

UNITARIAN SOCIETY OF NEW HAVEN
MINUTES OF THE CONGREGATIONAL MEETING
June 10, 2018

Approved November 11, 2018

Attendance: 82

Quorum requires 36 members.

Call to Order:

D. Gelperin called the Meeting to order at 11:50am and P. Miller recorded the minutes.

Invocation:

M. Lloyd Joiner read an invocation from Edward L Schempp.

Quorum Count:

D. Gelperin and P.J. Deak counted 82 members present for a quorum.

Reading of Covenant:

D. Gelperin read the USNH Covenant.

J. Messner handled the microphone for the meeting.

Business Items:

1. Minutes from November 2017

MOTION by G. Feeley, to approve the minutes of the November 2017 congregational meeting. **SECONDED by B. Levison;**

PASSED; 80 approved, 0 opposed, 2 abstentions.

2. Organizational Chart Presentation (Rev. Megan)

Rev. M.L. Joiner presented the organization chart which is attached at the end of the minutes. This is the first attempt at charting where we are. It is not where we want to be. We will hold one or more feedback sessions on the organization chart in the fall. Please email Rev.Megan@usnh.org with observations on the chart.

We have 11 paid staff positions, full and part time, some of which are not filled. We have 16 committees. The Social Justice Council has 15 social justice groups.

Some of the relationships shown on the chart are informal. Some relationships are not quite clear. We need to clarify parameters around these relationships. How do we share responsibilities? Under Policy Governance, committees now report to the Management Team. The Council of Chairs is being used as a communications tool. We are looking at its purpose and how to use it more effectively.

3. Introduction of Potential Affiliate Community Minister (Rev. Megan)

Rev. M. L. Joiner presented Rev. Kathleen Green. Rev. Green has preached here in the past. She will join us again this summer. We are discussing entering an affiliate community minister relationship with Rev. Green. This is similar to the position formerly held by Rev. R. Spaulding. We could have a covenant between ministers but would like the congregation to vote on affiliation at the fall congregational meeting.

Rev. Green would preach a couple of times a year, would hold humanist meetings, and provide other services. She would have space available here, have access to USNH resources, and could be a USNH delegate to the UUA in the future.

Rev. Green is executive director of the Yale Humanist Community. She has served in a variety of congregations for over 10 years. She has been active in the social justice arena. She has been on the Board of Directors of the Unitarian Universalist Legislative Ministry.

4. Election of the Board of Trustees/Nominating Committee/Endowment & Legacy (Nominating Committee)

R. Camm presented the 2018-2019 slate of candidates for office, which is attached at the end of the minutes.

There is an open position on the Endowment and Legacies committee. Please email **the** nominating committee if you are interested in this position.

K. Jackson appreciated the biographical information that was provided to the congregation.

P. Trotta thanked the nominating committee for their work, and thanked those who agreed to serve.

B. Goward asked that nominees stand to be recognized.

<i>Nominee</i>	<i>Office</i>	<i>Term</i>
Peggy Myers	President	2018-2019
Craig Machado	Vice President	2018-2019
Linda Mehta	Treasurer	2018-2020
Al Bosch	Trustee	2018-2021
Dan Wade	Trustee	2018-2019
Ann Singer	Nominating Committee	2018-2021
Jim Peters	Nominating Committee	2018-2021
Bob Congdon	Endowment	2018-2019
John Watson (2nd term)	Endowment	2018-2021

MOTION by R. Camm, to approve the slate as presented. **SECONDED by D.**

Pascale;

PASSED; 87 approved, 0 opposed, 1 abstention.

2018 – 2019 Board of Trustees

President:	Peggy Myers
Vice President:	Craig Machado
Treasurer:	Linda Mehta
Clerk:	Pamela Miller
Past President:	Dan Gelperin
Trustee:	Pat Trotta
Trustee:	Jeannette Faber
Trustee:	Bobbi Pace
Trustee:	Al Bosch
Trustee:	Dan Wade

2018 – 2019 Nominating Committee

Robb Camm (2nd term)
Jackie Trimble Shapiro
Linda Barret
Carol Holloman
Ann Singer
Jim Peters
Board Member TBD

2018 – 2019 ENDOWMENT AND LEGACIES COMMITTEE

Greg Seaman
Michael Chlorite
Vicki Seitz
Bob Congdon
John Watson (2nd term)

5. Operational Budget (Management Team)

D. Stagg presented the operating budget which is attached at the end of the minutes. He focused his talk on items that are highlighted in yellow on the budget.

Our pledge income goal was \$490,000. We have received \$430,000 from 219 pledges. Based on experience, we can expect an addition \$15,000 in pledges.

For fundraising we have raised \$18,000 so far this year. We hope to have a service auction again but have no volunteers. We think that the budgeted amount was too high, so we reduced it to \$18,000.

We have a separate fundraising item for BLUU. We assume we will receive a similar interest rate on a renewed CD. We are still using non-renewable funds for ongoing expenses. We have suggested 2.5% contribution from the endowment to meet salary requirements.

Our heating expenses fell due to the change to gas heat. We are budgeting 50% of UUA dues to keep the budget balanced. UUA has combined UUA and regional amounts and requested a 10% increase over last year. We may be able to increase the amount later in the year. The mortgage has been refinanced with the Endowment and Legacies committee. We will not need to borrow the amount for dryvit work until spring 2019.

We are giving a 2% COLA to staff who have been here over 1 year. We are bringing some staff up to UUA midpoint. We are looking for a new Membership Coordinator and have increased the hours and hourly rate modestly. We have appointed a hospitality coordinator at 5 hours per week. The bookkeeper's hours have been increased.

We have a \$1K increase for the Social Justice Network, recognizing their increased work, BLUU and CONECT expenses. There is \$1000-line item for CONECT to cover costs until February. The issue is documented in note 2. BLUU is documented in note 1.

This is the first year that we have added to the capital fund. This requires maintaining a zero deficit budget.

Since this time last year more than \$40K in new pledges have come in. Final numbers for this year will not be known until later. They will be presented at the fall meeting.

J. Trimble Shapiro asked about the parameters from the endowment. Is the money just from interest? F. Morrison explained that 2% was set the year that we agreed in the bylaws to let the endowment support the budget instead of placing

individual requests for items. More robust endowments would be able to contribute up to 4%. Our campaign to grow to \$2.5M is the reason why we are limiting contributions. This past year we offered 3% if it is needed. Since it will be needed it will be 3% this year. It was approved in last year's budget.

R. Stockton requested more information on note 1. M. Lloyd Joiner spoke about the campaign request and purpose. BLUU is supporting black UU ministers and staff to address white supremacy. UUA's Practice and Promise pledged money to this and asked congregations to contribute as well. There are matching funds for any congregation that pledges \$10 per member. The Board of Trustees voted to meet that amount. We are planning to have services to fulfill this pledge through special collection plates. This will be in collaboration with the Social Justice Council, Anti-Racism Taskforce, etc. More information will come. D. Gelperin addressed the board's support of this pledge. The funds will not come from general funds. It will be from special fundraising or from appropriate restricted funds. The commitment is an aspiration. We expect people to support it in the coming year. We will not coerce support.

J. Kleinman asked about the anticipated pledges. How will we get \$100,000 in pledges? D. Gelperin asked if she meant the gap between budgeted pledges and actual pledges. D. Stagg explained that the \$354,000 is the figure as of March for this year. \$445,000 is the pledges already made for next year plus the expected increase over the next year.

L. Anderson supports the budget but often thinks the UUA's support of us is invisible. UUA is always available when needed. She has seen this as president and while on the search committee. They are also suffering financial stresses that we are feeling.

MOTION by G. Belaval, to call the question. SECONDED by R. Platt; PASSED; 73 approved, 4 opposed, 3 abstentions.

MOTION by L. DeVos, to approve the operating budget. SECONDED by R. Platt; PASSED; 87 approved, 0 opposed, 1 abstention.

6. Capital Budget (Management Team)

D. Stagg presented the Capital budget which is attached at the end of the minutes.

Income consists of \$27,752 balance plus \$1,567 from the operating budget and \$60,000 to be borrowed from the endowment.

Several projects are planned for the year. We have a contractor lined up to patch the rear parking lot. This work has been delayed by rain. Repair of exterior stucco will require an evaluation from an architect and we will look for at least 3 quotes. This will probably not be completed until spring. Audio work for the sanctuary will be done this year. Water gets into the upstairs classrooms when it rains. Correcting this will require a second downspout and a dry well. This is a \$3000 project. Some blinds will need to be replaced. We want to install a camera by the front door. We want to level the bluestone patio.

We are trying to keep funds in reserve for the HVAC system. There are 2 HVAC units. A total replacement would cost around \$40K each. We can replace individual components as needed.

C. Machado asked about replacement of the front doors. He also wanted to know if anything is going to be done about our kitchen? D. Stagg replied that the front door lock was replaced, eliminating the need to replace the doors. The kitchen project is on hold. It looks like we need \$125,000 to replace the kitchen. We don't think we can raise more than half of the needed amount. We can look at a smaller project to only replace appliances.

S. Bond asked if any research has been done on rectifying the odor in the lady's room? D. Jones stated that we have been working on the problem for a couple of years. The vent has been expanded. T. Vidal and G. Belaval did that work. We haven't been able to determine the cause of the smell. It seems not to be coming from the drains. Plumbers have suggested that we remove the toilets and replace them to see if that will help. The exhaust fan goes off when the lights go off. A. Clark thought that the situation had been improved. We need to change the timer on the fan. D. Jones said plumbers think the smell may be coming from the men's

room downstairs. R. Platt suggested switching the rooms to get it fixed. D. Gelperin noted that it is helpful to keep providing feedback.

J. Greist asked about the timing of the stucco repairs. We have about a dozen pairs of nesting sparrows that would be disturbed in the spring. Is there anything that can be done to encourage them to nest elsewhere? D. Jones said that we filled in as many holes as possible to prevent new nesting. We have taken the schedule into account. It is important to do the work because water leaks into the walls. This will weaken the glue that holds everything onto the walls. To replace the dryvit with cement board would cost over \$200,000. New dryvit has improved over that used in the original installation.

T. Vidal asked about the proposed camera on the front door. Will there be a monitor at Jamie's desk? There will not be a door release at her desk. J. Hill is investigating the issue of a door release. T. Vidal then asked why we need a monitor if a release will not be available? D. Jones noted that we can direct people to the correct door if they are here for the daycare. The easiest way to release the door is to use magnetized door stops. Fire laws require that magnetized locks must open automatically if people are trying to leave. It could lead to inadvertent opening of the doors. T. Vidal asked if there is a way to communicate from the office to the door. M. L. Joiner replied that we are still working on the solution. We are trying to figure out what is needed for the staff to feel safe. P. Trotta said that it sounds like an audio component is needed.

S. Connolly asked about the audio changes. D. Stagg answered that the transmitter can be improved with another antenna. A. Clark said it will also add a charging station to the dock for hearing assist units. M. L. Joiner commented that the addition of a third channel will allow J. Greist and M. L. Joiner to both have lapel mics during services.

T. Hardin asked about the dryvit. He has worked with it elsewhere. Have we experienced vandalism of the walls? D. Stagg said the damage has been from birds, not from vandalism.

MOTION by R. Camm, to approve the capital budget as presented. SECONDED by A. Glick;
PASSED; 55 approved, 0 opposed, 1 abstention.

Announcements:

No announcements were made.

J. Trimble Shapiro thanked D. Gelperin for his service of the last 2 years. D. Gelperin replied that everyone can do this.

Adjournment:

MOTION by D. Pascale, to adjourn the meeting. **SECONDED by T. Vidal;**
PASSED unanimously.

The Congregational Meeting adjourned at 1:11 pm.

Attachments:

Organization Chart

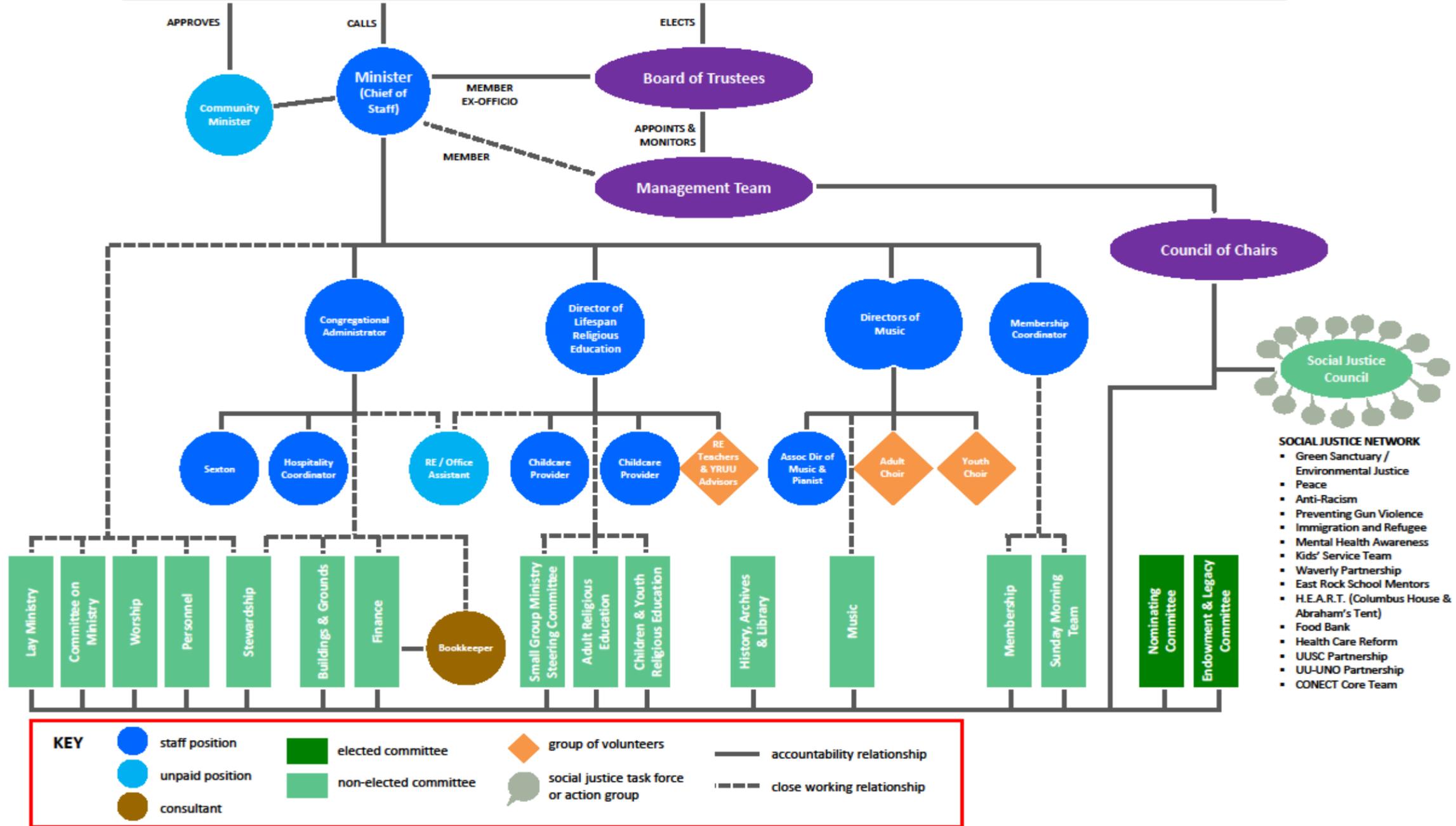
2018-2019 Slate of Candidates

Operating Budget Proposal

Capital Budget Proposal

Draft Organization Chart

Congregation - USNH



- SOCIAL JUSTICE NETWORK**
- Green Sanctuary / Environmental Justice
 - Peace
 - Anti-Racism
 - Preventing Gun Violence
 - Immigration and Refugee
 - Mental Health Awareness
 - Kids' Service Team
 - Waverly Partnership
 - East Rock School Mentors
 - H.E.A.R.T. (Columbus House & Abraham's Tent)
 - Food Bank
 - Health Care Reform
 - UUSC Partnership
 - UU-UNO Partnership
 - CONECT Core Team

2018-2019 Slate of Candidates

2018-2019 Slate of Candidates recommended by the Nominating Committee
(Nominees are *italicized*) and will be voted on at the 2018
Annual Congregational Meeting on June 10)

NAME	POSITION	TERM
BOARD OF TRUSTEES		
OFFICERS:		
Pamela Miller	Clerk	2017-2019
TRUSTEES:		
Pat Trotta	Trustee	2017-2020
Jeannette Faber	Trustee	2017-2020
Bobbi Pace	Trustee	2016-2019
OTHER:		
Dan Gelperin	Past President	2018-2019
NOMINEES:		
<i>Peggy Myers</i>	<i>President</i>	<i>2018-2019</i>
<i>Craig Machado</i>	<i>Vice President</i>	<i>2018-2019</i>
<i>Linda Mehta</i>	<i>Treasurer</i>	<i>2018-2020</i>
<i>Al Bosch</i>	<i>Trustee</i>	<i>2018-2021</i>
<i>Dan Wade</i>	<i>Trustee</i>	<i>2018-2019</i>
NOMINATING COMMITTEE		
MEMBERS:		
Robb Camm (2 nd term)	Nominating	2017-2020
Jackie Trimble Shapiro	Nominating	2016-2019
Linda Barret	Nominating	2017-2020
Carol Holloman	Nominating	2017-2019
Board Member TBD	Nominating	2018-2019
NOMINEES:		
<i>Ann Singer</i>	<i>Nominating</i>	<i>2018-2021</i>
<i>Jim Peters</i>	<i>Nominating</i>	<i>2018-2021</i>
ENDOWMENT AND LEGACIES COMMITTEE		
MEMBERS:		
Greg Seaman	Endowment	2017-2019
Michael Chlorite	Endowment	2017-2020
Vicki Seitz	Endowment	2017-2020
NOMINEES:		
<i>Bob Congdon</i>	<i>Endowment</i>	<i>2018-2019</i>
<i>John Watson (2nd term)</i>	<i>Endowment</i>	<i>2018-2021</i>
<i>Open</i>	<i>Endowment</i>	<i>2018-2021</i>
<i>Interested in an open position?</i>	<i>Ask a Nominating Committee Member</i>	

Operating Budget Proposal

		2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-2017 Actual	2017-18 Budget	3/31/2018 actual	% of Budget	Proposed budget	Comments	
	INCOME										
1	4000 Pledges	467,829.00	466,265.00	465,000.00	448,594.93	461,742.00	354,667.15	76.8%	445,000.00	Pledges to date plus anticipated pledges	1
2	4100 Collection Plate	23,000.00	26,227.00	25,000.00	25,264.25	25,000.00	17,090.65	68.4%	25,000.00	same as last year	2
3	4200 Misc. donations, Incl. Coffee and Flower donations	3,300.00	1,923.00	2,000.00	1,961.42	1,500.00	1,020.94	68.1%	1,500.00	same as last year	3
	4300 Rentals										
4	4310 Regular Tenant	55,520.00	54,903.00	58,000.00	57,781.00	58,000.00	43,317.00	74.7%	58,000.00	same as last year	4
5	4320 Incidental	7,400.00	5,750.00	6,000.00	9,303.00	8,000.00	4,905.00	61.3%	7,000.00	decreased from last year	5
6	4400 RE Income	900.00	1,150.00	900.00	170.00	0.00	250.00		500.00	based on actuals	6
	4500 Fundraising										
7		14,000.00	14,282.00	16,000.00	16,689.37	21,500.00	18,399.52	85.6%	18,000.00	Additional income projected for another Service Auction	7
8	BLUU fundraising								3,500.00	New activity - See Note 1.	8
	4600 Interest										
9		1,000.00	1,089.00	1,500.00	630.01	500.00	5.28	1.1%	1,700.00	New 1 yr CD at 1.7% APY, monthly interest. Assume renewal at same rate.	9
	4700 Restricted Funds Released										
10	Released from Senn fund	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	100.0%	0.00	Restricted fund for RE. Used to help bring DRE to full time. Depleted this year.	10
	Released from Emerson fund										
11		10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	100.0%	10,000.00	Restricted fund for RE. Used to bring DRE to full time. Funds remain for future use.	11
12	4900 Endowment contribution (2%)	16,255.00	16,255.00	17,461.00	17,461.00	27,000.00	9,096.50	33.7%	23,827.50	Approx 2.5% of Endowment.	12
13	Total Income	616,327.00	602,844.00	606,861.00	592,854.98	618,242.00	463,752.04	75.0%	594,027.50	Total Income	13
	EXPENSES										
14											
15	5100 Facility										
16	5110 Utilities	39,000.00	23,976.00	31,000.00	23,754.93	27,000.00	17,650.57	65.4%	25,000.00	Decreased due to switch to natural gas.	16
17	5120 Maintenance and Repair	10,000.00	13,428.00	9,200.00	7,138.74	9,200.00	1,699.93	18.5%	7,000.00	Some expenses moved to Property management and Landscape.	17
	5130 Property management										
18		20,000.00	8,084.00	8,000.00	9,396.88	9,000.00	7,024.54	78.1%	10,000.00	Some expenses moved to Office Service Contracts and snow removal moved to Landscape.	18
19	5140 Custodial Supplies	4,200.00	3,598.00	3,500.00	2,665.90	2,700.00	2,163.49	80.1%	2,700.00	Estimation based on actuals	19
20	5150 Landscape	2,000.00	12,460.00	11,000.00	9,506.78	10,000.00	10,534.25	105.3%	11,000.00	mostly snow removal	20
21	5160 Security/Alarm system	360.00	3,175.00	3,260.00	3,571.84	3,000.00	2,301.93	76.7%	3,000.00	same as last year	21
22	Facility total	75,560.00	64,721.00	65,960.00	56,035.07	60,900.00	41,374.71	67.9%	58,700.00		22
23	5200 Communication, Media										
24	5210 Office Supplies (copier paper, supplies)	1,800.00	1,418.00	1,500.00	1,431.74	2,000.00	1,209.41	60.5%	2,000.00	same as last year	24
25	5220 Postage	1,150.00	739.00	700.00	791.48	1,000.00	630.75	63.1%	1,000.00	same as last year	25
26	5230 Office service contracts (copier, Poland Spring)	7,000.00	8,050.00	7,000.00	8,571.88	10,000.00	6,537.08	65.4%	10,000.00	same as last year	26
27	5240 Cable service: internet, phone, TV, wi-fi	3,400.00	3,328.00	3,400.00	3,642.24	3,500.00	3,074.83	87.9%	4,000.00	New Contract	27
28	5250 Office contingency	500.00	119.00	400.00	295.21	300.00	0.00	0.0%	0.00	To be used in the case of overages or unexpected office expenses	28
29	5260 Tech: hosting, software, licensing	1,800.00	1,867.00	1,500.00	2,611.00	1,800.00	1,401.48	77.9%	1,800.00	same as last year	29
30	Communication total	15,650.00	15,521.00	14,500.00	17,343.55	18,600.00	12,853.55	69.1%	18,800.00		30

		2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-2017 Actual	2017-18 Budget	3/31/2018 actual	% of Budget	Proposed budget	Comments	
31	3300 Committee Support/Member Services										31
32	3310 Membership Committee	1,000.00	742.00	1,000.00	962.16	1,000.00	532.21	53.2%	1,000.00	same as last year	32
33	3320 Right Relations Committee	2,000.00	2,000.00	2,000.00	1,780.03	1,500.00	800.00	53.3%	1,500.00	same as last year	33
34	3330 Sunday Morning Team	2,000.00	1,918.00	2,000.00	1,702.03	1,800.00	1,377.91	76.6%	1,800.00	same as last year	34
35	3340 Stewardship/Canvass	2,000.00	1,518.00	2,000.00	1,637.82	1,800.00	558.03	31.0%	1,800.00	same as last year	35
36	3350 Endowment & Legacies	2,000.00	247.00	2,000.00	1,250.75	1,500.00	1,842.30	122.8%	2,000.00	Increase from last year	36
37	3360 Small Groups	300.00	100.00	300.00		150.00	0.00	0.0%	150.00	same as last year	37
38	3370 Library/Archives	100.00	84.00	245.00	210.89	200.00	131.50	65.8%	200.00	same as last year	38
39	3380 Lay Ministry Team	200.00	120.00	200.00	200.00	200.00	0.00	0.0%	200.00	same as last year	39
40	Committee/Member Services total	9,600.00	6,729.00	9,745.00	7,763.68	8,150.00	5,241.95	64.3%	8,650.00		40
41	3400 Denominational Affairs										41
42	3410 UUA Program Fund 2018-19 request now based on total income	20,088.00	19,440.00	17,760.00	17,760.00	19,560.00	20,049.00	102.5%		Jan 19, 2018 letter from UUA combines UUA & regional dues at \$29,405. See Note 3.	42
43	3420 New England Region (\$22/mem)	6,480.00	7,128.00	6,512.00	6,512.00	7,172.00	0.00	0.0%			43
44	Denom. Affairs total	26,568.00	26,568.00	24,272.00	24,272.00	26,732.00	20,049.00	75.0%	14,702.50	50% of requested amount	44
45	3500 Finance										45
46	3510 Mortgage	83,853.00	82,563.00	85,100.00	82,869.61	85,234.00	63,972.12	75.1%	38,813.60	Payback of \$440,000 to Endowment with 10 month delay on Capital Fund transfer.	46
47	3520 Insurance	7,200.00	7,262.00	7,900.00	7,790.00	7,900.00	7,791.00	98.6%	7,900.00	same as last year	47
48	3530 Accountant's Review	4,700.00	3,875.00	4,350.00	3,500.00	3,500.00	3,600.00	102.9%	3,600.00	Estimation based on actuals	48
49	3540 EFT Fees	280.00	268.00	270.00	526.47	270.00	312.21	115.6%	400.00	We hope members will use other methods to fulfill pledges	49
50	3550 Roof loan interest	600.00	600.00	600.00	600.00	0.00	900.00		0.00	Roof Loans repaid 12/31/2017	50
51	3560 Bank fees		56.00		-138.83		93.30		200.00	very variable	51
52	3570 Paypal Fees (~3.0% of contrib using paypal)	650.00	535.00	600.00	524.60	500.00	363.11	72.6%	600.00	We hope members will use other methods to fulfill pledges	52
53	3570 CT Sales Tax	100.00	248.00	250.00	133.35	250.00	285.82	114.3%	250.00		53
54	3580 Merrill Edge sales commission		35.00	0.00	35.37	50.00	28.69	57.4%	50.00	same as last year	54
55	Finance total	97,383.00	95,442.00	99,070.00	95,840.57	97,704.00	77,346.25	79.2%	51,813.60	Lower due to lower mortgage cost	55
56	3600 Personnel										56
57	3610 Salaries (Minister, DLRE, Administrator, Directors of Music, Associate Director of Music)	245,650.00	270,572.00	249,370.00	239,085.27	243,640.00	180,121.20	73.9%	249,010.80	2% COLA for employees with more than 1 year service	57
58	3620 Hourly Wages (Sexton, Membership Coordinator, Hospitality Coordinator, Child Care)	26,572.00	26,270.00	27,110.00	31,799.89	35,346.00	26,722.00	75.6%	43,704.29	2% COLA, Increase Membership Coordinator Hours, add Hospitality Coordinator	58
59	3625 Contractor (Bookkeeping Services)	0.00	4,673.00	12,000.00	11,456.25	12,000.00	9,307.50	77.6%	14,250.00	Increase Bookkeeper hours from 8 to 9.5 based on hours worked	59
60	3630 Medical Insurance (DLRE, Administrator, Sexton)	37,286.00	26,201.00	24,247.00	22,978.87	26,659.00	17,881.10	67.1%	24,970.49	10% Increase midway through year	60
61	3640 Other Insurance (dental, disability, workers comp, life)	7,675.00	6,048.00	7,366.00	7,138.84	8,149.00	6,488.93	79.6%	8,460.69	small increase	61

		2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-2017 Actual	2017-18 Budget	3/31/2018 actual	% of Budget	Proposed budget	Comments	
62	3630 Federal Insurance Contributions Act (FICA) Tax	20,557.00	22,137.00	20,878.00	19,178.55	21,342.00	15,259.61	71.5%	22,392.70	7.65% of salary total	62
63	3660 Pensions (Minister, DLRE, Administrator, Sexton)	21,405.00	17,564.00	21,352.00	21,855.84	22,898.00	16,897.79	73.8%	23,405.20	10% of eligible salaries	63
64	3670 Payroll service, admin fees, etc	2,700.00	2,688.00	3,000.00	2,601.28	3,000.00	2,155.72	71.9%	3,200.00	slight increase	64
65	3680 Professional Expense Accounts (Minister, DLRE, Administrator, Director of Music)	13,500.00	11,235.00	13,600.00	12,585.51	13,700.00	7,072.20	51.6%	13,700.00	same as last year	65
66	Personnel total	375,345.00	387,388.00	378,923.00	368,680.30	386,734.00	281,906.05	72.9%	403,094.18		66
67	3700 Trustees Research and Development	3,000.00	1,554.00	3,000.00	275.00	500.00	182.74	36.5%	1,500.00	modest increase towards previous years	67
68											68
69	3710 Management Team Discretionary Fund (new in 2016-17)	0.00		3,000.00	1,951.99	1,000.00	0.00	0.0%	1,000.00	same as last year	69
70											70
71	6100 Music										71
72	Music Dir-Training, Conference									For 2017-18 and 2018-19 music conference and dues have been moved to professional expenses.	72
73	6110 Paid Instrumentalists	800.00	400.00	1,000.00	550.00	1,150.00	0.00	0.0%	1,150.00	same as last year	73
74	6120 Accompanist for memorials	300.00	0.00	300.00	150.00				0.00		74
75	6130 Sheet Music/Library	800.00	576.00	800.00	486.43	500.00	394.90	79.0%	500.00	same as last year	75
76	6140 Piano Tuning/Repair	700.00	675.00	750.00	1,281.00	700.00	375.00	53.6%	700.00	same as last year	76
77	6150 Dues, Tapes, Misc	200.00	146.00	200.00	81.00	100.00	50.00	50.0%	100.00	same as last year	77
78	Music total	3,800.00	2,893.00	3,050.00	2,548.43	2,450.00	819.90	33.5%	2,450.00		78
79	6200 Religious Education										79
80	6201 Adult RE	600.00	607.00	1,300.00	1,088.27	1,300.00	1,064.26	81.9%	1,300.00	same as last year	80
81	6202 CYRE discretionary fund	500.00	426.00	500.00	302.97	400.00	214.00	53.5%	400.00	same as last year	81
82	6203 Teacher Training & Support	300.00	300.00	300.00	300.00	300.00	131.74	43.9%	300.00	same as last year	82
83	6204 Curriculum, supplies, equipment	1,200.00	1,121.00	1,200.00	897.30	1,200.00	366.97	30.6%	1,200.00	same as last year	83
84	6205 YRUU Support	800.00	597.00	800.00	580.10	700.00	291.20	41.6%	700.00	same as last year	84
85	6206 Family Multigenerational Activities	750.00	413.00	750.00	537.86	500.00	392.03	78.4%	500.00	same as last year	85
86	6207 Teacher/volunteer background checks	300.00	96.00	300.00	0.00	150.00	0.00	0.0%	150.00	same as last year	86
87	6208 OWL Teacher Training	1,500.00	750.00	1,500.00	1,501.15	500.00	0.00	0.0%	500.00	same as last year	87
88	6209 Affirmations Class Expense	1,500.00	1,592.00	1,500.00	1,500.00	1,500.00	473.68	31.6%	1,800.00	slight increase from last year	88
89	Religious Education total	7,450.00	5,902.00	8,150.00	6,707.65	6,550.00	2,933.88	44.8%	6,850.00		89
90	6300 Social Justice										90
91	6301 Abraham's Tent/Columbus House (HEART)		434.00	600.00	569.04	450.00	449.97	100.0%			91
92	6302 Anti-Racism TF		971.00	700.00	700.00	400.00	207.00	51.8%			92
93	6303 Peace TF		550.00	650.00	650.00	650.00	400.00	61.5%			93
94	6304 Kids' Service Team TF		1,032.00	1,000.00	1,000.35	1,000.00	702.67	70.3%			94

		2015-16 Budget	2015-16 Actual	2016-17 Budget	2016-2017 Actual	2017-18 Budget	3/31/2018 actual	% of Budget	Proposed budget	Comments	
95	6305		1,472.00	1,450.00	1,367.37	1,300.00	1,163.59	89.5%			95
96	6306		53.00	200.00	141.47	260.00	190.00	67.9%			96
97	6307		0.00	600.00	516.52	400.00	185.05	46.3%			97
98	6308		8,933.00	9,500.00	9,499.62	9,000.00	6,346.57	70.5%			98
99	6309		400.00	400.00	0.00	570.00	88.29	15.5%			99
100	6310		330.00	600.00	598.47	350.00	0.00	0.0%			100
101	6311		330.00	300.00	300.00	650.00	259.14	39.9%			101
102	6312					400.00	104.00	26.0%			102
103	6300				237.16	550.00	550.00	100.0%		Contribution to CONNECT in 2017-18	103
104		16,000.00	14,505.00	16,000.00	15,600.00	16,000.00	10,646.28	66.5%	17,000.00	Allocation determined by SJ Network	104
105	6313								1,000.00	See Note 2.	105
106									3,500.00	New Item - See Note 1.	106
107	6400										107
108	6410	2,400.00	2,553.00	2,400.00	1,481.00	2,000.00	450.00	22.5%	1,500.00	decrease from last year	108
109	6420	400.00	73.00	400.00	45.34	400.00	393.30	98.3%	400.00	same as last year	109
110	6430	1,500.00	2,045.00	1,500.00	2,105.65	1,000.00	1,114.78	111.5%	1,500.00	Increase from last year	110
	6400				516.96						
111		4,300.00	4,671.00	4,300.00	4,148.95	3,400.00	1,958.08	57.6%	3,400.00		111
112									1,567.22	Sum to be contributed to the Capital Fund in the event of Net Income	112
113		633,656.00	624,498.00	630,170.00	601,167.19	628,720.00	455,312.39	72.4%	594,027.50	Total Expenses	113
114		-17,329.00	-21,654.00	-23,309.00	-8,312.21	-10,478.00	8,439.65	-80.5%	0.00	Negative means Deficit	114
<p>Note 1. The Board has pledged \$10/member to support BLUU in fiscal 2018-19. Fundraising will be from a combination of dedicated fundraising activities and one or more of the special collection plates reserved to the Social Justice Network. If necessary, funds will be supplemented from other resources e.g. restricted funds whose purposes are aligned with BLUU</p>											
<p>Note 2. The congregation will vote on continuing CONECT membership next February. A grant submission for \$1500 is planned to cover CONECT dues next Spring. The SJM budget has \$500 set aside for CONECT. This together with \$1000 allocated here will support CONECT through June 2019.</p>											
<p>Note 3. If the pledge total on 31st October 2018 exceeds \$445,000, the sum contributed to the UUA for fiscal 2018-19 will be increased by the amount that the pledge total exceeds \$445,000.</p>											

Capital Budget Proposal

USNH Capital Budget 2018-19 DRAFT 6/10/2018	
Income	
Starting Balance 7/1/2018	\$ 27,752
Funds transferred from Operating Budget	\$ 1,567
Funds to be borrowed from Endowment (Spring 2019)	\$ 60,000
Total available	\$ 89,320
Expenses	
Patching of rear parking lot	\$ 2,900
Repair of exterior Stucco (Dryvit)	\$ 60,000
Improvement to Hearing Assist system	\$ 650
Addition of third wireless channel to Sanctuary sound system	\$ 700
Add new downspout from gutter at rear of RE wing with drywell	\$ 3,000
Replace or repair blinds in offices/library/classrooms	\$ 2,000
Install camera for front door entry	\$ 500
Level bluestone patio beyond the lobby	\$ 1,000
Reserved towards Sanctuary HVAC replacement	\$ 18,570
Total Expenses	\$ 89,320