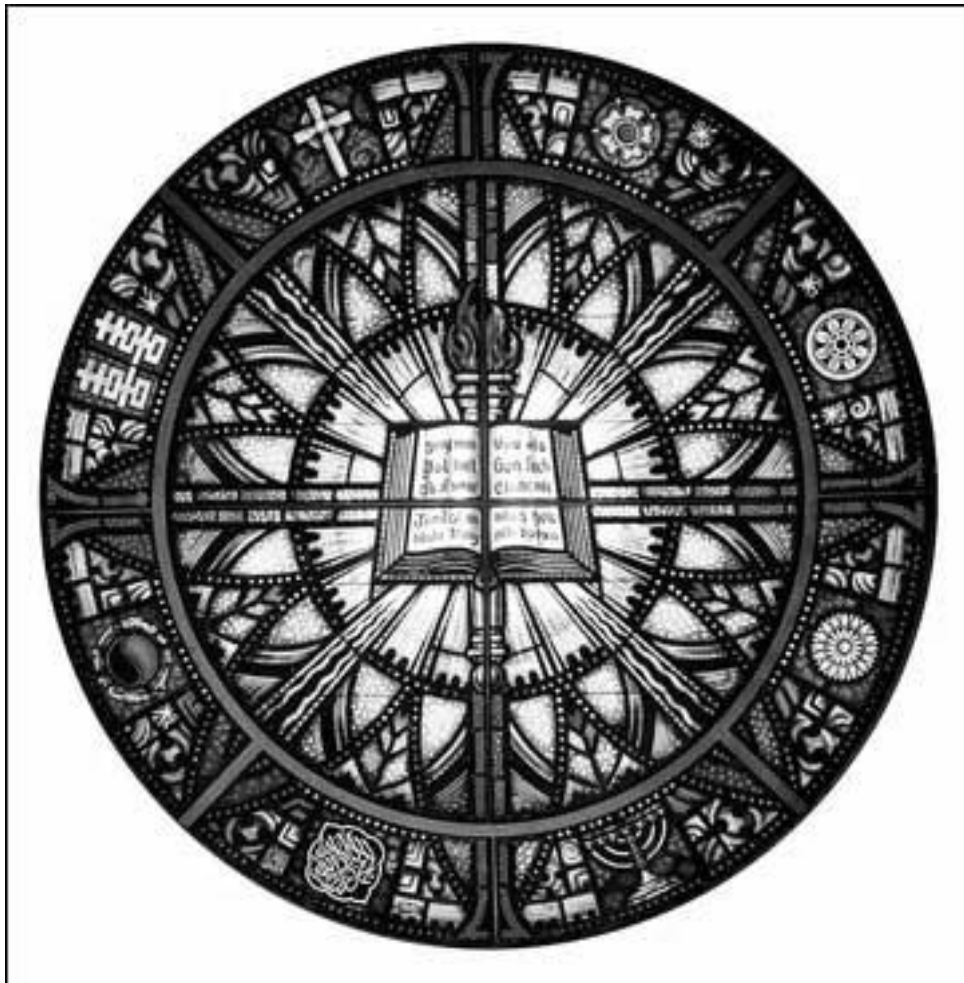


ANNUAL REPORT 2018

FIRST UNITARIAN UNIVERSALIST SOCIETY OF SYRACUSE



ANNUAL CONGREGATIONAL MEETING

JUNE 3, 2018, 12:00 NOON

First Unitarian Universalist Society of Syracuse
Annual Report 2017-2018

ANNUAL REPORT AND ANNUAL MEETING INFORMATION 2017-2018

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MEETING AGENDA – Sunday, June 3, 2018, 12:00

1. Call to Order - Chalice lighting
2. Verify quorum
3. Nomination and election of moderator
4. Approval of congregational meeting minutes from Jan. 2018
5. Receipt of annual reports for 2017–2018
6. Election of officers, board members and nominating committee members
7. Adoption of the operating budget for the 2018–2019 Fiscal Year
8. Approval of rear site improvement project
9. Closing –Extinguishing the Chalice

Annual Congregational Meeting Minutes – June 4, 2017

- The meeting was called to order at 12:10 by Felice Killian-Benigno, President with the chalice lighting.
- Quorum was certified at 43.
- Moderator: Marilyn Lyman was nominated and elected Moderator.
- Consideration of Congregational Minutes:
 - 1) Acceptance of the Minutes from June 5, 2016 were motioned and seconded.. Approved.
 - 2) Acceptance of the Minutes from Special Congregational Meeting May 7, 2016 were motioned and seconded. Approved.

Nominations for Life Members: Felice spoke of the criteria for being voted a Life Member and read a list of previous Life Members through 2016. This year the Board has nominated Cliff Mellor and Marge Mellor to become Life Members. Marge has served on almost every committee and as President. Cliff has been involved in finances and our Trust investments for many, many years, most recently chairing the Capital Campaign Committee.

Receipt of Annual Reports for 2016-2017:

- Reports were accepted as presented in the Annual Report Packet: Minister (Rev. Jennifer Hamlin-Navias) ; Lifespan Faith Development Director (Tina Lesley-Fox) ; Music Director (Sara Jo Brandt-Doelle) ; Ministerial Intern Report (Bethany Russell-Lowe); President (Felice Killian-Benigno); Vice President (Karen Bowman); Facilities Team (Jim D'Aloisio); Facilities Team Capital Campaign Report; Financial Team (Susan L. King); Capital Campaign Committee (Cliff Mellor); Community Outreach (Rick Olanoff); Community Care and Growth Ministry including Caring Team, Hospitality, Membership (Randy Kalish) including list of new members to the congregation; Worship and Music Ministry (Paul Barfoot); and Congregational Relations Committee (Valoree Suttmore). All reports were accepted adding thanks to the Minister's report for Kelley Williams and Karen Bowman for their participation in Beyond the Binary.

Nominating Committee slate was read by Peggy Flanders, Clerk for Keith Bertrand, Chair. Ballots were distributed for Election of Officers, Trustees and Nominating Committee. Written Ballots were collected and counted. Nominations were approved unanimously.

- Board of Trustees:

President: Felice Killian-Benigno (1 year) (3rd year of 3 possible)

Vice President: Sunny Aslam (1 year)

Treasurer: Jim D'Aloisio (1 year)

Clerk: Peggy Flanders (1 year) (3rd year of 5 possible)

Financial Secretary: Jim Anderegg (1 year) (3rd year of 5 possible)

Trustee: Eileen Taveniere (Trustee 2 year term, 2017-2019) replacing Sunny Aslam

Note: Trustees continuing on Board, no vote needed: Paul Barfoot and Claudia (Koran) Klaver.

- Nominating Committee:

Diane Case (replaced resignation in 2017) 2 year term 2017-2019

Dennis Killian-Benigno (3 year term 2017-2020)

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Note: Continuing on Nominating Committee, no vote needed: Keith Bertrand & Betsy Spaulding.
First Unitarian Universalist Society Constitutional Changes : Rev. Jennifer summarized the changes that were sent around by electronic mail, or U.S. mail for those members who do not have e-mail. In answer to a question, there was no forum on the changes before the meeting.

- Life Member Category change is the addition of a Lifetime Right to vote without making a financial contribution of record. The spirit of the change is having the status of Life Member be a true honor with all privileges of membership
- Active or Voting Member: Change defines what determines a voting member: Formerly signing the book and making a financial donation of record was the criteria. Criteria will add: Actively involved in regular activities of the church. In answer to a question about who makes the decision about active participation, with consultation to the UUA, that would be the Minister and the President of the Congregation. If the person is not able to be active or in cases of financial hardship, there is presently a method in the constitution to apply for a waiver of financial contribution
- The title of the Director of Religious Education will change to the Director of Lifespan Religious Education.

After a discussion, Claudia (Coran) Klaver moved and Sunny Aslam seconded to accept the changes as presented. Two thirds of the members present are needed to approve.

- MOTION was approved; No votes to abstain or oppose.

Adoption of the Operating Budget for the 2017-2018 Fiscal Year: Rev. Jennifer summarized the presentation for Susan King who could not be present due to family illness. Items of interest: Budget includes 3% raises for staff. We are not yet at Fair Share in the UUA (\$2,500 to district and UUA instead of \$5,000). Discussion centered on whether we should draw more than \$26,000 from the Endowment fund order to be fair share and balancing between using Endowment funds and regular income, including pledges, in order to be prudent. Additional fund raisers were discussed. Dennis spoke positively about investment for growth at First UU. The raise for staff was commended since compensation doesn't match the work staff do for the congregation. A MOTION was made and seconded to pass the budget as presented. VOTE: Most in favor, one opposed, one abstention.

Capital Campaign Project Phase 2A was distributed. Jim D'Aloisio spoke about the specifics as presented in the memo to the President from the Facilities Team dated May 19, 2017. Items included: Rear Parking Lot Design Services; Architectural Design Services for Handicap Accessibility; Handicap Lift from the lower level to the classroom wing; Replacement of Furnace in nursery for East Room; Sanctuary Sound and Light System Improvements; and Contingency and Finance costs. Total \$40,000 MOTION made and seconded: Propose we approve the work and cost expenditures identified as Capital Project Phase 2A. **VOTE: Different hand counts by those tallying voting cards but most in favor. No votes to abstain or oppose.**

Motion to adjourn was made at 1:20 p.m. The meeting was closed by Extinguishing the Chalice.

Respectfully submitted, Peggy Flanders, Clerk. January 20, 2018

Special Congregational Meeting January 21, 2018 DRAFT

Meeting Called to Order at 12:00 pm by Peggy Flanders, Clerk –Quorum certified. Felice Killian-Benigno, President, led the lighting of the chalice.

Nomination and election of a Moderator: Coran Klaver was moved, seconded and approved.

Minutes from the June 1, 2017 Congregational Meeting were circulated and approved.

1. Motion to approve hiring a Ministerial Intern for 2018-2019 was presented as approved by the Board on 12/17/17:

“MOTION: (Proposed and Seconded) First UU as a congregation commits itself to growth and as such the congregation commits to the hiring of a full-time intern for 2018-19. The congregation recognizes that this will increase our expenditures. The congregation commits to paying for those expenditures by increasing pledges and/or drawing funds from our savings/investments.”

Discussion: 1) Salary arrangements yearly \$14,500. Fifty per cent will be supported by the UUA (\$7,250) as long as we meet our Fair Share donation to the UUA (an increase from this year). 2) Focus for the intern as an investment in growth, (we presently have 70 pledging units), programs, supporting staff and youth program. planning for the future. . Rev. Jennifer Hamlin-Navias, as settled minister, is ¾ time. We realized how important it has been to have Bethany Russell-Lowe as our shared ministerial intern with May Memorial for the last two years. Our Membership Committee doesn't have the resources to market First UUs activities to the community (presently have 70 pledging units). Internship is a requirement to achieve ordination and a congregation such as ours is attractive on many levels, including our size and need for growth. Jennifer plans to do the interviews but hopes to have a committee in place if we decide to do this in future years.

MOTION, AS STATED ABOVE, APPROVED. MOST IN FAVOR (Not counted but probably 33 votes.) TWO ABSTENTIONS.

2. Motion to endorse Carbon Fee and Dividend proposal of the Citizens' Climate Lobby. The Motion was read as approved by the Board on 12/17/17:

“MOTION: First UU Society of Syracuse affirms the Citizens Climate Lobby Carbon Fee and Dividend Policy and agrees to have our name added as an endorser.” (Attached)

The actual wording of the petition was circulated for a counted vote. Jim D'Aloisio, Treasurer, corrected the typo of \$125/ton in paragraph 3 to \$15/ton.. Sunny Aslam outlined the economic model that this will support.

MOTION PASSED: 34 IN FAVOR, ONE ABSTENTION.

Summary of our capital projects so far was reviewed by Jim D'Aloisio. Phase 2A included funding for design but not actual construction.

Motion to adjourn was made and passed at 12:45 p.m. Respectfully submitted, Peggy Flanders, Clerk



Citizens' Climate Lobby

I/We Endorse Carbon Fee & Dividend

The costs of climate change—including destabilized weather patterns, rising sea levels, extreme weather events, and other serious impacts—now pose a substantial threat to the health, prosperity and security of Americans. The costs are real, they are growing, and they are already burdening businesses, taxpayers, municipal budgets and families. Our economy, infrastructure, public safety and health are directly at risk.

Therefore, I/we urge Congress to support Carbon Fee & Dividend as a key element in reducing the risks of climate change. Carbon Fee & Dividend will significantly reduce carbon emissions, create jobs, grow the economy, save lives and protect households from higher energy prices.

Carbon Fee & Dividend will place a steadily increasing fee on fossil fuels at their source (the well, mine, or port of entry), beginning at \$15 per ton of CO₂ emitted, and increasing each year by \$10. All revenues will be returned in equal shares to American households as a monthly dividend.

Additionally:

- A predictably increasing price on carbon will send a clear market signal that will unleash entrepreneurs and investors in a new clean-energy economy.
- With all of the revenue returned to households on an equal basis, two-thirds of households will break even or receive more in dividends than they would pay in higher living expenses.
- A border adjustment will discourage domestic businesses from relocating where they can emit more CO₂ and encourage other nations to adopt an equivalent price on carbon.

YES! I/We Support Carbon Fee & Dividend

I am endorsing on behalf of an ☐ Organization (business, congregation, etc) ☐ Individual (elected official, community leader)

Endorser name _____ Date _____

As you wish it to appear. If individual, please include title.

Geographic scope ☐ National ☐ Multi-state ☐ State ☐ County/regional ☐ City/local Congressional District(s) _____

Contact name _____ Title _____

Address: _____

City _____ State _____ ZIP _____ Country _____

Email _____ Phone _____ Twitter _____

Comments _____

I agree I have permission to endorse and that the name of the endorser (without contact information) may be listed publicly.

endorse@citizensclimatelobby.org | www.citizensclimatelobby.org

Minister Report

As I finish my 4th year here I still feel like I have the best job in the world. This year has been a very good year. You will hear in the following reports how many people we have reached, what kind of impact you have had in the larger community. What I do want to lift up is that I believe that we have deepened our welcome both to each other and to the community beyond us. As we end this program year and move into next year we are committing ourselves to growth – which will give us even more chances to extend welcome.

Special thanks goes to our Board of Trustees, Felice Killian-Benigno President, Sunny Aslam Vice-president, Jim D'Aloisio Treasurer, Peggy Flanders Clerk, Jim Anderegg Financial Secretary, Eileen Taviniere, Coran Klaver and Paul Barfoot. They do the day to day work of seeing to it that we are living out our values in the decisions that we make. I especially want to thank Felice Killian-Benigno who has served as president for three years. It has been a pleasure to work with her. Her dedication to our community is wonderful and inspiring.

Passages

Marcia Bertrand, Keith Bertrand's mother, died on June 1, 2017 and a funeral and graveside service was held for her on June 6, 2017. Marcia was much beloved by Keith and her family.

John Coit died on June 5, 2017. I led a graveside service for the family on June 7, 2017 and a full memorial service on August 14, 2017. It was an honor to officiate at his funeral. I did not know John well before he died but by the time I had finished working with the family it was clear to me what an amazing man he was full of love and wonder.

Anton's memorial service 11/17/17. It is not standard to do a memorial service for a dog, but Anton was no ordinary dog. Throughout the service it was clear to me how Anton, as a service dog, had made Don Marr's life so much better

New members

The following folks signed the book this past year and officially became voting members: Jesse Hamlin-6/4/17, Luella Karpoff 6/4/17, Stefanie Smith 11/17/17, Kathleen Sobotka 12/17/17

New Associate members (these folks are under 16 years old but wanted to sign the book) who signed the book on June 4, 2017: Kira Pawletto, Grace Irish, Sonia Cohen, Naomi Hamlin-Navias, and Ragan Darmody-Latham.

Highlights

There are many things to highlight. Not just in my report but in the others as well. This year we raised \$1642 for Black Lives UU in one Sunday! This year we also hung a Black Lives Matter Banner. With the help of our Intern Bethany Russell-Lowe we deepened our work on understanding our white privilege. In the Spring we hosted the Building Beloved Community Beyond the Binary and welcomed 125 people into our building that day. In March we hosted the ordination of Bethany Russell-Lowe. We and May Memorial planned the event and ordained her. It was a joyous and wonderful day. In April we hosted the Gould lecture and the Seaway Gathering for the UU churches in NYS (minus the NYC area).

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Your facilities team has been working hard. Matt Irish who has been heading that team up this year has done a phenomenal job! Much of their work is behind the scenes but so important. I can't name every project they have taken on but a special shout out for the new sump pump. Our fellowship hall is as dry as it ever has been.

Along with all those happenings we had potlucks, and music gatherings, chalice circles, discussion groups, movie nights, fundraisers and on and on.

Yes, there was a lot of activity at our congregation this year. Each year I see our congregation get a little bit stronger and vibrant. I am looking forward to next year!

Respectfully submitted
Rev. Jennifer

Lifespan Faith Development Director Report

Our children and youth ministry continues to thrive! This year we had an average of 21 children and youth in the building on Sunday mornings. We had 42 children and youth registered in our program. Our children and youth ranged in age from 1-18.

We had a small but mighty group of adult volunteers and staff in our program this year working with our children and youth. **Thank you to everyone who took time to work with our young people!** Some of you gave up every Sunday for the entire year, some gave a few Sundays over the course of the year. ALL of you were important to making our program a strong, inspiring place for our children and youth to explore their faith and grow as individuals and as a community.

This year our children in kindergarten through sixth grade primarily used the Harry and UU curriculum. Based on the Harry Potter books, this curriculum was designed for kids to learn about and fight injustices in our world. Some of the highlights from the program this year include collecting hundreds of children's books to donate to St Lucy's food pantry, learning about immigration justice issues, collecting money to help with disaster relief and the creation of an anti bullying public service announcement video. The children in this program amazed me with their thoughtful conversations about race, politics, environmental issues and other justice issues. We have an inspiring and creative group of kids.

Our collaboration with May Memorial for our middle and high school programs has continued to thrive.

This year we ran the Our Whole Lives program with 19 young people and 6 adult volunteers. The class had two evening sessions where they had the chance to learn and socialize outside of Sunday morning. Our class this year included kids from May Memorial, First UU, the Humanist Association as well as community members. This is an important ministry that saves lives and I am proud of our congregations and denomination for providing this intensive class for the young people in our community.

Our collaborative Teenz (high school) program is also highly successful. We have about 25 youth registered and 12-15 who participate regularly in our Sunday morning programming. Many youth attended social CONS, we had two who youth served on the Youth Adult Committee and many who attended trainings hosted by our region. Our youth successfully hosted a leadership con this fall,

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fundraised for their service/learning trip to West Virginia, put together an inspiring worship service and supported each other over the year.

With the support of both congregations we were able to take five youth to West Virginia with the UU College of Social Justice for a week of service and learning. The entire youth group did much of the pre-trip study work including lessons on white supremacy, the intersectionality of oppressions and privilege. The youth attending the trip also learned about West Virginia history, coal mining, labor organizing, environmental justice issues and the long history of exploitation of workers and communities in Appalachia. Partnering with the Southern Appalachian Labor School we spent a week side by side with youth and young adults from rural West Virginia doing construction, talking, laughing and learning from each other. The UU church of Charleston hosted our group overnight provided us with dinner and conversation. We spent time with historians, activists and local people engaging in conversations and learning about issues that impact our communities. Our youth came away from this experience with a plan of action for how to create change around local issues of poverty and violence.

I am so proud to be serving such a strong religious education program. We have an amazing group of young people who are developing their love of UU and who have developed a community of friends unlike other places in their lives. I am looking forward to next year and all the growth and change ahead.

-Tina Lesley-Fox, Director of Lifespan Faith Development

Lifespan Faith Development Adult Sub-Committee

This Year's Members: Dennis Killian-Benigno, Deb Sprague & Heather Peterson

Offerings included: The Wisdom of Islam with Mohammed Maghraou, An Inconvenient Sequel: Truth to Power, movie and discussion led by Jim D'Aloisio and Julia Schult; How Jesus Became God, videos with discussion led by Dennis Killian-Benigno; Greening Your Home, presented by Jim D'Aloisio; Humanist Wisdom – With a Jewish Twist presented by Paul Barfoot; A God That Could Be Real with Deb Sprague; Technology at First UU with Heather Highfield.

Thanks to all who offered to help present these! Several, however, needed folk to sign up ahead of time so we would know of their interest. Lack of signups resulted in the cancellation of some of the presentations/discussions. Please let us know of your interest in attending when future offerings are planned.

Music Director Report

Choir Members (15): Paul Barfoot, Diana Bellini, Keith Bertrand, Karen Bowman, Jenn Bowman, Nancy Clausen, Heidi Hart-Gorman, Heather Highfield, Don Marr, Anthony Ragonese, Kaaren Remley, Tim Rice, Radell Roberts, Julia Schult, Kelley Williams The choir participated in 27 services, including the Vigil for Las Vegas and the ordination of Bethany Russell-Lowe. They also participated in a white supremacy audit and joined members of May Memorial for the Interfaith World Harmony Celebration.

Total Participants in Music during Services (48): Paul Barfoot, Tara Barfoot, Diana Bellini, Keith Bertrand, Karen Bowman, Jenn Bowman, Claire Brobyzki, Jody Brown, Brie Clark, Nancy Clausen, Ben Doelle, Leon Doelle, Heidi Hart-Gorman, Sammy Hart-Gorman, John Hart-Gorman, Heather Highfield, Eddie Irish, Grace Irish, Mike O'Bryan, Anthony Ragonese, Kaaren Remley, Tim Rice, Radell Roberts, Julia Schult,

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Kelley Williams, Dan Duggan, Peggy Lynn Duggan, Brian Russell-Lowe, Ragu Chandrashekhar Deb Sprague, Fred Fiske, CNY Flute Choir (Emily Ball, Barb Bridgers, Brad Bridgers, Sara Brandt-Doelle, Tanya Clos, Tammy Conroy, Betsy McGee, Diane Jones, Carol Rothwell, Julie Stuetzle, Dawn Vivelo, Dan Weidman, Sul Young Choi, Virginia Wolbert) Syracuse Second Line (Michael Dubanewicz, Nick Fields, Jacob Lawless).

These numbers do not include the people participating in the Potluck and Music Jam Sessions, led by Dennis Killian-Benigno, or the May Memorial people who joined us for Bethany's ordination.

We sang 82 individual hymns this year. Most of the new choir music I purchased was either by a UU Musician Network member, or introduced to me at their summer conferences. A few pieces were from the Hymn Society conference. A variety of instruments were used in our services, including organ, piano, flute (including alto, bass and contrabass), percussion, guitar, clarinet, harp, accordion, trumpet, saxophone, trombone, djembe, cajon, kazoo, violin, mandolin, viola, kazoos, hammered dulcimer.

This year I successfully completed the last 3 of the 9 courses required for my Music Leader Certification program, a program through the UUA and UUMN. I will be recognized for this accomplishment in the Service of the Living Tradition at General Assembly in June. The courses included Ethics and Care: The Ethics of Self Care, Leading a Choir Rehearsal: Tools and Techniques for Success, and our Professional Development Day at the UUMN conference: Unitarian Universalist History, Theology and Race. My community service project from this program had us open our Potluck and Music Jam Sessions to area English Language Learners through CNYLiteracy, but unfortunately did not see much success.

Our 2 Music Sunday topics: the 500th Anniversary of Luther and our Intergenerational Earth Day Service were both well received and fit the monthly Soul Matters themes. We continued a larger Christmas Choir, the Easter Band, and the Hymns of the Month. I am planning on continuing all these things next year. They increase participation in our music program, expand our hymnody, and help support our worship. I also planned and led 3 Vesper Services with Rev Bethany in November, December, and March, plus a Vigil with Rev Jennifer in October.

I also continued playing music for a few of the Nottingham services. I was unable to be there as often as in previous years due to scheduling and family health.

Concerts at FUUSS this year included the CNY Flute Choir, the CNY Baroque Ensemble and area music teachers. We did not host any concerts or fund-raisers as volunteers have not stepped forward to promote these events. If you're looking for short commitments for next year, please see me. Hosting UU musicians is an excellent way to spread our faith throughout the Syracuse area.

Summer services included a few song leaders this year. Special thanks to Anthony Ragonese, Dennis Killian-Benigno, Deb Sprague, and Pamela Anderegg.

Ministerial Intern Report

What a full year it has been! And what an amazing two years it has been spending time with you all at First UU Society of Syracuse and May Memorial UU Society. It has been a pleasure and honor to serve as your shared Ministerial Intern these past two years.

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I came to you all two years ago expecting to work on expanding the collaborative ministries of the two congregations. You are two healthy and yet different UU congregations 2 miles apart – there had to be room for collaboration there! Once I arrived, I quickly realized that you all were (and are!) already doing collaborative ministry with excellence. My ministry role became one of holding up the mirror to that work, finding ways to strengthen it, and working with you all to find more potential for collaboration. This is the work I have focused on with you all, and I feel we have accomplished so much together.

This past year, for the first time in recent memory, the social justice committees at First UU and May Memorial met twice, and the leadership of the two committees met one additional time. The two committees worked together to plan a forum on the I-81 renovation project and also collaborated on tabling efforts for the NY State Fair Pride booth in August, the Westcott Fair in September, and Pride Festival booth in June. I am hopeful that these committees will continue to meet regularly to support one another's work and find more ways to work together.

I also worked with the Teenz again this year in a supportive and pastoral role. We have an amazing group of high schoolers who understand and are committed to Unitarian Universalism. One of the wonderful pieces of that group is that they do not distinguish between being members of First UU and May Memorial. They are UUs in Syracuse. Like has happened many times in our larger UU history, our youth are leading the two congregations into greater partnership with one another.

Another collaborative effort between the two congregations was my ordination in March! What a fabulous day! It was such an honor to be ordained by the two congregations! And the collaborative spirit of that event shone through the worship service and the reception.

Two other projects I worked on at First UU as part of my internship were the White Supremacy Audit and the Intern Handbook. The White Supremacy Audit was the creation of Coran Klaver, Radell Roberts, and myself this winter. The idea is that a small group of people who regularly meet (a committee, a chalice circle, the choir, etc.) agree to have two facilitated discussions about white supremacy culture and its impact on their work as a committee/group. In the first conversation, we examined the ways in which the committee or group is already dismantling and upholding white supremacy culture. One or two months later, the group meets again and has a second conversation focusing on how they will continue to dismantle white supremacy culture in their work together. We piloted this project with the Worship and Music Ministry, the Board of Trustees, the Community Outreach Ministry, and the choir at First UU. All conversations were quite successful and we received good feedback from this pilot.

I have also been working on an Intern Handbook to give future interns at First UU a quick introduction to the people, procedures, and processes of the congregation. This document is meant to be edited year after year, as new interns come to First UU. My friend and colleague, Marty Pelham, will be serving First UU next year as a full-time intern. I am so excited by the potential of this ministry next year!

Thank you for supporting me, challenging me, and growing alongside me these past few years. I will hold the UUs in Syracuse in my heart for years to come. You were the place where I came into my own, as a minister. I will treasure this time I have spent with you. Be well.

In faith,
Rev. Bethany Russell-Lowe

President Report

This last year has been one of much energy, cooperation and working together for the Board. In the beginning of the year, we brainstormed our hopes and dreams for what we could work together on for the betterment of First UU and, through that, our community. Although we did not get to accomplish all of our dreams (yet) the year was full of much collaborative efforts toward growing and learning together and working toward building the blessed community here in Syracuse. And as I look back on the highlights of this year, I want to give credit to all the board members and also to the efforts of the staff and the members of the congregation who worked with us to discover and address what needed to be done.

In response to and working toward racial justice:

After voting as a congregation to hang a banner in support of Black Lives Matter, the banner was hung this year and received positive comments from the community and other faith communities.

Rev. Bethany and Coran Klaver presented the White Supremacy/White Privilege Culture Inventory to the Board. This experience was an opportunity to become aware of areas where we experience white privilege and consider that how we see things may not be the way all people see or value aspects of different cultures or that one is right or better. It is hard to look at the world the same way after your eyes are opened in this way. It also enabled the Board to use such awareness when making decisions. Thank you Rev. Bethany and Coran.

Denominational Work

In October I attended the New York State Convention of Universalists in Albany. This is the group that granted us an interest free loan for some of our recent renovation work. I also attended their meeting at which we planned to serve as the host church for their convention this year at First UU on October 19 and 20th.

To establish a quorum for some of our Board meetings, we needed to have some members join and participate in the meetings via Zoom, a video conferencing app. A Board vote cannot be considered valid if it is just done via emails but with the video conference, we could all be involved in the discussion and therefore legally be included in the vote. This technology enabled us to complete our tasks in a more timely manner rather than waiting until we could all be together in person.

We began the discussion and work of how we might be able to use our assets in a more socially responsible manner. Some of our finances are now managed through a credit union and we continue to look at the possibility of socially responsible investing.

At our Congregational Meeting in January, we voted to publicly make a statement on the Carbon Fee and Dividend Policy. We also voted to commit to funding an intern for next year who will work with the congregation to help us grow. We have so much that we stand for and work for together that is good and needed in today's world. This commitment to work for growth will give us the opportunity to insure our continued presence in the community.

I want to thank all of you who have helped me as I served as Board President. I was apprehensive when I agreed to serve, but with the help and support of so many, I have enjoyed this opportunity to learn

more about the workings of First UU, to get to know the staff and many of the members and friends and to have an opportunity to have a part in the good work that we do together. Thank you to the Board members who worked together with respect and commitment and a willingness to seek out the best outcomes. Thank you to Sara Jo, Tina and Melissa who actively participated in the Board meetings and tasks and answered all my questions. Thank you to all the committee members for the work you do to maintain and enrich our community. Thank you to Rev. Bethany who has brought so much to our congregation these past 2 years - ideas, energy and the joy and spirit of her ordination. Thank you especially to Rev. Jennifer who has patiently helped me and the Board to grow and work together and has inspired us to further the love and spirit of First UU.

In Service, Felice Killian-Benigno

Vice President Report

To be submitted later

Facilities Team Report

Members: Matt Irish (Chair), Jim D'Aloisio, Klaus Doelle, Susan King, Lora McCooey, Janet Mallan, Tim Rice, Beth Geis-Waldron

Capital Project Phase II Pending

- Parking Lot Plans. Review preliminary pricing. Finalize Plans.
- ADA Lift Study – Teitsch / Kent / Fay (Update to Report)
- Sound System Pricing for Review (Waiting on updated pricing)

Completed Items in Year 2017-2018

- LED Office Lights
- Spring Cleanup
- Facilities Team Budget 18-19
- Water Leak Alarm Installation (Thank you Reverend Jennifer)
- Narthex Doors – Pivot Hinges
- Narthex Window Sealing
- Fellowship Hall Faucet Replacement
- Copier Removal
- Abstract of Title & Deeds to Safe
- Black Lives Matter Banner
- Snow Plowing Contract
- Resupply Salt
- Patch and Repaint Toilet Room
- Montessori Door Repair
- Coat Rack
- Lower Entry Door Adjustment
- Sump Pump
- Elevator Service Contract (Annual Test Included)
- Scheduled Full Load Elevator Test (5-Year) for July.

Finance Team Report

Your Finance Team tends to the financial operations of the Society. Wonder who does what?

Jim D'Aloisio - Chair, Treasurer

The Chair facilitates meetings, prepares agendas and meeting minutes, represents the Team on the Program Council, and coordinates the budget planning process.

The Treasurer reviews and signs checks, makes weekly bank deposits, reviews and presents the Bookkeeper's reports, and participates as a voting member of the Board.

Jim Anderegg - Financial Secretary

The Financial Secretary compiles and tallies the weekly contributions, prepares deposit statements, and prepares the contributors' statements.

Dennis Killian-Benigno - Fundraising Coordinator

This year, Jim D'Aloisio, Betsy Spaulding, Heather Highfield and Jeffrey Peterson planned and executed a Member Canvass, soliciting financial pledges for next year and facilitating conversations about the Society, working with 15 other canvassers and Rev. Jennifer. A sincere thank you to all who lent a hand, and especially to all who pledged.

The Garage Sale was led by Felice Killian-Benigno and her delightful crew this past October raising \$3,000.

The Plant Sale, thanks to Felice Killian-Benigno and her playful companions, will be held on June 2nd.

New this year: Dinners and Other Delights introduced this year by Pamela Spearman as a pilot to raise funds for First UU while getting together with members and friends with gustatory delights.

Susan King - Personnel Representative

The Personnel Rep maintains staff contracts and handles staffing issues.

Melissa Lesley-Fox - Bookkeeper

The Bookkeeper handles all income and expense bookkeeping for the General Fund and other non-Trust account management, cuts checks, prepares bank deposits, facilitates the payroll service and prepares reports. The Bookkeeper is given a modest stipend for her services.

Cliff Mellor - Trust Representative

The Trust Rep handles the Society's funds and endowments, and our Line of Credit, reporting monthly and preparing quarterly reports, working with UBS representative Mike McCann. He also tracks Capital Campaign pledges and prepares contributors' statements.

David Dickinson - Member at Large

Janet Mallan - Member at Large

Tim Rice - Member at Large

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Yes, it takes all the members of the Team to manage the Society's finances. Special thanks to Jim Anderegg, who has consistently and virtually flawlessly performed his Fin Sec duties for years, week after week. This is his final year in the position. Thanks Jim!

Also special thanks to Melissa who consistently goes above and beyond her regular duties, identifying and troubleshooting discrepancies and anomalies, with a patience and deep competence that helps keep things running smoothly. She's rather invaluable. Thank you Melissa!

Rev. Jennifer, Sara-Jo, and Tina participated and assisted when needed, and were instrumental in providing input and help with the Canvass and with the budget planning process. Thank you, all.

This year we looked into Socially Responsible Investing of our funds, facilitating an after-church Forum. We also decided to move our checking account to the Cooperative Federal Credit Union.

Our monthly meeting are normally held the second Tuesday of each month at 7:30 pm. With rare exception we are done by 9. We could use a new member or two. Come check us out!

Community Outreach Report

The Community Outreach Ministry met monthly this year with lots of focus and some good changes. I want to thank Rev. Bethany, Coran and Radell for their persistent leadership and good thinking. Bethany led us through two rounds of exercises designed to expose our unconscious white supremacy. Coran became even more active in inner city social justice groups. Radell's work with others on First's re-certifying as a Welcoming Congregation led to this happening early in the church year.

We welcomed two new members: Linda Malik, who has recently led a social justice service at First, and Caly Doran, who has shown all of us the value of well-done minutes for our meetings.

Paul Barfoot and I are organizing on a fall workshop at First on 9/29 for males with the theme of finding more closeness and ending isolation. We will likely talk about this at a summer service on July 1st.

We decided to have a monthly social justice oriented 5-minute talk at a service and this was approved. Speakers from outside of First will be included in those asked to present.

We attended and supported the second annual Building a Beloved Community Beyond the Binary, as well as being at The Pride Parade, The GLBTQ Pride Day at the State Fair and The Westcott Street Fair.

As always we welcome new members and ideas.

Rick Olanoff--chair

Community Care and Growth Ministry Report

Caring

The Caring Committee sent 24 cards for illness and life passages. There were 4 telephone calls to check-in with our members. We thank Diane Case for her hard work and dedication to this committee.

Hospitality

Hospitality continues to be an important part of the life of our community at First UU. Coffee Hour after service continues to be high energy. This year, duties for providing Coffee Hour have been divided into two parts in response to a concern that doing it all takes too long for one person: Set-Up/Service as well as Take-Down/Clean Up. Folks are still signing up via the hard copy sheet available during Coffee Hour as

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well as SignupGenius.com. Newly added: Pamela Spearman has stepped in to be the Coffee Hour Doula. She will make herself available to anyone wanting help in learning how to do Coffee Hour as they are actually doing it. This year, a special section of the kitchen has been set aside for gluten free items with a bright red/orange tape to minimize the risk of gluten contamination.

Folks have been indispensable in providing special occasion hospitality with our opening service reception, Christmas Eve reception, lunch at the Beyond the Binary Conference and special holiday celebrations. Mostly monthly Potluck Dinners with alternating music and game nights continues providing opportunities for folks to gather together around great food and fun courtesy of the Petterson and the Killian-Benigno families.

Special thanks need to be extended to all who pitched in to make the celebration of Rev. Bethany's reception a truly special occasion.

Membership Committee

New Members:

Stefanie Smith

Kathleen Sobotka

New Members late spring 2017 who may not have been listed in last year's annual report:

Joan Gallagher

Jonathan Cohen

Luella Karpoff

Jesse Hamlin-Navias

Teenz who became associate members late spring 2017:

Kira Pawletko

Grace Irish

Sonia Cohen

Naomi Hamlin-Navias

Ragan Darmody-Latham

The committee sponsored one newcomer orientation in the fall and one new member joining in the spring. Committee members are Elna Gordon, Matt Irish, and Jeff Peterson.

Respectfully submitted,

Randy Kalish, Chair

Worship and Music Ministry Report

The 2017-2018 Worship/Music Ministry members are: Paul Barfoot, Peggy Flanders, Radell Roberts and Susan Wadley with Sara Jo Brandt-Doelle, Rev Bethany Russell-Lowe and Rev. Jennifer Hamlin-Navias as ex-officio members.

The Ministry of Worship and Music at FUUSS this year has involved a significant portion of the FUUSS Congregation. With an average adult attendance of 52 (this figure includes Summer services), and more than 40 members involved as ushers, readers, planners and presenters, Sunday morning worship is a vital and thriving part of our Community.

Summer Services at FUUSS are informal and cover a variety of topics. The Summer 2017 services were:

June 18 – 2050: We've Solved the Climate Crisis – led by Jim D'Aloisio

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June 25 – Live stream of the UUA General Assembly Sunday morning worship
July 2 – Staying Active and Holding on to your Hope in the Current Chaotic Climate – led by Rick Olanoff
July 9 – Welcoming the Enemy to our Doorsteps – led by Jesse Hamlin-Navias
July 16 – Christianity for UUs – led by Dennis Killian-Benigno
July 23 – Need for a New Hope - Mummer's play by Laura Waterstripe and Susan Galbraith – ensemble cast
July 30 – Movement as Spiritual Practice – led by Kaaren Remley and members of the Taoist Tai Chi Society
August 6 – The Spirituality of Humor – led by Julia Schult
August 13 – The Forming of Emotions – led by Jim Anderegg
August 20 – The Spiritual Work of Whiteness: Responding to the Call of the Black Lives Matter Movement – led by Coran Klaver
August 27 – Social Justice in Traditional Hindu Painting – led by Susan Wadley
September 3 – Poetry Sharing – led by Peggy Flanders

In coordination with Rev. Jennifer and Lifespan Faith Development Director Tina Lesley-Fox, worship has centered around the monthly themes of the Soul Matters program.

There were 14 Lay-Led services which included eight guest speakers as well as about 20 members as speakers:

September 17 Being Welcomed; Being Welcoming
October 1 On Courage – Guest speaker Dr. Biko Mandela Gray
October 22 The Courage of Seeking New Homelands – The Nepalese-Bhutanese Experience – Guest speaker Praia Shaptoka
November 5 – Music Sunday celebrating The 500th Anniversary of the Protestant Reformation
November 19 - An Abundance of Beliefs
December 3 – Hope for the Underemployed – led by Eastern Farm Workers
December 24 – Christmas Eve Service with Dan Duggan and Peggy Lynn
February 18 – The Necessity of Global Citizenship – Guest Speaker Aly Wane
March 4 – An Invitation – Guest speaker Lynda Myers
March 18 – Sharing Our Good News – Guest Speaker Rev. Mandy Beal
March 25 – Celebrating Balance – led by Susan Wadley
April 15 – Earth Day Music Sunday with Dan Duggan and Peggy Lynn
April 22 – The Promise of Another Spring – Guest speaker Linda Malik
May 13 - Out of Last Year's Leaves (A Meditation on Mother's Day) Guest speakers Geoffrey and Jesse Hamlin-Navias

In addition, there were several worship events at other times than Sunday morning: Vigil for the victims of the Las Vegas shooting (October 4), Trans Day of Remembrance (Nov. 17), Winter Solstice Celebration (December 20), Spring Equinox Celebration (March 20) and Passover Seder (March 30). While none of these were the direct responsibility of the Worship Music Ministry, all were planned by members of the team.

We have been fortunate to have the enthusiastic leadership of Rev Bethany Russell-Lowe over the last two years. Her ordination service held at FUUSS was a joyful celebration. As she goes on to her called ministry in Tucson AZ, we send her off with our gratitude and love.

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Next year our full time Ministerial Intern Marty Pelham will be preaching once a month and this will mean that there will be fewer Lay-led services. This change provides an opportunity for the Worship Music Ministry to become more involved in the overall worship life of FUUSS rather than functioning primarily as planners of the Lay-led Sundays.

It has been a very successful year made possible by the synergy of time and talent freely given by so many. We are grateful for the energy, enthusiasm and creativity of the FUUSS Community and I am grateful beyond measure for the way that the Worship Music Ministry operates – with creativity and vision and most importantly, with respect for each other.

On behalf of the Worship/Music Ministry, Paul Barfoot (chair)

Congregational Relations Committee Report

The Congregational Relations Committee (CRC) met 5 times during the 2017-2018 Society year. Dennis Killian Benigno's term on the CRC was up and he was replaced by Karen Bowman. The rest of the members remained the same: Don Marr, Nancy Clausen, Michelle Monsour and Valoree Suttmore as chairperson. Reverend Jennifer Hamlin-Navias also attended as a non-voting member.

The following work was accomplished by the CRC during the 2017-2018 Society year:

- Additional progress was made on the development of the First Unitarian Universalist Society of Syracuse "Operations Manual". A few new procedures have been created, revised and approved by the Board of Trustees-BOT (see below) since this manual was begun several years ago and it is continuing to be developed. Valoree Suttmore's illness this year has slowed the progress of the Operations Manual somewhat.
- A new position & title (volunteer currently) was created for the person developing the "Operations Manual" - Operations Manual/Document Administrator.
- LGBTQ stickers were updated/replaced in several areas throughout the Society building. 2-3 times a year these stickers need to be replaced/updated due to degrading from the weather.
- This year's CRC budget was used for the updated LGBTQ stickers.
- Marge Mellor will replace Don Marr as a new member of the CRC beginning in August 2018.
- The following Policies, Procedures, & Statements were created or revised and approved by the BOT during the 2017-2018 Society year and will become part of the "Operations Manual":

Personnel Policy Manual-Sent to BOT for approval
Records Retention- Sent to BOT for approval
Newcomer Table Set-Up- Sent to BOT for approval
New Member Orientation- Sent to BOT for approval
Gluten Free/Food Allergen-Drafted-continues to be in process

Submitted by Valoree Suttmore

Nominating Report

Paul Barfoot, Board Representative for Dennis Killian-Benigno, Chair

Recommendations for the Slate of Officers and Board for 2018-2019:

Nominations may be made from the floor (see Constitution, Article IX, Section 3 below)

President: Jeffrey Peterson (term 1 year, 1st year of possible 3)

Vice President: Paul Barfoot (term 1 year, 1st year of possible 3)

Treasurer: Jim D'Aloisio (term 1 year, 2nd year of possible 5)

Clerk: Heather Highfield (term 1 year, 1st year of possible 5)

Financial Secretary: Keith Bertrand (term one year, 1st year)

Board of Trustees: New Members TO BE VOTED ON

Betsy Spaulding (1st year of two year term, 2018-2020 to re-establish cycle)

Heidi Hart-Gorman (1st year of three year term, 2018-2021)

Trustee returning: (no vote needed)

Eileen Taveniere (3rd year of 3 year term, 2017-2019)

Nominating Committee: New Members TO BE VOTED ON

Julia Schult (1st year of 3 year term, 2018-2021)

Randy Kalish (1st year of 3 year term, 2018-2021)

Returning Committee Members:

Diane Case (2nd year of 3 year term, 2017- July 2019)

Dennis Killian-Benigno (2nd year term, 2017 – July 2020)

5th member appointed by the Board of Trustees (presently 2017-July 2018 Paul Barfoot)

We thank Betsy Spaulding and Keith Bertrand who completed their terms of office on the Nominating Committee this year.

Article IX, Section 3) Nominations may be made from the floor, provided the person named has consented to the nomination. Nominees from the floor shall be given opportunity to present their candidacies. Should a nominee from the floor take advantage of such an opportunity, other candidates for the same office shall be offered a similar privilege.

Section 4) Elections shall be by written ballot

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Financial Reports – Funds Report

FIRST UNITARIAN UNIVERSALIST SOCIETY OF SYRACUSE FUNDS							3RD QUARTER REPORT		
FUND		START	CREDITS*	DEBITS**	MARKET	END	AVG FUND	AVAILABLE	
		VALUE			CHANGE	VALUE	VALUE***	FUNDS****	
		7/1/2017				3/31/2018			
UNRESTRICTED		351,921	0	-27,856	25,073	349,138	363,715	25,460	
ES05853									
HOUGHTON		7,910	0	-484	727	8,153	6,011	0	
ES05854									
NEILY		12,559	0	-214	947	13,292	12,509	876	
ES05856									
RELIGIOUS LEADERSHIP		26,567	0	-206	2,014	28,375	25,991	1,819	
ES05857									
SCHMIDT		35,495	0	-272	2,521	37,744	33,042	2,313	
ES05859									
WALLACE CHADWICK		27,380	0	-212	2,043	29,211	28,380	1,987	
ES05860									
GRAF		9,964	2,000	-1982	842	10,824	N/A	0	
ES07898									
GROWTH		12,339	0	-2,878	652	10,113	N/A	4,500	
ES08654									
	CAPITAL RESERVE	7,645	0	-75	116	7,686	N/A	7,686	
MCBRIDE		18,634	100	-144	1,324	19,914	17,676	1,237	
ES16570									
MELLOR		18,330	0	-142	1,387	19,575	17,045	1,193	
ES16571									
TOTAL		528,744	2,100	-34,465	37,646	534,025	504,369	47,071	
* Transfers in or deposits(contributions)made									
** Transfers out or withdrawals(distributions)made or expenses									
*** Last 20 quarters									

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Budget Proposal

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BUDGET

	FY 2018-2019	Jul '17 - Apr '18	Budget	\$ Over Budget	% of Budget	
Income						
4100 · Contributions						Shaded items indicate lines significantly changed Boxed items indicate lines changed since Forum
4101 · Plate Offerings	12,000	\$ 8,147	\$ 12,000	\$ (3,853)	68%	
4102 · Offerings - Special	1,000	\$ 415	\$ 1,000	\$ (585)	42%	
4104 · Pledges/cash basis current yr						
4105 · Mid-year pledge	3,500	\$ 1,350	\$ 2,500	\$ (1,150)	54%	Modestly budgeting for growth
4104 · Pledges/cash basis current yr - Other	104,850	\$ 86,085	\$ 104,341	\$ (18,256)	83%	Pledges in hand as of 15 May 2018
Total 4104 · Pledges/cash basis current yr	\$ 108,350	\$ 87,435	\$ 106,841	\$ (19,406)	82%	
4200 · Fundraisers						
4210 · Garage Sale		\$ 2,642		\$ 2,642	100%	
4250 · Plant Sale		\$ 297		\$ 297	100%	
4200 · Fundraisers - Other	5,000	\$ 53	\$ 6,600	\$ (6,547)	1%	
Total 4200 · Fundraisers	\$ 5,000	\$ 2,992	\$ 6,600	\$ (3,608)	45%	More realistic
4310 · Pledge Reserve	-5,243		\$ (5,217)	\$ 5,217		5% of pledges
Total 4100 · Contributions	\$ 121,108	\$ 98,989	\$ 121,224	\$ (22,235)	82%	
4400 · Other Income						
4230 · Boutique	\$ 200	\$ 25		\$ 25	100%	Plans for modest net positive
4420 · Betts Estate Trust	9,000	\$ 9,134	\$ 7,300	\$ 1,834	125%	Based on last year's receipts
4440 · Miscellaneous Income	1,500	\$ 1,313		\$ 1,313	100%	"income from programs?"
Total 4400 · Other Income	\$ 10,700	\$ 10,472	\$ 7,300	\$ 3,172	143%	
4500 · Facility income						
4521 · Montessori	16,200	\$ 14,200	\$ 15,965	\$ (1,765)	89%	checking with Krisi and Susan
4523 · Rental Income	15,000	\$ 13,011	\$ 12,500	\$ 511	104%	Increased rental of facility

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Total 4500 · Facility income	\$ 31,200	\$ 27,211	\$ 28,465	\$ (1,254)	96%	
Total Income	\$ 163,008	\$ 136,672	\$ 156,989	\$ (20,317)	87%	
Expense						
6100 · Facilities						
6110 · Utilities	5,000	\$ 4,292	\$ 5,000	\$ (708)	86%	per Matt
6111 · Waste Disposal	1,400	\$ 962	\$ 1,400	\$ (438)	69%	per Matt
6112 · Water	270	\$ 71	\$ 270	\$ (199)	26%	per Matt
6113 · Sewer District	1,500	\$ 1,470	\$ 1,500	\$ (30)	98%	per Matt
6121 · Lanscaping/snowplowing	7,500	\$ 6,535	\$ 6,250	\$ 285	105%	Increased to cover the cost of parking lot salting
6122 · Snow shoveling	0		\$ 350	\$ (350)		Included in cleaning service contract
6130 · Maintenance and Repair items	2,550	\$ 2,067	\$ 2,000	\$ 67	103%	request from Matt
6131 · Maintenance Contracts	1,135	\$ 885	\$ 1,500	\$ (615)	59%	Elevator maintenance and testing
6140 · Cleaning Service	16,000	\$ 13,304	\$ 15,500	\$ (2,196)	86%	Jeff relayed his rates will be increasing
6141 · Janitorial supplies	1,700	\$ 1,608	\$ 1,400	\$ 208	115%	request from Matt
Total 6100 · Facilities	37,055	\$ 31,194	\$ 35,170	\$ (3,976)	89%	
6200 · Administrative Expenses						
6210 · Admin supplies & services	1,600	\$ 1,222	\$ 1,600	\$ (378)	76%	
6211 · Postage	400	\$ 202	\$ 400	\$ (198)	51%	
6212 · Advertising	0	\$ 143	\$ 300	\$ (157)	48%	moved to Congregational Care & Growth
6220 · Telecommunications	2,200	\$ 1,947	\$ 2,200	\$ (253)	89%	
6221 · Copier Lease	0	\$ 2,856	\$ 2,000	\$ 856	143%	We now own our own printer/copier
6222 · Website Support	325	\$ 269	\$ 180	\$ 89	149%	Needed increase
6223 · Insurance Building/liability	4,180	\$ 2,915	\$ 4,380	\$ (1,465)	67%	
6224 · Payroll Processing	1,800	\$ 1,101	\$ 816	\$ 285	135%	Correction from last year, plus childcare on payroll
6230 · Finance manager	7,137	\$ 5,624	\$ 6,963	\$ (1,339)	81%	2.5% increase
6250 · Finance Team	500		\$ 250	\$ (250)		Canvass expenses
Total 6200 · Administrative Expenses	18,142	\$ 16,279	\$ 19,089	\$ (2,810)	85%	
6300 · Worship & Music						
6310 · Worship & Music Ministry	850	\$ 400	\$ 450	\$ (50)	89%	Soul Matters, plus one paid minister service

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6321 · Accompanists & Performing	1,855	\$ 800	\$ 1,500	\$ (700)	53%	request from Sara Jo
6330 · Music supplies	751	\$ 539	\$ 1,000	\$ (461)	54%	request from Sara Jo
6331 · Copyright Licenses	404		\$ 518	\$ (518)		request from Sara Jo
6332 · Organ & Piano Tuning/Repairs	620	\$ 573	\$ 620	\$ (47)	92%	request from Sara Jo
Total 6300 · Worship & Music	4,480	\$ 2,312	\$ 4,088	\$ (1,776)	57%	
6400 · Lifespan Faith Development						
6410 · Supplies & expenses	850	\$ 526	\$ 850	\$ (324)	62%	request from Tina
6420 · Youth LFD curriculum	300	306	\$ 300	\$ 6	102%	request from Tina
6450 · Adult LFD	200	\$ 350	\$ 200	\$ 150	175%	
Total 6400 · Lifespan Faith Development	1,350	\$ 1,182	\$ 1,350	\$ (168)	88%	
6500 · Community Outreach Ministry						
6520 · Interfaith Works	100	\$ 100	\$ 100		100%	
6521 · ACTS	300	\$ 300	\$ 300		100%	
6525 · Community Outreach Ministry	200		\$ 200	\$ (200)		
Total 6500 · Community Outreach Ministry	600	\$ 400	\$ 600	\$ (200)	67%	
6600 · Congregational Care & Growth	1,000	\$ 117	\$ 300	\$ (183)	39%	Supplies, advertising, and other expenses as they come up (incl. needs of the Membership Cmt)
6700 · Congregational Relations Cmte	100		\$ 250	\$ (250)		
6900 · Denominational affairs						
6910 · UUA Annual Program Fund	11,949	\$ 5,000	\$ 2,500	\$ 2,500	200%	6.75% of operating expenses (\$177,725 x 6.75%)
6920 · Central East Region			\$ 2,500	\$ (2,500)		(UUA APF and CERG requests have merged)
Total 6900 · Denominational affairs	11,949	\$ 5,000	\$ 5,000		100%	
6950 · Other						
6960 · Child Care	2,500	\$ 1,845	\$ 2,248	\$ (403)	82%	Main providers are now on payroll
6995 · Donated Goods and Services		90				
Total 6950 · Other	2,500	1,935	2,248	-403	82%	
7010 · Minister Salary & Housing	52,787	\$ 41,596	\$ 51,500	\$ (9,904)	81%	2.5% increase
7011 · Minister housing				\$ -		
7015 · Ministerial Intern	7,250	\$ 3,202	\$ 4,500	\$ (1,298)	71%	50% of \$14,500 salary - approved by congregation
7020 · Music Director	12,684	\$ 9,197	\$ 11,386	\$ (2,189)	81%	17 hours (from 16) plus 5% increase = 1.114

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7030 • Director of Lifespan Faith Deve	19,432	\$ 14,412	\$ 17,843	\$ (3,431)	81%	2 hours/week more (46 weeks) + 2.5% increase
7031 • Teen Advisor	3,000	\$ 2,351	\$ 3,000	\$ (649)	78%	per Tina
7040 • Office Administrator	8,042	\$ 4,589	\$ 6,277	\$ (1,688)	73%	3 hrs/wk incr - 12 to 15 + 2.5%
Total 7000 • Staff Salaries	103,195	\$ 75,437	\$ 94,506	\$ (19,069)	80%	7.76% increase total
7100 • Staff Benefits						
7110 • Health Insurance						
7112 • Health Insurance-minister	12,388	\$ 9,567	\$ 12,646	\$ (3,079)	76%	Assume 10% increase for Jan-June
7114 • Health Insurance - Intern	750	\$ 580	\$ 750	\$ (170)	77%	\$75 for 10 months
7116 • Health insurance-LFD Director	7,266	\$ 5,696	\$ 7,719	\$ (2,023)	74%	Assume 10% increase for Jan-June
Total 7110 • Health Insurance	\$ 20,404.49	\$ 15,843	\$ 21,115	\$ (5,272)	75%	
7130 • Pension Plan	\$ 9,698.33	\$ 4,347	\$ 5,347	\$ (1,000)	81%	Adding Sara Jo + Tina - 10% of salary
7140 • Short term Disability Insurance	\$ 1,284.00	\$ 414	\$ 1,284	\$ (870)	32%	
7150 • Workers Compensation Insurance	\$ 1,000.00		\$ 1,259	\$ (1,259)		Estimate...includes NY Family Medical
7160 • Long-term Disability	\$ 1,115.34	\$ 550	\$ 552	\$ (2)	100%	Estimate
7170 • Employer Social Security	\$ 7,664.92	\$ 4,087	\$ 3,061	\$ 1,026	134%	7.65% of all staff including childcare
Total 7100 • Staff Benefits	\$ 41,167	\$ 25,241	\$ 32,618	\$ (7,377)	77%	
7200 • Continuing Education						
7210 • Minister Prof Expense	2,639	\$ 350	\$ 1,000	\$ (650)	35%	5% of compensation (10% recommended)
7220 • Music Director	1,554	\$ 665	\$ 1,800	\$ (1,135)	37%	7.5% of compensation (10% recommended)
7230 • Director of Lifespan Faith Deve	1,457	\$ 82	\$ 1,000	\$ (918)	8%	7.5% of compensation (10% recommended)
Total 7200 • Continuing Education	5,651	\$ 1,097	\$ 3,800	\$ (2,703)	29%	
Total Expense	226,089	\$ 160,104	\$ 200,989	\$ (40,885)	80%	
Total Income	163,008					
Difference to be covered by Funds	63,082					

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INVESTMENT FUNDS	BUDGETED FY 17-18	VALUE 30 APR 18	TO BE WITHDRAWN	EST VALUE 30 JUN 2018	BUDGETED FY 18-19	NOTES
1401 · Unrestricted Endowment Fund	\$ 31,281	\$ 344,617	\$ 2,620	\$ 341,997	\$ 37,432	
1402 · Neily Fund	\$ -	\$ 13,327		\$ 13,327	\$ 1,300	LFD
1403 · Religious Leadership Fund	\$ 1,775	\$ 28,447	\$ 1,775	\$ 26,672	\$ 3,000	
1404 · Schmidt Fund	\$ 2,195	\$ 37,896	\$ 2,195	\$ 35,701	\$ 4,000	
1405 · Wallace/Chadwick Find	\$ 1,999	\$ 29,286	\$ 1,999	\$ 27,287	\$ 3,000	Facilities
1406 · Graf Memorial Fund	\$ -	\$ 10,854		\$ 10,854		Minister's Discretion
1407 · McBride Music Fund	\$ -	\$ 19,972		\$ 19,972	\$ 2,000	Music
1408 · Mellor Investment fund	\$ 1,137	\$ 19,624	\$ 1,137	\$ 18,487	\$ 2,000	Comm. Outreach
1409 · Houghton Fund	\$ -	\$ 8,229		\$ 8,229		Minister's Discretion
1410 · Growth Fund	\$ 5,613	\$ 10,172	\$ 5,613	\$ 4,559	\$ 4,559	
Capital Reserve		\$ 7,686		\$ 7,686	\$ 5,686	
TOTAL	\$ 44,000	\$ 530,110		\$ 530,110	\$ 62,977	
					\$ 62,977	Budgeted

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CAPITAL PROJECTS

Phase 1: \$200,000 approved by the Congregation, June 2015. \$
about 3,650 remaining
Work included reroofing, drainage and waterproofing improvements, Fellowship Hall and rear entry lobby improvements, belfry air sealing, lighting work, window work.

Phase 2A: \$40,000 approved by the Congregation, June 2017. \$
about 36,000 remaining
Work includes design of rear site improvements, platform lift to classroom wing, improvements to Sanctuary sound and lighting systems, architect study of HC accessible schemes for lift, classroom wing bathroom, and Sanctuary platform, and replacement of last 1960 furnace.

LOANS

Line of Credit	\$ 20,292	at	5.88%	interest
NYSCU Loan Outstanding	\$ 26,666	at	0.00%	interest