

**Unitarian Church of Underwood**  
**Annual Meeting Agenda**  
**April 17, 2016**

**Mission** – The Unitarian Church of Underwood is a welcoming community of diverse people where our celebration of life and common search for meaning bind us together.

**Agenda**

Call to Order

Meditation/Reading – Lee Becker

Approve Agenda

Approve Minutes of April 15, 2015 Annual Meeting

Handouts – minutes, reports, organizational chart, Strategic Plan 2016-17 Goals & Objectives, Plan to Grow, Property Expansion, financial reports, Member Lists

**Reports** (printed reports attached to the minutes and available on the web site @ ucofu.org)

- President
- Treasurer
- Administrative Consultant
- Ministry and Administrative Supports
  - Celebrants
  - Stewardship Committee
  - Foundation Advisory Committee
  - Membership Committee
  - Worship Committee
  - Technology Committee/Tech Team
  - Communication Team
  - Plan to Grow Task Force (see below New Business)
- Program
  - Speakers Committee
  - Childrens' Religious Education
  - Adult Religious Education
  - U Groups
- Community Outreach
  - Social Justice Projects and Fundraisers, Community Events
  - Empowerment Grant Awards 2016-17
  - Green Committee
- Facilities
  - Facilities Committee
  - Safety Committee
  - Solar Feasibility Task Force (see below Old Business)
  - Property Expansion (see below New Business)

**Old business:**

Solar Feasibility Task Force Findings Report to Membership – Ron Roller

**New business:**

Strategic Plan 2016-17 Goals and Objectives

2016-17 Budget – David Wass on behalf of the Finance Committee

Plan to Grow Task Force

Property Expansion Task Force Findings and Recommendations

Board Nominations

Ride for Refugees

**Unitarian Church of Underwood  
Annual Meeting Minutes  
April 19, 2015**

Board members present: Ellen Eastby, Mary Anderson, Kris Warhol, Alisha Piekarski, David Sanderson, David Wass, Donn Siems, Mary Worner, John Miersch, and Norman Kolstad.

Absent: none. A total of 33 people attended.

The meeting was called to order at 11:06 a.m. by President Ellen Eastby.

The agenda was approved (Janelle Miersch/Micki Edmonds).

The minutes of the 2014 annual meeting were approved as corrected (John Miersch/David Sanderson).

**Reports** (printed reports attached to minutes):

Treasurer: David Wass

President: Ellen Eastby

Administrative Consultant: JoAnn Larson

Program Committee: Betsy Wells

Outreach Committee: Ellen Eastby

Facilities Committee: John Miersch

Membership Committee: Mary Anderson

125th Anniversary Committee: Mary Anderson

Safety Plan Task Force: Mary Anderson

Stewardship Committee: David Sanderson

Foundation Advisory Committee: David Sanderson

**Old business:** none

**New business:** The following resolution passed (Stephanie Sanderson/John Miersch):

*Whereas*, stewardship involves the faithful management of the gifts of time, talent, and money, including accumulated, inherited, and appreciated resources; and

*Whereas*, we can support the mission and work of this congregation through charitable gifts; and

*Whereas*, it is the desire of the congregation to encourage, receive, and administer these gifts in a manner consistent with the loyalty and devotion expressed by the wishes of the grantors;

*Therefore be it resolved*, that the Unitarian Church of Underwood Foundation be established and follow the Operational Guidelines as approved by the Board of Directors on 15 April, 2015.

A fiscal year 2016 budget was presented by David Wass on behalf of the Finance Committee. The budget was ratified by the congregation as presented (Luke Anderson/Kris Warhol).

The Nominating Committee put forth the names of Mary Anderson, Norman Kolstad, and David Wass for re-election to three-year board terms and Lee Becker, Stan Carignan, and Diane Johnson to fill the expiring terms of Ellen Eastby, Mary Worner and Donn Siems. No further nominations were offered and the slate was accepted by the membership (Micki Edmonds/Maggie Meeham).

The concept of utilizing photo-voltaic solar panels is to be studied by a new task force who will report their findings to the membership at the 2016 annual meeting (Katie Roller-Olson/Maggie Meeham).

The meeting was adjourned at 12:50 p.m.

Respectfully submitted,  
Norman Kolstad, secretary

# **Annual Reports**

(also available on the web site @ [ucofu.org](http://ucofu.org))

## **President's Report - John Miersch**

I want to thank you for allowing me the privilege of serving as president for the last year. My time on the board as president has been a wonderful experience and has brought me closer to this church and to all of our members and friends. I am grateful for the honor.

I want to thank the Board of Directors. They are Mary Anderson – Vice President, Diane Johnson – Secretary, David Wass – Treasurer, Alisha Piekarski, David Sanderson, Kris Warhol, Stan Carignan. Norman Kolstad and Lee Becker. They work hard to do what they feel is best for our church. They spend a lot of time in research, thought, and discussion with each vote brought before them. I think we are lucky to have such conscientious, caring, hardworking individuals on our Board of Directors.

I want to thank every one of our members and friends for all they bring to this congregation. Your gifts, work, ideas, and hearts have made this a place many people consider their church home, their community, and safe haven. It's quite an honor and accomplishment. You all are the greatest.

We have had a busy year at the Unitarian Church of Underwood (UCU). You will find most information about what has happened during the 2015-16 year in the reports to follow. If our goals and objectives are an indication, I expect the 2016-17 year to be equally as busy and challenging.

Dave Sanderson's and my first term both end this year. We are both willing to serve a 2<sup>nd</sup> term but nominations are open to others. That is a later item on the agenda.

Remember, if you have any suggestions, questions, feedback, praise, or constructive criticism you can talk to any member of the Board of Directors at any time. Their contact information is hanging on the bulletin board in the front hallway of the church.

## **Treasurer's Report – David Wass**

### **Administrative Consultant - JoAnn Larson**

"It has been another very busy year and again a pleasure to work for and with the church community! As of April 1, my hours were increased to 15 hours per week (vs. 12) due to increased work as our church grows. I continue to serve on the Speaker's Committee and Membership Committee as well as attend Board meetings. I also serve on the new Worship Committee as part of my job. (Teaching Sunday school is volunteer time).

Yes, we are growing and there is much happening at church right now. In January, I reported our membership to be at 70. Also note that I now print 50 bulletins each Sunday, up from the 35 when I started in this position.

For any information about what is happening at church or how to get involved or to give your ideas and suggestion, email me at [redswilds@gmail.com](mailto:redswilds@gmail.com) or call me at (218) 405-0752. I am available to answer questions and help in any way or point you in the right direction, We want you to find activities that interest you and that could use your talent and time Thank you!

### **Celebrants**

There are currently six active celebrants. They are: Ellen Eastby, Deb Ferguson, John Minge, Katy Olson, Shannon Smith, and Bob Worner. Celebrants Emeriti are: Ron Graham, Stephanie Sanderson, and Florance Thompson. Stephanie Sanderson who offers her time as a listener, is now being supported by the Celebrants rather than the Membership Committee. This year the Celebrants have dedicated five children, welcomed new members on two different Sundays, and officiated three funerals and one wedding. A Celebrant spoke during Sunday Service on the first Sunday of each month. Bob spoke six times, Katy twice, Ellen twice, John once, and Shannon once. The Celebrants meet regularly to determine how they can be of service to the congregation, keep apprised of new elements in worship, and study together. This year they studied the book *The Growing Church – Keys to Congregational Vitality*, edited by Thom Belote.

### **Stewardship Committee**

1. The Stewardship Committee informed the congregation about the status of the UCU's operating budget and revenues through quarterly reports at Sunday services.
2. An Estimate of Giving Form was distributed to members to encourage giving financially and through time and talent.
3. A system was developed that allows members to do direct payment from their checking account to the UCU account. This may help make revenues more predictable and steady throughout the year.

Respectfully submitted,

Stewardship Committee: Chair, David Sanderson; Mary Worner; Kris Warhol.

### **Foundation Advisory Committee**

The Foundation Advisory Committee oversees the operation of the UCU Foundation and advises the Board of Directors regarding the Foundation structure, management and operation.

The Committee produced two brochures to facilitate discussion with possible donors. We developed a Gift Acceptance Policy which clarifies the responsibilities of the UCU Foundation and the donor. A bequest form was developed to facilitate the giving of a legacy gift to the Foundation. We are working on a UCU Legacy Society which would recognize donors.

At Sunday services, members of the Committee gave testimonials regarding the importance of UCU in their lives and their commitment to including a legacy gift to the UCU Foundation in their estate planning.

In the coming year, committee members will be contacting members and friends of the UCU to give them the opportunity to consider a Legacy Gift or a gift during their lifetime.

Respectfully submitted,

Dave Sanderson, Chairman; members: Connie Stigen, Mary Worner, Donn Siems, Stan Carignan, Steve Nagle, Kris Warhol.

### **Membership Committee**

Membership committee members make special efforts to welcome first time and follow-up visitors, hand out visitor packets and greet visitors by name at their future visits.

They also provide and coordinate caring concerns. At least 35 cards were sent, either signed at coffee hour by church attendees or signed "Your UCU Friends." At least twenty phone calls were made and over 15 emails were sent to members with special concerns. But even better, at least 40 personal visits were counted that were made to members with needs. Special helps were provided to a couple of our young families. We had several members who volunteered to visit shut-ins so we contact them and they have faithfully made regular visits. Special thanks to Ron & Barb Graham, Maggie Meehan and Bob & Mary Worner for all the visits they've made!

We received nine new members at the welcoming ceremony in October, 2015 and three at the March 2016 welcoming ceremony. Several included families with children that boosted our children's religious education numbers. We coordinate those welcoming ceremonies with the Celebrants. Many new members have commented that they like UCU because they felt welcomed, accepted and included. You each have been a part in making that reception happen. Thank you!

The Membership Committee reviewed and updated the active membership list and recommended to the Board that 70 members be certified for UUA and MidAmerica Region for Fair Share assessment per the certified member criteria established last year (counting one/household). In fact, the member list includes 90 individual members, most of whom are actively involved in one or more capacities. We also updated our members and friends contact list for those that visit us occasionally. Thanks to Jo for these updates.

Visitor and New Member packets were replenished because stocks had been depleted through handouts. With the additional of so many new members, the church directory published in 2013 needs updates and an addendum. That is one of the Membership Committee objectives for this fiscal year.

Because of the Plan to Grow Survey, the Membership committee didn't recommend that the Board Members make phone calls to each member/friend but that will be on the list for some time during the next fiscal year.

Respectfully submitted by the Membership Committee: Mary Anderson (Chair), Ellen Eastby, John & Janelle Miersch, Alisha Piekarski, Bonnie Showers, Jen Walla, Bob & Mary Worner.

## **Worship Committee**

The Worship Committee was formed during the past year. The members are Ellen Eastby, Susan Groff, Jo Larson, and Mary Worner

The roles and responsibilities of the worship committee were developed as follows:

- Review Sunday morning activities and services and make recommendations as needed
- Consider the time and space needs for Sunday morning and make recommendations as needed in cooperation with the facilities committee
- Do ongoing review of the bulletin
- Support music for worship as needed.

The goals for 2016-17 are:

- Hold meetings at least quarterly to carry out committee responsibilities
- Support Sunday morning intergenerational activities
- Sponsor Christmas Eve service
- Review content of Worship That Works.

The major actions taken were:

- Adding Singing Out the Children and Extinguishing the Chalice to the order of the Sunday morning service
- Rolling the special music committee into the worship committee

Submitted by Mary Worner, Chair

## **Technology Committee**

The Technology Task Force was appointed to explore needed equipment, enhancements and technical support. They have now been moved to an ongoing Technology Committee. The Committee will have a separate budget from the Facility Committee, staff and troubleshoot sound and video equipment. They will collaborate with Facilities and the communications team. They think video recording Sunday services is not feasible due to the complexity of the task and copyright issues. Technology Team: Luke Andersen, Lowell Carpenter, Tere Mann, Janell Miersch, Bonnie Showers with advisors: Ellen Eastby and Bill Nead (Sverdrup).

## **Communications Team**

The Communications Team is responsible for church reports, monthly newsletters and maintaining and enhancing the website, blog and other social media. Mary Anderson, with help from Stephanie Sanderson and Mickie Edmonds, writes the Newsletter. Mary and Betsy Wells took over from Marguarite Andrews and write the Sunday church reports. Ellen Eastby sends out electronically to about 175 names the church report and Newsletter. JoAnn Larson mails out eight Newsletters and makes an additional five copies for pickup at church. Service and event information is maintained on the website. JoAnn updates local media and submits for ads and special features to increase UCU visibility. Ellen Eastby and Bonnie Showers are looking

to enhance the website and other social media over the next year. Communications Team: Mary Anderson, Ellen Eastby, JoAnn Larson, Stephanie Sanderson, Bonnie Showers Betsy Wells.

## **Program (Lee Becker, Coordinator) Speakers Committee**

The Sunday Speaker Committee successfully met most of the goals and objectives laid out in the Strategic plan. We met the goal of providing high quality, diverse programming from within and from outside the church. We succeeded in presenting one member per quarter to share why they are Unitarian Universalists. We included the children in at least two services and continue to enlarge their role in our weekly worship. We heard from two scientists.

We heard only twice from the Spiritual Writers Group (now expanded to include written works by other UCU members and local writers). Pursuing “High Powered” speakers with a regional or national stature has continued to be difficult. We are changing our focus to hopefully hosting 2 workshops that will be of interest to members and other people in the area. We only scheduled two UU Ministers during this past year – Stefan Jonnassen and Ashley Horan. We are working on increasing this to four programs.

We evaluated the subjects of the speakers by dividing them into eleven categories. The categories are listed from greatest number to least. Eighteen topics fell into more than one topic and so were double counted.

- UU Topics – 18
- Spiritual Experiences – 10
- Social Justice – 10
- Arts (music, visual, drama, written) – 6
- Religion – 5
- UCU Community subjects – 5
- Agriculture, Farmer, Food – 4
- Local Issues and History – 3
- Health (mental & physical) – 2
- Environment – 2
- Philosophy – 1

A listing of 2015-2016 speakers/programs is included below.

Thanks to current members – Betsy Wells, Chair; Judy Carpenter, Diane Johnson, Kris Warhol, Deb Wallwork, and JoAnn Larson. Thanks to retiring members – Lowell Carpenter, Stan Carignan, and Sandy Barnhouse.



## **Children's Religious Education**

The Children's Religious Education program includes kids from 3 – 16 years of age meeting on the 2<sup>nd</sup> and 4<sup>th</sup> Sunday of each month and the teens meeting once a month. The number of UCU kids within the age range now total 17. The leaders are: JoAnn Larson, Cedar Walters, Katy Olson and Betsy Wells.

### **U Kids (6<sup>th</sup> grade and younger, from 3-12 years old) - JoAnn Larson, 2<sup>nd</sup> Sunday Leader**

"We have Sunday school the second and fourth Sundays of the month. I teach the second Sundays and Cedar and Katy Olson teach the fourth Sundays. At this time, our attendance varies quite a bit each time we meet. We are most thankful for the wonderful kids and many volunteers who bring their love, ideas, and energy to Sunday school!

U Kids have been enjoying active Sunday school teachings. For example, one Sunday, we planted seeds and had an Earth based, Pagan teaching led by Tina Stone. The kids seemed to really enjoy this. We have also worked on art projects, like the candle jar project and Hindu teaching, led by Cedar Walters earlier in the year.

As teachers, we work to incorporate our UU Principles, Purposes, and Sources each time we teach. We also focus on a warm and fun environment where kids can be kids and interact with each other and adults in a healthy, supportive way. It has been helpful to have the U Group volunteers, as they have assisted in many ways, including teaching the 4-6th graders a separate lesson while the younger kids do a simpler lesson. The kids enjoy time together, stories, art, & snacks. It is noteworthy that Alisha Piekarski is a tireless, enthusiastic volunteer each time I (JoAnn Larson) teach.

Anyone who would like to help with Sunday school and the kids is always welcome to join us! "

### **U Kids (6<sup>th</sup> grade and under) - Cedar Walters, 4<sup>th</sup> Sunday Leader**

"After some uncertainty about how best to expand the program to meet the needs of the growing number of families with kids in the congregation, overall, the kids RE program has gone well this year. It has been a positive change to have younger kids RE twice a month. Although attendance has varied, most Sundays there have been enough kids to do a lesson.

The addition of the U Group volunteers has been welcome, as it can be difficult to handle the wide range of ages in the U Kids group. Depending on attendance, the U Group volunteer makes it possible to split the group into different age ranges, although this does require

additional planning. We have covered a variety of topics both to the leaders and kid's enjoyment.

Going forward, it would be beneficial to have a stronger community among the parents, some of whom do not know each other well. We have talked about doing parent events, or parent and child events, and although this hasn't happened much yet, I think it would help the RE program overall if people know each other and know each other's children."

#### **U Teens (7<sup>th</sup> grade and older) – Betsy Wells, Leader**

Betsy met with the 4 UCU teens once or twice a month between September, 2015 and February, 2016. "Fall projects included: in September, planning and carrying out a bake sale to raise money for camp and other teen activities; in October, planning and implementing a Halloween activity morning for the younger kids and starting composting of Sunday food scraps; in December participating in the UCU Holiday program. We are continuing to explore opportunities for these teens, both inside UCU, and in the greater UU community."

#### **For their church project the Fergus Falls/Erhard U Group volunteered with one member assisting each month with Kids RE and gave this feedback: .**

**Pros:** Very Manageable for the U Group to help. Easy and Fun. Willing to do again. Love getting to know the kids. Would not have had that contact if not for this opportunity. **Cons:** Miss the upstairs Speakers; need clearer expectations; when the ratio of helpers is more than half of the number of kids they would like to go back upstairs. Would love to see music incorporated into the kids RE program.

#### **Children's Religious Education Goals for next year;**

- Separate lessons for the younger group and split them up
- Summer Camp for all RE kids and Parents
- Sleep-over at church
- Define helper roles
- Organize all supplies and books

#### **Child Care 1 year Pilot Project**

A one year pilot project to provide child care during Sunday services began May 31, 2015. Jewel Swanson (age 13) and Mary Wunderlich (age 12), both having earned their babysitting certificates and each from large families, were contracted to provide child care. There was one or more children on 30 of the 32 Sundays that child care was provided. Attendance ranged from 1-8 with an average of 3 children each Sunday. A total of \$865.00 was paid for child care from May 31, 2015 – March 31, 2016.

An evaluation with the parents will be done in early May to determine satisfaction and desire for continuing this service. Supervision is provided by Cedar Walters and transportation and accounting are provided by Mary Anderson.

## **Adult Education and Mindfulness Sitting**

Three Adult RE classes have been offered this year.

- John Minge has led a monthly discussion of the modern prophets on the first Sunday of the month.
- Stan Carignan has been the facilitator for the Mindfulness Group that meets the third Sunday of the month. A reading from the book *How to Sit* by Thich Nhat Hanh has been followed by meditation and discussion.
- Bob Worner has led a study of the book *How to Read the Bible* by Harvey Cox on the fourth Sunday of the month.

Attendance averaged around 8-10 per class per time.

## **U Groups**

Tere Mann and Connie Stigen are the Co-Facilitators of the U Group Facilitators: Battle Lake – Bob Worner, Kris Warhol, Joanne Cress; Fergus Falls/Erhard – Diane Johnson & Carole Mitchell; Fergus Falls – Tere Mann and leaving Bonnie Bell Albers; Perham – Mary Anderson & Mary Worner; Alexandria – Tere Mann, Connie Stigen and Lee Becker.

For their 4<sup>th</sup> year U Groups met in Battle Lake, Perham, Fergus Falls/Erhard Evening Group and Fergus Falls Afternoon Group. Alexandria was added as a fifth location. Commendations to Lee and Reid Becker for bringing together an amazing group of people in Alexandria by the sheer power of friendship!

Attendance among all of the U-Groups this year varies between 32-46 participants/month. Many more are touched through the U Group church and community projects. Several U-Group participants are "snowbirds" during the winter months, but in spite of that, the participation remains strong. Several groups continue to bring in new members and this is amazing. Several participants do not regularly attend UCU, but are drawn to attend U-Group. This speaks highly of the inclusiveness and intimacy of the U-Group "brand" and all the facilitator's should feel very proud of how they have led their U-Groups.

Projects are going well so kudos to facilitators and all U-Group members!!

- Facilitator's: assisting with church carpet cleaning & serving Someplace Safe Tea
- Perham U-Group: helping John Minge with the Curry Dinner and scheduling a Steve & Linda concert fundraiser - (Fall TBD)
- BLC U-Group: Steve & Linda concert and Pancake Breakfast (May)
- Erhard U-Group: Kids RE assistance & Seed packets (date TBD, but soon)
- FF U Group: Decorating outdoor pots & maple tree distribution (TBD, but soon)
- Alex - considering a community project.

We are looking for new/more facilitators for the Fergus Falls, Perham and Alexandria groups. .

We will call for interested participants for a summer U-Group session in the May newsletter as well as during announcements at church starting in May. Plans will begin in late July or early August for U-Groups starting next fall. A couple of U Groups have done some scheduling changes to the months they meet, dependent upon the group's wishes.

## **Facilities**

### **Susan Groff/Kris Warhol – Coordinators**

Committee includes: John Miersch, Susan Groff, Katy Olson, and Kris Warhol.

Accomplished in 2015-16:

- Electric boiler installed to bring down heating costs from using fuel oil.
- Maintained interior and exterior of church
- Priced standing air conditioner units. Consensus to monitor the need to justify the expense
- Covering styrofoam window inserts so more attractive and more sturdy
- Northside lamp post repaired
- Secured floor drain
- Removed organ so more room on stage for musicians and special programming
- Carpet cleaned – coordinated with U Group Faciliators
- CFL lights replaced – Yay and thank you to Lee Hamness!

Identified plan and submitted budget for 2016-17 projects :

- Paint Sanctuary floor July 10th Susan and Katy
- Trim top and bottom posts in fellowship hall. Lee and Susan
- Gathered information on noise reduction ceiling panels with installation estimated @ \$2000.00
- Refinish worn kitchen cabinets - Linda Berg
- Monitor bricks on the back side of the church for wear and replace as needed.

## **Safety Committee**

The Safety Committee, charged with providing "....safety and comfort to all who enter" the Church building, was authorized by the new UCU Board's Safety Policy adopted in June. The Safety Committee, comprised of Norman Kolstad, Susan Groff, Kris Warhol, Wally Warhol, David Sanderson, and Tere Mann, has so far:

- Purchased an automatic external defibrillator and offered instruction in its use;
- Purchased a first-aid kit; flashlights;
- Conducted a walk-through of the building with the Underwood Fire Chief;
- Made recommendations to the Facility Committee, based on walk-through;
- Made an inventory of our building contents, including loaned items;
- Reviewed and with Board approval increased insurance coverage;

- Installed signage for exits, elevator;
- Discussed lack of adequate records storage and proliferation of building keys.

The coming year we will continue to review the policy and plans of action.

## **Community Outreach (Kris Warhol, Coordinator)**

The Community Outreach goal is to encourage and support members, affiliates, and collaborators to engage in community service, social justice efforts, and environmental causes from local to world levels.

A number of service/social/environmental justice projects have been established over the last years initiated by one or more members of UCU, many of which occur annually. Members and friends actively participated in these and other service opportunities in the community.

Our yearly events include:

- Annual Chili Dinner last year raised over \$1300 for the Underwood Senior Dining Program. –
- The city ride rummage held the first Saturday in June last year raised \$500 that was matched with an Empowerment Grant of \$1000.00 for the Underwood Centennial Park playground project. The playground involved many community members including David Wass, Linda Gronner, Ron Shebec, and Kris Warhol.
- We marched in the Underwood Harvest Festival parade with the theme “Going Green for Our Blue Planet.” Plans are underway for this year’s parade and festival with the theme “Standing on the Side of Love.”
- Sixteen UCU members participated in the annual Sverdrup’s God’s Work, Our Hands.
- Adopt a highway continues with road side clean-up each spring and fall
- A community Thanksgiving service and the Christmas Eve service were held. Donations from the Christmas Eve service went to the UU Prison Inmate program.
- In February, the U Group Facilitators and other volunteers again served at the Some Place Safe Tea.

In addition:

- Dave McRoberts raised \$5000 by riding in the Habitat 500 Bike Ride.
- UCU hosted the special Pete Seeger song fest with Jim Scott and proceeds of \$173.00 went to the Shan Schools.
- Tere Mann and others were heavily involved in the successful Fergus Falls Monarch Festival.
- Kay Honeman and Tere Mann organized donations to the Church United Fargo Homeless Shelter.
- Stan Carignan is the new Executive Director for Habitat for Humanity and UCU’s Bob Worner and Dave McRoberts are the Habitat’s Board of Directors. Many others contribute to work for Habitat.

Plans are underway for a community bike ride, “Ride for Refugees,” July 17 to raise money for the Shan Refugees.

There are further Community Outreach reports below from the Empowerment Grant and the Green Committees.

Community Outreach Coordinator, Kris Warhol with David McRoberts, Advisor

### **Empowerment Grants Awarded for 2016-17 \$10,000**

The Empowerment Grant Committee: Ron Roller, Deb Ferguson, Steve Nagle and Connie Stigen reviewed the grant applications submitted, made their recommendations and the Board of Directors approved grant funding for the following for 2016-17:

Fergus Falls Farmers’ Market (children’s market days)	\$1,200.00
Habitat for Humanity (Habitat 500 Bike Ride)	900.00
Churches United (Fargo Homeless Shelter)	500.00
4-H Children’s Horse Project (Wadena-E Otter Tail 4-H)	1,000.00
Deep Roots Scholarship/Internship Program (Sustainable Farming)	2,500.00
Shan Refugees’ Program	1,800.00
Nonviolent Peaceforce (recently nominated for Nobel Peace Prize)	<u>2,100.00</u>
	<b>\$10,000.00</b>

UCU has paid out over \$72,000 in Empowerment Grants since they originated in 2007.

### **Green Committee**

This committee originated as the Green Sanctuary Task Force. We soon discovered that seeking UUA green sanctuary accreditation status is a lengthy complex process. Because of the work done by others in the past, we were not starting at ground zero and this was a group that was anxious to do – not just talk about it! So we:

- Assessed what was currently green about UCU – china plates, cloth napkins, non-toxic cleaning products, past/present environmental speakers,
- Recognized UCU members’ active involvement with environmental justice projects, ie., Monarch Festival, Prairie Wetlands, Battle Lake & FF Farmers’ Market
- Contacted area churches that worked toward Green Sanctuary accreditation and decided we’ll continue to access worthwhileness.
- Introduced “Green Gossip” as a regular monthly newsletter feature
- Collaborated on the Land Stewardship/Toxic Tators program with foyer informational tables including a CBA/Farmers Markets Flyer and provided GSO (even yummy) treats
- Passed out the CBA/Farmers Markets Flyer at Chili Dinner
- Maggie read, did a review and is loaning out the book “The Politics of Climate Change by Anthony Giddens based on Pat West’s recommendation of the book.

- Organized and labeled for composting/recycling in the kitchen
- Lee Hamness personally bought and replaced 23 LED lightbulbs at UCU
- Judy Carpenter organized the purchase of silver maple seedlings for planting
- Requested that we have “committee” rather than “task force” status for ongoing efforts
- Collaborated with Speakers Committee to re-engage Pat West, environmental expert for talk and follow-up discussion on April 24
- Seeking to collaborate on other projects with Children’s RE, Community Outreach (Harvest Festival), and Facilities (Noise reduction in lower level), U group (one vegetable/one community).

Green Committee: Co-chairs - Mary Anderson & Judy Carpenter, Lee Hamness, Maggie Meehan, Janelle Miersch, Alisha Piekarski. Others welcome to join us!!

**Unitarian Church of Underwood  
Organizational Chart  
2015-2016**

**Board of Directors**

Board President: John Miersch

Vice President: Mary Anderson

Secretary: Diane Johnson

Treasurer: Dave Wass

Board Members: Mary Anderson, Lee Becker, Stanley Carignan, Norm Kolstad, Diane Johnson, John Miersch, Alisha Piekarski, Dave Sanderson, Kris, Warhol, Dave Wass . JoAnn Larson, Administrative Consultant

<b><u>Administrative Support</u></b>	<b><u>Programming Coordinator</u> Lee Becker</b>	<b><u>Outreach Coordinator</u> Kris Warhol w/Dave McRoberts-Advisor</b>	<b><u>Facilities Coordinator</u> Kris Warhol/Susan Groff</b>
Administrative Consultant JoAnn Larson	<u>Speakers Committee:</u> Betsy Wells* Lee Becker Judy Carpenter Diane Johnson JoAnn Larson Deb Wallwork Kris Warhol	<u>Empowerment Grants</u> Ron Roller* Steve Nagel Connie Stigen Deb Ferguson	<u>Facilities Committee:</u> John Miersch*, Susan Groff Dave McRoberts Kris Warhol Katy Olson
<u>Ministry of Celebrants</u> Bob Worner* Ellen Eastby Katy Olson Deb Ferguson John Minge Shannon Smith	<u>Special Music</u> Mary Worner* Susan Groff*  <u>Worship Committee</u> Mary Worner* Susan Groff Ellen Eastby JoAnn Larson	<u>Social Justice Projects</u> Some Place Safe Tea U group Facilitators & volunteers  Habitat for Humanity Stan Carignan Bob Worner Dave McRoberts  Moorhead Shelter Kay Honeman Tere Mann	<u>Safety Plan Committee</u> Norm Kolstad* Dave Sanderson Susan Groff Wally Warhol Susie Adams
<u>Membership Committee</u> Mary Anderson* Ellen Eastby John & Janell Miersch Alisha Piekarski Bob & Mary Worner Steph Sanderson Jen Walla JoAnn Larson	<u>Children's Religious Education</u> U Kids Katy Olson Cedar Olson JoAnn Larson Alisha Pierkarski (Asst from parents and FF/Erhard U Group_	<u>Community Fundraisers</u> Chili Dinner Dave McRoberts* John Minge*  Annual Rummage Sale - Kris Warhol*  Ride for Refugees Katy Olson*	<u>Expansion Task Force</u> Mary Anderson* Ellen Eastby Susan Groff John Minge John Miersch David Sanderson Florance Thompson David Wass Bob Worner



	<u>U Teens</u> Betsy Wells*	Ron Roller Dave Sanderson Patrick Holligren Susan Groff Stan Carignan Dave McRoberts Mary Worner	
<u>Finance Committee</u> Board Executive Team + Stewardship + Ron Roller  <u>Stewardship Committee</u> Dave Sanderson* Mary Worner Kris Warhol	<u>Adult RE</u> Bob Worner John Minge Stan Carignan (Mindfulness sitting)	<u>Community Sharings</u> Thanksgiving Event Dave McRoberts* Sverdrup - God's Work, Our Hands Ellen Eastby* Christmas Eve Service Ellen Eastby* Harvest Festival Parade Kris Warhol*	
<u>Foundation Advisory Committee</u> Dave Sanderson* Mary Worner Stan Carignan Connie Stigen Steve Nagle Donn Siems	<u>U Groups</u> Tere Mann* Connie Stigen* Mary Anderson Mary Worner Carole Mitchell Bob Worner Joanne Cress Kris Warhol Bonnie Bell Albers Diane Johnson	<u>Environmental Justice</u> Adopt a Highway Dave McRoberts*  <u>Green Sanctuary</u> Mary Anderson* Judy Carpenter* Lee Hamness Maggie Meehan Janell Miersch Alisha Piekarski  <u>Solar Panel Feasibility Study</u> Ron Roller* John Miersch Reid Becker Susan Groff Lee Hamness Wally Warhol	
<u>*Record Keeping/Management</u> (Norm Kolstad & Kris Warhol have done work gathering records)	<u>Greeters</u> JoAnn Larson* Membership Committee U Group Facilitators Other volunteers		
<u>Technical Support</u> Luke Andersen Tere Mann <u>Technology Task Force</u> Lowell Carpenter* Ellen Eastby (advisor)	<u>Kitchen &amp; Treats</u> Anne* & Luke Andersen Maggie Meehan		

<b>Luke Andersen</b> <b>Tere Mann</b> <b>Janell Miersch</b> <b>Bonnie Showers</b>			
<u><b>Communications &amp; Media</b></u> <u><b>Team</b></u> <b>Mary Anderson</b> <b>Ellen Eastby</b> <b>JoAnn Larson</b> <b>Stephanie Sanderson</b> <b>Bonnie Showers</b> <b>Betsy Wells</b>			
			<b>Updated 3/24/16 MLA</b>

## **Budget 2016-17**

**Statement of Strategic Plan Goals  
2013 to 2018  
With  
2016-17 Objectives  
(Adopted by Board of Directors March 16, 2016)**

**Governance/Administration Strategic Goal:** *Manage the fiscal and human resources of the church in a manner that is inclusive, transparent, efficient and effective.*

(Long term objectives in **Bold** (2013-2018), short term objectives (2016-17) in *italics*)

**Oversee committee nomenclature, role, responsibilities, and accountabilities.**

- *By June 2016, finalize the definitions of the roles and responsibilities for the volunteers that perform the various administrative and operational duties of the church to fulfill the UCU mission, goals and objectives.*
- *The Board of Directors and committee chairpersons will invite additional members to the committees as needed.*
- *Upon recognized need for added responsibilities or oversight, the Board President will issue to the appointed chair/lead of the new function, a charge outlining the responsibilities.*

**Develop annual budgets that reflect our values and finance our priorities in accordance to our strategic plan.**

- *In March, 2016, committee chairs will report next fiscal budgetary needs to the Finance Committee.*
- *The Finance Committee will review the budget requests and make recommendations for the Board to approve and set the annual budget.*
- *The Stewardship committee will report monthly to the Board and quarterly to the membership the status of monthly collections to annual budget projections.*
- *The Stewardship committee will communicate collections and encourage regular giving by members/friends to meet the annual budget.*
- *Financial reports will be routinely available for transparency of fiscal matters.*
- *Continue to include in the annual budget, financial support for attendance to the MidAmerica Regional Assembly, UUA General Assembly and other leadership/spiritual development conferences.*

**Consider the merits and obstacles of purchasing the property adjacent to the church and with approval of the membership, proceed with the transaction, transition and management of the property.**

**Continue UCU Newsletter and website development and maintenance.**

- *Continue the monthly Newsletter using electronic mailing whenever possible.*

- *Update and enhance the website with current information provided for the following: membership activities, outreach activities, Sunday services, Adult RE, Children's RE, U-Groups and newsletters.*
- *A Technology Committee will determine other enhanced uses of technology to increase performance and visibility and be responsible for overseeing the use of technology for all services. The Technology Committee would further*
  - *Establish a procedure to ensure that a tech committee person is present on each Sunday*
  - *Communicate with each presenter sufficient time before he/she is presenting to establish technology needs and compatibility with equipment*
  - *Have its own budget to maintain equipment*
  - *Require that only members of the tech committee be allowed to manage tech equipment*
  - *Establish a fee for setting up and operating technology for special events, ie. concerts, funerals, weddings, other events.*
  - *Determine if a consultant is needed for any of these areas and what that might cost*
  - *Determine roles and responsibilities of ongoing tech team.*
  - *Provide to the UCU Board of Directors by February 2017 recommendations for implementation of expanded technology.*
  - *Upon approval of the Board, assist in transition of technology responsibilities to an ongoing technical implementation/maintenance team.*

**Develop and implement a planned giving program.**

*The established Foundation Advisory Committee will oversee the operation of the Foundation and advise the Board regarding the Foundation structure, management, and operations.*

- *Implement the communication plan to inform the congregational members and friends about the Foundation Endowment Fund and opportunities for giving.*
- *Solicit, evaluate, accept, manage, and disburse Foundation resources for the benefit of the Church.*
- *Establish and maintain the gift acceptance policies.*
- *Review Gift Acceptance Policy annually.*
- *Develop and implement a fundraising strategy.*
- *Make recommendations to the Board concerning the investment of Foundation assets and the level of annual distributions from the various sub-accounts of the Foundation.*
- *Adhere to the comprehensive management plan that also insures continuity within the Foundation Advisory Committee.*

**The Board will monitor that the needs of the membership are being met and seek ways through volunteers to meet them.**

- *Board members will make a personal contact before the end of fiscal year 2016-17 to each member or regular visitor attendee to determine if their needs are being met at UCU.*

- *The Membership Committee will continue to monitor the needs/wants of the membership and report monthly to the Board.*

**The Board will monitor the needs of the growing membership and consider the findings and recommendations of the Plan to Grow Task Force to:**

- *Further investigate hiring an Administrative Assistant whose role would be to:*
  - *Create ministerial alliances*
  - *Involve new families*
  - *Expand UCU networking opportunities*
  - *Facilitate communications within/between UCU members and friends*
  - *Explore satellite UU opportunities, ie., expansion of U Groups, study groups, etc.*
  - *Perform other duties to be further defined*
- *Coordinate with the Facility Committee to determine options to:*
  - *Reduce noise in the lower level*
  - *Explore space expansion needs/options/cost*
  - *Install solar panels as it regards a UU value statement*
- *Monitor Program, religious education, membership, communications and community connections to remain apprised of member need satisfaction and expansion opportunities*
- *Remain cognizant of UCU offerings and actions so that they reflect our UU Principles at work both within our church and outside to our community.*
- *Encourage work to become a “welcoming congregation.”*
- *Strive for increased UCU visibility through the enhanced web site, Facebook, twitter, recordings of Sunday services, media features, etc.*
- *Continue collaborative activities with area UU churches, the UUA, and the MidAmerica Region.*
- *Share what UCU has done with UUA and MidAmerica Region*
- *Increase connectivity to UUA and MidAmerica Region for ministerial services and/or other assists.*
- *Share what UCU has done with UUA and MidAmerican Region*
- *Increase connectivity to UUA and MidAmerica Region for ministerial services, other assists.*

**Develop policies, to keep the church running smoothly. The policy manual will be available to the Board and congregation.**

- *The Board will develop policies as needed and*
- *Oversee the development of a handbook/manual of UCU policies and procedures that will be available to the Board and the congregation. Thereafter, the policy manual will be kept up to date at all times.*

**Continue to implement and maintain the Safety Plan to insure the safety of the congregation**

- *Assess the safety concerns of an annex addition and take needed action, (additional signage, first aid kit, child protection, etc.)*

**Organize and secure church archives.**

- *Designate a record keeping/archive task force to organize and secure church records and archives and present a process for securing and maintaining records on an ongoing basis.*

**Improve member intake, hospitality, and retention.**

*As stated in their established committee objectives, the Membership Committee will:*

- *Along with others, serve as greeters and make special efforts to welcome members and visitors to Sunday services so that all feel included.*
- *Review membership lists at each meeting and share information to follow up with special needs, cares and concerns with cards, visits, etc., so that we are better able to give support to members and friends.*
- *The Membership Care Team will coordinate visits between volunteers and persons in need of visits.*
- *Update and review the membership lists by December 31 each year to determine the number of active members and report to the Board so that UCU can accurately report the number of members to be certified for UUA and regional UU fair share dues.*
- *Coordinate new member invitation and welcoming in collaboration with the Celebrants for new member celebrations as needed, but typically 2x/year (March & October) so that new members are officially received and welcomed.*
- *With assistance from the Administrative Consultant, maintain New Member and Visitor packets for hand-outs to interested individuals to provide information on UU Principles and opportunities for participation.*
- *Coordinate with others to plan and do special events.*
- *Coordinate production of an update/addendum to the UCU Directory and give consideration to an "in memoria" section.*

**Program Strategic Goal:** *Attend to the spiritual need of members by providing a broad range of opportunities for personal reflection, discussion, intellectual stimulation, artistic expression, and social interaction.*

- ***The Celebrants will create and sustain spirituality for individuals and the church body that are varied and appropriate***
  - *Celebrants will address spirituality as it is practiced in our church and seek new ways to meet people's spiritual needs.*
  - *Celebrants will support the services of Stephanie Sanderson as a companion to assist individuals to meet people's spiritual needs.*
- ***Celebrants will continue to officiate weddings, funerals, and/or other special family or church related events.***
  - *Celebrants will maintain a brochure with information and contacts.*
  - *Information about Celebrants and the services provided will continue to be available on the UCU website.*
- ***Celebrants will receive on-going training***

- *Celebrants will meet at least quarterly to address Celebrant issues, share books and ideas, and continue training.*
- *Celebrants will include a request for training opportunities/materials in the annual budget.*

**The Speakers Committee will plan and provide stimulating and inspirational Sunday speakers relevant to UCU mission and principles. The objectives include:**

- *Programs that address the following topics:*
  - *UU topics (principles, sources, history, etc.)*
  - *Spiritual experiences, Religion, and Philosophy*
  - *Social Justice*
  - *Arts (music, visual, drama, written)*
  - *UCU Community subjects*
  - *local issues and history*
  - *Health (mental and physical)*
  - *Environment (agriculture, food, climate)*
  - *Science*
  - *Other related subjects*
- *An after service, structured discussion hour with the morning speaker (such as Pat West) to be offered at least twice*
- *Workshops that will be offered at least twice (ex. Ashley Horan and Social Justice)*
- *Continue to tap into UCU resources. EX:-Asking one member each quarter to speak on why they are Unitarian/Universalist*
- *Organize/offer 2 service(s) which would feature local writers addressing themes related to the 2<sup>nd</sup> UU principle*
- *Schedule 2 services annually that involve the children*
- *Pursue Unitarian Universalist ministers to speak quarterly*

**Provide quality music, with opportunities for members of the congregation to perform.**

- *Provide a variety of special music each Sunday by involving as many of our congregational members and friends as possible.*
- *Bring in outside paid musicians once a month at a maximum.*
- *Relate the special music, as often as feasible, to the theme or topic of the program.*
- *Provide accompaniment for Sunday services.*

**The Worship Committee will maintain coordination of all the elements that comprise Sunday services and coffee time**

- *Monitor procedures for the kitchen coordination for Sunday morning coffee.*
- *Review Sunday morning services/activities and recommend changes/additions to the order of service.*
- *Consider the space needs of program/meetings and indicate concerns/recommendations - stage layout, meeting space, etc. Work with the Facilities committee to make the changes needed.*



- *Review the program/bulletin format for possible adjustment*
- *Identify other concerns and methods to remedy/improve the methods of delivery of our Sunday offerings.*
- *Identify any meeting time conflicts and mediate adjustments to time and space needs.*
- *Assist the technical team to find more individuals to help with technical support on Sundays.*

## **Offer Religious Education based on the Unitarian Universalist principles and/or other traditions.**

### *Children's Religious Education:*

- *Involve at least two adults as children's religious education leaders.*
- *Solicit feedback from parents regarding needs related to religious education.*
- *Provide Sunday morning religious education activities twice a month for children of all ages (including teens).*
- *Plan for children to participate in Sunday services at least twice a year.*
- *Involve volunteers as assistants in RE activities, from U-Groups or other interested parties.*
- *Hold a "Sunday School Picnic" in late spring or summer, involving RE kids and teens, staff, and families.*
- *Hold an annual sleepover for RE kids and teens.*
- *Organize space and materials in RE/office/library room or other space.*

### *Adult Religious Education*

- *Offer adult religious education at least twice a month.*
- *Offer mindfulness sitting at least one time per month*
  - *Include a short reading*
  - *Meditate together in silence for thirty minutes*
  - *Discuss how to practice mindfulness in our day to day lives.*

## **Offer Child care on an ongoing basis**

- *Evaluate the utilization and success of providing child care*
- *Evaluate the performance of the child care providers*
- *Determine extension of providing child care during Sunday services.*
- *Should the evaluations prove satisfactory, contract ongoing child care services for the 1st, 3rd and 5th Sundays 10:15 a.m. – 12:00 p.m. during Children's RE season and for some Sundays during the Summer Sunday service schedule, 9:15 – 11:00 a.m.*

## **Maintain U-Groups**

- *Offer summer U-Group options for 2016*
- *Support U-Group activities in the Alexandria area*
- *Recruit at least 2 new facilitators for the 2016-2017 facilitator group and one new host family for U-Groups*

- *Offer facilitator training in August 2016*
- *Update Facilitator Handbook in electronic format for more efficient updating and sharing*
- *Develop additional topics for U-Group coordinating them whenever possible with UCU speakers and/or regional and national events*
- *Facilitator Group will offer continued guidance, support and coordination of U-Group projects.*
- *Improve communication to UCU Board of Directors and Congregation regarding U-Group projects and activities 2017 Budget review to maintain the U-Group objectives*

**Strategic Goal for Facilities Committee: Maintain and improve the buildings and grounds of the church for maximum serviceability, efficiency, and longevity.**

- ***Keep the church grounds in attractive shape.***
  - *Janitorial service, the Facilities Committee, and volunteers will maintain landscape plantings, mowing, snow removal, and other church grounds upkeep as needed by season.*
- ***Maintain the physical condition and aesthetic appeal of the building.***
  - *Continue to evaluate the condition and appeal of the building, making repairs as needed.*
  - *Ensure that the floor of the sanctuary is repainted.*
- ***Schedule the maintenance of building service systems.***
  - *Maintain lift. Schedule annual maintenance by 9/16.*
  - *Schedule maintenance service for the furnace 9/16.*
- ***Install and update communication technology as needed.***
  - *Work with the Technology Task Force to ensure that the ongoing sound system and other needed technology is adequate and properly installed.*
- ***Maximize the flexibility and utility of the church's space.***
  - *Consider the needs and recommendations of the Board and other work groups to maximize efficient use of the space.*
  - *Assist in evaluation and acquirement of additional space should the opportunity arise.*
  - *Assist in acquiring and installing fixtures and features to facilitate comfort of members, worship activities and other church activities, both in the current church building and additional property acquired.*
- ***Evaluate and implement the most efficient/effective heating and cooling systems***
  - *Act upon Board direction on the installation of solar panels or other heating/cooling system additions or changes*
  - *Determine the benefits and costs of air conditioning*
- ***Recommend targets for growing and policies for spending the building reserve fund.***
  - *Make recommendation to the Board if additional needs arise on the facility.*

**Community Outreach Committee Strategic Goal:** Encourage and support members, affiliates, and collaborators to engage in community service, social justice efforts, and environmental causes from local to world levels.

*A number of service/social/environmental justice projects have been established over the last years initiated by one or more members of UCU, many of which occur annually. Members and friends are invited to all these and other service opportunities in the community. UCU's Community Outreach will:*

- *Continue established Community Outreach projects that include:*
  - *Granting of Empowerment Awards (Feb-March)*
  - *Support of Someplace Safe Tea (2<sup>nd</sup> Saturday, February)*
  - *Community Chili Dinner- fund raiser for Senior Nutrition Program (April 1)*
  - *Annual Community Rummage Sale (1<sup>st</sup> Saturday, June)*
  - *Ride for Refugees – fund raiser for Shan refugees (July)*
  - *Collaboration with Sverdrup's Gods Work, Our Hands (September)*
  - *Community Thanksgiving Event (Eve before Thanksgiving)*
  - *Community Christmas Eve Service (Christmas Eve)*
  - *Adopt a Highway Clean-up (Spring/Fall)*
- *Encourage/Promote/support musical or art events at UCU*
- *Collaborate with the UCU U-Groups to support their covenant to do one community volunteer event each year.*
- *Identify entities/agencies/individuals with whom UCU can work collaboratively on mutually held interest projects both within and outside our church.*
- *Apply the Empowerment Grant award criteria to proposed new projects and help determine if efforts necessary can be supported with sufficient volunteers and interested participants.*
- *Annually review community outreach efforts to measure cost effectiveness in monetary return, extent of member involvement, increased visibility of UCU's mission and social/environmental justice actions.*
- *In an inclusive manner, invite/encourage UCU members/friends to participate in opportunities to be involved and commit to community outreach opportunities.*
- *Provide information to the Communications team for the announcements, Newsletter, web site, etc.*

**Administer Empowerment Grants and improve follow-up.**

- *Monitor & evaluate 2016-2017 grant outlays.*
- *Disseminate information about recipients through the newsletter, website, and/or personal appearance.*
- *Promote & advertise 2017-2018 grant applications.*
- *Review and score applications*
- *Submit recommendations for award to Board for approval.*
- *Contact awarded grantees and disburse funds.*

***Green Committee (Environmental Justice)***

- *Apprise selves of local environmental issues that we can act upon*
- *Build UCU members'/friends' awareness of environmental justice issues by providing educational resources addressing these issues.*
- *Communicate and collaborate with other committees and work groups to incorporate environmental justice information into Sunday services, Adult and Children's Religious Education, Facilities, Speakers Committee, etc.*
- *Help keep our members informed on individual and local actions that can be taken too support the broader struggle to limit climate change.*
- *Promote earth friendly food production and distribution*
- *Promote "green living" within the wall of the church and among UCU members/friends with special projects, expert speakers, behavior changes, other modifications.*
- *Continue assessing benefits of seeking UUA Green Sanctuary accreditation.*

## **Plan to Grow Task Force Findings**

**September, 2015 – January 17, 2016**

What we knew in September 2015: UCU has already grown – 17 new members added past couple years. Kids RE grew from 7 to 16. Certified 63 households last year – this year, 70. Sent survey out to 91 individual members.

After the group's discussion, **what we thought was important for growth** was to:

- Enrich intellectual, emotional, spiritual landscape of UCU
- Obtain a minister or executive director
- Further develop environmental/social justice action
- Oversee committee work for greater cohesiveness
- Support young families and children's education.

**What we learned from the responses to the survey:**

Of the 91 questionnaires mailed, 40 or 44 % were returned completed. Of those completed:

### **AGE**

<u>2</u>	% 16-30 years of age (1)
<u>10</u>	% 31-50 years of age (4)
<u>35</u>	% 51-65 years of age (14)
<u>30</u>	% 66-75 years of age (12)
<u>20</u>	% 76 + years of age (8)

**50% of those members responding were 66 or older**

### **Length of UCU Membership**

<u>32.5</u>	% 5 years or less (13)
<u>37.5</u>	% 5-10 years (15)
<u>10</u>	% 10-20 years (4)
<u>20</u>	% 20 years + ( 8)

**30% have been a UCU member over 10 years with 70% joining as a member in the last 10 years and 32.5 of those 5 years or less.**

### **Miles Traveled from home to church**

<u>12.5</u>	% 5 or less (5)
<u>47.5</u>	% 6-10 miles (19)
<u>22.5</u>	% 11-25 miles (9)
<u>17.5</u>	% 25 or more miles (7)

**60% have less than 10 miles one way to travel to church with 40% traveling 11 or more miles (one way)**

**Attendance**

75 % Most Sundays (30)  
17.5 % Occasionally (7)  
2.5 % Seasonally (1)  
\_\_\_\_ % Special speakers/interests only  
2.5 % Unable to attend (1)

**75% of those responding reported that they attend most Sundays**

**Spiritual Studies**

15 % John Minge's classes (6)  
17.5 % Bob Worner's classes (7)  
12.5 % Mindfulness (5)  
55 % U Groups (22)  
12.5 % Have children in Religious Education (5)

**Serve on Board/committees**

47.5 % serve in 1-3 areas (19)  
10 % serve in 4-6 areas (4)  
2.5 % serve in more than 6 areas (1)  
37.5 % do not serve in these areas (15)

**60% of those who responded serve on the Board or 1-6 committees inferring that about 24 people do the major work.**

**Event/project participation**

42.5 % participate in 1-3 (17)  
\_\_\_\_ % participate in 4-6 (9)  
22.5 % participate in 7 +(1)  
27.5 % do not partipate (11)

**65% of those who responded participate in one or more of UCU's events or projects**

**Other areas of service**

45 % serve in 1 capacity (18)  
35 % serve in 3 or more capacities (14)  
17.5 % do not serve (7)

**80% of those who responded serve in other areas with 17.5% not serving usually due to distance or incapacity.**

**Involved**

27.5 % involved and open to do more (11)  
62.5 % involved to capacity (25)  
5 % not serving, want to be (2)

1. Many talked about the people here – the warmth, welcome and acceptance – don't want to see that changed
2. Most responded that they like how UCU is now don't want many, if any changes to our Sunday service, RE offerings, or community connections.
3. There was as much, if not more concern about hiring a minister, than not hiring a minister – members like the variety of speakers, member involvement and investment – would not like to see our culture changed.
4. Some response to a maybe on the need for an Executive Director but task force members wonder how much members/friends know about the extent of behind the scenes work of our all-volunteer congregation, are we willing to keep doing it and can we keep doing it.
5. Largest desire for change was to increase UCU visibility, expand meeting space, especially for Kids RE, and to work on noise reduction in the basement.
6. Comments from several on the need to regularly meet our annual budget out of Sunday collections.

**Communication:** The Plan to Grow Task Force sent out to the Board of Directors and all committee coordinators/chairs/leads the survey responses relevant to their areas and asked that they give them consideration in development of the 2016-17 goals and objectives. The Plan to Grow Task Force report was made to the Board of Directors, January 17, 2016. The survey summary compilation was included to all members/friends with the February 2016 Newsletter.

By January 2016, we knew that the following was already underway:

- Worship Committee has been established with Mary Worner, chair
- Technology Task Force was appointed with a charge to look at expand the use of Technology.
- Work to enhance the website, Facebook, etc. was started by Ellen Eastby and Bonnie Showers.

Once the 2016-17 annual goals and objectives are done, the Plan to Grow Task Force recommended that the Board to specifically address, at the least:

- Growing Visibility
- Enhancing/Growing Space
- Maintaining/growing current offerings
- Exploring the cost & feasibility of hiring an Executive Director

The Task Force completes its work with this report. Katy Olson (chair), Luke Anderson, Mary Anderson, Stan Carignan, Ron Roller, Connie Stigen, Betsy Wells, Bob Worner

**Unitarian Church of Underwood**  
**Considerations to Purchase Sverdrup Suite Apartments**  
**As of April 17, 2016**

**Mission:** The Mission of the Unitarian Church of Underwood is a welcoming community of diverse people where our celebration of life and common search for meaning bind us together.

<b>ISSUE/CONCERN</b>	<b>CONSIDERATIONS</b>	<b>FINDINGS</b>
<b>Mission Fulfillment: Welcoming community of diverse people</b>	<b>Expanded Membership</b>	Welcomed 23 new members from 2013-16 including new families Expanded Kids RE to 17 kids from 3-16 years old 90 individual members 70 households certified Diversified in ages/gay/straight/race/economic status/interests/home communities
<b>Where our celebration of life and common search for meaning bind us together</b>	<b>Expanded Program Offerings</b>	52 Sunday services 2 adult RE classes Mindfulness sitting More business meetings More RE kids meet /2 x month Added social gatherings/music events Grown to 5 U groups
<b>Do we need more space?</b>	<b>Lack: Kids RE space Storage space Office space Mindfulness sitting space Off street parking</b>	Conversion of 1 apartment unit would provide for all five
<b>Options to obtain more space</b>		North – not interested in selling Expand building- limited property 1 lots/unavailable/expensive new build, property lines don't touch Member buy apartment/rent to church? Stay as is/make do or Purchase Sverdrup Suites



<b>Purchase Sverdrup Suites</b>	<b>Built 2000 – 4 apartment units. New roof/siding 2006</b>	<b>Immediately adjacent to church property with readily convertible &amp; accessible space</b>
<b>Can we Afford it?</b>	<b>\$275,000 – List price \$200,000 – UCU offer</b>	<b>Counter - \$240,000</b>
	<b>Contingencies</b>	<b>Appraisal =/+ purchase price Inspections- satisfactory Board/Member Approval Transfer of rent deposits Conditional Use Permit ?</b>
<b>Finance Terms</b>	<b>30% down 25 year 1/5 ARM Interest rate range: 4.75%=\$958/mo 5.75%=\$1,057/mo</b>	<b>\$240,000 purchase price 72,000 down \$168,000 Mortgage</b>

<b><u>Current Assets</u></b>  <b>\$230,000 invested UUA</b> <b>7,588 Dorn Stock</b> <b>146,760 CD's</b> <b>11,600 savings</b>	<b><u>Purchase Expenses</u></b> <b>A. 30 % = \$72,000</b> <b>A.\$146,760 cash CD's</b> <b><u>76,500</u> (30% down/closing costs)</b> <b>70,260 balance</b> <b><u>10,000</u> Escrow RM</b> <b>60,260</b>  <b>11,600 Savings</b> <b><u>10,000</u> 2016-17 Grants</b> <b>1,600</b>	<b><u>UCU Balance of Assets</u></b> <b>\$230,000 invested UUA</b> <b>7,588 Dorn Stock</b>     <b>\$61,260 savings reserve</b>
	<b>B. 50% = \$120,000</b> <b>\$146,760</b> <b><u>124,500</u> (50% down/closing costs)</b> <b>22,260</b> <b><u>1,600</u></b> <b>\$ 23,860</b>	<b>\$230,000 invested UUA</b> <b>\$7,588 Dorn Stock</b>  <b>Apt Building Asset \$240,000</b>  <b>\$23,860 savings/reserve</b>
<b>Annual Operating Expenses*</b>	<b>\$28,960</b>	<b>\$5250.00 R &amp; M</b>
<b>Rental Income**</b>	<b>\$27,000 annual</b>	

How do we offset the balance?	\$34,210 expenses <u>27,000 rental income</u> ( \$7,210)	Savings depletion Capital Campaign Fund Drive
Can we handle rent management/do we want to?		
Tenants	4 units currently occupied 1 – 1 year lease 3 – month to month	Current rent \$653/unit Responsible for own electric Steady renters
When could we occupy 1 unit	Talk with Tenants	Sept? Jan?
Extra work	Property Manager Janitorial services (1 unit) Repair/maintenance Lawn care Snow removal Accounting  Safety issues Furnishings/set-up Kids RE Contract Management/Accounting	Contract 5 hrs/month Contract 2/hrs/week Volunteer?/contract Volunteer?/contract Contract Property Manager/Treasurer Safety Committee Facilities Committee Kids RE Leaders President & Board of Directors
How would the church use 1 unit and lot?	2BR/LR/kitchen/laundry/bath/sunporch/ single car garage Off street parking	Kids RE Mindfulness sitting Meetings Storage Office Off street parking 8-10 cars
What are the risks?	Divest church of current investment assets  Different opinion challenge our bonds  Growth challenges – do we want to change?	Diversified investments UFB – waive early withdrawal penalties of CD's Protect UUA investment, Empowerment Grant \$'s, reserve \$'s

	<p>If we don't act now, opportunity missed – remain landlocked &amp; cramped for space</p>	<p>Expenses offset by rental income Property resell Bind us together Growth opportunities</p>
<p>Impact on other priorities</p>	<p>Noise Reduction Lower Level</p> <p>Installation of Solar</p>	<p>2016-17 Budget \$2000 Facilities Committee in process of fixes \$35,000</p>
<p>Mission/Vision for future possibilities</p>	<p>Property for Habitat build Sell 2-3 units as owner condo's Association/fees? Housing for future executive director UU retiree rental units New fellowship hall Community meeting rooms to rent Housing for low income/specific need population Impact on Underwood housing?</p>	<p>Land in common interest</p>

**Unitarian Church of Underwood  
Proposed Operational Budget  
For Apartment Complex  
2016-17**

Category	Estimate of expense/month	Annual	
Purchase Expenditures	\$240,000	30% down 25 year 1/5 ARM Interest rate range: 4.75%=\$958/mo 5.75%=\$1,057/mo	<u>UCU Balance of Assets</u>
Down Payment	A. 30% = \$72,000	\$146,760 cash CD's <u>76,500</u> down/closing 70,260 balance  11,600 Savings <u>-10,000</u> 2016-17 Grants 1,600	\$230,000 invested UUA \$7,588 Dorn Stock  Apt Building Asset \$240,000  \$71,260 savings/reserve
	B. 50% = \$120,000	\$146,760 <u>124,500</u> down/closing 22,260 <u>1,600</u> \$ 23,860	\$230,000 invested UUA \$7,588 Dorn Stock  Apt Building Asset \$240,000  \$23,860 savings/reserve
Inspection Fee	500		
Appraiser Fee	\$2000-2500		
Loan origination fee/other fees	1680 ++		
Closing Costs	\$4500.00		
	\$76,500.00	\$168,000 mortgage	30% down 25 year Interest rate range: 4.75%=\$958/mo 5.75%=\$1,057/mo
Annual Fixed Expenses			

<b>Monthly payment</b>	<b>958.00</b>	<b>11,496.00</b>	
Property Taxes	<b>150.00</b>	<b>1800</b>	<b>No assessment 2016/TBD 2017</b>
Insurance	<b>270.00</b>	<b>3,240.00</b>	\$2,500 deductible. \$467,755 replacement, \$20,000 personal possessions Cash value: Premium \$2,261.00 Deductible \$2,500 Personal property \$12,000 Liability \$1,000,000
Waste management assessment	<b>11.33</b>	<b>\$136.00</b>	
Income Taxes	<b>0</b>	<b>0</b>	<b>Expenses/depreciation exceed rental income</b>
<b>Utilities</b>			
Water/sewer (4 units)	<b>177.00</b>	<b>2124.00</b>	
Sewer (4 units)	<b>147.00</b>	<b>1764.00</b>	
Garbage removal (4 units)	<b>75.00</b>	<b>900.00</b>	
Heat/Electricity (1 unit)	<b>150.00</b>	<b>1800.00</b>	
<b>Supplies</b>			
cleaning	<b>\$10.00</b>	<b>120.00</b>	
Building repair/supplies	<b>60.00</b>	<b>720.00</b>	
<b>Advertising</b>	<b>15.00</b>	<b>60.00</b>	
<b>Printed Forms/Paper/copying</b>	<b>10.00</b>	<b>120.00</b>	
<b>Contracted Services</b>			
Janitorial Services	<b>\$70.00</b>	<b>1560.00</b>	<b>1 hr/wk x \$16/hrx 52 wks/12 mo</b>
Property Manager	<b>\$80.00</b>	<b>960.00</b>	<b>5 hrs/mo x \$16 x 12</b>
Lawn mowing/lawn care	<b>50.00</b>	<b>300.00</b>	<b>(6 months)</b>
Snow removal	<b>50.00</b>	<b>300.00</b>	<b>(6 months)</b>
Service Master cleaning	<b>30.00</b>	<b>360.00</b>	
Service Repairs/maintenance	<b>100.00</b>	<b>1200.00</b>	<b>Small jobs/tools</b>

	<b>\$2413.33</b>	<b>\$28,960.00</b>	
<b>Reserve/Escrow for Repairs/Maintenance 2016-17</b>			
Paint/repaint		<b>250.00</b>	
Carpet cleaning/replacement		<b>500.00</b>	
Appliance replacement		<b>1000.00</b>	
Loss of income-vacancy		<b>1500.00</b>	
Major repairs		<b>2000.00</b>	
	<b>437.50/month</b>	<b>ST = \$5250.00</b>	<b>Damage/rent deposit offsets</b>
<b>Total *</b>	<b>\$3042.25/month</b>	<b>\$34,210 Annual</b>	
Long Term R/M escrow		<b>Pay as needed</b>	
<b>Set Up Expenses</b>			
Furnishings (chairs, tables, kids furnishings, etc)	<b>5000.00 + donated furnishings</b>		
Shelving	<b>1000.00</b>		
Supplies (paper, light bulbs, etc )	<b>100.00</b>		
Programmable Thermostat	<b>250.00</b>		
Sound Proofing	<b>2500.00</b>		
Signage	<b>25.00</b>		
Safety features	<b>100.00</b>		
Parking lot paint/markers	<b>50.00</b>		
Fax/Copier	<b>300.00</b>		
<b>Access Addition, sidewalk connection</b>	<b>Future</b>		
Building permit			

**Rental Income\*\* (Dependent on date of occupancy of 1 unit & increase in rent to cover utilities/taxes)**

July 2016	653 x 4	2612	
August 2016	653 x 4	2612	

September	700 x 4	2800	X 3= 2100
October	700 x 4	2800	X3 = 2100
Nov	700 x 4	2800	X3 = 2100
Dec	700 x 4	2800	X3 = 2100
Jan - Dec	750 x 3	2250/mon	<b>\$27,000 annual</b>
		<b>Expenses</b>	<b>\$34,210.00</b>
			<b>(\$7,210.00)</b>

April, 2015 - March, 2016 Sunday Speaker Calendar

<b>April</b>		
5	Ellen Eastby	~Easter
12	Sue Watlov Phillips	Second Chance for Felons
19	Annual Meeting	abbreviated service
26	Athena Kildegard	poetry
<b>May</b>		
3	Bob Worner	Living in a World of Pain
10	Margaret Carignan	Spiritual Journaling: a pathway to one's inner truth
17	Stefan Jonassen	Life is Now Prevailing
24	Diane Johnson	Agora - FF Farmers Market
31	Lydia and Linda	Every Truth Has 2 Sides, I Come from Taiwan
<b>June</b>		
7	Skye Livingston	Finding and Defining Home
14	Mary Anderson + Bernice Johnson	Why I Am UU , and update
21	Celebrating Fathers	
28	Phelps Mill	Community and Flower service
<b>July</b>		
5	Bob Worner	Celebrating Interdependence Day
12	Chris Hyslop	Should I Stay or Should I Go?
19	Roger Parks	When Faith Meets Reason
26	John Minge	Godless Morality
<b>August</b>		
2	Shannon Smith	How We Know God
9	Jason Bertgstrand	Posture or Purpose
16	Laurie Witzkowski	A Calling of Monarchs
23	Roger Parks	Watering the Divine Presence
30	Writers group	The Inherent Worth and Dignity of Every Person
<b>September</b>		
6	Bob Worner	Let Justice Roll Down Like Waters
13	Lowell Carpenter	play about Kirkbride
20	Rod Broding	"Misfits, part 2"
27	Kris and Wally Warhol	"Francis Ellison: the gift that keeps on giving"
<b>October</b>		
4	Ellen Eastby	"Grace"

Q A



April, 2015 - March, 2016 Sunday Speaker Calendar

11	Patrick West	Environmental Justice: from Toxics to CO2
18	Gary Robinson	Mindfulness
25	Bill Thomas	"How Do You Do Death?"
<b>November</b>		
1	Bob Worner	Soul Survivor
8	Ken Hamrum	History of Trombone
15	Writers Group	Works based on Principle #1
22	Jamie Holding Eagle	Indigenous Plants and Health
29	Wally Warhol	Why I Am UU
<b>December</b>		
6	Katy Olson	Inherent Worth - a Broader Perspective
13	Ashley Horan, M. Div	Black Lives Matter (works at MUUSJA)
20	Christmas program	Christmas Through the Eyes of Our Children
27	Jill Fazio	Kinship program
<b>January 2016</b>		
3	Bob Worner	
10	Patrick Hollister (John LaForge-cancelled)	Partnership for Health
17	Kris Warhol	Sharing the Great Adventure, Betty Mills
24	Stephanie Porter	Land Stewardship
31	Doug Wells	Conversation about Monarchs
<b>February</b>		
7	Ellen/Katy	cancelled -blizzard
14	Betsy	What is Love?
21	Ellen/Katy	dedication
28	Betsy Wells	"The Road to Depth: Thinking about Character" from David Brooks
<b>March</b>		
6	Katy Olson Athena Kildegaard &	Membership: What Does it Mean?
13	Patty Kakac	Women on the Prairie in Song and Poetry
20	Stephanie GoegerSandahl	Compassion and Care for the Caregiver
27	Kevin Jagoe	Community Can Be Holy Now

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Accrual Basis

**Unitarian Church of Underwood**  
**Balance Sheet Prev Year Comparison**  
**As of March 31, 2016**

	<u>Mar 31, 16</u>	<u>Mar 31, 15</u>	<u>\$ Change</u>	<u>% Change</u>
<b>ASSETS</b>				
Current Assets				
Checking/Savings				
CD 8324	0.00	54,172.28	-54,172.28	-100.0%
CD 8378	48,119.67	0.00	48,119.67	100.0%
CD 8602	0.00	100,252.05	-100,252.05	-100.0%
CD 8700	46,743.34	0.00	46,743.34	100.0%
CD 8736	48,059.84	0.00	48,059.84	100.0%
Dorn & Co. Stock	8,554.00	7,588.00	966.00	12.73%
Farmers Savings Acc,	16,658.35	8,635.69	8,022.66	92.9%
Farmers State Bank checking	-10,151.76	2,466.26	-12,618.02	-511.63%
UU Common Endowment Fund	230,341.00	241,721.00	-11,380.00	-4.71%
Total Checking/Savings	<u>388,324.44</u>	<u>414,835.28</u>	<u>-26,510.84</u>	<u>-6.39%</u>
Total Current Assets	388,324.44	414,835.28	-26,510.84	-6.39%
Other Assets				
Building				
Kitchen	18,100.37	18,100.37	0.00	0.0%
Building - Other	151,961.64	151,961.64	0.00	0.0%
Total Building	<u>170,062.01</u>	<u>170,062.01</u>	<u>0.00</u>	<u>0.0%</u>
Earnest Money	2,000.00	0.00	2,000.00	100.0%
Total Other Assets	<u>172,062.01</u>	<u>170,062.01</u>	<u>2,000.00</u>	<u>1.18%</u>
TOTAL ASSETS	<u>560,386.45</u>	<u>584,897.29</u>	<u>-24,510.84</u>	<u>-4.19%</u>
<b>LIABILITIES &amp; EQUITY</b>				
Equity				
Ellison Inheritance	480,007.43	480,007.43	0.00	0.0%
Gray Trust	36,833.80	36,833.80	0.00	0.0%
Kitchen Contributions	1,597.80	1,597.80	0.00	0.0%
Opening Bal Equity				
Accum. Depreciation	-36,664.00	-36,664.00	0.00	0.0%
Opening Bal Equity - Other	84,645.94	84,645.94	0.00	0.0%
Total Opening Bal Equity	<u>47,981.94</u>	<u>47,981.94</u>	<u>0.00</u>	<u>0.0%</u>
Reserve Equity Bldg. Imp.	5,644.70	5,644.70	0.00	0.0%
Retained Earnings	12,831.62	11,992.93	838.69	6.99%
Net Income	-24,510.84	838.69	-25,349.53	-3,022.52%
Total Equity	<u>560,386.45</u>	<u>584,897.29</u>	<u>-24,510.84</u>	<u>-4.19%</u>
TOTAL LIABILITIES & EQUITY	<u>560,386.45</u>	<u>584,897.29</u>	<u>-24,510.84</u>	<u>-4.19%</u>

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**Unitarian Church of Underwood**  
**Profit & Loss Budget Performance**  
April 2015 through March 2016

	Apr '15 - Mar 16 ACTUALS	2015-2016 Annual Budget	Proposed 2016- 2017 Budget	Budget Difference from 2015-16
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
Collection Income				
Childrens RE change	324.46			
Collection Income - Other	35,547.00	35,000.00		
<b>Total Collection Income</b>	<b>35,871.46</b>	<b>35,000.00</b>	<b>42,515.00</b>	
<b>Total Income</b>	<b>35,871.46</b>	<b>35,000.00</b>	<b>42,515.00</b>	<b>7,515.00</b>
<b>Expense</b>				
General Admin				
Advertising Publicity	56.00	200.00	150.00	
Bank Service Charges	55.88	20.00	20.00	
Insurance	1,324.00	1,300.00	1,350.00	
Janitorial Services	2,634.49	2,000.00	2,300.00	
cleaning supplies	468.94	200.00	400.00	
kitchen supplies	16.74	150.00	200.00	
Licenses and Permits	100.00		100.00	
Office Expenses				
Equipment	5.79	200.00	500.00	
Printing and Reproduction	259.29	200.00	300.00	
Office Expenses - Other	296.85	100.00	300.00	
<b>Total Office Expenses</b>	<b>561.93</b>	<b>500.00</b>	<b>1,100.00</b>	
Postage and Delivery	143.46	100.00	100.00	
taxes	25.50	25.00	25.00	
Telephone	417.59	440.00	440.00	
Utilities				
Gas and Electric	1,442.43	600.00		
Heating Oil	443.34	3,000.00		
Water	876.00	880.00		
<b>Total Utilities</b>	<b>2,761.77</b>	<b>4,480.00</b>	<b>3,380.00</b>	
<b>Total General Admin</b>	<b>8,566.30</b>	<b>9,415.00</b>	<b>9,565.00</b>	<b>150.00</b>
Admin Support				
Church Coordinator	10,887.00	11,000.00	12,500.00	
Celebrants				
Celebrant training & Materials	104.58	300.00	300.00	
UCU Foundation Expense	5.18	250.00	150.00	
Membership in UUA				
MidAmerica Region UUA	1,464.00	1,380.00	1,750.00	
Membership in UUA - Other	3,660.00	3,620.00	4,200.00	
<b>Total Membership in UUA</b>	<b>5,124.00</b>	<b>5,000.00</b>	<b>5,950.00</b>	
Membership	277.68	650.00	400.00	
Technology			1,000.00	
Workshop Expenses	1,195.46	1,500.00	1,000.00	
<b>Total Admin Support</b>	<b>17,489.32</b>	<b>18,400.00</b>	<b>21,300.00</b>	<b>2,900.00</b>



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**Unitarian Church of Underwood**  
**Profit & Loss Budget Performance**  
April 2015 through March 2016

	Apr '15 - Mar 16 ACTUALS	2015-2016 Annual Budget	Proposed 2016- 2017 Budget	Budget Difference from 2015-16
<b>Outreach</b>				
Empowerment Grant	10,000.00	10,000.00	10,000.00	
Community Outreach			400.00	
Green Sanctuary	32.21		100.00	
<b>Total Outreach</b>	<b>10,032.21</b>	<b>10,000.00</b>	<b>10,500.00</b>	<b>500.00</b>
<b>Facilities</b>				
Grounds	0.00	200.00		
Building / grounds	262.00			
Equipment Repairs	65.00	300.00	300.00	
Piano Expense	0.00	250.00	200.00	
Repair	0.00			
Special building projects	131.24			
Facilities - Other	0.00	300.00	1,900.00	
<b>Total Facilities</b>	<b>458.24</b>	<b>1,050.00</b>	<b>2,400.00</b>	<b>1,350.00</b>
<b>Program costs</b>				
Childcare	1,020.00	1,300.00	1,200.00	
Music expense	124.58	200.00		
RE	71.87	960.00	750.00	
Speaker				
speaker travel	-699.00	1,000.00	1,000.00	
Speaker fees	2,950.00	6,000.00	5,100.00	
<b>Total Speaker</b>	<b>3,649.00</b>	<b>7,000.00</b>	<b>6,100.00</b>	
Stewardship	30.38	150.00	50.00	
U Groups			250.00	
Worship Committee	376.00	350.00	400.00	
<b>Total Program costs</b>	<b>5,271.83</b>	<b>9,960.00</b>	<b>8,750.00</b>	<b>(1,210.00)</b>
<b>Total Expense</b>	<b>41,817.90</b>	<b>48,825.00</b>	<b>52,515.00</b>	<b>3,690.00</b>
<b>Net Ordinary Income</b>	<b>-5,946.44</b>	<b>-13,825.00</b>	<b>-10,000.00</b>	<b>3,825.00</b>

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Accrual Basis

**Unitarian Church of Underwood**  
**Profit & Loss Budget Performance**  
April 2015 through March 2016

	Apr '15 - Mar 16 ACTUALS	2015-2016 Annual Budget	Proposed 2016- 2017 Budget	Budget Difference from 2015-16
<b>Other Income/Expense</b>				
<b>Other Income</b>				
Organ Sale	125.00			
<b>Special Fundraisers</b>				
Chili dinner 2015				
Chili Dinner Income	1,833.00			
Chili Dinner Expenses	-474.87			
Chili dinner--Donation to Sen Dining	-1,358.13			
Total Chili dinner	0.00			
Coffee sales	47.00			
Rummage Sale for Playground	355.00			
Playground --City of Underwood	-430.00			
CLF--Prison Ministry	-259.00			
Clothing for school	-205.50			
Underwood Fire & Rescue	-205.50			
Scott Concert	173.00			
School forShan Refugees	-173.00			
Pancake Breakfast	121.00			
RE Bake Sale	385.00			
Other donation	15.00			
Total Special Fundraisers	-177.00			
Rent Income	240.00			
<b>Investment Income</b>				
CD income	1,502.27			
Stock contribution	500.80			
Stock Dividend	465.20			
Saving Account interest	18.91			
Change in Value of UUA Investment	-11,380.00			
Total Investment Income	-8,892.82	10,000.00	10,000.00	-
<b>Total Other Income</b>	-8,704.82	10,000.00	10,000.00	-
<b>Other Expense</b>				
<b>New Equipment</b>				
Boiler	8,571.00	15,000.00		
Difibrillator & Cas	1,049.00			
Other Expenses	135.00	0.00		
Total Other Expense	9,755.00	15,000.00	-	
<b>Net Other Income</b>	-18,459.82	-5,000.00	10,000.00	15,000.00
<b>Net Income</b>	-24,406.26	-18,825.00	0.00	18,825.00