

Annual Meeting 2025

Unitarian Universalist Church of Concord, NH

Warrant and Background Materials



274 Pleasant St | Concord, NH | 03301

www.concorduu.org

This page intentionally left blank.

WARRANT

June 1st, 2025

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, June 1st, 2025 at 11:30 am in Fellowship Hall and via the Zoom remote meeting platform to consider and act upon the following articles:

- ARTICLE 1 To receive a Board of Trustees presentation with no vote to be taken.
- ARTICLE 2 To receive and accept the minutes of the 2024 Annual Meeting.
- ARTICLE 3 To receive and accept the Slate of Candidates.
- ARTICLE 4 To adopt an operating budget for 2025-26
- ARTICLE 5 To adopt a capital budget for 2025-26.
- ARTICLE 6 To receive and accept the Annual Reports published in the Annual Meeting Prep Packet.
- ARTICLE 7 To act upon such additional business as may appropriately be brought before the meeting.

Craig Whitson
Board of Trustees Chair

All Articles require a simple majority to pass.

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 provided 15 days in advance of the meeting, pursuant to Article IV, Section 4 of the Church's Bylaws.

Materials to help you prepare for Annual Meeting

Article 2	Minutes of the 2024 Annual Meeting	page 5-9
Article 3	Slate of Candidates	page 10
Article 4	Proposed Operating Budget for 2025-26	page 11-14
Article 5	Proposed Capital Budget for 2025-26	page 15
Article 6	State of the Mission Board of Trustees Report	page 16-17
	Stewardship Committee Report	page 18
	Comparative Balance Sheet	page 19-21
	2023-24 Operating Budget Results	page 22-24
	2023-24 Capital Budget Results	page 25
	2024-25 to date Operating Budget Performance	page 26-30
	2024-25 to date Capital Budget Status Report	page 31
	Report on the Investments Funds	page 32
	Investments Rollforward	page 33-34
	Membership Report	page 35
	Ends Statements	page 36

Warrant Article 2

DRAFT - Minutes of the Annual Meeting - June 2, 2024

Article 1: To elect a Clerk *pro tempore* to record minutes of this meeting.

Moderator Barbara Keshen called the meeting to order at 11:55 am. She established that the meeting quorum had met.

Motion: Lyn Marshall

Second: Brian Kugel

The motion passed, with Ann Hoey being elected to serve as Clerk *pro tempore*.

Article 3: To receive and accept the minutes of the 2023 Annual Meeting.

Moderator Barbara Keshen asked that we act on Article 3 before Article 2.

Motion: Nancy Wood

Second: Linda Ashford

The motion passed.

Article 2: To receive a Board of Trustees presentation with no vote to be taken.

Board Member Craig Whitson presented an overview of the role and work of the Board of Trustees in the last year.

He defined the governance role of the Board as Mission-driven. The mission of the Church is as follows: Connecting in Love and Service, Growing Spiritually and Transforming Ourselves and the World. In support of the Mission, the Board updates policies regularly and works to define the Ends, which are used as guides for the Minister and the Operations Leadership Team.

Craig updated the congregation on the progress of the Board on the following activities:

- Powerful Question Project: The board has conducted listening panels, which will wrap up soon to determine policy changes.
- Monitoring Policy Compliance: The Board has focused on policies that describe Board governance, financial operations and safety issues.
- Evaluating Our Organizational Health: The Board has determined that we are living up to our mission. We are benefiting from the longevity of our Ministerial Team and we are finding new ways to engage families with children.

Next year, the Board plans to focus on the financial structure of the church.

Craig extended a thank you to outgoing board members: Kelly Mahony, Karen Mayo, Jim Schlosser, and Roger Ballou.

Kelly Mahony outlined changes in the financial duties of both the Board and staff next year. Because the nominating committee could not find a nominee for the Treasurer position (currently a Board position), Treasurer duties will be spread among the Board, staff and other congregational members. Kelly explained how this might work for money in and money out examples. Lea will maintain records, Michael is in charge of making sure the budget is on track and the Board will continue to maintain fiduciary responsibility and oversight. We are also budgeting for a professional audit. We will look for guidance from the auditor about a financial structure going forward. Kelly thanked outgoing Treasurer, Karen Mayo, who will stay on in the Investment Committee.

Article 4: To receive and accept the Slate of Candidates.

Motion: Jim Schlosser

Second: Chris Soule

Jim Schlosser presented the following candidates for election:

- **Board of Trustees members:** Susi Nord, Larry Davis and Arthoen Wolf (all for three-year terms) and Anne Meyers (to fill the remaining two-year term of a vacant Board position)
- **Treasurer** - one-year term: Vacant
- **Assistant Treasurers** - one-year term: Lorraine Ellis and Ann West
- **Custodian of Investments** - one-year term: Jack Wakelin **Member of Investment Committee** - four-year term: Karen Mayo **Moderator** - one-year term: Barbara Keshen
- **Clerk** - one-year term: Ann Hoey

Discussion: There was a question about the lack of a treasurer and the ability to apply for outside grants. Lea said that the church rarely applies for grants; we applied for one grant this past year and we did not need a treasurer's signature for the grant. Other members expressed the belief that finding a treasurer should be a priority and that the temporary fix outlined by Kelly Mahony regarding treasurer duties next year not be extended for more than one year.

Motion to accept the Slate of Candidates passed.

Article 5: To adopt an operating budget for 2024-25.

Jack Wakelin reviewed some financial highlights of the past year.

- Jack paid recognition to Karen Mayo who played a significant role in simplifying the financials during her tenure.
- Schwab Investment balance is up 6%, which is a big improvement over last year's balance.
- Unitarian Benevolent Fund balance has increased 5%.
- Memorial Garden funds were moved from Fidelity to Schwab. The balance is up 2%.

Jack noted that membership numbers have been consistent, which strengthens our financial outlook, but that market conditions as well as other factors next year are still unknown.

Lea Smith presented an overview of the 2024-25 operating budget. She began by explaining how investments affect our operating budget by discussing the following:

- Per bylaws, 4% of investments are for operating budget each year.
- The 4% is based on a 13 quarter rolling average.
- Investments can also be used for special needs, capital projects, etc.
- If the investment balance declines, we reduce what's available for future operations
- Even if investment balance stays the same, the purchasing power of the same dollars declines.

Lea then discussed other **income** sources:

- Pledges: Pledges represent the biggest piece of budget income (58.7%). Lea thanked Jim Curley for a successful pledge campaign this year, which resulted in a net increase of \$9,000 over last year and a total of \$307,370. Since some pledges are not paid, the pledge income is discounted by 3%, resulting in a budgeted pledge income of \$303,866.
- Gifts: operating and holiday gifts line will be increased \$10,500.
- Outreach offerings: community plates that support one of the church's outreaches
- Nondonations: Some programs have fees; some involve donations.
- Plant and Yard Sale this year: \$5100
- Fundraisers: We are going to offer a service and learning trip to Costa Rica for adults. Since this will be a fundraiser, we are increasing the fundraising line.
- Total Operating Income is \$433,903. Since this does not cover expenses, additional income will come from the following: the 4% investment draw, the 2% Unitarian Benevolent Fund, \$11,000 draw from Operating Reserve Fund, \$800 from Reynolds Refugee Fund (established by a gift from Jean Reynolds), and \$1,700 from Refugee Outreach Fund.
- Total Operating Income and Transfers is \$517,711.

Lea then presented the **expenses** side of the budget:

- Salaries and Benefits: This represents 70% of the budget. Lyn's resignation impacts the budget. Money budgeted for her salary and benefits will be spread among current and future staff members. Future staff members will include two Young Explorers to help with the lifespan faith program.
- Salary increases: Since our church has fallen short in the area of pay equity according to UUA guidelines, we will increase salaries for all positions.
- Lifespan Faith Exploration line going down because Explorers won't have benefits.
- Building and Grounds line will increase because we are getting a recycling dumpster.
- Transfers to Reserve Fund: Money is moved for the following: upcoming sabbaticals, an audit, and an intern minister fund (UU will pay ½ of an intern salary).

Motion: Jack Wakelin

Second: Anna Morrison

Discussion:

Thanks were given to budget planners.

There was a question about who was filling the role of Robert Baker. Lea said we have a 16 hour a week sexton. Becky took on additional responsibilities of Robert.

UUA puts out compensation guidelines for differing sizes of congregation. Someone wanted to know what size our church was considered. Lea said we have 272 members; we are considered mid-size and we are in geo code 3.

A question arose about whether we are paying our fair share to the UUA; the answer is yes. The new position of a young explorer guide was explained as someone who works with young people to explore our faith together. The job description is posted on the website.

The reason for the decline in the budget for music and worship is that we will not have to pay for professional development, and the summer accompanist salary was moved to another line.

A few people expressed the need for a choir director. They were concerned that Michael was being stretched too thin. Some voiced concern about other responsibilities being shifted to Michael as a potential danger. They thought we needed a back-up plan.

Someone expressed sadness that we cut Lyn's hours last year, especially given her time and commitment to church members.

There was a concern that we needed a line item for outreach and publicity since we are low in numbers of people 35 to 50 years old and families with young kids.

Motion to accept Article 5 and adopt an operating budget for 2024-25 passed.

Article 6: To adopt a capital budget for 2024-25.

Lea presented the proposed capital budget. She explained that capital projects are those that cost more than \$2,500 and don't occur every year. She identified the following capital projects and their funding sources:

- Tech Deck Computer--up to \$3000. Funding source: Operating Cash. Lea will take the old tech deck computer and we will purchase a new one.
- Induction range and oven--up to \$20,783. Funding source: Capital Budget. Our current kitchen gas oven and range is falling apart and unsafe.
- Geothermal heating design--originally \$10,000. Engineer has agreed to do this work pro bono.
- East Entrance Remodel--up to \$10,000. Funding source: Designated gifts.
- Improve insulation--Up to \$5000. Funding source: Capital Budget

Motion: Chris Soule

Second: Christy Barlett

Discussion:

Concerns were expressed about the induction stove: the kind of cookware needed, the size of the new oven, etc. We do have some cookware that's suitable. A committee will be put together to make recommendations about this project.

Christy Bartlett said that we needed a capital campaign and said she would work on this.

The motion to adopt a capital budget for 2024-25 passed.

Article 7: To receive and accept the Annual Reports published in the Annual Meeting Prep Packet.

Motion: Dick DeSeve

Second: Nancy Morse

Motion passed.

Article 8: To act upon such additional business as may appropriately be brought before the meeting. This article was deemed unnecessary.

Lyn thanked people who jumped in to do childcare. The Moderator adjourned the meeting at 1:40 pm.

Respectfully submitted,
Ann Hoey, Clerk *pro-tempore*

Warrant Article 3

Slate of Candidates

Treasurer - one year term

Vacant

Assistant Treasurers - one year term

Lorraine Ellis (re-elect), Ann West (re-elect)

Custodian of Investments - one year term

Jack Wakelin (re-elect)

Moderator - one year term

Barbara Keshen (re-elect)

Clerk - one year term

Ann Hoey (re-elect)

Member of Investment Committee - four year term

Chris Soule (re-elect)

Member of Investment Committee - two year term to complete the unexpired term of Rob Fleischman, who is stepping down

Rik Yeames

Warrant Article 4

Proposed Operating Budget for 2025-26

Our proposed budget is a “bottom line” budget. The congregation is asked to approve the total income and expenses only. For those who’d like to see more detail than is shown here, a version showing individual expense line items will be available from the church office, at the Budget Forums, and Annual Meeting.

Wages and benefits comprise 70% of our budget. Staffing changes reflected in the proposed budget include:

- A return to “full funding” of the Choir Director position. In church year 2024-25, Rev. Michael Leuchtenberger filled this role, being paid half what a Choir Director should be paid. The plan for 2025-26 is for Michael to continue as coordinator of our music program and to share directing the choir with multiple guest conductors. The budget is sufficient to pay all these people at UUA recommended guidelines, or to hire a permanent Choir Director if one is found.
- The promotion of Dory LeCount from Young Explorers Guide to Family Engagement Coordinator (18 hours per week.) In this role, Dory plans and implements programs for children and families that engage children with their whole hearts, minds, and spirits; supports children & families in exploring our UU values and being of service in the world; and helps children and families connect with one another, with the wider congregation, and with the natural world. Furthermore, Dory supports parents, guardians, and grandparents in their lives as UUs, and helps them integrate into the life of the congregation.
- A Young Explorers Guide (5 hours per week) to work with Dory in planning and implementing the Sunday morning children’s program. At publication time, we are searching for a new Young Explorers Guide.
- The addition of a Children’s Program Assistant to fill in where needed on Sunday mornings. We created this position in January 2025 to address the frequent challenge of having enough qualified caregivers to meet our Child Protection Policy requirements. Cookie St. Peter was hired in February to fill this role.
- A Sexton who works 9-12 hours weekly (instead of 16 as budgeted in 2024-25.) The Sexton will not work on Sundays because we found that to be an inefficient use of their time. Some of the Sexton’s Sunday duties have been divided up among other staff. We hired Russell Perseveres for this position in March, and are so pleased to have him on our staff.
- Two A/V assistants (instead of one) to ensure coverage for our Sunday morning program. This was implemented with success this year, so it’s now being planned in the budget. Clay Donachie and Gavin Robichaud filled the role this year. Clay is resigning as he moves on in his life as a young adult, and will be missed. We hope to find a replacement soon.
- Excluding cost of living increases, these staffing changes are expected to add about \$7,600 to the budget.
- All staff will receive a 2% cost of living increase.
- Another staff-related increase is about \$3,800 for health insurance, which is solely due to rising premiums.

The remainder of our wonderful staff team includes:

- Rev. Michael Leuchtenberger, Senior Minister and Chief Executive
- Lea Smith, Director of Membership & Administration (37.5 hours on average)
- Becky Bosse, Church Administrator (36 hours on average)
- Heather Maconaghy, Accompanist (budgeted at 10 hours per week, although Heather is paid “per appearance” at her request)
- Agnes Sesay, our dependable Custodian
- Bayshay Bruss as a wonderful nursery caregiver
- Our longtime nursery caregiver Patrick Yehle will be replaced as Patrick is completing his law school program and moving away.

With a few minor changes here and there, non-staffing expenses are staying roughly the same.

The proposed operating budget for 2025-26 (page 13-14) is again a deficit budget, with a budgeted shortfall of (\$9,000), which would be covered by the Operating Reserve Fund (ORF).

It’s worth noting that since its inception in 2022, our Operating Reserve Fund history shows we have never needed to take the full amount planned; the actual withdrawals have ranged from 0% to 75% of what was budgeted in any given year, due to lower than budgeted expenses or unanticipated income.

Warrant Article 4

Proposed Operating Income & Transfers from Designated Funds for 2025-26

	A	B	C	D	E	F	G
<i>Line Items and Fund Transfers are for informational purposes only. The line items are not for vote. The congregation votes on the bottom line only.</i>					2024-25 Budget	2025-26 Proposed	
Income							Comments
1		DONATIONS					
2			Pledges Made		\$ 307,370	\$ 307,822	
3			Pledges Unpaid		\$ (3,504)	\$ (8,711)	
4			Pledges Received After Close of Fiscal Year		\$ (5,000)	\$ (5,000)	
5			Pledges from Previous Fiscal Year		\$ 5,000	\$ 5,000	
6			Total Pledge Income		\$ 303,866	\$ 299,111	This is the total pledges, less pledges unpaid.
7			Operating Gifts				
8			Operating & Holiday Gifts		\$ 10,500	\$ 11,960	
9			Donations - Taize		\$ 560	\$ 497	
10			Outreach Offerings		\$ 6,030	\$ 6,705	
11			Targeted Appeals		\$ 5,000	\$ 5,000	
12			Earth Centered Spirituality Group		\$ -	\$ 250	
13			Total Operating Gifts		\$ 22,090	\$ 24,412	
14		TOTAL DONATIONS			\$ 325,956	\$ 323,523	
15		NON-DONATIONS INCOME					
16			Contemplative Practices Fees & Donations		\$ 2,200	\$ 3,126	
17			Fellowship/Social Income		\$ 4,200	\$ 4,200	
18			Fundraisers		\$ 24,750	\$ 27,500	
19			Merchandise Income		\$ 300	\$ 200	
20			Solar Energy Credits		\$ 1,100	\$ 1,100	
21			Rentals				
22			Building Rentals		\$ 29,481	\$ 37,924	
23			Parking Lot Rentals		\$ 18,720	\$ 18,720	
24			Total Rentals		\$ 48,201	\$ 56,644	
25			Trusts - External				
26			Couch Trust		\$ 16,165	\$ 14,857	
27			Downing Trust		\$ 2,000	\$ 2,000	
28			Fernald Trust		\$ 4,527	\$ 4,200	
29			George Griffin Trust		\$ -	\$ 8,500	NEW
30			Masters Trust		\$ 2,504	\$ 2,525	
31			Total Trusts - External		\$ 25,196	\$ 32,082	
32			Youth Service & Learning Income		\$ 2,000	\$ 2,000	
33		TOTAL OPERATING INCOME			\$ 433,903	\$ 450,375	
34		TRANSFERS FROM INVESTMENTS or DESIGNATED FUNDS					
35			Budget Investments Draw		\$ 66,900	\$ 63,923	4% of average balance from 13 quarters
36			Reynolds Refugee Fund Draw		\$ 800	\$ 1,349	
37			Unitarian Benevolent Fund Draw		\$ 3,408	\$ 3,641	
38			Memorial Garden Fund Draw		n/a	\$ 5,000	new policy to show this fund in the budget for transparency
39			Operating Reserve Fund Draw		\$ 11,000	\$ 9,000	
40			Refugee Outreach Fund		\$ 1,700	\$ -	
41		TOTAL OPERATING INCOME + TRANSFERS			\$ 517,711	\$ 533,288	

Warrant Article 4

Proposed Operating Expenses & Transfers to Reserves for 2025-26

					2024-25 Budget	2025-26 Proposed	
42							
43		Total Salary			\$ 274,972	\$ 287,281	2% Cost of Living Adj + staffing changes
44		Total Benefits			\$ 84,242	\$ 88,938	health insurance rate increase
45		Total Office & Administration			\$ 29,202	\$ 27,482	
46		Total Ministry			\$ 10,063	\$ 10,264	
47		Total Lifespan Faith Exploration			\$ 7,485	\$ 6,985	
48		Total Building & Grounds			\$ 53,516	\$ 54,787	
49		Total Dues			\$ 31,117	\$ 32,793	
50		Total Music & Worship			\$ 4,220	\$ 4,900	
51		Total Board of Trustees			\$ 1,800	\$ 300	
52		Total Outreach & Justice			\$ 6,434	\$ 6,705	
53		Total Fellowship			\$ 4,400	\$ 4,400	
54		Total Healing & Helping			\$ 350	\$ 250	
55		Total Stewardship & Fundraising			\$ 3,900	\$ 3,200	
56		TOTAL OPERATING EXPENSE			\$ 511,701	\$ 528,285	
57		TRANSFER TO RESERVE FUNDS					
58				Transfer TO Intern Minister Fund	\$ 3,000	\$ 3,000	save for four years to pay intern recommended stipend of \$23,000 (with half provided by the UUA)
59				Transfer TO Sabbatical Fund	\$ 2,000	\$ 2,000	save to cover the church's added expense for staff/pulpit supply when the Senior Minister takes a sabbatical after 6 years
60				Transfer TO Audit Fund	\$ 1,000	\$ -	
61		TOTAL OPERATING EXPENSE + TRANSFERS TO RESERVES			\$ 517,701	\$ 533,285	
62							
		NET INCOME (DEFICIT) INCL. TRANSFER TO/FROM RESERVES			\$ 10	\$ 3	

Warrant Article 5

Proposed Capital Budget for 2025-26

	A	B	C	D	E	F	G	H
1	2025-26 Proposed Capital Budget for vote at Annual Meeting 2025		Projector replacement	Church-wide WiFi mesh system	Energy audit update		Totals	Comments about funding
2	Cost Total		\$7,000	\$4,000	\$3,000		\$14,000	
3	Funding Source							
4		Capital Reserve Fund	\$5,000	\$4,000	\$3,000		\$12,000	\$20,980 will be available as of 8/1/2025 (\$15,980 for 2025-26 plus \$5,000 carried over)
5		Designated Capital Gifts	\$2,000				\$2,000	
6	Funding Source Total		\$7,000	\$4,000	\$3,000		\$14,000	
7	Net		\$0	\$0	\$0		\$0	
8								
9	Project Descriptions							
10	Sanctuary projector overdue for replacement due to age. New projector will be higher lumens and work better in sunlight.							
11	Church-wide WiFi mesh system will allow people use wifi without changing which network they are on as they move through the building							
12	Energy Audit update - to have the 2012 audit updated with current recommendations for energy efficiency improvements. Requested by Building Maintenance and Green Sanctuary teams.							
13	<i>The Senior Minister may reallocate funds among the capital projects specified in the capital budget approved by the congregation.</i>							

State of the Mission 2024-25

Report of the Board of Trustees

Renowned Buddhist teacher, Thich Nhat Hanh, has a well known saying: “No Mud, No Lotus”. In today’s world a big source of “mud” is the political, ecological, and cultural chaos we are experiencing across the political and cultural divide. In the midst of this, is not our Church flowering like the lotus from the mud?

This Church year has been filled with growth - growth in membership and, more importantly, spiritual growth, and the flowering of a culture of belonging. While the political climate is a factor, the seeds for growth in our Church had been planted well before the 2024 election with programs and events that invite “a culture of belonging, centered in love, compassion, curiosity, courage, and joy”.

Church Mission Progress

In the recent update to our Ends policies, we emphasize the vision of becoming a THRIVING CONGREGATION. This vision is manifest in our many ministries and programs throughout the Church year.

Together we are:

- Promoting spiritual growth with a broad array of worship and contemplation offerings - Sunday services, Taize services, Earth Centered worship, 2nd Hour dialogs and contemplative practices, to name just a few!
- Caring for the Earth through our Green Sanctuary 2030 initiative - teams are diligently at work on projects like Ecological Land Management (ELM), “Windowdressers”, the Zero-Waste Project, and the Landscaping Group.
- Cultivating mindfulness and loving kindness through contemplative practices - “Spirit Week” offered us a wide range of practices, culminating in a day-long retreat with Lama Liz from the Wonderwell Dharma Fellowship.
- Participating in “Food Fellowship” - blessed with an abundance of good cooks who share their bounty in many ways, we cook the weekly Welcome Table dinners, at the Friendly Kitchen, at Pancakes, Play, and Planting Peace gatherings, after service luncheons, and more!
- Continuing our refugee work - with ongoing circles, and a new Circle 17 to help our most recent new American family navigate living in this “muddy” and wonderful country of ours.
- Growing our music ministry - with new choral singers, a wonderful new accompanist, and our new Blue Moon Music House, creating a musical meadow of belonging!

The list above is only a subset of the many ways our Church is living into our mission and vision. In short, we on the Board of Trustees agree that the state of the Mission is strong!

The Board of Trustees 2024-25 Work

- **Project Wayfinder** culminated in a significant update to our Ends statements which added emphasis on emergent themes: thriving, belonging, focusing outreach ministries, building bridges across the divides, creating the facilities to further our mission, and living in harmony with the Earth. (See back cover for the updated Ends statements.)
- **Monitoring focus** - Executive Limitations and Board Executive Relationship policies are reviewed with our operations leadership and documented in our policy manual.
- **Linkage focus** - We are connecting on an ongoing basis with congregants and groups who share our values. The Powerful Question/Wayfinder project has been the primary vehicle this year. Next year we will reach out with an Ends Survey to gauge Mission / Ends progress.
- **Fiduciary Oversight** - This year we followed a new process to meet our fiduciary responsibilities and to assure financial safety and control. To help validate the proposed approach, a multilateral audit and review process is in the planning stages for early next year. Also next year, we plan to develop bylaws and policy changes reflecting the updated financial structures.

Thanks to all of you for your many contributions to our mission journey.

With Gratitude,

2024-2025 Board of Trustees

Jim Curley (Vice-Chair)

Susi Nord

Larry Davis

Craig Whitson (Chair)

Anne Meyers (Secretary)

Arthoen Wolf (Job Jotter)

Report of the Stewardship Committee

by Jim Curley, Stewardship Chair

The pledge committee was a lean team this year (myself and Lorraine Ellis) with support from Rev. Michael and Lea Smith.

We went with a soft sell this year, hoping to continue with last year's pledge momentum.

The efforts included: Parish Notes, a pulpit push and minister challenge, e-bulletins, mailed request letter campaign, thank-you letters, notes and cards, some phone calls, and some personal one-on-one discussions.

Our soft-sell goal was to match or exceed last year's total pledge value of \$308,526
We came very close!

As of May 9th:

Total number of pledges: 214

Total number of givers: 277

↑ Total quantity of new pledges: 19

↑ Total quantity of increased pledges: 51

→ Total quantity of unchanged pledges: 137

Total dollars pledged: \$308,302*

↓ Total value of decreased pledges: \$38,974

↓ **Total dollars short of goal: -\$224**

The pledge committee deeply appreciates the financial support from all.
And please know that your support, regardless of size, makes a difference.

In faith, Jim C.

Comparative Balance Sheet

The **Comparative Balance Sheet** (page 20-21) shows our balances on April 30, 2024 compared to balances on April 30, 2025.

As of April 30, 2025, our investments are held in three places:

1. One Schwab account holds most of the assets. There are three types of funds within this account:
 - a. Designated funds: Sabbatical Fund, Audit Fund, Operating Reserve Fund, and Capital Reserve Fund. These designated funds have no donor restrictions, but have been designated for particular purposes by Bylaws, Senior Minister or Board. Because their designations were placed on them by the church, the church could change the designations.
 - b. The Memorial Garden and new Reynolds Refugee Funds are donor-restricted. The donor specified their purpose and by law we must comply with those purposes.
 - c. The remainder of the investments in this Schwab account (the large majority of funds) are unrestricted and undesignated.
2. A second Schwab account holds the Unitarian Benevolent Fund, which does not have donor restrictions but is designated by the Board to provide support to poor and indigent women and children, and church members who are housebound due to age, illness or disability.
3. NH Community Loan Fund, which is technically a loan to NHCL

Due to a tight publishing deadline, the balance sheet is preliminary and subject to minor updates.

UU Church of Concord
Balance Sheet Comparison

	As of April 30, 2024	As of April 30, 2025	
Assets			
Current Assets			
Bank Accounts			
10100 Eastern Bank Checking			
10101 Eastern Checking Unrestricted	\$ 31,330.49	\$ 58,966.74	
10118 Downing for Disbursement Fd	\$ 10,000.00	\$ 17,885.80	
10120 Minister's Discrete Fund	\$ 5,954.27	\$ 9,134.96	
10124 Memorial Gift Fund	\$ 575.78	\$ 10.00	
10128 Pastoral Support Fund	\$ 8,059.06	\$ 2,898.00	
10140 Youth Group Fund	\$ 959.94	\$ 959.94	
10144 Classroom Fund	\$ 1,811.06	\$ 1,755.08	
10150 Accessibility Fund	\$ 1,070.16	\$ -	
10152 Refugee Outreach Fund	\$ 1,727.86	\$ 889.86	
10153 Refugee Sponsorship Fund	\$ -	\$ 3,345.25	
10154 Intern Minister Fund	\$ -	\$ 1,542.05	
10156 Capital Reserve Fund (Eastern)	\$ 4,880.00	\$ 8,052.39	
10190 Memorial Gdn Operating Fund	\$ 1,625.83	\$ 600.00	
Total for 10100 Eastern Bank Checking	\$ 67,994.45	\$ 106,040.07	
10210 BBE Des Schwab Cash (Unrst Inv)	\$ 73,456.20	\$ 16,997.52	
10310 BBE Des UBF Schwab Cash 6276	\$ 3,637.36	\$ 2,956.73	
Total for Bank Accounts	\$ 145,088.01	\$ 125,994.32	
Other Current Assets			
12001 Prepaid expenses			
13000 Investments - Schwab			
13001 Investments - Schwab	\$ 1,403,042.08	\$ 1,500,424.82	
13020 Donor Res Memorial Garden Fd	\$ 35,880.70	\$ 38,249.77	
13025 Donor Res Reynolds Refugee Fund	\$ -	\$ 26,974.81	
13030 BBE Des Schwab Sabbatical Fd	\$ 2,000.00	\$ 4,000.00	transfer IN of \$2000 to be done in June 2025
13040 BBE Des Schwab Audit Fd	\$ 5,000.00	\$ 6,000.00	transfer IN of \$1000 to be done in June 2025
13050 BBE Intern Minister Fund	\$ -	\$ -	transfer IN of \$3000 to be done in June 2025
13060 Schwab Operating Reserve Fund	\$ 33,713.00	\$ 30,713.00	
13065 Schwab Capital Reserve Fund	\$ 9,166.88	\$ 25,783.84	
Total for 13000 Investments - Schwab	\$ 1,488,802.66	\$ 1,632,146.24	
13070 Investments Schwab UBF 6276	\$ 174,147.77	\$ 182,459.73	
13110 Comm Ln Fd Note Rec - (Investm)	\$ 68,666.18	\$ 68,666.18	
Total for Other Current Assets	\$ 1,731,616.61	\$ 1,883,272.15	

UU Church of Concord
Balance Sheet Comparison

	As of April 30, 2024	As of April 30, 2025	
Total for Current Assets	\$ 1,876,704.62	\$ 2,009,266.47	
Fixed Assets			
15001 Land	\$ 1,789,900.00	\$ 1,789,900.00	
16001 Building	\$ 1,501,900.00	\$ 1,501,900.00	
16005 Building Improvements	\$ 36,521.87	\$ 38,991.87	
16006 Accessibility Project	\$ 4,120.00	\$ -	
16010 Furniture & Equipment	\$ 27,651.28	\$ 46,570.67	
17001 Bldg Accum Dep	\$ (1,501,900.00)	\$ (1,501,900.00)	
17005 Bldg Improv Accum Dep	\$ (7,453.99)	\$ (9,888.78)	
17010 Accum Dep Furniture & Equip	\$ (6,112.59)	\$ (9,136.12)	
Total for Fixed Assets	\$ 1,844,626.57	\$ 1,856,437.64	
Other Assets			
Total for Assets	\$ 3,721,331.19	\$ 3,865,704.11	
Liabilities and Equity			
Liabilities			
Current Liabilities			
Accounts Payable			
20001 Accounts Payable	\$ 10,980.65	\$ -	
Total for Accounts Payable	\$ 10,980.65	\$ -	
Credit Cards			
20015 Eastern Bank credit card	\$ 857.80	\$ -	
Total for Credit Cards	\$ 857.80	\$ -	
Other Current Liabilities			
20005 Advance Pledges	\$ 6,790.00	\$ 9,543.00	
20020 Community Plate Fund			
20025 Comm Plate income	\$ 424,598.45	\$ 460,105.53	
20026 Comm Plate payments	\$ (422,856.11)	\$ (453,806.81)	
Total for 20020 Community Plate Fund	\$ 1,742.34	\$ 6,298.72	
Total for Other Current Liabilities	\$ 8,532.34	\$ 15,841.72	
Total for Current Liabilities	\$ 20,370.79	\$ 15,841.72	
Long-term Liabilities			
23001 Long Term Note Payable- Eastern			
Total for Long-term Liabilities	\$ -	\$ -	
Total for Liabilities	\$ 20,370.79	\$ 15,841.72	
Equity			
30005 Unrestricted Net Assets	\$ 1,862,775.61	\$ 1,978,820.95	
Net Income	\$ 29,474.62	\$ 29,955.45	
32001 Board/Bylaw/Exec Designated Fds	\$ 1,772,829.47	\$ 1,775,861.41	
33005 Donor Restr Fds Memorial Garden	\$ 35,880.70	\$ 38,249.77	
33010 Donor Res Reynolds Refugee Fund	\$ -	\$ 26,974.81	
Total for Equity	\$ 3,700,960.40	\$ 3,849,862.39	
Total for Liabilities and Equity	\$ 3,721,331.19	\$ 3,865,704.11	

Operating Budget Results 2023-24

Fiscal Year ending July 31, 2024

Submitted by Lea Smith, Director Membership & Administration

RESULTS

We ended the year with an operating surplus of \$5,481. We had budgeted for a shortfall of (\$6,013) so this is a great success. In fact, it's even more remarkable because due to the way paydays fell, we had an anomalous 27th payday in the 2023-24 fiscal year (instead of the usual 26 paydays.) We were able to cover this extra payroll and still show a surplus.

We had budgeted to cover the shortfall of up to (\$6,013) from the Operating Reserve Fund, but that transfer was not needed. So the only transfer from the Operating Reserve Fund was \$3,000 to Sabbatical and Audit Funds, as we build these funds annually. As of July 31, 2024, the Operating Reserve Fund balance was \$30,713.

OPERATING INCOME (see page 23)

Pledge income fell slightly short of the budget by \$8,228. However, we had great results in these areas:

- Non-pledge donations ("Operating Gifts") exceeded the budget by \$11,024.
- Fundraisers brought in \$9,745 (net) more than expected.
- We nearly met our rental income goal of \$29,000 for the first time since before COVID.
- We had over \$37,000 in designated income that was used as intended, or placed in designated funds. The biggest pieces of this were:
 - designated fundraiser for an Afghan family - \$11,861
 - Youth Group trip to Costa Rica - \$13,537
- If we exclude the aforementioned designated income, we had about \$20,000 more in undesignated income than budgeted.

OPERATING EXPENSES (see page 24)

Expenses came in over budget by about \$45,809 overall but as noted above, this was mostly covered by designated income. If you exclude expenses paid for by designated income/designated funds, we were only over budget by about \$13,000. The largest overage was health insurance which exceeded budget by over \$9,000 (or 30%.)

NOTE: 2023-24 was the last year of a "program budget" where salaries and benefits were divided up into programs. Increasingly, staff work in many programs in shared ministry. Since it's time consuming and inaccurate to divide their work into programs, the formats for budgets for 2024-25 and beyond will look different.

2023-24 Operating Budget vs Actual Income

	A	B	C	D	F	G	H
				2023-24 Budget vs Actual by Program	2023-24 Budget	2023-24 Actual	comment
1				INCOME			
2				DONATIONS			
3				Pledges			
4				Pledges Current Year	\$ 290,557	\$ 274,751	
5				Pledges from Previous Fiscal Year	\$ 5,000	\$ 12,579	
6				Total Pledge Income	\$ 295,557	\$ 287,330	
7				Operating Gifts			
8				Operating & Holiday Gifts	\$ 5,500	\$ 13,008	
9				Donations - Taize	\$ 550	\$ 465	
10				Outreach Offerings	\$ 5,400	\$ 7,917	
11				Targeted Appeals	\$ 4,500	\$ 5,231	
12				Earth Centered Spirituality Group	\$ -	\$ 352	
13				Total Operating Gifts	\$ 15,950	\$ 26,974	
14				TOTAL DONATIONS	\$ 311,507	\$ 314,304	
15				Contemplative Practices Fees & Donations	\$ 3,000	\$ 4,570	
16				Fellowship/Social Income	\$ 2,500	\$ 4,402	
17				Fundraisers	\$ 17,100	\$ 30,774	
18				Merchandise & Misc Income	\$ 500	\$ 484	
19				Solar Energy Credits	\$ 1,100	\$ 1,474	
20				Rentals			
21				Building Rentals	\$ 29,071	\$ 28,594	
22				Parking Lot Rentals	\$ 18,720	\$ 18,720	
23				Total Rentals	\$ 47,791	\$ 47,314	
24				Budget Investments Draw	\$ 68,668	\$ 68,667	
25				Unitarian Benevolent Fund Draw	\$ 2,990	\$ 2,990	
26				Trusts - External			
27				Couch Trust	\$ 12,194	\$ 12,762	
28				Downing Trust	\$ 2,000	\$ 2,000	
29				Fernald Trust	\$ 2,898	\$ 4,527	
30				Masters Trust	\$ 2,521	\$ 2,505	
31				Total Trusts - External	\$ 19,613	\$ 21,794	
32				Youth Service & Learning Income	\$ 2,000	\$ 13,537	
33				Designated Income not included elsewhere	\$ -	\$ 23,763	
34				TOTAL OPERATING INCOME	\$ 476,769	\$ 534,072	

2023-24 Budget vs Actual Expenses and Results

35	OPERATING EXPENSES			Budget	Actual	health insurance increase affects most programs
36			Facilities	\$ 109,536	\$ 116,570	overage mostly due to audiovisual improvements
37			Ministerial	\$ 147,781	\$ 158,136	
38			Music & Worship	\$ 32,766	\$ 26,413	
39			Lifespan Faith Development	\$ 66,103	\$ 77,049	overage partially due to Costa Rica trip; offset by income on line 32
40			Administrative	\$ 52,587	\$ 62,730	
41			Fellowship & Misc Programs	\$ 27,338	\$ 31,845	
42			Outreach	\$ 8,382	\$ 19,699	overage is due to Afghan fundraiser; all income offset by income included on line 33
43			Rentals	\$ 9,345	\$ 7,190	
44			Interfaith & Denominational	\$ 28,944	\$ 28,959	
45	TOTAL OPERATING EXPENSES			\$ 482,782	\$ 528,591	
46	NET OPERATING INCOME (DEFICIT)			\$ (6,013)	\$ 5,481	
47	TRANSFER TO RESERVE FUNDS					
48			Transfer TO Sabbatical Fund	\$ 2,000	\$ 2,000	to save for the next Senior Minister Sabbatical
49			Transfer TO Audit Fund	\$ 1,000	\$ 1,000	to save for a CPA audit
50	NET INCOME (DEFICIT) INCL. TRANSFER TO RESERVES			\$ (9,013)	\$ 2,481	
51						
52	TRANSFER FROM RESERVE FUNDS			Budget	Actual	
53			Operating Reserve Fund Draw	\$ 9,000	\$ 3,000	
54	RESULT AFTER DRAW FROM RESERVE FUNDS			\$ (13)	\$ 5,481	

Capital Budget Results 2023-24

Fiscal Year ending July 31, 2024

Three capital projects were completed as planned:

- Design to make the Sanctuary entrance handicap accessible, cost \$9000 as budgeted.
Unfortunately, the proposal to implement the design is cost-prohibitive in the short term so a functional ramp has been installed in the meantime.
- Hazardous trees behind the church were removed. Cost was \$6500 as budgeted.
- Audiovisual improvements were implemented, costing \$2,584, which was less than the budget of \$4000.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	2024-25 Capital Budget Results			BUDGET						ACTUAL				
2				Accessibility Project Phase 2	Remove Hazardous Trees	AV System Upgrade		Total Budget		Accessibility Project Phase 2	Remove Hazardous Trees	AV System Upgrade		Total Expenses
3	Funding Source													
4		Capital Reserve Fund		\$7,000	\$5,108	\$1,000		\$13,108		\$7,000	\$5,108	\$1,000		\$13,108
5		Memorial Garden Fund			\$1,392			\$1,392			\$1,392			\$1,392
6		Memorial Gift Fund		\$2,000				\$2,000		\$2,000				\$2,000
7		Designated Capital Gifts				\$3,000		\$3,000				\$0		\$0
8		Minister's Discrete Fund						\$0				\$1,584		\$1,584
9	TOTAL			\$9,000	\$6,500	\$4,000		\$19,500		\$9,000	\$6,500	\$2,584		\$18,084

2024-25 Operating Budget Performance as of April 30, 2025

Submitted by Lea Smith, Director of Membership & Administration

Budget performance to date is nearly all good news! Even though we are operating with an approved deficit budget of (\$11,000), we anticipate we may end the year with a small surplus if there are no unexpected problems between now and July 31.

2024-25 OPERATING INCOME

Pledge payments are coming in strong. Moreover, non-pledge gifts will exceed the budget by over \$10,000 due to a few large unexpected gifts. Thank you for your generosity!

The Goods & Services Auction raised over \$13,356, exceeding its goal of \$10,000. This helped cover the income that was not raised through a planned Costa Rica trip fundraiser that has been postponed until next year. Thank you to Rev. Michael Leuchtenberger and Lorraine Ellis for leading this auction success.

2024-25 OPERATING EXPENSES

We expect to be under budget in staff salaries, mostly due to repeated vacancies in our Sexton position, and then a reduction in hours for this position. We are thankful to all the staff and volunteers who filled in during the repeated vacancies in this position.

PROJECTION FOR THE END OF FISCAL YEAR 2024-25

Unless something unexpected happens, we are likely to end the year with a surplus. In that case, we would not take the planned withdrawal of \$11,000 from the Operating Reserve Fund, which would leave more in the Operating Reserve Fund for future years.

Due to a tight publishing deadline, the Budget Performance report is preliminary and subject to minor updates.

Note: Printed versions of the Budget Performance report on pages 27 to 30 lack color, which makes them harder to read. A full color version is available on the church website (www.concorduu.org).

Unitarian Universalist Church of Concord

UU Church of Concord Budget Performance			Year-to-date				Annual Budgets		
2023-24 compared to 2024-25			LAST YEAR Actual Aug 2023 - Apr 2024	THIS YEAR Actual Aug 2024 - Apr 2025	THIS YEAR Budget Aug 2024 - Apr 2025	THIS YEAR Variance from Budget to date Favorable/ (Unfavorable)	LAST YEAR 2023-24 Annual Budget	THIS YEAR 2024-25 Annual Budget	
Green = substantial favorable variance from budget									
Yellow = item of interest; neither favorable or unfavorable									
Red = substantial unfavorable variance from budget									
Ordinary Income/Expense									
Income									
40000 · Donations									
		40005 · Pledge - current year	\$ 202,607.43	\$ 214,876.17	\$ 224,149.50	\$ (9,273.33)	\$ 290,557.00	\$ 298,866.00	appear to be falling behind in pledges due to large donors who pay late but will catch up by the end of year
		40010 · Pledge-previous year	\$ 12,578.70	\$ 13,484.33	\$ 5,000.00	\$ 8,484.33	\$ 5,000.00	\$ 5,000.00	
		Total 40001 · Pledge	\$ 215,186.13	\$ 228,360.50	\$ 229,149.50	\$ (789.00)	\$ 295,557.00	\$ 303,866.00	
40101 · Operating Gifts									
		40105 · Operating and holiday gifts	\$ 12,635.33	\$ 21,213.72	\$ 9,000.00	\$ 12,213.72	\$ 5,500.00	\$ 10,500.00	
		40110 · Donations - Taize	\$ 465.35	\$ 476.64	\$ 560.00	\$ (83.36)	\$ 550.00	\$ 560.00	
		40115 · Outreach Offerings	\$ 5,908.78	\$ 5,927.39	\$ 5,360.00	\$ 567.39	\$ 5,400.00	\$ 6,030.00	
		40120 · Targeted Appeal	\$ 5,231.15	\$ 3,661.15	\$ 5,000.00	\$ (1,338.85)	\$ 4,500.00	\$ 5,000.00	
		40125 · Pledge Match & Incentives	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		40130 · Earth Centered Spirit Donations	\$ 346.91	\$ 276.44	\$ -	\$ 276.44	\$ -	\$ -	
		Total 40101 · Operating Gifts	\$ 24,587.52	\$ 31,555.34	\$ 19,920.00	\$ 11,635.34	\$ 15,950.00	\$ 22,090.00	
Total 40000 · Donations			\$ 239,773.65	\$ 259,915.84	\$ 249,069.50	\$ 10,846.34	\$ 311,507.00	\$ 325,956.00	
		40205 · Contemplative Practices Income	\$ 4,158.19	\$ 3,599.55	\$ 2,200.00	\$ 1,399.55	\$ 3,000.00	\$ 2,200.00	
		40210 · Education fees	\$ 10.00	\$ 1,410.00	\$ -	\$ 1,410.00	\$ -	\$ -	Beyond the Binary gross income; net will be donated
		40215 · Fellowship/Social Income	\$ 3,757.85	\$ 3,206.25	\$ 3,300.00	\$ (93.75)	\$ 2,500.00	\$ 4,200.00	
		40220 · Youth Learning & Service Income	\$ 13,434.73	\$ 146.00	\$ 2,000.00	\$ (1,854.00)	\$ 2,000.00	\$ 2,000.00	
		40300 · Fundraisers	\$ 5,163.19	\$ 13,041.37	\$ 18,550.00	\$ (5,508.63)	\$ 17,100.00	\$ 24,750.00	no Costa Rica fundraiser, but Auction exceed its goal
		40320 · Merchandise Income	\$ 98.00	\$ 66.00	\$ 300.00	\$ (234.00)	\$ 500.00	\$ 300.00	
		40325 · Miscellaneous	\$ 57.00	\$ 487.05	\$ -	\$ 487.05	\$ -	\$ -	
		40327 · Solar Energy Credits	\$ 1,473.75	\$ 957.00	\$ 750.00	\$ 207.00	\$ 1,100.00	\$ 1,100.00	
40400 · Rentals									
		40405 · Building Rentals	\$ 23,675.05	\$ 23,312.78	\$ 22,110.75	\$ 1,202.03	\$ 29,071.00	\$ 29,481.00	
		40410 · Parking Lot Rentals	\$ 14,040.00	\$ 14,040.00	\$ 14,040.00	\$ -	\$ 18,720.00	\$ 18,720.00	
		Total 40400 · Rentals	\$ 37,715.05	\$ 37,352.78	\$ 36,150.75	\$ 1,202.03	\$ 47,791.00	\$ 48,201.00	
40600 · Trusts - External									
		40605 · Couch Trust	\$ 9,168.14	\$ 10,781.82	\$ 12,123.75	\$ (1,341.93)	\$ 12,194.00	\$ 16,165.00	
		40610 · Downing Trust	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 2,000.00	\$ 2,000.00	
		40615 · Fernald Trust	\$ 4,527.09	\$ 5,174.58	\$ 4,527.00	\$ 647.58	\$ 2,898.00	\$ 4,527.00	
		40620 · Lilo Masters Trust	\$ 2,504.59	\$ 2,550.53	\$ 2,504.00	\$ 46.53	\$ 2,521.00	\$ 2,504.00	
		Total 40600 · Trusts - External	\$ 18,199.82	\$ 20,506.93	\$ 21,154.75	\$ (647.82)	\$ 19,613.00	\$ 25,196.00	
		40805 · Afghan Relief Fund Income	\$ 11,861.25	\$ -	\$ -	\$ -	\$ -	\$ -	deposited to designated fund
		40820 · Discrete Minister Fund Income	\$ -	\$ 4,000.00	\$ -	\$ 4,000.00	\$ -	\$ -	deposited to designated fund
		40824 · Memorial Gift Fd Income	\$ 550.00	\$ 750.00	\$ -	\$ 750.00	\$ -	\$ -	deposited to designated fund
		40828 · Pastoral Support Fd Income	\$ 2,410.00	\$ 1,180.64	\$ -	\$ 1,180.64	\$ -	\$ -	deposited to designated fund
		40830 · Miscellaneous Designated Income	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	deposited to designated fund
		40840 · Youth Group Designated Income	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	deposited to designated fund
		40848 · Memorial Garden Op Income	\$ 665.00	\$ 600.00	\$ -	\$ 600.00	\$ -	\$ -	deposited to designated fund
		40852 · Refugee Sponsorship Fund Income	\$ -	\$ 3,568.52	\$ -	\$ 3,568.52	\$ -	\$ -	deposited to designated fund
		Total Income	\$ 340,977.48	\$ 350,787.93	\$ 333,475.00	\$ 17,312.93	\$ 405,111.00	\$ 433,903.00	undesignated incomes exceeds budget by over \$7000 year to date
Transfer from Investments or Designated Funds						\$ -			
		40505 · Budgeted Investment Draw	\$ 34,333.74	\$ 50,175.00	\$ 50,174.85	\$ 0.15	\$ 68,668.00	\$ 66,899.80	
		40525 · Unitarian Benevolent Draw	\$ 2,989.96	\$ 3,408.00	\$ 3,408.00	\$ -	\$ 2,990.00	\$ 3,408.00	
		TBD · Reynolds Refugee Fund Draw	\$ -	\$ -	\$ 800.00	\$ (800.00)	\$ -	\$ 800.00	

Unitarian Universalist Church of Concord

UU Church of Concord Budget Performance				Year-to-date				Annual Budgets		
2023-24 compared to 2024-25				LAST YEAR Actual Aug 2023 - Apr 2024	THIS YEAR Actual Aug 2024 - Apr 2025	THIS YEAR Budget Aug 2024 - Apr 2025	THIS YEAR Variance from Budget to date Favorable/ (Unfavorable)	LAST YEAR 2023-24 Annual Budget	THIS YEAR 2024-25 Annual Budget	
			TBD · Operating Reserve Fund Draw	\$ -	\$ -	\$ -	\$ -	\$ 9,000.00	\$ 11,000.00	ORF draw for 2024-25 was \$3000. ORF draw for 2025-26 expected to be \$0 due to extra income and lower expenses
			TBD · Refugee Outreach Fund	\$ -	\$ 838.00	\$ 1,700.00	\$ (862.00)	\$ -	\$ 1,700.00	
			Total 40500 · Investment Draws	\$ 37,323.70	\$ 54,421.00	\$ 56,082.85	\$ (1,661.85)	\$ 80,658.00	\$ 83,807.80	
			Total Operating Income and Transfers	\$ 378,301.18	\$ 405,208.93	\$ 389,557.85	\$ 15,651.08	\$ 485,769.00	\$ 517,710.80	
			Expense							
			50001 · 11-Salary	\$ 195,143.01	\$ 200,967.50	\$ 208,946.16	\$ 7,978.66	\$ 262,465.00	\$ 274,972.00	wages to date lower than budget mostly due to staff transitions/temporary vacancies; some Sexton wages reallocated to snow removal
			50101 · 12-Benefits							
			50105 · Employer Payroll Expenses	\$ 14,870.39	\$ 14,644.52	\$ 15,776.46	\$ 1,131.94	\$ 20,079.00	\$ 21,035.00	high due to rate increases and staff change
			50110 · Health Insurance	\$ 32,980.19	\$ 28,009.14	\$ 27,539.01	\$ (470.13)	\$ 30,014.00	\$ 36,719.00	
			50115 · Life/Disability/Dent Insurance	\$ 2,820.30	\$ 2,543.18	\$ 2,551.14	\$ 7.96	\$ 3,335.00	\$ 3,401.00	
			50120 · Retirement	\$ 15,386.12	\$ 16,331.47	\$ 16,564.95	\$ 233.48	\$ 21,821.00	\$ 22,087.00	
			50125 · Employee Bonus	\$ 749.69	\$ 1,001.62	\$ 1,000.00	\$ (1.62)	\$ 800.00	\$ 1,000.00	
			Total 50101 · 12-Benefits	\$ 66,806.69	\$ 62,529.93	\$ 63,431.56	\$ 901.63	\$ 76,049.00	\$ 84,242.00	
			50201 · 13-Office							
			50205 · advertising & graphic design	\$ 450.82	\$ 1,615.33	\$ 1,199.97	\$ (415.36)	\$ 200.00	\$ 1,600.00	all churches experiencing rate increases (and many being cancelled)
			50210 · credit card/ACH fees	\$ 1,818.73	\$ 2,355.78	\$ 1,725.03	\$ (630.75)	\$ 2,100.00	\$ 2,300.00	
			50215 · liability insurance	\$ 7,620.00	\$ 6,579.25	\$ 5,452.50	\$ (1,126.75)	\$ 5,830.00	\$ 7,270.00	
			50220 · office equipment	\$ 3,098.29	\$ 3,287.64	\$ 2,625.03	\$ (662.61)	\$ 3,600.00	\$ 3,500.00	
			50225 · office supply	\$ 656.37	\$ 1,671.37	\$ 1,106.28	\$ (565.09)	\$ 1,500.00	\$ 1,475.00	
			50227 · Operations Leadership Team	\$ 16.97	\$ -	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	
			50230 · Payroll Service	\$ 3,076.35	\$ 2,814.64	\$ 2,264.22	\$ (550.42)	\$ 3,400.00	\$ 3,019.00	
			50235 · postage	\$ 387.68	\$ 244.60	\$ 375.03	\$ 130.43	\$ 500.00	\$ 500.00	
			50240 · property tax	\$ 46.87	\$ 45.09	\$ 45.00	\$ (0.09)	\$ 75.00	\$ 90.00	
			50243 · prof development - Office Admin	\$ 75.00	\$ -	\$ 600.00	\$ 600.00	\$ 500.00	\$ 2,000.00	
			50245 · professional development - DMA	\$ 344.98	\$ 100.00	\$ 600.00	\$ 500.00	\$ 1,000.00	\$ 2,000.00	
			50250 · telephone & internet	\$ 1,424.61	\$ 1,630.31	\$ 1,611.00	\$ (19.31)	\$ 2,100.00	\$ 2,148.00	
			50255 · volunteer recognition	\$ 1,171.15	\$ -	\$ -	\$ -	\$ 150.00	\$ 150.00	
			50260 · workers' comp	\$ 2,857.00	\$ 1,610.00	\$ 2,175.00	\$ 565.00	\$ 2,620.00	\$ 2,900.00	
			Total 50201 · 13-Office	\$ 23,044.82	\$ 21,954.01	\$ 20,029.06	\$ (1,924.95)	\$ 23,825.00	\$ 29,202.00	
			50301 · 14-Ministry							
			50305 · Pastoral Support	\$ 2,626.69	\$ 5,091.00	\$ -	\$ (5,091.00)	\$ -	\$ -	assistance for people in need paid from Pastoral Support Fund; high demand
			50310 · Minister Professional	\$ 9,315.37	\$ 8,183.76	\$ 7,547.31	\$ (636.45)	\$ 9,751.00	\$ 10,063.00	
			Total 50301 · 14-Ministry	\$ 11,942.06	\$ 13,274.76	\$ 7,547.31	\$ (5,727.45)	\$ 9,751.00	\$ 10,063.00	
			50401 · 15-Lifespan Faith Dev. (RE)							
			50405 · Adult LFD	\$ -	\$ 325.00	\$ 500.00	\$ 175.00	\$ 600.00	\$ 500.00	
			50410 · child safety policy	\$ 74.50	\$ 142.59	\$ 125.00	\$ (17.59)	\$ 75.00	\$ 125.00	
			50411 · Contemplative Practices	\$ 310.50	\$ 641.26	\$ 500.00	\$ (141.26)	\$ 400.00	\$ 500.00	
			50412 · Covenant Groups/Small Grp Minis	\$ 155.00	\$ 160.00	\$ 210.00	\$ 50.00	\$ 310.00	\$ 210.00	
			50415 · Family Ministry	\$ 635.56	\$ 814.82	\$ 749.98	\$ (64.84)	\$ 1,000.00	\$ 1,000.00	
			50418 · Library	\$ 245.20	\$ 81.12	\$ 187.47	\$ 106.35	\$ 250.00	\$ 250.00	
			50420 · LFE professional	\$ 3,836.61	\$ 65.00	\$ 200.00	\$ 135.00	\$ 4,236.00	\$ 200.00	
			50425 · OWL	\$ -	\$ -	\$ -	\$ -	\$ 600.00	\$ -	
			50432 · equipment-LFD and classrooms	\$ -	\$ 567.95	\$ -	\$ (567.95)	\$ -	\$ -	
			50435 · supplies	\$ 405.74	\$ 687.64	\$ 700.00	\$ 12.36	\$ 800.00	\$ 800.00	
			50440 · training - teachers	\$ -	\$ -	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	
			50550 · Youth GA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 600.00	
			50555 · Youth Group	\$ -	\$ 84.21	\$ 800.00	\$ 715.79	\$ 1,000.00	\$ 1,000.00	
			50560 · Youth Service & Learning Trip	\$ 13,747.02	\$ -	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	no trip this year

Unitarian Universalist Church of Concord

UU Church of Concord Budget Performance 2023-24 compared to 2024-25			Year-to-date				Annual Budgets		
			LAST YEAR Actual Aug 2023 - Apr 2024	THIS YEAR Actual Aug 2024 - Apr 2025	THIS YEAR Budget Aug 2024 - Apr 2025	THIS YEAR Variance from Budget to date Favorable/ (Unfavorable)	LAST YEAR 2023-24 Annual Budget	THIS YEAR 2024-25 Annual Budget	
		Total 50401 · 15-Lifespan Faith Dev. (RE)	\$ 19,410.13	\$ 3,569.59	\$ 6,272.45	\$ 2,702.86	\$ 11,571.00	\$ 7,485.00	
		50601 · 16-Building & Grounds							
		50603 · audiovisual	\$ 10,415.24	\$ 4,431.51	\$ 6,000.00	\$ 1,568.49	\$ 3,000.00	\$ 6,000.00	
		50605 · electricity	\$ 1,486.85	\$ 1,590.46	\$ 1,556.27	\$ (34.19)	\$ 2,000.00	\$ 2,075.00	
		50610 · equipment-b&g	\$ 115.40	\$ 3,149.92	\$ 1,300.00	\$ (1,849.92)	\$ 2,000.00	\$ 1,500.00	new chairs and tables for Fellowship Hall, and basement shelves
		50615 · Building Committee	\$ 666.40	\$ 914.91	\$ 3,000.00	\$ 2,085.09	\$ 2,000.00	\$ 4,000.00	
		50620 · Grounds Committee	\$ 388.00	\$ 67.78	\$ 500.00	\$ 432.22	\$ 1,000.00	\$ 1,000.00	
		50625 · Special Projects	\$ 486.61	\$ 62.78	\$ 900.00	\$ 837.22	\$ 900.00	\$ 1,000.00	
		50630 · Maintenance & Repairs	\$ 8,072.77	\$ 10,652.75	\$ 11,050.00	\$ 397.25	\$ 13,400.00	\$ 13,475.00	
		50675 · natural gas (heat)	\$ 6,983.35	\$ 8,552.06	\$ 8,200.00	\$ (352.06)	\$ 11,000.00	\$ 9,400.00	
		50680 · snow plowing	\$ 6,000.00	\$ 8,500.00	\$ 6,800.00	\$ (1,700.00)	\$ 7,300.00	\$ 6,800.00	added shoveling to plow contract because we could not find staff to be on call 24/7; staff hours reduced accordingly
		50685 · supply-b&g	\$ 3,192.74	\$ 2,874.18	\$ 2,999.98	\$ 125.80	\$ 4,000.00	\$ 4,000.00	
		50690 · Trash disposal & recycling	\$ 1,015.75	\$ 1,619.24	\$ 2,112.03	\$ 492.79	\$ 1,700.00	\$ 2,816.00	
		50692 · water / sewer	\$ 720.10	\$ 814.94	\$ 1,089.00	\$ 274.06	\$ 1,520.00	\$ 1,450.00	
		50693 · professional development Sexton	\$ 16.89	\$ -	\$ -	\$ -	\$ 1,250.00	\$ -	
		50694 · Accessibility Fund expense	\$ 575.00	\$ 1,323.99	\$ -	\$ (1,323.99)	\$ -	\$ -	paid from designated funds
		50696 · Memorial Garden Fd expense	\$ 600.00	\$ -	\$ -	\$ -	\$ -	\$ -	paid from designated funds
		50698 · Memorial Gift Expenses	\$ 1,027.33	\$ 740.00	\$ -	\$ (740.00)	\$ -	\$ -	paid from designated funds
		50699 · Discrete Min Exp - properties	\$ 935.25	\$ 3,517.57	\$ -	\$ (3,517.57)	\$ -	\$ -	paid from designated funds
		Total 50601 · 16-Building & Grounds	\$ 42,697.68	\$ 48,812.09	\$ 45,507.28	\$ (3,304.81)	\$ 51,070.00	\$ 53,516.00	
		50701 · 17 - Interfaith & Denomination							
		50705 · GCIC and Council of Churches	\$ 175.00	\$ 675.00	\$ 800.00	\$ 125.00	\$ 700.00	\$ 800.00	
		50710 · UUA Fair Share	\$ -	\$ 15,158.50	\$ -	\$ (15,158.50)	\$ 27,560.00	\$ 30,317.00	paid half of UUA dues earlier than planned because cash flow was strong
		Total 50701 · 17 - Interfaith & Denomination	\$ 175.00	\$ 15,833.50	\$ 800.00	\$ (15,033.50)	\$ 28,260.00	\$ 31,117.00	
		50801 · 18 - Music & Worship							
		50815 · conferences, dues	\$ 135.00	\$ 19.75	\$ 100.00	\$ 80.25	\$ 400.00	\$ 100.00	
		50820 · guest musicians	\$ -	\$ -	\$ 250.00	\$ 250.00	\$ 500.00	\$ 250.00	
		50825 · guest pulpit	\$ 300.00	\$ 450.00	\$ 350.00	\$ (100.00)	\$ 350.00	\$ 350.00	
		50830 · instrument maintenance	\$ 165.00	\$ 490.00	\$ 420.00	\$ (70.00)	\$ 420.00	\$ 420.00	
		50845 · sheet music & licenses	\$ 1,431.25	\$ 3,187.24	\$ 1,500.00	\$ (1,687.24)	\$ 1,000.00	\$ 1,500.00	
		50850 · summer accompanists	\$ 600.00	\$ -	\$ -	\$ -	\$ 1,200.00	\$ -	moved to Accompanist salary line
		50855 · supplies & sanctuary	\$ 2,962.81	\$ 1,509.65	\$ 700.00	\$ (809.65)	\$ 700.00	\$ 700.00	
		50860 · Taize expenses	\$ 327.79	\$ -	\$ -	\$ -	\$ 300.00	\$ -	combined with sheet music & licenses
		50862 · Earth Centered Spirituality Gr	\$ 132.60	\$ 60.88	\$ 900.00	\$ 839.12	\$ -	\$ 900.00	
		Total 50801 · 18 - Music & Worship	\$ 6,054.45	\$ 5,717.52	\$ 4,220.00	\$ (1,497.52)	\$ 4,870.00	\$ 4,220.00	
		50901 · 19 - Board of Trustees	\$ -	\$ -	\$ 400.00	\$ 400.00	\$ 400.00	\$ 1,800.00	
		51001 · 20 - Outreach							
		51005 · Social Justice or Comm Service	\$ -	\$ 125.00	\$ 200.00	\$ 75.00	\$ -	\$ 200.00	
		51010 · Friends of Refugees	\$ 1,323.35	\$ 1,412.88	\$ 1,874.97	\$ 462.09	\$ 3,200.00	\$ 2,500.00	
		51015 · Homelessness	\$ 1,897.71	\$ 2,313.25	\$ 2,500.00	\$ 186.75	\$ 2,500.00	\$ 2,500.00	
		51020 · UU Action NH	\$ -	\$ 1,355.00	\$ 1,084.00	\$ (271.00)	\$ 1,072.00	\$ 1,084.00	
		51023 · Green Sanctuary	\$ -	\$ 103.75	\$ 150.00	\$ -	\$ -	\$ 150.00	
		51025 · Afghan Relief Fund	\$ 11,861.25	\$ -	\$ -	\$ -	\$ -	\$ -	paid from designated funds
		51028 · Refugee Sponsorship Fund	\$ -	\$ 223.27	\$ -	\$ -	\$ -	\$ -	paid from designated funds
		Total 51001 · 20 - Outreach	\$ 15,082.31	\$ 5,533.15	\$ 5,808.97	\$ 275.82	\$ 6,772.00	\$ 6,434.00	
		51101 · Fellowship							
		51103 · Social Time	\$ 483.13	\$ 195.40	\$ 400.00	\$ 204.60	\$ 400.00	\$ 400.00	
		51105 · Membership	\$ 17.99	\$ 663.84	\$ 600.00	\$ (63.84)	\$ 800.00	\$ 600.00	
		51107 · Community Lunch & Picnics	\$ 1,308.37	\$ 576.33	\$ 925.00	\$ 348.67	\$ 1,700.00	\$ 1,500.00	
		51108 · Holiday or Special Events	\$ 2,387.96	\$ 605.65	\$ 1,900.00	\$ 1,294.35	\$ 300.00	\$ 1,900.00	offset by designated income
		51109 · Discrete Minister Fund - Social	\$ 498.46	\$ 1,434.11	\$ -	\$ (1,434.11)	\$ -	\$ -	paid from designated funds

Unitarian Universalist Church of Concord

UU Church of Concord Budget Performance 2023-24 compared to 2024-25				Year-to-date				Annual Budgets		
				LAST YEAR Actual Aug 2023 - Apr 2024	THIS YEAR Actual Aug 2024 - Apr 2025	THIS YEAR Budget Aug 2024 - Apr 2025	THIS YEAR Variance from Budget to date Favorable/ (Unfavorable)	LAST YEAR 2023-24 Annual Budget	THIS YEAR 2024-25 Annual Budget	
			Total 51101 · Fellowship	\$ 4,695.91	\$ 3,475.33	\$ 3,825.00	\$ 349.67	\$ 3,200.00	\$ 4,400.00	
			52071 · Healing & Helping							
			52072 · Pastoral Care	\$ -	\$ 113.30	\$ -	\$ (113.30)	\$ 100.00	\$ 100.00	
			52075 · Caring Network	\$ -	\$ -	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	
			52077 · Conflict Resolution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
			Total 52071 · Healing & Helping	\$ -	\$ 113.30	\$ 250.00	\$ 136.70	\$ 350.00	\$ 350.00	
			52081 · Stewardship & Fundraising							
			52084 · Fundraisers expense	\$ 609.19	\$ 342.48	\$ -	\$ (342.48)	\$ 3,000.00	\$ 2,700.00	
			52085 · Stewardship	\$ 149.60	\$ 146.00	\$ 600.00	\$ 454.00	\$ 600.00	\$ 600.00	
			52087 · Merchandise sales	\$ -	\$ -	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	
			Total 52081 · Stewardship & Fundraising	\$ 758.79	\$ 488.48	\$ 1,200.00	\$ 711.52	\$ 4,200.00	\$ 3,900.00	
			Total Expense	\$ 385,810.85	\$ 382,269.16	\$ 368,237.79	\$ (14,031.37)	\$ 482,783.00	\$ 511,701.00	
			Net Operating Income (including transfers)	\$ (7,509.67)	\$ 22,939.77	\$ 21,320.06	\$ (1,619.71)	\$ 2,986.00	\$ 6,009.80	net income for 2025-26 does not include \$2,000 to be transferred to Sabbatical Fund, \$1,000 to be transferred to Audit Fund, and \$3000 to be transferred to Intern Minister Fund

2024-25 Capital Budget Status Report as of April 30, 2025

A	B	C	D	E
Capital Budget status report as of 4/30/2025		Actual through 4/30/2025	Budget	Comments
1	tech deck computer	\$2,615	\$3,000	\$3000 was authorized from operating funds. Project completed under budget. Posted to Furniture and Equipment on the Balance Sheet
2	induction range and oven	\$18,774	\$20,783	\$20,783 authorized from Capital Reserve Fund. Quote now appears to be \$40,000 to \$45,000. Over \$10,000 was raised in designated gifts, and the Board authorized the remainder, up to \$45,000, to be paid from investment funds. \$18,774 spent so far for purchases and deposits on equipment and some electrical work.
3	insulated and accessible east entrance remodel	\$0	\$10,000	\$10,000 was to be raised through designated fundraising. However, the fundraising effort planned for this was instead directed to the stove project. The entrance project has been postponed to a future year.
4	improve insulation	\$0	\$5,000	\$5000 authorized from Capital Reserve Fund. The Building Maintenance Committee decided not to proceed this year so this \$5,000 will remain in the Capital Reserve Fund.
5	geothermal design	\$0	\$0	An engineer offered to do the design pro bono but we kept it as a line item to show it's being done. It appears the cost of a geothermal system will exceed \$1,000,000. So the geothermal team is redirecting its efforts to other ways to improve the building's energy efficiency.

Report on the Investment Funds

By Jack Wakelin, Custodian of Investments, and Rob Fleischman, Investments Committee Chair

The balance of our original investment was \$1,562,259 on April 30th, 2024, and was \$1,649,144 on April 30th, 2025. This is a gain of \$86,885 (6%) for our Schwab Investment Account in the year ending on April 30th.

In compliance with a change in state law, earlier this calendar year the values of our two Restricted Funds were adjusted upward to reflect the gain of our Investment Fund for calendar year 2024. The Memorial Garden Fund (\$35,450 on Dec. 31, 2024) increased by \$2,800 to its current value of \$38,250. The Reynolds Refugee Fund (\$25,000 on Dec. 31, 2024) increased by \$1,975 to its current value of \$26,975. These restricted funds will continue to be adjusted annually based on the percentage gained (or lost) by the Investment fund each year. The adjustments are noted on the church Balance Sheet at lines 13020, 13025 and 13001.

The Schwab UBA Account value was \$177,785 on April 30th, 2024, and was \$185,483 on April 30th 2025. This is an increase of \$7,698 (2%) over the year after the following distributions were made.

According to the Letter of Agreement between the church and the UBA, six distributions were made during CY 2024. They were: \$3408 to the church, \$500 to Family Promise, \$500 to Friends of Forgotten Children, \$800 for the Reproductive Freedom Fund of NH, \$800 to the Teen Christmas Fund at Concord Human Services, and \$808 for the Equality Health Center. The distribution to the church will be used to support church outreach programs.

The economic outlook at this point for the coming year is uncertain. April 2025 was a turbulent month as noted by the April 30th balances of our two funds shown above. Possibly by the Annual Meeting the markets may be more stable and the outlook clearer. Inspection of the main roof is anticipated shortly so a major expense for repairs/replacement of the roof is possible in FY 26-27 Capital Budget.

Along with Focus Partners Wealth, our professional managers, we recently shifted some of our investments into some lower fee and better performing options. Thankfully, the investment landscape continues to improve and choices that are well-aligned with our church's mission are more plentiful than in years past.

After 15+ years of being a part, and for many years, the chair of the Investment Committee, it is time for Rob Fleischman to step aside for other church members to gain experience. Rob is grateful for the wonderful positive changes the committee has made in our investment portfolio and all the interactions he has had with members over this time.

Of course, if you have a passion for finance and investing and would like to know more about our Investments, the Investment Committee or potentially how to get involved, please reach out to Rob Fleischman who still heads our committee until Annual Meeting 2025.

**Investments Rollforward
August 2024 to April 2025**

	Aug 2024	Sept 2024	Oct 2024	Nov	Dec	Jan 2025	Feb	Mar	Apr	Year-to Date TOTAL
The Colony Group										
1. Unitarian Universalist Church (Acct 2317):										
Cash Transactions -										
Money Market funds (Schwab) beginning balance	66,238.84	48,958.36	53,574.98	53,261.16	55,473.67	48,794.16	11,818.78	10,801.20	17,173.69	66,238.84
Cash value of purchases & sales					(12,853.13)	(40,000.00)	(152.52)	40,152.52		(12,853.13)
Deposits	250.00	300.00				500.00				1,050.00
Quarterly draw on investments	(16,725.00)				(16,725.00)			(16,725.00)		(50,175.00)
Special withdrawals								(20,783.00)		(20,783.00)
Dividends & interest	2,252.76	4,316.62	2,908.43	2,212.51	22,898.62	2,524.62	2,265.99	3,727.97	2,899.05	46,006.57
Fees & charges	(3,058.24)	-	(3,222.25)				(3,131.05)		(3,075.22)	(12,486.76)
Money Market funds (Schwab) ending balance	48,958.36	53,574.98	53,261.16	55,473.67	48,794.16	11,818.78	10,801.20	17,173.69	16,997.52	16,997.52
Investment Transactions -Unrestricted										
Investments (Schwab) beginning balance	1,550,903.53	1,578,272.07	1,604,509.95	1,569,948.52	1,608,137.75	1,555,873.48	1,624,154.50	1,628,128.67	1,557,718.39	1,550,903.53
Investments purchased/sold		-		-	12,853.13	40,000.00	152.52	(40,152.52)	-	12,853.13
Income reinvested	-		-		(12,853.13)	-	(152.52)			(13,005.65)
Annual allocation of investment activity					(4,775.05)					(4,775.05)
Change in value of investments	27,368.54	26,237.88	(34,561.43)	38,189.23	(47,489.22)	28,281.02	3,974.17	(30,257.76)	9,203.27	20,945.70
Investments (Schwab) ending balance	1,578,272.07	1,604,509.95	1,569,948.52	1,608,137.75	1,555,873.48	1,624,154.50	1,628,128.67	1,557,718.39	1,566,921.66	1,566,921.66
Memorial Garden:										
Investments (Schwab) beginning balance (Mar 2024)	35,449.53	35,449.53	35,449.53	35,449.53	35,449.53	38,249.77	38,249.77	38,249.77	38,249.77	35,449.53
Deposits & withdrawals										-
Annual allocation of investment activity					2,800.24					2,800.24
Subtotal Memorial Garden ending balance:	35,449.53	35,449.53	35,449.53	35,449.53	38,249.77	38,249.77	38,249.77	38,249.77	38,249.77	38,249.77
Reynolds Refugee Fund:										
Investments beginning balance	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	26,974.81	26,974.81	26,974.81	26,974.81	25,000.00
Deposits & withdrawals										-
Annual allocation of investment activity					1,974.81					1,974.81
Subtotal Reynolds ending balance:	25,000.00	25,000.00	25,000.00	25,000.00	26,974.81	26,974.81	26,974.81	26,974.81	26,974.81	26,974.81
Investments ending balance:	1,638,721.60	1,664,959.48	1,630,398.05	1,668,587.28	1,621,098.06	1,689,379.08	1,693,353.25	1,622,942.97	1,632,146.24	1,632,146.24
Subtotal Unitarian Universalist Church	1,687,679.96	1,718,534.46	1,683,659.21	1,724,060.95	1,669,892.22	1,701,197.86	1,704,154.45	1,640,116.66	1,649,143.76	1,649,143.76
2. Unitarian Benevolent Assoc (Acct 6276):										
Cash Transactions -										
Money Market funds (Schwab) beginning balance	4,451.82	11,344.65	8,152.13	4,537.67	2,602.31	3,928.32	3,226.66	3,033.30	3,200.73	4,451.82
Cash value of purchases & sales	7,102.97		(3,403.32)		(825.30)					2,874.35
Annual draw on investments										-
Grant disbursements		(3,341.00)		(2,108.00)	(500.00)	(800.00)				(6,749.00)
Dividends & interest	141.79	148.48	157.77	172.64	2,651.31	98.34	170.40	167.43	174.33	3,882.49
Fees & charges	(351.93)		(368.91)				(363.76)		(351.33)	(1,435.93)
Money Market funds (Schwab) ending balance	11,344.65	8,152.13	4,537.67	2,602.31	3,928.32	3,226.66	3,033.30	3,200.73	3,023.73	3,023.73
Investment Transactions -										
Investments (Schwab) beginning balance	189,375.04	184,496.82	188,597.28	188,949.29	199,212.60	190,077.17	194,747.57	192,004.89	184,177.33	189,375.04
Investments purchased/sold	(7,102.97)	-	3,403.32	-	825.30	-	-	-	-	(2,874.35)
Income reinvested					(825.30)					(825.30)

**Investments Rollforward
August 2024 to April 2025**

	Aug 2024	Sept 2024	Oct 2024	Nov	Dec	Jan 2025	Feb	Mar	Apr	Year-to Date TOTAL
Change in value of investments	2,224.75	4,100.46	(3,051.31)	10,263.31	(9,135.43)	4,670.40	(2,742.68)	(7,827.56)	(1,717.60)	(3,215.66)
Investments (Schwab) ending balance	184,496.82	188,597.28	188,949.29	199,212.60	190,077.17	194,747.57	192,004.89	184,177.33	182,459.73	182,459.73
Subtotal Unitarian Benevolent Association	195,841.47	196,749.41	193,486.96	201,814.91	194,005.49	197,974.23	195,038.19	187,378.06	185,483.46	185,483.46
Total Colony Group Cash and Investments	1,883,521.43	1,915,283.87	1,877,146.17	1,925,875.86	1,863,897.71	1,899,172.09	1,899,192.64	1,827,494.72	1,834,627.22	1,834,627.22
Community Loan Fund:										
Note receivable plus reinvested interest	68,559.38	68,559.38	68,559.38	68,559.38	68,559.38	68,666.18	68,666.18	68,666.18	68,666.18	
Note for Schwab monthly entry to DES Net Assets - P&L impact excluding deposits, withdrawals & draws (recorded separately):	28,577.67	34,803.44	(38,137.70)	50,837.69	(44,753.15)	35,574.38	20.55	(34,189.92)	7,132.50	66,922.88

NOTES on Schwab:

Deposits & Special Withdrawals UU Church (Acct

8/13/2024 Comm loan Fund interest \$250

09/09/24 Comm loan fund interest \$300

1/2025 Comm loand fund interest \$500 (to Jack on

03/24/25 Stove project trans to eastern

Thank you to Karen Mayo and Cathy Menard for preparing this report.

Deposits & Special Withdrawals UBF (Acct 6276):

09/12/24 schwab ck # 157 \$3341 ubf donation to

11/18/24 ch #158 \$500

\$800 ch #161

\$808 ch # 163

Membership Report

by Lea Smith, Director of Membership and Administration

As of April 30, 2025, our church had 287 members; this is a net increase of 14 members since our last report of 273 in April 2024.

There was an extraordinary increase in newcomers since November 2024: about three times as many newcomers as prior years in the same time period! Many of these quickly become members right away, and many more are expected to join next year. Since Nov. 10, 2024, attendance has averaged around 160 people, with about 25% attending online. The last year that attendance averaged around 160 was 2010-11. The desire to connect in love, justice, and equity is palpable. More children are attending too!

Welcome to twenty-one new members who signed the membership book following their participation in Exploring Membership sessions in December 2024 or April 2025:

Deb Campelia, Lila Cate, Joe Cicirelli. Sarah Colombo, Star Dargin, Chelsea Drzymala, Karen Juall, Beeler Lile-Sexton, Jonathan Lile-Sexton, Shelley Moffatt, Chris O'Connor, Mary Ober, George Okuk, Teresa Okuk, Ann Parke, Bill Parke, Beverly Pietlicki, Cynthia Riley, Krista Robichaud, Nancy Wills, Rob Yager

We remember with love Anna Allen and Jane Lemeland, two long-time members who died in the past year (between May 2024 and April 2024.)

Five members resigned: Anne LaForce, Ray Orzechowski, Belinda Nerl, Kay Read, and Lorna Landry. Four of the five were due to moving away.

Two of our church goals are:

1. Our thriving congregation is living into a culture of belonging, centered in love, compassion, curiosity, courage, and joy.
2. Congregants give and receive care and support in times of joy, sorrow, and transition.

In keeping with these goals, it is our sincere hope that our members feel a sense of belonging, and will reach out to us when facing a difficult time. As a reminder, our bylaws require that members make a pledge and contribution every year. The process of removing members who did not pledge was paused this year. It will resume soon, but we never want to show up asking for a pledge when what a member really needs is love and support. If any member can't make a pledge or contribution, they need only contact Rev. Michael Leuchtenberger, Lea Smith, or Assistant Treasurer Lorraine Ellis to be granted a waiver (no questions asked), so we won't follow up with them on the pledge requirement.

Our Mission and Vision

Connecting in Love & Service

1. Our thriving congregation is living into a culture of belonging, centered in love, compassion, curiosity, courage, and joy.
2. Congregants give and receive care and support in times of joy, sorrow, and transition.
3. We have the facilities and a broad circle of effective leaders with resources to further our mission.

Growing Spiritually

4. Our congregation benefits from the exchange of wisdom across diverse life stages and experiences.
5. Our rich and diverse worship and religious life nurtures, challenges and inspires us to daily practice of our values, lifelong learning, and transformation.
6. We are grounded in our Unitarian Universalist faith tradition and pass those values to the next generation.

Transforming Ourselves & the World

7. We focus our outreach ministries to make a noticeable impact in the larger community.
8. We are full and active participants in the work of both the Greater Concord Faith Community and the larger Unitarian Universalist community
9. We recognize, understand, and build bridges to dismantle systems of bias, oppression, and privilege within ourselves, our congregation, our community, and the larger world.
10. We live in harmony with the Earth and act to care for the interdependent web of existence of which we are a part.

Last updated March 2025