

USH Board Meeting July 11, 2017

Board Members Present:

Rev. Heather Rion Starr
Rev. Cathy Rion Starr
Hank Murray
Phil Gardner
Katherine Ann Anderson
Sherry Manetta
Chris Wilt
Stephanie Briggs
Valerie Klokow
Sarah McKenzie

Guests Present:

David Newton
Janie Newton
Harriet Gardner
Stuart Spence

Katherine Ann called the meeting to order at 6:30 followed by opening words from Rev. Cathy and a roundtable reading of the Board Covenant.

Katherine Ann sent around a sign-up sheet for the opening words, a copy of that list is attached here as Appendix A.

Review and approval of June Minutes will occur (when they are received, and by an electronic vote via email?)

Changes to the Agenda (6:37)

In light of Rayla's absence due to illness, and a planned review of the strategic plan at 7:08, it was suggested that we move the discussion of prioritizing items from Mark Ewert's plan to directly after the strategic plan review, and the discussion of the playground to after the prioritization. Board members checked with Stu (present from B&G) if he agreed. The Executive Session was moved to after the guest comments, prior to the closing words.

Ministry & Governance (Ch 1-4, focus on 3&4) (6:40)

The Board split into two groups to discuss chapters 3 & 4 respectively, and how the information contained within those chapters relates to how USH functions.

Chapter 3:

The consensus from the group seems to be that we are currently sort of a mix between a "Board Centered" and a "Staff Centered" congregation, and that we don't really fit neatly into a single

box. Hank provided some historical perspective from when he started attending USH back in the '80s; and his experience at that time was that we were almost entirely a "Staff Centered" congregation with the minister taking charge and leading the decision making.

Chapter 4:

There was a very lively discussion surrounding this chapter. The Board agrees that having well-defined goals for committees and teams is critical, but that currently the volunteers don't fit cleanly into the structure we do have. Multiple board members pointed out that changes may need to be made to our by-laws in order to provide clarity to the day-to-day function of the church, and that regardless of any changes that are or are not made, each congregant will always have their own perception of how it is actually working. Katherine Ann also pointed out that while the org chart can be helpful for newcomers to figure out where to get involved, it does not provide much guidance in actually figuring out HOW to affect change, there isn't a cohesive chain of command, and Rev. Heather added that the org chart is rather labyrinthine with no clear direction.

FOR NEXT MEETING: Read Chapters 5 & 6. Rev. Cathy asked for volunteers to discuss each chapter. Sherry will lead the discussion of chapter 5, and Phil Gardner will take chapter 6. Rev. Cathy will provide them each with the curriculum sheet for their chapter.

Strategic Plan Review (7:10)

Sherry led the discussion regarding the Strategic Plan. At the February Board Meeting, the January 27, 2017 memo regarding the Strategic Plan was voted on and approved as a framework for moving forward. The five Strategic Goals outlined in the memo tie into the six sources, seven principles, and the USH mission. Our current path forward is to solicit congregational input, using the councils/sub-councils as a starting point, and to conduct under the stairs meetings to address the strategic goals. In relation to these strategic goals, the Board was asked to prioritize the items in Mark Ewert's report (during the next meeting segment), and it was noted that the Strategic Planning Committee has been drained as members have moved to other committees, and vacancies have not been filled. Rev. Cathy would like to see every council have a meeting this fall, and Sherry proposed reconstituting the Strategic Planning Committee and that committee have a meeting prior to the end of September.

Copies of the following documents are attached here as Appendices B-D, respectively:

- B. Strategic Plan Memo Dated January 27, 2017
- C. Strategic Plan Next Steps Summary dated January __, 2017
- D. Sherry's Summary of the Mark Ewert Report

ACTION ITEMS:

Board to solicit congregational input re: Strategic Plan through councils/sub-councils and under-the-stairs meetings

Re-populate Strategic Planning Committee

Council/Sub-Councils meet in early fall

Strategic Planning Committee meet prior to October

Prioritizing Items from Mark Ewert's Report (7:45)

At the beginning of our discussion, Rev. Cathy reminded us the following up on Mark's recommendations is only one piece of the broader congregational governance. The Board needed to decide if the full Mark Ewert Report should be made available to the congregation, and how it should be made available. Rev. Cathy reminded us that the report is not a secret, but that it is also not an actionable document by anyone except the board. The board agreed that it should be made available for any interested congregant.

A motion to make 5 paper copies available in the office was made by Rev. Heather, and seconded by Sherry.

In favor: 8

Opposed: 0

Abstained: 0

The motion passed, Katherine Ann will ask Linda to make 5 copies available in the office for member review.

Sherry also asked that we make her summary of the report available in the member section of the website.

Sherry then gave each board member five dots and asked us to prioritize the recommendations from Mark's report using 1 dot/item. The outcome of the dot was as voting follows:

1. Complete Strategic Plan	8 dots (committee needs to be reconstituted)
2. Improve Governance	8 dots (step #1 is Governance and Ministry book reading/discussion)
3. More Proactive Resource Management & Utilization	2 dots (prelude to constituting committees and teams)
4. Continue to Improve Stewardship Drive	7 dots (needs leadership transition)
5. Improve the Website	2 dots
6. Gain Clarity on the Endowment	7 dots
7. Start a Planned Giving Program	1 dot
8. Develop a Long-Term Capital Plan, Includes a Capital Campaign	8 dots

9. Update and Develop Policies/Re-Write Constitution and By-Laws	4 dots (follows on 2 & 4)
10. Manage Membership Growth and Retention	1 dot
11. Audit Findings - Prioritize and Implement	1 dot (already staffed and underway)
12. Evaluations	0 dots

Rev. Cathy is following up on doing a Human Resources/Volunteer audit, especially where the volunteer resources are concentrated, and potentially recruiting Lisa Galinski to assist.

The Finance Committee/Hank/Phil are following up on the results of the Audit.

ACTION ITEMS:

Katherine Ann will send the full Mark Ewert Report to the “board only” email address, and ask Linda to make copies of the full report to be made available in the office for members to review. Katherine Ann also asked Linda to post a copy of the Summary prepared by Sherry to the “members only” portion of the USH website.

Rev. Cathy would like some people to brainstorm and figure out what the next steps should be on the items designated as priorities from the Mark Ewert Report. (i.e. HOW are we going to accomplish these goals, what are the volunteer resources we have, what are the resources we need.)

Method of Moving Forward by the Next Meeting (we’ve already started #2 through our reading and discussions of the Governance and Ministry Book). We will use information from the book to help us improve internal governance.

Playground Report (8:10)

The purpose of the board discussion was to vote where the playground area should located, as the playscape is currently being built. Building & Grounds’ recommendation is to locate the play area in the back of the building near the pet memorial garden. Rayla and Hank met with the landscaper who works with Timbergyms, and the concrete structure can be removed at a cost of \$500-\$700 utilizing a crew which is already deployed in the field (which only puts the project over budget by roughly \$300). A member of the Hartford Zoning Board is also a member of the B&G committee, and the Zoning Board’s preference is also to have the playscape located in the back of the building.

In regards to ADA-compliance: The structure and play area has been made as accessible as it can be within the confines of the budget. The surrounding ground are will be leveled for those with mobility issues, and a wheelchair will be able to go up the ramp to the pirate ship.

It was also noted that the playscape is not a permanent structure, and will not have footings. It could be moved in the future to a different location. The only part of it that is considered “permanent” is the fence that will surround the area.

A motion to locate the playscape in the rear of the meetinghouse was made by Hank, and seconded by Sherry.

In favor: 8

Opposed: 0

Abstained: 0

The motion passed.

ACTION ITEMS:

IF the pirate ship comes with a cross, an in-house fix will be proposed

Hank or Rayla will reach out to Timbergyms and reiterate the importance of a level path and level playing surface.

Minister’s Report (8:20)

Rev. Cathy and Braden attended GA in New Orleans, and Rev. Heather participated as an off-site delegate. Rev. Susan Frederick-Gray was elected the new UUA President with 63% of congregations voting. Rev. Cathy pointed out the ways that the UUA has gotten creative in dealing with adversity within the organization (3 interim co-presidents when Peter Morales stepped down), and how the UUA is actively trying out new forms of governance.

The hiring process for the Director of Music Ministry position is going well, they got multiple applications, and the first round of interviews is complete. The hiring committee is hoping to be able to make an offer to a candidate prior to the ministers’ planned vacation beginning 7/25. The position will not be “budget neutral” as originally anticipated. Bumping the hours to 20/week incurs an additional (approx) \$2,500/year pension obligation.

Financial Report (8:25)

Phil provided a spreadsheet detailing the amounts currently in each sub-account of the Scwab account. A copy of the spreadsheet is attached here as Appendix C.

The following three motions were made, seconded, and voted on (my fault - did not write down who proposed/seconded, if you know - please add info!)

1. Replace 2016-2017 officers with 2017-2018 officers as signatories on the Endowment Account.

In favor: 8

Opposed: 0

Abstained: 0

2. Add Sherry and Brian M. as backup signers on the Scwhab Account, and remove Jim Venneman.

In favor: 8
Opposed: 0
Abstained: 0

3. Add Sherry as a signatory on the People's (operating) Account.

In favor: 8
Opposed: 0
Abstained: 0

All 3 motions passed.

Mid-Year Retreat (8:30)

The board agreed to table discussion regarding scheduling a mid-year board retreat.

Review Decisions, Follow-up Actions, Under the Stairs (8:31)

Katherine Ann sent around a sign-up sheet for Board members to facilitate under the stairs meetings, a copy of that sheet is attached here as Appendix D.

The Minutes of each Board Meeting shall be made available to Board Members within one week for comment.

No guest comments were offered.

Executive Session (8:33)

The Board went into Executive Session, which will be a regular part of every board meeting going forward, to allow the board to do self-evaluation and consider any confidential matters that are appropriately handled in Executive Session.

The Board came out of Executive Session at approximately 8:35.

The Board Under the Stairs Meetings were cancelled for July and August, and will resume in September.

Chris Wilt asked that we consider sub-council assignments/leadership and a recommendation was made to forward all open positions to the minister in charge of that particular area so those vacancies can be addressed in a timely and comprehensive manner.

Rev. Heather read our closing words from Rilke, and also reminded us to keep the Ministry and Governance reading in mind.

The meeting was adjourned at 8:40.

Opening & Closing Words

Aug 30	Katharine Ann
Sep 19	Stephanie
Oct 24	Phil
Nov 21	Chris
Dec 19	Sherry
Jan 16	Hank
Feb 21	Valerie
Mar 20	Sarah
Apr 17	
May 22	
Jun 19	

Unitarian Society of Hartford

Nourishing spirit, building community, working for justice

TO: USH Board of Directors

FROM: Strategic Planning Group (Virginia de Lima, Kate Gervais, Sherry Manetta, Tom Richardson & Heather Rion Starr)

DATE: January 27, 2017

RE: Discussion of draft strategic goals at February Board meeting

Having updated the congregation at the recent semi-annual meeting and via the e-news, the Strategic Planning Group (SPG) is ready to vet with the Board five draft strategic goals. To set the context of the draft goals, we are providing the attached “Strategy Map” that moves from broad, UU Living Tradition sources and principles to our own mission and vision. The draft goals are in the bolded box at the bottom of the map. You’ll notice that the goals are aligned with the USH mission: Nourishing Spirit, Building Community, Working for Justice.

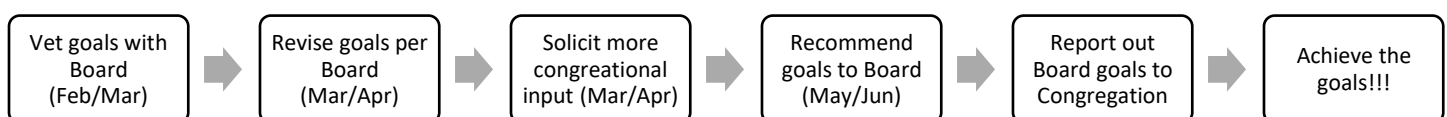
We developed the goals through an iterative process that included a document review (e.g., past plans, web content, past survey results), a 10-question survey resulting in 63 responses, analysis of the survey results, a review of the Pew Research Center’s Religious Landscape Study and multiple meetings of the SPG.

Please bear in mind what the goals are and are not. Each is intended to:

- Move us from a known “current state” to a target “future state” (not to be a statement of principle)
- Have a measurable, achievable end point (not to be an ongoing activity)
- Guide decision-making throughout the congregational governance and organizational structures (not to be a component of a comprehensive operating plan)

Our specific request of the Board at this time is for you to discuss the draft goals and either affirm that the SPG is moving in the right direction with them or give us guidance on the direction you want. Our understanding is that normal process would be for you to consider the goals presented at your February meeting and take a vote at your March meeting. In the interim, please let us know (via Tom Richardson, tcr1965@gmail.com) if you need additional clarification, information or discussion. We would be most pleased to oblige.

Strategic Planning Group Next Steps



Six Sources of the
UU Living Tradition

1. Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life
2. Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love
3. Wisdom from the world's religions which inspires us in our ethical and spiritual life
4. Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves
5. Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit
6. Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature

Seven Principles of the
UU Living Tradition

1. The inherent worth and dignity of every person
2. Justice, equity and compassion in human relations
3. Acceptance of one another and encouragement to spiritual growth in our congregations
4. A free and responsible search for truth and meaning
5. The right of conscience and the use of the democratic process within our congregations and in society at large
6. The goal of world community with peace, liberty and justice for all
7. Respect for the interdependent web of all existence of which we are a part

USH Mission

As a growing, evolving, spiritual community inspired by our denominational values, we commit ourselves to:

- Nurture our needs for personal spiritual growth, inspirational worship and a mutually caring community
- Devote ourselves to religious learning for all ages
- Embrace human diversity by welcoming individuals and families of all kinds
- Join with the larger community to promote love, justice and service to society

Towards these ends we pledge our talents, energies and resources.

USH
Vision

Nourishing spirit, building community, working for justice

USH Strategic Goals¹

- | <u>Nourishing Spirit</u> | <u>Building Community</u> | <u>Building Community</u> | <u>Building Community</u> | <u>Working for Justice</u> |
|--|--|--|---|---|
| 1. USH will offer a comprehensive, lifespan religious learning and growth program to support the spiritual needs of the USH community. | 2. USH will be a congregation that maintains relationships based on respect, understanding and safety. | 3. USH will commit to an innovative financial model with stronger and more diversified revenues. | 4. USH will attract a healthy stream of visitors. | 5. The Greater Hartford community will recognize USH as a leader of the community's social justice initiatives. |

¹ The purpose of strategic planning is to identify a limited number of goals and objectives for USH. It involves stepping back from the day-to-day operations and asking where USH is heading and what its priorities should be. The outcome will define certain priorities for the next 3 to 5 years that augment our strengths. The plan will guide decision-making by the governance structure and ministers. Strategic planning is **NOT** intended to result in a comprehensive operating plan, remake USH's mission and vision, fundamentally change the congregation, or overhaul established activities top-to-bottom.

Unitarian Society of Hartford

Nourishing spirit, building community, working for justice

Strategic Plan – Draft Goals

January __, 2017

By June 2020 (in some cases, sooner) we expect to accomplish the following specific goals

Nourishing Spirit

Goal 1: USH will offer a comprehensive, lifespan religious learning and growth program in order to support the spiritual needs of the USH community.

Potential Objectives/Initiatives for achieving the goal

1. Develop a plan based on strategic goals to strengthen professional ministerial support.
2. Offer a comprehensive, lifespan religious learning and growth program.
3. Ensure appropriate and comfortable space for religious learning and growth.

Building Community

Goal 2: USH will be a congregation that maintains relationships based on respect, understanding and safety.

Potential Objectives/Initiatives for achieving the goal

1. Adopt a congregational covenant outlining how we expect members to interact with one another.
2. Adhere to a clear, transparent and manageable governance and administrative structure.
3. Increase the percentage of congregational members who express that they feel “connected” to USH in ways beyond Sunday services.
4. Increase the number of individuals who serve in a leadership role.

Goal 3: USH will commit to an innovative financial model with stronger and more diversified revenues.

Potential Objectives/Initiatives for achieving the goal

1. Assess the feasibility of renting the meeting house as a venue for events.
2. Assess the feasibility of producing one or more event series that would generate a stream of income.
3. Review and consider the appropriate size and ongoing role of the Endowment.
4. Acknowledging that there is more to deciding than dollars, perform cost/benefit analyses of capital and operational expenses for scenarios including a) modernizing and retaining the current building, b) replacing the current building on site and c) selling the current building and moving the congregation.
5. Assess the feasibility of monetizing the building (*i.e.*, selling it to and renting it back from a developer).

Goal 4: Attract a healthy stream of visitors.

Potential Objectives/Initiatives for achieving the goal

1. Increase the annual number of first time visitors to Sunday services to three times the membership number certified with the UUA the previous year.

2. Increase articulation of Unitarian Universalist identity and values to enhance awareness in the outside community.
3. Develop a branding and marketing strategy.
4. Undertake value-based initiatives such as obtaining certification as an Accessible & Inclusion Ministry (AIM).
5. Make the facility more welcoming and attractive to prospective members by bringing the physical aspects of the sanctuary into the 21st century.
6. Foster congregational diversity to broaden the appeal of USH in the community.

Working for Justice

Goal 5: The Greater Hartford community will recognize USH as a leader of the community's social justice initiatives.

Potential Objectives/Initiatives for achieving the goal

1. Establish a moderated social media clearinghouse where the community can post and learn about social justice events and initiatives.
2. Establish a clear method for members of the congregation to provide the Social Justice Council with feedback and suggestions regarding prioritized and potential social justice initiatives.
3. Adapt and consistently use the E-News, website and Facebook page to update the congregation on the progress of prioritized social justice initiatives.
4. Leverage relationships in the larger community to effectively accomplish objectives
5. Secure press coverage of USH's social justice activities.
6. Ensure appropriate and comfortable venues for community-based social justice meetings and events.

Mark Ewert Next Steps Weekend Report—Board Summary

For discussion at USH Board meeting July 11, 2017

The purpose of the Next Steps Weekend Review May 5 – 7, 2017 (Weekend Review) was to assess congregational stewardship toward promoting growth in financial giving that parallels membership growth and vibrancy. In other words, if we are growing and expanding our ministry, what should we be doing to best ensure the organizational and financial strength to support and sustain that ministry?

This Board Summary of the Next Steps Weekend Report (Weekend Report) is intended to provide a summary of key recommendations in a format that is concise and actionable. The recommendations will be considered by the Board in preparing the 2017/18 business plan. In certain instances, recommendations may be referred to the Strategic Planning committee for longer-term consideration.

In general, the Board was pleased with the results of the Weekend Review. As with any consultant's report, we will assess and adapt the recommendations over time for USH.

Recommendations

1. ***Complete the Strategic Plan***— The strategic planning process, for which a framework was developed in 2016, should be continued to provide a vision for the substantial change USH wants to make in the lives of its members and the surrounding community. The planning process should be used to create consensus around bold aspirations for USH and be inspiring to the congregation.
2. ***Improve governance***—The Board is the fiduciary of the congregation and it is recommended that the Board clarify its role(s) and its decision-making authority and accountabilities. Some of the Board's activities are at the governance level, while some are participating in implementation, i.e., volunteering within programs. Greater communication and transparency should occur. Board education and periodic self-evaluation are recommended. The Board should help the congregation manage through change.
3. ***More proactive volunteer resource management and utilization***—USH relies significantly on volunteers. The Weekend Report suggests that we should be better attuned to where volunteers are spending their time, so that volunteers are focused on the highest priority initiatives, and to avoid volunteer burn-out. The Weekend Report suggests a human resource audit, to assess human resource utilization. This area also includes evaluating where additional staff is required to supplement volunteer efforts and initiating a leadership development program that includes volunteer management and leadership succession planning.

4. ***Continue to improve the stewardship drive***—This was a major focus of the Weekend Report as it is one of the two major revenue sources with the greatest potential for growth (among four regular sources of revenue: annual pledge contributions, planned gifts, rental income and fundraising). The goal is to increase operating revenues for the next fiscal year, and beyond, to support expected congregational growth and our ministerial impact both within USH and in our broader community. While the stewardship campaign in 2016/17 made positive changes in the process, there is more to be done. Suggestions for this year include beginning the process earlier in the year and tying it more closely to the business plan, more one-on-one direct asks, new member orientation, and evaluating best practices at other congregations. The stewardship plan for 2017/18 may include hiring a consultant.
5. ***Improve the website***—The Weekend Report focused its recommendations on website improvements that would facilitate giving. It also suggested that we reconsider what is inside and outside the “member wall”. Providing for electronic giving via the website, as well as other electronic giving opportunities, is imperative. Other website changes should be considered to improve both member and non-member user experience and ensure it is an effective communication tool. Enhanced social media and other electronic mechanisms should be part of the communication and giving strategies.
6. ***Gain clarity on the endowment***—This is an area where policies and practices are not clear, resulting in contention within the congregation which hinders other initiatives including the stewardship drive, planned giving and any future capital campaign. An endowment is intended to be invested and used to preserve a corpus for future generations but also to be used effectively to support the organization’s mission year-to-year, on a current basis. These purposes need to be clarified and donor restrictions, legal requirements, best practices and USH needs appropriately considered. Various policies should be reviewed and written/revised, including gift acceptance policies. Bylaws should be reviewed and appropriately revised (see #9 below).
7. ***Start a planned giving program***—The Weekend Report identified planned giving as one of the two major sources of revenue (the other being pledges—see #4 above) with the greatest potential to support USH’s growth. Efforts to initiate a planned giving program have been hampered by lack of clarity on, among other things, endowment policies. Endowment policies, including gift acceptance policies, need to be clarified/established before an effective planned giving program can be put in place. The planned giving program should be structured to include materials, training sessions, etc.
8. ***Develop a long-term capital plan that includes a capital campaign***—This is a multi-year initiative that should begin in 2017/18. It is in part dependent on the Strategic Plan, as the long-term vision of ministry will dictate building and other capital requirements. Other capital requirements include a building maintenance reserve, keeping up with and leveraging technology, etc. The capital campaign should be targeted for 2019/20. This would not preclude smaller campaigns for specific initiatives in the interim. It should be noted that the last USH capital campaign was in 1991.

- 9. *Revise, update and develop policies and re-write constitution and bylaws***—The Weekend Report noted that too many policies and practices are included in the bylaws. The USH constitution and bylaws are out of date and contain many policies and procedures which would typically be captured outside the bylaws. The constitution and bylaws should be combined into one set of bylaws. Many of the initiatives listed above, e.g., governance and endowment, need to be decided before separate policies can be written/revised and bylaw changes made.
- 10. *Manage membership growth and retention***—While various efforts, including those of the membership sub-council and staff, have been effective in growing USH in recent years, including reinvigorated cohorts such as children and 20s/30s. Yet there is still more to be done. New strategies to attract visitors and members should be considered. Practices for welcoming and retaining members should continue to be enhanced. Members should be distinguished from friends and those who engage with USH in other ways and the relationships better understood. Sources of membership should be considered.

Additional considerations for Board planning

- 11. *Audit findings should be prioritized and implemented***—The audit committee should be re-appointed for another year (under the bylaws, it is a committee that must be appointed annually) to follow up on findings and to be available for additional analyses as directed by the Board.
- 12. *Evaluations***—Board, staff and minister evaluation processes should be clarified and scheduled.

USH SCHWAB ACCOUNT

Total 6/30/2017

books for FY'17 not closed yet

ACCOUNT	AMOUNT	
MEM.GARDEN	4,784.89	Upkeep of memorial garden & pet memorial garden
SECURITIES	0.00	Holding place for incoming securities
DIVIDENDS	25.30	Interest earned on the money market account
B&G SMALL PROJECTS	0.00	Funds from the Endowment to cover B&G Small Project
UAMW	408.36	Funds kept for the Unitarian Alliance Ministry to Women
REED ORGAN	408.86	Donated funds to keep up the reed organ in the chapel
MEMORIAN DENOMINATIONAL SCH	10,329.52	Funds from Garvais donation
SJ MEMORIAN FUND	8,052.72	Funds from Petty and Williams donations
CHILDREN'S PLAYGROUND EQUIP	203.56	Funds from Williams donation
SOUND ABATEMENT	108,981.03	Investments CD & treasury bill \$100,000 remaining cash
BUDGETED FOR FY 2016-2017		
MUSIC	3,643.06	From Music Sunday donations to be used by Friends of Music to support program
MEMBERSHIP INITIATIVE	35.02	Funds earmarked for membership committee
SURJ	408.40	Funds for SURJ from good neighbor offerings
CARRY FORWARDS		Funds in excess of past budget reserved for future use
11-12 CF	13,113.59	Balance from FY '12 and budget \$5,250 for this year
12-13 CF	7,985.97	Balance from FY '13 budget
PREPAIDS		
ADULT PROGRAMS	0.00	Adult programs paid in advance
17-18 PPs	26,924.00	Prepaid pledges for FY '18
16-17 PPs	0.00	Prepaid pledges for FY'17
ENDOWMENT MONIES		Accumulated interest from restricted endowment accounts
FLOWERS	64.85	Monies donated for flowers in memory of two people which occurs twice a year
RE	393.10	Income from former church school Christmas party
MUSIC	399.10	Funds for the music program most recently used for the ukulele project
TOTAL	191,148.89	

Board Under the Stairs Sign-Up Sheet

Sep 24 -	Katharine Ann
Oct 29 -	Phil
	Sherry
Nov 26 -	
Dec 31? (Dec 17?)	
Jan 28 -	Hank
	Sherry
Feb 25	Valerie

Board Under the Stairs Sign-Up Sheet

Mar 25	Sarah Sherry
Apr 29	Katharine Ann Stephanie
May 27	
Jun 24	