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UUC Board of Officers and Trustees

Ken Crandell, President	2004-2006
Ann Smith-Reiser, Vice-President/President-Elect	2005-2007
Doug Miller, Secretary	2004-2006
David Silver, Treasurer	2005-2007
Lynne D'Autrechy, Trustee	2005-2006
Lindsay Thompson, Trustee	2004-2006
Glennor Shirley, Trustee	2005-2007

UUC Staff

Rev. Paige Getty, Minister

Cathy Muller, Director of Lifespan Religious Education

Dr. Tom Benjamin, Music Director

Paula Linn, Director of Administration & Communication

Carol Plotnick, Office Assistant

Phyllis Jovich, Shared Ministry Facilitator

Dr. Michael Adcock, Associate Music Director

Bobbi Koons, Sunday Office Attendant

Pat Fort, Bookkeeper

Tom Monroe, Youth Choir Director

Jenny McAtee, Childcare Coordinator

ANNUAL MEETING
April 23, 2006

AGENDA

- | | | |
|-----------|--|--|
| 5:30 p.m. | Member sign-in
Pot Luck | |
| 6:30 p.m. | Deadline for Submission of Proxies
Call to Order
Opening Words
Quorum Verification
Approval of Minutes | Ken Crandell
Rev. Paige Getty
Doug Miller
Doug Miller |
| 6:45 p.m. | President's Report | Ken Crandell |
| 7:15 p.m. | Long Range Planning | Ann Smith-Reiser |
| 7:30 p.m. | Status of 2006-2007 Canvass
Proposed 2006-2007 Budget
Budget [VOTE] | Margaret Hegmann
Dalroy Ward
Ken Crandell |
| 7:50 p.m. | Other Business | Ken Crandell |
| 8:05 p.m. | Election of Officers, Trustees and
Nominating Committee | Kathy Tillman |
| 8:20 p.m. | Recognition of Incoming and Outgoing Boards | Ken Crandell |
| 8:30 p.m. | Closing Words | Rev. Paige Getty |

PRESIDENT'S REPORT

This has indeed been a year that has lived up to the Board's theme of "Shared Ministry"! Under Policy Governance, we are trying to help guide UUCC towards the Mission and Vision the congregation developed and adopted in 2004. Last year we focused on outreach. This year, because of our growth, our top two priorities were on caring for our members, and connecting and integrating our members. We hired a Shared Ministry Facilitator and established the Karuna Ministry of caregivers, all within the theme of "Shared Ministry".

Little did we suspect last summer that we were going to need to do some shared Ministry, because Paige would go on maternity leave in February. And Cathy Muller's (long planned) sabbatical also required an extra portion of sharing the RE ministry!

So THANK YOU to everyone who has stepped forward, shared the roles of ministering to each other, and gone the extra mile to keep UUCC running and vibrant during this year of true shared ministry.

The state of UUCC is generally very good. Outward measures such as membership, attendance and finances are all growing. But more importantly, we are actively taking steps to move closer to the seven Vision statements that the congregation developed and adopted two short years ago. But there is always more to do.

From a structural standpoint, we need to continue to mature in Policy Governance, develop and implement a Long Range Plan and improve leadership development and the process to pass on institutional knowledge between "generations" of leaders. (By the way, it is generally acknowledged that it takes seven (7) years to get fully functioning in Policy Governance. We have completed only three (3) years.) We also need to find creative ways to foster intimacy (such as the I&U small group ministry) as our membership grows.

From a Vision (or "Ends") point of view, we need to explore how welcoming we are, and how easily can newer members get integrated into the fabric of our congregation? How well do we deal with diversity of political opinions? What should the expectations of membership be? How can we be more effective in "making the world better."

But, interestingly, at last year's Board Retreat, the Vision statement we were most energized about was the first one: "We actively search for truth, encourage spiritual growth and live meaningful lives as Unitarian Universalists." As we improve the care amongst and integration of our members, it is my hope that we will be able to more actively focus on achieving this Vision, because to me, this is at the heart of what makes UUCC a congregation.

The role of President has been a lot of work, but fortunately it has also been rewarding. I would like to give special thanks to the Board, Administrative Team (A-Team) and of course to Paige, whose hard work, dedication, vision and sense of humor have made it worth it.

Thanks!

A handwritten signature in black ink, appearing to be the name 'Kara' or similar, written in a cursive style.

MINISTER'S REPORT: The Rev. Paige Getty

At this time last year, the Unitarian Universalist Congregation of Columbia was developing several new initiatives – the Cradlerock Children's Center, a staff position to help coordinate our volunteer / gift-sharing efforts; a lay pastoral care ministry team. As I look back at these efforts truly to live our stated mission, I feel proud of our accomplishments, and I continue to be impressed by your collective ability to do so much! As you will read in other parts of this report, the children's center nearly has completed its first successful school year, and the Shared Ministry Facilitator has been on staff and working hard to recruit, support, and honor our volunteers. And the Karuna Ministry is fully functioning... After training in January, this pastoral care team jumped right in during my maternity leave – attending exceptionally well to the congregation's pastoral needs in my absence. This ministry will grow only stronger as we work together in coming months and years.

It continues to be my honor to serve you this year as we strive to live out our mission: To be a transforming spiritual community, freely exploring the mysteries of existence and acting to make the world better. It is a lofty mission, and we always will be reaching. But that's what meaningful religion should be – ours should be a challenging faith community that consistently pushes each of us as individuals, and all of us as a congregation, to be our best selves... always a little better, a little more engaged, a little more peaceful, a little more fulfilled.

There always will be room for growth and further deepening. This year it seems we have especially been feeling growing pains. While we have seen a significant number of newcomers on Sunday mornings, we are not fully attentive to others who are quietly departing through the “back door” – members who feel the congregation is too large, too crowded on Sundays, too political, or simply not meeting their spiritual needs anymore. One of our growing edges is the challenge of understanding ourselves and our mission well – and not compromising our efforts to fulfill it – while also being the caring, supportive community we intend to be. The UUCG leadership will devote much attention to carefully guiding us as we wrestle with how to accommodate the changes as they happen.

So, we continue to push ourselves to understand the full calling of our liberally religious community – as it relates to the nurture of one another within the congregation, and also to those beyond our walls as we act to make the world better. We should feel the impact of two initiatives in particular in the coming year. (1) The Board of Trustees has charged a Long Range Planning team to develop and implement a process that helps us more clearly understand and focus the energies and needs of the congregation. (2) The proposed budget has funds for a part-time Youth Director. This position is long overdue, and our youth deserve no less of our resources.

Of course we also will continue to develop and strengthen our current programs – worship, religious education, social justice and action, shared ministry, the Cradlerock Children's Center.

You are an amazing congregation, and I continue to be blessed by our ministry together. Thank you.

Yours in faith,

Paige

MISSION, VISION AND COVENANT

MISSION

The mission of UUCU is to be a transforming spiritual community. We freely explore the mysteries of existence and act to make the world better.

OUR VISION

We, the Unitarian Universalist Congregation of Columbia, use the transformative power of our faith to be a community where:

- We actively search for truth, encourage spiritual growth, and live meaningful lives as Unitarian Universalists.
- We seek to learn from the world's many religious traditions and celebrate an array of theological beliefs.
- We minister to each other with caring and compassion, building strong congregational bonds in love and friendship.
- We offer people of all ages a rich variety of programs that encourage, challenge, and expand our thinking.
- We welcome diversity in membership and make special efforts to attract, integrate, and engage newcomers, families, teens, and young adults.
- We each commit our talents and resources to the sustenance of the congregation, and acknowledge every individual's contributions.
- We are respected as a principled religious community that takes action and effects change which enhances the broader community.

COVENANT

Strengthened by our common humanity and inspired by our seven principles, we promise

to be a safe and welcoming community,
to nurture each other's hearts and spirits,
to delight in the beauty of our diversity,
to struggle together on our spiritual journeys, and
to challenge each other to live our values.

Thus, we pledge our time and vigor to the continuing celebration of spirit, of the world, and of humankind.

POLICY GOVERNANCE

One of the Board's goals this year has been to continue the successful transition to "Policy Governance". Under Policy Governance, the primary role of the Board is to shift away from hands-on, day-to-day management and focus on developing "Policies" that guide the achievement of our "Ends", Mission and Vision (please refer to our Mission and Vision on page 4). The role of the Board is also to ask "At what cost?" (is our budget supporting our Ends?), and then to monitor whether we (the *congregation*) are achieving our stated goals.

Under Policy Governance, the Board has been able to spend more time aligning our priorities with the Mission and Vision. We are dealing with longer term issues and will be developing and then implementing a Long Range Plan, and addressing the (positive and negative) aspects of growth.

Under Policy Governance, the Board has delegated to the A-Team the management and direction of day-to-day "operations" of UUCC, including our various Councils and Committees – which is *how* we strive to accomplish our "Ends" or goals. The A-team is empowered to make the management decisions, guide staff and volunteer activities and identify the resources needed to reach our goals, as long as they stay outside the bounds of the UUCC Policy "Restrictions" defined by the Board.

The A-Team is the primary management agent, and the various Councils, Committees and Members actually implement most of the actions, except certain paid staff functions. (See also the Chart on page 6 and the A-Team and Council reports on pages 7-12.)

Remember also that Policy Governance generally takes seven (7!) years to fully implement. Therefore, with three years of experience, we are still a work in progress. All the interfaces, communications channels and definitions are continually being worked and revised.

So, if you are ever thinking that we need better communications between the Board, the A-Team, the Councils, the Committees and the Congregation – you are right. But please don't say that "they" need to improve, because we are all in this together. "They" is "us". Please have patience, and where you see a way *we* could improve, please provide constructive criticism, and a willingness to help us get better at Policy Governance.

PROGRAM and ADMINISTRATION

Professional and Hourly Paid Staff

UUCC currently supports the equivalent of 4.45 full-time staff members. The Minister and the Director of Life-Span Religious Education are the two full-time staff. The Director of Administration and Communication (DOAC) and her Office Assistant make up a third full-time staff position. A group of four music professionals equate in hours to 67% of a staff person. A Shared Ministry Facilitator (35%), a bookkeeper (25%), a Sunday Attendant (15%) and a Child Care Coordinator (3%) make up another 78% of a staff person.

The need for additional administration hours caused the A-Team to decide this year to split the Administrator's position into two pieces without having to increase the budget for FY0506. Paula Linn took the Director of Administration and Communication (DOAC) piece is the 20 hour/week professional position in order to devote more time to A-Team and other project tasks. UUCC completed two annual \$3/hour pay increases from \$15/hour in FY0304 to \$21/hour this year to bring the position within the guidelines. The

2006 UUA Fair Compensation Guidelines for a Mid-Sized II (250-499 members) congregation indicate a Business Administrator should earn a minimum of \$21.77/hour.

Carol Plotnick filled the 20 hour/week Office Assistant position in September. Carol now performs all the routine daily, weekly, monthly, and annual administration tasks. The 2006 UUA Fair Compensation Guidelines for an Office Assistant is \$10.72/hour. The proposed budget offers \$10.30/hour. Reducing the Administrator's hours and hiring the Office Assistant allowed UUCC to trade 10 hours at \$21/hour for 20 hours at \$10/hour. The proposed budget includes these two positions continuing at 20 hours/week each with \$1618 extra to fund additional hours if needed. The request for additional hours is based on the continued increase in the amount of work the administration office conducts.

Some of the changes in Administration over the past 3 years that have increased the workload are:

- FY0405: Began using Comcast continuous connectivity instead of dial up for email increasing the volume of emails to respond to.
- FY0405: Implemented an office PC LAN, the LAN version of our people database and the web-based version of our people database.
- FY0506: Switched to bi-weekly payroll and began handling payroll in-house.
- FY0506: Began gathering and documenting more data related to membership growth and attendance.
- FY0506: Began gathering and documenting more data related to finances.

* * *

Chairpersons of the various UUCC Councils have submitted the following reports. See **Appendix A.**:
UUCC Volunteer Organization Chart

Social Action Council

The Social Action Council has engaged in a variety of meaningful activities and focused its attention on fulfilling the UUCC's Board of Trustees charge to us of Vision Statement G, "We are respected as a principled religious community that takes action and effects changes, which enhances the broader community." Below are highlights of our activities during the past year. While these are the major activities, they are by no means a complete list. UUCC has many committed members and friends dedicated to advocating for social justice and performing acts of service to our communities.

- Third Annual SAC Dinner and Project Fair with 60+ people attending, including Questies performing a service project. This event showcases many of the social action activities being conducted by members of UUCC.
- Since September 2004, UUCC members/friends – through the Second Sunday Outreach Offering – have provided much-needed financial support to worthy member-recommended projects where members volunteer and aid in disaster relief.
- In December, SAC ran a Social Action Empowerment Workshop (sponsored by the UUA). As a result of the Workshop the Social Action Council was restructured to more effectively manage projects and increase congregational participation. 50 Members/Friends, 100% on the Board and 75% of the Administrative Team, attended the workshop.

- SAC continues to support IAF (Industrial Areas Foundation) and its initiative to facilitate the building of an interfaith organization in Howard County. This organization will examine the local governmental structure and work for better conditions for people in our community. On April 4, 2006, IAF Howard County held its first mini-action, "IAF BUS ACTION". This is a research action to gain perspective and understanding around the issues of public transportation in Howard County.
- UUCC's has partnership with the Domestic Violence Center of Howard County continues to grow. UUCC members/friends volunteer for child-care, office assistance, court advocates, the 24-hour Helpline and upkeep of the Safe Houses. In February Tom and Carol Benjamin were named DVC Heroes for their work at the residences. We look forward to continuing to grow this partnership that brings UUCCer's into the local community and serves the needs of an important social service agency.
- Holiday party and gifts for Banner Reading Program. This group serves a Baltimore inner city neighborhood in dire need of resources.
- Holiday gifts for Our House Youth Program, a group home for neglected adolescents in Olney, MD. The program helps to educate and train youth for available jobs in the labor force.
- Additional computers installed and networked at the Charles Carroll Barrister Elementary School Computer Lab.
- Welcoming Congregation Committee through Interweave started a monthly movie and discussion series.
- I & U groups provided volunteer services to array of local social service projects including DVC, On Our Own and Our House Youth Program.
- Beans and Bread and Moveable Feast continue to prepare casseroles, sandwiches and desserts for Baltimore-based projects including homebound AIDS patients.
- Steve Von Hagen-Jamar and Jo McLaughlin were named SAC Chair and Co-Chair for the 2006-2007 Church year.

Religious Education Council

Please note that Cathy Muller is away on sabbatical and may have much more to report than is reflected here. This report has been prepared by Jennie Fitzpatrick, Chair of the Religious Education and the Youth Ministry Councils. RE has the following to report:

- RE teacher recruitment has been a continuing problem at all levels. The RE council has analyzed causes and has begun a recruitment campaign that will end in May. Note the recruitment issue is not just for teacher recruitment, it also involves a need to recruit council members.
- The RE Council, along with Cathy Muller participated in both planning for how to handle RE during her absence and providing input on her sabbatical. A suggested topic of interest for the RE Council was case studies of various other RE programs. The RE Council developed questions and a report format for

Cathy Muller to use as she goes to other congregations and analyzes some of their best practices in areas such as recruitment, assistance, staff, other staff duties and budget and finances.

- The Youth Ministry Council began meeting in the fall and has met on several occasions. There is a Youth Ministry Council Charter and there are discussions underway about recruitment, program, and direction for the youth program.
- The YRUU group undertook a mission workshop, and developed a mission statement and objectives. Two of the objectives include development of a social action program for youth and development of a summer program for youth.
- The Youth Ministry Council will be holding a facilitated Congregational Conversation in October, 2006. This event will provide a forum for everyone in the congregation to discuss the youth programs, opportunities, hopes, wishes, concerns and will support our development of a vibrant youth program.

Adult Programs

The highlight of the year was the survey that was conducted over two Sundays in November and included 93 respondents. A synopsis of the results was presented to the Board. The survey, prompted by two semesters in which several classes were cancelled for lack of enrollment, revealed that the congregation is very busy with obligations within and without the UUCC community and has limited time for adult classes. Reverend Paige, always a popular adult RE teacher, was not able to participate in the fall and spring. With the additional absence in the spring of Cathy Muller, the spring program was understandably reduced in scope.

Finance Council

This report was submitted by Dalroy Ward, Finance Council Chair. The Finance Council has been working during the past year with a focus on both the current year and the future of UUCC. Our current-year efforts have been focused at building a greater understanding of some of the budget issues and how to successfully manage UUCC’s budget and cash flow, the Auction, and the Canvass. We continue to actively look for new fundraising opportunities that will establish new funding sources for UUCC and which are fun for everyone (how would you like a UUCC night out once a month at a local restaurant?). We have also been working to improve the mission focus of our budgeting process and continue to involve UUCC’s Leadership Council in setting budget priorities. With the Canvass remaining flat from last year next year’s budget, this is less than what we had hoped for. In order to fully realize our mission, the Finance Council, Leadership Council, and the Board of Trustees will be looking for ways to better communicate our priorities and the importance of funding.

PLEDGING	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Pledge Units	189	187	175	197	219	251
Budgeted Pledges	\$208,517	\$208,802	\$250,000	\$300,000	\$338,000	\$390,286
Actual Pledges at Fiscal Year End	\$211,544	\$215,312	\$260,466	\$291,446	\$346,698	\$394,662*
Average Pledge	\$1,119	\$1,151	\$1,490	\$1,479	\$1576	\$1585*
Pledges Collected Fiscal Year End	\$200,376	\$189,568	\$251,695	\$283,655	\$314,823	\$286,893*

% Pledges Collected, at End 3 rd Quarter	75%	78%	68%	69% (97% ytd)	69% (91% ytd)	73%*
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* Actual as of 4/19/2006.

Denominational Affairs

The following report was submitted by Jim Caldiero, Denominational Affairs Chair.

Unitarian Universalist Association

We certified membership to UUA 2/1/06 – 369.

We paid our Fair Share contribution to the UUA general fund.

We conducted a Journey Toward Wholeness Sunday worship service.

Four members of the congregation served as delegates to GA in Fort Worth, TX

Members of the Social Action and the Leadership Councils provided comments on the UUA draft Statement of Conscience – “The Threat of Global Warming” to be voted on at GA.

Joseph Priestley District

We paid our Fair Share contributions to the Joseph Priestley District.

Four UUCC members served as delegates to 2005 JPD Annual Conference in King of Prussia, PA.

Supporting growth of Unitarian Universalism in the Joseph Priestley District, Ninety-five members (26%) of the congregation are Chalice Lighters. UUCC received a Chalice Lighter grant to fund the Shared Ministry Facilitator project. Many congregations are in the Chalice Lighter Honor Society. So that we can be recognized as an honor congregation, our goal in 2006 is to increase membership to 33% during the Chalice Lighter biennial membership drive in October.

We attended three meetings of the Baltimore-Washington Growth Planning Committee.

Affiliated Organizations

Unitarian Universalist Service Committee

In 2005, UUCC was again recognized as a member of the Unitarian Universalist Service Committee’s Banner Society. UUCC achieved this distinction with the Creating Justice Banner by having more than 25% of our congregants involved as members of the Service Committee. UUCC also received UUSC’s James Luther Adams award for making a budgeted commitment to the Service Committee.

Membership

The Membership Council and the congregation have welcomed 38 new members since June 2005. Phyllis Jovich took pictures of new members and posted them on Sundays to help the congregation

recognize who the new people are. We redesigned the visitor cards to ask for feedback to determine if the visitor felt welcomed to UUCC. We hosted a bagel brunch in November for new members with Board members and Council chairs in attendance. We held two new member orientation class/luncheons to replace the evening class. We completed the new LifeTouch photo directory of members and friends for delivery in May.

Fiscal Year Comparison – Attendance

See Appendix E: Attendance Graphs

MEMBERSHIP	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Membership at Annual Meeting	295	307	314*	310	350	377
New Members **	18	17	33	27	25	38
New Friends **	40-50	Not avail.	110	31	25	23

*Membership roster had not been systematically purged since 2001. Purge of lapsed members was in progress Spring 2003.

** As of March 31

ATTENDANCE	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
Autumn (Sep-Nov)	123	158	148	192	183	226
Winter (Dec-Feb)	110	148	139	178	175	217
Spring (Mar-May)	110	136	180	191	215	n.a.
Summer (Jun-Aug) (single service)	61	72	96	97	116	n.a.

Communications

The UUCC website is beautiful and has been a reliable source of information to newcomers searching for our congregation. Brian Duvall, webmaster, has most recently added the Members and Friends section which includes governance, policies, and forms as well as a link to the world of denominational affairs created by Jim Caldiero and our Member Services Directory created by Phyllis Jovich. We plan to add a Leadership section that will include links to Access ACS, council binder information, board meeting minutes, and other documents of interest. UUCC continues to make effective use of PC software such as the recent upgrade to QuickBooks Pro 2006 and the purchase of Microsoft Access DB to replace the old version used by the Auction Committee. We have four offices and five PCs networked together with a growing ability to have volunteers work from their home.

Shared Ministry Facilitator

- The Shared Ministry Facilitator was hired July 1, 2005. Since then the SMF has done hours of research by reading, talking with other SMFs and visiting other congregations' Membership Coordinators. She is a member of JPD's Member Coordinators' Group and meets with and discusses pertinent issues with them regularly.
- The SMF has written an article for The LINK every month since August 2005 as a way to keep the idea of Shared Ministry in front of the congregation and also to begin a change in the congregational culture from fuss and beg to one of using gifts and talents in ministry for the community. A Council Wish List was distributed in October 2005. It yielded some volunteers for what the Councils

needed. The SMF also started the Volunteer Minister of the Month display in September 2005, which has continued every month until the present. The facilitator also has met with new members who requested an initial and exploratory interview to define their gifts and interests and to see where they might fit in to the community's ministry.

- The SMF has worked with the congregation's ACS database to log interests and talents. However, this has been difficult in the past because of lack of office space and minimal training. Recently, things are starting to improve in this area. Since the Membership Council Chair position was vacated recently with no transitional features in place, the facilitator is currently seeking volunteers for the Council's positions.
- The SMF conducted a "Mapping Our Assets" Workshop in March. The workshop was successful and it yielded some volunteer ministers for the Personnel Committee, the Membership Council and for the organization and the logging of UUCC's collected history. There were also volunteers identified for a possible Task Force to study the issue of lobby crowding. Ideas for future projects are spilling out of the SMF's ears! Stand close with a bucket. She needs your support.

OWEN BROWN INTERFAITH CENTER

The UUCC partnership with Christ United Methodist Church in the operation of OBIC continues to function effectively in serving the congregation and the larger community.

Our budget for CY2006 is approximately \$230,700. The summary below shows the income and expenses:

<u>Income</u>		<u>Expenses</u>	
CUMC	\$13,500.	Administration	\$36,100.
UUCC	\$47,864.	Operations	\$88,611.
Other Congregations	\$75,328.	Personnel	\$105,985.
Other Rentals	\$75,764.		
Other Income	\$18,239.		

You can see that about 73% of the income to operate OBIC comes from rental, including the Cradlerock Children's Center. The other 27% comes from assessments from CUMC and UUCC. These assessments are based on the percentage usage of the building reflected from the previous year. The formula is about 78% for UUCC and 22% for CUMC.

The UUCC assessment of \$47,864 is based on a formula which calculates usage of the building. Ours is 78% of the non-rental usage. Overall congregational assessments remain unchanged from 2005. These costs compare favorably to the operation of a stand-alone facility when the costs of utilities and personnel are considered. This allows us to spend our resources on programs for the congregation.

OBIC had significant progress last year.

- Miscellaneous improvements were made to the building including lower level lighting replacement, renovation of the lower level bathrooms, and roof replacement.
- Sanctuary chairs were replaced.
- Enhanced rentals resulted in improved fiscal status
- The Reserve for Replacement was funded.
- Overall improvements were made in building operations.
- Full support was given to interfaith and outreach activities.

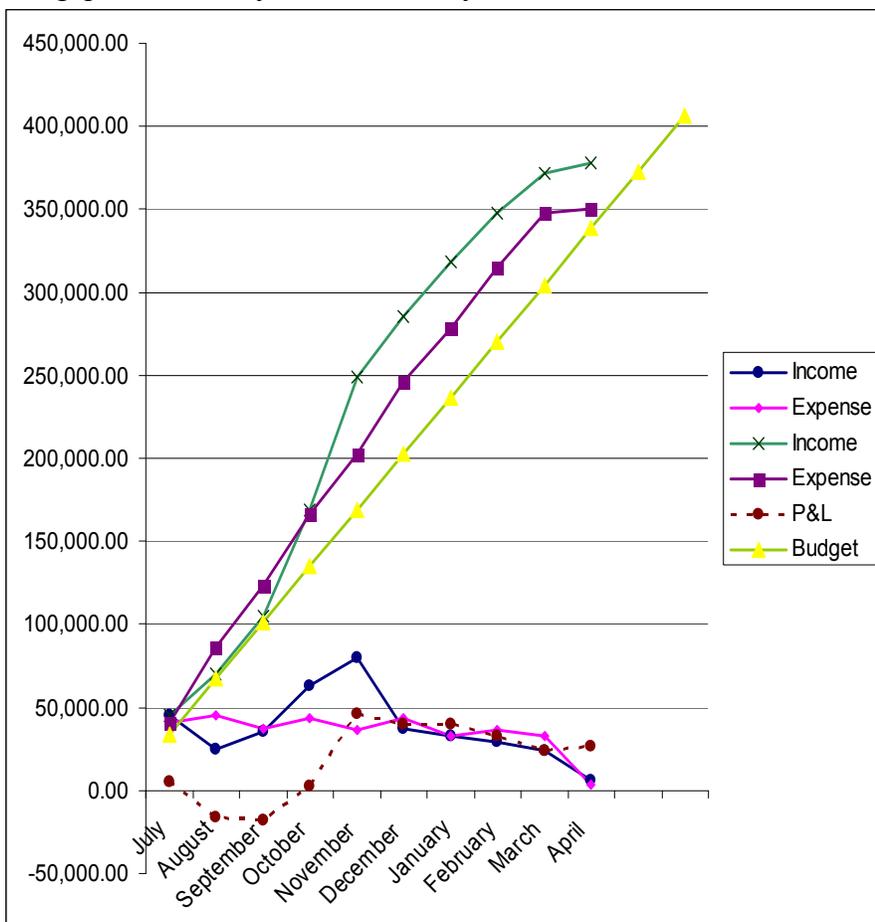
Thanks to OBIC 2005 Board members Judith Shure, Ken Rock, Lynne D’Autrechy, Tim Estell, Marjorie Seidman, Bob Fitzpatrick, Duncan McDonald, Pat Fuhrer and Ken Crandell.

Ken Rock
CY2005 OBIC Treasurer

TREASURER’S REPORT

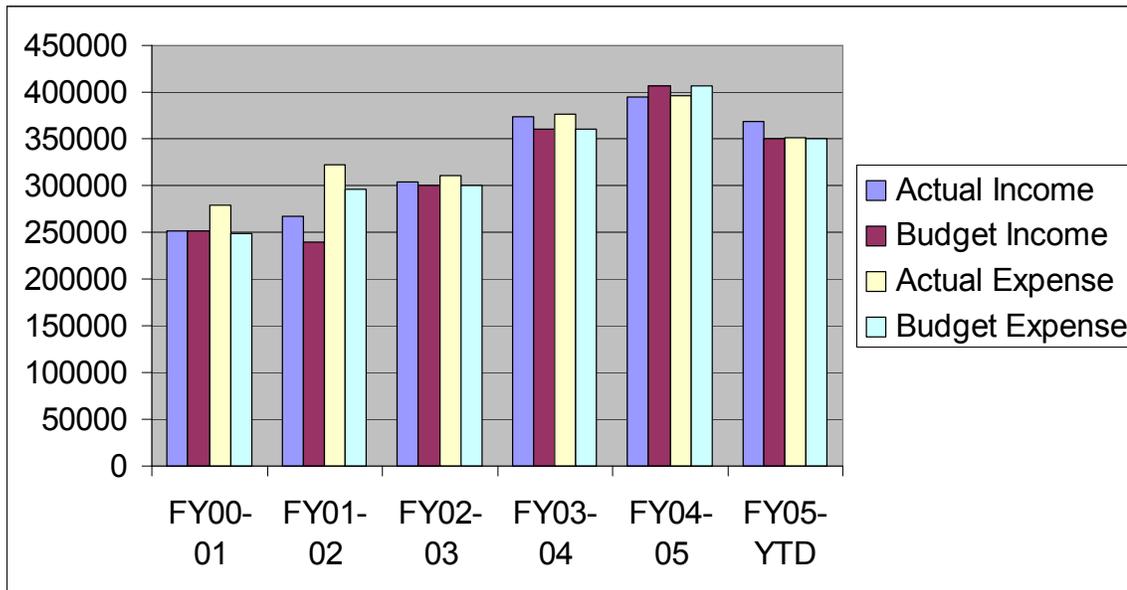
See *Appendix B: Fiscal Year 2005-2006 Balance Sheet* and *Appendix C: Fiscal Year 2006-2007 Budget*.

The State of the UCC finances for this year looks bright with a few areas to note. The graph below shows the monthly income, expenses, the year to date, status of both and the total budget. At the end of March, the year to date income is above the budget while the expenses are steady and almost exactly on target. Income is somewhat ahead of expense, with one quarter in the fiscal year remaining, but we expect that gap to narrow by the end of the year.



UCC 2005-2006 Income and Expenses

Also included in this report is some trend analysis over the past 6 years and the anomalies that stuck out from year to year.



Notably FY 01-02 had an unusually high loss due to a severance and other unplanned expenses.

	Actual Income	Budget Income	Actual Expense	Budget Expense	Actual P&L	Budget P&L
FY00-01	\$250,962.18	\$250,967.00	\$278,570.09	\$249,167.00	-\$27,607.91	\$1,800.00
FY01-02	\$266,468.19	\$239,412.00	\$322,618.33	\$296,140.54	-\$56,150.14	-\$56,728.54
FY02-03	\$304,244.44	\$300,650.04	\$310,072.52	\$300,651.84	-\$5,828.08	-\$1.80
FY03-04	\$373,565.99	\$360,150.00	\$376,774.90	\$360,150.14	-\$3,208.91	-\$0.14
FY04-05	\$394,145.10	\$406,015.00	\$396,329.86	\$406,015.00	-\$2,184.76	\$0.00
FY05-YTD	\$368,660.15	\$349,758.75	\$351,230.24	\$349,758.75	\$17,429.91	\$0.00

The overall trend seems to be in our challenges to accurately budget for the Operations Council, which over the years has included some unanticipated OBIC assessments and Reserve for Replacement increases, and operational costs such as duplication. We have made every effort this year to continually reassess our budget and spending in these areas and are budgeting closer to our mark.

UUC ENDOWMENT FUND

In 2005 the Board was increased from three to five members and the Investment Committee was established. The Endowment Board (EB) seeks funds through direct, selective solicitation, with emphasis on gifting from estate plans and investments in the UU Pooled Income Fund and Charitable Gift Annuity. Toward this end, the EB fields education programs about all types of financial management and responsibility, and over the past year has held seminars on essential documents, identity theft and Medicare prescription plans.

The Endowment Fund now totals \$32,000 toward a goal of \$500,000 by 2014. Investments have been approved in three socially responsive funds so that our money can be working harder for us. No payout of earnings is anticipated until the fund reaches at least \$100,000.

CRADLEROCK CHILDREN’S CENTER - Year One

This has been an amazing year for the Children’s center. It is hard to believe that one year ago we were still in the fuzzy-idea stage for the creation of the center. So much has been accomplished and most of the goals for the center have fallen into place. This has truly been a labor of love. The labor part has been intense. We have benefited from the work of the many volunteers who helped in the renovation, in the classroom and in many other ways. The love part has been apparent, as well the generosity, enthusiasm and commitment from so many. A lot wonderful things happened this year. Here are just a few:

- Hired Director and 8 Staff – personnel policy, payroll, taxes and more.
- Start-up Loans – \$100,000 was borrowed secured by UUCC, and \$40,000 more was added secured by CCC.
- Applied /Awarded – Two grants totaling \$20,000 and more hopefully to come.
- Renovation – Ann Wing, 100 volunteers, over 1000 hrs, \$40,000 of sweat equity.
- Startup came in under budget – \$76,000 vs. \$79,000 budgeted.
- Lease Signed with OBIC – \$4,050 per month with July, August free.
- Startup – August 29, on time and without a wrinkle.
- Licensing – tedious, time consuming, but we are now licensed for 57 children.
- Partnership with Even Start and Head Start – we support 12 children here at OBIC.
- Scholarships Support 32 Community Children – estimate of \$65,000/yr subsidy.
- Incorporation – May 13, 2005, Non-Profit 501(c)(3) applied for October 13, 2005.
- UUCC volunteers in the classroom – 12 help on a weekly basis.
- Columbia Magazine Honorable Mention as Best in Howard County.

The program is wonderful! We have created a respectful, caring, playful, and learning environment we can be proud of. We got Columbia Magazine Honorable Mention as Best in Howard County. Today, we have 53 children from very diverse backgrounds. The need in the community is reflected in the 32 children who are subsidized in some way by the center.

This all sounds good but it has not been easy. We continue to struggle with finances and with personnel. The chart below highlights the net monthly losses we are experiencing. Expenses are actually below our forecast, but income is even lower. We planned to lose about \$4,000 per month, but we are losing more than that. Early on, our revised estimate of loans went from \$100K to \$150k. To maintain operations until September, we will likely need another \$50K at which time we expect a new influx of children will balance our budget. Another 12 children in our currently empty 4th room would make the difference.

	Oct	Nov	Dec	Jan	Feb	Mar
Net Loss	\$16,881	\$8,012	\$13,448	\$9,079	\$11,360	\$7,760
Income	\$13,097	\$18,733	\$27,625	\$20,747	\$19,290	\$21,256
Expenses	\$29,978	\$26,745	\$41,072	\$29,826	\$30,650	\$29,016

Personnel issues have also affected us. Our Director will be moving on in June, as will a few of our teachers. This is normal turnover for childcare, but hard on the school, nonetheless.

Thanks to all of you on behalf of the CCC Board:

Arlene Baskin, Rich Dean, Martha Fulda, Judy McDermott, Candy Wachterman

Slate of Nominees

The Nominating Committee is pleased to announce
the following slate of nominations for the 2006-2008
UUCU Board of Trustees, Nominating Committee and Endowment Board.

David Cash (Board Vice President)

Jim Caldiero (Board Secretary)

Mark Lazzaro (Board At-Large)

Lynne D'Autrechy (Board At-Large) (2006-2007)

Ned Tillman and Kevin Mercer - Nominating Committee

Scott Ramsey & Rosie Lijinsky - Endowment Board

Thanks to each of them for volunteering their time, energy and passion for the hard work of governance and management. Please plan to attend the Annual Meeting on April 23 and we hope that you will vote to confirm this strong slate of nominees.

APPENDICES

APPENDIX A

UUCU Volunteer Organization Chart

Last Revision 04/19/2006

COUNCILS

ARTS (Minister)

Coffeehouse
Dance/Movement
Music
Production
OBIC Aesthetics Committee representatives

Chair: (open)

Vickie Beck
Molly Safren, Winifred Daisley
April Lee

Audio, Lighting, Staging

Marjorie Seidman, Janet Dean,
& Jillian Storms
Terry Paul (lighting)

Visual Arts

COMMUNICATION (DOAC)

Administration Office Volunteers
Sunday Bulletin
Midweek E-bulletin
Publications
Brochures (RE, Canvass, Councils, etc.)

Acting Chair:

Paula Linn, DOAC

Dot Caldiero, Gretchen Conley
Michelle Carras
Keith Smith
Cole Wiggins

LINK

Publicity
Webmaster
Yahoo! Groups
Information, General

Cate Polacek
Sheri Spandau
Brian Duval
Sherry Peruzzi, Sue Crawford
Jim Caldiero & Tom Fulda

COMMUNITY BUILDING (DLRE)

Fellowship Hour (Sunday)
Fun Feasts
Holiday Gatherings
Monthly Brunches
Potlucks
Social Activities:

Chair: Julie Boughn & Debbie Chaney (co-chairs) (09/2004 – 09/2006)

Dana & Therese Sohr
Virginia Baker
Sherry Peruzzi & Laurie Coltri
Jim & Dot Caldiero

Seder
Thanksgiving Dinner

Bike Club
Book Club
Bowling
Bridge Club
Duplicate Bridge
Fun Families
Jazz Connection
Singles
Young Adults

Pat & Peter Fort
Beverly Norbeck
Jim Wu
Leo McPherson
Leo McPherson
Cyndy Parr
Cole Wiggins

Spiritual Support Group

Meredith & Mark Lazzaro
Nancy Lewman

DENOMINATIONAL AFFAIRS (Minister)

Chair: Jim Caldiero (09/2004 – 09/2006) Dalroy Ward & John Harris

FINANCE (Stewardship Director)

Capital Funds

Building Fund Accounting
Building Fund Drive
Building Fund Drive 2005

Endowment Fund
Grant Writing
Operations

Audit
Budget
Canvass
Fundraising
Auction
Entertainment Books
Script Sales
New Member Pledge
Self Financing

Chair: Dalroy Ward (09/2004 – 09/2006)

Owen Thompson

Chair: Gail Thompson
Pat Heidel

Stewardship Directors
Janet Ramsey, Judy McDermott
Margaret & David Hegmann

Open
Leo McPherson
Leo McPherson
Margaret Hegmann
Max Buffington, Tom Wing

MEMBERSHIP (DOAC)

Visitors

Visitor Packets
Greeters
Intro to New UU Class

New Member Integration

Membership Orientation Class
New Member Packets
New Member Recognition

Membership Directory
Shared Ministry Task Force

Steering Committee

Celebration Team

Children’s Greeting/Intergenerational Services
Liturgical Arts
Set Up & Take Down
Ushers

Chair: Open

Chair: Jennifer Garcia

Carolyn Mateer
Chair: **Christy Hickey**
Minister & DLRE

Chair: **Tom Fulda**
Wendy Holbrook, Jean Thieboux,
Sally Ann Cooper & Judy Burt

Kathy Clay

Margaret Hegmann
Kathy Wu

WORSHIP ASSOCIATES

(Worship Council tasks are now under Membership)

RELIGIOUS EDUCATION (DLRE)

Activities
Adult RE

B.I.G.
Bookstore
Forums

Curricula
Social Action
Teacher Support & Appreciation
Worship
Secretary

Chair: Jennie Fitzpatrick (09/2004 – 09/2006)

Stephanie Silver
Dave Russell
Lary Lewman (or Steve Jamar)
Nancy Farley
Tom Fulda
Jen Shepard
Ann Seed

Kathy Clay
Suzanne Henig

SOCIAL ACTION (Minister)

Community Outreach

Pathway/Clean-up
Beans & Bread
Blood Drive

Congregations Concerned for the Homeless
Domestic Violence Center of Howard County

Earth Matters
Food Bank
Shade-Grown Coffee
HCNAMI Christmas Dinner
Moveable Feast

Social Justice

Legislative Watch
PFLAG
UU Service Committee
Religious Education Liaison
Welcoming Congregations

YOUTH MINISTRY COUNCIL (DLRE)

Council Members:

OTHER

I&U
Win-Win Self Financing
Caring Committee

LEADERSHIP COUNCIL

Arts
Communication
Community Building
Denominational Affairs
Finance
Membership
Religious Education
Social Action
Youth Ministry
Board of Trustees Liaisons
OBIC Liaison
A-Team Liaisons

BOARD OF TRUSTEES – COMMITTEES

Personnel
Nominating
Committee on Ministry

Long-Term Planning

Chair: Kathy & John Harris
(09/2004 – 09/2006)

Monica Fortner
Jeri Wiggins
Pat & Peter Fort
Scott Ramsey

Wolfger Schneider
Joseph Baker
Lauren Haywood
Harvey Zorbaugh
Cynthia MacDonald & Jeri Wiggins

Keith Smith
Linda Linton & Colette Roberts
Jim Caldiero & Trish Steinhilber
Ann Seed
Carolyn Shearin-Jones

Chair: Jennie Fitzpatrick
Jay Paul, Laura Smit, Kathy Smith,
Alex Smith, Richard Blissett,
Sarah Blaik, Sam Henig &
Hannah Miller

Molly Safren & Eletta Morse
Max Buffington
Marjorie Seidman & Janet Dean

Open
Paula Linn, Acting Chair
Julie Boughn & Debbie Chaney
Jim Caldiero
Dalroy Ward
Open
Jennie Fitzpatrick
Kathy & John Harris
Jennie Fitzpatrick
Ken Crandell & Ann Smith-Reiser
Robert Fitzpatrick
Paige Getty, Cathy Muller,
Paula Linn & Cynthia MacDonald

Chair: John McDermott
Chair: Kathy Tillman
Mary Ellen Cadman, Dennis Luck,
David Cash, Shelley Von Hagen-
Jamar & Cyndy Parr
Carolyn Shearin-Jones, Doug Miller
& John Guy

OBIC BOARD – COMMITTEES:

Operations

Aesthetics

Chair:

Jillian Storms

Marjorie Seidman, Janet Dean,

Mark Brooks, Pat Fuhrer,

Lynne D'Autrechy,

Duncan MacDonald, & Judith Shure

(alternate)

APPENDIX B:
Balance Sheet
As of April 13, 2006

ASSETS

Current Assets

Checking/Savings

Total 1000 · Operating Accounts	39,488.01
1050 · Restricted Reserve (M&T 7149)	10,027.98
Total 1100 · Scrip Accounts	44,116.12
Total 1200 · Building Fund Accounts	5,250.53
Total 1300 · Other Accounts	32,234.68
Total 1400 · Win-Win Self-Fin Initiative	<u>23,679.44</u>

Total Checking/Savings 154,796.76

Other Current Assets

1008 · Scrip Inventory	13,200.00
1013 · Scrip Receivable	<u>3,800.00</u>

Total Other Current Assets 17,000.00

Total Current Assets 171,796.76

Fixed Assets

15000 · Building Renovation 1,617,573.42

Total Fixed Assets 1,617,573.42

TOTAL ASSETS 1,789,370.18

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Total Credit Cards	347.97
Total Other Current Liabilities	<u>6,798.20</u>

Total Current Liabilities 7,146.17

Long Term Liabilities

2500 · Renovation Mortgage	112,778.01
Total 2600 · Self-Financing Liability	<u>578,000.00</u>

Total Long Term Liabilities 690,778.01

Total Liabilities 697,924.18

Equity

Total 10000 · Building Fund	364.87
Total 20000 · Self-Financing Initiative	-820.10
3000 · Opening Bal Equity	114,694.96
Total 30000 · Endowment Fund	1,284.81
3001 · Operating Fund Principal	928,490.62
Total 3900 · Restricted Accounts	20,483.22
Net Income	<u>26,947.62</u>

Total Equity 1,091,446.00

TOTAL LIABILITIES & EQUITY 1,789,370.18

Note 1: UUCC owns a 78% interest in the Owen Brown Interfaith Center.

Note 2: UUCC is the second guarantor for up to \$100,000 in loans for CCC.

Note 3: The UUCC Endowment Fund has \$32,000.

APPENDIX C

UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA

Board Approved

	Current Year Budget July 2005 - June 2006	Next Year Budget July 2006-June 2007	% Incr (Decr)
<u>[INCOME]</u>			
Total Canvass & Offering	403,753	410,637	1.71%
Total Religious Education Income	6,732	6,867	2.00%
Total Music Income	1,605	3,653	127.60%
Total Fundraisers	28,140	40,384	43.51%
Total Miscellaneous Income	14,115	14,440	2.30%
Total Other Income		8,000	100.00%
TOTAL INCOME	454,345	483,981	6.52%
<u>[EXPENSES!]</u>			
Total Ministry and Worship Council	4,502	6,032	33.98%
Total Arts and Production	918	918	0.00%
Total Religious Education Council	5,967	5,050	-15.37%
Total Youth Ministry Council		1,800	100.00%
Total Membership Council	1,854	1,313	-29.18%
Total Program Council	28,731	28,181	-1.91%
Total Communications Council	8,015	5,357	-33.16%
Total Operations Council	137,282	155,113	12.99%
Total Social Action Council	6,676	11,300	69.27%
Total Community Building Council	1,025	1,095	6.83%
Total Personnel	259,375	267,822	3.26%
TOTAL EXPENSES	454,345	483,981	6.52%

Notes Regarding the Budget:

1. Pledged income increased 4% over current year pledges.
2. Uncollectible pledges have historically been 4% to 8%. In 2004/2005 6.25% of pledges were uncollectible.
3. Auction Revenue of \$34,000 is budgeted for the UUCC Operating Fund. An additional \$4,000 Auction Revenue is budgeted for Social Action Council, \$2,000, and CCC Scholarships, \$2,000.
4. Under the Ministry and Worship Council, \$1,000 was budgeted for the Karuna Ministry.
5. Training for Religious Education and for the Youth Coordinator was budgeted under the Religious Education Council, \$1,700.
6. The UUA and JPD Assessments together are \$68 per member. The budget reflects 375 members and \$25,500.
7. The Youth Ministry Council with a budget of \$1,800 was added for next year.
8. The Operations Council budget includes the following.
Mortgage principal and interest payments - \$72,478 in Account 8100. Increase over prior year is due to higher interest rate.
Transfer from the Building Fund to partially pay our mortgage - (\$15,000) in Account 8028
OBIC Assessment - \$47,864 based on 78% usage of the building. OBIC Reserve Fund - \$20,000
9. 50% of Audit expense, \$2,500, was budgeted as part of Legal and Professional Expense in the Operations Council.
10. The Social Action Council budget including the Auction Revenue pass through increased \$4,624 or 69%.
11. Increases for Personnel are 2%. The request was for 3%, however, we could only fund 2%.
12. The Director of Religious Education's hours were decreased, and a new Youth Coordinator was created.
13. Total Personnel expense will increase 3.26% next year.

APPENDIX D

Minutes of Unitarian Universalist Congregation of Columbia Annual Meeting April 24, 2005

Opening: Kathy Tillman, President, UUCB Board of Trustees, called the meeting to order at 6:35 p.m. Paige Getty, UUCB Minister, spoke the opening words.

Quorum: 344 members were entitled to vote, having been members for 60 days prior to the meeting. 69 people were required for a quorum of 20% (needed to transact ordinary business) and 103 people for a quorum of 30% (needed to transact special issues, including bylaws changes). There were 112 people present either in person or by proxy. We were thus empowered to transact all business on the agenda.

Approval of Minutes: Minutes of the April 25, 2004, Annual Meeting and the January 30, 2004, Special Congregational Meeting were approved by voice vote.

President's Message: Kathy Tillman summarized some of the year's highlights, including the continuing process of learning how to most effectively employ the policy governance model of conducting our affairs, the work toward the opening of the Cradlerock Children's Center, the work we are doing on behalf of the Domestic Violence Center and improved communication and relations with Christ United Methodist Church and the Owen Brown Interfaith Center Board of Directors. She also noted the pressures of our recent growth and the formation of the Long Range Planning Task Force to address that and other issues of concern in the long term, and spoke about the Board's wish to stimulate congregational dialogue regarding the issue of stewardship.

Canvass and Budget: Dave and Margaret Hegmann acknowledged the work of the canvassers and reported that, at with another 20 pledges still to come, the canvass had raised about \$376,000. Judy McDermott offered an overview of the budget and answered questions from the floor. The proposed budget was passed by voice vote.

Bylaws Revisions: Gail Thompson presented two bylaws changes proposed by the endowment board:

- ARTICLE IX, Section 1, last sentence – “Funds so allocated may not be specified *by the Endowment Board* for a particular purpose, *except distributions of income from funds directed at the time of donation.*”
- ARTICLE IX, Section 2, first sentence – “The Endowment Board shall consist of [three] *five* members, to be elected by the Congregation.”

The proposed bylaws revisions passed by voice vote.

Equality Maryland: Steve Von Hagen-Jamar presented a motion coming from the Social Action Council that would authorize the council to act on behalf of the congregation in matters related to legislation on same-sex marriage and other issues in the realm of civil rights for gay, lesbian, bisexual and transgendered people. These would include becoming a signatory to an amicus brief to be filed in support of a lawsuit brought by same-sex couples seeking legal status for same-sex marriage in Maryland, as well as speaking for the congregation in support of legislation dealing with gay rights issues:

- "The Unitarian Universalist Congregation of Columbia commits its organization to a program of increased proactive support of the rights and the welfare of gay, lesbian, bisexual and transgender (GLBT) people and their families in Howard County and in Maryland. This includes, but is not limited to such action as signing as a congregation an amicus brief in support of a lawsuit to require the state of Maryland to recognize same sex marriages, support for legislation confirming the civil union rights of same sex couples and their families, and social action to thwart harassment and discrimination of GLBT persons here in Howard County.

As opportunities for action in support of GLBT persons and their families arise and are identified by the UUCC Social Action Committee, that committee will carefully analyze the situation and develop specific proposals for action, as the situation warrants. Findings of the Social Action Committee will be communicated to the congregation for suggestions and comments. In the absence of significant opposition from UUCC members, the Social Action Committee will proceed to lead the congregation in carrying out the proposed action."

In response to a question as to why the motion did not also include issues of civil rights as they relate to racial or religious minorities as well, SAC co-chair John Harris said that such a measure would be too broad. He said the Council would not seek to bypass the bylaws requirement of a congregational vote when UUCC's name is to be invoked, except that this particular issue is moving very rapidly, and would very likely pass us by before a congregational meeting could be arranged.

The motion sparked much passionate discussion. Becky Reese spoke in vehement opposition. She contended that, as a UU congregation, it is improper for us to support or oppose any type of legislation, as our non-creedal faith does not presuppose any particular ideology or political affinity. Others argued that the issues outlined in the motion do not constitute political questions but rather basic civil rights.

The assembly conducted a written vote on the motion. It passed, 105-9, with one abstention.

Fulda motion: Tom Fulda introduced a motion he said would enable UUCC to better fulfill the outreach portion of its mission:

- Effective with the 06-07 church year we should put 20% of what the auction raises into an outreach fund. In each year after 06-07 an additional 20% of those proceeds would go into the fund until we reach 10% of the church operating budget. I would also propose a circuit breaker which would allow suspension of this practice in the following year on recommendation of the A-Team with Board approval. Administration of the fund would be by the Social Action Council with A-Team approval.

While several expressed support for the intent of the motion, many expressed concern that it would divert money from the operating budget toward a particular program, and that the church leadership has not examined the ramifications of implementing such a plan. Steve Von Hagen-Jamar moved to defer the motion and have the Board look at the issue and bring it back to the congregation next year. That motion passed by voice vote.

Election of officers: Martha Fulda presented the 2005-2006 slate of candidates for lay leadership positions:

- Board of Trustees: Ann Smith-Reiser, Vice President/President-elect; David Silver, Treasurer, and Glennor Shirley, Trustee at Large
- UUCS Endowment Board: Peggy Waller, Dick Wachterman, Jim Wu
- Nominating Committee: Kathy Tillman, Kathy Smith, Inge Hyder

All nominations were uncontested, and the assembly approved the slates by voice vote.

Closing: Incoming President Ken Crandell thanked the outgoing Board members and introduced the new Board. Paige Getty provided closing words.

Adjournment: The meeting was adjourned at 8:35 p.m.

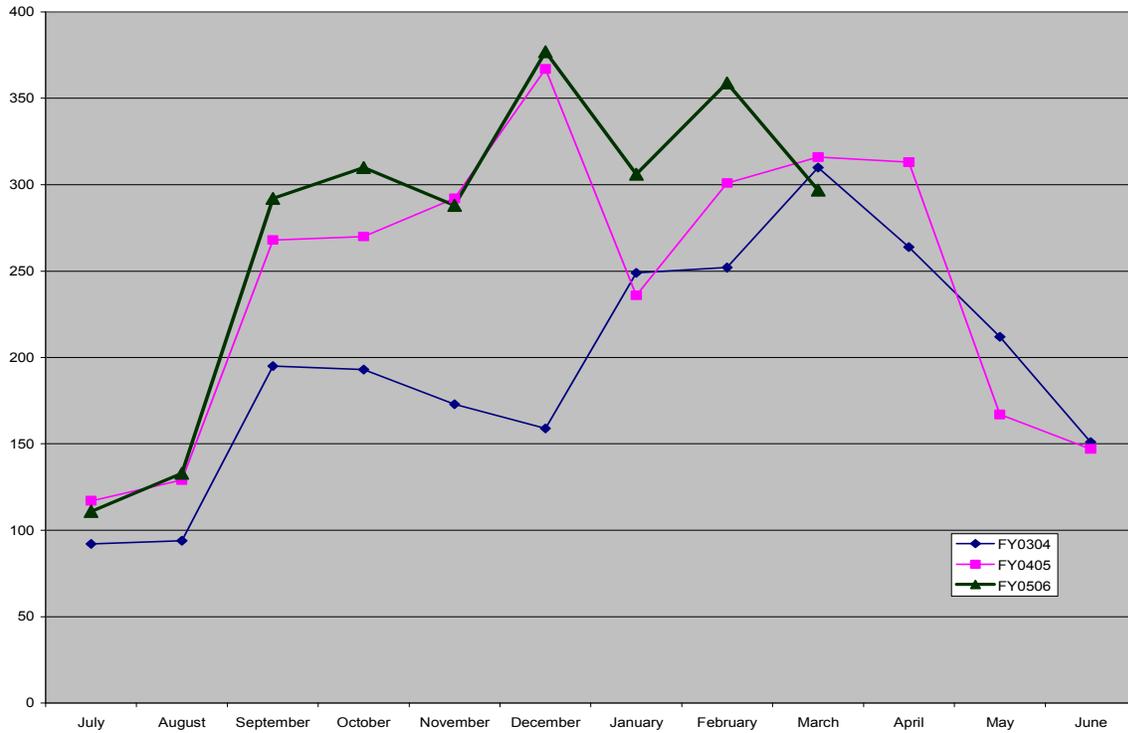
Respectfully submitted,

Doug Miller

Secretary

APPENDIX E Attendance Graphs

Fiscal Year Comparison - Attendance



UUCC Average Worship Attendance 1985-2005

