertdoerfer, Whitney Howarth, Susan Moyer, Nancy Stauffer Johnson.

We sadly report the death of one member: Constance Duley.

The following three individuals have resigned their membership: Beth Klemann, Craig Venzke, Barbara Barbour.

The following six members have been changed to Friend status: Tom Bell, Corey Landsman, Carol McCarthy, Mary Sue Tuuri, Adrian "Bob" Wright, Linda Zollo.

Mission

Connecting in Love & Service

Growing Spiritually

Transforming Ourselves & the World

Ends (Our Goals)

Our church acts under a system of policy governance and has adopted the following Ends:

- 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 the generations.
- Our rich and diverse worship and religious life nurtures, challenges and inspires us to life-long learning, growth, 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

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