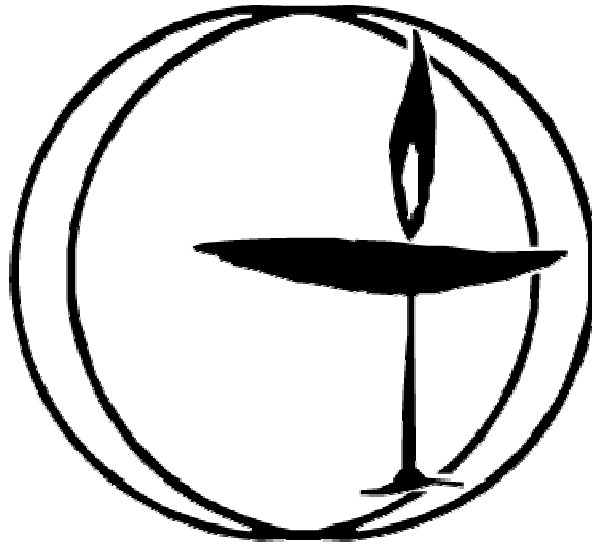


UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA

2008-2009 ANNUAL REPORT



**UUC is a transforming spiritual community.
We freely explore the mysteries of existence and act to make the world better.**

**Distributed at the Annual Meeting
May 3, 2009**

**Unitarian Universalist Congregation of Columbia
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Ken Crandell, Vice-President	2008-2009
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Ken Rock, Treasurer	2007-2009
Mary Rodgers, Trustee At-Large	2008-2010
Therese Sohr, Trustee At-Large	2007-2009
Eileen Clegg, Trustee At-Large	2007-2009

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Unitarian Universalist Congregation of Columbia
Annual Meeting
May 3, 2009

AGENDA

1. Confirmation of Quorum
2. Call to Order
3. Opening Words and Chalice Lighting
4. Reading and Approval of the Minutes
5. Reports of Officers
6. Reports of Standing Committees
7. Reports of Special Committees
8. Old Business
9. New Business –
 - a. Budget Approval
 - b. Other New Business
 - c. Election of Officers
10. Announcements
11. Adjournment

PRESIDENT'S REPORT

Submitted by Jill Christianson

This year has given me a much deeper appreciation of the Unitarian Universalist Congregation of Columbia and the people who make it so. This has been a year of great changes and growth for UUCC.

In the fall of this year, we had a congregational trade, similar to a sports trade of world class athletes. As we know from sports, strategic trades can truly enhance a team, even if you lose a dynamic player. Maureen Harris became a part of the two-person Executive Team as the UUCC Executive Director which unfortunately required her husband, Bill, to step aside from the presidency of this congregation. Immediately, the Board of Trustees knew we would need to add experience to the team and to support me as the emerging president with my scant UUCC experience. An All-Star UUCC player was recruited into the ranks as interim Vice President to support this Board of Trustees Team – Ken Crandell. As a team, your Board of Trustees has moved ahead, listening to coaching from all sides, and, based on that input, has set strategy.

So, what difference shall UUCC make? The Board asked this question, in many different settings, seeking the core wisdom of the congregation. The Ends were reshaped and prioritized, recognizing that in the past some of our “Ends” were actually “means” to accomplishing our goals. Currently, we are monitoring prioritized End C (about ministering to each other) and establishing a schedule for future monitoring of the other ends and administrative limits.

The Board of Trustees affirmed its policy that UUCC strives to be a Fair Compensation Congregation and follows the guidelines established by the Unitarian Universalist Association. For present and future employees, as well as the congregation, this clarification has reaffirmed our values.

In the implementation of the motion made at last year’s annual meeting to *...examine the funding of the music program in light of all of our congregational programs...*, the Board approached this with caution to not inadvertently create divisions as we sought to balance congregational needs and interests. We have approached our considerations of this motion from several perspectives, the most visible being from the Music Program Review Committee. This committee was charged with determining *...the worth and value of a quality music program to UUCC*. This extensive report was received by the Board of Trustees and is being implemented by the Executive Team.

The use of the Long Range Plan for guiding UUCC direction and steps is essential for our future, with connections to budget and space options. While it has received less attention from the Board of Trustees this year, the Executive Team has led numerous activities that have advanced aspects of the plan. The Long Range Plan has impacted the congregation in several ways thus far, to name a few:

- The budget process was refined to include Leadership Council guidance both prior to and after the canvass, empowering each group to tailor the budget to meet specific needs.
- The Spaced Out Task Force II has gathered insights to the questions about future building options for UUCC.
- The Karuna Ministry providing care to members in need.
- Social action outreach, including People Acting Together in Howard County (PATH), Rebuilding Together, and more.

This next year will bring new promise, challenges, and growth. Looking ahead, we will see:

- A new director of Lifespan Growth and Learning
- An evaluation of Ministry

- A reassessment of the Long Range Plan (with consideration of the findings of the Spaced Out Task Force II) ensuring that it is a living tool for the well-being of UUCC.
- A sabbatical in spring, 2010 for Reverend Paige Getty; preparations for this period will begin soon.

UUCC is a vibrant organism reflective of the care and the feeding that so many people give it. Engage yourself and newcomers to the congregation – come to a board meeting, talk with the board, add your insights. UUCC needs you.

I am convinced that in this time of financial uncertainty and hardship, it is our human connections and spiritual selves that will help ensure a steady path. An important font of support is Unitarian Universalist Congregation of Columbia. Thank you for your gifts of time and resources to make this a place we all call home.

Thank you to the outgoing Board of Trustees members Ken Rock - Treasurer, At Large Members - Therese Sohr and Eileen Clegg, and Vice President- Ken Crandell. Their guidance and steady voices have been valuable assets to the UUCC. And thank you to each member who serves UUCC – be that through social action, music, youth programs, I&U, or making coffee on Sunday mornings. *UUCC is a vibrant organism, reflecting all of us!*

Kindly,

A handwritten signature in dark ink, appearing to read "Jill Christianson". The signature is fluid and cursive, with a large initial "J" and "C".

Jill Christianson

MINISTER'S REPORT

Submitted by The Rev. Paige Getty

Our Stewardship Campaign in Spring 2008 (a year ago) encouraged us to consider, “Oh! The Places We’ll Go!” I am pleased to reflect on the 2008-09 program year at UUCC and see that we are *going*. There are times when a religious community – even ours – gets stuck... in a rut, insistent on maintaining things as they are, unwilling to stretch and grow. But not you, and definitely not this year!

This year we have engaged in several major shifts – none of which may look precisely like ministry on the surface, but which are integral to the health of our congregation and its ability to offer transformative ministries in this time and place.

- Following the departure of our Director of Administration and Communication last Summer, the Board of Trustees dissolved the 5-year-old Administrative Team (which included staff and lay leaders) and approved a new Executive Team structure (consisting of an Executive Director and me). This change has allowed for greater clarity in roles, and greater efficiency in communication and operations. In October, we hired Maureen Harris as Executive Director. She is a joy to work with, and we find that our Team relationship is collaborative, creative, and empowering – not only for us, but for the congregational leadership, too.
- Karen Lee Scrivo has continued to lead and challenge us as our Interim Director of Lifespan Growth & Learning (DLGL), while the DLGL Search Committee has nearly completed two years’ worth of work to identify our next long term Director. This interim period has been tremendously valuable as we have restructured and re-visioned the integral role of religious growth and learning and faith development. We are now better equipped to grow Unitarian Universalists of all ages.
- A Music Program Review Committee dedicated several intense months gathering information from within and beyond the congregation, resulting in a recommendation for how adequately to fund this ministry of the congregation. Their work reaffirmed the very important nature of the Music Ministry to our communal spiritual life.
- After more than a year of uncertainty and hesitation about what to do with the Spaced Out Task Force’s preliminary report, we are on the verge of recommending action to expand our physical plant better to meet our growing needs. With the state of the U.S. economy as it is, there is some trepidation about moving forward now. However, planning and decision-making will continue to proceed, with mindfulness and care.

And, of course, there are still many things that lie ahead – opportunities for service and transformation in the broader community, for which we will need to continue to increase our budget and critically examine our staffing; strengthening our ministries within the congregation so that no person or family ever feels that s/he is not fully engaged; deepening our commitment to being a fair employer and offering fully fair compensation to all our staff; and, of course, always challenging ourselves to live our values in new, vibrant, meaningful ways.

Through it all, I continue to be awed and grateful for your trust in me, and for the powerful and loving work that we do together. Thank you for being my congregation, my spiritual home.

Yours in faith,



MISSION, VISION AND COVENANT

MISSION

The mission of UUCC 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.

UCC ENDS

In policy-based governance, Ends are the difference that UCC wishes to make, for whom, and at what cost or benefit. They are mission-related policies that express the organization's reason for being, and its vision. Ends are not about what UCC will be doing; they are about what will be different for those it serves. In December 2008, after months of discussion with congregants, the UCC Board of Trustees concluded that four of UCC's existing Ends (listed below) are truly Ends, and the other four Ends, while certainly important, are actually Means.

Ends:

A. We actively search for truth, encourage spiritual growth and live meaningful lives as Unitarian Universalists:

1. We create and nurture a safe spiritual home for all who seek a liberal religious sanctuary.
2. We provide opportunities to gather together for worship and programs that inspire the spirit, inform the mind and challenge us to seek truth and live our values.
3. We live according to the principles of Unitarian Universalism.

B. We seek to learn from the world's many religious traditions and celebrate an array of theological beliefs.

1. We share, respect, and celebrate the commonality and diversity of each others' beliefs.
2. Our worship, RE and other programs draw lessons from multiple traditions, and we seek understanding of the basic truths within those traditions.
3. We promote interaction, respect, and understanding among other faith traditions.

C. We minister to each other with caring and compassion, building strong congregational bonds in love and friendship.

1. We treat members, friends, and visitors with respect, fairness, and compassion.
2. We encourage a caring community that supports and nurtures one another, particularly in times of celebration and times of need.
3. We listen and learn from one another
4. We build community through a variety of programs and activities including worship, religious education, fellowship events, social action, and the arts.

G. We are respected as a principled religious community that takes action and effects change which enhances the broader community.

1. Members, friends and the larger community respect us as a principled liberal religious voice because of our work to protect the environment, help people in need and promote social justice.
2. We are actively involved in the work of Unitarian Universalism at the local, district and national levels.
3. We support interfaith engagement by actively participating in the larger faith community and sustaining Owen Brown Interfaith Center.

Means:

D. We offer people of all ages a rich variety of programs that encourage, challenge and expand our thinking.

1. We provide quality religious education, grounded in our Unitarian Universalist faith that supports children, youth and adults in their spiritual journeys and personal growth.
2. We incorporate a diversity of artistic expression in our programs.

E. We welcome diversity in membership and make special efforts to attract, integrate and engage newcomers, families, teens and young adults. 1. All potential Unitarian Universalists know we are here and feel welcomed when they come through our door.

2. We make efforts to attract diversity in our membership.
3. We welcome and engage newcomers.
4. We effectively integrate our members and friends into the fabric of our community.

F. We each commit our talents and resources to the sustenance of the congregation, and acknowledge every individual's contributions.

1. Every member and friend shares responsibly in the financial stewardship of UUCC.
2. Friends and members volunteer and make meaningful commitments to UUCC.
3. We recognize and celebrate the contributions of our volunteers and contributors to the well-being of UUCC.

H. The values of our faith shape our decisions and guide our actions as an institution.

1. Our governance process is open, inclusive and democratic.
2. We are equitable, transparent and responsible in our acquisition and use of resources.
3. Our budget and financial processes are conducted in accordance with the highest standards of stewardship, trust and transparency.
4. We fulfill our stewardship responsibilities to the denomination, the district, Owen Brown Interfaith Center and our congregation.
5. We treat staff with fairness and integrity.

PROGRAM and ADMINISTRATION REPORTS

EXECUTIVE DIRECTOR: Submitted by Maureen Harris

I have served UUCC as Executive Director for about seven months now, since October 2008. The position of Executive Director was created as part of an effort to revamp UUCC's organizational structure in order to stimulate more effective and efficient decision-making, communication, and management. The Minister and the Executive Director together are the Executive Team, which is responsible for implementing the congregation's Ends and reporting to the Board of Trustees on how those Ends are being achieved. More specifically, the Minister is responsible for the program side of the organization, and the Executive Director is responsible for the operations side (though there is obviously frequent overlap).

With regard to Operations, we have made an effort this year to instill an enthusiastic spirit of customer service in all we do. UUCC simply could not function without the volunteer efforts of Members and Friends, and it is critical for the staff to actively support them. We have also made progress in a variety of areas, including:

- **Finance:** We have made a concerted effort to clarify and communicate how the budget process works, and to create multiple opportunities for staff, leaders, and members to offer input. In addition, while we have not presented a multi-year budget formally on paper, many of this year's budget decisions have been based on looking ahead--not just to next year, but beyond that as well. In the future, we are committed to producing a meaningful multi-year budget that reflects UUCC's strategic plan.
- **Personnel:** The Personnel Committee and Staff have been diligently collecting and updating job descriptions and annual reviews. We continue to analyze our progress as we aim to be a UUA Fair Compensation Congregation, and map a path toward fully realizing this important goal.
- **Communications:** The Communications Council has been rejuvenated and is evaluating all of UUCC's print and electronic communications. Please see Communications Council Chair Frank Hazzard's report for more exciting details.
- **Space:** The members of the Spaced Out Task Force—Phase II have worked incredibly hard over the last few months to research our space options, share that information with the congregation, and collect feedback. You will hear more details from them at the Annual Meeting.

As I look forward to a full new year as your Executive Director, I continue to seek ways to empower UUCC to achieve its mission, and to provide all the support I can to facilitate that achievement. I am excited for our journey to continue.

In community,



CONGREGATIONAL SECRETARY: Submitted by Kelly Lundgren

In my role as Congregational Secretary, I not only complete and oversee the basic, day-to-day administrative functions, I also serve as the Lifespan Growth and Learning (LGL) Assistant. When I began my time here at UUCC in June of 2008, I was originally called the Office Assistant, but the title didn't really fit the job description. It is my honor to serve, not only as the first point of church contact in most cases, but also to serve the basic needs of the members, friends, and visitors of the congregation.

During my first eleven months, I have gotten to know many of the members and friends of the congregation, and I have been fortunate to be able to work with a good number of our members and friends who are volunteers. Several of our volunteers have finished, or will be finishing up, their terms in certain volunteer positions: Lorien Haavik, who served as Editor of the LINK; Linda Uphoff, who copied the LINK and who will continue to produce the Weekly Order of Service until June; and Anne Gould, who served as Chair of the Visitors Welcoming Committee. They will be missed in their former positions, but like most die-hard volunteers, they will be moving on to other positions. Other volunteers I work with on a regular basis are: Dot Caldiero, our Check Depositor; Jeff Polon, our Webmaster; Margaret Hegmann, our "Guru" of Archiving and Storage; Keith Smith, our E-Blast Editor and Producer; Jim Wu, our Nametag Producer... The list goes on, and many of our volunteers graciously and lovingly serve in more than one position. Without the help of such fine folks, I would not be able to do my job, and UUCC would not function so smoothly.

In my role as LGL Assistant, I have had the privilege to work with Karen Lee Scrivo, the Interim DLGL. I have coordinated and purchased the Young LGL class supplies, scheduled Young LGL classes and events, organized Young LGL curricula, and maintained the Young LGL rosters, contact lists, and master attendance tracking. I will greatly miss Karen's wisdom and good nature, but look forward to working with our new DLGL during the transition and years to come.

I have begun to serve on two committees as a secondary Staff Liaison: the Adult LGL Committee and the Communications Council. As part of the Adult LGL Committee, I have completed two Program Brochures, scheduled two semesters of classes and events, and helped to coordinate the facilitators, setups, and supplies for classes and events. My work with the Adult LGL Committee has also inspired me to facilitate a class, myself, in the Fall. My time with the Communications Council has allowed me to work toward a "Greener" Order of Service, whereby one full sheet of regular information was removed (and is now *conservatively* supplied by the Visitor's Table), thus saving approximately 250 sheets of paper per week in producing the Order of Service. I am eager to continue working with them to streamline the website, announcements, and mass communications, and to continue our move toward a Greener way of communicating with one another.

As Congregational Secretary, I have been a part of and helped to implement other procedural changes. A major change is in the UUCC/OBIC reservation system. I have helped move UUCC toward a centralized and uniform reservations system, where members of the congregation can schedule all events and activities through me. This has allowed event coordinators to talk to one person regarding scheduling for both onsite and offsite events, setup, supplies, and announcements. My goal is to continue to improve the process in the area of announcements.

Another goal I have is to continue to improve the quality and functionality of the UUCC Database, ACS. In October I was able to participate in four days of ACS Database training. My plan for the summer is to apply much of what I learned in that training to our database. Other plans for the summer include streamlining the Order of Service production process, archiving the older documents in the Admin office, organizing LGL registration, archiving the older sermon CDs, implementing a Lobby table reservations system, revamping UUCC event, class, and worship attendance tracking, and preparing for the church year to come.

INTERIM DIRECTOR OF LIFESPAN GROWTH AND LEARNING: Submitted by
Karen Lee Scrivo

Oh the places we've gone together! It's hard to believe that our time together is quickly drawing to a close and you will soon be welcoming a new Director of Lifespan Growth and Learning.

The congregation is very fortunate to have staff, leadership, and members so dedicated to creating and sustaining a vibrant Lifespan Growth and Learning program for all ages in this beloved spiritual community. We are privileged to have a congregation that was committed to a two-year interim process that provided the needed time and space to thoughtfully assess the LGL program, as well as plan for its future.

The October 2007 Startup Workshop gave congregational leaders, representing many different programs, a chance to share their hopes and dreams for encouraging and supporting a community of lifelong learners. And the Religious Education Search Committee's fall 2007 survey and focus groups provided valuable input from parents, children and teens, teachers and others interested in the program.

What emerged was a vision of a program that develops Unitarian Universalist identity from childhood through mature adulthood and embraces worship, social action, developing leadership, and building community. To better reflect those goals, the name of the program was changed to Lifespan Growth and Learning. Also, the Religious Education Council was restructured into the Lifespan Growth and Learning Council with representatives from the children, youth, and adult programs.

In the classrooms, several newly-developed Unitarian Universalist Association curricula for children, youth, and adults are being used that better articulate the congregation's goals of developing UU Identity, living out our principles, and exploring how we can make a difference in the world. Adult classes have been expanded to include more offerings on personal spiritual development, social action, world issues, aging, mental health, and peaceful communications. UUCC also field-tested two new UUA Tapestry of Faith programs: Spirit of Life for adults and Toolbox of Faith for 4th-5th graders.

Multi-generational worship services that seek to involve all, regardless of age, have been added to give adults, youth, and children opportunities to worship together and share their special gifts with each other. During the regular services, what was the Children's Greeting has been broadened to become the Time for All Ages with an eye toward finding ways to touch everyone. There are also more ways for children and youth to participate in our regular services through the Chalice Lights Youth choir, special musical performances, or storytelling.

In addition, our younger members now participate in a regular Children's Chapel that provides time for reflection, centering, and connection with creation and each other. It also introduces them to the elements of worship: the chalice lighting, opening words, hymns, readings, meditation, reflection, joys and sorrows and a closing benediction. There are also expanded opportunities for social action activities for children as well as larger projects which involve the entire congregation.

Classes and programs for adults have been expanded to include a regular rotation of offerings aimed at exploring individual spirituality as well as Unitarian Universalism and other faith traditions. Drawing on the wide range of expertise and experience within the congregation, this year's programs have also included the spirituality and reality of aging, peaceful communications, global warming and world issues. In addition, the Rev. Keith Kron, a friend of Rev. Getty, offered a workshop on the enneagram, a path of spiritual self-discovery, and the National Alliance on Mental Illness presented a program on living with mental illness.

This year's community-building groups for adults included ADORE – A Dialogue on Race and Ethnicity – which focuses on building an anti-racist, multiracial, and multicultural community as well as Intimacy and Ultimacy groups (also known as I&U groups) which provide a chance to talk about life's big questions with small groups of people. Monthly Sunday Forums also continued with engaging topics such as health care reform, the future of the Chesapeake Bay, Unitarian Universalists in Transylvania and highlights from UUCC's youth group service trip to West Virginia .

To better support all the wonderful things going on in the LGL program, administrative support has been added to produce brochures and advertise events, handle registration for children, youth and adult classes, organize and update attendance and database records, order classroom supplies and stock classrooms, and handle room reservations and hospitality at LGL events.

During the interim period, the congregation has added three talented and wonderful people to the LGL staff: Jill King, the Childcare Coordinator, Kelly Lundgren, the LGL Assistant who also serves as Congregational Secretary, and Lisa Kehle, the Youth Director. How fortunate the congregation is to have them working on your behalf.

They, as well as members of the LGL Council and its committees and I, have also worked to improve communications regarding LGL programs and activities with staff, teachers, parents, and the congregation. In addition, monthly Teacher Teas and timely communications to parents, teachers and the congregation have and continue to provide information and encourage feedback.

And while I will be bidding you a fond farewell in June, I see wonderful things ahead for the Lifespan Growth and Learning program at UUCC. It has been an honor and privilege to serve you.

DIRECTOR OF LIFESPAN GROWTH & LEARNING (DLGL) SEARCH COMMITTEE: Submitted by Martha Fulda and James Wu, Co-Chairs

In July 2007, the Board charged the Search Committee to conduct the process of finding the next DLGL.

During our second year, we have completed the following:

- Shared our Survey results & related analyses with the Congregation.
- Drafted revised Vision and Mission Statements for our LGL program.
- Completed the Job Ad & Description and the Congregational Packet, which included an 8-page document, a DVD, and a CD.
- Worked with the Board and the Executive Team to confirm that UUCC is a Fair Compensation Congregation.
- Advertised the Position from November 2008 – February 2009.
- Screened Applicants & Interviewed Selected Candidates.
- Performed Reference & Background Checks.
- Hosted On-Site Visits for Selected Finalists.
- Closely Collaborated with our Minister, Executive Director & Interim DLGL.
- Reached a Decision by Consensus and Made Recommendations to the Executive Team.

We expect to welcome a new DLGL in June/July of 2009.

Special Thanks to our Interim DLGL Karen Scervo for her amazing support during our two-year search.

DLGL Search Committee Members: Richard Blissett, Stephanie Silver, James Sturm, Jennifer Shepard, and Kathy Lilly

LIFESPAN GROWTH AND LEARNING COUNCIL: Submitted by The LGL Council

As many of you are aware, this is the first year of the new Lifespan, Growth and Learning Council (LGL). The LGL Council was created to unite all LGL programs, formerly known as Religious Education (RE). The focus of Lifespan, Growth and Learning is the religious education of all congregants from cradle to grave.

The LGL Council is made up of chairpersons from all the LGL committees

- Young LGL Committee
- Youth LGL Committee
- Adult LGL Committee

The main responsibilities of LGL Council are as follows:

- Provide congregational vision and leadership for LGL programs
- Facilitate communication among committees
- Liaison between all LGL committees and with other councils
- Assess all LGL Programs (participants, teachers, and parents)
- Sponsor multigenerational activities
- Facilitate continuity of LGL programs in the event of a change in salaried staff

LGL Council achievements this first fiscal year include:

- Opening dialogue between the various committees
- Starting the assessment process of the various programs
- Sponsoring our first multigenerational event (the UUCC Family Christmas decorating party)
- Beginning the process of eliminating LGL registration fees for children and youth programs

We all look forward to challenge and rewards that come with serving the congregants of UUCC.

YOUTH DIRECTOR: Submitted by Lisa Kehle

Once again, with generous support from our congregation and its committees, the youth groups have had a productive, energetic year. Over 40 teens participated in our youth groups -- Our Whole Lives sexuality education (OWL), Quest Coming of Age and Young Religious Unitarian Universalists (YRUU) -- with 10-12 advisors assisting. Although we experienced some turmoil after our previous, beloved Youth Director took a different job in the church -- we have come through that struggle and continue to work within the six parts of a strong youth program (social action, multi-generational experiences, learning, community building, leadership, and worship).

SOCIAL ACTION:

Quest and YRUU participated in Rebuilding Together in April, and will make a service trip to New York City through Youth Services Organization Project (YSOP) in Manhattan. YRUU youth and adults are discussing local service projects that we can participate in throughout the year (cleaning up Elkhorn, doing tasks for OBIC, Howard County homeless projects, etc...)

LEARNING:

YRUU has developed 2 ethics modules for our new ethics curriculum based on a teaching model from University of Florida. The plan is to weave these modules into the structure of YRUU for years to come. The youth are also interested in possibly (1) presenting these modules at an assembly and (2) publishing them as a YRUU curriculum unit through UUA.

Quest has a new curriculum that is rigorous and excellent, and will make the Quest journey strong for each new class coming in.

OWL continues to be amazing and the advisors enjoyed their group immensely.

COMMUNITY BUILDING:

Quest has joined YRUU for the I&U Discussion groups once monthly. We will start this out next year with small groups and youth facilitators.

We had a few cross-group social activities, including a Laser Tag adventure and a few pizza lunches.

Fundraising activities were key in getting youth motivated and working together as a team. Quest started a new tradition of Pancake Breakfast. YRUU has discussed a Parents Night Out event to be held monthly and shared throughout the youth groups.

MULTIGENERATIONAL:

A number of kids participated in youth music services throughout the year -- both on special YRUU or Quest service dates and other dates.

Approximately 6-8 youth will participate in the first performance of the Ad-Hoc Multi-Gen/Family Choir on May 10.

The youth held their annual Halloween Party with haunted house and directed the children's holiday pageant.

YRUU and Quest worked with a large group of adults with Rebuilding Together in April.

WORSHIP:

YRUU and Quest planned and led worship services, both of which were heavily attended at both services.

Bridging traditions continue with Quest and YRUU.

YRUU and Quest attend 11am service once monthly, followed by I&U Discussion.

LEADERSHIP:

Especially in YRUU, leadership runs through the entire program: every project holds opportunity for leadership, which is modeled and supported by advisors and volunteers. Whenever possible, we have youth lead discussions and plan activities. YRUU youth and leaders are discussing the possibility of having youth leaders in the YRUU who take turns planning meeting topics and leading those meetings (with advisors' participation and presence).

We are looking forward to a great summer and fantastic new year.

SHARED MINISTRY FACILITATOR: Submitted by Phyllis Jovich

With UUCC's organizational transition to an Executive Team, the reassignment of staff liaisons to the Councils resulted in the Shared Ministry Facilitator being designated as staff liaison to the two membership councils, Visitor and New Member Council, and the Membership and Community Building Council. Though the support of these Councils had been taking place unassigned for awhile, it now takes place intentionally. These were added tasks to the SMF position.

Otherwise the ongoing highlights include:

- Authoring monthly LINK articles to help congregants realize the power of their volunteer contributions which assure the well-being of UUCC,
- co-producing the Membership Orientations quarterly with Rev. Getty,
- developing, updating and producing information sheets for visitors and new members which are distributed at the Visitor's Table weekly, New Member Orientations and the Next Step Classes,
- creating new member photo displays after each Membership Orientation,
- coordinating the Next Step Class twice a year with leadership volunteers and staff participation,
- upkeep and ongoing entries to the ACS database Activities module and distribution of information to the appropriate persons for follow up,
- participation in the Joseph Priestley District Membership Coordinators group,
- planning and helping produce a yearly Volunteer Appreciation Sunday service,
- consultation with the Nominating Committee at their request,
- creating Volunteer of the Month displays,
- general and intentional support to all volunteers,
- updating and distribution of the Volunteer Organization Roster to Council Chairs and others,
- compilation of information from Visitor Forms and distribution of the Visitor Spreadsheet to the appropriate follow up persons.

Please ask if you would like clarification of any of these duties. They are abbreviated for reasons of space in this Annual Report. smf@uucolumbia.net

MEMBERSHIP AND COMMUNITY BUILDING COUNCIL: Submitted by Nancy Corporon and Becky Reese

The Membership and Community Building Council was re-established in June 2007 as a separate entity from the New Member and Visitors Council in order to provide more focus on nurturing those already participating in the UUCC community as Members and Friends. Nancy Corporon and Becky Reese have been the co-chairs since the Council's inception.

The largest and most visible program the Council carries out is the "Remembership" program. Three times a year, member callers get in touch with other members to remind them of an upcoming event (*e.g.*, Ingathering, the kickoff of the Annual Canvass, the Annual Meeting). While these events provide a timeframe for the calls, the purpose of these calls is to check in with our members to see if UUCC is meeting their needs. The co-chairs follow up with members who indicate they'd like to discuss how things are going for them, or to provide further information on programs they would like to see added. This program is headed by Gretchen Conley and her superb group of caller volunteers.

The Council is also responsible for the program and potluck dinner associated with Ingathering, and for coordinating the set-up/food & drink/clean-up aspects of the Annual Canvass kickoff and the Annual Meeting potlucks. We are so fortunate that Mirtha McGovern has stepped up to the role of Potluck Coordinator. In this role, Mirtha recruits a Potluck Facilitator who in turn recruits a 6-7 person potluck crew. Besides giving lots of people an opportunity to learn how to put on a UUCC potluck, this also engages many different circles of friends in the potluck process, giving more and more members a chance to serve and feel connected to the UUCC community.

Another program of the Council is our “Beyond UUCC” program, which is designed to encourage UUCC members to attend events outside the UUCC community—workshops in the metro area, at SUUSI, at Star Island and the General Assembly. Linda Uphoff has taken on this program with tremendous energy, including the development of a page on the UUCC website that provides easy access to information about “Beyond UUCC” opportunities (www.uucolumbia.net/BeyondUUCC.html). Linda has also set up an email address to handle inquiries about these programs, which is BeyondUUCC@UUColumbia.net.

A big issue the Council dealt with this past year was how to reconcile database categorizations with how people are truly interacting with UUCC. For example, we had Members and Friends, but there were a few shades of significant difference within the Friends category that were making the database a bit unwieldy. As a result, we created the category of “Affiliate.” Briefly put, Members have signed the book and committed to pledging, Friends have not signed the book but pledge or donate each year, and Affiliates participate in the life of the congregation but without being asked to make any financial commitment (though many do contribute one way or another). We also formalized different levels of benefits for these three categories. By all reports, this has been a very successful database reconciliation. We offer special thanks to bookkeeper Pat Fort, who helped us understand the database parameters as well as how these categories are used in every day practice.

Social groups often provide a way for people to connect with the UUCC community via small groups participating in mutually interesting activities, such as the Biking Club and Game Night. The Council coordinates with the facilitators of these small groups, and fields requests for additional social groups to be formed. This year an informal group of UUCC golfers became the UUCC Golf Club, so that all UUCC’ers interested in golf would have a way to participate. The Council thanks John McDermott for agreeing to be the contact person for this group, and also thanks all of the social group facilitators for their ongoing commitment to this important aspect of UUCC life.

Inspired by our youth, UUCC has dipped its toe into the world of social networking. Lorien Haavik set up a page on Facebook, which can be found by searching “UU Congregation of Columbia” at www.facebook.com. Almost 80 people have joined this Facebook group so far. But we owe this excursion into social networking to Richard Blissett, who came to us about 2 years ago with the idea of setting up a Facebook group for anyone who has been a member of UUCC YRUU. So far there are 40 members have joined this group. Richard is assisted in the administration of the group’s page by Rajani Ghosh and Hannah Miller.

This coming year we look forward to working with more activity organizers, creating more social groups, beginning to sponsor additional UUCC events and to seeing the numbers attending “Beyond UUCC” events grow.

Becky Reese is stepping down as co-chair at the end of the fiscal year, and a search is on for just the right person to join Nancy as co-chair. Thank you, Becky, for your 2 years as co-chair. Know that you have made a difference in the life of UUCC.

Fiscal Year Comparison – Membership and Attendance
See Appendix J: Attendance - Fiscal Year Comparison Graph

MEMBERSHIP	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
Membership registered to UUA	310	350	377	379	409	415
New Members	27	25	49	48	41	53*
New Friends	31	25	19	37	32	26*

* As of April 29, 2009

MUSIC PROGRAM: Submitted by Laurie Coltri and Marjorie Seidman, Co-Chairs

UUCC's Music Ministry continues to become more diverse so as to better serve the congregation. Our focus this year has been on addressing the needs of the congregation's other ministries and programs, while cutting expenses and considerably increasing revenue to the congregation.

UUCC is graced with enormously talented people who share a passion for music and music-making. UUCC's Music Ministry has been welcoming and supportive to all who wish to make a difference by sharing their gifts, and there has been room in our congregation for an explosion in music-making and music performance from soloists, choral singers, instrumentalists, and composers (including noted music professionals) who donate their time and talents to the congregation without the use of staff time or materials costs. The ensembles of UUCC's Music Ministry are:

Supported by UUC Budget (staff time and/or materials costs)	Independent of UUC Budget¹
<ul style="list-style-type: none"> ◆ Chalice Choir ◆ Chalice Lights ◆ Chalice Ringers (staff direction only) ◆ Chalice Singers/Swingers (worship service participation, only)² ◆ New, Ad-Hoc Multigenerational Choir³ 	<ul style="list-style-type: none"> ◆ Chalice Messengers ◆ Chalice Chanteusies (and Dave "Refurbished Blue Eyes" Hegmann) ◆ (Occasional) Chalice Sisters ◆ French Horn Choir ◆ Cradlerock Trio

The Chalice Choir, now over 50 strong, continues to expand its membership, the breadth of its repertoire and its services to UUC. Again this year, as part of an effort to economize, anthems by UUC and other UU composers were showcased, and large works were borrowed from other UU choirs, and from Peabody. The Choir is continuing its tradition of singing two music services a year, in December and April, and the ensemble Chalice Singers performed at occasional worship services as well. Under the guidance of Paige and Michael, a beautiful and moving Taize service was also produced in Spring, 2009. We have been asked to repeat this service in the future. On Sundays when the Choir does not perform, volunteer Song leaders from the choir model hymns for the congregation from the front of the sanctuary. This activity promotes the fostering of a singing culture at UUC and is appreciated by many in worship services.

¹ This list is not all-inclusive. Other talented volunteer musicians from UUC also grace our services and auction events. Our thanks to them!

² Chalice Swingers do not burden paid staff time or supplies costs when preparing for, or performing in, events outside of worship, such as coffeehouses and auction events. The Singers generally do not perform outside of worship.

³ Rehearses during normal choir rehearsal time and utilizes Chalice Choir supplies.

Additionally, this year, the choir continued its practice of singing at at least one other regional UU church. The choir again participated in a choir exchange with the Towson UU congregation, and in the annual May Union Service in Baltimore, showcasing an anthem by our very own John Shea. These activities extend hands of friendship, collegiality and collaboration to our regional UU community, and increase our visibility as a congregation.

Under Youth/Children's Music Director Tom Monroe, our children's choir, the Chalice Lights, has been revitalized. Tom has also been working with the YRUU musicians on service music. The playing of the intergenerational chimes choir, the Chalice Ringers, also led by Tom Monroe, continues to grace our services.

We are very pleased to be involving more and more of the musically talented members of our congregation, both adult and youth, in music for services and concerts. One of the most exciting developments is the creation of our new Multi-Gen Ad Hoc Choir. Started as a joint venture of Lifespan Growth and Learning (LGL) and the Music Ministry, we plan for this all-ages-included choir to sing three Sundays a year at services, and to rehearse during normal choir rehearsal time, beginning in May, 2009.

The Chalice Concerts, under Michael Adcock's direction, go from strength to strength, now with four concerts a year, bringing in music lovers from the wider community, providing top-notch music to the congregation and raising substantial funds for the General Fund. Next year, we plan to add a fifth concert, to increase enrichment to the UUCC community, provide greater outreach, and increase fundraising.

Participants in UUCC's Music Ministry also took advantage of numerous opportunities to contribute to social action, ministry, and outreach. A sizeable group of Choir members volunteered their time to sing carols at the Domestic Violence Center's Christmas party in December, and we plan to make this event a tradition. Additionally, this year, a project initiated by April Lee last year has come to fruition. The choir recorded a CD of hymns and anthems, *Take My Hand, Lead Me On ...*, to be used by UUCC members and friends to provide comfort to those who cannot attend services. This CD is now available for loan to any member or friend in need.

The jazz/pop program, founded in 2007, continues to be very active. Comprised of the all-volunteer Chalice Messengers, led by John Shea, and the Chalice Swingers and Chanteusies (volunteer jazz/pop soloists), they provided music for services at UUCC and at UU services in Virginia and Towson, as well as for the jazz discussion group at UUCC. Their live performances also included a concert at HCC (Messengers and Chanteusies), an Auction concert/dance evening which turned out to be a major fund-raiser (Messengers, Swingers and Chanteusies), and a coffeehouse planned for May, 2009 modeled on the sold-out coffeehouse that occurred in Spring, 2008. In August, 2008, numerous musicians from the jazz/pop ensemble groups volunteered their time to perform a special concert to support the Cradlerock Children's Center, raising approximately \$3,000 in targeted donations. In addition to these live performances, the Messengers created two recordings. Next year, musician-volunteers plan to be even more active, both at UUCC and elsewhere. We also take pride in the fact that the jazz/pop concerts involve some of our talented youth.

The year also featured volunteer participation by our musicians in two classical concerts, *Entirely Mozart*, in Fall, 2008, and *April Chisholm and Friends*, in April, 2009, both of which raised funds for UUCC. Additionally, Associate Director of Music Ministry, Michael Adcock, who coordinates the Chalice Concert Series, donated his time as a performer both in a Chalice Concert, and in fundraising and outreach events throughout the year. In addition, a French horn choir, formed by Nancy Corporon and Mary Bisson of the Baltimore Symphony, plans to play at some services this year, starting in July.

None of this would be possible without the generous support of the many, many talented musical volunteers who work tirelessly to bring the best possible music, of all types, to UUCC.

SOCIAL ACTION COUNCIL: Submitted by Bob Schurter, Chair

UUCC's Social action council continued with programs on a number of fronts.

On the direct action front we continued to support the Beans and Bread bag lunch program and ramped up our efforts to support the food pantry. We continued to support the Banner Reading Center after school program, and hope to increase funding in the next fiscal year.

Second Sunday offerings supported groups including Howard County Drug free, the Domestic Violence Center, Grassroots Day center for the homeless, On Our Own day center for persons with mental health issues, and we were able to partly fund our YRUU group's participation in Rebuilding Together Howard County

Cradlerock Children's Center continued to benefit from \$7000 in scholarship aid provided by UUCC. (In future this aid will continue but it will be a separate line item and not included in the SAC budget).

PATH (People Acting Together in Howard) has hired a new Lead Organizer and is on the way to fulfilling its promise of organizing action on local issues. Its first initiative is a bill to provide protection for mobile home owners when the parks they rent from are closed. We continue to fund PATH, though at a reduced rate, and we have begun a number of dialogues aimed at increasing our participation.

We continue to support UU organizations such as the UU Service Committee and the UU Legislative Ministry, and we hope to be able to increase that support in the future.

COMMUNICATIONS COUNCIL: Submitted by Frank Hazzard, Chair

The UUCC Communications Council was initiated by the Executive Team on January 1. The Council's area of responsibility focuses on all written and electronic communications media related to the congregation. The group has had two meetings. The consensus after those first two meetings was that updating the website is the top priority. Work to this end is in progress.

Other areas of responsibility include the LINK, email blasts, Worship order of service, and various forums and blogs. Over time we hope to enhance and improve these media as well.

FINANCE COUNCIL: Submitted by Dick Wachterman, Chair

This year's Finance Council activities included:

- A very successful auction under the leadership of Carlton Haywood
- A very successful Win-Win note sale – Thank you Win-Win Committee
- A very successful Stewardship Campaign organized by Steve McGovern
- A responsible budget for 2009-10 (subject to congregational approval) that:
 - Funds essential programs
 - Lays foundation for future of UCC
 - Responsibly balances program needs, desires, and resources

PLEDGING	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009*
Pledge Units	197	219	246	276	282	304
Budgeted Pledges	\$300,000	\$338,000	\$379,000	\$395,055	\$463,532	\$487,515
Actual Pledges at Fiscal Year End	\$291,446	\$346,698	\$392,122	\$405,895	\$477,572	\$512,310
Average Pledge	\$1,479	\$1576	\$1541	\$1431	\$1693	\$1685
Pledges Collected Fiscal Year End	\$283,655	\$314,823	\$364,642	\$390,600	\$441,127	\$362,870
% Pledges Collected	97%	91%	93%	96%	92%	71%

* as of 03/31/2009 Source = Quickbooks

TREASURER'S REPORT

Submitted by Ken Rock

Despite the difficult economic circumstances we have been enduring, the Unitarian Universalist Congregation of Columbia continues to be in good financial health. Monthly income has been steady, and we are on track to achieve our income goal for the current fiscal year. Overall expenses have been well-managed and remain within budget. As of April 21st (the date of the latest financial report from the Executive Team, and about 80% of the way through the current fiscal year) total income was at 85.5% of the total budget amount for the year, and total pledge income was at 79%. Expenses were at 75% of the total budget amount for the year. As we head into the final two months of the fiscal year, all indications are that we will finish, once again, on budget.

Clearly the greatest impact on the management of the congregation's financial resources this year resulted from the reorganization of the Executive Team last summer, and the hiring of Executive Director Maureen Harris in October. With a membership of around 400 and a budget of over \$500,000, the congregation had grown to the point where additional professional staff was needed to effectively manage, among other things, the congregational finances. While a large number of dedicated volunteers continue to contribute their talent, time and energy to this effort, there has been a real benefit from the continuity afforded by professional staff providing overall management. This has been most evident to me during the budget-making process for FY0910, in contrast to that same process last year for the current fiscal year budget. Under the guidance and leadership of the Executive Team (Reverend Paige Getty and Executive Director Maureen Harris) there has been more timely input from the council and committee chairs, more effective communication with the congregation, and more transparency to the process.

So, consider the budget for next year. As the hymn says, "we are a gentle, angry people." We care passionately about the things we believe in, and the budget should reflect these passions. The budget is, and I hope continues to be, widely discussed, challenged, and molded to represent the priorities of the congregation. Ultimately, none of us sees everything we want to see in a budget. But, if the Executive Team and the Board of Trustees have successfully interpreted the wishes of the membership, the budget will be the best possible representation of these wishes, with compromises necessitated by the constraints of the projected income. The FY0910 budget as prepared by the Executive Team and approved by the Board of Trustees is, I believe, the best possible representation of these wishes.

We have come closer to our goal of being a Fair Compensation Congregation. Most of our staff will be paid at the mid-level of the 2008 UUA Fair Compensation Guidelines. However, we are still not able to offer a health insurance benefit for all staff. We are not quite where we want to be, but we are moving in the right direction.

Sound financial management includes servicing our debt. We continue to set aside funds to pay off debt from the last renovation project, both our mortgage and our self-financing initiative, and to pay off loans for Cradlerock Children's Center guaranteed by UUCC.

We are co-owners of the Owen Brown Interfaith Center with our partners, Christ United Methodist church. Our share of the operating expenses for the facility increased substantially as the result of the loss of a major renter congregation.

We continue to be a Fair Share Congregation, paying our full dues per member to the Unitarian Universalist Association and the Joseph Priestly District. At a time when many congregations in our denomination have

seen a drop in income, it is even more important for us to maintain payment of our fair share to support the health and growth of our faith tradition.

Funding for programs, including ministry and worship, youth activities, religious education, membership and community building, social action, and music, represents the smallest yet possibly the most widely discussed and debated portion of our budget. Perhaps this is because our programs most acutely reflect who we are as a congregation. We minister to each other and to the larger community. We sing together. We freely explore the wonderful mysteries of the spirit. We make a difference. We sometimes disagree on how our precious resources should be used in these endeavors, but in the end we continue on the path together. We are also, after all, “a gentle, loving people.”

We live in one of the most affluent counties in the country, and yet all of us have been affected by the ongoing economic turmoil. Investments planned to finance retirement and children’s education have dropped in value, as has the value of our homes. Some have seen reductions in pay, some have lost their jobs. Even so, the 2009 Stewardship Campaign resulted in an 8% increase in pledges over last year. An appeal after the draft budget was released resulted in an additional \$8,000 in pledges. We believe in our vibrant, transformative community, and we want to support it. Thank you for your generosity.

ENDOWMENT FUND REPORT

Submitted by Phil Webster and Julie Boughn

An endowment fund is a sum of money that is permanently set aside. The principal remains untouched, but a portion of the earnings can be “spun off” each year to be used by the Congregation. So begins the pamphlet, developed by the UUCU Endowment Board to begin the first Endowment Fund Campaign. The Board has set a goal of increasing UUCU’s Endowment Fund to \$1,000,000 by December 31, 2013.

While the UUCU Endowment Fund did receive contributions of \$1055.00 as of April 21, the endowment fund, like most investment funds, has suffered along with the global stock markets. Fortunately, the staged investment strategy adopted by the Endowment Board meant that a great deal of the fund’s assets (more than 65%) was held in a money market account. This means that our loss of principal was mitigated.

As of March 31, 2009, the total value of the UUCU Endowment Fund is \$191,278.53. This compares to \$208,000 as of the same date in 2008. The Endowment Board’s Investment Committee met recently and has adopted an asset allocation strategy as follows: 25% cash and fixed income investments, 45% large cap stocks, 15% small cap stocks and 15% international stocks. This allocation, while somewhat more conservative than investment portfolios with very long time horizons, will enable growth in the fund, ensure that we remain liquid as appropriate, and take advantage of the current market lows.

For the remained of 2009 and 2010, the Board plans to continue a staged investment strategy into the following funds: Neuberger-Berman Socially Responsible Fund, Pax World Fund, Parnassus Equity Income Fund. All of these funds follow socially responsible investment principles, performed in line with the market during the most recent 1 and 5 year periods, and have low expense ratios. The Board currently plans to invest the funds assets over the coming 12 months, but may elect to invest more quickly to take advantage of the current low market.

The Board plans to continue conducting financially-oriented seminars for the congregation and hopes to create at least one oriented to high school and college age members and friends. We encourage all members to make contributions to the fund and to name the fund in wills and other bequests.

CRADLEROCK CHILDREN'S CENTER

YEAR FOUR

Submitted by Rich Dean, CCC Board of Directors

The Cradlerock Children's Center is an independent outreach effort of the Unitarian Universalist Congregation of Columbia. The center provides childcare and preschool programs for children from infant through 5 years of age. This program is built on three foundational elements:

- A Quality Program that prepares children for life
- Excellent staff who are paid a living wage
- Diversity, and support for disadvantaged children

During this past year we have maintained and improved upon a quality program. Highlights include:

- Our program continues to grow. We have 57 children enrolled. We are near capacity in our, Infant, Toddler and 2-year-old room in January. Our 3 year and 4 year old rooms are each about 80% full
- We hired a new Program Director, Diana Chaffee. She will be directing our academics and classroom program. We also promoted Amanda Ayoola to serve as our Administrative Director. Our staff has never been better. They create the environment and the program that delivers our mission.
- We applied for and received the MSDE (Maryland State Department of Education) accreditation in July that certifies our curriculum and our program as meeting the highest standards. This is exceptional for daycares in Maryland, and we have been singled out by the state and county as a model for other programs. Our teachers for the 3 and 4 year olds have bachelors and masters degrees in early childhood education. We are hoping to pilot the state's transition to the mandatory pre-K program.
- We continue to maintain our goal of having 25% of our children supported by scholarship, DSS, or staff subsidy. We are currently at 24.5% with 7 children on scholarship, 5 children with DSS support and 2 children with staff subsidy.
- We continue our priority to compensate our staff with a living wage. Our average salary is \$13.06/hour, which is well above the norms for childcare workers in Maryland. In addition, we provide a benefit payment at 15% of the salary.
- The average monthly income from tuition was \$31,741 in August 2007 and grew to \$36,546 for July 2008 and \$45,000 in December 2008. This puts us on the threshold of financial viability. Our budgeted expenditures for FY08/09 are \$570,960. We are on target for making a net income of \$21,440 this year.
- CCC has been the beneficiary of several fundraisers by the congregation. These include the benefit concert last summer, our cruise this January and the four 5th Sunday special collections.
- The center is on target for paying off its \$21,000 in credit card debt this year. Beginning in September we plan to begin paying off the loans secured by UUCC. This should be accomplished over 6 years.

There are too many stories to tell about the children and families we have helped. Sometimes a mom needs help in navigating the county's social services system, or a family is homeless. Other times there is abuse in the family, and we alert authorities. Mostly our rewards are in the bright smiles of children eager to grow and learn.

OWEN BROWN INTERFAITH CENTER

OBIC 2008 Annual Report

Submitted by Marjorie Seidman, 2008 OBIC Board President and Lauren Haywood, OBIC Facility Manager

1. Normalized all leases to January 1st.
2. Handicapped access doors were installed at both main entrances.
3. Tinting film installed on the windows and entrance doors to block out excess light and heat.
4. Auto Shades installed on Stained Glass Wall to decrease heat build up in lobby.
5. New scheduling software was researched, purchased and installed on the OBIC network. The OBIC calendar can now be viewed by the other offices in the building as well as through the web browser.
6. The OBIC office interviewed and hired a new IT person, Allen Fournier of PC Solutions.
7. A new canopy was purchased for the playground along with new mulch.
8. Several areas of the building were repainted this year: The lower walls of both lobbies, room 216 a & b, first floor handicapped restroom and hallway, room 109, lower walls of the second floor lobby & pantry as well as the lower walls of warming pantry/room 213.
9. A new parking lot light, which stays on from dusk to dawn, was installed near the gate of the playground. This light illuminates the playground at night to ward off vandals.
10. The parking lot was patched, lined and resealed.
11. Leakage along the back wall repaired, additional drainage lines installed and sealant applied along the top edge of the foundation. Money was donated to OBIC by a silent donor to erect a memorial garden and patio behind the two sanctuaries. This work, which was done in conjunction with the back wall, became part of the solution and should go a long way in preventing any further damage in that area. The work was completed in late October and includes a wooden trellis, a sitting wall and electrical wiring for additional lighting and electrical outlets.
12. The wood siding, windows and doors were pressure washed. A new coat of stain has been applied to the wood siding, solid metal doors and wooden fence along heat pump enclosure.
13. Gutters and downspouts flushed out and gutter fillers bought for rear gutters to prevent leaf buildup.

THINGS WE HOPE TO ACCOMPLISH IN 2009

1. A new digital phone system is being considered to replace our Avaya analog system. It's possible that this new system will save each office and OBIC thousands of dollars. Information is still being collected on this project.
2. Half walls with slide panel openings will be installed above the two sanctuary closets to improve the sight line and hide storage.

3. The sliding glass doors that look out onto the patio from the two sanctuaries will be reconditioned if possible. If this is not possible we will need to consider replacing them with new ones for smooth movement in and out when the patio is being used for events such as weddings.
4. Additional lighting for the patio will be added to allow events to be scheduled in that space on weather permitting evenings.
5. A Chamber of Commerce mixer is planned for July to introduce the business community to our space.
6. A wedding expo is also planned for late spring or early summer.
7. Erosion of the pathway next to the east side of the building will be addressed.

SLATE OF NOMINEES

Unitarian Universalist Congregation of Columbia Proposed Slate of Officers and Members of Boards – 2009-2010

The Nominating Committee of UUCC proposes the following candidates for election at the May 2009 Annual Meeting of the congregation:

Board of Trustees – 2 Yr. Term

VP: Alan Coltri
Treasurer: Sheldon Pelovitz
At Large: Anne Gould
At Large: Lorien Haavik

Endowment Board – 3 Yr. Term

John Boyle
Scott Ramsey

Nominating Committee

Ken Crandell (1 Year Term)
Ann Wing (2 Year Term)
Lindsay Thompson (2 Year
Term)

By the Nominating Committee:

Ann Smith-Reiser, chair
Katie Miller
Chris Crandell
Dave Cash
Mark Lazzaro

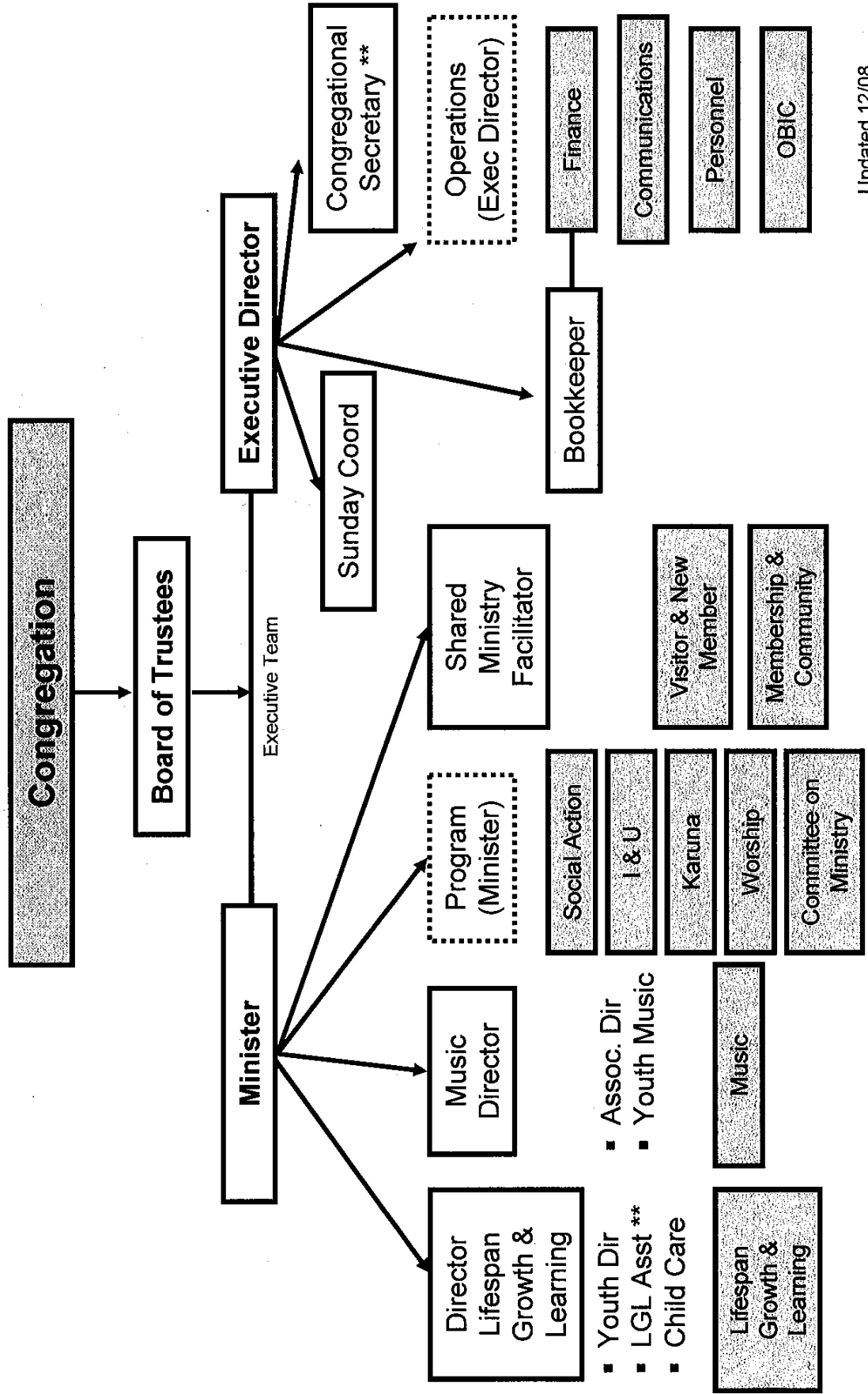
APPENDICES

- A – UUCC Organization Chart**
- B – UUCC Volunteer Organization Roster**
- C – UUCC FY0809 Third Quarter Balance Sheet**
- D – UUCC Current/Proposed Budget Comparison Report**
- E – UUCC FY0910 Budget Analysis**
- F – UUCC FY0708 Year-End Balance Sheet**
- G – UUCC FY0708 Year-End Budget vs. Actual Report**
- H – OBIC 2008 Balance Sheet**
- I – OBIC 2008 Profit and Loss Report**
- J – Attendance – Fiscal Year Comparison**
- K – Minutes of the 2008 UUCC Annual Meeting**



Unitarian Universalist Congregation of Columbia Org Chart

adopted August 2008



VOLUNTEER ORGANIZATION ROSTER

COUNCILS / Committees

**FINANCE COUNCIL (Staff liaison:
Maureen Harris)**

Chair: Dick Wachterman (7/08 – 6/10)

Capital Funds Committee
Building Fund Accounting
Building Fund Drive
Endowment Board

(open)
(open)
(open)
Chair: Phil Webster
Tom Wing, Frank Hazzard,
Scott Ramsey, Julie Boughn
Pat Heidel

Operations:

Grant Writing

Audit
Budget
Canvass Chair

Board of Trustees
Bob Herstein
Steve McGovern

Fundraising:

Auction
Entertainment Books
Scrip Sales
New Member Pledge
Win-Win Self Financing

Carlton Haywood & David Hegmann
Andrea Holt
Leo McPherson
Steve McGovern
Max Buffington, Tom Wing, Leo McPherson

**VISITOR & NEW MEMBER COUNCIL
(Staff liaison: SMF)**

Chair: Jenny Larsson

Welcoming & Visitors:

Visitor / Greeter Committee
Intro to New UU Class

Chair: **(open)**
Anne Gould **(need replacement)**
off VOR as of 5-07

New Member Integration:

Membership Orientation Class
New Member Packets
New Member Recognition

Chair: **(open)**
Minister & SMF
Jenny Larsson
Jenny Larsson

**MEMBERSHIP & COMMUNITY BLDG COUNCIL
(Staff liaison: SMF)**

Chair(s): Becky Reese & Nancy Corporon

Member Communication:

Yahoo! Groups
Facebook Groups

Sherry Peruzzi
Lorien Haavik

Member Care (Minister):

Remembership
Volunteer Recognition

Gretchen Conley
(open)

Know Our Members (SMF):

Member Retention thru Data
gathering/analysis
Promotes / facilitates member use of
ACS database
Member Directory
Name tags

(open)

(open)

(open)

Jim Wu

Fun and Fellowship

Coffee Hour
Social Activities/Clubs

Bert Moore, Betty Jackson, Mary Ruth Alter
Game Night – Nancy Farley
Book Club – **not active**
Bike Club – Peter Fort
Bridge – Leo McPherson
Bowling – Jim Wu
Golf Club – John McDermott
Jazz Connection – John Holt, Cole Wiggins
LGBT Movie Night – Lorien Haavik
UUth of Columbia – Richard Blissett
Young Adults – Mark Lazzaro
Potluck Coordinator – Mirtha McGovern
Ingathering Potluck –Sept
Canvass Fellowship Dinner
Summer Picnic – **(open)**
Fun Feasts – Virginia Baker
Seder - Inge Hyder
Thanksgiving Dinner – Eileen Henderson
Camping – John Seibel
Retreats – **(open)**

Community Building Events

Multiple-day retreats / trips

Beyond UUCC

Denominational Affairs Committee
Participation with other UU congregations
e.g. UUMAC, SUUSI, Star Island

Chair: Linda Uphoff

(open)

(open)

MINISTRY AND WORSHIP COUNCIL

(Staff liaison: Rev. Paige Getty)

Music Committee
Dance / Movement
Audio / Lighting / Staging
Visual Arts
Liturgical Arts

Co-Chairs: Laurie Coltri & Marjorie Seidman

Molly Safren

Scott Beck

(open)

(open)

Worship Associates (minister)

Kay Baker, Carolyn Mateer, Chuck Palenik, Molly Safren, Mark Brooks, Julie Boughn, John Boyle, Karl Branting, Sally Ann Cooper, Arnold Farley, Skip McAfee, Doug Miller, Bernadette Rock, Shelly Von Hagen-Jamar

Karuna Ministry
Karuna Caring
Intimacy & Ultimacy (small group ministry)
Spiritual Support Group
Turning Circle
UMBC Campus Ministry Advisor

Carol Benjamin, Donna Riebel
Barbara Myers (**need one more person**)
Tom Fulda, Kerridwen Henry, Betty Jackson
Nancy Lewman
Alex Cauthen-Zach
Dave Jordan

Sunday Morning Worship Support (SMF)

Usher Coordinator
Sanctuary Set up & Take down
Flowers
Greeters

Roger McIntire
Margaret Hegmann
Margaret Hegmann
Anne Gould (**need replacement**)

LIFESPAN GROWTH & LEARNING COUNCIL
(Staff liaison: Interim DLGL, Karen Lee Scrivo)

Secretary / Communications for Council
Secretary / Communications for Elem Ed
Committee Chairperson for Elem Ed
Teacher support / recruitment Chairperson
for Elem Ed
Social Action, Elementary Ed
Bookstore
Sunday Forums
Adult R.E.
Fun Families

Chair: Janine Comoletti

Jennifer Shepard
Stephanie Silver
Cindy Skoglund

Terry Paul
Theresa Shedleski
Eileen McIntire
Tom Fulda
Robin Hessey
Terry Paul

Youth Ministry:

Secretary
OWL rep
Quest reps

YRUU rep
Social Action Liaison

Suzanne Henig
Chris Crandell
Cate O'Malley, Kathy Lilly, KP Verow
McLaughlin, Jim Reiser
Rajani Ghosh
Dana Sohr

SOCIAL ACTION COUNCIL
(Staff liaison: Rev. Paige Getty)

Chair: Bob Schurter

Community Outreach Committee Chair: Kathy Harris

Pathway / Clean-up
 Beans & Bread
 Blood Drive
 Congregations Concerned for the Homeless
 Domestic Violence Center of Ho. Co.
 Food Bank
 HCNAMI Christmas Dinner
 Moveable Feast
Environmental Action Committee
 Environmental Education
 Shade-Grown Coffee
 Green Sanctuary
Social Justice Impact Committee
 Legislative Watch
 PFLAG
 UU Service Committee
 UUSJ

 UULM – MD
 Religious Education Liaison
 Welcoming Congregation
 Second Sunday Outreach Offering (SSOO)
 Peace Team

Monica Fortner
 Jeri Wiggins
 Pat and Peter Fort
 Scott Ramsey
 Kathy Harris & Pat Heidel
 Sheldon & Kaye Pelovitz
 Harvey Zorbaugh
 Cynthia MacDonald & Jeri Wiggins
 Chair: Jim Caldiero
 Wolfger Schneider
 Lauren Haywood
 Chris Kohout
(Chair – open)
 Keith Smith
 Colette Roberts
 Jim Caldiero & Trish Steinhilber
 Bill Harris, John Harris, Steve Von Hagen-
 Jamar

 Theresa Shedleski
 Bob Jackson
(open)
(open)

COMMUNICATIONS COUNCIL (Staff liaison: Maureen Harris)

Chair: Frank Hazzard

Member Communication:
The LINK
Upcoming Events (Mid week E-bulletin)
 Publicity
 Webmaster
 Sunday Bulletin reproduction

Gerald Joireman
 Keith Smith
 Suzanne Henig
 Jeff Polon
 currently done directly to copier

LEADERSHIP COUNCIL

Chair: Dave Cash

Finance Council
 Visitor and New Member Council
 Membership & Community Building Council
 Lifespan Growth & Learning Council (RE)
 Social Action Council
 Communications Council
 Board of Trustees Liaisons
 OBIC Liaison
 Executive Team Liaisons
 Music Representative(s)

Dick Wachterman
 Jenny Larsson
 Becky Reese & Nancy Corporon
 Janine Comoletti
 Bob Schurter
 Frank Hazzard
 Jill Christianson & Ken Crandall
 Scott Ramsey
 Paige Getty and Maureen Harris
 Laurie Coltri and / or Marjorie Seidman

BOARD OF TRUSTEES

President	Jill Christianson
Vice-President, President elect	Ken Crandell
Treasurer	Ken Rock
Secretary	Jean Thieboux
Trustee at large	Eileen Clegg
Trustee at large	Therese Sohr
Trustee at large	Mary Rodgers

Nominating Committee Chair: Ann Smith-Reiser, Dave Cash, Mark Lazzaro, Chris Crandell, Katie Miller

Committee on Ministry Laurie Coltri, Kathy Tillman, Dana Sohr, Dorothy Hutchins

Long-Range Planning Committee Not active

OBIC BOARD (Staff liaison: Maureen Harris)

Treasurer / 12-31-10	Janet Ramsey
Vice President, Operations / 12-31-10	Scott Ramsey
Finance / 12-31-10	Steve Allan
Personnel / 12-31-09	Sherry Peruzzi
Personnel / 12-31-09	John Seibel
Operations /12-31-10	Steve Von Hagen Jamar
12-31-09	Marjorie Seidman, alternate
Aesthetics Committee	Jillian Storms, Marjorie Seidman, Janet Dean

Personnel

(Staff liaison: Maureen Harris)

Chair: Rosie Lijinsky

John McDermott, Karen Hamming, Skip McAfee

Church Mutual Insurance Safety Assessment (old "Safety Committee")

(Staff liaison: Maureen Harris)

Chair: Max Buffington

Monica Fortner, Reginald Nettles, Scott Ramsey

OTHER (Staff liaison: Maureen Harris)

Administration Office
Archive Committee

Dot Caldiero – check deposits
Margaret Hegmann

**UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA
FY0809 THIRD QUARTER BALACE SHEET
As of March 31, 2009**

	<u>Mar 31, 09</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Operating Accounts	
1001 · Operating Checking (BOA 8993)	4,629.34
1003 · Oper Surplus (Vanguard 2895)	51,129.60
1014 · Operating Checking (M&T 9074)	<u>83,828.17</u>
Total 1000 · Operating Accounts	139,587.11
1050 · Restricted Reserve (M&T 7149)	18,042.48
1100 · Scrip Accounts	
1005 · Scrip Saving (Vanguard 8208)	46,634.41
1019 · Scrip Checking (BOA 9466)	<u>29,961.98</u>
Total 1100 · Scrip Accounts	76,596.39
1200 · Building Fund Accounts	
1006 · Building Fund (Vanguard 8952)	<u>6,163.96</u>
Total 1200 · Building Fund Accounts	6,163.96
1300 · Other Accounts	
1004 · Petty Cash	<u>14.57</u>
Total 1300 · Other Accounts	14.57
1400 · Win-Win Self-Fin Initiative	
1401 · Win-Win Checking (M&T 0040)	3,755.61
1402 · Win-Win Reserve (M&T 4839)	<u>18,902.94</u>
Total 1400 · Win-Win Self-Fin Initiative	<u>22,658.55</u>
Total Checking/Savings	263,063.06
Other Current Assets	
1008 · Scrip Inventory	9,800.00
1013 · Scrip Receivable	1,900.00
1015 · Bookstore Inventory	2,065.38
1018 · Bulk Mail Postage Account	<u>120.51</u>
Total Other Current Assets	<u>13,885.89</u>
Total Current Assets	276,948.95
Fixed Assets	
15000 · Building Renovation	<u>1,617,573.42</u>
Total Fixed Assets	1,617,573.42
Other Assets	

	<u>Mar 31, 09</u>
1500 · Endowment Accounts	
1007 · Endowment (T Rowe Price)	146,568.23
1302 · Endowment (Neuberger)	18,957.98
1303 · Endowment (Ariel Appreciation)	4,628.37
1304 · Endowment (PAX World)	<u>21,123.95</u>
Total 1500 · Endowment Accounts	<u>191,278.53</u>
Total Other Assets	<u>191,278.53</u>
TOTAL ASSETS	<u><u>2,085,800.90</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2004 · Capital One Credit Card	<u>2,020.00</u>
Total Credit Cards	2,020.00
Other Current Liabilities	
2001 · Advance Pledges	2,699.19
2006 · Sales Tax Collected	31.07
2101 · Payroll Liability (Retirement)	483.50
2200 · Security Deposits	<u>300.00</u>
Total Other Current Liabilities	<u>3,513.76</u>
Total Current Liabilities	5,533.76
Long Term Liabilities	
2500 · Renovation Mortgage	81,205.62
2600 · Self-Financing Liability	
2602 · S-F Liab 1 year	32,000.00
2603 · S-F Liab 1-1/2 years	27,000.00
2604 · S-F Liab 2 years	24,000.00
2606 · S-F Liab 3 years	<u>394,000.00</u>
Total 2600 · Self-Financing Liability	<u>477,000.00</u>
Total Long Term Liabilities	<u>558,205.62</u>
Total Liabilities	563,739.38
Equity	
3000 · Opening Bal Equity	130,308.78
30000 · Endowment Fund	
30002 · Endowment Interest Income	<u>259.22</u>
Total 30000 · Endowment Fund	259.22
3001 · Operating Fund Principal	1,266,694.34
3900 · Short-Term Restricted Accounts	
3906 · YRUU	3,363.56
3907 · Quest	1,312.25
3913 · Minister Discretion Fund	2,505.00
3925 · Fair Trade / Banner Neighborhd	651.51

	<u>Mar 31, 09</u>
3927 · Preschool Pass-Thru	3,604.74
3928 · Self-Financing	-1,115.00
3929 · Annual Camping Trip	879.19
3931 · OBIC Memorial Garden	1,098.00
3935 · Summer Camp	639.61
3999 · Clearing Account	<u>415.45</u>
Total 3900 · Short-Term Restricted Accounts	13,354.31
3950 · Long-Term Restricted Accounts	
3912 · Coffeehouse Funds	175.00
3919 · Music Contingency Reserve Fund	3,264.52
3922 · Adcock CD Sales	374.00
3923 · Journey Toward Wholeness	430.56
3933 · CCC Reserve Fund	8,225.67
3934 · Sabbatical Reserve	<u>4,505.00</u>
Total 3950 · Long-Term Restricted Accounts	16,974.75
Net Income	<u>94,470.12</u>
Total Equity	<u>1,522,061.52</u>
TOTAL LIABILITIES & EQUITY	<u>2,085,800.90</u>

**UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA
CURRENT/PROPOSED BUDGET COMPARISON REPORT
May 3, 2009**

	<u>Jul '08 - Jun 09</u>	<u>Jul '09 - Jun 10</u>
Ordinary Income/Expense		
Income		
4000 · Canvass & Offering		
4002 · Donation	12,000.00	12,000.00
4003 · Loose Offering	7,000.00	7,000.00
4004 · Canvass Expense	-2,000.00	-1,000.00
4100 · Pledge Income		
4001 · Pledge	487,515.00	528,791.00
4006 · Uncollectible Pledge Income	-24,375.75	-26,439.55
4007 · Post-Canvass Pledge Income	7,000.00	7,000.00
4601 · Prior Year Pledge	8,000.00	8,000.00
Total 4100 · Pledge Income	<u>478,139.25</u>	<u>517,351.45</u>
Total 4000 · Canvass & Offering	495,139.25	535,351.45
4200 · RE Income		
4202 · Children's RE Fees	3,600.00	3,600.00
Total 4200 · RE Income	3,600.00	3,600.00
4300 · Music Income		
4301 · Chalice Concert Revenue	8,000.00	8,250.00
4302 · Chalice Concert Expense	-3,700.00	-3,000.00
		3,500.00
		<u>-500.00</u>
Total 4300 · Music Income	4,300.00	8,250.00
4400 · Fundraisers		
4203 · Bookstore Revenue	1,000.00	1,000.00
4204 · Bookstore Expense	-600.00	-600.00
4401 · Auction Revenue	45,000.00	46,000.00
4402 · Auction Expense	-2,000.00	-2,500.00
4405 · Entertainment Book Revenue	0.00	
4406 · Entertainment Book Expense	0.00	
Total 4400 · Fundraisers	<u>43,400.00</u>	<u>43,900</u>
4500 · Misc. Income		
4501 · Piano Rental	2,600.00	2,600
4502 · OBIC Lawn Maintenance		
4516 · OBIC Lawn Maint Income	6,000.00	6,000
4517 · OBIC Lawn Maint Expenses		<u>-250</u>
Total 4502 · OBIC Lawn Maintenance	6,000.00	5,750
4503 · Interest Rec'd - Operating	<u>300.00</u>	<u>1,500.00</u>

	Jul '08 - Jun 09	Jul '09 - Jun 10
4504 · Salary Grant Income	1,480.00	0.00
4506 · Link Advertising	300.00	300.00
4507 · Sound System Rental	1,200.00	1,200.00
Total 4500 · Misc. Income	11,880.00	11,350.00
Total Income	558,319.25	602,451.45
Expense		
5000 · Ministry & Worship		
5001 · Guest Speakers & Ministers	1,500.00	1,500.00
5003 · Guest Musicians	1,200.00	600.00
5004 · Worship Supplies	618.00	618.00
5005 - Adjunct Pianists		0.00
5006 · Shared Ministry	200.00	200.00
5101 · Music Supplies	1,500.00	700.00
5102 · Music Maintenance	900.00	720.00
5103 · Coffee Hour Supplies	500.00	500.00
5104 · I&U Training and Supplies	300.00	300.00
5105 · Karuna Ministry	500.00	100.00
8023 · Sound & Lighting Maint	3,500.00	1,000.00
Total 5000 · Ministry & Worship	10,718.00	6,238.00
5700 · Youth Ministry		
5701 · YC Conferences	200.00	
5702 · YC Arts & Crafts	0.00	
5703 · YC Teacher Training	500.00	
5704 · YC Curriculum Materials	250.00	
5705 · YC Trip Scholarships	350.00	
Total 5700 · Youth Ministry	1,300.00	
6000 · Religious Education		
6001 · Meeting Expenses	150.00	150.00
6002 · Arts, Crafts & Classroom Supps	850.00	750.00
6005 · Curriculum Materials	1,000.00	1,000.00
6006 · Adult RE Program	200.00	750.00
6008 · Audio Visuals	200.00	
6010 · RE - Administration	400.00	200.00
6011 · Teacher Training	200.00	200.00
6012 · RE Professional Training	1,200.00	600.00
6013 - RE Miscellaneous	500.00	
6014 - RE Outreach Marketing Materials		200.00
6015 - Summer Youth Intern		0.00
6016 · Youth Program Activities		500.00
Total 6000 · Religious Education	4,700.00	4,350.00
6500 · Membership & Community Bldg		
6501 - Volunteer Appreciation		100.00
7001 · Membership & Comm Bldg Exp	1,300.00	550.00
7003 · Directory Production	0.00	0.00
7203 · Congregational Dinners	300.00	300.00
7204 · Congregational Special Events	200.00	200.00

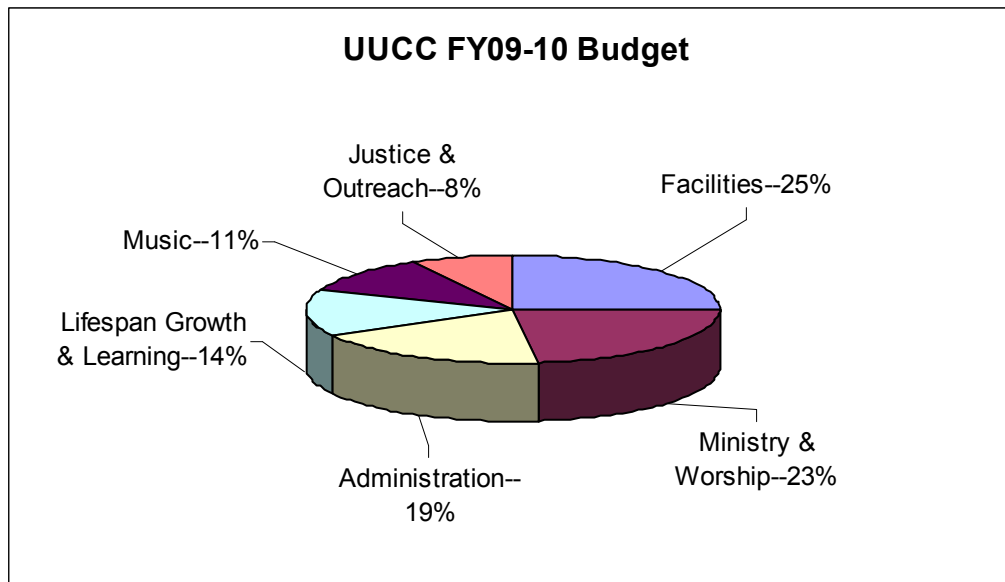
	<u>Jul '08 - Jun 09</u>	<u>Jul '09 - Jun 10</u>
7304 · General Assembly Attend	1,675.00	800.00
9001 · Young Adult Events	<u>200.00</u>	<u>100.00</u>
Total 6500 · Membership & Community Bldg	3,675.00	2,050.00
6600 · Visitors & New Members		
6601 · Visitors & New Members Expense	85.00	185.00
7002 · Volunteer (Training)Membership	150.00	150.00
7007 · Congregational Pamphlets	<u>100.00</u>	<u>100.00</u>
Total 6600 · Visitors & New Members	335.00	435.00
7500 · Communications & Info Tech		
7401 · Link Production	1,008.00	1,300.00
7402 · Link Postage	408.00	500.00
7403 · Publicity & Advertising	2,500.00	2,000.00
8011 · Equip/Software /Maintenance	2,500.00	3,000.00
8012 · Telephone	<u>2,400.00</u>	<u>2,100.00</u>
Total 7500 · Communications & Info Tech	8,816.00	8,900.00
7700 · Leadership Development		
8006 · Bd of Trustees Expense	260.00	260.00
8007 · Leadership Development	1,300.00	800.00
8027 · Legal and Professional Expenses	1,000.00	1,000.00
8034 · Sabbatical Set-Aside	<u>2,000.00</u>	<u>2,000.00</u>
Total 7700 · Leadership Development	4,560.00	4,060.00
7800 · Cradlerock Children's Center		
7801 - Fifth Sunday (CCC) Income		5,000.00
7802 - Fifth Sunday (CCC) Payout		-5,000.00
8506 · CCC Scholarships	<u>7,000.00</u>	<u>7,000.00</u>
Total 7800 · Cradlerock Children's Center	7,000.00	7,000.00
7900 · Facilities Management / OBIC		
8013 · OBIC Assessment	50,577.00	62,164.32
8029 · OBIC Reserve	<u>19,000.00</u>	<u>22,683.04</u>
Total 7900 · Facilities Management / OBIC	69,577.00	84,847.36
8000 · Administration		
8001 · Office Supplies	1,600.00	1,600.00
8002 · Duplicating	3,600.00	4,000.00
8003 · Postage	1,000.00	1,200.00
8005 · Bank Fees	200.00	300.00
8008 · Insurance	<u>2,500.00</u>	<u>2,500.00</u>
Total 8000 · Administration	8,900.00	9,600.00
8100 · Debt Service		
8025 · Debt Srv (Interest)	<u>6,291.11</u>	<u>6,150.36</u>
Total 8100 · Debt Service	6,291.11	6,150.36
8500 · Social Action Council		
7102 · Community Outreach - General	<u>5,000.00</u>	<u>3,850.00</u>

	<u>Jul '08 - Jun 09</u>	<u>Jul '09 - Jun 10</u>
7105 · Social Justice Impact Committee	1,200.00	3,500.00
8504 · Broad-Based SAC Project	800.00	2,750.00
8505 · Social Action Administration	0.00	0.00
8507 · Second Sunday (Income)	-15,000.00	-15,000.00
8508 · Second Sunday (Payout)	15,000.00	15,000.00
Total 8500 · Social Action Council	<u>7,000.00</u>	<u>10,100.00</u>
8700 · Denominational Affairs		
7301 · UUA Assessment	22,904.00	23,240.00
7303 · JPD Assessment	10,225.00	10,790.00
Total 8700 · Denominational Affairs	<u>33,129.00</u>	<u>34,030.00</u>
9500 · Finance Council		
9502 · Pledge Collection (EFT) Fees	100.00	500.00
Total 9500 · Finance Council	<u>100.00</u>	<u>500.00</u>
99000 · Personnel		
90010 · Minister		
90011 · Salary - Minister	42,990.00	42,990.00
90013 · FB - Minister		
900131 · FB - Minister Retirement	8,439.00	8,439.00
900132 · FB - Minister Life & Disability	1,620.00	1,620.00
Total 90013 · FB - Minister	<u>10,059.00</u>	<u>10,059.00</u>
90014 · Prof Exp - Minister	6,000.00	6,000.00
90015 · Housing - Minister	41,400.00	41,400.00
Total 90010 · Minister	<u>100,449.00</u>	<u>100,449.00</u>
90020 · Executive Director		
90021 · Salary - Exec Dir	32,500.00	43,333.00
90022 · FICA - Exec Dir	2,486.25	3,314.97
90023 · FB - Exec Dir		
900231 · FB - Exec Retirement	3,250.00	4,333.00
Total 90023 · FB - Exec Dir	<u>3,250.00</u>	<u>4,333.00</u>
90024 · Prof Exp - Exec Dir	2,000.00	2,000.00
Total 90020 · Executive Director	<u>40,236.25</u>	<u>52,980.97</u>
90030 · DLRE		
90031 · Salary - DLRE	44,895.00	50,300.00
90032 · FICA - DLRE	3,434.47	3,848.00
90033 · FB - DLRE		
900331 · FB - DLRE Retirement	4,489.50	5,030.00
900332 · FB - DLRE Health	0.00	3,000.00
Total 90033 · FB - DLRE	<u>4,489.50</u>	<u>8,030.00</u>
90034 · Prof Exp - DLRE	3,000.00	4,700.00
90037 · Moving Expense - DLRE	0.00	0.00
90039 · Search - DLRE	2,000.00	2,000.00
Total 90030 · DLRE	<u>57,818.97</u>	<u>66,878.00</u>
90040 · Music Director		

	<u>Jul '08 - Jun 09</u>	<u>Jul '09 - Jun 10</u>
90041 · Salary - Music Dir	23,545.00	27,850.00
90042 · FICA - Music Dir	1,801.20	2,130.53
90043 - FB - Music Dir		
900431 - FB - Music Dir Retirement		<u>2,785.00</u>
Total 90043 - FB - Music Dir		2,785.00
90044 · Prof Exp - Music Dir	<u>712.00</u>	<u>500.00</u>
Total 90040 · Music Director	26,058.20	33,265.53
90050 · Bookkeeper		
90051 · Salary - Bookkeepr	9,816.90	10,332.00
90052 · FICA - Bookkeepr	<u>751.00</u>	<u>790.40</u>
Total 90050 · Bookkeeper	10,567.90	11,122.40
90060 · Assoc Music Director		
90061 · Salary - Assoc MD	17,565.00	27,850.00
90062 · FICA - Assoc MD	1,343.72	2,130.53
90063 - FB - Assoc Music Director		
900631 - FB - Assoc Music Dir Retirement		<u>2,785.00</u>
Total 90063 - FB - Assoc Music Director		2,785.00
90064 · Prof Exp - Assoc MD	<u>378.00</u>	<u>500.00</u>
Total 90060 · Assoc Music Director	19,286.72	33,265.53
90070 · Sunday Attendant		
90071 · Salary - Sunday Attendant	5,271.80	5,271.80
90072 · FICA - Sunday Attendant	<u>403.29</u>	<u>403.29</u>
Total 90070 · Sunday Attendant	5,675.09	5,675.09
90080 · Child Care Coordinator		
90081 · Salary - Child Care Coord	793.56	870.00
90082 · FICA - Child Care Coord	<u>60.71</u>	<u>66.56</u>
Total 90080 · Child Care Coordinator	854.27	936.56
90110 · Youth Choir Director		
90111 · Salary - Youth Choir	2,241.37	2,296.00
90112 · FICA - Youth Choir	<u>171.46</u>	<u>175.64</u>
Total 90110 · Youth Choir Director	2,412.83	2,471.64
90130 · Shared Min Facil		
90131 · Salary - Shared Min Facil	12,536.16	0.00
90132 · FICA - Shared Min Facil	959.02	0.00
90133 · FB - Shared Min Facil		
901332 · FB - Shared Min Facil Other	<u>0.00</u>	<u>0.00</u>
Total 90133 · FB - Shared Min Facil	<u>0.00</u>	<u>0.00</u>
Total 90130 · Shared Min Facil	13,495.18	0.00
90140 · Adjunct Pianist		
90141 · Salary Adjunct Pianist	<u>2,175.05</u>	<u>0.00</u>
Total 90140 · Adjunct Pianist	<u>2,175.05</u>	<u>0.00</u>

	<u>Jul '08 - Jun 09</u>	<u>Jul '09 - Jun 10</u>
90150 · Congregational Secretary		
90151 · Salary - Cong Secretary	18,460.00	20,250.00
90152 · FICA - Cong Secretary	1,412.19	1,549.13
90153 · FB - Cong Secretary		
901531 · FB - Cong Secretary Retirement	1,846.00	2,025.00
901532 · FB - Cong Secretary Health	1,976.47	0.00
Total 90153 · FB - Cong Secretary	<u>3,822.47</u>	<u>2,025.00</u>
Total 90150 · Congregational Secretary	23,694.66	23,824.13
90160 · Youth Director		
90161 · Salary - Youth Director	7,125.80	7,125.80
90162 · FICA - Youth Director	545.13	545.13
Total 90160 · Youth Director	<u>7,670.93</u>	<u>7,670.93</u>
90200 · Casual Labor		
90201 · Nursery	3,531.13	4,543.00
Total 90200 · Casual Labor	<u>3,531.13</u>	<u>4,543.00</u>
99900 · Miscellaneous Personnel		
99001 · Holiday Bonuses	1,000.00	0.00
99002 · Payroll Expenses	2,000.00	1,500.00
99999 · Personnel Contingency	5,267.06	1,250.00
Total 99900 · Miscellaneous Personnel	<u>8,267.06</u>	<u>2,750.00</u>
Total 99000 · Personnel	<u>322,193.24</u>	<u>345,832.78</u>
Total Expense	<u>488,294.35</u>	<u>524,093.50</u>
Net Ordinary Income	70,024.90	78,357.95
Other Income/Expense		
Other Expense		
Debt Service Other Expense		
8031 · Debt Srvc (Principal)	9,403.21	9,547.12
8035 · Debt Service (WW P&I Set-Aside)	56,907.12	56,907.12
Total Debt Service Other Expense	<u>66,310.33</u>	<u>66,454.24</u>
Misc Transfers		
9504 · Operating Surplus Set-Aside	0.00	1,903.71
9506 · CCC Set-Aside	3,714.57	10,000.00
Total Misc Transfers	<u>3,714.57</u>	<u>11,903.71</u>
Total Other Expense	<u>70,024.90</u>	<u>78,357.95</u>
Net Other Income	<u>-70,024.90</u>	<u>-78,357.95</u>
Net Income	<u><u>0.00</u></u>	<u><u>0.00</u></u>

**UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA
FY0910 BUDGET ANALYSIS**



Facilities includes OBIC assessments plus debt service for both the bank mortgage and the Win-Win notes.

Ministry and Worship includes Minister's salary plus worship speakers and supplies, membership programs, Leadership Development, and Denominational Affairs.

Administration includes salaries of Executive Director, Congregational Secretary, Bookkeeper, and Sunday Coordinator, plus Communications & Information Technology and Administration.

Lifespan Growth and Learning (LGL) includes salaries of Director of LGL, Youth Director, Childcare Coordinator, and Nursery staff, plus LGL programs.

Music includes salaries of Music Director, Associate Music Director, and Youth Choir Director, plus music supplies, music maintenance, and guest musicians.

Justice and Outreach includes Social Action programs and Second Sunday Outreach Offering, plus Cradlerock Children's Center (CCC) scholarships, Fifth Sunday CCC contributions, and set-aside for UUCF-guaranteed CCC notes.

**UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA
FY0708 YEAR-END BALANCE SHEET
FINAL As of June 30, 2008**

	<u>Jun 30, 08</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Operating Accounts	
1001 · Operating Checking (BOA 8993)	787.29
1003 · Oper Surplus (Vanguard 2895)	80,272.12
1014 · Operating Checking (M&T 9074)	<u>27,518.76</u>
Total 1000 · Operating Accounts	108,578.17
1050 · Restricted Reserve (M&T 7149)	17,931.07
1100 · Scrip Accounts	
1002 · Scrip Checking(obs) (BOA 4383)	6.43
1005 · Scrip Saving (Vanguard 8208)	33,082.29
1019 · Scrip Checking (BOA 9466)	<u>37,435.68</u>
Total 1100 · Scrip Accounts	70,524.40
1200 · Building Fund Accounts	
1006 · Building Fund (Vanguard 8952)	<u>8,312.05</u>
Total 1200 · Building Fund Accounts	8,312.05
1300 · Other Accounts	
1004 · Petty Cash	<u>14.57</u>
Total 1300 · Other Accounts	14.57
1400 · Win-Win Self-Fin Initiative	
1401 · Win-Win Checking (M&T 0040)	3,755.13
1402 · Win-Win Reserve (M&T 4839)	<u>3,736.79</u>
Total 1400 · Win-Win Self-Fin Initiative	<u>7,491.92</u>
Total Checking/Savings	212,852.18
Other Current Assets	
1008 · Scrip Inventory	9,400.00
1013 · Scrip Receivable	2,300.00
1015 · Bookstore Inventory	2,065.38
1016 · Prepaid Expense	1,328.14
1017 · Accrued Income	2,700.00
1018 · Bulk Mail Postage Account	<u>114.09</u>
Total Other Current Assets	<u>17,907.61</u>
Total Current Assets	230,759.79
Fixed Assets	
15000 · Building Renovation	<u>1,617,573.42</u>

	<u>Jun 30, 08</u>
Total Fixed Assets	1,617,573.42
Other Assets	
1500 · Endowment Accounts	
1007 · Endowment (T Rowe Price)	144,109.90
1302 · Endowment (Neuberger)	29,883.99
1303 · Endowment (Ariel Appreciation)	7,797.77
1304 · Endowment (PAX World)	<u>28,430.40</u>
Total 1500 · Endowment Accounts	<u>210,222.06</u>
Total Other Assets	<u>210,222.06</u>
TOTAL ASSETS	<u>2,058,555.27</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2004 · Capital One Credit Card	<u>23.99</u>
Total Credit Cards	23.99
Other Current Liabilities	
2001 · Advance Pledges	33,703.36
2005 · Accrued Expenses	11,810.90
2200 · Security Deposits	<u>300.00</u>
Total Other Current Liabilities	<u>45,814.26</u>
Total Current Liabilities	45,838.25
Long Term Liabilities	
2500 · Renovation Mortgage	89,042.30
2600 · Self-Financing Liability	
2601 · S-F Liab 6 months	27,000.00
2602 · S-F Liab 1 year	32,000.00
2603 · S-F Liab 1-1/2 years	27,000.00
2604 · S-F Liab 2 years	24,000.00
2606 · S-F Liab 3 years	<u>394,000.00</u>
Total 2600 · Self-Financing Liability	<u>504,000.00</u>
Total Long Term Liabilities	<u>593,042.30</u>
Total Liabilities	638,880.55
Equity	
3000 · Opening Bal Equity	130,308.78
3001 · Operating Fund Principal	1,037,933.01
3900 · Short-Term Restricted Accounts	
3906 · YRUU	2,202.31
3925 · Fair Trade / Banner Neighborhd	609.51
3928 · Self-Financing	-1,045.00
3929 · Annual Camping Trip	879.19
3931 · OBIC Memorial Garden	598.00

	<u>Jun 30, 08</u>
3935 · Summer Camp	1,975.83
3999 · Clearing Account	<u>255.45</u>
Total 3900 · Short-Term Restricted Accounts	5,475.29
3950 · Long-Term Restricted Accounts	
3912 · Coffeehouse Funds	175.00
3919 · Music Contingency Reserve Fund	3,138.08
3922 · Adcock CD Sales	374.00
3923 · Journey Toward Wholeness	853.56
3933 · CCC Reserve Fund	8,150.67
3934 · Sabbatical Reserve	<u>4,505.00</u>
Total 3950 · Long-Term Restricted Accounts	17,196.31
Net Income	<u>228,761.33</u>
Total Equity	<u>1,419,674.72</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,058,555.27</u></u>

APPENDIX G

UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA FY0708 YEAR-END BUDGET vs. ACTUAL REPORT FINAL – July 2007 through June 2008

	<u>Jul '07 - Jun 08</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense				
Income				
4000 · Canvass & Offering				
4002 · Donation	12,619.80	7,000.00	5,619.80	180.28%
4003 · Loose Offering	8,446.75	7,000.00	1,446.75	120.67%
4004 · Canvass Expense	-637.95	-2,000.00	1,362.05	31.9%
4100 · Pledge Income				
4001 · Pledge	431,473.04	463,532.00	-32,058.96	93.08%
4006 · Uncollectible Pledge Income	0.00	-23,176.45	23,176.45	0.0%
4007 · Post-Canvass Pledge Income	13,387.97	7,000.00	6,387.97	191.26%
4601 · Prior Year Pledge	9,751.00	8,000.00	1,751.00	121.89%
Total 4100 · Pledge Income	<u>454,612.01</u>	<u>455,355.55</u>	<u>-743.54</u>	<u>99.84%</u>
Total 4000 · Canvass & Offering	<u>475,040.61</u>	<u>467,355.55</u>	<u>7,685.06</u>	<u>101.64%</u>
4200 · RE Income				
4202 · Children's RE Fees	5,815.00	6,000.00	-185.00	96.92%
Total 4200 · RE Income	<u>5,815.00</u>	<u>6,000.00</u>	<u>-185.00</u>	<u>96.92%</u>
4300 · Music Income				
4301 · Concert and Other Revenues	6,885.00	8,000.00	-1,115.00	86.06%
4302 · Concert and Other Expenses	-4,321.56	-3,700.00	-621.56	116.8%
Total 4300 · Music Income	<u>2,563.44</u>	<u>4,300.00</u>	<u>-1,736.56</u>	<u>59.62%</u>
4400 · Fundraisers				
4203 · Bookstore Revenue	1,778.14	1,000.00	778.14	177.81%
4204 · Bookstore Expense	-1,323.25	-600.00	-723.25	220.54%
4401 · Auction Revenue	47,615.23	35,000.00	12,615.23	136.04%
4402 · Auction Expense	-2,345.59	-2,000.00	-345.59	117.28%
4405 · Entertainment Book Revenue	950.00	1,000.00	-50.00	95.0%
4406 · Entertainment Book Expense	-820.00	-800.00	-20.00	102.5%
4409 · Coffeehouse (MDF) Revenue	6,629.50			
4410 · Coffeehouse (MDF) Expense	-6,629.50			
4413 · New Fundraiser Revenue	2,040.56			
Total 4400 · Fundraisers	<u>47,895.09</u>	<u>33,600.00</u>	<u>14,295.09</u>	<u>142.55%</u>
4500 · Misc. Income				
4501 · Piano Rental	2,675.00	2,600.00	75.00	102.89%
4502 · OBIC Lawn Maintenance				
4516 · OBIC Lawn Maint Income	1,500.00			
4502 · OBIC Lawn Maintenance - Other	4,436.00	6,000.00	-1,564.00	73.93%
Total 4502 · OBIC Lawn Maintenance	<u>5,936.00</u>	<u>6,000.00</u>	<u>-64.00</u>	<u>98.93%</u>

	<u>Jul '07 - Jun 08</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
4503 · Interest Rec'd - Operating	1,989.56	300.00	1,689.56	663.19%
4504 · Salary Grant Income	4,920.00	3,000.00	1,920.00	164.0%
4506 · Link Advertising	186.00	300.00	-114.00	62.0%
4507 · Sound System Rental	1,275.00	1,300.00	-25.00	98.08%
4515 · Interest Rec'd - Restricted	257.47			
Total 4500 · Misc. Income	17,239.03	13,500.00	3,739.03	127.7%
4999 · Uncategorized Income	50.00			
Total Income	548,603.17	524,755.55	23,847.62	104.55%
Expense				
5000 · Ministry & Worship				
5001 · Guest Speakers & Ministers	859.85	1,015.00	-155.15	84.71%
5003 · Guest Musicians	750.00	1,000.00	-250.00	75.0%
5004 · Worship Supplies	327.88	618.00	-290.12	53.06%
5006 · Shared Ministry	0.00	0.00	0.00	0.0%
5101 · Music Supplies	1,000.00	1,000.00	0.00	100.0%
5102 · Music Maintenance	520.00	760.00	-240.00	68.42%
5103 · Coffee Hour Supplies	637.89	339.00	298.89	188.17%
5104 · I&U Training and Supplies	135.64	300.00	-164.36	45.21%
5105 · Karuna Ministry	27.38	1,000.00	-972.62	2.74%
7006 · Caring Committee	0.00	100.00	-100.00	0.0%
8023 · Sound & Lighting Maint	3,102.04	3,500.00	-397.96	88.63%
Total 5000 · Ministry & Worship	7,360.68	9,632.00	-2,271.32	76.42%
5700 · Youth Ministry				
5701 · YC Conferences	499.87	200.00	299.87	249.94%
5702 · YC Arts & Crafts	0.00	0.00	0.00	0.0%
5703 · YC Teacher Training	380.00	500.00	-120.00	76.0%
5704 · YC Curriculum Materials	539.53	250.00	289.53	215.81%
5705 · YC Trip Scholarships	0.00	350.00	-350.00	0.0%
6004 · Quest Expense	618.27			
Total 5700 · Youth Ministry	2,037.67	1,300.00	737.67	156.74%
6000 · Religious Education				
6001 · Meeting Expenses	219.82	200.00	19.82	109.91%
6002 · Arts, Crafts & Classroom Supps	519.26	750.00	-230.74	69.24%
6005 · Curriculum Materials	516.50	1,000.00	-483.50	51.65%
6006 · Adult RE Program	103.39	200.00	-96.61	51.7%
6008 · Audio Visuals	0.00	200.00	-200.00	0.0%
6010 · RE - Administration	523.34	350.00	173.34	149.53%
6011 · Teacher Training	613.07	180.00	433.07	340.59%
6012 · RE Professional Training	1,700.00	1,700.00	0.00	100.0%
6013 · RE Miscellaneous	0.00	0.00	0.00	0.0%
6014 · RE Outreach Marketing Materials	162.50			
Total 6000 · Religious Education	4,357.88	4,580.00	-222.12	95.15%
6500 · Membership & Community Bldg				
7001 · Membership & Comm Bldg Exp	460.33	1,448.00	-987.67	31.79%
7003 · Directory Production	0.00	230.00	-230.00	0.0%
7203 · Congregational Dinners	94.35	300.00	-205.65	31.45%

	Jul '07 - Jun 08	Budget	\$ Over Budget	% of Budget
7204 · Congregational Special Events	71.76	125.00	-53.24	57.41%
7304 · General Assembly Attend	1,415.37	1,675.00	-259.63	84.5%
9001 · Young Adult Events	0.00	100.00	-100.00	0.0%
Total 6500 · Membership & Community Bldg	2,041.81	3,878.00	-1,836.19	52.65%
6600 · Visitors & New Members				
6601 · Visitors & New Members Expense	195.19	0.00	195.19	100.0%
7002 · Volunteer (Training)Membership	48.98	150.00	-101.02	32.65%
7007 · Congregational Pamphlets	199.00	185.00	14.00	107.57%
Total 6600 · Visitors & New Members	443.17	335.00	108.17	132.29%
6999 · Uncategorized Expenses	31.16			
7500 · Communications & Info Tech				
7401 · Link Production	1,347.49	1,750.00	-402.51	77.0%
7402 · Link Postage	638.45	632.00	6.45	101.02%
7403 · Publicity & Advertising	1,500.00	1,500.00	0.00	100.0%
8011 · Equip/Softw/Maint.	3,076.11	2,500.00	576.11	123.04%
8012 · Telephone	1,255.82	1,500.00	-244.18	83.72%
Total 7500 · Communications & Info Tech	7,817.87	7,882.00	-64.13	99.19%
7700 · Leadership Development				
8006 · Bd of Trustees Expense	0.00	300.00	-300.00	0.0%
8007 · Leadership Development	1,500.00	1,500.00	0.00	100.0%
8027 · Legal and Professional Expenses	9,000.00	9,000.00	0.00	100.0%
8034 · Sabbatical Set-Aside	2,000.00	2,000.00	0.00	100.0%
Total 7700 · Leadership Development	12,500.00	12,800.00	-300.00	97.66%
7900 · Facilities Management / OBIC				
8013 · OBIC Assessment	49,525.44	46,741.00	2,784.44	105.96%
8029 · OBIC Reserve	18,999.96	19,000.00	-0.04	100.0%
Total 7900 · Facilities Management / OBIC	68,525.40	65,741.00	2,784.40	104.24%
8000 · Administration				
8001 · Office Supplies	1,912.43	2,570.00	-657.57	74.41%
8002 · Duplicating	3,062.92	3,000.00	62.92	102.1%
8003 · Postage	1,115.28	1,800.00	-684.72	61.96%
8005 · Bank Fees	319.40	400.00	-80.60	79.85%
8008 · Insurance	2,249.00	3,000.00	-751.00	74.97%
8014 · Misc. Admin	50.00			
8026 · Office Furnishings	0.00			
8037 · Archiving	0.00	0.00	0.00	0.0%
Total 8000 · Administration	8,709.03	10,770.00	-2,060.97	80.86%
8100 · Debt Service				
8025 · Debt Srvc (Interest)	6,924.75	6,992.64	-67.89	99.03%
8036 · Debt Service (WW Interest)	67,659.38	56,907.12	10,752.26	118.89%
Total 8100 · Debt Service	74,584.13	63,899.76	10,684.37	116.72%
8500 · Social Action Council				
7102 · Community Outreach - General	2,791.94	2,000.00	791.94	139.6%
7105 · Social Justice Impact Committee	704.00	1,150.00	-446.00	61.22%
8504 · Broad-Based SAC Project	4,000.00	5,000.00	-1,000.00	80.0%

	Jul '07 - Jun 08	Budget	\$ Over Budget	% of Budget
8505 · Social Action Administration	30.25	250.00	-219.75	12.1%
8506 · CCC Scholarships	3,523.81	2,500.00	1,023.81	140.95%
8507 · Second Sunday (Income)	-17,721.11	-15,000.00	-2,721.11	118.14%
8508 · Second Sunday (Payout)	17,721.11	15,000.00	2,721.11	118.14%
8509 · Environmental Activities Comm	250.00	400.00	-150.00	62.5%
Total 8500 · Social Action Council	11,300.00	11,300.00	0.00	100.0%
8700 · Denominational Affairs				
7301 · UUA Assessment	20,466.00	20,466.00	0.00	100.0%
7303 · JPD Assessment	9,096.00	8,717.00	379.00	104.35%
Total 8700 · Denominational Affairs	29,562.00	29,183.00	379.00	101.3%
9500 · Finance Council				
9502 · Pledge Collection (EFT) Fees	49.25	100.00	-50.75	49.25%
9505 · CCC Sponsorship	0.00	0.00	0.00	0.0%
Total 9500 · Finance Council	49.25	100.00	-50.75	49.25%
99000 · Personnel				
90010 · Minister				
90011 · Salary - Minister	42,594.50	42,594.57	-0.07	100.0%
90013 · FB - Minister				
900131 · FB - Minister Retirement	8,233.14	8,233.11	0.03	100.0%
900132 · FB - Minister Life & Disability	1,526.64	1,580.76	-54.12	96.58%
Total 90013 · FB - Minister	9,759.78	9,813.87	-54.09	99.45%
90014 · Prof Exp - Minister	5,998.48	6,000.00	-1.52	99.98%
90015 · Housing - Minister	39,736.56	39,736.56	0.00	100.0%
Total 90010 · Minister	98,089.32	98,145.00	-55.68	99.94%
90030 · DLRE				
90031 · Salary - DLRE	39,532.36	38,746.00	786.36	102.03%
90032 · FICA - DLRE	3,265.92	2,964.12	301.80	110.18%
90033 · FB - DLRE				
900331 · FB - DLRE Retirement	3,769.26	3,874.56	-105.30	97.28%
90033 · FB - DLRE - Other	76.47	2,190.00	-2,113.53	3.49%
Total 90033 · FB - DLRE	3,845.73	6,064.56	-2,218.83	63.41%
90034 · Prof Exp - DLRE	2,955.00	3,000.00	-45.00	98.5%
90037 · Moving Expense - DLRE	777.79	3,946.02	-3,168.23	19.71%
90039 · Search - DLRE	0.00	2,000.00	-2,000.00	0.0%
Total 90030 · DLRE	50,376.80	56,720.70	-6,343.90	88.82%
90040 · Music Director				
90041 · Salary - Music Dir	16,562.00	16,562.00	0.00	100.0%
90042 · FICA - Music Dir	1,266.99	1,266.99	0.00	100.0%
90044 · Prof Exp - Music Dir	420.56	535.50	-114.94	78.54%
Total 90040 · Music Director	18,249.55	18,364.49	-114.94	99.37%
90050 · Bookkeeper				
90051 · Salary - Bookkeeper	7,421.40	9,132.00	-1,710.60	81.27%
90052 · FICA - Bookkeeper	567.75	698.60	-130.85	81.27%

	Jul '07 - Jun 08	Budget	\$ Over Budget	% of Budget
Total 90050 · Bookkeeper	7,989.15	9,830.60	-1,841.45	81.27%
90060 · Assoc Music Director				
90061 · Salary - Assoc MD	11,710.08	11,710.00	0.08	100.0%
90062 · FICA - Assoc MD	895.82	895.82	0.00	100.0%
90064 · Prof Exp - Assoc MD	230.20	510.00	-279.80	45.14%
Total 90060 · Assoc Music Director	12,836.10	13,115.82	-279.72	97.87%
90070 · Sunday Attendant				
90071 · Salary - Sunday Attendant	4,426.21	4,904.00	-477.79	90.26%
90072 · FICA - Sunday Attendant	338.61	366.01	-27.40	92.51%
Total 90070 · Sunday Attendant	4,764.82	5,270.01	-505.19	90.41%
90080 · Child Care Coordinator				
90081 · Salary - Child Care Coord	641.49	774.20	-132.71	82.86%
90082 · FICA - Child Care Coord	107.00	59.23	47.77	180.65%
Total 90080 · Child Care Coordinator	748.49	833.43	-84.94	89.81%
90110 · Youth Choir Director				
90111 · Salary - Youth Choir	2,194.80	2,085.00	109.80	105.27%
90112 · FICA - Youth Choir	167.90	159.50	8.40	105.27%
Total 90110 · Youth Choir Director	2,362.70	2,244.50	118.20	105.27%
90130 · Shared Min Facil				
90131 · Salary - Shared Min Facil	11,501.28	11,526.00	-24.72	99.79%
90132 · FICA - Shared Min Facil	918.11	881.74	36.37	104.13%
90133 · FB - Shared Min Facil				
901332 · FB - Shared Min Facil Other	0.00	0.00	0.00	0.0%
Total 90133 · FB - Shared Min Facil	0.00	0.00	0.00	0.0%
Total 90130 · Shared Min Facil	12,419.39	12,407.74	11.65	100.09%
90140 · Adjunct Pianist				
90141 · Salary Adjunct Pianist	1,700.00	2,122.00	-422.00	80.11%
Total 90140 · Adjunct Pianist	1,700.00	2,122.00	-422.00	80.11%
90150 · Congregational Secretary				
90151 · Salary - Cong Secretary	3,026.76	11,429.00	-8,402.24	26.48%
90152 · FICA - Cong Secretary	34.89	874.32	-839.43	3.99%
90153 · FB - Cong Secretary				
901531 · FB - Cong Secretary Retirement	0.00	0.00	0.00	0.0%
901532 · FB - Cong Secretary Health	0.00	0.00	0.00	0.0%
Total 90153 · FB - Cong Secretary	0.00	0.00	0.00	0.0%
Total 90150 · Congregational Secretary	3,061.65	12,303.32	-9,241.67	24.89%
90160 · Youth Director				
90161 · Salary - Youth Director	7,191.36	6,952.00	239.36	103.44%
90162 · FICA - Youth Director	550.13	531.83	18.30	103.44%
Total 90160 · Youth Director	7,741.49	7,483.83	257.66	103.44%

	<u>Jul '07 - Jun 08</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
90170 · Administrator				
90171 · Salary - Admin	32,678.73	23,216.00	9,462.73	140.76%
90172 · FICA - Admin	2,753.86	1,776.02	977.84	155.06%
90173 · FB - Admin				
901731 · FB Admin Retirement	3,698.48	2,321.60	1,376.88	159.31%
90173 · FB - Admin - Other	383.99	1,160.80	-776.81	33.08%
Total 90173 · FB - Admin	<u>4,082.47</u>	<u>3,482.40</u>	<u>600.07</u>	<u>117.23%</u>
90174 · Prof Exp - Admin	175.63	629.53	-453.90	27.9%
Total 90170 · Administrator	<u>39,690.69</u>	<u>29,103.95</u>	<u>10,586.74</u>	<u>136.38%</u>
90200 · Casual Labor				
90201 · Nursery	3,475.30	3,445.00	30.30	100.88%
Total 90200 · Casual Labor	<u>3,475.30</u>	<u>3,445.00</u>	<u>30.30</u>	<u>100.88%</u>
99900 · Miscellaneous Personnel				
99001 · Holiday Bonuses	0.00	0.00	0.00	0.0%
99002 · Payroll Expenses	1,217.44	1,400.00	-182.56	86.96%
99999 · Personnel Contingency	2,298.73	2,509.72	-210.99	91.59%
Total 99900 · Miscellaneous Personnel	<u>3,516.17</u>	<u>3,909.72</u>	<u>-393.55</u>	<u>89.93%</u>
Total 99000 · Personnel	<u>267,021.62</u>	<u>275,300.11</u>	<u>-8,278.49</u>	<u>96.99%</u>
Total Expense	<u>496,341.67</u>	<u>496,700.87</u>	<u>-359.20</u>	<u>99.93%</u>
Net Ordinary Income	52,261.50	28,054.68	24,206.82	186.28%
Other Income/Expense				
Other Income				
Building Other Income				
3932 · Building Fund Donation Receipts	3,030.00			
4511 · Interest Income - Building Fund	208.59			
Total Building Other Income	<u>3,238.59</u>			
Endowment Other Income				
3915 · Endowment Receipts	162,102.27			
4510 · Unrealized Gain [Loss] - Endwmt	-5,507.98			
4514 · Interest Income - Endowment	4,737.98			
Total Endowment Other Income	<u>161,332.27</u>			
Scrip Other Income				
4508 · Interest Income - Scrip Savings	1,136.29			
4509 · Interest Income - Scrip Chkg	-79.72			
4512 · Scrip Income	10,295.98			
Total Scrip Other Income	<u>11,352.55</u>			
Win-Win Other Income				
4513 · Interest Income (WW Reserve)	596.42			
9503 · Bank Fees (Win-Win)	-20.00			
Total Win-Win Other Income	<u>576.42</u>			

	<u>Jul '07 - Jun 08</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total Other Income	176,499.83			
Other Expense				
Debt Service Other Expense				
8031 · Debt Srvc (Principal)	0.00	8,701.68	-8,701.68	0.0%
8035 · Debt Service (WW P&I Set-Aside)	0.00	0.00	0.00	0.0%
Total Debt Service Other Expense	0.00	8,701.68	-8,701.68	0.0%
Misc Transfers				
9504 · Operating Surplus Set-Aside	0.00	19,353.00	-19,353.00	0.0%
9506 · CCC Set-Aside	0.00	0.00	0.00	0.0%
Total Misc Transfers	0.00	19,353.00	-19,353.00	0.0%
Total Other Expense	0.00	28,054.68	-28,054.68	0.0%
Net Other Income	176,499.83	-28,054.68	204,554.51	-629.13%
Net Income	<u>228,761.33</u>	<u>0.00</u>	<u>228,761.33</u>	<u>100.0%</u>

**OWEN BROWN INTERFAITH CENTER
2008 YEAR-END BALANCE SHEET
As of December 31, 2008**

	<u>Dec 31, 08</u>
ASSETS	
Current Assets	
Checking/Savings	
Memorial Garden Account	4,189.88
Wachovia RFR	9,653.77
Wachovia Payroll	9,521.38
Wachovia Checking	14,174.28
OBIC OPERATING	-347.84
OBIC PETTY CASH	200.00
Total Checking/Savings	<u>37,391.47</u>
Accounts Receivable	
Receivables	
Receivables - UUCC	28,505.25
Receivables - CUMC	7,491.98
Receivables - Other	5,746.05
Total Receivables	<u>41,743.28</u>
Total Accounts Receivable	41,743.28
Other Current Assets	
Prepaid Expense	10,471.49
Undeposited	1,791.08
Total Other Current Assets	<u>12,262.57</u>
Total Current Assets	91,397.32
Fixed Assets	
Building - Net	
Accum. Depr - Facility	1,038,150.19
OBIC Building - Cost	856,491.38
Building - Renovation	1,233,298.59
Total Building - Net	<u>1,051,639.78</u>
Equipment - Net	
Accum. Depr - Equipment	-39,434.18
Equipment - Office	4,070.58
Equipment Cost (Heat Pump)	51,343.42
Equipment Cost - Computer	877.00
Total Equipment - Net	<u>16,856.82</u>
Furniture/Fixtures - Net	
sanctuary chairs	17,744.00
UUCC Partitions	7,429.00

	<u>Dec 31, 08</u>
Accum. Depr - Furn/Fixt	-76,046.27
Carpet - Cost	14,850.00
Furniture & Fixtures - Cost	51,611.58
Furniture/Fixtures - Net - Other	<u>365.09</u>
Total Furniture/Fixtures - Net	15,953.40
OBIC	
Land	<u>44,942.00</u>
Total Fixed Assets	<u>1,129,392.00</u>
TOTAL ASSETS	<u>1,220,789.32</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accrued Expenses	79.90
Payables	
Payable- monthly	-642.33
Payables - Other	<u>1,348.58</u>
Total Payables	<u>706.25</u>
Total Accounts Payable	786.15
Other Current Liabilities	
Unearned Revenue	4,214.75
Direct Deposit Liabilities	82.47
Payroll Liabilities	8,686.61
Deposits Payable	
St. Luke Piano Deposit	100.00
Deposits Payable - Other	<u>500.00</u>
Total Deposits Payable	<u>600.00</u>
Total Other Current Liabilities	<u>13,583.83</u>
Total Current Liabilities	14,369.98
Long Term Liabilities	
Liquidation Obligations	
UU Restr. Donation (Partitions)	7,429.00
UM Missionary Ch Ext Soc	<u>40,000.00</u>
Total Liquidation Obligations	47,429.00
Mortgages Payable	
2003 Renovation Mortgage	801,386.41
UM Balto Conf	99,988.36
Mortgages Payable - Other	<u>-699,379.41</u>
Total Mortgages Payable	<u>201,995.36</u>
Total Long Term Liabilities	<u>249,424.36</u>
Total Liabilities	263,794.34

Dec 31, 08

Equity	
Memorial Garden	4,556.88
Capital Improvement receipts	-80,119.75
Carpet Fundraiser - exp	-140.00
Capital Assessment Accounts	
UUCG - Heat Pump Assessment	1,583.33
UUCG Reserve for Replacement	100,152.33
CUMC Reserve for Replacement	31,611.68
Capital Assessment Accounts - Other	-933.59
Total Capital Assessment Accounts	<u>132,413.75</u>
Earnings	245,221.25
Open Bal Equity	657,867.70
Net Income	-2,804.85
Total Equity	<u>956,994.98</u>
TOTAL LIABILITIES & EQUITY	<u><u>1,220,789.32</u></u>

**OWEN BROWN INTERFAITH CENTER
2008 PROFIT AND LOSS REPORT
January through December 2008**

	<u>Jan - Dec 08</u>
Ordinary Income/Expense	
Income	
Dontations	110.00
Owner Cong Payments	
Christ United Methodist	15,079.06
Unitarian-Universalist Cong.	<u>50,881.87</u>
Total Owner Cong Payments	65,960.93
Rental - Related Business	
Greater Balto Church of Christ	17,721.70
Twin Rivers Church	24,241.86
Upper Room	22,224.09
Spiritual Service Group	6,325.22
Calah Congregation	6,169.75
Damage Deposit	150.00
Dar Al Taqua	829.97
Weddings	1,572.25
Other - Religious	<u>48.60</u>
Total Rental - Related Business	79,283.44
Rental-Non-related Business	
DDA	4,645.00
Columbia Toastmasters	799.28
Maryland Driving School	2,980.01
Cradlerock Children's Ctr	54,699.30
Heffer Yoga	2,576.00
Business Meetings	3,300.65
Other Rental	<u>11,778.75</u>
Total Rental-Non-related Business	80,778.99
Other Income	
Wedding Show Reservations	0.00
Recycling	125.10
Storage Rental	2,275.00
Cable access	878.75
Copier Receipts	7,738.73
Interest Income	385.18
Misc. Income	<u>434.71</u>
Total Other Income	<u>11,837.47</u>
Total Income	237,970.83
Expense	
Memorial Garden Project	767.00
Payroll Expenses	8,469.75

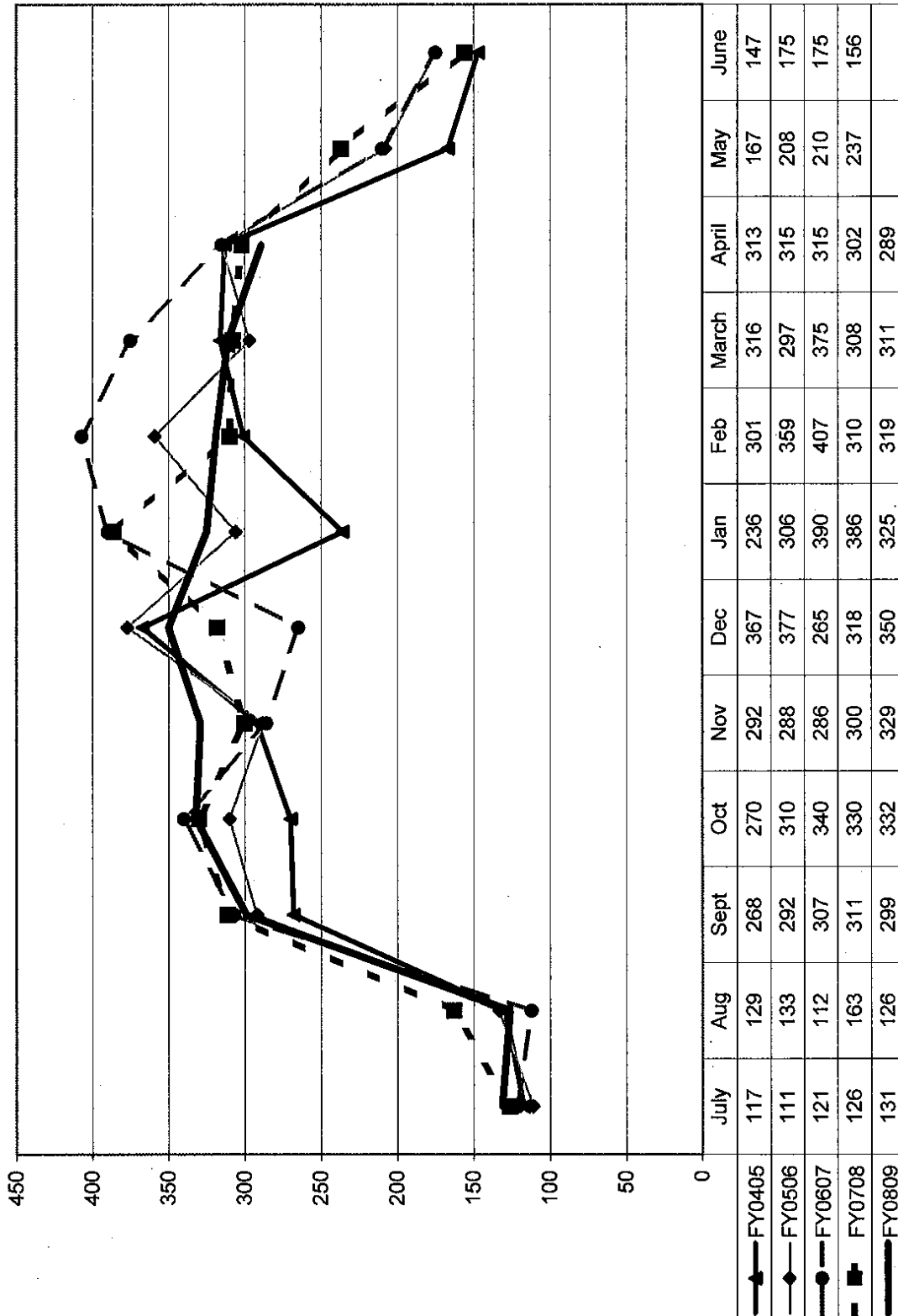
Jan - Dec 08

Admin	
Postage	307.54
Network Admin	2,996.08
Accounting	1,498.85
Bank Charges	347.13
Finance Charges	30.51
Misc Exp	1,486.59
Office Supplies	1,919.40
Other Administrative	921.14
Property Taxes	894.89
Computer / DSL	974.78
Marketing	2,509.96
Telephone	4,657.30
Total Admin	<u>18,544.17</u>
Admin-Copy	
Copy Supplies	830.44
Office Equipment Rental	7,690.63
OBIC Copier Costs	274.48
Total Admin-Copy	<u>8,795.55</u>
Insurance	
Church Policy	3,426.72
Insurance Expense	
Workers Compensation	1,715.19
Total Insurance Expense	<u>1,715.19</u>
Total Insurance	5,141.91
Occupancy (Operating Exp)	
Laundry/Dry Cleaning	119.00
Gardening supplies/plants	425.82
Landscape Maintenance	3,715.00
Floor strip,wax, polish	989.45
Carpet Cleaning	2,406.25
Electric	22,108.66
Heat Pump Maintenance	9,061.06
Janitor Supplies	8,500.79
Janitorial Service	24,152.00
Lawn Service	6,000.00
Pest Control	654.00
Repairs & Maintenance	
Locks and Keys	182.30
Repairs & Maintenance - Other	13,108.32
Total Repairs & Maintenance	<u>13,290.62</u>
Security Service	4,132.25
Trash Collection	4,349.44
Water & Fire	3,105.22
Total Occupancy (Operating Exp)	<u>103,009.56</u>
Wages	
Personnel Reserve	250.00

	<u>Jan - Dec 08</u>
Building Managers	56,420.74
Custodians	39,325.39
Employment Taxes	-177.05
Payroll Services	<u>228.69</u>
Total Wages	<u>96,047.74</u>
Total Expense	<u>240,775.68</u>
Net Ordinary Income	<u>-2,804.85</u>
Net Income	<u><u>-2,804.85</u></u>

**UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA
ATTENDANCE – FISCAL YEAR COMPARISON**

(Based on Weekly Attendance Averages)



**MINUTES OF THE 2008 ANNUAL MEETING OF THE
UNITARIAN UNIVERSALIST CONGREGATION OF COLUMBIA**

Submitted by Jim Caldiero, Board Secretary

The Annual Meeting of the Unitarian Universalist Congregation of Columbia was held on April 27, 2008, 6:30 P.M. at the Owen Brown Interfaith Center, 7246 Cradlerock Way, Columbia, MD 21045, the president being in the chair and the secretary present. A 30% quorum was present.

The reading of the minutes of the last annual meeting was dispensed with and the minutes were approved.

REPORTS OF OFFICERS AND STANDING AND SPECIAL COMMITTEES

President's Report

President Dave Cash reported that the state of UUCC is excellent During the past year:

1. the board set diversity and making the congregation known in the larger community as priorities
2. the board examined its own governance processes and practices and continues to evaluate ways to improve
3. the board selected Bill Harris to fill the unexpired vice presidential term of Jennie Fitzpatrick who had to resign because of family health matters
4. celebrated Cathy Muller's retirement and contributions to UUCC and initiated a search committee for a new Director of Lifespan Religious Education

Dave identified challenges for the future:

1. How should we allocate our resources relative to our vision?
2. What is the best way to support the Cradlerock Children's Center?
3. What ought to be our interfaith experience?
4. How can we help people find us?
5. How do we manage growth when they find us?
6. What difference should we make within our congregation, our community, locally and in the world?

Additionally, the board recommended increases in compensation for Music Director Tom Benjamin and Associate Music Director Michael Adcock. UUCC's compensation for these two music professionals was significantly below UUA guidelines and the guidelines of the American Guild of Organists (AGO). UUCC's compensation ranked next to last among congregations in the greater Baltimore-Washington area. The Board suggests an increase this fiscal year and another increase next year to bring salaries in line with AGO guidelines. AGO guidelines represent a more realistic approach to compensation for superior music professionals than UUA guidelines.

Treasurer's Report

Treasurer Ken Rock reported that:

1. UUCC's financial situation is sound
2. Income, including pledge income and auction income increased over the last year
3. The Endowment Fund received a large gift, raising it from about \$45,000 in the prior year to over \$206,000
4. Our expenditures were within 98% of budget
5. Some budget line items have been shifted to coincide with various councils and committees
6. A draft report of financial review from CPA Scott Judge show no material weaknesses in our financial management or controls that would require attention

DLRE Search Committee

Martha Fulda reported that the committee:

1. conducted interviews with RE focus groups
2. Surveyed adults, youth and children of the congregation
3. Consulted with other congregations and interviewed current staff
4. Analyzed survey results

Martha reported that future activities include:

1. Defining vision of future lifespan RE program
2. Sharing survey results and analysis with congregation
3. Preparing job description and the recruitment/marketing package
4. Making compensation recommendations
5. Advertising the position
6. Screening and interviewing applicants
7. Conducting reference and background checks
8. Making recommendations to the Board

Spaced Out Task Force

Laurie Coltri reported for the Spaced Out Task Force that the results of the task force's survey indicated that members and friends wanted to see some expansion or sole ownership of OBIC. Laurie suggested that people need to volunteer for the phase II of the task force.

MOTIONS

A motion to amend the following sections of the bylaws was made by Jim Caldiero. The motion passed. (Changes are bold, italicized.)

Article III. Affirmation of Inclusiveness

This congregation shall affirm and promote the full participation of all persons in all our activities and endeavors, including membership, programming, hiring practices and the calling of religious professionals, without regard to race, ***ethnicity, language, citizenship status, color, gender, physical or mental challenge, affectional or sexual orientation, age (notwithstanding the minimum age requirements in Article V), economic status, or national origin, and without***

requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.

Article V. Membership. Section 1. Membership

Any person at least 16 years of age or who has completed the QUEST program and who is in agreement with the purpose of the Congregation as set forth in Article II of these bylaws may become a member. Such person shall become a member by accepting the above conditions and signing the Membership Book in the presence of the Minister or a member of the Board of Trustee ***or designee thereof***, and by making a financial pledge to the Congregation. The financial requirement may be waived in individual cases at the discretion of the Board of Trustees.

Article VII. Meetings. Section 1. Annual Meeting

An Annual Meeting shall be held each year at a time and place to be determined by ***resolution of the congregation at its preceding annual meeting, unless otherwise ordered by the Board of Trustees.*** Written notice of the time, place, and business to be transacted shall be sent to all members of record at least 30 days before the date of the meeting.

Article VIII. Board of Trustees. Section 3. Vacancies

The Vice President/President-elect shall succeed to the office of President in the event Of a vacancy in that office, and shall serve until the end of his/her term as President. In the event of any other vacancy on the Board of Trustees, the Board, by majority vote, shall choose someone to serve until the next regular election for that position. ***In the event of a vacancy in the office of Vice President/President-elect, the Board, by majority vote, shall choose a Vice President, whose name shall be submitted with the Nominating Committee slate for continuation as President at the annual meeting held during that term of office.***

A motion was made by Ann Smith-Reiser that the congregation create a committee to examine the funding of the music program in light of all of our congregational programs, long range plans, and our covenant, mission and vision. The motion passed.

A motion was made to approve the congregational budget. The budget included some corrections from the one that had been distributed for discussion. The Board reported that during the April budget feedback discussions, there was congregational sentiment to provide greater financial support to the Cradlerock Children's Center (CCC). Consequently, the Board presented the following changes to the budget: (1) in the Social Action Council budget, the CCC scholarship line item was increased from zero to \$7,000.00. Other Community Outreach items were reduced; (2) Funds from several inactive restricted accounts (Ecology, Gay and Lesbian Outreach) totaling about \$2800.00 were transferred to the UUCC CCC reserve account in anticipation of repayment of CCC notes which have matured and will mature during the next fiscal year. The motion passed.

A motion was made by Jim Caldiero to direct the Board and the A-Team to work with the congregation, CCC and the community during the coming church year to find ways to enhance and increase the congregation's and the community's financial support of the Cradlerock Children's Center and that the Board and A-Team report to the congregation at the next annual meeting a plan for increased financial support of CCC. The motion passed.

A motion was made by Leo McPherson for the congregation to direct the Board of Trustees

to solicit a loan of \$54,000 from the Endowment Fund and \$35,000 from the Building Fund to be used to pay off the current mortgage and to repay the Endowment Fund and the Building Fund, as investments, through the operating budget. The motion did not pass.

ELECTION OF OFFICERS

The Nominating Committee presented the following slate of officers who were elected by acclamation:

Board of Trustees --

Jill Christianson, Vice President/President-elect

Jean Thiebeaux, Secretary

Mary Rodgers, At-large

Endowment Board --

Julie Boughn

Frank Hazzard

Nominating Committee --

April Lee

The meeting was adjourned at 9:30 p.m.

Respectfully submitted,

Jim Caldiero, Secretary