

Annual Report

2020



**First
Unitarian
Universalist**
SOCIETY OF SYRACUSE

ANNUAL CONGREGATIONAL MEETING VIA ZOOM – JUNE 20, 2020 – 7:00 PM



JUSTICE WITH LOVE AND JOY, OPEN TO AWE

We are a non-dogmatic congregation. We are focused on the effects we can have on the world around us, including through social action, justice, spirituality, love and mutual understanding.

We care about what you believe, what your questions are. But we do not seek to give you answers but rather walk with you on your journey as you seek answers.

We seek to create a better world through our actions.

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First UU Staff, Board Members, Offices, and Committee Chairs

Staff

Minister	Rev. Jennifer Hamlin-Navias
Music Director	Sara Jo Brandt-Doelle
Lifespan Faith Development Director	Tina Lesley-Fox
Ministerial Intern	Sky Williams-Tao
Office Administrator	Caly Doran
Bookkeeper	Melissa Lesley-Fox
Custodial Service	Jeff Lebby
Youth Advisor	Steven Doles
Nursery	Toby Vargrim

Board of Trustees

Officers	President	Jeffrey Peterson
	Vice President	Paul Barfoot
	Treasurer	Jim D'Aloisio
	Clerk	Heather Highfield
Trustees		Betsy Spaulding
		Heidi Hart-Gorman
		Jim Andreeg

Non-Board Officer

Financial Secretary	Keith Bertrand
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Committee Chairs

Facilities	Matt Irish
Finance	Jim D'Aloisio
Community Outreach	Caly Doran
Caring	Diane Case
Congregational Relations	Valoree Suttmore
Nominating Committee	Randy Kalish
Stewardship Committee	Dennis Killian-Benigno
Worship and Music	
Membership	Randy Kalish

MEETING AGENDA – SATURDAY, JUNE 20, 2020 7:00 PM

1. Welcome and Chalice Lighting
2. Nomination and election of moderator
3. Approval of congregational meeting minutes from June 2019
4. Receipt of annual reports for 2019-2020
5. Proposal for Constitutional Revision
6. Adoption of the operating budget for the 2020-2021 Fiscal Year
7. Election of officers, board members and nominating committee members
8. Closing – Extinguishing the Chalice

ANNUAL CONGREGATIONAL MEETING MINUTES – JUNE 2, 2019

First Unitarian Universalist Society of Syracuse Annual Congregational Meeting Draft Minutes – Sunday, June 2,

2019

Meeting called to order 12:12 PM

Acknowledgement of Haudenosaunee sacred lands

Chalice lighting

Nomination of moderator: Janet Mallan **Motion:** Jim D’Aloisio **Second:** Marilyn Lyman **All in favor:** all present **Opposed, abstentions:** 0

Quorum verified at 48 voting members

Each speaker shall be limited to 2 minutes each.

Approval of 2018 annual meeting minutes No changes or additions proposed. Minutes accepted as written.

Receiving of annual reports

Announcement of nominees for voting --Recommendations for the Slate of Officers and Board for 2019-2020: --Nominations may be made from the floor as per Constitution, 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.”

Officers TO BE VOTED ON: President: Jeffrey Peterson (term 1 year, 2nd year of possible 3) **Vice President:** Paul Barfoot (term 1 year, 2nd year of possible 3) **Treasurer:** Jim D’Aloisio (term 1 year, 3rd year of possible 5) **Clerk:** Heather Highfield (term 1 year, 2nd year of possible 5) **Financial Secretary:** Keith Bertrand (term one year, 2nd year)

Board of Trustees: New Members TO BE VOTED ON: Jim Anderegg (1st year of 3 year term, 2019-2022) Betsy Spaulding (2nd year of two year term, 2018-2020 to re-establish cycle)

Trustee returning: (no vote needed) Heidi Hart-Gorman (2nd year of three year term, 2018-2021)

Nominating Committee: New Member TO BE VOTED ON: Elna Gordon (1st year of 3 year term, 2019-July 2022)

Returning Committee Members: Dennis Killian-Benigno (3rd year of 3 year term, 2017 – July 2020) Julia Schult (2nd year of 3 year term, 2018-2021) Randy Kalish (2nd year of 3 year term, 2018-2021) 5th member appointed by the Board of Trustees (presently Heather Highfield, Clerk)

Ballot submission --46 total votes in favor of each candidate. 1 abstention or blank ballot.

Adoption of the operating budget Pledges increased 12.7% over last year's pledges. Increased pay for office admin and other positions. Increasing staff budget for continuing professional development by

10%. Increase minister's continuing professional development budget to 7.5% from 5%. UUA fair share dues were much lower than we thought - \$3,511 less than we budgeted for.

FUUS fund withdrawal analysis We are not taking anything out of the Mellor social action fund this year, as that is not what it is for. Board will consider uses of this fund or various social action and justice organizations

Motion: to approve annual budget 2019-2020 Motion: Heidi Hart-Gorman **Second:** Kel Williams

Discussion Question about pledges - how do pledges usually pan out? Do we usually meet the actual amount pledged, or do we fall short? We usually anticipate falling short by about 5 percent and plan accordingly.

Have we considered taking our ACTS membership dues out of the mellor social action fund? We have provided to pull it from our operating budget (\$500) but that is a good point to consider going forward.

Mentioned 25% grant support for an intern, is that less than before? Last year it was 50% and we knew it would step down to 25% this year. Next year it will be 0%, those are the terms of our UUA grant.

All in favor: 46 Abstentions: 1 Opposed: 0

Nominating committee changes to constitution --Updates proposed to Article XI "Nominating Committee," Section 1

Section 1) The Nominating Committee shall be comprised of **four** Voting Members, all of whom are elected at an Annual Meeting **and one member being the Clerk of the BOT. The Clerk of the BOT** shall be a representative to the Nominating Committee and **shall be a voting member only when there is a tie vote.** The elected members shall serve for staggered three year terms, one being elected each year. No person shall serve on the Nominating Committee more than one term consecutively.

--Clarifying changes proposed to Article XI "Nominating Committee, Section 2

Section 2) The Nominating Committee shall prepare a slate of candidates for officers of the Society and Trustees to be elected at-large (as specified under Articles VI and VII), and for members of the Nominating Committee for the coming year. Current members of the Nominating Committee shall not be eligible to be nominated to the BOT **while serving on the Committee.** The Nominating Committee shall also work with the BOT, to produce a slate of candidates for a Ministerial Search Committee when necessary, insofar as possible, the nominee for president shall have served as a member of the BOT in the year immediately preceding the nomination. If such nomination creates a vacancy on BOT, the Nominating Committee shall present a candidate for that vacancy.

Motion: Heather Highfield **Second:** Paul Barfoot **All in favor: 46 Abstentions: 1 Opposed: 0**

Community outreach ministry Asking for congregational input for next year. Let's choose between 2 broad areas of concentration for outreach. We are a 100 member congregation in an area of the county where social justice needs are high If you are involved in social justice actions already, we are not asking you to do anything different, but choosing a concentration for our outreach ministry as a congregation would help us narrow our focus.

Choice A: criminal justice reform, sentencing, bail, solitary confinement, policing Choice B: community violence, gun availability, poverty, education disparity, school segregation

Discussion: Question: Would the community violence topic include OGs Against Violence? Yes, the list is just some representative suggestions, not all inclusive Opinion: Mental health reform should be

prominently included in both categories. Opinion: Community violence is such an immediate issue in the Syracuse area specifically, that this is where we should concentrate Opinion: Under criminal justice, the key areas feel like measurable and concrete changes that we could make, and under community violence they feel more broad and less achievable or measurable, so I will be voting for criminal justice Opinion: Many of my clients live in high poverty areas; fear of violence keeps them from everyday activities, being out in public, and living daily life Opinion: I have just come back to the Syracuse area and have found this area highly segregated racially. Have gotten involved in ACTS and other orgs and feel we can make progress in anti-violence. Feel that there are achievable goals to be found in that area and will be voting there. Opinion: Issues with criminal justice reform will impact violence in the community.

Opinion: Both are worthwhile, we are a group of largely middle class white members largely from the suburbs and regardless of how we move forward we should be very careful of our tone and not adopting a white savior position Opinion: I have personally seen acts of violence happen in the community and if a non-white sounding person calls the police they often do not show up, and when white-sounding folks call the police regularly show up.

Criminal Justice reform votes: 12 Community Violence votes: 32

Community Justice reform has won.

Capital projects update and approval We have approved a budget for the past 2 years: \$40000 for phase 2a, last June approved \$150000 for phase 3 Rear site improvements will happen this summer! Parking lot condition worsened and town has expressed additional requirements, dark-sky lights, etc. The accessibility lift will happen! But unexpected complexities mean the price almost doubled to \$37000. NYSCU zero-interest loan

Report on fire truck damage to overhang over Nottingham Rd. driveway

Motion to approve Capital Projects: Motion: Susan King **Second:** Jim Andereg **All in favor: 46**
Abstentions: 1 Opposed: 0

Moderator: thanks to Jim D'Aloisio and Matt Irish for their work on all of this

Motion to adjourn Motion: Marilyn Lyman **Second:** Rick Olanoff

Chalice extinguishing

STAFF REPORTS

Minister Report

Well what is there to say about this year that has not been said. It has been a wild year! We started the year blessing our new parking lot, new lift and new sound system. I know that may seem like it should have been in last year's report but that was this year. The facilities team, Matt Irish and Jim D'Aloisio in particular worked so hard to make that happen. Thank you for your hard work and commitment to First UU.

I hope that as you read this report you are healthy, safe and also are able to stay in contact with folks. Some of our members are sheltering in place – having no physical contact with the outside world; some of our members are physical distancing – going only to essential stores and medical appointments; some of our members are essential workers and must leave their houses almost every day. Everyone I have talked to has taken Covid19 very seriously.

As I write this report our city, Syracuse, is in the middle of 40 days of protests and rallies for racial equality. Some of our members are able to attend those protests and rallies and some cannot for health reasons. Everyone I have spoken with is in favor of the protests and in favor of Black Lives Matter and finding a way to reform or restructure our police departments so that lives are saved.

These past few months have stretched us, have challenged our faith. These past few months have challenged us to learn in new ways how to be a community. Our Board voted on May 20th to continue to meet virtually through Zoom or other online platforms. We will be doing this at least through Dec 31 2020. The Board will decide in the fall about whether we continue virtual through the spring or not.

During this time of pandemic, I have seen so many of you work harder at staying connected. We have caring circles going and I know that folks are making more phone calls and zoom calls to stay in touch. I do know that the number of pastoral calls and conversations I am having has increased dramatically since the pandemic began.

Our staff Sara Jo, Tina, Caly and Sky have been amazing during this time. When we made the decision keep church open online our staff made that pivot so well. Each of them prioritized pastoral care to the folks they engage with as a priority. I did not have to tell any of them that. They just knew that was what was important. And they have spent these three months learning Zoom, video editing, sound editing and more. If I could I would double their pay!

One of the things that you will see in the proposed budget for next year is that my hours will be reduced from three quarter time to half time or 20 hours per week. This was an option that I offered to the Board because pledging was down from last year and we expect that our rental income will be down. I knew the Board had some hard decisions before them. And I knew that I did not want our Music Director, Sara Jo, Our Lifespan Faith Development Director, Tina Lesley-Fox, or our Office Administrator, Caly Doran to have to have their salaries reduced. And so next year I will be working less most likely this will mean that more of the administrative tasks will fall to you the congregation. I will be focusing on worship and on pastoral care.

Passages

In the past year Fred Lyman died and we had a service to celebrate his life on August 10, 2019. Janice Pope died just at the beginning of the quarantine and her family has not set a date for a memorial service.

New members

We have five new members this year. They are **Kelly Bancroft, Gretchen Barfoot, Kit Kight, Devon Kinsmen, and Gracia Sears**. It is a joy to welcome them. By the way the Board approved an online method to joining the church so that folks would not need to come into the church and sign the membership book during a

time when we are practicing physical distancing. If you are interested in joining the church please contact me and I will let you know how that works.

In the upcoming year it is my hope that our congregation can become a stronger ally for racial equality in Syracuse. I know that many of you have been engaged in some deep learning and very thoughtful conversations. I would like to see our congregation show up as a congregation pushing for legislation and policy changes that will make racial equality much more real in Syracuse now. The past few weeks have brought to the surface for anyone watching or reading the news how critical this is. Now is the time for us to live our UU values, in our homes, in our neighborhoods, in our work places, in our congregation.

Respectfully submitted

Rev. Jennifer Hamlin-Navias

Lifespan Faith Development Director Report

What an interesting year it has been. The first part of our church year was fairly typical, we had our water service, kids and teens returned to programming, we welcomed Sky as our ministerial intern and Steven as our new teen advisor. We attended and hosted youth cons and YAC meetings, Our Whole Lives classes and had potlucks. Then the pandemic hit and everything changed. We quickly moved all our programming online, adapted the ways we interact with each other and spent a lot of time on zoom.

I am so incredibly blessed to serve this congregation. We are a community of people who care deeply for each other and for our larger world. When faced with an unprecedented situation of needing to stay in our homes and connect only electronically we stepped up and made sure people had the technology to stay connected, we called each other and made sure people had food and support, we welcomed people into our community from far away places and we continued to love each other.

As we move into the summer months and the end of our regular church year and we begin planning for next year I am buoyed by that love and grace and know our community will make it through.

Below is a list of some of the things that happened with children and youth programming this year...

- Our Youth Adult Committee met in our building
- We had an unbelievable class of Our Whole Lives students. It was the largest class we have ever had with 26 kids starting out the program.
- We hired a new advisor for our high school teen group
- We attended youth cons in Rochester and Albany
- We hosted a leadership youth con in our building
- We had a good number of youth attend the Beyond the Binary conference and have a sleepover afterwards
- I attended several professional development workshops and gatherings with my religious professional colleagues
- We tried out a new way of doing worship with our Head, Heart, Hands services where people of all ages chose activities for spirituality, service to the community or more intellectual learning
- We gathered bedding for Sleep in Heavenly Peace

- We raised money to purchase new couches for our teen room
- We hosted zoom dance parties and art times and story times
- We continued our middle school program by zoom with fun games and bonding
- I made "UU summer camp in a bag" kits and delivered them to registered families

Looking forward to next year!

Tina Lesley-Fox

Director of Lifespan Faith Development

Music Director Report

This year has been a little different than previous years, so my annual report is also different.

The music program began the year encouraging participation through congregational song, a choir that welcomes all abilities, and Music Sundays focusing on group improvisation and the wisdom found in our hymnals. Jimbo Talbot and Laura Enslin joined us for Music Sunday, with Jimbo returning to lead a drumming workshop for resilience. Dan Duggan and Peggy Lynn joined us again for our Christmas service. Running the sound system was also passed to congregation members, although there is still need for more volunteers and more tweaking of the system.

Once our worship moved online, I changed to creating videos for service and creating a virtual space for choir members to connect with one another and still sing. This has been an interesting process and has pushed my flexibility to its maximum. I certainly miss hearing everyone sing together during congregational songs and choir anthems, and leading online choir rehearsals is not as fulfilling as in person, but this is how we keep people safe. The focus of the music program is still on participation, but also connection. The work behind the scenes has involved a different understanding of copyright and permissions (because the rules change online), more technology usage, and collecting photos (thank you Paul Barfoot) for a different visual effect. The program has grown to include the occasional "virtual choir" for our congregational hymns, highlighting participation in a different way.

I have continued my work within the greater denomination, working for Soul Matters to lead their brainstorming sessions and collect the music suggestions for their themed packets. Also, I am the volunteer advisor for a Music Director working to receive her Music Leadership Certificate.

Next year, I am looking forward to deepening my understanding of audio visual technology, finding new ways to help people connect to our music, continuing to work with the choir and congregation, and expanding the selection of hymns we can use for online services. I am also hoping to lead a class on the history and meaning of some of our hymns, deepening our connection to what we sing every week.

Sara Jo Brandt

Music Director, First UU Society, Syracuse

Ministerial Intern Report

I am so grateful to have had this year of ministerial internship with you. It has been so meaningful to me to fill in as a teen advisor, and spend time with our youth this year. As Unitarian Universalists, our ministry to youth is such a powerful gift to all of us. I have also been blessed to imagine the Beyond the Binary conference with you all, and to hold a transgender chalice circle. I have discovered and remembered the places where transness and sacredness reside together. Through this and more, you all have sometimes allowed, sometimes encouraged, and sometimes pushed me to move into my ministry. You said yes to me trying something new with the spiritual care packages, and held me through all sorts of worship experimentation and growth. I will always carry in my bones this congregation as a foundation for what it means to be a UU minister.

There is a saying that “actions speak louder than words.” At its heart, this phrase is about our embodiment of our values. It is about the importance of making real what we believe. In reflecting upon my time with you all, it is this phrase that sings out in my mind. I have seen you, in this year of crisis, live out the values of our faith. I feel this embodiment the most in the way you care for one another. I feel it in your calling, your Zooming, and your conversations after, before, and during worship service. I feel it in your creativity, and your willingness to laugh and try new things. I feel it deeply in the value and tangible resources you put towards our children, youth, and elders. I feel it in the numerous actions you all have taken to proclaim and name that black lives matter.

As I leave, I want to offer a prayer to you all. These last few months have been difficult in a number of ways. There are likely to be some difficult times ahead. And in that, my prayer for you all is to remember your power. There is such immense power in your care for one another, and in your care for this world. I pray for your rest, and for your self-respect. There is great power in your love and respect for yourself. I pray for your laughter, and tears, and singing. I pray for you to hold each other, in all sorts of ways, and to reach out too and invite others into the circle of warm firelight. I pray that we are in a time of transformation, that we all are part of that transformation. I pray for us, for you, and for this community. May we find, work for, and be held by our beloved communities, our heavens on earth, our loves made real.

This I pray. Amen, shalom, and may it be so.

Sky Williams-Tao

Ministerial Intern

PRESIDENT REPORT

Safe to say, the last year did not unfold the way any of us expected. Our church, our lives, and our world took a path none of us anticipated. The coming year will continue with challenges we are still trying to understand, and will need to keep figuring out the newest normals.

There was, believe it or not, a time before the pandemic, and I'd like to touch on other important items of the path we've traveled in the past year. There are MANY more great things that have come to pass, thanks to hard work of our staff and congregation. A couple of them that I will note very briefly, doing justice to none of them...

Our year started off great, with our new parking lot completed! It was the culmination of a ton of work, time, effort, bureaucratic battles, and above all financial contributions from YOU, the members of our congregation.

FUUSS also transitioned this year to financial investments divested from fossil fuels. It was a decision not taken lightly, and it was the right thing to do. The congregation, Finance Committee, and the Board of Trustees were in agreement that this was a decision that reflects our principles. Our investments will be helping to push the world in a direction that will be better for the planet's future- while still acting responsibly for FUUSS's financial future.

Then in March, as we all know, everything changed. As a result of the quickly accelerating concerns of the pandemic, the Board of Trustees, along with Rev. Jennifer and our staff, made the decision to pause our in-building services. It was a difficult and sad, but necessary, step for the health and safety of our congregation. This led to major changes, without time for preparation. It was so challenging at a time when we all needed each other more than ever. We had to find a way as best we could to keep our connections, while being safe. All of this required hard work, flexibility, and learning on the fly. I cannot speak highly enough about how Rev. Jennifer and our staff transitioned our services to the virtual format.

It has been a learning experience for our congregation. It has involved sacrifices, and a change in the way we have been together and shared our community. In this time of great upheaval, being able to continue our weekly interactions has been vital. A church is not just a building, it is the community of people who gather there, and love and connections we share, and the thoughts and actions that we find mutually important. This has been put to the test. But we showed that even without our church building, we are still a Church.

And as for me, as my presidency of the Board of Trustees comes to an end, I am thankful to FUUSS for trusting me with the responsibility; and very grateful to all of the members of the Board, Rev. Jennifer, the staff, and all others who have supported me. I wish I had been able to do more, and I look forward to finding other roles of support to help move our church forward. We are very lucky to have a great slate of leaders for the Board in the coming year. Heidi will be a great president, and I know we all wish her well!

Great things will continue to happen at, and outside of, First UU. "The road will be muddy and rough, but we'll get there... heaven knows how we will get there, but we know we will..."

Woyaya, and Blessed Be

Jeffrey Peterson

President, Board of Trustees of FUUSS

VICE PRESIDENT REPORT

To be submitted at a later date

PROGRAM COUNCIL REPORTS

Facilities Team Report

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

2020 – 2021 Facilities Budget

6110 Utilities	\$ 5,000
6111 Waste Disposal	\$ 1,400
6112 Water	\$ 270
6113 Sewer District	\$ 1,500
6121 Mowing/Plowing	\$ 7,500
6122 Snow Shoveling	\$ 500
6130 Maintenance & Repair	\$ 2,550
6131 Maintenance Contracts	\$ 1,350
6140 Cleaning Service	\$17,200**
6141 Janitorial Supplies	<u>\$ 1,700</u>
Total	<u>\$38,970</u>

**New janitorial contract has not been negotiated yet to my knowledge.

Matthew H. Irish
Facilities Chair

Stewardship Committee

To be submitted at a later date

Lifespan Faith Development Adult Subcommittee

To be submitted at a later date

Finance Team Report

Members: Jim D'Aloisio – Chair and Treasurer; Keith Bertrand - Financial Secretary; Dennis Killian-Benigno - Fundraising Coordinator; Susan King - Personnel Representative; Melissa Lesley-Fox – Bookkeeper; Cliff Mellor - Trust Representative; and Jim Anderegg, Janet Mallan, and Deb Sprague

This year we said goodbye to members David Dickinson and Tim Rice, who both stepped down from the Finance Team after many years of service. Thank you! We also welcomed new Finance Team member Deb Sprague.

Below is a partial list of the things we did this year:

1. In the fall of 2019, we worked with our Financial Advisor Mike McCann to divest most of our investments from funds that had any significant holdings in fossil fuels. This was the result of a two-year education process of the Finance Team, the Board, and the Congregation. It's one of the most effective things we could do to help move away from activities that emit carbon dioxide and other greenhouse gases into the atmosphere. Thanks to Sunny Aslam for pushing us to do the right thing.
2. We switched from the company who performs biweekly payroll, tax, and consultant payment services for us from Intuit to HR-One, a small, locally owned company. We felt that they will be better able to provide us with assistance with the increasingly complex arena of human resources. Special thanks to Melissa who went above and beyond to get the info together and made the transition happen.
3. We conducted a low-key Capital Campaign II, to help cover the costs of the rear site improvements, the handicap lift, and other facilities improvements in the approved capital project budget. Thanks to all who pledged and contributed.
4. Melissa, our reliable and incredibly competent Bookkeeper, rose to the challenge created by the pandemic to shift from a paper-based system to develop ways to pay bills electronically. As of this writing some problems still need to be worked out, especially with our financial institution Co-Op Federal Credit Union, but by and large she made it happen!
5. We received \$27,750 in federal loans through the Payroll Protection Program. Much thanks to Heather Highfield (given an honorary temporary Finance Team membership) who submitted the application, based on financial info compiled by Melissa (see a pattern?). This loan, much of should be forgiven, has helped us confidently commit to maintaining our staff levels through the uncertainty of this time.
6. This year's annual pledge drive may have been the most challenging in recent years due to the pandemic and the lack of clarity about future Sunday services and other in-person programs. Nonetheless, Dennis Killian-Benigno gave it his all and we were able to come close to the pledge levels of last year. Thanks to Dennis, and thanks to everyone who has, and might still, pledge!
7. Regarding the Annual Budget: The COVID pandemic has reduced our anticipated income (and expenses) somewhat, although lack of certainty as to when we will resume "normal" services has made it more of a "best guess" activity than most years. In addition, after three years of budgeting significantly more money from our investments than an amount which would have maintain the funds' values in an effort to "grow" First UU, we acknowledge the need to reduce our dependency on these funds, which have diminished in value. The Finance Team developed budget options with the latest information we had available, and the Board selected the option that included an amount of \$43,969 to be withdrawn from our investment accounts. Highlights of the budget include:
 - a. Maintaining our staff compensation levels for our Office Administrator (Caly), Music Director (Sara Jo), and Director of Lifespan Faith Development (Tina).
 - b. Significant reduction in Professional Expenses / Continuing Education for the staff.
 - c. Reduction of compensation for Rev. Jennifer from approximately 3/4 time to approximately 1/2 time. Rev. Jennifer had suggested this as an option to reduce expenses.

- d. No Ministerial Intern for next year.
- e. No minister's sabbatical - Rev. Jennifer had canceled her plans to take one in the spring of 2021.

The intent of this budget is to maintain our programs through the coming year while acknowledging the financial realities of the situation. I feel this is the right budget for us at this time. Thanks go to the Finance Team, the Board, and the staff, especially Rev. Jennifer for her sacrifice and leadership.

Jim D'Aloisio, Finance Team Leader and Treasurer

Community Outreach Report

Members: Caly Doran, Coran Klaver, Linda Malik, Rick Olanoff

Contributors: Rev. Jennifer Hamlin-Navias, Sky Williams-Tao

At the 2019 Annual meeting the congregation voted on a social justice focus of reducing community violence for the 2019/2020 church year. The community outreach committee centered our discussions around this topic.

While community outreach had many lively discussions about the work that can be done in Syracuse, due to time constraints and busy schedules no real plan was set in motion this church year.

Despite that our members still remain active in the community and we hope to continue our work in the 2020/2021 church year.

Caly Doran - Chair

Internship Committee

The Committee enjoyed meeting with Sky Williams-Tao monthly and more to share information, encouragement, suggestions, congregational history and perspectives and feedback. We prepared and submitted midyear and final evaluations as requested by the UUA Ministerial Fellowship Committee. We are grateful for the opportunity to get to know Sky, to help in her preparation for Unitarian Universalist ministry and to serve our congregation and Unitarian Universalism.

~~Devin Kinsman

~~Michael Messina-Yauchzy

~~Kira Pawletko

~~Jane Pickett

~~Rev. Betsy Spaulding

~~Dionne Stallworth-Robinson

Membership Committee

The Membership Committee for this year consisted of Elna Gordon, Don Marr, Jeff Peterson, Heather Highfield, Joe Pawletko, Eileen Taveniere and Matt Irish. We were frequently joined by Rev. Jennifer and Sky Williams-Tao, both of whom were very helpful in terms of facilitating our mission.

The number of visitors we greeted before and after Sunday services is impossible to quantitate but over the course of the 2018-2019 church year, we officially accessioned 29 newcomers onto our newcomer list. This is a significant increase from the previous year despite the fact that the Covid pandemic effectively halted our committee functions in March. Unfortunately, in part due to the pandemic, only 5 people "signed the book", down from 8 last year:

Devon Kinsman

Gretchen Barfoot

Gracia Sears

Kelly Bancroft

Kit Kight

Thanks to all of the church members who helped us make newcomers welcome.

Respectfully submitted

Randy Kalish, Chair

Worship and Music Ministry Report

The 2019-2020 Worship/Music Ministry members are: Paul Barfoot, Peggy Flanders, Radell Roberts, Don Marr and Susan Wadley with Sara Jo Brandt-Doelle, Sky Williams-Tao and Rev. Jennifer Hamlin-Navias as ex-officio members. Devon Kinsmen was added in May and will continue to serve next year. Radell resigned in June and will rejoin when we go off-line for services. We have added temporary members for the summer to help with on-line services—Keith. and Julia Schult. We really appreciate these efforts.

We also wish to immense thanks to the staff for the superb organization of on-line services starting in mid-March. They were done with skill, care, and worked superbly to keep our community together.

The Ministry of Worship and Music at FUUSS activities over the summer and year have engaged a significant portion of the FUUSS Congregation. With an average adult attendance of 50 (this figure through the closing of in person services in March and some 45 to 48 for the rest of spring, including some from other parts of the country who could otherwise not attend), 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 2019 services were:

June 23, 2019 -- General Assembly Live Feed

June 30, 2019-- The Rights and Responsibilities of Living with Vision Loss, Lucy and Don Marr

July 7, 2019—Lecto Human, Marty Pelham

July 14, 2019 – Sin Evolved, with Gus Lolt

July 21, 2019 Bridging Cracks in the Refugee Community with Tai Shaw

July 28, 2019—Trauma, Addition and Homelessness with Sunny Aslam

August 4, 2019—Evil Jim D’Aloisio

August 11, 2019 What Moves You, Julia Schult

August 18, 2019- Annual Poetry Sharing Service with Peggy Flanders

August 25, 2 lessons from ‘Thinking in Bets’ by Annie Duke with Jim Anderegg

Sept. 1, 2019 Interplay with Coran Klaver

Lay-led services during regular 9 month services:

With a full-time Ministerial Intern this year, we had only four lay-led or organized services:

Sept. 22, Eastern Farm Workers

Jan. 16, Bishop Collette Mathews-Cooper

Feb. 2, Evin Carvil-Ziener

April 5, Wisdom of Fools, Julia Schult

In addition, there were two music services organized by Sara Jo Brandt (March 3, Nov.24)

We met jointly with May Memorial twice, Dec. 29 and in late May.

The topics for each month (through March) were based on the Soul Matters guidelines, each associated with a

hymn for the month.

Several other events included a Christmas Eve Services and a Solstice service in December.

For the committee, Susan S. Wadley

Congregational Relations Committee Report

The Congregational Relations Committee (CRC) met 7 times during the 2019-2020 Society year. Michelle Monsour and Karen Bowman’s term on the CRC is up in June 2020. Michelle is being replaced by Felice Killian-Benigno and Karen Bowman has agreed to stay on the CRC for another 3 year term. The rest of the members remained the same: Marge Mellor, Melissa Gilbert and Valoree Suttmore as chairperson. Reverend Jennifer Hamlin-Navias also attended meetings a non-voting member. Paul Barfoot was the BOT representative.

The following work was accomplished by the CRC during the 2019-2020 Society year:

- The First Unitarian Universalist Society of Syracuse “Operations Manual” is now complete in paper format and is housed in the Society office. The “Operations Manual” is also up on the First UU website in electronic format in the Member’s Only section so everyone has access to the most current documents. . Necessary procedures are still being developed/revised/reviewed.

- Felice Killian-Beningo will replace Michelle Monsour as a member of the CRC beginning in August 2020.
- The CRC met the guidelines for being a Welcoming Congregation for this year.
- The majority of the policies and procedures were reviewed and updates made as necessary.
- The following Policies, Procedures, & Statements were revised and approved by the BOT during the 2019-2020 Society year and will become part of the "Operations Manual":

Conflict Resolution Procedure approved 1/15/2020

Minister Coverage Policy-approved 1/15/2020

Management of First UU Funds-approved 10/16/2019

Submitted by Chairperson Valoree Suttmore

Nominating Report

Heather Highfield, Board Representative for Randy Kalish, Chair

Recommendations for the Slate of Officers and Board for 2020-21:

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

Officers: President: Heidi Hart-Gorman (term 1 year, 1st year of possible 3) Vice President: Paul Barfoot (term 1 year, 3rd year of possible 3) Treasurer: Jim D'Aloisio (term 1 year, 4th year of possible 5) Clerk: Heather Highfield (term 1 year, 3rd year of possible 5) Financial Secretary: Adam Allan (term 1 year, 1st year of possible 5)

Board of Trustees: New Members TO BE VOTED ON

Keith Bertrand (term: 1 year to fill out 3-year term 2018-2021) Pamela Spearman (term: 2 years to fill out 3-year term 2019-2022) Sue Wadley (term: 3 years, 2020-2023)

Nominating Committee: New Members TO BE VOTED ON

Eileen Taveniere (will be 1st year of 3 year term, 2020-2023)

Returning Committee Members:

Elna Gordon (2nd year of 3 year term, 2019-2022) Julia Schult (3rd year of 3 year term, 2018-2021) Randy Kalish (3rd year of 3 year term, 2018-2021)

5th member appointed by the Board of Trustees (presently Heather Highfield, Clerk)

We thank Dennis Killian-Benigno who completed his term of office on the Nominating Committee this year.

Article IX of Constitution

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

FINANCIAL REPORTS

On the following pages you will find the financial reports and the 2020/2021 budget proposal

FUND	START VALUE 7/1/2019	CREDITS*	DEBITS**	MARKET CHANGE	END VALUE 3/31/2020	AVG FUND AVAILABLE VALUE***	AVAILABLE FUNDS****
UNRESTRICTED ES05853	321,301	200	-36,993	-20,372	264,136	348,305	0
HOUGHTON ES05854	8,684	0	-100	-990	7,504	7,099	497
NEILY ES05856	12,235	0	-92	-897	11,246	12,511	876
RELIGIOUS LEADERSHIP ES05857	24,751	0	-187	-1,800	22,764	25,828	1,808
SCHMIDT ES05859	32,392	0	-244	-2,426	29,722	33,162	2,321
WALLACE CHADWICK ES05860	25,556	0	-193	-1,862	23,501	27,723	1,941
GRAF ES07898	7,935	0	-53	-614	7,268	N/A	7,268
GROWTH ES08654	2,363	0	-16	-139	2,208	N/A	2,208
CAPITAL RESERVE	2,465	0	-2,451	-14	0	N/A	0
MCBRIDE ES16570	18,849	0	-143	-1,368	17,338	18,154	1,271
MELLOR ES16571	17,235	0	-531	-1,192	15,512	17,222	1,206
TOTAL	473,766	200	-41,003	-31,674	401,289	490,004	19,396

* Transfers in or deposits(contributions)made

** Transfers out or withdrawals(distributions)made or expenses

*** Last 20 quarters

****7% of average fund value for fiscal year 2019-20 less previous withdrawals, if any

					92% through the year
					Notes
	Jul '19 - May 20	Budget	\$ Over Budget	% of Budge	
Ordinary Income/Expense					
Income					
4100 · Contributions					
4101 · Plate Offerings	\$ 6,059	\$ 14,000	\$ (7,941)	43%	low
4102 · Offerings - Special	\$ -	\$ 500	\$ (500)	0%	
4104 · Pledges/cash basis current yr					
4105 · Mid-year pledge	\$ -	\$ 3,500	\$ (3,500)	0%	
4104 · Pledges/cash basis current yr - Other	\$ 95,867	\$ 118,165	\$ (22,298)	81%	
Total 4104 · Pledges/cash basis current yr	\$ 95,867	\$ 121,665	\$ (25,798)	79%	
4200 · Fundraisers					
4210 · Garage Sale	\$ 4,122				
4260 · Other	\$ -	\$ 5,000	\$ (5,000)	0%	
Total 4200 · Fundraisers	\$ 4,122	\$ 5,000	\$ (878)	82%	
4310 · Pledge Reserve	\$ -	\$ (5,908)	\$ 5,908	0%	
Total 4100 · Contributions	\$ 106,048	\$ 135,257	\$ (29,209)	78%	
4400 · Other Income					
4230 · Boutique	\$ 87	\$ 200	\$ (113)	44%	
4420 · Betts Estate Trust	\$ 6,616	\$ 9,000	\$ (2,384)	74%	includes \$2500 corporate matching grant from a member's pledge
4440 · Miscellaneous Income	\$ 4,182	\$ 1,700	\$ 2,482	246%	
Total 4400 · Other Income	\$ 10,885	\$ 10,900	\$ (15)	100%	
4500 · Facility income					
4521 · Montessori	\$ 14,800	\$ 16,740	\$ (1,940)	88%	
4523 · Rental Income	\$ 11,546	\$ 15,000	\$ (3,454)	77%	
Total 4500 · Facility income	\$ 26,346	\$ 31,740	\$ (5,394)	83%	
Total Income	\$ 143,279	\$ 177,897	\$ (34,618)	81%	
Gross Profit	\$ 143,279	\$ 177,897	\$ (34,618)	81%	
Expense					
6100 · Facilities					
6110 · Utilities	\$ 3,674	\$ 5,000	\$ (1,326)	73%	
6111 · Waste Disposal	\$ 1,125	\$ 1,400	\$ (275)	80%	
6112 · Water	\$ 125	\$ 270	\$ (145)	46%	
6113 · Sewer District	\$ 1,089	\$ 1,500	\$ (411)	73%	
6121 · Lanscaping/snowplowing	\$ 5,636	\$ 7,500	\$ (1,864)	75%	
6130 · Maintenance and Repair items	\$ 986	\$ 2,550	\$ (1,564)	39%	
6131 · Maintenance Contracts	\$ 2,055	\$ 1,350	\$ 705	152%	
6140 · Cleaning Service	\$ 14,286	\$ 17,700	\$ (3,414)	81%	
6141 · Janitorial supplies	\$ 701	\$ 1,200	\$ (499)	58%	
Total 6100 · Facilities	\$ 29,677	\$ 38,470	\$ (8,793)	77%	
6200 · Administrative Expenses					
6210 · Admin supplies & services	\$ 1,625	\$ 1,600	\$ 25	102%	
6211 · Postage	\$ 126	\$ 250	\$ (124)	50%	
6220 · Telecommunications	\$ 2,030	\$ 2,200	\$ (170)	92%	
6221 · Copier Lease	\$ 545	\$ 600	\$ (55)	91%	
6222 · Website Support	\$ 334	\$ 325	\$ 9	103%	
6223 · Insurance Building/liability	\$ 2,937	\$ 4,180	\$ (1,243)	70%	
6224 · Payroll Processing	\$ 1,633	\$ 1,800	\$ (167)	91%	
6230 · Finance manager	\$ 6,752	\$ 7,315	\$ (563)	92%	
6250 · Finance Team	\$ -	\$ 300	\$ (300)	0%	
Total 6200 · Administrative Expenses	\$ 15,982	\$ 18,570	\$ (2,588)	86%	
6300 · Worship & Music					

6310 · Worship & Music Ministry	\$ 572	\$ 850	\$ (278)	67%
6321 · Accompanists & Performing	\$ 1,050	\$ 1,855	\$ (805)	57%
6330 · Music supplies	\$ 454	\$ 751	\$ (297)	60%
6331 · Copyright Licenses	\$ 235	\$ 404	\$ (169)	58%
6332 · Organ & Piano Tuning/Repairs	\$ 313	\$ 620	\$ (307)	50%
Total 6300 · Worship & Music	\$ 2,624	\$ 4,480	\$ (1,856)	59%
6400 · Lifespan Faith Development				
6410 · Supplies & expenses	\$ 1,149	\$ 1,690	\$ (541)	68%
6420 · Teenz	\$ -	\$ 300	\$ (300)	0%
6450 · Adult LFD	\$ -	\$ 200	\$ (200)	0%
Total 6400 · Lifespan Faith Development	\$ 1,149	\$ 2,190	\$ (1,041)	52%
6500 · Community Outreach Ministry				
6520 · Interfaith Works	\$ -	\$ 100	\$ (100)	0%
6521 · ACTS	\$ 500	\$ 500	\$ -	100%
6525 · Community Outreach Ministry	\$ -	\$ 100	\$ (100)	0%
Total 6500 · Community Outreach Ministry	\$ 500	\$ 700	\$ (200)	71%
6600 · Congregational Care & Growth	\$ 50	\$ 1,000	\$ (950)	5%
6700 · Congregational Relations Cmte	\$ -	\$ 100	\$ (100)	0%
6900 · Denominational affairs				
6910 · UUA Annual Program Fund	\$ 10,754	\$ 10,754	\$ -	100%
Total 6900 · Denominational affairs	\$ 10,754	\$ 10,754	\$ -	100%
6950 · Other				
6960 · Child Care	\$ 1,231	\$ 2,400	\$ (1,169)	51%
Total 6950 · Other	\$ 1,231	\$ 2,400	\$ (1,169)	51%
7000 · Staff Salaries				
7010 · Minister Salary & Housing	\$ 46,823	\$ 54,107	\$ (7,284)	87%
7015 · Ministerial Intern	\$ 9,272	\$ 10,875	\$ (1,603)	85%
7020 · Music Director	\$ 12,179	\$ 13,001	\$ (822)	94%
7030 · Director of Lifespan Faith Deve	\$ 19,406	\$ 20,801	\$ (1,395)	93%
7031 · Teen Advisor	\$ 2,909	\$ 3,075	\$ (166)	95%
7040 · Secretary	\$ 7,763	\$ 9,832	\$ (2,069)	79%
Total 7000 · Staff Salaries	\$ 98,352	\$ 111,691	\$ (13,339)	88%
7100 · Staff Benefits				
7110 · Health Insurance				
7112 · Health Insurance-minister	\$ 11,723	\$ 13,255	\$ (1,532)	88%
7114 · Health Insurance - Intern	\$ 668	\$ 750	\$ (82)	89%
7116 · Health Insurance-LFD Director	\$ 6,731	\$ 7,775	\$ (1,044)	87%
Total 7110 · Health Insurance	\$ 19,122	\$ 21,780	\$ (2,658)	88%
7130 · Pension Plan	\$ 8,114	\$ 8,791	\$ (677)	92%
7140 · Short term Disability Insurance	\$ 251	\$ 1,284	\$ (1,033)	20%
7150 · Workers Compensation Insurance	\$ 407	\$ 1,000	\$ (593)	41%
7160 · Long-term Disability	\$ 676	\$ 1,115	\$ (439)	61%
7170 · Employer Social Security	\$ 5,691	\$ 8,309	\$ (2,618)	68%
Total 7100 · Staff Benefits	\$ 34,261	\$ 42,279	\$ (8,018)	81%
7200 · Continuing Education				
7210 · Minister Prof Expense	\$ 311	\$ 4,058	\$ (3,747)	8%
7220 · Music Director	\$ 90	\$ 1,300	\$ (1,210)	7%
7230 · Director of Lifespan Faith Deve	\$ 1,238	\$ 2,080	\$ (842)	60%
Total 7200 · Continuing Education	\$ 1,639	\$ 7,438	\$ (5,799)	22%
8010 · *Reconciliation Discrepancies	\$ -			
Total Expense	\$ 196,219	\$ 240,072	\$ (43,853)	82%
Net Ordinary Income	\$ (52,940)	\$ (62,175)	\$ 9,235	85%

ASSETS

Current Assets

Checking/Savings

1018 · Cooperative FCU	\$	41,262
1020 · PayPal	\$	1,146
1025 · Breeze	\$	68
1040 · Petty Cash	\$	500
1400 · Investments		
1401 · Unrestricted Endow. Investment	\$	291,391
1402 · Neily Fund Investments	\$	12,861
1403 · Rel Leader investment fund	\$	26,054
1404 · Schmidt Investment funds	\$	33,985
1405 · Wallace/Chadwick investment fun	\$	26,911
1406 · Graf Memorial Fund Investment	\$	8,822
1407 · Music Investment fund	\$	19,846
1408 · Mellor Investment fund	\$	17,739
1409 · Houghton Fund Investments	\$	8,886
1410 · Growth investment fund	\$	2,490

Total 1400 · Investments	\$	448,986
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Total Checking/Savings	\$	491,962
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Accounts Receivable

1110 · Accounts Receivable	\$	650
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Total Accounts Receivable	\$	650
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Total Current Assets	\$	492,612
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TOTAL ASSETS	\$	492,612
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LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

2010 · Accounts Payable	\$	(4,462)
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Total Accounts Payable	\$	(4,462)
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Credit Cards

2710 · UBS Line of Credit	\$	174,663
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Total Credit Cards	\$	174,663
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Other Current Liabilities

2100 · Employer Taxes

2110 · Federal taxes (941/944)	\$	(1)
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2130 · AZ Income tax	\$	(24)
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Total 2100 · Employer Taxes	\$	(25)
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2200 · Employee Withholding

2210 · Health Insurance Benefits	\$	(3,960)
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2220 · Dental Benefits	\$	(944)
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2230 · Pension Plan Benefits	\$	432
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2240 · NY PFL	\$	164
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Total 2200 · Employee Withholding	\$	(4,309)
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2400 · SBA PPP Loan	\$	27,750
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2800 · Deferred Revenue

2810 · Pledges	\$	3,300
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2820 · Holiday flowers	\$	(49)
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2831 · Our Whole Lives	\$	76
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2840 · Teenz	\$	1,240
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Total 2800 · Deferred Revenue	\$	4,567
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2910 · Capital Campaign Payments	\$	375
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2940 · BCCBB Conference Fund	\$	5,269
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2999 · Pass through Expenses	\$	31
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Total Other Current Liabilities	\$	33,658
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Total Current Liabilities	\$	203,859
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Total Liabilities	\$	203,859
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First Unitarian Universalist Society of Syracuse - Budget Worksheet for FY 2020 - 2021

27 May 2020		FY 19 Final	Jul '19 - Apr '20	FY 20 Budget	FY 20-21 Budget	Notes	
Ordinary Income/Expense			83% of the year		Approved by BOT	20 May 2020 - BOT decision to not have FTF mtgs/svcs through Dec '20	
Income							
4100 · Contributions							
4101 · Plate Offerings	\$	13,777	\$ 5,269	\$ 14,000	\$ 5,500	Reduced based on COVID, trends	
4102 · Offerings - Special	\$	455	\$ -	\$ 500	\$ 500	We will have a Dec. holiday letter	
4104 · Pledges/cash basis current yr							
4105 · Mid-year pledge	\$	1,578		\$ 3,500	\$ 2,000	Reduced basd on trends	
4104 · Pledges/cash basis current yr - Other	\$	92,431	\$ 92,724	\$ 118,165	\$ 109,000		
Total 4104 · Pledges/cash basis current yr	\$	94,009	\$ 92,724	\$ 121,665	\$ 111,000		
4200 · Fundraisers							
4210 · Garage Sale	\$	3,505	\$ 4,122				
4260 · Other	\$	1,934	\$ -	\$ 5,000	\$ 3,000	No physical garage sale	
Total 4200 · Fundraisers	\$	5,439	\$ 4,122	\$ 5,000	\$ 3,000		
4310 · Pledge Reserve	\$	-	\$ -	\$ (5,908)	\$ (5,450)	5% of Pledges current year	
Total 4100 · Contributions	\$	113,680	\$ 102,115	\$ 135,257	\$ 114,550		
4400 · Other Income							
4230 · Boutique	\$	255	\$ 87	\$ 200	\$ 200	Assumed liquidating inventory	
4420 · Betts Estate Trust	\$	8,859	\$ 6,616	\$ 9,000	\$ 9,000	Cliff will check to see if this is good	
4440 · Miscellaneous Income	\$	1,797	\$ 4,043	\$ 1,700	\$ 1,900	Includes matching gifts	
Total 4400 · Other Income	\$	10,911	\$ 10,746	\$ 10,900	\$ 11,100		
4500 · Facility income							
4521 · Montessori	\$	16,200	\$ 12,950	\$ 16,740	\$ 16,740	0% increase due to COVID	
4523 · Rental Income	\$	16,826	\$ 11,546	\$ 15,000	\$ 4,000	Reduced due to COVID	
Total 4500 · Facility income	\$	33,026	\$ 24,496	\$ 31,740	\$ 20,740		
Total Income	\$	157,617	\$ 137,357	\$ 177,897	\$ 146,390		
Gross Profit	\$	157,617	\$ 137,357	\$ 177,897	\$ 146,390		
Expense							
6100 · Facilities							
Line of Credit Interest					\$ 8,312	\$188,000 at 4.75% over 30 yrs	
6110 · Utilities	\$	5,297	\$ 3,674	\$ 5,000	\$ 3,500	Reduced due to COVID, E savings	
6111 · Waste Disposal	\$	1,184	\$ 1,021	\$ 1,400	\$ 700	look into cancellation or redux	
6112 · Water	\$	220	\$ 125	\$ 270	\$ 270		
6113 · Sewer District	\$	1,252	\$ 1,089	\$ 1,500	\$ 1,500		
6121 · Landscaping/snowplowing	\$	9,368	\$ 5,116	\$ 7,500	\$ 5,000	look into reduction of plowing	
6130 · Maintenance and Repair items	\$	1,750	\$ 986	\$ 2,550	\$ 1,800	Reduced due to COVID	
6131 · Maintenance Contracts	\$	2,618	\$ 2,055	\$ 1,350	\$ 1,350		
6140 · Cleaning Service	\$	15,805	\$ 14,083	\$ 17,700	\$ 8,850	Reduced due to COVID	
6141 · Janitorial supplies	\$	970	\$ 701	\$ 1,200	\$ 500	Reduced due to COVID	
Total 6100 · Facilities	\$	38,464	\$ 28,850	\$ 38,470	\$ 31,782		
6200 · Administrative Expenses							
6210 · Admin supplies & services	\$	2,180	\$ 1,479	\$ 1,600		Divided per Melissa's suggestion	
Admin Supplies					\$ 300		
Admin Services					\$ 1,500	Breeze and online donation fees	
6211 · Postage	\$	290	\$ 126	\$ 250	\$ 250		
6220 · Telecommunications	\$	2,307	\$ 1,825	\$ 2,200	\$ 2,200		
6221 · Copier Lease	\$	2,792	\$ 545	\$ 600	\$ 600		
6222 · Website Support	\$	305	\$ 317	\$ 325	\$ 325		
6223 · Insurance Building/liability	\$	3,586	\$ 2,937	\$ 4,180	\$ 4,180		
6224 · Payroll Processing	\$	2,079	\$ 1,721	\$ 1,800	\$ 1,800		
6230 · Finance manager	\$	7,130	\$ 6,190	\$ 7,315	\$ 7,530	Increased due to COVID	
6250 · Finance Team	\$	-	\$ -	\$ 300	\$ 100		
Total 6200 · Administrative Expenses	\$	20,669	\$ 15,140	\$ 18,570	\$ 18,785		
6300 · Worship & Music							
6310 · Worship & Music Ministry	\$	360	\$ 572	\$ 850	\$ 850	KEEP	
6321 · Accompanists & Performing	\$	755	\$ 1,050	\$ 1,855	\$ 1,855	KEEP	
6330 · Music supplies	\$	404	\$ 454	\$ 751	\$ 751	KEEP	
6331 · Copyright Licenses	\$	229	\$ 235	\$ 404	\$ 404	KEEP	
6332 · Organ & Piano Tuning/Repairs	\$	455	\$ 313	\$ 620	\$ 310	50% redux. Verify	
Total 6300 · Worship & Music	\$	2,203	\$ 2,624	\$ 4,480	\$ 4,170		
6400 · Lifespan Faith Development							
6410 · Supplies & expenses	\$	748	\$ 821	\$ 1,690	\$ 1,690	Reduced supply needs	
6420 · Teenz	\$	240	\$ -	\$ 300	\$ 300	KEEP	
6450 · Adult LFD	\$	-	\$ -	\$ 200	\$ 200	KEEP	
Total 6400 · Lifespan Faith Development	\$	988	\$ 821	\$ 2,190	\$ 2,190		
6500 · Community Outreach Ministry							
6520 · Interfaith Works	\$	-	\$ -	\$ 100	\$ 100	KEEP	
6521 · ACTS	\$	-	\$ 500	\$ 500	\$ 500	KEEP	
6525 · Community Outreach Ministry	\$	200	\$ -	\$ 100	\$ 50		
Total 6500 · Community Outreach Ministry	\$	200	\$ 500	\$ 700	\$ 650		
6600 · Congregational Care & Growth	\$	702	\$ 50	\$ 1,000	\$ 100	Reduced based on trends	
6700 · Congregational Relations Cmte	\$	292	\$ -	\$ 100	\$ 50		
6900 · Denominational affairs							
6910 · UUA Annual Program Fund	\$	11,949	\$ 8,066	\$ 10,754	\$ 10,607	Fair Share, based on last year exp's	
Total 6900 · Denominational affairs	\$	11,949	\$ 8,066	\$ 10,754	\$ 10,607		
6950 · Other							
6960 · Child Care	\$	1,743	\$ 1,111	\$ 2,400	\$ 100	Reduced to nominal due to COVID	
Total 6950 · Other	\$	1,743	\$ 1,111	\$ 2,400	\$ 100		
7000 · Staff Salaries							
7010 · Minister Salary & Housing	\$	52,738	\$ 42,661	\$ 54,107	\$ 36,071	Minister comp reduced to half-time	
7015 · Ministerial Intern	\$	7,250	\$ 7,989	\$ 10,875	\$ -	No intern next year	
7020 · Music Director	\$	12,634	\$ 11,179	\$ 13,001	\$ 13,001	KEEP	
7030 · Director of Lifespan Faith Deve	\$	20,200	\$ 17,806	\$ 20,801	\$ 20,801	KEEP	
7031 · Teen Advisor	\$	3,000	\$ 2,576	\$ 3,075	\$ 3,075	KEEP	
7040 · Secretary	\$	8,231	\$ 6,913	\$ 9,832	\$ 10,324	5% increase - min. wage increase	
Total 7000 · Staff Salaries	\$	104,053	\$ 89,124	\$ 111,691	\$ 83,272		
7100 · Staff Benefits							
7110 · Health Insurance							
7112 · Health Insurance-minister	\$	11,957	\$ 10,702	\$ 13,255	\$ 13,918	Assumed 5% increase	
7114 · Health Insurance - Intern	\$	750	\$ 600	\$ 750	\$ -	No intern next year	
7116 · Health Insurance-LFD Director	\$	6,974	\$ 6,149	\$ 7,775	\$ 8,164	Assumed 5% increase	
Total 7110 · Health Insurance	\$	19,681	\$ 17,451	\$ 21,780	\$ 22,082		
7130 · Pension Plan	\$	8,768	\$ 7,438	\$ 8,791	\$ 6,500	Reduced amount is estimated	
7140 · Short term Disability Insurance	\$	(9)	\$ 251	\$ 1,284	\$ 1,284	Will look into actual costs	
7150 · Workers Compensation Insurance	\$	570	\$ 407	\$ 1,000	\$ 1,000		
7160 · Long-term Disability	\$	600	\$ 618	\$ 1,115	\$ 1,115		
7170 · Employer Social Security	\$	6,207	\$ 5,176	\$ 8,309	\$ 5,000	Reduced amount is estimated	
Total 7100 · Staff Benefits	\$	35,817	\$ 31,341	\$ 42,279	\$ 36,981		
7200 · Continuing Education							
7210 · Minister Prof Expense	\$	1,613	\$ 182	\$ 4,058	\$ -	Reduced minister's prof exp to \$0	
7220 · Music Director	\$	1,528	\$ 90	\$ 1,300	\$ 650	Reduce music dir's prof exp by 50%	
7230 · Director of Lifespan Faith Deve	\$	1,454	\$ 690	\$ 2,080	\$ 1,040	Reduce LFD dir's prof exp by 50%	
Total 7200 · Continuing Education	\$	4,595	\$ 962	\$ 7,438	\$ 1,690		
Total Expense	\$	221,675	\$ 178,589	\$ 240,072	\$ 190,377		
Expenses Minus Income	\$	(64,058)	\$ (41,232)	\$ (62,175)	\$ (43,987)	To be drawn from investments	
Percent of Expenses over Income		28.9%		25.9%	23.1%		