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AGENDA
FIRST UNITARIAN SOCIETY OF EXETER
154th ANNUAL MEETING
Sunday, May 31st, 2009 – 10:15 AM

Call to Order – Stephanie Marshall, Moderator

Opening Words

Minutes of the 2008 Annual Meeting

Minister's Report

Committee Reports

Treasurer's Report and Proposed FY 2010 Budget – Review and Action

Old Business

Building Feasibility Study Group Update on Design Charette held May 9th, 2009

New Business

Vote on Safe Congregation Policy

Leadership Development Committee Report: Slate of Officers and Committee Chairs for
2009-10 Review and Action

Appreciations

Adjournment

First Unitarian Universalist Society of Exeter

Minutes of Annual Meeting – Sunday, June 8, 2008

Call to Order : Stephanie Marshall, Moderator

The 153rd Annual Meeting was called to order at 12 noon. Sixty-six voting members were in attendance. Opening words were given by Rev. Kendra Ford.

Review of Minutes of 2007 Meeting: Minutes approved after revision and correction of numbers for both FUUSE membership and average Sunday attendance in 2006.

Minister's Final Report: The Rev. Ford declared that her primary goals for the 2007-08 year had been to develop an effective group of leaders and sustain weekly worship in our larger and more complex organization, striving always for "the best."

Committee Reports: Accepted as written.

Property Committee Report - Incoming Property Chair Dave Sandmann informed the meeting of an outbreak of mold in the basement rooms of the Church. A contractor had been selected to complete mold remediation work in the summer of 2008 at an estimate of \$5,000.00 minimum. In answer to questions about health and toxicity, Dave said the problem was not yet seen as severe, but it was time to act.

Treasurer's Report – Annual Pledge Drive Chair Jim Schlough reported that the 2008 Pledge Drive had to date raised \$227,100 of a \$233,400 goal. While \$16,900 in former pledges had been lost, new commitments produced \$18,300, and a "booster" campaign to supplement existing pledges delivered an additional \$8,800.00. After a motion and second, the proposed budget of \$262,700 for FY09 was passed by a vote of 60 to 6.

Board Chair's Report – David Szarmach highlighted the efforts being made to balance the budget and praised the long-term planning work of the Strategic Planning Group (SPG), while welcoming its first initiative, the Building Feasibility Study Group (BFSG). He then introduced the BFSG members, led by group chair Debbie Merrick.

New Business – A question was raised by member Jan Williams about the advisability of using FUUSE's investment portfolio to balance the budget. A discussion ensued, which led to a floor proposal for a show of hands to gauge the sense of the membership on this issue. The Moderator said that, since this matter was a new business item and not pre-announced in the agenda for the meeting, it did not qualify under the by-laws to be voted upon in this manner. In another item of new business, member Donna Schlachman proposed that the written reports prepared for the FUUSE annual meeting, as well as other meetings, be prepared and circulated in sufficient time for members to study them thoroughly.

Election of Officers & Committee Chairs: All candidates were approved unanimously.

Thank You: The meeting concluded with expressions of thanks to FUUSE members who had made outstanding contributions over the past year, including Doug Flockhart, Frank Merrick, Tom O'Gorman, Paul Robinson, Lyn Rodger and Jim Schlough. The Rev. Ford and her staff were congratulated, too, and Board Chair Szarmach concluded the activities with a big welcome for his successor, Tish Lewis.

Adjourned: 1.00 p.m.

Alex McCallum

First Unitarian Universalist Society of Exeter

Minutes of Special Meeting - November 2, 2008

A special meeting of the First Unitarian Universalist Society of Exeter was held on November 2, 2008 in the church sanctuary.

Moderator, Stephanie Marshall, called the meeting to order at 10:31 A.M.

Rev. Kendra Ford led the congregation in reading the mission statement.

Updates:

Calendar: Tish Lewis presented some alterations to the church calendar:

- December – Budget process will be underway
- Jan. 15 – committee budgets due
- March 1st or 2nd Sunday – Stewardship Sunday
- May 1st – budget finalized
- May 15 – budget prepared and distributed to congregation
- May 31 – Annual Meeting

Strategic Planning: Dave Szarmach presented updates regarding the Strategic Planning committee. He reinforced the goal of improving communication with the congregation. He encouraged everyone to read the building feasibility study on line. He also made a plea to the congregation – please, please, please bring your issues to the Board of Trustees, don't wait until Annual Meeting, work to solve problems, take on leadership in areas that concern you.

Auction: Michelle Gagne presented updates regarding the annual church auction. The date for the auction is November 15th, 2008. Silent auction begins at 5:30 and ends at 7:00 pm. Live auction begins at 7:00. Childcare will be provided, please contact the Auction committee if you need this service. Please bring your donations to the church by November 13th.

Pledge Drive: Lisa Butler presented updates on the annual pledge drive. The committee is hoping for Stewardship Sunday on March 8th. Early events will begin as early as late January. A February all-church dinner event is planned.

Finance Committee: Jim Breeling presented the options the finance committee would like to discuss and vote on at this meeting regarding investment funds.

- Option 1: Continue the current investment use policy. The current policy allows planning a budget that uses up to 5% of the fidelity investment fund and up to 4% of the Vanguard investment funds.
- Option 2: (recommended by the Board of Trustees and Finance Committee) Adopt a new investment use policy. This new policy would reduce use of investments for operation expenses over a period of 4 years. It would allow planning a budget that decreases the use of the Vanguard fund from 4% to 0% over the next four years and while maintaining the use of up to 5% of the Fidelity investment fund for annual operations and expenses.

Discussion followed and the Finance Committee answered a variety of questions regarding this proposed change. A motion was made and seconded to vote to accept option 2. The congregation was reminded that only members of the church could vote. After a final discussion, the vote passed with only a few objections.

Building Feasibility Study Group: Debbie Merrick presented a PowerPoint program to familiarize the congregation with the results of the Building Feasibility Study. The study concluded that the best plan

would be to build or renovate on our existing land. In the future, the congregation will have to contact an architect, decide whether to launch a capital campaign and vote on a plan of action. Dave Szarmach requested donations to fund the continuing activities of the Building Feasibility Study.

Discussion on all items presented at the meeting was held in the final 10 minutes.

Motion to adjourn was made and seconded. Moderator, Stephanie Marshall, adjourned the meeting at 12:05 pm.

Barbara Rimkunas

STAFF REPORTS

Minister

This is the end of my eighth year of ministry here at FUUSE! It has been a year of learning and fresh understandings and increasing strength in our community. I feel fortunate to be the minister here.

I set out this year to get some job descriptions re-written and clarified – we got the Sexton's job description clear, and the DRE's rewritten, made a good pass at a working description of the Minister's work (it changes quickly as the community grows and changes), and the job description for the Office Administrator is next.

We lost our Sexton when the stress of his life made it hard for him to juggle his other job, his family, and his health along with the Sexton job here at FUUSE. Given the economy and the challenges of finding and training a new person, we returned to having Judy Archambeault clean our buildings. She, of course, does a lovely job. And a heavier burden falls on our facilities committee to do odd job maintenance around the church buildings. The buildings get used more and more and have more needs to be repaired and maintained.

The Board took on a lot of policy issues this year – including a Building Use Policy, portions of the Safe Congregation Policy, and the re-drafting of our by-laws. The by-laws work will progress in the fall and the congregation will have many opportunities to learn about them and comment.

Kimberly helped get a Safe Congregation Policy in the works. It includes many practices we have had in place for years and several other procedures that will make our congregation safe in many ways, from children to adults; from physical safety to how to respond quickly and compassionately to inappropriate behavior. Thank you to Janet Szarmach and Paul Robinson for their work on this project.

Some things that came to fruition this year after a year or two of cultivation: the Program Council and the Pathways Class. The Program Council made some decisions and handled some problems that formerly went to the Board, and the Board could not handle them all. Operational issues like: how should the newsletter and the email updates work, how do we coordinate room use, how does the budget process work. Pathways to Membership ran for a second time in its new format (it used to be only me teaching for two evenings; it is now 5 evenings with lots of people from the congregation sharing wisdom.) We learned that it's really a class for 12 people, and wasn't always graceful with the 24 who signed up this time. As we often say these days, "it's a good problem to have." The main reason a smaller number is better is that the class is structured to allow for lots of questions and discussion and with two dozen people all together, there wasn't time for all their questions! We'll run additional classes in the future to accommodate such interest.

The Religious Education Committee worked over time in November and December as Kimberly tried to recover from her house fire. They did a spectacular job keeping the program going and I am grateful for their generosity and their skill.

The difficulty of the ice storm and the long winter coupled with the stresses of the economic situation made for a long winter – lots of canceled meetings and several Sundays in a row when it was hard for people to get to church. I stubbornly refused to cancel services, although we had to cancel Young Church a couple of times because people simply could not get here!

These collective stresses have meant that members of the congregation leaned on each other a little more, and asked for support from the church staff more often. I am pleased that people turned to their community for support in difficult times. That's an important part of why we exist! But these are times when I am aware of our over all need for Administrative Staff support. Pat works hard and manages a lot of different pieces of congregational life, with competence, humor and grace. She is, however, absolutely at the edge of what she can manage. And Kimberly, the RE Committee, the Board and I end up doing things that would be better done by the administrative staff of the congregation (tracking attendance, maintaining records, planning routine communications). Though Pat has found some spectacular volunteers who have made this year smoother, we need to look toward increasing the administrative support so that Church leaders and staff are freed up to make longer term plans and to tend to the spiritual life of the congregation. Things like: commit consistent energy to long term environmental planning, Religious Education visioning (deciding as a congregation what we want our children to learn in RE), what social justice projects we wish to support.

Worship this year was supported not by a Worship Committee but by a group of Worship Leaders, who helped make decisions and most of all, helped lead on Sunday morning. They did a lovely job. I changed the format because group planning for a worship service didn't seem to entice people to participate. So I trained a group of people, and let them each lead a service (or two). It was a way to give people creative freedom with structure and skills.

I am the President of the Northern New England Unitarian Universalist Minister's Association. New Hampshire and Vermont used to be one chapter and Maine another. In March the ministers in the three states became a new, larger, chapter, and elected me their president for two years. The longer I am in ministry the more I rely on my colleagues, so I am pleased to serve the professional organization that supports our ministry and thereby supports our congregations.

Births and Dedications

Skyler Worley, dedicated 22 February 2009 (Niece of Kimberly Wootan, DRE)
Nola McPhee born 17 March 2009

Weddings

Jennifer Kennedy and Kathy Weirnicky 4 April 2009

Deaths and Memorials

Grace Treadwell, died memorial 28 September 2008
Rosalie SanGiorgio Campione, 5 Oct 2008 (mother of member Gina Genest)
Elizabeth Sanady, 11 January 2008 (daughter of member Pam Greene)
Tudor Richards, 21 March 2009 (wife of Barbara Richards, father of Rob Richards)
Bobbie Byrne, died March 2009

Members

Denise LaMothe, Betsy Arnold,

Most of the new members will be signed May 17th. Look for an addendum to this report for the list of members new in this church year.

Adult Attendance

9:00 AM attendance average: 69 11:00 AM attendance average: 77

Combined attendance average: 146 Comparison to last year: (+) **5.8%**

Statistical note: these numbers include the 4 snowy Sundays when attendance was quite low. Our overall average attendance is *probably* somewhat higher.

Music Minister

First, we increased our choir membership by several outstanding singers! Caroline Martin, Tracy Moorcroft, Suzanne Duffy, Adrienne Starrs, Ginny Berrien are all new and steady members of Full Choir. There are currently not enough chairs to accommodate both the choir and the AA meeting that goes on in the Parish Hall on Thursday nights!

Our Solstice service this year, though almost “snowed out” was outstanding and musically full. Several musicians were involved: the entire choir, our drummer friend, Mike D'Errico, wind players, string players, drummers, and keyboards galore!

I had an opportunity to do some unforgettable duet work with Adrienne Starrs. She is a fine musician, an excellent pianist, and brings an incredible energy to our program. We've played together on several occasions, for several services. She is always delighted to share her talent and I am particularly grateful for her participation this year.

I'm thankful to many musicians in our congregation who continue to play their instruments with expertise and a commitment to musical beauty: Nancy Fiske, Paul Robinson, Neal Zweig, Bob Moore, Martin Meyers, Neal Ferris, the Pipers for Peace, Pat Yosha, John Morgenthau, Random Acts of Harmony, Linsey-Jean Tufts, Wayne Benham, Rob Becker, Margery Prazar, and John Doane. I suspect I'm forgetting a few.

I've continued my mission to find as much music as possible from online sources. Most of the time, the music is free and this saves the church some valuable resources. I purchased only a few new anthems this year as we continue to utilize pieces from our choral library.

I'll end with an unforgettable moment in one of our services this past winter: during a final hymn. . A long hymn. .. up popped Wayne Benham, our resident harmonica player. With no prompting from me (okay, *maybe a little...*) he joined in on the hymn and it was spectacular! This “ho-hum” hymn became a sweet, bluesy song that just melted into the fiber of our community! Several congregation members held back tears as they sang. It is this magic that happens only at FUUSE that keeps me happy, growing and vital!

I'm honored to be a part of this community. I'm particularly enriched by Kendra's work and also by her friendship. I'm grateful for Pat's patience (as we all are!) and by the Board's willingness to accommodate my ever-changing schedule. Thank you for placing your trust in my ability to serve as your Minister of Music.

Rev. Mary Doane
Music Minister

Director of Religious Education

This year started out as any other. We had a successful day with Sarah Haskell making prayer flags for Exeter's first Peace Day Celebration. I spent many hours working out the children's first Chapel with a theme of walking a peace wheel. We also had a day to fold paper cranes for the children who witnessed the shooting at the Unitarian Universalist church in Tennessee.

I cleared my calendar so I could work on our Safe Congregation Policy in earnest, and then I hit a snag! My house burned and my son and I lost all of our worldly possessions. Work and my personal life were turned upside-down. Work was done at a snail's pace, and Kendra and the RE Committees worked overtime to keep things going. They did a fabulous job filling in all the big holes left as I took time to put my life back together! As the dust settled I was able to get some things accomplished. The

Safe Congregation Policy is ready for a vote, and the way in which the RE Committees track their budget expenditures has improved. The year went on with out a glitch, which says a great deal about how well organized we all are.

As many of you know, this year's fire is not my first tragedy, yet has proven to be the most disruptive. I have been honored to work in a few Unitarian Universalist Churches, but I have to say that if this fire had to happen, although I don't believe in Fate, I'm so grateful to have been here with you, for I have been greatly supported here. From offers of furniture, to gift cards, to help around the RE Programs; all of this has made my year more bearable. I have been blessed. I extend heartfelt thanks to every one of you. Thank you for your patience, support, and warmth. I am looking forward to the promise of next year and better days ahead.

Kimberly Wootan,
Director of Religious Education

Administrator

Refinement seems to capture the tenor of activity in the office during this year. We were building on, or *fine tuning*, the infrastructure we've worked to build over the past several years

During the summer, I was ably assisted in *refining* (i.e., rearranging and reorganizing) the physical space in the office by George Gallo Jr. and Sr. to make for both a neater appearance and more effective use of the space. I offer thanks to both of them for their hours of hard work, and express appreciation for the office air-conditioning unit that made the work ever so much more comfortable!

A major focus of this year's work has been *refinement* of communications at FUUSE. Thanks to the work of our dedicated and talented "web guru", Lyn Rodger, we have posted our monthly newsletter on the redesigned FUUSE website. Because the newsletter contains personal and/or contact information on our members and friends that we feel obliged to protect, Lyn devised a secure password to allow us to exercise that protection. Many in the congregation have found this to be problematic, and the newsletter has not been read very much on-line. And so, mid-year we began conversations with the Program Council to solve this problem. With staff input, the Council is finalizing a plan whereby our "who-what-where-when" meeting and activity information will all be contained in the weekly E-FUUSE and insert to the Order of Service. The monthly FUUSE Newsletter will then convert to a much more reflection-rich publication with a changing cast of writers from around the congregation writing on their thoughts on a variety of subjects. Since it will no longer contain sensitive information, there will be no need for a password. The newsletter will be easily accessible to our own members and friends as well as the larger community. Having the more frequently updated "hard news" of our congregation (in email) will offer a healthy boost to the quality of our intra-community communications. This, I believe, represents a significant *refinement*. Watch for more details over the summer!

In this same area of communication, I've also worked over this church year to streamline the process of scheduling events, meetings and classes. We are now keeping the church calendar exclusively on the website! Thanks (again) to Lyn Rodger for researching this, and coming up with a calendar that can be posted and updated through our website. While there are a few challenges involved in working with this (free) application, yet another faithful volunteer, Kathleen White, keeps our calendar correct and current almost 100% of the time! And once again this year, we've published an updated Directory of FUUSE

Members and Friends, and hope that it will prove to be another useful tool in improving communication among the congregation.

Yet another refinement we made this year pertains to the use and rental of our buildings. We now have well defined policies and procedures along with a clear fee structure for the use of FUUSE facilities. In the wake of the unfortunate incidence of burglary in the early spring, our money handling procedure has been refined as well. We now ask our dedicated Sunday ushers to take the cash deposit to our bank on Sunday, and no money is any longer kept on our premises.

And so, my fourth year among you draws to a close. I am grateful to work among a group of such genuinely kind, generous, warm, intelligent people who engage in serious consideration of the world's concerns and life's big questions while still retaining a sense of joy. I thank the wonderful volunteers, who make what sometimes seems an impossible amount of work not only doable, but enjoyable. The aforementioned George(s) Gallo and Kathleen White, along with Dawn Huebner, Gwen Kenney, Ingeborg Lock, and Paul Robinson are proving themselves to be indispensable! I am deeply appreciative of their making time to take on regular tasks with quiet competence. Additionally, I owe a debt of gratitude to Chris Chance, Mary Beth Dowd, Wayne Loosigian, Stephanie Marshall, and Evie Robinson for being there when I need you. All of you, along with the wonderful FUUSE Staff make for a rich work life, and I look forward to sharing that with you in the years ahead.

Pat Baker,
Office Administrator

Board of Trustees

The FUUSE Board of Trustees is charged with creating the framework for its organization along with developing and improving that organization. Toward that end, we began the year creating a mission for our work. That mission is to set policy for the church. Other groups develop and submit *procedures*; our role is to process those and establish them as part of the organizational practice at FUUSE.

This year the Board dealt with the following:

- Reviewed, voted and approved an updated Buildings Use Policy including review of insurance coverage and rental policy. This policy also includes a Schedule of Fees.
- Reviewed new job descriptions for the Director of Religious Education and the Minister. These will be reviewed by the Personnel committee and finalized in coming months.
- Reviewed and revised the role of the Executive Committee (a small committee consisting of the minister, Board chair, past chair, incoming chair and treasurer whose purpose it is to set the agenda for the monthly board meetings). This committee is now the Planning Committee and includes previous members as well as any other members of the board that would like to attend the meetings. It is an open meeting for the entire board, not just certain members.
- Reviewed the Safe Congregation policy and asked for revisions in the draft version. That version, once revised will be put before the congregation in the fall of 2009.
- Reviewed and approved hours for the church office for 2009-2010.
- Reviewed, voted and approved the draft budget for 2009 – 2010 as presented by the Finance Committee in March.
- Created a task force to review and make final revisions to the by-laws and prepare to bring them to vote for the congregation in fall 2009.
- Reviewed, voted and approved policy to allow service animals in church.
- Brought together the Fellowship committee, Welcoming Newcomers and Stewards to create a new Membership Committee.
- Reviewed and accepted the statements of purpose from the Program Council and the Ministerial Relations Committee.
- Reviewed, voted and approved to accept the proposal offered by Jeff Taylor Associates and hold a one-day Design Charette to explore building feasibility options.

Working with the Strategic Plan, the Board asked all committees to commit to completing at least four of the items on their lists. All did well, and a few even exceeded their goals! Membership is just beginning its work and will address their goals next year. The Board completed its four items, reassigned a couple and set dates for the remainder. Most of the tasks can be accomplished in the next year.

Additionally, the Board addressed the significant issue of the Building Feasibility and Financial Feasibility studies, and decided to address the building possibilities this year using the data from our Building Feasibility Study Group and tackle the financial portion of the plan next year. With the economy down and a new finance committee it seemed a good time to catch up.

If anyone would like additional information, all Board meeting notes are posted on the website, and minutes and reports are in the Board notebook in the Community Room. I am also pleased to talk with anyone to steer them toward finding answers to any questions. Please be sure to contact me.

Tish Lewis, Board Chair

ADMINISTRATIVE COMMITTEES

Annual Pledge Drive

Committee: Wayne Loosigian, Laurie Loosigian, Lauren Deranian, Miranda Lam, Cliff Sinnott, Stephanie Marshall, co-chair and Lisa Butler, co-chair.

The FY'10 Pledge Drive was set against the backdrop of a challenging economic environment which made for uncertainty about how much members and friends would be able to contribute. Our initial goals were to incorporate feedback from the strategic planning process in 2008-2009 suggesting that the pledge drive be more structured and entertaining, and to involve as many people as possible in the effort. We chose the theme "Consider Yourself at Home" from the musical Oliver!, which was woven through the Drive through lyrics, a logo, and language in testimonials. The drive lasted from the first of February through the middle of April and was sprinkled with events including a Kick-off Dessert potluck with the choir singing Oliver selections!, a Pledge Jeopardy game show, and an introduction of the goals of the pledge drive. There were three goals:

1. 100% participation -190 pledging households. an increase from 170 last year
2. \$234,000, an increase from \$227,000 in FY'09
3. Renewed commitment of talent and time to FUUSE.

We ended the drive with pledges at \$230,888, a 1% increase over last year and 98.6% of the goal. The pledging households declined to 160. The dollar amount increase was particularly significant given the decrease in households and was spurred in part by a challenge from an anonymous member to match new and increased pledges. This year there were a total of 34 "lost" pledges (households who had pledged last year and did not this year) and 22 "new" pledges.

This year there was a concerted effort to involve more of the congregation in the pledge process, and the Program Council helped get the word out to Committees. There was also close collaboration with the Board and Finance Committee, who set the dollar target as part of a first draft of the budget, and then was kept informed throughout the process. Members of the congregation had previously asked that the budget process and pledge drive be more directly communicated to the congregation and progress was made in this area. The Finance Committee received the final number from the pledge drive in mid-April and was able to incorporate that into the budget hearings they organized for interested members/friends.

Communication to the congregation occurred in a variety of ways with information in weekly emails, monthly newsletters, the orders of service and, most importantly, in testimonials, both written and verbal, from members on the importance of FUUSE in their spiritual lives. Those who pledged were given "I consider myself at home" stickers for their name tags and individual thank you notes were mailed to each.

Many thanks from the committee to:

The phone call helpers: Tony Tufts, Andy Deardorff, Dan Hummel, Marion Mengert
Other Significant Helpers; Rev. Kendra Ford, Mary Doane, the Choir, Pat Baker, Jim Schlough, Tish Lewis, the Finance Committee, Program Council, the ushers, all those who wrote and spoke testimonials, and our wonderful Oliver! street urchins.

Lisa Butler and Stephanie Marshall,
Co-chairs

Building Feasibility Study Group

The Building Feasibility Study Group (BFSG) was formed in April 2008 as a result of the Strategic Planning Group's Envisioning the Future of FUUSE workshops. The BFSG got right to work doing further interviewing of staff, going over the strategic plan and other research to come up with a Program of Needs. With this Program of Needs the group was able to look at all of our options for more space for our growing congregation. The Program of Needs gives guidelines and outlines significant conditions that must be met for the proposed building/space project and to provide general direction for the overall design. Having these guidelines the BFSG was able to look at all of the options to determine a recommendation in moving forward. The options are to sell our existing property and buy either an existing building or buy land to build new, to renovate our existing building, to take down and build new on our existing property or to do nothing right now. To do nothing right now has us stuck in our make due situation which from the comments made during the strategic planning workshop and the formation of this group suggests this is not what we want to do. The selling of our property and buying of an existing building investigation resulted in no buildings in the Exeter area big enough to meet our needs, would cost more than the sale of our existing property, and still have to spend more to renovate. The option to buy land and build new investigation resulted in very little land within Exeter and the cost would be between \$200K to nearly \$1 million plus the added costs to build of \$3.5 - \$7 million. The last two options are to stay where we are and either renovate our existing building or build new. These last two options are the options that BFSG recommends. Our Program of Needs can be found in the community room and on the FUUSE web site.

At the beginning of 2009 the BFSG talked with the Board about the next step. Two options were presented, having an architect come in and come up with a preliminary plan or have a Charette which is a brain storming day with an architect, a planner, the BFSG, some board members, staff members and some chairs of various committees to come up with our options. The board decided on the Charette and that will be happening on May 9. Because of the timing to have this report in and the time it is given out, reporting on the outcome of the Charette is not possible. We hope that many came to the 3:00 presentation that day. The idea behind the Charette is to have a professional give us options and sketches so that we can then have a more realistic target price for a financial feasibility study.

Deb Merrick, Chair

Facilities

The Facilities Committee attends to the needs of the buildings and grounds at FUUSE. We seek volunteers to keep our walkways and driveways free of snow and ice in the winter and to keep our lawns mowed in the spring, summer and fall. Last summer Dave Sandmann worked hard to get the mold remediation in the basement completed. New gutters were installed over the Parish Hall to help alleviate the problem of water in the basement. Thanks to the generosity of one of the members of FUUSE, sanctuary pews and walls were repainted this winter. Much more painting remains to be done, both inside and outside our buildings. We are in the process, with help and advice from the Finance Committee, of taking inventory of what we have in the way of furniture and appliances and of what we need to be thinking about replacing or obtaining. This inventory extends to maintenance and upkeep of our buildings and spaces. The Finance Committee has helped us to understand that we must look at our needs and budget ahead to take care of them rather than simply respond to the latest emergency. Thanks is owed to many people who helped out with painting, lawn mowing and snow removal. I would like to

mention in particular Paul Robinson who continues to be the most helpful person I know, and the Kuliga's who removed far more than their share of snow this last winter.

Tony Tufts, Chair

Finance

The Finance Committee: Jim Breeling, JB Gardner, Frank Heffron, Tod Rodger, Russell Tarason

The Finance Committee's role is to monitor the Society's financial condition, advise the Board of Trustees on budget issues, and keep the Society informed about the economics of running a mid-sized church.

The annual report for the Fiscal Year 2009 will be produced after this publication goes to press. However, the Finance Committee can report some achievements:

1. Revised the FUUSE Investment Policy and carried policy to enactment at Annual Meeting October 2008
2. Wrote the first FUUSE Reimbursement Policy and recommended it to the Board of Trustees
3. Performed an informal internal audit and produced 4 budget "white papers" which will be published on the Web
4. Established Finance Committee liaisons to Religious Education, Facilities, Minister, and Office Administration and continue to work on budget execution with these 4 managers.
5. Formulated idea of FC mentorship for budget managers and started work on Finance 101 style curriculum
6. Developed short and medium term strategies to help balance the FY2009 budget and manage FY2010
7. Obtained Board of Trustees approval to set budget ceilings for the 8 non-pay budget areas
8. Produced FY2010 budget that accounts for the priorities of bookkeeper, minister sabbatical, capital equipment replacement and future minor projects
9. Started work on Gift Policy & Operations Manual
10. Formed an Investment Subcommittee and assigned them initial tasks

Looking ahead to the coming year, the work of this year's Pledge Committee has been significant. During the most difficult economic times in recent memory, the Pledge Committee and FUUSE members have produced a remarkable effort towards goal. The Finance Committee has responded by producing a budget that is "flat line" (i.e., zero percent increase over FY2009) in almost every category other than the "must pay" bills (oil, electricity, water & sewer, health insurance, etc). The end result is a proposed budget on target for balance and staying within the limits of the Investment Policy voted on by the Society.

In addition, the Finance Committee has worked on achieving progress in each of the 16 "provocative propositions" of the FUUSE Strategic Plan. A self-assessment of the FC progress towards goal indicates partial completion of 14 of the 16 with plans to complete all 16 during FY2010. It is hoped that the policy and processes currently in progress will supply greater fiscal structure to FUUSE and allow its continued growth towards the entire Strategic Plan vision.

Moving into FY2010, the FC will continue its efforts to provide fiscal process and policy and work towards the goal of recruiting a Treasurer for the Society.

Jim Breeling, Chair

Personnel

The Committee consists of four members: one appointed from the Board of Trustees; one as a representative of the Finance Committee; one at-large member nominated by the Nominating Committee, and elected by the congregation; and the minister serves as an ex-officio member. The purpose of the Committee is to oversee the employment of the church staff, excluding the Minister, including advertising for positions, maintaining job descriptions, and negotiating terms and agreements relating to compensation and employment status. The Committee will solicit input from the DRE Relations and Music and Worship Committees regarding the positions of Director of Religious Education and the Minister of Music. The Personnel Committee makes recommendations to the Board of Trustees and acts at the Board of Trustees direction.

This year was relatively quiet. Our employee situation did change slightly. The Sexton position was vacated in early January 2009. A decision was made to not fill the position due to the current economic situation. We did meet with the DRE, the Minister, and the chairs of the DRE Relations Committee and the Religious Education Committee to rewrite the DRE Job Description. The final draft is before the Board of Trustees and once approved will go into effect on July 1, 2009.

Next years goal will be to evaluate and rewrite, as needed, the job descriptions of all other employees. The Committee members are Karen Straub, Kendra Ford (ex officio), and Wayne Demers.

PROGRAM COMMITTEES

Caring Committee

The Caring Committee serves to facilitate the love and kindness that are needed in our church community during times of transition--both happy transitions like the birth of a new child or healing after an illness, and the more difficult transitions that accompany depression, chronic illness or grief.

Our committee consists of six members, one of whom is "on call" for each month of the year, and who will respond in a timely fashion to the needs of our FUUSE community. We meet once a month with Kendra to discuss in confidence ongoing situations and then organize help in the form of meals, visits, and/or cards. (We solicit and receive much help from the wider FUUSE community to make and deliver the meals!!) We also help to facilitate memorial service receptions for members of our church. Then during the month, the "on call" person is in contact with Kendra when a need arises.

As of mid April, for the 2008-2009 church year, we have made numerous calls and visits, organized eighteen meals, put on two memorial receptions, and sent forty four cards. At this point we still have \$12 (out of \$50) in our budget, and our budget request for next year is \$30 for stamps and cards.

Amy Robinson

DRE Relations Committee

This committee has not been fully staffed this year as the Board of Trustees and the DRE were unable to recruit the 2 new members that were called for. Jane Oldfield-Spearman was the Chair of the committee and has served for her 3rd and final year as a member. The committee met intermittently, as needed, to provide support to Kimberly Wootan. One goal for the year was to finish the process of gathering input on the draft of the new DRE job description from the RE Committees, the Personnel Committee and the Board. This process is nearing conclusion. The Board and the DRE should work on nominating 3 new members for the committee as soon as possible so that it can reconvene in a timely manner in September, 2009.

Jane Oldfield-Spearman

Fellowship Committee

The Fellowship Committee has had a quiet year. Circle dinners were organized in the winter months and were well attended and enjoyed by all who participated. Coffee hour hosts were encouraged and educated and aside from two Sundays, coffee, tea and refreshments were available every Sunday. The regular monthly potlucks were not organized by the Fellowship Committee but run independently by members of FUUSE. The RE department ran one potluck for families this year.

Anne Tufts, Chair

Green Sanctuary Project

Green Sanctuary Project Members: Sylvia Foster, Dixon Hummel, Frank Orifici, Meg Schoene, Cliff Sinnott and Merci Voorhees

The Green Sanctuary Project has continued to provide programs and events focused on ways to live the Seventh Principle, our connectedness to the interdependent web of life.

Meg Schoene has led our stewardship of a one-mile stretch of Seabrook Beach by hosting a monthly clean-up in concert with our community partner Phillips Exeter Academy through the generosity of FUUSE members Laurie Loosigian and David Weber.

Frank Orifici has entered “green tips” in his Eco-FUUSE column on ways to reduce, recycle and reuse our natural resources. On Social Justice Sunday, he spoke about environmental activism.

Early in the year, we had an information session led by Cathy Chandick on a unique method of reducing the profound carbon footprint of delivery trucks. The New Amsterdam Project provides delivery bicycles with the ability to deliver 600 pounds of perishable foods without the pollution and rushed lifestyle that our modern traditions often create. We learned that, while it’s more suited to a warmer climate, the project is remarkable and actually operates year-round in some neighborhoods of Boston.

Dixon and Dan Hummel placed calls to research the wisdom of a NH House Bill proposing the addition of a scrubber to the coal-fired power plant in Bow since the price for the unit had nearly doubled. This area of outreach is new to us but has strong potential inspired by the work of Mark McPeak of the UUA.

We were fortunate to be offered the opportunity to collaborate with Team FUUSEion - First LEGO Team League in inviting coffee hour attendees to participate in a quick way to clear paper clutter at home through canceling junk mail and credit card solicitations. During the April 5 Coffee Hour, we registered 1312 pounds of potential junk mail canceled – each household representing the national average of 41 pounds per year.

On April 19, we hosted the Sunday service to help build our awareness of ways to create connections between our spirituality and all living things. In honor of Earth Day, Green Sanctuary Project members Merci Voorhees and Sylvia Foster led the services in which Rev. Mary Doane, Brad Robinson and David Weber shared their spiritual reflections on their connections to, and work with the earth.

Finally, we participated in the first-in-the-nation congregational survey of environmental sustainability. The Northern New England District UU Sustainability Task Force will gather what might be most helpful in supporting the environmental work among us and post the results on their UU Northern NE District website.

Our members have added green trees to our name tags to invite further conversation on the individual and collective ways that we are creating to achieve sustainability and express our care for the earth of which we are a part.

Sylvia Foster, Chair

Ministerial Relations Committee

The purpose of the Ministerial Relations Committee is to promote open communication between the congregation and the Minister as well as among the congregation in general, and support effective ministry. We met monthly with the minister.

The committee has written an updated job/duty description for the Ministerial Relations Committee and presented it to the board. In January we conducted a goal setting session and review of the minister, utilizing an *ad hoc* group who represented varied aspects of the congregation. This information was shared with the Board for its review.

Dan Hummel, Chair

Newcomers' Welcoming Committee

Committee members: *Janet Caylor, Adrienne Drummey, Nancy Fellows, Maggie Kuligia, Janet Szarmach*

The Newcomers Committee has been active not only in initial welcoming, but in trying to find better ways to help newcomers become integrated into our community. We have a “Newcomers Corner” on the 2nd and 4th Sundays during coffee hour, which has proven to be a very successful way of providing information to newcomers.

Next year we will send letters to newcomers providing them information about church activities and contacts. We will also have information packets near frequently used entrances, so that people coming here for other activities will be able to easily obtain information about Unitarian Universalism.

Janet Caylor, Chair

Outreach

The mission of the Outreach Committee is to reach beyond FUUSE walls to provide meaningful ways to connect, support, and enrich others through service, spirit, and financial contributions.

OTF has raised money for non-profit organizations through the third Sunday Give-It-Away program. Money and checks donated third Sunday of each month during our church year are given to a designated charity. In 2008-2009 we have supported the Peace Festival, CROP Walk for hunger, the minister's discretionary fund, A Safe Place and Crossroads House, Transportation for Seacoast Citizens (TASC), Seacoast Interfaith Hospitality Network (SIHN), Fuel Assistance, and the St. Vincent De Paul Food Pantry in Exeter.

Additionally, we sponsored various charitable projects. In October many people from FUUSE walked together to raise money for hunger programs locally and around the world. We gave five Thanksgiving baskets to needy families and provided Christmas gifts for 50 low income seniors. About 20 bags of children's clothing have been donated to Women, Infants, and Children. Both St Vincent De Paul and Feed My Lambs food pantries have regularly received food donations from FUUSE.

Together we are volunteering to make our community a better place. Altogether, close to fifty volunteers give time regularly to the TASC and SIHN programs. Several people help at the food pantry, and Sally Colman serves on the Board of the St Vincent De Paul food pantry.

Committee members Sally and Rich Coleman, Adrienne Drummey, Helen Kruppa, Gail Nostrom, and Donna Schlachman are proud to be a part of all these outreach efforts.

Helen Kruppa

Program Council

This year has been a formative one for the Program Council. We have met monthly and attendance has been regular, active and lively! One of our first accomplishments was to draft and finalize a Statement of Purpose. This document was reviewed by all program committees and then approved by the Board of Trustees in December. The mission of the Program Council is to "facilitate the development and coordination of programs at the church." It is charged with "enhancing communication, cooperation and calendar coordination; initiating and advancing programs and activities that meet strategic plan objectives; ensuring that leaders have the information and resources they need to run their committees and being a resource for problem solving in all program areas."

The first order of business at every Program Council meeting has been the sharing of information about the work of each committee. In this way, members are encouraged to coordinate their efforts, and keep one another up to date on what is happening in the church. Next, we move on to the business of addressing strategic planning goals and current challenges in running church programs. The Council Moderator creates the agenda for the meeting with input from members and from the minister, the DRE and the Board Representative, who are all ex-officio members of the Council.

The major tasks we have worked on this year are: enhancing the effort to welcome newcomers; improving participation in the pledge drive; expansion of the website; improving access to information from the online newsletter and weekly updates; discussing a policy for in-church, before service announcements; coordination of budget planning; creation of an up to date list of committees and committee chair contacts.

Jane Oldfield-Spearman

Religious Education – Children & Youth

The Religious Education Committee has had a busy year, meeting monthly beginning in August 2008. The children's programming had been planned prior to the beginning of the church year, so our initial focus was on registration and teacher recruitment, with Kimberly maintaining her role as primary recruiter. Getting volunteers to teach has been a challenge despite the additional time and energy put into recruitment; but all programs went as planned.

In October, Bob McConnell officially stepped up from the RE Committee to serve as an RE voice on the Program Council. Bob's role in the Council's meetings has served the Committee well.

The Committee began a basement renovation project in the fall and came very close to completion by the end of the year. The walls were painted and some new carpeting installed. We had non-RE Committee volunteers who were much appreciated!

In December Kimberly, our DRE, suffered great loss from a fire in her home. Though no one was injured, she lost all her belongings. While some of her duties at FUUSE were put on hold, the RE programs continued as planned with the help and support of the RE Committee.

Highlights of the year were the children's food making projects, all enjoyed by the congregation. In December, they made a French toast breakfast and in April, "Stone Soup". In the spring we enjoyed another "Upside down Day", a Sunday on which adults go to the classrooms and children remain in the Sanctuary. Feedback indicated general support of this initiative to shed light on our RE programming.

Throughout the year, various committees contributed to the children's education, including the Social Justice Committee (crane making and quilt making projects) as well as Spirit Play for the 4 to 6 year olds. The RE Committee hosted a potluck in March with fellowship shared by over 20 families.

The final RE Committee project for the year is a survey to be sent electronically to the congregation. This survey is intended to elicit information regarding RE programming so as to better meet the needs of the congregation. It will also meet an important Strategic Planning Goal as we look for ways to improve and evolve into a program-size church.

Margaret O'Day, Chair

Religious Education – Adults

2008-09 proved to be a strong year for the Adult Religious Education program. Our courses continued to be led, and often created by, members and friends of the congregation who felt inspired to share their time and talents with others. This year we ran a total of 11 courses in the fall and 11 in the spring. These courses ranged from discussions on Social Justice with guest speakers such as Mark McPeak of the Unitarian Universalist Service Committee (UUSC), to a course on Living and Dying facilitated by Marion Mengert, to various evenings of meditation. The spring Pathways to Membership: "UU 101" course, with Rev. Kendra Ford and many others, was attended by twenty FUUSE members and friends.

As a committee we were happy to welcome Dixon Hummel, who recently joined us in Adult RE. We also were glad to have helped launch Lisa Burke-McCoy's Yoga Class to on-going status, responding to the desires and needs expressed by congregants. This year we began placing brochures in the pews for people to peruse and take home, a move which has received positive feedback. We have also been taking the lead in working with other committees to begin creating a welcome brochure for the pews that provides updated information concerning on-going church events and explains the structure of the church and its committees. We are currently (in May) working on the final details for the Fall 2009 Adult Program Brochure and are looking forward to another strong year

Cynthia Young, Chair

Small Group Ministry

During the fall of 2008, three new Small Group Ministry groups were added to the schedule in addition to the on-going Thursday morning women's SGM group, led by Linda Coe. A Men's Group, led by John Flackett, meeting on Tuesday afternoons has been quite successful; the other two mixed groups (one evening, one daytime) closed in December. A spring SGM daytime group did not garner enough participants. We are grateful to Denise Lamothe for volunteering to be a facilitator for that group and anticipate her involvement in the fall. Gale Forrester resigned from the committee in January. Ginny Berrien recently joined Linda Coe, Pam Greene, and Paula Wall on the SGM Committee bringing some valuable experience from her participation in SGM in Connecticut. The Committee is reexamining the time commitment, anticipating a three month, rather than the current six month commitment, with opportunities to re-enlist for another three months if desired.

Our major focus for the next year will be recruiting and training facilitators with the goal of having five to six groups of 6-8 participants, day and evening, preferably meeting in members' homes.

SGM is a wonderful way to help people get to know each other through the sharing of their reflections on a spiritual topic, listening deeply to each other, and becoming friends ministering to friends.

Paula Wall

Social Justice

The FUUSE Social Justice Committee had a very active year. The major activities included:

- PEACE DAY festival in Swasey Park Several area organizations united to promote peace through displays, peace talks and discussions, and music. FUUSE members played a prominent role in the organizations and implementation of this day, as we had tables with books and articles advocating peace activities.
- ADULT RELIGIOUS EDUCATION CLASSES
 1. Citizen Engagement, UU Values and the Democratic Process'
Presenter: Mark McPeak, Executive Director of UUSC Just Democracy.
 2. The Realities of Non-Violence and Anti-War Actions:
Martin Luther King's Focus on Peace". Presenter: UNH Professor/Author Harvard Sitkoff, author of "Pilgrimage to the Mountain Top"

3. Conversations on Social Justice and the UU Tradition”; Speakers: Mark McPeak, UUSC Just Democracy; Rev. Kendra Ford; Larry Vogelmann, former Board Member of NHCLU and Public Defender on the death penalty; FUUSE member David Weber.
- **SUNDAY WORSHIP SERVICE.**
Members of the Social Justice Committee gave brief presentations about their respective social justice activism: **Frank Heffron** – racial justice; **Frank Orifici** - environmental justice; **Stephanie Marshall** – equal marriage justice; **Andy Deardorff**- military life and justice; **Ida Kier** – environmentalism and individual activism for justice; **Pat Yosha** – gender equity in education and legislation. Assisting in worship service planning & leadership: **David Weber**, **Mary Alice LaPointe** and **Barbara Wetherbee**.
 - **LEGISLATIVE ACTIVITY**
Members of the SJ Committee took an active part in addressing a broad spectrum of legislation in New Hampshire in conjunction with USC’ Just Democracy, UU Action Network and We the People:
withdrawing troops from Iraq; state budget as a moral document; support of equal marriage for ALL; Ending discrimination of LGBT individuals; support for repeal of the death penalty; Climate Change
 - **HEALTH CARE FORUMS**
Because universal health care is a high priority of the Obama Administration, and because there is current legislation pertaining to health care coverage, the SJ Committee offered two Health Care Forums, on May 5 and 19, to which the entire FUUSE community was encouraged to attend. The goal of the forums was to raise the awareness of participants about the current health care picture in this country, to define the major issues of FUUSE members regarding health care accessibility and affordability; to hear medical professionals from our community give their views of how to improve the health care system for all, and to guide participants in developing action plans for influencing decision-makers in the state and federal governments regarding health care legislation. Jan Williams, Mark Patnaude, Frank Heffron and John Flackett assisted Pat Yosha in preparation for the forums.
 - **COMMUNICATION NETWORK**
About 10 FUUSE members attend regular Social Justice meetings. More than 50 people in the FUUSE community has asked to receive regular Action Alerts, where they get up-to-date information on legislation, and directions on how to send messages to lawmakers in Concord and Washington, D.C. UU networks at the national and state level have expanded our legislative outreach and extended our informational resources. We invite interested FUUSE members to join us, personally, at meetings, or on the internet and e-mail list!

Pat Yosha, Coordinator,
FUUSE Social Justice Committee

Web Site

The FUUSE Web site is, and always will be, a work in progress. The logs show that it's being used and is being found by people using search engines and by people going to the UUA Web site looking for a UU church in this area. They also show that people are using the Calendar. The password protected part of the site is not being used as much. A counter on the page shows that the newsletter is only being

accessed by 20-45 people each month. A revamping of the newsletter is expected for the fall so that it can be posted for access by the general public.

Future Plans: I would like the site to be useful to as many people as possible and believe, now that we've been using it for almost two years, it needs to be tweaked to better suit our needs. I plan to put officers and committee heads on the Staff page under the heading Volunteers so that contact information is all in one place. (Please note that all your email addresses are coded to avoid being harvested by spammers.) It may be that other pages need to be reorganized or consolidated, and new pages added. What would make it more useful to you? What information would you most like to see? Please contact me via e-mail at: webguru@exeteruu.org.

Thank you to all those people who send me information for updating the site.

Lyn Rodger, Webmaster

FUUSE FY 2010 Budget Summary
(\$000)

	FY 08	FY 09 Current	FY 10 (Proposed)		FY 10 vs. FY 09 (Projected) Increase (Decrease)
	<u>Act</u>	<u>Project</u>	<u>Budget</u>		
Income					
Pledge Income	212.4	216.3	223.2		7.0
Pledge (Prev Yr)	8.5	4.0	4.0		0.0
Offertory Plate	9.4	9.5	9.0		(0.5)
Fundraisers	9.7	12.0	11.0		(1.0)
Other Income	6.5	6.2	6.2		0.0
Transfer from Investments	<u>11.7</u>	<u>16.0</u>	<u>7.3</u>	A	<u>(8.7)</u>
Total Income	258.2	263.9	260.7		(3.2)
Expenses					
Ministry	80.9	83.5	85.2	B	1.7
Religious Education	62.6	61.7	61.0		(0.6)
Music	25.4	28.8	28.2		(0.6)
Office Administration	37.6	38.3	39.5	C	1.2
Facilities	32.7	33.2	30.2	D	(3.0)
Denomination Support	14.6	11.4	11.5		0.2
Church Operations	3.2	2.7	2.7		0.0
Program Council	<u>1.1</u>	<u>4.4</u>	<u>2.6</u>		<u>(1.8)</u>
Total Expenses	<u>258.1</u>	<u>263.9</u>	<u>261.1</u>		(2.8)
Net Surplus (Deficit)	0.1	0.0	(0.4)		

Notes:

- A 5% from Capital Reserve and 3% from Endowment per FUUSE Investment Fund Policy.
- B Includes multi-year plan for Sabbatical
- C Includes increased bookkeeper services & multi-year plan for office equipment.
- D Includes part-time sexton hired in 2nd-3rd quarter & multi-year plan for capital equipment.

FUUSE FY 2010 Budget Detail - (Preliminary)

			FY 09	FY 09	FY 10		Increase
			<u>Budget</u>	<u>Project</u>	<u>(Proposed)</u> <u>Budget</u>	-	<u>(Decrease)</u>
INCOME							
Pledge Income			221,750	216,260	223,239	a	6,979
	Previous Year		4,000	4,000	4,000		0
Offertory Plate			9,500	9,500	9,000		(500)
Fundraisers			12,000	12,000	11,000		(1,000)
Other Income							
	Building Use		2,700	2,700	2,700		0
	Contra Dance		500	500	500		0
	Other		<u>3,000</u>	<u>3,000</u>	<u>3,000</u>		<u>0</u>
	Sub-Total Other Income		6,200	6,200	6,200		0
Transfer from Investments							
	Fidelity		4,425	4,425	5,500	b	1,075
	Vanguard/Other		<u>4,863</u>	<u>11,538</u>	<u>1,765</u>	c	<u>(9,773)</u>
TOTAL INCOME			262,738	263,923	260,704		-3,220
EXPENSES							
Ministry							
	Minister						
	Salary		39,366	39,366	39,366		0
	Housing Allowance		20,160	20,160	20,160		0
	Social Security Adder		<u>4,554</u>	<u>4,554</u>	<u>4,554</u>		<u>0</u>
	Sub-Tot		64,080	64,080	64,080		0
	Health Insurance		4,701	4,701	4,901		200
	Pension		6,408	6,408	6,408		0
	Life Insurance		519	519	519		0
	Disability Insurance		804	804	804		0
	Prof Expenses		<u>5,500</u>	<u>5,500</u>	<u>5,500</u>		<u>0</u>
	Sub-Tot Minister		82,012	82,012	82,212		200
	Sabbatical		0	0	2,000		2,000
	Summer Services		0	0	0		0
	Worship Com.		<u>1,500</u>	<u>1,500</u>	<u>1,000</u>		<u>(500)</u>
Total Ministry			83,512	83,512	85,212		1,700

		FY 09	FY 09	FY 10		
			Current	(Proposed)	Increase	
		Budget	Project	Budget	(Decrease)	
Religious Education						
	DRE					
		Salary	29,606	29,606	29,606	0
		Social Security	2,265	2,265	2,265	0
		Health Insurance	9,959	9,959	10,900	941
		Pension	2,961	2,961	2,961	0
		Life Insurance	239	239	239	0
		Disability Insurance	370	370	370	0
		Prof Expenses	<u>2,000</u>	<u>2,000</u>	<u>2,000</u>	<u>0</u>
	Sub-Tot DRE		47,399	47,399	48,340	941
	Religious Ed - Youth					
		Sun Prog	5,400	5,400	5,200	(200)
		Non-Sun Prog	1,700	1,700	1,500	(200)
		Ldr /Tchr Trng	1,000	1,000	0	(1,000)
		Other	<u>1,000</u>	<u>1,000</u>	<u>900</u>	<u>(100)</u>
	Sub-Total RE Youth		9,100	9,100	7,600	(1,500)
	Religious Ed - Adult		870	870	800	(70)
	Child Care		4,000	4,000	4,000	0
	Soc Sec		<u>306</u>	<u>306</u>	<u>306</u>	<u>0</u>
Total Religious Education			61,675	61,675	61,046	(629)
Music						
	Music Minister					
		Salary	22,629	22,629	22,629	0
		Social Security	1,731	1,731	1,731	0
		Pension	2,263	2,263	2,263	0
		Prof Expenses	<u>1,000</u>	<u>1,000</u>	<u>500</u>	<u>(500)</u>
	Sub-Tot Music Minister		27,623	27,623	27,123	(500)
	Music		600	600	500	(100)
	Piano / Organ Tuning		300	300	300	0
	Subst / Other		<u>300</u>	<u>300</u>	<u>300</u>	<u>0</u>
Total Music			28,823	28,823	28,223	(600)
Administration						
	Office Administrator					
		Salary	22,437	22,437	22,437	0
		Social Security	1,716	1,716	1,716	0
		Pension	2,244	2,244	2,244	0
		Comp/Furn	0	0	0	0
		Add'l. Administrator	0	0	0	0
		Social Security	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	Sub-Tot Staff		26,397	26,397	26,397	0

			FY 09	FY 09	FY 10		
			Budget	Project	(Proposed) Budget		Increase (Decrease)
	Office Operations						
		Bkkeeping Services	500	500	3,800	e	3,300
		Supplies	2,000	2,000	2,000		0
		Printing/Copying	3,700	3,700	3,700		0
		Mailing	1,500	1,500	1,300		(200)
		Telephone	2,100	2,100	2,200		100
		Info Technology	1,600	1,600	0	f	(1,600)
		Payroll Process.Fee	<u>500</u>	<u>500</u>	<u>100</u>		<u>(400)</u>
	Sub-Tot Office Ops		11,900	11,900	13,100		1,200
Total Off. Admin			38,297	38,297	39,497		1,200
Facilities							
	Sexton		11,440	11,440	5,000		(6,440)
		Social Security	875	875	383		(493)
	Sexton Expenses		500	500	1,200		700
	Custodial Services		2,537	0	1,000		1,000
	Oil		9,000	9,000	9,700		700
	Electricity		2,100	2,100	2,300		200
	Water/Sewer		1,000	1,000	1,300		300
	Insurance - Property		2,835	2,835	2,900		65
	Insurance - Liability		420	420	430		10
	Capital Equip. Fund		0	0	0	g	0
	Other (Prop Com.)		<u>5,000</u>	<u>5,000</u>	<u>6,000</u>		<u>1,000</u>
Total Facilities			35,707	33,170	30,213		(2,958)
Denomination Support							
	UUA Annual Program		7,681	7,681	7,681		0
	NH-VT District		<u>3,680</u>	<u>3,680</u>	<u>3,864</u>	h	<u>184</u>
Denom.Support,							
Total			11,361	11,361	11,545		184
Church Ops.							
		Board of Trustees	500	500	450		(50)
		Contingency	0	0	0		0
		Ann.Pledge Drive	300	300	270		(30)
		Finance	0	0	0		0
		Ldrship. Devel.	0	0	0		0
		Ombudsteam	0	0	0		0
		Strategic Planning	0	0	0		0
		Workers Comp	1,900	1,900	2,000		100
		Insur. - Directors	0	0	0		0
		Payroll Taxes (SS)	<u>0</u>	<u>0</u>	<u>0</u>		<u>0</u>
Total Church Operations			2,700	2,700	2,720		20

		FY 09	FY 09	FY 10	
			Current	(Proposed)	Increase
		<u>Budget</u>	<u>Project</u>	<u>Budget</u>	<u>(Decrease)</u>
Program Council		400	400	400	0
	Caring Com.	50	50	30	(20)
	Community Support Com.	1,000	1,000	500	(500)
	Fellowship	500	500	450	(50)
	Green Sanctuary	250	250	250	0
	Team FUUSEion	0	0	0	0
	Lit Fuse	0	0	0	0
	New Comer Welcome	400	400	400	0
	Retreat	0	1,185	0	(1,185)
	Soc. Justice Com.	600	600	600	0
	We the People	0	0	0	0
Total Program Council		<u>3,200</u>	<u>4,385</u>	<u>2,630</u>	<u>(1,755)</u>
TOTAL EXPENSE		<u>265,275</u>	<u>263,923</u>	<u>261,086</u>	<u>(2,838)</u>
NET SURPLUS		<u>(2,537)</u>	<u>0</u>	<u>(382)</u>	

**Notes - FY
10 Budget**

- a 95% of pledges received for FY2010 (total pledges = \$234,000)
- b 5% of estimated Dec 08 Balance
- c 3% of estimated Dec 08 Balance
- d leader and teacher training from Mary Coppethorne Fund
- e part time bookkeeper
- f \$2000 from Grace Treadwell fund for Office Equipment multi-year plan
- g \$3000 from Grade Treadwell fund for Capital Equipment multi-year plan
- h 5% increase
- i Retreat is self-funding from members in attendance during retreat

Candidates for Elected Offices

2009-2010

Board of Trustees

Chair

Tish Lewis

Incoming chair

_____ open

Treasurer

_____ open

Secretary

_____ open

Member-at-Large (1)

_____ open

Joy Bicknell, Bob Moore, and Karen Straub-Wiernicki currently serve as at-Large Members of the Board and will continue their terms of office

Moderator

Stephanie Marshall

Facilities, Chair

_____ open

Finance Committee, Chair

Jim Breeling

Leadership Development, Leader

Donna Mogardo

Membership, Chair

Janet Szarmach/Anne Tufts

Personnel, Chair

_____ open