



ANNUAL REPORT

for

The First Unitarian Universalist Society of Exeter

156th ANNUAL MEETING ~ June 12, 2011

With Reports Covering the Period:

June 2010 - May 2011

(Fiscal year: July 1 – June 30)

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First Unitarian Universalist Society of Exeter
156th Annual Meeting – Sunday, June 12, 2011
Agenda

Call to Order: Jim Webber, Moderator

Review of Minutes of the 155th Annual Meeting (May 2010)

Committee Reports

Finance Committee's Report and Proposed FY 2012 Budget

Old Business

1. Strategic Plan Update
2. Green Sanctuary update
3. Architect Search and Grant
4. Re-vamping of Children's RE

New Business

1. By-Laws Change
2. Increase level of withdrawal from investments for sole purpose of balancing the budget

Nominating Committee Report and Elections

First Unitarian Universalist Society of Exeter
Minutes of 155th Annual Meeting – Sunday, May 23, 2010

Call to Order: Jim Webber, Moderator

The 155th Annual Meeting was called to order at 10:22 a.m. Sixty-three voting members were in attendance. Opening words were given by Moderator Webber.

Minutes of the 154th Annual Meeting: approved, with no changes, as presented.

Committee Reports: Accepted as written.

Treasurer’s Report and Proposed FY 2011 Budget

Jim Breeling reported FUUSE was enjoying a “reasonably good year” in FY 2010 despite continued turmoil in the economy at large. Another positive sign was this year’s successful annual pledge drive which allowed for an increase in the budget planned for FY 2011 and a resumption of initiatives including salary & benefit adjustments and hiring a new sexton.

Budget planning, Breeling said, is now being conducted on a multi-year, rather than a single-year, basis with the aim of improving overall FUUSE management efficiency. In presenting a balanced budget of \$269,617 for FY 2011, an increase of 8% over the estimate for FY 2010 of \$250,504, Breeling noted the vital importance of pledge income (which accounts for about 88% of the total) and expressed thanks to the FUUSE pledge drive team and to the congregation as a whole.

At question time, David Spiegel asked how much thought had been given to FUUSE’s practice of transferring funds from its investment accounts to help balance the budget. Breeling replied that a decision had been made three years ago to end this practice, and the process of reducing transfers to zero was currently underway. An exception might occur, he noted, if a donor has given specific instructions allowing transfers of the donor’s own contributed funds to be made.

Spiegel also asked why the FUUSE Minister’s benefits differ from the benefits of other staff members, with specific reference to housing allowance and social security. Breeling replied that the housing allowance was a tax policy factor. On the social security question, he would research this before getting back to Spiegel and the congregation.

After a motion and second, the proposed 2011 budget of \$269,617 for FY 2011 was passed unanimously.

Nominating Committee Report

Introduced by Tish Lewis, all 14 nominations were approved unanimously including Corey Stevens who, unlike the others, had not been listed in the Annual Report or the Annual Report nominating committee revisions. Stevens was elected to a three-year term on the Finance Committee.

The following table shows all those elected and their offices:

NAME	COMMITTEE	POSITION	TERM of OFFICE
Jessica Michelsen	Ministerial Relations	Member	3 Years
Cynthia Cary	DRE Relations	Member	3 Years
Jim Breeling	Finance Committee	Member	3 Years
Corey Stevens	Finance Committee	Member	3 Years
George Gallo	Personnel	Member	3 Years
Sandy Straub-Wiernicki	Property	Member	3 Years
Dan Hummel	Pledge Drive	Member	3 Years
Stephanie Marshall	Pledge Drive	Member	3 Years
Debbie Merrick	Board of Trustees	Chair	1 Year
Frank Heffron	Board of Trustees	Vice-Chair	1 Year
Skip Berrien	Board of Trustees	Member-at-Large	2 Years

NAME	COMMITTEE	POSITION	TERM of OFFICE
Jonathan Winsor	Board of Trustees	Member-at-Large	2 Years
Alex McCallum		Clerk	3 Years
Jim Webber		Moderator	

Old Business – Strategic Plan Update

Tish Lewis thanked everyone for their help and support during her term of office as Board of Trustees Chair. Amid applause, she noted that the majority of the items on the strategic plan had been accomplished. She then yielded to incoming Chair Deb Merrick, who identified some of issues she sees as being of particular concern during her own term:

- 1) Inspiring committees to work together more closely, in order to create better cohesion within our growing constituency,
- 2) Reviewing and making improvements to the Religious Education curriculum for the benefit of our children,
- 3) Conducting further research into renovating our property, including liaison with the Unitarian Universalist Association (UUA),
- 4) Continuing the search for a permanent FUUSE Treasurer.

Merrick also noted that the first services of FY 2011, following this year’s summer break, will be held one week later than usual, on Sunday, Sept. 19, 2010. FUUSE will be welcoming back The Rev. Kendra Ford from her six-month sabbatical. This decision was made to give as many FUUSE members as possible the opportunity to be present for Rev. Ford’s return, including the FUUSE members who will be attending the Annual Retreat the weekend of Friday, Sept. 10 through Sunday, Sept.12, 2010. Merrick said this year’s post-break schedule could set a pattern for future years, enabling retreat attendees to be present on the first Sunday of the new church year.

New Business – Green Sanctuary

Sylvia Foster, invoking the seventh UUA Principle, “Respect for the interdependent web of all existence of which we are a part,” presented two proposals for membership approval:

- 1) A proposal for FUUSE to apply to the UUA for designation as a Green Sanctuary.
- 2) A proposal to adopt a FUUSE Covenant (See Exhibit A – full text) incorporating Green principles and projects.

Speaking from the floor, Jane Oldfield-Spearman offered thanks to the FUUSE Green Team for the work it has already accomplished, and a suggestion that it was important for our children to be actively involved in the Green projects. In reply to a request by Jeremy James for greater clarity about the program, Foster said many of the requirements needed for FUUSE’s designation as a Green Sanctuary were familiar to FUUSE from past Green projects undertaken and a number of these, in fact, would be included in the Green Sanctuary application.

After the Moderator asked for motions and seconds on the Green Sanctuary and Covenant proposals, both were adopted.

The meeting was adjourned after exactly one hour, at 11:22 a.m.

STAFF REPORTS

MINISTER

I started my **tenth year of ministry** when I returned from Sabbatical at the end of July. The congregation had changed and I had changed. It seemed to me that the congregation was more confident about its direction, process and decision making. I was a little clearer about making choices in what I do – ministry asks people to do such a wide spectrum of things that it requires constant decision making. It has been exciting to learn this new relationship in this year.

The first month back I performed three memorial services, two for FUUSE members and one for a member's family member. Our DRE resigned at the end of last church year which meant that July and August required us to hire a new DRE. The Personnel Committee and RE leaders worked very hard to pull this together in time for the beginning of the church year. And the search was wildly successful! (See below) Our bookkeeper got another full time job so she resigned. The Personnel Committee also worked hard to hire a Sexton and to rearrange the Church Administrator role to take up the bookkeeping. It was both a challenging and exciting restart after sabbatical. It was hard to come back to quite a bit of loss and exciting to restart Religious Education and sort out some of the other administrative roles.

The Personnel Committee hired a **Sexton** at the beginning of the year who found more full time work part way into the year. So the **Personnel Committee** hired another Sexton, Steve Arsenault, who has now set a record as our longest-term Sexton! He is even tempered and makes a big difference both on Sunday Morning details and overall maintenance of the church. He made it possible for us to run a fire drill for the first time in several years as well as managing the fire-extinguisher inspections. He has fixed holes and applied paint, climbed ladders to change light bulbs and patch ceilings. He knows our plumbing better than he wants to... I have noticed that fewer physical plant questions come to me now that we have a staff person who can manage them. I am grateful for Steve.

Speaking of grateful, I am immensely grateful for Laura Stevens serving as our **Interim DRE** this year, and into next year. She is a strong administrator which has been just what we needed. She has settled down the anxiety that has been present in RE for some time. Sunday morning has been running smoothly and groups for youth have gotten restarted this year and are well set up to continue into next year. Laura and the RE Committee have worked together very well this year, communicating with and training teachers, as well as planning some special programming for the Children. We have done well this year in planning services that include children and that will increase next year since we have more time to plan. A group of leaders ran Religious Education Visioning day which has helped give the program direction.

There has been a lot of transition in administration this year! We started the year with our bookkeeper and Pat in the general **Church Administrator** role. After much discussion Pat agreed to take the Bookkeeping hours. Pat also agreed to take minutes for the Board and attends monthly Board meetings. It has been a great help to the Board. So Pat tends to a wide spectrum of Administrative roles now – from communication, to insurance, from writing (but not signing) checks to answering the phone, from tracking pledges to publishing sermon copies, from helping the DRE with background checks to supervising volunteers who help with the running of the church. Pat does very well with this great variety of tasks. And it's pretty clear that we need additional Administrative support to bolster communication and record keeping. As the Board and Program Council do more planning and try new things they need additional support.

Pledge Drive. Two perspectives, one that we have a tough year and the other is that we pulled together and kept things from being worse. These are challenging times and it is easy to be anxious. And I can see that this community is resourceful and strong and will meet this challenge.

Program Council has been strong and immensely important to our congregation's well being. They sorted out all kinds of questions and helped groups work together, most notably the Green Team and the RE Committee. They started the year by sorting out choir practice space & RE space. It was not an easy problem to solve but they persisted and a graceful solution was found. It was clear in the end that the real struggle is with our building. Fortunately a group continues to research a way to work with an architect and make some lower cost adjustments to our buildings.

I attended a continuing education seminar called **Excellence in Ministry** in February. It studied methods for leading change in an organization. It included making a 5 year plan for staff, leadership training, and personal goals for skills. More details are available by request.

Beyond these Walls...

Activism – I have gone up to Concord to participate in a Vigil about the dramatically cut State budget. It's clear that the choices aren't good for people in the state. And I am also aware that should the cuts to mental health and health care, get passed that more and more will be asked of churches in caring for our citizens. If the budget does pass in anything like its proposed form, we'll need to strategize about how we will prepare for the difficult days ahead. That decision will not be made until the very end of our regular church year.

UU District and UU Minister's Association – I am just completing 5 years on the Executive team of the NNED UUMA. I helped to lead the consolidation of the Maine and NH/VT Chapters of the Professional organization. I have also, for the past two years, been mentoring a new minister at a congregation in Maine. It has been a delightful and rewarding experience. And it makes me think about what it would be like to have a student minister here in our congregation. It is something I would love to do. I also think that the congregation would enjoy it and find it invigorating. AND I think FUUSE would be a fabulous place to learn about ministry and congregational life.

Rev. Kendra Ford

DIRECTOR of RELIGIOUS EDUCATION

I started in mid-September at FUUSE as the interim DRE for a one-year contract ending June 2011 which has since been extended by one year to June 2012. I have been busy supporting the existing curriculum, while adding in additional programming. I have worked with the Religious Education Committee (REC) to develop a new model for the RE year which involves teacher teams working together the whole year for one age group each. I have enjoyed working with Kendra, Pat, Mary, and Steve at the FUUSE offices as well as interacting with the RE Committee, Program Council, Adult Ed, Green Team, and the youth group leaders and RE teachers to bring a successful year to the FUUSE RE program.

Much of the preparation work for Sunday morning classes is being done by either members of the REC or myself, freeing teachers up to plan their lessons and teach. There has been positive feedback from teachers with regards to this change. I have sent weekly emails to teachers regarding the Sunday lessons as well as parent informational emails. I have also written content for the EFUUSE newsletter and submitted Order of Service information each week to Pat.

My immediate responsibility at FUUSE was to interview and hire two nursery staff workers. I interviewed five candidates and hired Jamie Spaulding and Kate Edes. Both have been reliable, capable, and friendly in performing their duties. I hope to have them both back next year. I also work closely with Kendra, Pat, and Steve on a regular basis. Steve was kind enough one Sunday morning to be my model for a chalk outline of a body for a crime scene setup used in the Cain and Abel class!

We ran three blocks of classes, World Religion, Unitarian Universalism, and Jewish Heritage. Preschool and Kindergarten classes were offered the Chalice Children curriculum. I adapted Gather the Spirit curriculum for use in one of the social justice blocks. We also ran neighboring faiths for the sixth through eighth grade class which entailed a visit to a Mosque in Manchester. This class was also offered a session about social justice and one on Bible literacy.

We ran the Pennies for Peace program which included two sessions on learning about the issues facing children in the Middle East. The children made penny containers and spent a month collecting \$289 for donation to the Central Asia Institute.

This year we had a Christmas Pageant which featured many sound effects. The story of the first Christmas had plenty of barn animals, a herd of tiny sheep and a crying baby. Adults and children both participated to make this Pageant a successful one.

While off to a slow start, two youth programs are currently in place. The senior youth group has been meeting twice per month for fun, friendship-building and service. On March 20, the senior youth group volunteered at Seacoast Family Promise. The junior youth group has had several cooking nights headed up by Miranda Lam.

We ran a four week session on water stewardship. Starting with a viewing of the movie "The Lorax," followed by a fantastic discussion of what stewardship means. We built aquifers in a cup to demonstrate how pollution can get into ground water. The highlight of the program was a demonstration by Green Team members Cliff Sinnott and Sylvia Foster of a water pollution diorama. The children got to see the effects of different pollution sources and squirt water onto the diorama to simulate rain.

I attended an administration conference and brought back a community building teacher recruitment plan which will be implemented in the fall of 2011. I also attended a multicultural religious education conference and worked on a model of service for local homeless shelters. I attended an Our Whole Lives (OWL) training session at the Walker Center in Massachusetts to help prepare for the OWL program here at FUUSE.

I spent time looking forward toward next year's RE program. The RE Committee hosted a congregation wide visioning meeting to help form our plans for the future of RE at FUUSE. I presented new curricula for consideration by the RE Committee and overviewed a yearlong teaching model with teams instead of the block style now in place. I was also involved with recruiting and planning OWL and Coming of Age (COA) for next year. We have chosen several Tapestries of Faith curricula. Tapestry of Faith is a new downloadable curricula series offered by the Unitarian Universalist Association. It is intentional about UU identity, faith development, ethical and spiritual development and supports and actively integrates the seven principles into the lessons.

Next year, we are offering RE programming at 9am while at 11am there will be an activity suited for a wide age range. This is due to a considerably lower attendance at 11 AM classes. Once a month we will have an art Sunday, where we will invite members of FUUSE who have a particular talent in creative expression to come share that with the children.

We will be working with Seacoast family promise and the Outreach committee next year to teach our children about homelessness in a session called Faith in Action. Children will apply what they have learned about homelessness and develop a service project. We will be collecting supplies to be determined after assessing the needs of Seacoast Family Promise. We also plan to work with the Green Team and Social Justice Committee during our spring Faith in Action session.

We will be running Our Whole Lives (OWL) comprehensive sexuality education and Coming of Age (COA) next year along with a Senior Youth Group. We have recruited four (4) OWL teachers with two substitutes and had a facilitator trained for OWL next year. I have been working with Jennifer Morriss to coordinate the calendar for next year's OWL session and parent orientation night. Informational meetings have been scheduled for parents new to OWL and for parents interested in the Coming of Age Program. The COA program is designed to be run by parents with the help of mentors.

Laura Stevens

MUSIC MINISTER

Another wonderful year of music at FUUSE!

Here's what's been happening. First we were delighted to begin the church year with a choral conducting workshop lead by Mollie Birney, conducting assistant at Philips Exeter Academy. What a treasure Mollie is. She has great energy and presence and she shared her talent with our Full Choir one Sunday afternoon in October. Mollie also brought her A Capella groups with her on two occasions throughout the year. I hope that each member and friend of our FUUSE community had an opportunity to hear Mollie's choral groups.

Our Full Choir continues to thrive. We rehearsed weekly throughout the year and accomplished a great deal, including some Solstice music that was "out of this world!" Many thanks to all who helped with these very special services.

Once again, we heard from several FUUSE musicians throughout the church year. Wayne Benham, Bob Moore, Neal Zweig, Margery Prazar, Sylvia Foster, Nancy Fiske, the Pipers for Peace, Neal Ferris delighted us with special music for services. I am truly grateful for their talent and willingness to share it. Adrienne Starr also deserves special mention this year. What a gifted musician she is. I'm particularly thankful for her willingness to step in for two services last February.

The Choral Sunday was a quite a success. Our theme was "Dances to Life." The music was extremely challenging for a choir of our size, but they pulled it off with grace and professionalism. And as usual, Kendra's reflection added depth and a beautiful message of hope to the service. Thanks to Lowell Widmer and Barbara Rimkunas for joining us for these services.

Thank you to the FUUSE community for the gift of serving as your Minister of Music. As always, it's a joy and an honor and I look forward to continuing service.

Rev. Mary Doane

ADMINISTRATOR

The administrative side of FUUSE, while taking on a bit different focus and schedule, really doesn't break in the summer between church years, and as we ended the church/fiscal year 2010, preparation was being made for the new fiscal year 2011 and the beginning of the church year in September. The most significant event during this period was the installation of new computers in all offices. Sincere gratitude is expressed to Jim Breeling for underwriting this much needed upgrade in our systems. Though it has sometimes been challenging to adapt to a new operating system and new software in the midst of the busy atmosphere that is the daily FUUSE office, these new tools continue to improve our capability to work well and efficiently.

In August we joyously welcomed Kendra back from her sabbatical time. Then in September we said goodbye to our bookkeeper after one year. Faith Walsh decided she needed to pursue a different career direction and the bookkeeping duties were re-assigned to the administrator. Additionally, it was decided that the administrator would attend monthly Board of Trustee meetings to act as scribe.

We continued with more electronic communication at FUUSE, in the interest of being ever more environmentally and fiscally responsible. Our weekly electronic communication, the *E-FUUSE* has proven to be an effective way in which to keep the community linked and informed. Two of our committees now provide regular input. The offerings from the Green Team and the Social Justice Committee are informative and inspirational and a very positive addition to both our electronic newsletter and the weekly insert to the Order of Service.

Maintaining the flow of communication and information among all the threads that comprise the tapestry of life at FUUSE, while also maintaining the records thereof, are the primary functions of the administrative office. Those functions increase in complexity as our organization grows and expands. As I end my sixth year here, I can look back on amazing strides that have been made in our operations since my arrival.

As always, I express gratitude to the wonderful, loyal volunteers, without whom this job would be impossible. To George Gallo, Gwen Kenney, Paul Robinson, and Sean Smith my heartfelt thanks! And to the Board and people of FUUSE, thank you once again for the opportunity to spend my working life here. Your open hearts and minds, and your many kindnesses make my days among you a joy.

Pat Baker

STATISTICS

The following records are from the *Book of Records of the First Unitarian Universalist Society of Exeter*, and represent the period, May 1, 2010 – May 22, 2011.

Deaths

Boris (Bo) Stasiuk died in Portsmouth, NH on July 20, 2010; Memorial Service at FUUSE on July 25, 2010 with Rev. Kendra Ford officiating.

Paul Beswick died in Boston, MA on August 20, 2010; Memorial Service at South Church Unitarian Universalist, Portsmouth, NH on August 28, 2010 with Rev. Kendra Ford officiating.

Louise Erler died Exeter NH on October 27th, 2010

Anne Van Slyck King died February 25, 2011; Memorial Service at Phillips Church, Exeter, NH on March 19, 2011 with Rev. Kendra Ford officiating.

Scudder Mackey died, Exeter NH on April 20th, 2011

Alfred Jones died Exeter, NH on April 20, 2011

Rose Kalish died Exeter, NH on May 18, 2011

Marriages

Julia Hummel and **Nathan Ghoting** were married on July 10, 2010 at FUUSE with Rev. Kendra Ford officiating.

Adult Attendance (*average*, for the period May 9, 2010 – May 22, 2011):

9:00 AM Service: 75 11:00 AM Service: 57 Combined attendance: 132

BOARD OF TRUSTEES

Members of the Board: Deb Merrick, Chair; Frank Heffron, Vice-Chair; Skip Berrien, Susan Gorman, Bob Moore, Margaret O'Day and Jonathan Winsor, Members-at-Large; Rev. Kendra Ford, *Ex-Officio*
This year turned out to be challenging with the loss of some major pledges and subsequent budget issues. It took the help of everyone but it looks as though we will have a balanced budget by the end of this fiscal year. Working on FY12 is going to be a challenge so we have already started looking into ways to increase our income. It is wonderful to see how the community has come together making us stronger.

The Strategic Plan:

- The Board gave charge to the Children's RE and the Adult RE committees to hold a visioning workshop and use that information to help revitalize Lifespan Education. With the hiring of our wonderful Interim Director of Religious Education, Laura Stevens, and the great work of the Children's and Adult RE Committees, we are well on our way to beginning next year with a whole new look.
- The Board formed an Architect Search Group to hire an architect to examine alternate approaches to our site and give us preliminary plans and cost estimates. This group applied for a grant from the Chalice Lighters to help pay for the architect's fee. Our grant application was chosen to receive a grant in the fall of 2012.

Retreats:

- We held two retreats this year to take a closer look at Policy Governance. The second retreat was with Rev. Mary Higgins, District Executive, NNED, to write up these policies and see how they would work for us. We also met with the Nashua UU church to gain information on how Policy Governance is working for them.
- Policy Governance is a structure that gives; clarity of responsibilities, accountability, on-going linkage with the congregation, and the vision is always focused upon.
- We have held two special meetings to work on balancing the budgets for both this year and next.

Staff:

- We hired an interim Director of Religious Education who is working out so wonderfully that we have hired her for an additional year.
- Our bookkeeper resigned and her responsibilities were given to our office administrator along with more hours of employment to accomplish the additional tasks.
- The sexton that was hired at the beginning of the year resigned and we hired a new, wonderful sexton.

Policies and Procedures approved by the Board include:

- Hiring policy, sick leave policy, family and bereavement leave policy, evaluation forms, health insurance benefit policy, time keeping and payment policy, and termination of employment.
- A memorial committee was formed to work on a policy and procedures for all the memorial funds received by FUUSE
- The Grace Treadwell gift was voted to be put in to a building fund and will be used for the most important first steps with the architect.

Safe Congregation: Usher training and fire drills were performed. A wheel chair is now available in the sanctuary, and our curtains have been fireproofed.

Other:

- 8 members of FUUSE attended Harvest the Power Leadership Training offered by the NNED. 4 are Board of Trustees members.
- 1 Board member and Team FUUSEion attended and participated in the NNED annual meeting with our minister.

I express thanks to our outgoing Board Members-at-Large, Bob Moore and Frank Heffron for all their dedication, hard work and valuable time they have given serving on the Board of Trustees. It truly has been a pleasure working with them; they will be greatly missed next year.

Deb Merrick, Chair

STANDING COMMITTEES

ANNUAL PLEDGE DRIVE COMMITTEE

Members of the Annual Pledge Drive Committee: Stephanie Marshall and Dan Hummel, Co-Chairs; Lisa Butler, Gwen Kenney, Tish Lewis, and Cliff Sinnott

The Pledge Drive's theme this year was "Reach for the Stars", as the congregation faced a major challenge to deal with the loss of substantial pledges from a couple of members who passed away in the prior year. A total of \$239,201 was pledged by 168 households, which did not meet the goal of \$264,000. This is a significant accomplishment in a time of continuing financial uncertainty. The success was inspired by a generous matching pledge of \$13,000 which helped to encourage both increases by current members and new pledges. For those who like to track the trends, here are the numbers:

<u>Total pledged:</u> \$239,201	<u>Total households:</u> 168
Increased Pledges: 88 (52%)	Total \$: \$37,833 Average: \$429
Decreased Pledges: 29 (17%)	Total \$: \$18,534 Average: \$639
New Pledges: 22 (13%)	Total \$: \$13,305 Average: \$604
Lost Pledges: 25 (15%)	Total \$: \$18,415 Average: \$736

The net increase in pledges for the year was \$14,189- with the bulk of that coming from the \$13,000 match. This data is concerning in terms of future revenue for FUUSE, as it means that the net amount raised stayed essentially the same, despite significant increases in amounts from current pledging households and a good number of new pledges. These increases were offset by decreases and lost pledges.

On behalf of the entire congregation, the Pledge Committee would like to thank all those who pledged and who helped launch this Drive, including the Kuliga family, Heather Crowley, Chris Chance, Janis Tierney, Laurie and Wayne Loosigian, Margaret O'Day, Patrick Spearman and Jane Oldfield-Spearman, Nina Richards, the Board, the Finance Committee and the Program Council. Also thanks to Kendra for ongoing inspiration and faith, and Pat Baker for coordinating the pledges and flexibility and patience.

Stephanie Marshall

PROPERTY COMMITTEE

This was a relatively quiet year on the property/facilities front at FUUSE.

Some interior painting and plastering was done by Sandy Straub-Weirnicke, Paul Robinson, and Steve Arsenault, our new Sexton. Steve Kenney did a wonderful job of stripping old paint and re-finishing the Parsonage Porch. Thanks to John Morganthau for his custom creation of a new piece of the architectural decoration.

The usual suspects mowed and helped with snow. Gwen Kenney and friends continued with their gardening. Special thanks to Neal Ferris for his continued TLC in the meditation garden, and thanks to Dixon Hummel for marigolds in the front yard. Just last month, a friendly group of Philips Exeter Academy students raked our lawns and washed windows. This has become an annual rite of spring, and the efforts of the students are greatly appreciated.

Respectfully submitted,

Anthony Tufts, Property Committee Member

FINANCE COMMITTEE

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 2011 (FY2011) will be produced after this publication goes to press – the books close officially on June 30, 2011. However, the Finance Committee would like to take this opportunity to report on its activities and achievements to date in FY11.

Budgeting

Fiscal Year 2011 has been challenging for the Society from a financial perspective. During the first six months of the year the Society learned that it would not receive approximately \$30,000 of pledge income committed to the Society for the fiscal year. This development created a serious financial challenge as the loss represented roughly 13% of 2011 pledge income. In response, the Finance Committee along with the Board of Trustees and budget managers conducted a close evaluation of the Society's operating budget. Through reductions to spending in discretionary line items, the effect of the loss in pledge income was mitigated such that the Society should end the year with a balanced budget.

Drafting the Fiscal Year 2012 operating budget proved equally as challenging. The Finance Committee spent considerable time evaluating anticipated spending for the upcoming fiscal year. Again, with the help of the Board and budget managers, the Finance Committee sought to draft a budget that met the core needs of the Society while at the same time recognizing that a reduction in pledge levels was very likely. Going into pledge season, the Pledge Committee did a tremendous job communicating the budget situation to the Society. As a result of their work, in conjunction with careful and considered reductions to spending, the Finance Committee is projecting an operating deficit for FY2012 of approximately \$10,000. A portion of the reduced pledges was offset by a strong return on our investments in FY2011, thanks to the work of our Investment Committee and an overall increase in global capital markets. The Finance Committee continues to work with the Board of Trustees and budget managers to find ways to further reduce the operating deficit for the upcoming year, while maintaining the Society's Investment balances.

Financial Inspection

During the first quarter of FY2011, Finance Committee members performed an inspection of the Society's FY2010 financial activity and results. The inspection focused on the Society's major assets: cash and investment accounts. Also examined was the process of cash receipt and disbursement followed by the Society's administration. The results of this work were documented in a report to the Board of Trustees. The report outlines the procedures performed during the inspection as well as recommendations to the Board on ways to strengthen control over the accounting process at FUUSE. Generally, the inspection found the accounting operations and records in good order for fiscal year 2010 with some improvement possible. The report is available for review in the Society's administrative office.

Several of the recommendations made in the report to the Board were implemented by the Finance Committee during FY2011. These include:

- The establishment of standard monthly financial reports with review by Finance Committee members.
- Review of the monthly checking account reconciliation by a member of the Finance Committee.
- Review of quarterly investment account activity and balances.
- Increased security around access to the Society's checking and investment accounts.

Additional FY2011 Finance Committee Highlights

- Significant changes in the make-up of the Finance Committee with one member retiring, two members taking less active roles and the addition of two new members. In addition, the Board of Trustees has established a permanent liaison to the committee.
- Office computers and software were updated with major help from Jim Breeling.
- Procedures have been implemented to ensure adequate backup for check signing duties in the event primary signers are unavailable.
- Projects in progress:
 - Completion of a gifting policy for the Society.
 - Implementation/ improvement of various operational procedures.

Submitted by:

Finance Committee	Investment Subcommittee
JB Gardner Ingeborg Lock Tod Rodger Jim Breeling Corey Stevens Warren Siecke	Rich Coleman Alex McCallum Tom O’Gorman

Please note: Tables containing a summary and detail of projected budget performance for the current fiscal year (2011), along with the proposed budget for FY 2012 and a Balance Sheet as of April 30, 2011 appear at the end of this Annual Report.

DIRECTOR OF RELIGIOUS EDUCATION RELATIONS COMMITTEE

Members of the Committee: Jim Webber, Chair; Susan Gorman

Our new DRE, Laura Stevens is off to great start. We are the place to go if the DRE has a problem and since problems have been scarce we have met infrequently. We are devoting this space to express Laura's gratitude to the RE Committee for their:

- Excitement and enthusiasm over the program
- Collective energy and support
- Broadening of Laura's perspective (on boys)
- Contributions to the design of the program
- Curriculum choices for next year

Jim Webber, Chair

MINISTERIAL RELATIONS COMMITTEE

The Ministerial Relations Committee is comprised of three members and meets with the minister. The purpose is to ensure open communication between the congregation and the minister, as well as among the congregation in general.

Our committee has met with Kendra on a monthly basis to reflect and hopefully provide ideas and good listening. Because of the relationship between Kendra and the congregation, no major issues were brought to the table.

We did plan and facilitate a Goal Setting and Review session with Kendra and twelve congregants who represented an array of ages and committee memberships. The purpose was for Kendra to get "feedback" on what the members felt she does well and where she might need to make some changes. The information generated in this meeting will be shared with the Board; a follow-up meeting will take place in the fall to discuss the implementation of the shared ideas.

Helen Kruppa and I will be leaving the committee. Two new members, appointed by the Board and Kendra, will join Jessica Michelsen in the fall.

Dan Hummel, Chair

NOMINATING COMMITTEE

The Nominating Committee, Jim Schlough, Pat Yosha and Chair, Donna Mogardo have continued their recruiting efforts this year ferreting out the personal skills and interests, volunteer style and preferences, qualifications and unique vision of our current nominees for their future participation in our thriving spiritual community. We have found a strong core poised to share this vision as the community grows exponentially through the direction of the Outreach Committee, the diligence of Finance and Pledge, the stewardship of the Program Council and the dedication of the Board of Trustees. Together we strive to develop into a compelling force in our community, living and sharing Unitarian principles in action.

The Nominating Committee's primary duty is to provide the Standing Committees with qualified and committed participants. Those Standing Committees are: Personnel, Property, Finance, Pledge Drive, DRE Relations, Ministerial Relations, Program Council and the Board of Trustees. Watch for continued conversations in the coming year as Nominating looks to fulfill its mission of a vibrant FUUSE fellowship sustained by joyful individual and collective contributions.

We welcome the consideration of the FUUSE membership on the following nominations:

Committee	Position	Nominee
Board of Trustees	Incoming Chair	Debbie Merrick
Board of Trustees	Vice-Chair	TBA
Board of Trustees	Member-at-Large	Susan Gorman
Board of Trustees	Member-at-Large	Dan Chartrand
Board of Trustees	Member-at-Large	MaryAlice LaPoint
Property Committee	Chair	Jim Schlough
Pledge Drive Committee	Co-Chairs	Betsy Arnold, TBA
DRE Relations Committee	Nominating Committee Appointment	Chirs Chance

Donna Mogardo

Personnel Committee

Members of the Personnel Committee are: Skip Berrien, Chair; George Gallo and Ingeborg Lock.

In the last year the Committee has been involved with the recruitment of our interim Director of Religious Education, Child Care Providers and Sexton.

The majority of our monthly meetings have been devoted to revising the Personnel Manual which has included proposed modification of the personnel policies to insure accountability by and security of the FUUSE staff. The modified policies were forwarded to the Board of Trustees for approval. The format for job descriptions was standardized. There is a continuing review of the staff evaluation process including modification of procedures and forms.

Skip Berrien, Chair

PROGRAM COMMITTEES

PROGRAM COUNCIL

Partnership, Process and Problem Solving have been the "Three P's" this year at the Program Council. Opportunities for partnership and collaboration have emerged continuously as a result of the regular updates and requests for assistance that are called for at each meeting. Examples of **partnership** include: Children's RE working closely with Outreach Committee, Green Team, Social Justice and others to plan events and classroom teaching units; Adult RE and the Welcoming Committee consulting with each other about plans for the FUUSE Retreat; All of us working together to organize an appreciation of the efforts of volunteers who make our church community the vibrant place it is. **Process** is essential but does not become endless in the PrC meetings. We have been called upon to help refine protocols for communication via the internet and the website again this year and we have taken on the role of sorting out space sharing needs. Several committees have used computer surveys and group meetings to gather information about how to enhance the programs they offer and they have used the PrC to share the results and formulate action plans. Finally, **problem solving** has been a theme this year. We have worked on issues such as improving the flow of traffic and keeping the noise level down during coffee hour, centralizing and sharing information about committee membership, coordinating budget requests and sharing money across budgets when special circumstances arise and working together to support committees that are seeking new members. Next year the PrC will work on the following: Joining children and adults in mentoring and intergenerational projects; Considering new ways to build revenue; Enhancing the current FUUSE directory or creating another directory to include photos, information about talents, skill and interests.

Jane Oldfield-Spearman, Chair

CARING COMMITTEE

The Caring Committee provides tangible help and support to members of FUUSE during times of difficulty or transition. We consist of seven members: Janet Caylor, Adrienne Drummey, Gwen Kenney, Helen Kruppa, Kay Morgenthau, Jane Oldfield-Spearman, and Amy Robinson. We meet on the first Thursday of each month with Kendra to discuss any situations which need our help, as well as being in contact throughout the month. We provide services to our church community twelve months of the year, understanding that personal crises do not disappear over the summer.

This calendar year our budget was \$30 which we are using exclusively for postage (we had asked for \$50 but were denied). Members of the committee contribute cards and memorial service supplies as needed without charging the church. As of April 20, 2010 we have spent \$17.60 and will spend the additional \$ 12.40 for stamps in June.

During the last twelve months the committee has sent seventy seven (77) cards, arranged for thirty two (32) meals, arranged numerous visits and a few rides. Additionally, we put on one memorial service reception (for Bo Stasiuk.) The food for meals and receptions is cooked and baked by not only members of the committee, but also many generous members of the larger FUUSE community.

I know that I speak for the entire committee when I say that it is our pleasure to be of use during these times of need.

Amy E. Robinson, Chair

THE GREEN SANCTUARY PROJECT

Green Team Members: Vicky Anderson, Kathy Beggin, Mary Doane, Sylvia Foster, Dixon Hummel, Frank Orifici, Meg Schoene, Cliff Sinnott, Merci Voorhees

We have been working toward becoming a candidate for Green Sanctuary status with the Unitarian Universalist Association. We completed an initial assessment of what we're doing well and what needs to be done to become more sustainable in our worship services, celebrations, religious education, buildings and grounds maintenance and advocacy for justice for all beings and life on earth. We began the assessment by asking the congregation through a survey, how people personally practice their faith through the Seventh Principle of respect for the interconnected web of life. Then we interviewed our ministers and RE Director and did a walkthrough of our offices, buildings and grounds to inquire about sustainable practices. From the overall assessment, we centered on the congregation's interest in conservation, local food and clean energy production to draft ten green projects suitable for building further awareness and actions toward living lightly on the earth and observing the Seventh Principle.

In 2011, the UUA reviewed our plan of action and accepted us as a candidate for Green Sanctuary status. Since then, our Green Team members have produced a Reduce/Re-Use Green Holiday Table, a collaboration with Religious Education on a Water Stewardship curriculum, ongoing Beach Clean ups, a church Free-Cycle program, a collaboration with *We The People* in screening the film *Fresh* on the topic of local foods, a screening of *Flow: For the Love of Water*, and plans for the Edible Church Yard to replace a patch of lawn to yield vegetables for the Food Pantry. We helped publicize Team FUUSEion's Computer Re-cycling Project. Twenty-one FUUSE members re-cycled their old computers to assist in toxic waste prevention.

While we have a great adventure ahead to become certified as a Green Sanctuary, we've already completed four of the ten required projects and invited the congregation's collective wisdom and helping hands toward our goal of becoming a designated a UUA Green Sanctuary.

Our Green Team Community Room bulletin board posts project updates and our "Green" application. Our new website (linked to the FUUSE site) will be used to post future interfaith project updates at www.greeningtogether.org.

Sylvia Foster

HOSPITALITY COMMITTEE

Committee Members: Anne Tufts, Chair; Dixon Hummel, Laurie Loosigian, Marion Mengert, Karen Patenaude, Jim Schlough, and Janet Szarmach

In the fall we agreed to "Hospitality" for our name as a merger of three committees: Fellowship, Welcoming, and Membership.

Eighty adults and children attended our kick-off event, the Fourth Annual Church Retreat. The committee has been busy all year talking to visitors on Sundays and making follow-up phone calls. Circle Dinners were held in the fall and in the late winter with an average of 60 people attending each time. We express appreciation to all who hosted these events. A dance, with potluck, was held in November and was greatly enjoyed by all. Together with the RE program and the Green Team, we revived the Children's Christmas Shopping Table. In January we held a new member recognition Sunday for those who joined while Rev. Kendra was on Sabbatical.

The committee continues work on welcoming and tracking visitors, assisting with events at church, making sure we have hosts for coffee hour, and planning events for the church congregation.

Anne Tufts, Chair

OUTREACH COMMITTEE

Members of the Committee: Helen Kruppa, Chair; Rich and Sally Coleman, Adrienne Drummey, Gwen Kenney, and Gail Nostrom.

The Outreach Committee has assisted FUUSE in participating in numerous community support activities:

- 33 walkers participated in the CROP Walk for Hunger and together with the Give-It-Away plate raised over \$2,000 dollars
- 10 food baskets were given at Thanksgiving for local needy families
- 50 seniors from Meals on Wheels were given holiday gifts
- countless bags of food were donated to the St. Vincent de Paul food pantry
- many bags of children's clothes were given to WIC (Women, Infants, and Children)
- 47 volunteers helped shelter, feed and assist families who are homeless in the Seacoast Family Promise program.

By year's end, our Third Sunday *Give-It-Away* Offertory will have given well over \$10,000 to support those in need in our community. Recipients of this year's offerings are:

- Big Brothers and Big Sisters
- CROP Walk for Hunger
- Minister's Discretionary Fund
- Crossroads House
- Safe Place
- Seacoast Outright
- Cooperative Middle School Fund
- Malley Farm Boys Home
- CASA (Court Appointed Special Advocates)
- WIC

We can be proud of the difference FUUSE has made as we join together with other faith communities to help those in need in our community.

Helen Kruppa

ADULT RELIGIOUS EDUCATION COMMITTEE

Committee members: Dave Szarmach, Chair; Caleb Ewing, Denise Lamothe, Greg Prazar, Barbara Rimkunas, Caroline Siecke, and Dave Weber

The Adult RE Committee planned courses and supported our course facilitators during the church year. We created Fall (10 courses) and Spring (14 courses) Program Brochures in which we offered information on some continuing as well one-time and multi-session courses. Popular courses this year included Bible Study, Thoreau without Guilt, Spiritual Activism and a new couples class for which we received great evaluations. Our current model is to run courses brought forth by the congregation, but we have also started to examine options from the UUA Adult RE Curriculum.

Most of our members attended the RE Visioning sessions this year. We used data from these sessions to guide the committee and found three new members amongst the attendees. We are exploring new ways to choose and schedule our courses to avoid having to cancel and postpone our offerings. We asked the congregation to complete a survey to help guide us to find better course times as well as the types of courses best suited to our congregation's needs.

Thanks to all of our facilitators this year as well to Pat Baker for handling sign-ups. We express gratitude also to our DRE Laura Stevens and past chair Cynthia Young who have supported our efforts.

Dave Szarmach, Chair

CHILDREN/YOUTH RELIGIOUS EDUCATION COMMITTEE

Members of the Committee: Jeremy James, Jessica Michelsen, Kimberly Orifici, Sujeong Shin (chair), Laura Stevens (ex officio); Cynthia Young

This year was marked by tremendous change and revitalization precipitated by several new arrivals. Laura Stevens was hired as interim director of religious education, replacing Kimberly Wootan, who resigned in the summer. We welcomed two new nursery attendants, Kate Giese and Jamie Spaulding. Three new committee members—Jeremy James, Kimberly Orifici, and Cynthia Young—have dedicated incredible energy, time, and thoughtfulness to their work.

There were also several departures. Margaret O’Day, the former chair, left to serve on the Board of Trustees, where she continues to represent CRE interests. Bob McConnell left, as did Dixon Hummel and Kristen O’Gorman, both of whom served faithfully on the committee for many years. We are grateful for the service of all these individuals.

The summer was filled with transition meetings to ensure that the committee would be prepared to begin the church school year without an interim DRE. To the committee’s great relief, Laura Stevens was hired at summer’s end. The fall was a flurry of activity— assisting with recruitment and teacher training, putting on a pancake breakfast, and working with the Board and Program Council on designating rehearsal space for the choir within the Religious Education area.

The principal effort of the year was the planning and carrying out of a Visioning Workshop, which invited the entire congregation to help envision the future of RE at FUUSE. The January 29th event focused on small group discussions of “powerful questions” about RE,” as well as a Miracle Question, which asked the congregation to articulate their ideal RE program. Jenn McAdoo, a DRE and district consultant, moderated. The event drew a remarkable 96 participants and generated a wellspring of ideas. The main themes that emerged from were a desire for more intergenerational activities both in and out of the sanctuary; a desire for stronger, more engaging, principles-based curricula that emphasize UU identity; stronger communication between DRE and parents; greater engagement with youth, both in and outside the classroom; and greater outreach into the community and with other congregations.

In response to the Visioning event and to the CRE survey conducted last spring, the committee has been working on the following: researching and selecting new, up-to-date, UU-identity-focused curricula; exploring more ways to connect with other FUUSE groups and FUUSE members to build more intergenerational connections, further strengthen our community, and “live” our principles; standardizing ritual in RE classes; focus on youth programs, in an effort not to lose youth interest and participation; exploring ways to connect our older youth to the greater UU community; planning more community building, fun activities for children at the opening of the church year.

Finally, we are pleased to report that Laura Stevens accepted an invitation to extend her interim stay for a second year. We look forward to continue working with her to discover new ways to improve and enrich religious education at FUUSE.

Sujeong Shin

SOCIAL JUSTICE COMMITTEE

This year we have had well-attended Saturday morning meetings, spirited discussions and actions by individuals and groups.

Local affordable housing has been investigated by Marion Mengert and Malcolm Wetherbee; Children's

issues have been the focus of Skip Berrien and Alex McCallum, which included a presentation from a CASA representative. Granite State Fair Tax Coalition has been followed closely by David Weber and Pat Yosha, and others from the SJ committee attended a forum of GSFTC in Portsmouth in the fall. Jeff Lynch of the Fiscal Policy Institute made a presentation to the SJ group. Rallies in opposition to the current NH House and Senate budget proposals have been held, and several FUUSE folks attended hearings and demonstrations in Concord to make their plea for restoration of funds that have been cut from human services. Weekly peace demonstrations at Exeter Town Hall continue on Thursdays. Several of us have presented courses in ARE and CRE on social justice topics. Many SJ folks have written letters-to-the-editors of area newspapers on protecting collective bargaining for workers, sensible revenue and tax policies and, in the fall elections, supporting candidates whose programs align with our UU principles. The committee has under consideration a proposal to support a "new" pledge for NH, one that involves rejecting the old pledge under which all broad-based taxes are taboo (and the property tax enshrined.) We have worked closely with the Green Team in supporting actions that serve the cause of Environmental Justice.

We wish to thank Kendra Ford for her leadership on justice issues and her impassioned support for a humane state budget.

The Leadership Team,
Jim Webber, Chair; David Weber, Pat Yosha

WORSHIP LEADERS GROUP

The past year has seen further evolution and change within the vibrant worship leaders group.

Highlights include:

- Except for one service early in the church year conducted by a guest minister, all services not led by Rev. Kendra have been richly and ably led or co-led by members of our worship leaders group.
- Members of the worship leaders group (as well as members of the wider FUUSE community) have co-led or participated in services led by Rev. Kendra. This initiative toward a "shared ministry" is in keeping with our minister's vision of an intentional community wherein members, each with their own unique gifts, participate in caring for each other's needs.
- At monthly meetings we have not only explored the elements of great worship services, but also worked together to refine our community's approach to worship -- which elements of our services are working well, which elements might need a new frame or approach.
- The worship leader's group has also evolved into a node within FUUSE's Small Group Ministry. As each member of the group leads a service the other members actively work to support each other -- What went well? What was difficult in leading the service? Would you tell us more and could we discuss the personal philosophy that you articulated in that service?

Two new members have joined the group this spring: Tony Tufts and Greg Stevens. We all look forward to their voices being layered into the beautiful polyphony that now emanates from our pulpit.

We note also a passage, as original members of the worship leaders group Mary Alice LaPointe, Lyn Rodger and Barbara Wetherbee move to a new status as "alumni." They will be available for consultation and might on occasion move back into the pulpit, but all three felt it was important to make room for new voices.

Dan Chartrand

BUDGET INFORMATION

Projected budget performance for Fiscal Year 2011 (ending June 30, 2011) and Proposed budget for Fiscal Year 2012 (July 1, 2011 – June 30, 2012)

SUMMARY

			FY11 Approved Budget	FY 11 Projected	FY 11 Var	Proposed FY12 Budget	\$ Increase / (Decrease) from FY11 Projected	% Change from FY11
Ordinary Income/Expense								
Income								
	Total Pledge Income		238,918	214,617	(24,301)	227,000	12,383	6%
	Offertory Plate Contributions		9,000	9,000	-	9,000	-	0%
	Total Fund Raising Activities		10,000	10,238	238	19,000	8,762	86%
	Total Other Income		11,700	10,278	(1,422)	16,798	6,520	63%
	Total Income		269,618	244,133	(25,485)	262,798	18,665	8%
Expense								
	Total MINISTRY		86,310	85,031	(1,279)	87,094	2,063	2%
	Total RELIGIOUS EDUCATION		63,685	44,447	(19,238)	52,425	7,978	18%
	Total MUSIC		28,489	28,129	(360)	32,548	4,419	16%
	Total OFFICE ADMINISTRATION		40,049	39,253	(796)	44,442	5,189	13%
	Total DENOMINATIONAL SUPPORT		11,645	9,314	(2,331)	11,244	1,930	21%
	Furniture & Equipment		800	-	(800)		-	
	Total CHURCH OPERATION		2,800	2,200	(600)	2,047	(153)	-7%
	Total PROGRAM COUNCIL		4,230	1,400	(2,830)	3,715	2,315	165%
	Total Expense		269,618	242,219	(27,399)	272,404	30,185	12%
	Net Surplus / Deficit		-	1,914	1,914	(9,605)	(11,520)	-602%

DETAIL

	FY11 Approved Budget	FY 11 Projected	FY 11 Var	Proposed FY12 Budget	\$ Increase / (Decrease) from FY11 Projected	% Change from FY11	
Ordinary Income/Expense							
Income							
Total Pledge Income	238,918	214,617	a (24,301)	227,000	12,383	6%	1
Offertory Plate Contributions	9,000	9,000	-	9,000	-	0%	
Fund Raising Activities							
Fund Raising Expense		(800)	(800)		800	-100%	
Fund Raising Activities - Other	10,000	11,038	1,038	10,000	(1,038)	-9%	
Total Fund Raising Activities	10,000	10,238	238	19,000	8,762	86%	
Other Income							
Facilities Usage Contributions	3,200	2,826	(374)	1,800	(1,026)	-36%	
Transfer from Investments							
Property Capital Transfer				5,000	5,000		2
Vanguard	1,200	1,200	-	2,101	901	75%	3
Fidelity	6,000	6,000	-	7,898	1,898	32%	4
Transfer from Investments - Other		5	5		(5)	-100%	
Total Transfer from Investments	7,200	7,205	5	14,998	7,793	108%	5
Miscellaneous Income	1,300	1,573	273	1,300	(273)	-17%	
Total Other Income	11,700	10,278	(1,422)	16,798	6,520	63%	
Total Income	269,618	244,133	(25,485)	262,798	18,665	8%	
Expense							
MINISTRY							
Minister							
Salary - Min	45,237	45,237	0	45,237	-	0%	
Housing Allowance	20,765	20,765	0	20,765	-	0%	
Pension Contribution - Min	6,472	6,472	-	6,472	-	0%	
Health Insurance - Min	6,400	6,066	(334)	7,184	1,118	18%	6
Disability Insurance - Min	812	812	-	812	-	0%	
Life Insurance - Min	524	524	-	524	-	0%	
Prof Expenses - Min	4,600	4,000	(600)	4,600	600	15%	
Total Minister	84,810	83,876	(934)	85,594	1,718	2%	
Sabbatical	500	-	(500)	500	500		
Worship Committee	1,000	1,150	150	1,000	(150)	-13%	
MINISTRY - Other		5	5	-	(5)	-100%	
Total MINISTRY	86,310	85,031	(1,279)	87,094	2,063	2%	
RELIGIOUS EDUCATION							
Child Care Services							
Social Security	490	490	(0)	567	77	16%	
Child Care Services	6,400	3,325	(3,075)	5,000	1,675	50%	
Total Child Care Services	6,890	3,815	(3,075)	5,567	1,752	46%	
Director of Religious Education							
Salary - DRE	29,902	29,337	(565)	29,902	565	2%	
Social Security	2,288	3,000	712	2,288	(712)	-24%	
Pension Contribution - DRE	2,990	250	b (2,740)	2,990	2,740	1096%	7
Health Insurance - DRE	9,700	800	c (8,900)	-	(800)	-100%	
Disability Insurance - DRE	374	265	(109)	300	35	13%	
Life Insurance - DRE	241	200	(41)	228	28	14%	
Prof Expenses - DRE	2,000	2,000	-	2,000	-	0%	
Total Director of Religious Education	47,495	35,852	(11,643)	37,708	1,856	5%	
Religious Ed - Adult	800	500	(300)	800	300	60%	
Religious Ed - Children							
Supplies	2,400	700	(1,700)	2,000	1,300	186%	
Copies, Ptg Postage	2,500	1,280	(1,220)	2,000	720	56%	
Food	1,000	550	(450)	750	200	36%	
Curricula & Books	500	300	(200)	500	200	67%	
Guest Speakers	400	250	(150)	400	150	60%	
Youth Group (new)				500	500		
Owl Training (new)				300	300		
Awards & Spec Events	400	300	(100)	400	100	33%	
Leadership	800	100	(700)	800	700	700%	
Bkgrnd Checks	500	800	300	700	(100)	-13%	
Total Religious Ed - Children	8,500	4,280	(4,220)	8,350	4,070	95%	
Total RELIGIOUS EDUCATION	63,685	44,447	(19,238)	52,425	7,978	18%	

NOTES

FY11 Notes		FY12 Notes	
a	Pledge Income was \$30K under budget	1	Based on 95% of projected pledges of \$239K
b	New DRE Director did not get pension	2	from unspent 2009 funds, Decided by BOT, will be taken from Assets
c	New DRE Director did not take Health Insurance	3	Based on 2% of Vanguard as of 12/31/10
d	Office Admin took Bookkeeping responsibilities	4	Based on 5% of Fidelity as of 12/31/11
e	reduction approved by BOT	5	Strong return in 2010 increased investment value
f	reduction approved by BOT & program council	6	6.5% Increase forecasted starting Jan 2013
		7	DRE entitled to Pension Contribution per church policy
		8	New in FY12 per BOT
		9	Offset by capital distribution from 2009 Surplus
		10	Assumes 10% increase
		11	Assumes 3% increase
		12	Changed from Community Support in FY 11 to Outreach Committee in FY12
		13	Changed from Fellowship/NewComer Welcome in FY 11 to Hospitality in FY 12
		14	Changed from Fellowship/NewComer Welcome in FY 11 to Hospitality in FY 12

BALANCE SHEET, as of April 30, 2011

	Apr 30, 11	Notes
ASSETS		
Current Assets		
Checking/Savings		
Checking - Ocean National Bank	83,010	
Total Checking/Savings	83,010	
Other Current Assets		
Investments		
Vanguard Money Market	7,386	
Vanguard Group	101,559	
Fidelity Fund Investments	163,183	
Total Investments	272,128	
Total Other Current Assets	272,128	
Total Current Assets	355,138	
TOTAL ASSETS	355,138	
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts Payable	161	
Total Accounts Payable	161	
Credit Cards		
Ocean Bank	215	
Total Credit Cards	215	
Other Current Liabilities		
Other Current Liabilities		
Total Self-funding Programs	3,696	
Short-term Funds		
Music Fund	1,470	
Total Other Memorial Funds	2,271	
Copithorne Fund	4,117	
Haberstroh Fund	1,050	
Treadwell Fund		
Bldg Feasibility Fund	3,610	
Treadwell Fund - Other	15,000	
Total Treadwell Fund	18,610	
Facilities Capital Equipment	5,000	
Total Short-term Funds	32,518	
Total Other Current Liabilities	36,214	
Payroll Liabilities	965	
Total Other Current Liabilities	37,179	
Total Current Liabilities	37,555	
Total Liabilities	37,555	
Equity		
Retained Earnings	234,810	
Net Income from Operations	35,530	a, b
Net Income from Investments	47,243	
Total Equity	317,583	
TOTAL LIABILITIES & EQUITY	355,138	
Notes:		
a	FY11 Net income as of April 30 includes pre paid pledges from other years	
b	FY11 Net income as of April 30 does not include May and June expenses	