

**ANNUAL REPORT 2021**

**FIRST UNITARIAN UNIVERSALIST SOCIETY OF SYRACUSE**



**ANNUAL CONGREGATIONAL MEETING**

**JUNE 6, 2021, 1:00 PM**

Justice with Love and Joy, Open to Awe!

# **ANNUAL REPORT AND ANNUAL MEETING INFORMATION 2020-2021**

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## MEETING AGENDA

Sunday, June 6, 2021, 1:00 p.m.

1. Chalice Lighting
2. Selection of a Moderator
3. Receipt of Reports, including Nominating Committee
4. Election of Board, Officers, and Nominating Committee (included in Annual Report)
5. Approval of Budget for FY 2021-2022 (included in annual report)
6. Approval of Expenditure for Multi-Platform Services (\$6000 proposed)

**RESOLUTION: To approve the expenditure of up to \$6,000 (in addition to our NYSCU grant) to enhance multi-platform worship as a special capital expenditure, with the recommendation that the Finance team pull this money from the Wallace Chadwick fund.**

7. Chalice Extinguishment

## **Annual Congregational Meeting Minutes June 20, 2020**

**Meeting called to order 7:07PM**

**Quorum verified** at 35 voting members.

**Housekeeping – Explaining** voting process and practicing Zoom voting (“raising hand”)  
Voting in this Annual Meeting will take place by the raising of hands in the Zoom chat. Those unable to use the Raise Hand feature may physically raise their hands and be counted by our Ushers.

**Ushers:** Thanks to Joe Pawlekto and Devon Kinsman for overseeing quorum confirmation and vote counting.

**Nomination of moderator:** Coran Klaver

**Motion:** Joe Pawletko

**Second:** Heather Peterson

**All in favor:** 32

**Opposed:** 0

**Chalice Lighting** – Rev. Jennifer

**Acknowledgement of Haudenosaunee sacred lands** – Coran

Each speaker shall be limited to 2 minutes each.

**Approval of 2019 annual meeting minutes**

Discussion:

--We said there was \$500 due for the ACTS annual membership, and we discussed having this come out of the Mellor Fund, but on the Annual Report it is still coming out of the General Budget.

--This was a comment and a suggestion at the last annual meeting, but not an official motion. It unfortunately was not acted upon this year but will be on the slate for next year.

--There are two typos in the minutes for the last meeting. One, in the original minutes, it states:

**Criminal Justice reform votes: 12**

**Community Violence votes: 32**

**Community Justice Reform has won.**

This should state, “Community Violence has won.”

--Two, it states: “regardless of how we move forward we should be very careful of or tone.”  
This should state, “be very careful of our tone.”

Minutes approved by consent as written.

### **Receiving of annual reports**

--Acknowledgement that we have received reports via email. If anyone would like a hard copy, they can contact Caly Doran, Office Administrator.

--We receive these reports into the record.

### **Adoption of change to Constitution: Delete Article IX, Section 4 of the Constitution: “Elections shall be by written ballot.”**

Discussion:

--Speaking in favor of the motion: This makes things convenient during the pandemic, but also this motion has been in order for a while. A written vote is essentially a secret ballot. It was an anomaly in this kind of organization to have a secret ballot – some of us feel it is a healthy thing to see how people vote and to be open about one’s views. I’ve never liked this line in the Constitution, and it would greatly enhance our efficacy especially in situations like this.

--In a lot of constitutions, it says that if someone calls for a private ballot, then it is necessary – is there ever a circumstance where we might need a private ballot if someone calls for it?

--It goes without saying that anyone can call for a secret ballot.

--Does it go without saying?

--Arguably it does – it is part of standard parliamentary procedure.

**ACTION ITEM:** At the beginning of all future meetings, future moderators should clarify to the congregation that anyone has the right to call for a secret ballot.

--Does this require a  $\frac{2}{3}$  majority? Yes, it is a change to the Constitution.

--This is  $\frac{2}{3}$  of those present, not  $\frac{2}{3}$  of the voting congregation.

### **Vote:**

All in favor: 32

Opposed: 1

### **Review and approval of 2020-2021 Budget:** Jim D’Aloisio

--The budget is available in the Annual Report

--This is an unusual budget:

- The pandemic. The Board has decided to hold off on any face-to-face meeting until at least January 2021. This has a significant impact on some income and expense lines; it is an unusual year.
- This budget reflects our best guess for income and expenses but may likely need to be revisited and adjusted as we go.
- We have been expending from our endowments to a greater extent than in previous years. We budgeted over \$60,000 from our investment accounts each year for a few years.
- There is no intern for next year. Sky was the 3<sup>rd</sup> intern that we have hosted, and we are coming off of a really great run. They have all been wonderful.
- The budget includes a reduction of Rev. Jennifer's time from  $\frac{3}{4}$  time minister to  $\frac{1}{2}$  time minister. This was her suggestion, and she will speak on it later.
- We have included a significant reduction in professional expenses and continuing education for all staff members. If the budget passes, the Board plans to meet this summer to make sure we can accommodate maintaining our current level of programs under the new ministerial hours.
- Our custodian Jeff has agreed to reduce his compensation dramatically as our needs are reduced – he has indicated that he has several other contracts and that we will not be leaving him without a livelihood by doing so
- We did secure \$27,700 (CHECK WITH MELISSA) from the PPP program – this may likely be forgiven, but we need to treat it as a loan until such time as it's forgiven just in case.
- if the budget passes as presented, we will be taking \$43,987 (CHECK THIS FIGURE) from our endowment, which is significantly reduced from last year but is still a significant figure.

Discussion:

Rev. Jennifer's comments: When I saw the stewardship numbers come in, knowing we would not be coming back to the building for some time and would therefore be down on rental income, I anticipated that our total income would be down as well. I feel that my family could weather the reduction in salary, but I could not speak for my other staff that they could weather a reduction, so I proposed a reduction in my own hours from  $\frac{3}{4}$  to  $\frac{1}{2}$  time in light of that.

--Some congregants have indicated that they would not be willing to pass a budget with a ministerial reduction.

--If I went down to  $\frac{1}{2}$  time, my focus would be on worship and pastoral care, and less on administration, committee work.

--Comment from a congregant: 'Rev. Jennifer has expended a lot of energy thinking about our congregation. She has shown a great deal of thought and research on COVID and other issues. I'd like to know that some of that would still be part of your job, because we need it. From your position you can see what may not be clear to the rest of us, and your network of colleagues has access to information that we may not.'

--Rev. Jennifer's response: I will continue to meet with the Board, doing pastoral care, preaching and worship leading at the same rate. Working with committees will be more touching base with chairpersons. I will not be able to be as much of a presence at the different meetings.

--Does the proposed reduction in professional development expenses impact the previously mentioned work of research, connection with colleagues, and leadership?

--Some of this leadership work will need to come from lay leadership and the congregation. Our staff are tapped out in terms of their level of energy and effort as it is, so there will need to be some stepping up of lay leadership regardless.

**(At this point Rev. Jennifer has stepped away so that we can discuss the budget openly)**

--'It's hard to get volunteers to work. We're going to have to continue to focus on that. I acknowledge that this is an unusual situation and accept the proposed budget, but it will be hard.'

--'It will be a challenge. Challenges can be good. I'm hopeful that folks will step up and take on more challenges. I've been here since the 70s and there have been many ministers – the congregation is what continues and grows. This is an opportunity for us to grow, for folks who may have been reticent to step forward and help with lay leadership responsibilities.'

ACTION ITEM from a congregant: I'd like to add verbiage to the motion of approving the budget: ***To express the congregation's sincere appreciation for the suggestion of the minister to reduce her compensation and postpone her planned sabbatical in order to support the congregation during the COVID-19 crisis and state our intention to raise her hours back to at least ¾ time in the future.*** The Board voted unanimously knowing that the minister had proposed it. There have been congregations who have had to reduce ministerial compensation without the initiative of the minister, and we are appreciative of this.

--Is this intended to be a temporary reduction? Once we restore our rental income and we're no longer in a national crisis, is the intention to bring her back to ¾ or full time in the future?

--Response from Jim, Treasurer: Any annual budget is for that year specifically. It's absolutely my hope that we can bring her back to ¾ time or higher – in fact I hope we can raise that to full time in the future. If we make the right choices for this year, we can maintain our growth and recover. Despite the challenges of this year, we have actually experienced growth in some ways, so I'm optimistic.

--Jeff Peterson, President: Originally Rev. Jennifer had planned to take a sabbatical, but she has also put this off because she recognized that this is not a good time to do that. She took the initiative to make a sacrifice based on the interests of the congregation and we appreciate that as well.

--It would be a good idea to state that our intention would be to have a ¾-full time minister and that that's a goal that we are working towards. Should this be a separate motion?

--Janitorial supplies: It looks like we are decreasing this to \$500. It was up to \$1700, wasn't it? If there is any possibility that we are going to be opening up in January, we will be needing lots of hand sanitizer and other cleaning supplies. It looks like Montessori is hoping to open up this Fall, which will require advanced cleaning and sanitation to keep children healthy. It seems we'll need more than that or we will be in trouble if we are hoping to open up in January.

--Response from Jim D'Aloisio: Montessori pays for Jeff's services directly. We will certainly need to make sure we have the money for our own sanitizing, especially if we open up Fellowship Hall to renters again. We will not be neglecting what needs to be done for health and safety if the budget falls short – this is just our best guess as to expenses.

--During the canvass, this year the pledges have increased by almost \$7000 by new pledgers. That's a significant amount of money from a small pool of people – many thanks to these new pledges. We need to increase membership – new income allows for us to grow and support our costs. Please, if you know anyone who might be a fit for our congregation, invite them to join us in our online worship. If we do publicity, there was a thought that we could reduce the costs there. I'm wondering if we should reconsider. September 30<sup>th</sup> is the 250<sup>th</sup> anniversary of Unitarian Universalism on this continent.

--The budget is an estimate, not a contract we can't break, alter or expand on. We may well need to revisit the budget mid-year, as this time in our history as a congregation and a country is very unpredictable and unique. This will fall to the Finance Team and the Board.

--Thank-you to the Finance Team for their work on the budget for this year.

--How can we respond, collectively or as individuals, to this current situation for our congregation? What do you have to offer that could enrich this congregation? It's a very important time to consider this today, on Solstice, as we face the COVID-19 crisis.

--Note for the minutes: Today is Rev. Jennifer's birthday

***Vote: To approve the budget, proposed by the Finance Team and approved by the Board of Trustees, for Fiscal Year 2020-2021; To express the congregation's sincere appreciation for the suggestion of the minister to reduce her compensation and postpone her planned sabbatical in order to support the congregation during the COVID-19 crisis, and state our intention to raise her hours back to at least ¾ time in the future.***

In favor: 30

Opposed: 0

**The budget has been unanimously approved.**

**Approval of slate of officers for 2020-2021**

**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, 1<sup>st</sup> year of possible 3)

Vice President: Paul Barfoot (term 1 year, 3<sup>rd</sup> year of possible 3)

Treasurer: Jim D'Aloisio (term 1 year, 4<sup>th</sup> year of possible 5)

Clerk: Heather Highfield (term 1 year, 3<sup>rd</sup> year of possible 5)

Financial Secretary: Adam Allan (term 1 year, 1<sup>st</sup> 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 1<sup>st</sup> year of 3-year term, 2020-2023)

**Returning Committee Members:**

Elna Gordon (2<sup>nd</sup> year of 3-year term, 2019-2022)

Julia Schult (3<sup>rd</sup> year of 3-year term, 2018-2021)

Randy Kalish (3<sup>rd</sup> year of 3-year term, 2018-2021)

5<sup>th</sup> 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.

**Motion:** Jim D'Aloisio

**Second:** Joe Pawletko

**Discussion:**

--Many thanks to Jeff Peterson, Betsy Spaulding, and Jim Anderegg for their service on the Board, and Dennis Killian-Benigno who is finishing up his term on the Nominating Committee. Their service has been indispensable.

**Vote:**

**In favor:** 32

**Opposed:** 0

**Abstentions:** 0

## **New Business**

**Motion:** To express the congregation's sincere appreciation for the suggestion of the minister to reduce her compensation and postpone her planned sabbatical in order to support the congregation during the COVID-19 crisis and state our intention to raise her hours back to at least  $\frac{3}{4}$  time in the future.

**Motion:** Julia Schult

**Second:** Nancy Clausen

**Vote:**

**In favor:** 33

**Opposed:** 0

**Abstentions:** 0

## **Motion to adjourn**

**Motion:** Susan King

**Second:** Julia Schult

**Vote:**

**In favor:** 33

**Opposed:** 0

**Moderator:** Thanks so much to the congregation for your help with moderation and advice on procedure, and special thanks to our ushers for their work as meeting room hosts and counting votes.

## **Chalice extinguishing**

## Minister Report

Well, it has been quite a year, hasn't it? This has been a hard year for everyone that I speak too. We are tired of zoom, even though it has been a real blessing. We are tired of being worried. We are tired of all the complications that Covid has brought to us. And yet here we are still being a church; still being the wonderful community that is First UU.

We had three members die this year Phil Klein, Valoree Suttmore, and Mary Lou Dopyera. They are missed. We gained two new members Shona Blizzard-Derr and Kelly Eagan Ledyard.

This past year we have held online services, meetings, and classes. I even did a funeral by zoom. We have been a creative group figuring out how to care for one another. I have the advantage of being in contact with many of you and I get to hear about all that you are doing. We have folks who have given people rides, brought people groceries, checked by phone, checked in by zoom. Folks have shared technology so that others could get on zoom. You have helped each other learn how to use zoom. Donations of food and money have been made. Pets have been taken care of. We have encouraged each other to get our vaccines and helped folks get to the vaccine location. We have helped each other sign up for vaccines when the website was hard to use. We helped each other vote in our presidential elections. Cards have been sent. Flowers have been sent. We made donations of food and school supplies to Eastern Farmworkers. And the list goes on.

In a year when we have not been in the building, we have still been a church. Rev Margaret Weiss wrote these words:

*"The church is not a place; it is a people.*

*The church is not only a steeple above the tree line, streets, and cars.  
Rather, it is a people proclaiming to the world that  
we are here for the work of healing and of justice.*

*The church is not walls built stone upon stone, held together by mortar  
but rather person, linked with person, linked with person:  
all ages and genders and abilities—  
a community built on the foundation of reason, faith, and love.*

*The church is not just a set of doors open on Sunday morning,  
but the commitment day after day, and moment after moment,  
of our hearts creaking open the doors of welcome to the possibility of new experience and radical  
welcome.*

*The church is not simply a building, a steeple, a pew.*

*The church is the gathering together of all the people, and experiences,  
and fear, and love, and hope in our resilient hearts;*

*gathering, however we can, to say to the world:  
welcome, come in, lay down your heartache, and pick up hope and love.*

*For the church is us—each and every one of us—together,  
a beacon of hope to this world that so sorely needs it.”*

We are the church, you and I all together. I am proud that we have helped keep each other safe this past year. I am proud that we have reached out and supported one another. I am proud that so many of you worked so hard to learn the technology.

As this program year comes to a close, we look toward next year. We have a working group that is trying to create a plan about how we will come back together in person safely for all of us. At the beginning of this pandemic, we went online to protect the most vulnerable of us, our older folk, and people with pre-existing conditions. Now we are still online to protect our most vulnerable members, our children who are not yet vaccinated. We will be coming back together in person I know that. The how and the when is not yet clear. I do know that it will be done with love and care because that is what we do at First UU, that is who we are.

### **Lifespan Faith Development Director Report**

My, my what a year! This year has obviously been different than any other year I have served this congregation. For all the ups and downs and challenges, I think it still has been a successful one.

This year I have been offering twice monthly zoom meetings for children and families and occasional special events like dance parties. We have read stories and done crafts, had some show and tell, had virtual snowball fights, made connections, and developed new relationships. Our children’s ability to just roll with things as they come has been inspirations. It has been a long and hard year in so many ways.

Our 8-12<sup>th</sup> graders have been meeting regularly twice a month on zoom for connection, games worship and fun. We have done activities together like building race cars and gingerbread houses, having a cooking challenge and playing charades.

Our middle school kids had the unusual opportunity to do Coming Of Age virtually in collaboration with May Memorial and Canton UU. This collaboration was supported by all three congregations as well as three religious educators. We even had a special class where the ministers from each congregation came to talk about UU theology. Though this group will not get to travel to Boston as our COA classes usually do, I think they have come out of this class fairly bonded and with an experience that could not have happened in person.

In addition to zoom get-togethers, I have provided supply bags and activities for families, children, and youth. I started this last summer, even though we do not usually have summer programming for faith development. Over the course of the year, I provided five faith development kits that contained home

projects and learning on topics such as anti-racism, the 8<sup>th</sup> principle, building community, seasons, love, space/stars, and kindness.

Though we have not been able to be together in person, in some ways I have been able to get to know our children and families better, and for that I am grateful.

A few numbers...we officially had 25 children and youth registered in our program this year. In our youngest kid zooms, we had 2-15 kids showing up depending on the event. We had eleven middle schoolers participate in the Coming of Age program from three congregations. Our high school teen program had regular attendance of 6-7 youth with a total of 15 youth registered and several who came as visitors.

I say again, as I think I do every year, I am SO grateful to be serving this congregation. There is no place I would rather be and nobody I would rather be with.

Tina Lesley-Fox, Director of Lifespan Faith Development

### **Music Director Report**

This church year has been an adventure. First UU Syracuse now has a decent sized library of hymn videos, 1/3 of which are hymns composed or written by people of color. The choir continues to meet on Zoom to connect and keep their voices in shape. A few members are still waiting for it to be safe to sing together in person, but I am confident they will return. We came close to meeting my goal of creating one virtual choir video a month – might be one short. We also created a video with a UU choir in California, and a few members took part in a CNY rendering of Handel's *Hallelujah Chorus*.

Dan Duggan and Peggy Lynn were our guests for Christmas and Easter services. We also used videos from other congregation, Lea Morris, and last year's GA Sunday worship service. I have kept our piano tuned (as soon as it was safe to have someone in our building) and purchased a set of Boomwhackers to use in future services. Also, I have been participating in the anti-racism task force as well as the multi-platform church working group. Members were able to meet on Zoom for a monthly hymnody class, where I explained the history and theology of some of our hymns. I am looking forward to returning to in-person events and services, realizing we must continue to protect the health of our most vulnerable. This is an opportunity for us to change the way we work, reaching a wider group of people to continue working for justice.

Sara Jo Brandt, Music Director

## **President Report**

Not submitted at this time.

## **Vice President Report**

Not submitted at this time.

## **Facilities Team Report**

Not submitted at this time.

## **Finance Team Report**

Members: Jim D’Aloisio – Chair and Treasurer; Adam Allan – Financial Secretary; Dennis Killian-Benigno – Fundraising Coordinator; Susan King – Personnel Representative; Melissa Lesley-Fox – Bookkeeper; Cliff Mellor – Trust Representative; and Janet Mallan and Deb Sprague, at-large members.

The Finance Team met monthly, more or less, at usually the second Tuesday of each month at 7:00 pm, except when it was held at some other day or time. The meetings were held via Zoom, and despite the occasional technical glitch, it worked pretty well. We don’t have any plans to resume in-person meetings. No meetings were canceled due to bad weather!

Every month we started by checking in with each other, then we reviewed Melissa’s timely and accurate financial reports, and always had other things to discuss, like pledges, capital expenses, fundraising, taxes, insurance, payroll, investments, and other fun topics. To me, the main function of the Finance Team is to serve as a sounding board for all things related to church finances. And I think it performed that function well.

Our investments have done well, thanks to a booming stock market. Our decision last year to divest from mutual funds that have fossil fuel holdings has not reduced our gains and may have improved them. The investments are still well-diversified. This year we consolidated some smaller funds so that we could include them in our fossil-fuel-divested portfolio.

Recently we received the news from Co-Op Federal Credit Union that the Payroll Protection Program (PPP) loan of \$27,750 that we received last year has been forgiven. This means we do not have to pay it back. This helps!

Income was a mixed bag. Building rental was way down from previous years, as was fundraising. But contributions from our members and friends – both pledge payments and “plate contributions” – have remained steady. Of course, some people have had to cut back due to their economic conditions, but others have stepped up. Your concern for First UU’s financial health – yes you, dear reader, is very much appreciated.

And we have some debt – an outstanding zero-interest loan from the New York State Convention of Universalists (NYSCU) for which we will make our second of three pay-back payments this August, and a line of credit from UBS, which will be somewhat reduced over time by additional payments on Capital Project payments by members and friends. But in reality, our aging building needs more attention, especially bricks, concrete, and the broken sanctuary windows. Plus, costs for technology and assistance for moving to hybrid services are currently being compiled along with some plumbing problems in our 60-year-old building.

A few thank-UU's are in order:

- To each of the Finance Team members for your continuous commitment of time and ideas.
- To the friends and members of First UU who continually contribute what they can. You're our lifeblood!
- To the First UU staff, who accept our compensation packages and put up with our volunteer efforts.
- To our amazing bookkeeper, Melissa, who takes on new challenges and unfurls problems with aplomb.
- To our outgoing Financial Secretary, Adam Allan, who deposited checks weekly and, well, religiously.

As always, the annual report gets written at the time that next year's budget is being finalized. I guess it's always a challenge, but perhaps more so this cycle. The proposed budget reinstates Rev. Jennifer to  $\frac{3}{4}$ -time, up from an untenable  $\frac{1}{2}$ -time ministry. It sets ambitious goals for fundraising and building rental. And it also pulls from our investments a record amount of money. But I believe that it represents our best shot at maintaining a thriving First UU that does its part to advance Unitarian Universalist values in our congregation, community, and the world. And that's what it's all about.

Jim D'Aloisio, Finance Team Leader and Treasurer

## **Stewardship Committee**

Dennis Killian-Benigno, Chair

Garage Sale led by Felice Killian-Benigno was not possible this year due to the pandemic. Felice and Dennis participated in a Trunk Sale at another church to learn how they work. In the process, they raised \$183 for First UU. Expect to see a Trunk Sale at First UU in the future!

The Strathmore Neighborhood in the city had their annual garage sale. Felice Killian-Benigno had too many plants potted for the main Plant Sale at First UU in June. The plant sale preview earned \$301! Parking lot Plant Sale is scheduled for Saturday, June 5<sup>th</sup>.

Annual Canvass was led by a committee consisting of Dennis Killian-Benigno, Jim D'Aloisio, Reverend Jennifer, Felice Killian-Benigno, Nancy Clausen and Susan King assisted by Pamela Spearman and Betsy Spaulding. Challenged by the pandemic, the Canvass moved forward – we persisted!

Amount pledged for the '21-'22 year: over \$109,000 dollars.

Additional fundraising was prevented by the Covid-19 Pandemic. Just wait for next year!

### **Community Outreach Ministry Report**

Not submitted at this time.

### **Community Care and Growth Ministry Report**

#### **Pastoral Care**

In February, we met in person, shared information, and identified transportation as a major ongoing need. Felice, Jim D'Aloisio, Peggy Flanders, and others have been driving members to church, pharmacy, doctors, surgery, medical evaluations, grocers, lawyers and most recently, Covid Vaccine appointments. We discussed setting up neighborhood groups to help maintain our connections with one another. In March, we quickly pivoted to online. Reverend Jennifer took on the huge task of organizing the neighborhood groups and coordinators. Some groups have been connecting more regularly than others. When we resume in person, hopefully this Fall, we will evaluate the need to continue our groups.

In Spring, Reverend Jennifer was asked to deliver a zoom service at The Nottingham. In April and May, she delivered services in person with Fred Fiske playing the piano. Jane is now working with the program coordinator to set up services the first three Thursdays in June, July, and August. Jane is also developing a job description for this position in hope of finding someone to replace her. In October, we met via zoom to share information and tasks. As always, major life events were acknowledged with cards, calls and emails.

Our Eastern Farm Outreach continued with 4-5 grocery deliveries, back to school supplies, Halloween treats, warm winter clothes, socks, and boots. Our final delivery was made before the holidays.

This year we lost several more members: Valoree Suttmore, Phil Klein, and Mary Lou Dopyera. They are missed and, like last year, it has been difficult not being able to acknowledge their passing in our usual caring way.

Respectfully Submitted,  
Diane Case



## **Membership**

Committee members: Randy Kalish (Chair), Elna Gordon, Eileen Taveniere, Heather Highfield, Don Marr, Joe Pawletko, Matt Irish

Due to the pandemic, no formal meetings were held this year. We did manage to accrue two new members: Shona Blizzard-Derr and Kelly Eagan-Ledyard. We hope to be able to resume our full activities in the fall.

Respectfully Submitted,  
Randy Kalish

## **Worship and Music Ministry Report**

Not submitted at this time.

## **Congregational Relations Committee Report**

Not submitted at this time.

## **Lifespan Faith Development - Adult Subcommittee Report**

Dennis Killian-Benigno, Chair

Offerings provided via Zoom meetings:

Memory issues with Clarity Research with Kristin Ressel-Dickerson shared the issues of memory loss as we age, options to minimize progression of loss and some insight into progress being made in treatments. Let's hear it for science!

Wisdom Teachings: The Four Baptist Freedoms with Kit Kight. Kit shared information about the Four Freedoms that Baptists treasure and led a discussion with a lively group about the similarities to UU principles. Supporting our learning wisdom from the world's religions which inspire us in our ethical and spiritual life.

5 Ways to Save Land in CNY - Land Trust with Albert Joerger, Executive Director and Laurie Walker, Director of Programs. They shared information about the Land Trust and how they are saving critical parcels of land in natural condition for us and future generations to appreciate. Many offer wonderful opportunities for us to hike and enjoy the wonders of our Central New York ecologies. All this is in concert with our Seventh Principle - Respect for the interdependent web of all existence of which we are a part!

Please note: Each of these offerings had been recorded. If anyone is interested in viewing them, please contact Dennis Killian-Benigno.

**Other:**

Red Cross Blood Drive was held at First UU in November while the building was otherwise unused. Perfect conditions for safety for the blood drive. As in the past, we provided an opportunity for members of First UU as well as community members to donate blood so critically needed especially during the pandemic when many of the Red Cross’ regular donors and sites were unavailable due to issues with Covid-19. Thanks to all the folks from First UU who donated and who assisted in the running of the drive.

Sing-A-Long’s are one of our traditions that seemed to be doomed by the pandemic. It took a while to first get comfortable with Zoom and longer to figure out how to share music together. Yet we persisted and we enjoyed the company of each other sharing songs and poetry. Needless to say - to be continued.

**Nominating Committee Report**

Committee members: Randy Kalish (Chair), Julia Schult, Elna Gordon, Eileen Taveniere, Heather Highfield (non-voting Board Liaison)

Current Elected Officers (revised, term expiration in June of year listed):

Proposed slate for June 2021 election

President -- Heidi Hart-Gorman (2023)  
Vice President -- Paul Barfoot (2021)  
Trustee -- Keith Bertrand (2021)  
Trustee -- Pamela Spearman (2022)  
Trustee -- Sue Wadley (2023)  
Clerk -- Heather Highfield (2023)  
Treasurer -- Jim D’Aloisio (2022)  
Financial Secretary -- Adam Allan (2025)  
Nominating Committee –  
    Eileen Taveniere (2023)  
    Elna Gordon (2022)  
    Julia Schult (2021)  
    Randy Kalish (2021)

Heidi Hart-Gorman (2023)  
Devon Kinsman (2024)  
Kelly Eagan-Ledyard (2024)  
Pamela Spearman (2022)  
Sue Wadley (2023)  
Heather Highfield (2023)  
Jim D’Aloisio (2022)  
Unfilled (see below)  
Eileen Taveniere (2023)  
Elna Gordon (2022)  
Michael Messina-Yauchzy (2024)  
Don Marr (2024)

Adam Allan is no longer a member of FUUSS. The committee contacted five members to potentially run for the office of Financial Secretary, but all declined. I notified Treasurer Jim D’Aloisio of this development. I agree with the premise that the division of financial duties is of benefit to the financial

security of the institution but am not sure FUUSS can continue operating as in the past when it is so difficult to find members willing to fill all the positions needed. I wondered if the Finance Team might assume the Financial Secretary's duties on a rotating basis. I would leave this option or other options up to the Finance Team and the Board of Trustees to decide. The committee regrets not being able to report back a full slate to the Board.

Respectfully submitted,  
Randy Kalish

**First Unitarian Universalist Society of Syracuse**

**Balance Sheet**

**2020-2021**

**Apr 30, 21**

*83% through the year*

**ASSETS**

**Notes**

**Current Assets**

**Checking/Savings**

1018 · Cooperative FCU CHECKING	\$ 25,193
1019 · Cooperative FCU Savings	\$ 5
1020 · PayPal	\$ 494
1025 · Breeze	\$ 50
1040 · Petty Cash	\$ 430
<b>1400 · Investments</b>	
1401 · Unrestricted Endow. Investment	\$ 342,460
1402 · Neily Fund Investments	\$ 16,276
1403 · Rel Leader investment fund	\$ 32,998
1404 · Schmidt Investment funds	\$ 43,030
1405 · Wallace/Chadwick investment fun	\$ 34,096
1406 · Graf Memorial Fund Investment	\$ 11,021
1407 · Music Investment fund	\$ 25,131
1408 · Mellor Investment fund	\$ 22,458
1409 · Houghton Fund Investments	\$ 11,495
1410 · Growth investment fund	\$ 3,093
<b>Total 1400 · Investments</b>	<b>\$ 542,058</b>

**Total Checking/Savings** \$ 568,230

**Total Current Assets** \$ 568,230

**TOTAL ASSETS** **\$ 568,230**

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

**Accounts Payable**

2010 · Accounts Payable	\$ (2,983)
<b>Total Accounts Payable</b>	<b>\$ (2,983)</b>

**Credit Cards**

2710 · UBS Line of Credit	\$ 179,007
<b>Total Credit Cards</b>	<b>\$ 179,007</b>

**Other Current Liabilities**

**2100 · Employer Taxes**

2110 · Federal taxes (941/944)	\$ (1)
<b>Total 2100 · Employer Taxes</b>	<b>\$ (1)</b>

**2200 · Employee Withholding**

2210 · Health Insurance Benefits	\$ (362)
2220 · Dental Benefits	\$ (1,196)
2230 · Pension Plan Benefits	\$ (17)
2240 · NY PFL	\$ 164
<b>Total 2200 · Employee Withholding</b>	<b>\$ (1,411)</b>

**2450 · NYSCU Loan** \$ 40,000

**2800 · Deferred Revenue**

2810 · Pledges	\$ 1,817
2831 · Our Whole Lives	\$ 44
2840 · Teenz	\$ 1,191
<b>Total 2800 · Deferred Revenue</b>	<b>\$ 3,052</b>

**2940 · BBCBB Conference Fund** \$ 3,904

**Total Other Current Liabilities** \$ 45,544

**Total Current Liabilities** \$ 221,568

**Total Liabilities** \$ 221,568

## FIRST UNITARIAN UNIVERSALIST SOCIETY OF SYRACUSE FUNDS

## 3RD QUARTER REPORT

FUND	START VALUE 7/1/2020	CREDITS*	DEBITS**	MARKET CHANGE	END VALUE 5/11/2021	AVG FUND VALUE***	AVAILABLE FUNDS****
UNRESTRICTED ES05853	\$297,998	\$100	(\$22,604)	\$65,230	\$341,000	\$343,428	\$2,384
HOUGHTON ES05854	\$9,052	\$200	(\$40)	\$1,887	\$11,426	\$7,679	\$538
NEILY ES05856	\$13,140	\$0	(\$106)	\$2,726	\$16,211	\$12,914	\$904
RELIGIOUS LEADERSHIP ES05857	\$26,622	\$0	(\$217)	\$5,546	\$32,865	\$26,558	\$1,859
SCHMIDT ES05859	\$34,722	\$0	(\$282)	\$7,224	\$42,857	\$34,209	\$2,395
WALLACE CHADWICK ES05860	\$27,499	\$0	(\$223)	\$5,739	\$33,959	\$28,284	\$1,980
GRAF ES07898	\$9,004	\$0	(\$90)	\$1,770	\$10,978	N/A	\$10,684
GROWTH ES08654	\$2,539	\$0	(\$19)	\$479	\$3,081	N/A	\$2,999
MCBRIDE ES16570	\$20,278	\$0	(\$165)	\$4,221	\$25,029	\$18,991	\$1,329
MELLOR ES16571	\$18,123	\$0	(\$148)	\$3,770	\$22,368	\$17,785	\$1,245
TOTAL	\$458,977	\$300	(\$23,894)	\$98,592	\$539,774	\$489,848	\$26,317

\* 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 2020-21 less previous withdrawals, if any

	FY 19 - 20 Budgeted	Jul 20-Mar 21 Actual	Jul 20-Apr 21 Actual (latest available)	FY 20 - 21 Budgeted	Current Worksheet	NOTES
<b>Income</b>						
<b>4100 · Contributions</b>						
4101 · Plate Offerings	\$ 14,000	\$ 4,911	\$ 5,536	\$ 5,500	\$ 7,500	Some ppl reluctant to pledge
4102 · Offerings - Special	\$ 500	\$ 325	\$ 350	\$ 500	\$ 500	
4104 · Pledges/cash basis current yr		op				
4105 · Mid-year pledge	\$ 3,500	\$ -	\$ 300	\$ 2,000	\$ 3,500	Some ppl will reassess midyear
4104 · Pledges/cash basis current year	\$ 118,165	\$ 78,955	\$ 84,207	\$ 109,000	\$ 110,535	<< \$110,535 as of 19 MAY
<b>Total 4104 · Pledges/cash basis</b>	<b>\$ 121,665</b>	<b>\$ 78,955</b>	<b>\$ 84,507</b>	<b>\$ 111,000</b>	<b>\$ 114,035</b>	
<b>4200 · Fundraisers</b>						
4210 · Garage Sale						
4200 · Fundraisers - Other	\$ 5,000	\$ 183	\$ 183	\$ 3,000	\$ 5,000	<< we'd need to work on it
<b>Total 4200 · Fundraisers</b>	<b>\$ 5,000</b>	<b>\$ 183</b>	<b>\$ 183</b>	<b>\$ 3,000</b>	<b>\$ 5,000</b>	
4310 · Pledge Reserve	\$ (5,908)	\$ -		\$ (5,450)	\$ (5,527)	Typ 5% anticipated shrinkage
<b>Total 4100 · Contributions</b>	<b>\$ 135,257</b>	<b>\$ 84,374</b>	<b>\$ 90,576</b>	<b>\$ 114,550</b>	<b>\$ 121,508</b>	
<b>4400 · Other Income</b>						
4230 · Boutique	\$ 200	\$ -		\$ 200		Let's fold items into Gar Sale
4420 · Betts Estate Trust	\$ 9,000	\$ 5,114	\$ 5,114	\$ 9,000	\$ 8,000	Per Cliff new info from NBT
4440 · Miscellaneous Income	\$ 1,700	\$ 1,287	\$ 1,425	\$ 1,900	\$ 2,000	
<b>Total 4400 · Other Income</b>	<b>\$ 10,900</b>	<b>\$ 6,401</b>	<b>\$ 6,539</b>	<b>\$ 11,100</b>	<b>\$ 10,000</b>	
<b>4500 · Facility income</b>						
4521 · Montessori	\$ 16,740	\$ 12,950	\$ 16,650	\$ 16,740	\$ 18,414	10% increase!
4523 · Rental Income	\$ 15,000	\$ 1,920	\$ 1,920	\$ 4,000	\$ 12,000	<< we'd need to work on it
<b>Total 4500 · Facility income</b>	<b>\$ 31,740</b>	<b>\$ 14,870</b>	<b>\$ 18,570</b>	<b>\$ 20,740</b>	<b>\$ 30,414</b>	
<b>Total Income</b>	<b>\$ 177,897</b>	<b>\$ 105,645</b>	<b>\$ 115,685</b>	<b>\$ 146,390</b>	<b>\$ 161,922</b>	
<b>Expenses</b>						
<b>6100 · Facilities</b>						
6110 · Utilities	\$ 5,000	\$ 2,979	\$ 3,275	\$ 3,500	\$ 3,800	Matt suggests \$5k
6111 · Waste Disposal	\$ 1,400	\$ 753	\$ 861	\$ 700	\$ 1,400	Back to previous level
6112 · Water	\$ 270	\$ 125	\$ 125	\$ 270	\$ 270	
6113 · Sewer District	\$ 1,500	\$ 1,047	\$ 1,047	\$ 1,500	\$ 1,500	
6121 · Lanscaping/snowplowing	\$ 7,500	\$ 4,190	\$ 4,190	\$ 5,000	\$ 7,500	Back to prev. Matt sugg \$10k
6130 · Maintenance and Repair items	\$ 2,550	\$ 1,179	\$ 1,453	\$ 1,800	\$ 2,550	
6131 · Maintenance Contracts	\$ 1,350	\$ 1,689	\$ 1,414	\$ 1,350	\$ 1,495	Matt did a full tally
6140 · Cleaning Service	\$ 17,700	\$ 8,102	\$ 9,662	\$ 8,850	\$ 12,500	Partial restore
6141 · Janitorial supplies	\$ 1,200	\$ 244	\$ 533	\$ 500	\$ 900	Partial restore
<b>Total 6100 · Facilities</b>	<b>\$ 38,470</b>	<b>\$ 20,308</b>	<b>\$ 22,560</b>	<b>\$ 23,470</b>	<b>\$ 31,915</b>	
<b>6200 · Administrative Expenses</b>						
6209 · Admin services	\$ 1,600	\$ 961	\$ 1,002	\$ 1,500	\$ 1,500	
6210 · Admin supplies	\$ 250	\$ 90	\$ 140	\$ 300	\$ 300	
6211 · Postage	\$ 2,200	\$ 57	\$ 57	\$ 250	\$ 250	
6220 · Telecommunications	\$ 600	\$ 1,670	\$ 1,879	\$ 2,200	\$ 2,200	
6221 · Copier Lease	\$ 325	\$ 188	\$ 188	\$ 600	\$ 600	
6222 · Website Support	\$ 4,180	\$ 251	\$ 342	\$ 325	\$ 325	
6223 · Insurance Building/liability	\$ 1,800	\$ 2,368	\$ 2,368	\$ 4,180	\$ 4,180	
6224 · Payroll Processing	\$ 1,800	\$ 902	\$ 985	\$ 1,800	\$ 1,200	Recommended by Melissa
6230 · Finance manager	\$ 7,315	\$ 5,506	\$ 6,350	\$ 7,530	\$ 7,534	
6250 · Finance Team		\$ -	\$ -	\$ 100		Fin Tm don't need no money
<b>Total 6200 · Administrative Expenses</b>	<b>\$ 20,070</b>	<b>\$ 11,993</b>	<b>\$ 13,311</b>	<b>\$ 18,785</b>	<b>\$ 18,089</b>	
<b>6300 · Worship &amp; Music</b>						
6310 · Worship & Music Ministry	\$ 850	\$ -	\$ -	\$ 850	\$ 850	
6321 · Accompanists & Performing	\$ 1,855	\$ 480	\$ 450	\$ 1,855	\$ 1,555	
6330 · Music supplies	\$ 751	\$ 273	\$ 273	\$ 751	\$ 451	\$300 from both these lines
6331 · Copyright Licenses	\$ 404	\$ 175	\$ 175	\$ 404	\$ 404	
6332 · Organ & Piano Tuning/Repairs	\$ 620	\$ 108	\$ 108	\$ 310	\$ 620	Back to previous level
<b>Total 6300 · Worship &amp; Music</b>	<b>\$ 4,480</b>	<b>\$ 1,036</b>	<b>\$ 1,006</b>	<b>\$ 4,170</b>	<b>\$ 3,880</b>	Reviewed with Sara Jo

	FY 19 - 20	Jul 20-Mar 21	Jul 20-Apr 21	FY 20 - 21	Current	
<b>6400 · Lifespan Faith Development</b>						
6410 · Supplies & expenses	\$ 1,690	\$ 1,439	\$ 1,439	\$ 1,690	\$ 1,690	
6420 · Teenz	\$ 300	\$ -	\$ -	\$ 300	\$ 300	
6450 · Adult LFD	\$ 200	\$ -	\$ -	\$ 200	\$ 100	
<b>Total 6400 · Lifespan Faith Development</b>	\$ 2,190	\$ 1,439	\$ 1,439	\$ 2,190	\$ 2,090	Reviewed with Tina
<b>6500 · Community Outreach Ministry</b>						
6520 · Interfaith Works	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	
6521 · ACTS	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	
6525 · Community Outreach Ministry	\$ 100	\$ -	\$ -	\$ 50	\$ 50	
<b>Total 6500 · Community Outreach Ministry</b>	\$ 700	\$ 600	\$ 600	\$ 650	\$ 650	Kept at this year's level
<b>6600 · Congregational Care &amp; Growth</b>	\$ 1,000	\$ 63	\$ 63	\$ 100	\$ 100	Kept at this year's level
Sabbatical Expenses					\$ 2,500	Expenses for Nov/Dec
<b>6700 · Congregational Relations Cmte</b>	\$ 100	\$ -	\$ -	\$ 50	\$ 50	Kept at this year's level
<b>6900 · Denominational affairs</b>						
6910 · UUA Annual Program Fund	\$ 10,754	\$ 7,955	\$ 10,607	\$ 10,607	\$ 11,560	\$11,560 Fair Share
<b>Total 6900 · Denominational affairs</b>	\$ 10,754	\$ 7,955	\$ 10,607	\$ 10,607	\$ 11,560	
<b>6950 · Other</b>						
6960 · Child Care	\$ 2,400	\$ -	\$ -	\$ 100	\$ 1,800	Assumed partial year needs
6970 · Line of Credit Interest Paid		\$ 6,234	\$ 6,234	\$ 8,312	\$ 12,500	(\$179k+\$40k) @4% for 30 years
<b>Total 6950 · Other</b>	\$ 2,400	\$ 6,234	\$ 6,234	\$ 8,412	\$ 14,300	
<b>7000 · Staff Salaries</b>						
7010 · Minister Salary & Housing	\$ 54,107	\$ 27,024	\$ 31,346	\$ 36,071	\$ 55,730	3% increase from last year
7015 · Ministerial Intern	\$ 10,875	\$ 321	\$ 321			
7020 · Music Director	\$ 13,001	\$ 9,501	\$ 11,001	\$ 13,001	\$ 13,391	3% increase from last year
7030 · Director of Lifespan Faith Deve	\$ 20,801	\$ 15,201	\$ 17,601	\$ 20,801	\$ 21,425	3% increase from last year
7031 · Teen Advisor	\$ 3,075	\$ -	\$ -	\$ 3,075	\$ 3,000	
7040 · Secretary	\$ 9,832	\$ 7,101	\$ 7,898	\$ 10,324	\$ 10,634	3% increase from last year
<b>Total 7000 · Staff Salaries</b>	\$ 111,691	\$ 59,148	\$ 68,167	\$ 83,272	\$ 104,180	
<b>7100 · Staff Benefits</b>						
7110 · Health Insurance						
7112 · Health Insurance-Minister	\$ 13,255	\$ 9,797	\$ 11,385	\$ 13,918	\$ 15,310	Assumed 10% increase
7114 · Health Insurance - Intern	\$ 750	\$ 34	\$ 34			
7116 · Health Insurance-LFD Director	\$ 7,775	\$ 5,562	\$ 6,455	\$ 8,164	\$ 8,980	Assumed 10% increase
<b>Total 7110 · Health Insurance</b>	\$ 21,780	\$ 15,393	\$ 17,874	\$ 22,082	\$ 24,290	
7130 · Pension Plan	\$ 8,791	\$ 5,847	\$ 6,697	\$ 6,500	\$ 9,055	3% increase from last year
7140 · Short term Disability Insurance	\$ 1,284	\$ 72	\$ 72	\$ 1,284	\$ 300	< Recommended by Melissa
7150 · Workers Compensation Insurance	\$ 1,000	\$ 412	\$ 412	\$ 1,000	\$ 750	Recommended by Melissa
7160 · Long-term Disability	\$ 1,115	\$ 528	\$ 586	\$ 1,115	\$ 780	< Currently \$708/yr, add 10%
7170 · Employer Social Security	\$ 8,309	\$ 3,027	\$ 3,371	\$ 5,000	\$ 8,080	7.65% x salaries
7180 · NY Paid Family Leave		\$ 264	\$ 264			To be deducted from staff salaries
<b>Total 7100 · Staff Benefits</b>	\$ 42,279	\$ 25,543	\$ 29,276	\$ 36,981	\$ 43,255	
<b>7200 · Continuing Education</b>						
7210 · Minister	\$ 4,058				\$ 2,000	
7220 · Music Director	\$ 1,300	\$ 120	\$ 120	\$ 650	\$ 650	
7230 · Director of Lifespan Faith Deve	\$ 2,080	\$ 215	\$ 215	\$ 1,040	\$ 1,200	Slight increase from last year
<b>Total 7200 · Continuing Education</b>	\$ 7,438	\$ 335	\$ 335	\$ 1,690	\$ 3,850	
<b>Total Expense</b>	\$ 241,572	\$ 134,654	\$ 153,598	\$ 190,377	\$ 236,419	
<b>Income Minus Expense</b>	\$ (63,675)	\$ (29,009)	\$ (37,913)	\$ (43,987)	\$ (74,497)	<< Fin Tm rec - \$75k max