

USH Board Meeting – April 11, 2023

Present – Eve Pech, Tina Davies, Judy Sullivan, Peter Meny, Sarah McKenzie, Jon Covault, Dana Donovan, Paul Cipriano

Absent –

Guests – David Newton, Nancy Kemmerer, Sue Smolski, Bev Spence, Jim Venneman, Laura Cipriano

6:38 – Check-ins

6:46 – Opening Words from Eve

6:47 – Dana read the Board Covenant

6:48 – Approval of March Meeting Minutes. There was a question regarding the new councils, which was clarified. Tina made the motion, Dana seconded.

Aye – 7 (Paul was not present for this vote)

Nay – 0

Abstain - 0

6:53 – Worship Associate Update: Sue Smolski gave us an update on the WAs. Summer planning begins this week, the Love in Action theme will continue through the summer. There are 10 summer services, Rev. Bob will do 4, lay leaders will do 4, and there will be 2 services led by members from UUS:E (and USH will lead 2 Sundays at UUS:E as well). GA Sunday is June 25, and will be streamed in Fellowship Hall (to take advantage of the air conditioning).

6:58 – Stewardship Update: See attached.

7:04 – Security Grant: Paul needs a signatory for the security grant. There is a lot of red tape around the grant itself, and a lot of reporting requirements; Karolina will keep a file of documents related to the grant in office. We have been approved for approximately \$25,000 for security upgrades (everything we requested except the AED and First Aid Training). Dana will sign on behalf of USH on Friday.

7:23 – B&G Draft Resolution: (see attached) There are two parts to the resolution: Part A is for paving the entrances and the western portion of the driveway in the front of the building, Part B is for adding more lighting to the chancel area. Currently, Part B is only funded at about 20% (of approximately \$25,000). Additional funding could potentially come from a donation that was originally made for sound abatement (which is not practicable in our building). The Paving bids are time-sensitive and need to be acted on soon. Tina made the motion to accept, Dana seconded the motion.

Aye – 8

Nay – 0

Abstain – 0

7:35 – USH Delegates to GA: In the absence of a minister, it is up to the Board to assign delegate credentials to GA with the power to vote. Delegates can be remote. Dana Donovan, Judy Robbins, and Laura Cipriano have expressed interest in serving as USH's delegates. Laura and Dana would attend virtually. The delegates would be asked to vote in concert with the wishes of the congregation as voted

on at the annual meeting, although not required to. Eve made the motion to charge these three people to be our voting delegates to the GA, Judy Sullivan seconded the motion. Tina Davies has offered to be an alternate

Aye – 8

Nay – 0

Abstain – 0

Eve made the motion to accept Tina as the alternate, Jon Covault seconded.

Aye – 8

Nay – 0

Abstain – 0

7:43 – Planning for the Annual Meeting: Karolina needs support putting together the Annual Report for the meeting. Maybe ask Brian Harvey if he's willing to assist. In order to have a vote on the Governance Task Force changes, membership needs a synopsis of the changes in order to make an informed decision. We also need an implementation timeline. Seems like the intent was to implement the changes as of July 1. Laurie Kelliher has agreed to chair the Membership Council, a Chair of the Finance Committee is still needed. April's under the stairs will focus on these changes, Laura will provide a synopsis.

8:17 – Acceptance of Council Reports: See attached. GHIAA wants to have their end of year party at USH in a tent on the lawn. It is a possibility that The Village will be in the midst of erecting the fence around their property at that time and there really is no other spot to put up a large tent on our property. At this point, we need to assume that it will not be an option. Dana did offer Fellowship Hall, but if there are 200 people there may not be enough space. Dana will reach out to A.J. Johnson again this week.

The Book Group has found a nice way of honoring some of the members who have passed away by making contributions to the endowment in their names.

The Easter Egg Hunt was a big success. Lots of families participated, including LOTS who had never been in our building before. Annie and Karolina did a good job of getting the word out on Facebook, and then a radio station picked it up.

8:45 – Guest Comments: Jim V reminded us that there is \$ in restricted funds for GA expenses. UU World will likely have an article regarding works done with our endowment funds.

8:47 – The Board took a break and will come back to executive session.

8:55 – The Board went into Executive Session to discuss personnel issues.

USH BOARD MEETING AGENDA - 4/11/23 at 6:30pm –Zoom meeting

6:30 pm Check in - 15 mins.

6:45 pm Opening Words, Eve – 2 mins

6:47 pm Board Covenant, Dana - 2 mins.

6:49 pm Approval of Board minutes- 2 mins.

6:51 pm Stewardship update-Paul-15 mins

7:05 pm WA update – Sue Smolski- 15 mins

7:20 pm- B&G draft resolution- Paul, Peter and Jon - 10 mins

7:30 pm- USH delegates to the GA - 10mins

7:40 pm- Planning for Annual Meeting May 21- 20 mins

- ...Karolina's request for support for putting together Annual Report

- ...Need for synopsis of Governance Task Force changes to USH

- Constitution and date of implementation if passed

- ...Congregational vote on issues before annual GA

8:00 pm -Acceptance of Council Reports, Comments, Questions – 20 mins

8:20 pm -Guest comments – 10 mins

Executive Session:

Stewardship Report for USH Board of Directors April 10, 2023

	Current Situation	Low Forecast	Medium Forecast	High Forecast
1	As of 4/10/23, we have pledges from 70 pledging unitsfor \$235,294. Average pledge is \$3,361.	235,294	235,294	235,294
2	Of the 70 units that have pledged, 35 or 50% have increased their pledge.			
3	14 units decreased their pledge and 23 had no change.			
	Follow-up on people who have pledged in last 3 years but not yet for FY 23-24			
1	We have 50 people that have pledged in last 3 years but not this year yet. 23 units pledged this last year but have not pledged yet.			
2	We have 7 people assigned to groups of 6 -7 people to call them over the next two weeks. Need at least one more caller.			
3	My estimate is that we will be able to receive pledges from most of those who pledged last year, which would bring in between \$15k and 30K	12,000	21,000	30,000
		247,294	256,294	265,294
	Recommendations			
1	Look for hire lag money and other unused funds from last year.			
2	Reduce the budget.			
3	Hold a fundraising event or second pledging campaign in fall after new minister arrives.			
4	Stewardship will continue to look for other individuals to solicit this year.			
	Goals for next year			
1	Need more donors at all levels of giving.			
	Respectfully submitted, Carolyn Carlson, April 10, 2023			

(Draft 1.0) Request for Board Action on items A and B

Understanding Passed at the March 2023 Board Meeting:

***Resolved**, the following understanding will be followed pending bylaw revisions and simplifications:*

- 1. B and G will inform the Board of pending plans to carry out one or more capital projects in excess of resources in the Small Projects Annual Budget line or related maintenance lines with explanation providing a reasonable range of expected cost.*
- 2. If the Board finds the capital project merited within the proposed range of expenditure proposed, it shall approve the project.*
- 3. For such approved projects, B and G shall pursue requisite steps in planning, soliciting bids if necessary, identify funds to be used, and such other reasonable measures as fit the situation, and, thereafter proceed to execute the project. This step shall also include keeping the Board informed from time to time of the status of pending projects, if any.*
- 4. If projects previously approved cost more than the related cost range, B and G shall return to the Board to seek such further evaluation and approval as the Board shall determine at the time.*

Pursuant to the Understanding, there are two projects for current consideration at the April Meeting. **For Project A, action at the meeting is essential as bids are pending.**

A. Repaving the north, and south drives from Bloomfield Ave, and the area adjacent at the base of the incline including accessible parking areas in front of the Meeting House and adjacent connecting drives (includes South parking spots as well as the accessible parking area to the West).

Discussion: in grading for the replacement asphalt, it is super essential to have precise grading so water flows into the catch basins and does not flood into the West entrance of the Meeting House. Regrading will divert some of the water currently reaching the drain directly in front of the West Entrance. This project may involve lowering the front catch basin by one inch and perhaps some other cement slab work done by us or others and not part of current bids and contemplated in the estimates below.

Paving would occur in two phases, such that access by one or the other entrance driveway would result in access to the North parking area most of the time without interruption.

We have three existing bids with expiration dates. The Estimated cost is between \$60,000 and \$70,000. Contemplated source of funding is the main Endowment Account for such a capital project.

B. Completing the Sanctuary Lighting for the Chancel and creating frontal lighting for various events featuring performers on the chancel.

Discussion: This phase was always contemplated in our lighting efforts. We have architectural plans for this phase of the work with an estimated cost here placed in a range of \$25,000 to 35,000. We think this could be funded by any individual who wishes to support the project with the remaining unfunded part drawn from the "Hall" specially restricted Endowment account as we believe Phyllis would welcome use of the reserved endowment funds for the support of this project.

Proposed Motion for Board Consideration:

The Board approves project A and B looking forward to periodic reports of progress from B and G.



Sarah McKenzie <sarah.h.mckenzie@gmail.com>

previously distributed synopsis

1 message

Laura Cipriano <laurascipriano@gmail.com>

Tue, Apr 11, 2023 at 8:07 PM

To: Eve Pech <elpech@sbcglobal.net>, Dana Donovan <dedanu49@gmail.com>, Paul Cipriano <pcipriano01@gmail.com>, Tina Davies <daviesush@gmail.com>, Jon Covault <jncovault@hotmail.com>, sarah.h.mckenzie@gmail.com, Judy Robbins <judyrobb2@gmail.com>, Peter Meny <plmeny9@gmail.com>, ellielooncove@gmail.com, David Newton <dcnewton999@gmail.com>, Beverly Spence <bevsp21@aim.com>

2023 USH Proposed Constitution Revision

1. ARTICLE III – DENOMINATIONAL AFFILIATION

- **Replace Article III words:** The Society shall be a member of the Unitarian Universalist Association and of the Clara Barton District (New England Region) of Unitarian Universalist Congregations.
- **With:** The Society shall be a member of the Unitarian Universalist Association and of the New England Region of Unitarian Universalist Congregations.
- **Reason:** The Clara Barton district is no more. Here is something from uua.org: The **New England Region (NER)** is composed of 232 congregations. The congregations in this geographical area were previously organized into districts.
 2. Change four council chairs to six council chairs.
 3. **Six** voting members shall constitute a quorum, up from five.
 4. No change to the Council on Spiritual Life and Council on Social Justice.
 5. The Council on Administration shall be divided into two councils; the new one shall be the Council on Finance with the task of overseeing USH finances as explained below.
 6. The Council on Community Within shall be divided into two councils; the new one shall be the Council on Membership with the task of developing membership, coordinate volunteers, and chair the nominating committee as explained below.
 7. The immediate past-president of the board shall not have specific duties, but may serve as an advisor to the board and may serve wherever else their skills and interests lie.
 8. The Board shall set policy guidelines for the Ministers Discretionary Fund. Add to article IX section 5, Board Powers.

Section 5 Council on Administration. In addition to other sub-councils that it may form, the Council on Administration shall have a Human Resources Sub-council.

The responsibilities of the Council on Administration shall include:

1. Physical facilities;
2. Personnel administration;
3. Office administration;
4. Emergency preparedness and security;
5. Archives;
6. Human Resources Sub-council shall have responsibility for recommending to the Board of Directors the hiring, supervision, and termination of all staff except ministers. The Chair of the Human Resources Sub-council shall be appointed by the Council and subject to the approval of the

Board of Directors. The chair of the Human Resources Sub-council shall serve as an ex officio member of the Council on Administration.

7. Other responsibilities as assigned by the Board of Directors.

Note: The senior non-ministerial staff member shall serve as a non-voting advisory member of the Council on Administration.

Section 6 Council on Finance. In addition to other sub-councils that it may form, the Council on Finance shall have a Finance Sub-council and Stewardship Sub-council.

The responsibilities of the Council on Finance shall include:

1. Development and monitoring of the annual operating budget;
2. Development and management of a capital budget account;
3. Revenue generation and Stewardship
5. Finance Sub-council shall have responsibility for developing the annual operating and capital budgets, recommending fiscal policies, and monitoring income and expenses. The Treasurer shall serve as chair ex officio of the Finance Sub-council.
6. Act as a liaison and support the Stewardship Sub-council.
7. Other responsibilities as assigned by the Board of Directors.

Section 7 Council on Community Within.

The responsibilities of the Council on the Community Within shall include:

- a) Facilitating internal and external communications;
- b) Weekly Enews;
- c) Web maintenance and updates, communication with hosting company as needed;
- d) Publicity to inform and promote USH activities for the beneficial knowledge of the congregation;
- e) Acting as a liaison for communication between the Board and Community Within groups;
- f) Developing and overseeing opportunities for socialization;
- g) Nurturing members in need; and
- h) Other responsibilities as assigned by the Board of Directors.

Section 8 Council on Membership.

The responsibilities of the Council on Membership shall include:

- a) Membership development;
- b) Serve as Chair of the Nominating Committee;
- c) Leadership and volunteer development;
- d) Other responsibilities as assigned by the Board of Directors.

Section 9 Council on Spiritual Life.

The responsibilities of the Council on Spiritual Life shall include:

- a) Collective worship;
- b) Rites of passage;
- c) Individual spiritual development for children and youth;
- d) Individual spiritual development for adults; and
- e) Other responsibilities as assigned by the Board of Directors.

Section 10 Council on Social Justice.

The responsibilities of the Council on Social Justice shall include:

- a) Social justice issues;

- b) Denomination partnerships;
- c) Outreach; and
- d) Other responsibilities as assigned by the Board of Directors.

VI. Capital Budget Account

- a. The Councils on Administration and Finance, through the appropriate Sub-council, shall prepare an annual "Buildings and Grounds Status Report." . . .
- b. In addition, the Councils on Administration and Finance, shall prepare an annual "Five-year Capital Budgeting Plan." . . .
- c. No later than 60 days prior to the end of the fiscal year, the Finance Council, through the Finance Sub-council, shall review the "Buildings and Grounds Status Report" and the "Five-year Capital Budgeting Plan" and determine the source of funds to implement the capital improvement projects. . . .
- d. Through f. Duties fall under the Finance Council.

Our grant application work this year made us take a close look at our tax-exempt status. Jim Venneman found IRS information about needing a dissolution clause, which we could add to the USH constitution in this revision. Here is what we are looking for regarding dissolution. It is on page 8 of the information for IRS form 1023, which was attached to Jon's email of 1/20. Since we operate under 501(c)(3) rules, it would apply to USH.

Dissolution clause. Your organizing document must provide for the permanent dedication of your assets to a section 501(c)(3) purpose. This means that if you dissolve your organization in the future, your assets must be distributed for an exempt purpose described in section 501(c)(3), or to the federal government, or to a state or local government, for a public purpose. In certain states, you may rely on state law to establish the permanent dedication of assets for exempt purposes. This is based on Rev. Proc. 82-2, 1982-1 C.B. 367. For additional information, search "Operation of state law" at IRS.gov.

Foreign organizations may be able to rely upon the applicable laws of their jurisdiction in a similar manner. If relying on a foreign law, you must provide a copy of the applicable law with an English translation.

Naming a specific organization to receive your assets upon dissolution will be acceptable only if your organizing document requires that the specific organization to be exempt under section 501(c)(3) at the time your dissolution takes place and provides for a qualified alternative recipient if the named organization isn't exempt under section 501(c)(3) at that time.

If your organizing document states that your assets would be distributed to members or private individuals or for any purpose other than those provided in section 501(c)(3), you must amend your organizing document to remove such statements.

The following is an example of an acceptable dissolution clause.

Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

See Pub. 557 for further information and examples of acceptable language for dedication of assets in your organizing document.

Add to USH Constitution:

VIII. Dissolution clause

In the unlikely event that the Unitarian Society of Hartford ceases to exist, all funds shall be ultimately deposited or used for tax exempt purposes, as follows.

Upon discontinuance of this Church by dissolution or otherwise, any assets lawfully available for

distribution are to be transferred to one or more organizations qualifying as an exempt organization under Section 501(c)(3) of the Internal Revenue Code, as amended, by a majority of members attending at a duly called business meeting, as applicable to the former Unitarian Society of Hartford organization.

In the unlikely event that USH relocates, portions of soil from various areas of the present USH Memorial Garden and all related records, plaque, sculpture and remembrance book shall be taken to the new location where these items shall be used in the creation of a new Memorial Garden established with a suitable dedication ceremony.

A Comparison of the UUA Article II Study Commission's Jan 17, 2023 Proposed Changes to the UUA Bylaws (Purposes, Principles & Sources, Freedom of Belief, and Inclusion)

Section C-2.2. C-2.1. Purposes.

The Unitarian Universalist Association ~~shall~~ will devote its resources to and ~~exercise its corporate use~~ its organizational powers for religious, educational and humanitarian purposes. ~~The primary purpose of the Association is to serve the needs of its member congregations, organize new congregations, extend and strengthen Unitarian Universalist institutions and implement its principles.~~

Its primary purposes are to assist congregations in their vital ministries, support and train leaders both lay and professional, to foster lifelong faith formation, to heal historic injustices, and to advance our Unitarian Universalist values in the world.

The purpose of the Unitarian Universalist Association is to actively engage its members in the transformation of the world through liberating Love.

DELETE THE FOLLOWING:

Section C-2.1. Principles.

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote

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

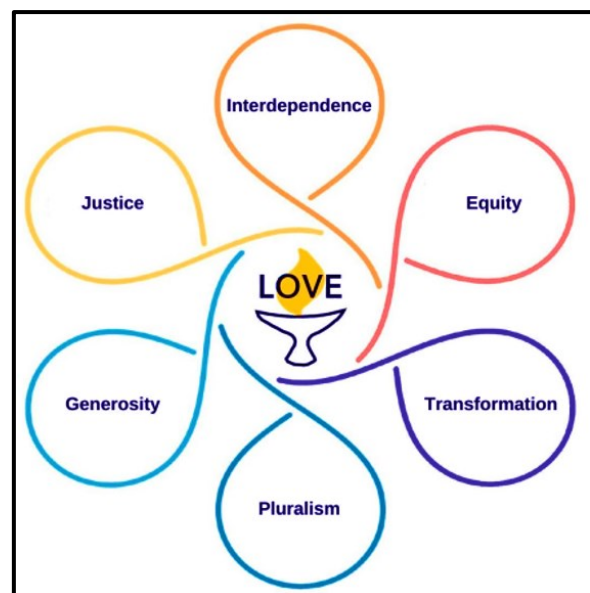
REPLACE WITH THE FOLLOWING:

Section C-2.2. Values and Covenant.

As Unitarian Universalists, we covenant, congregation-to-congregation and through our association, to support and assist one another in our ministries. We draw from our heritages of freedom, reason, hope, and courage, building on the foundation of love.

Love is the power that holds us together and is at the center of our shared values. We are accountable to one another for doing the work of living our shared values through the spiritual discipline of Love.

Inseparable from one another, these shared values are:



NOTE: Red-italicized text is used here to highlight language from the 7 Principles that is referenced, or alluded to, in the proposed amendments. (None of the A2SC's proposed text was actually red or italicized.) When markup is used, text to be deleted is crossed out, and text to be added is underlined.

7. <i>Respect for the interdependent web of all existence of which we are a part</i>	<p>(Section C-2.2. continued) REPLACE WITH THE FOLLOWING:</p> <p>Interdependence. We honor <i>the interdependent web of all existence</i>.</p> <p>We covenant to cherish Earth and all beings by creating and nurturing relationships of care and respect. With humility and reverence, we acknowledge our place in the great web of life, and we work to repair harm and damaged relationships.</p> <p>Pluralism. We celebrate that we are all sacred beings diverse in culture, experience, and theology.</p> <p>We covenant to learn from one another in our <i>free and responsible search for truth and meaning</i>. We embrace our differences and commonalities with Love, curiosity, and respect.</p> <p>Justice. We work to be diverse multicultural Beloved Communities where all thrive.</p> <p>We covenant to dismantle racism and all forms of systemic oppression. We support the use of inclusive <i>democratic processes</i> to make decisions.</p> <p>Transformation. We adapt to the changing world.</p> <p>We covenant to collectively transform and <i>grow spiritually</i> and ethically. Openness to change is fundamental to our Unitarian and Universalist heritages, never complete and never perfect.</p> <p>Generosity. We cultivate a spirit of gratitude and hope.</p> <p>We covenant to freely and compassionately share our faith, presence, and resources. Our generosity connects us to one another in relationships of interdependence and mutuality.</p> <p>Equity. We declare that <i>every person</i> has the right to flourish with <i>inherent dignity and worthiness</i>.</p> <p>We covenant to use our time, wisdom, attention, and money to build and sustain fully accessible and inclusive communities.</p>
4. <i>A free and responsible search for truth and meaning</i>	
2. <i>Justice, equity and compassion in human relations</i>	
5. <i>The right of conscience and the use of the democratic process within our congregations and in society at large</i>	
3. <i>Acceptance of one another and encouragement to spiritual growth in our congregations</i>	
1. <i>The inherent worth and dignity of every person</i>	

(Section C-2.1. Principles *continued*) DELETE SOURCES:

The living tradition which we share draws from many sources:

- 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;
- Words and deeds of prophetic people which challenge us to confront powers and structures of evil with justice, compassion and the transforming power of love;
- Wisdom from the world's religions which inspires us in our ethical and spiritual life;
- Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
- 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;
- 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.

Grateful for the religious pluralism which enriches and ennobles our faith, we are inspired to deepen our understanding and expand our vision. As free congregations we enter into this covenant, promising to one another our mutual trust and support.

REPLACE WITH THE FOLLOWING:

Section C-2.3. Inspirations.

As Unitarian Universalists, we use, and are inspired by, sacred and secular understandings that help us to live into our values. We respect the histories, contexts and cultures in which they were created and are currently practiced.

These sources ground us and sustain us in ordinary, difficult, and joyous times. Grateful for the religious ancestries we inherit and the diversity which enriches our faith, we are called to ever deepen and expand our wisdom.

Section C 2.3 2.4 Inclusion.

Systems of power, privilege, and oppression have traditionally created barriers for persons and groups with particular identities, ages, abilities, and histories. We pledge to replace such barriers with ever-widening circles of solidarity and mutual respect. We strive to be an association of congregations that truly welcome all persons who share our values. ~~and We commit to being an association of congregations structuring congregational and associational life in ways that empowers and enhances everyone's participation, especially those with historically marginalized identities.~~

Section C 2.4 2.5 Freedom of Belief belief.

Congregational freedom and the individual's right of conscience are central to ~~Nothing herein shall be deemed to infringe upon the individual freedom of belief which is inherent in the Universalist and Unitarian heritages~~ our Unitarian Universalist heritage. Congregations may establish ~~or to conflict with any statements of purpose, covenants, and or bonds of union so long as they do not require that members adhere to a particular creed used by any congregation unless such is used as a creedal test.~~

	Actual 6.30.22 06.30.2022	Approved Budget 22-23 2022-23	9mo of 22-23 budget	22-23 Actual 9mo Apr-23	Draft 23-24 budget	
Budgeted Income						
410000 · Administration						
411000 · Endowment						
411100 - Capital Clearing Account				25,750.00		
411200 · Operations						
411201 - Monthly Distribution	47,665.32	47,665.32	####	11,946.33	53,444.00	4.5% avg 13 quarters
411204 - Special Purpose Funds Income				1,150.00		1187659.39
Total 411200 - Operations	47,665.32	47,665.32	35,748.99	13,096.33	53,444.00	
411500 - Building & Grounds Small Projects	10,000.00	10,000.00	7,500.00		10,000.00	
Total 411000 · Endowment	57,665.32	57,665.32	43,248.99	38,846.33	63,444.00	
412000 - Fundraising						
412101 - Fundraising - Other	8,678.34	7,000.00	5,250.00	4,066.92	5,500.00	
Total 412000 - Fundraising	8,678.34	7,000.00	5,250.00	4,066.92	5,500.00	
413000 · Holiday Letter						
414000 - Prior Year(s)' Carry Over	-	-	-	-	-	
415000 - Memorial Contributions	-	-	-	-	-	
416000 · Rental Contributions	9,984.50	8,000.00	6,000.00	13,085.00	10,000.00	
417000 · Stewardship						
417100 · Current Fiscal Year Pledge	288,231.05	282,000.00	211,500.00	229,898.94	301,000.00	1.067*282k
417200 · Prior Fiscal Year Pledge	3,680.00	-	-	2,150.00	-	
417300 Pre-paid pledge for 23-24				500.00		
417000 stewardship other	4,358.20			280.60		
Total 417000 · Stewardship	296,269.25	282,000.00	211,500.00	232,829.54	301,000.00	
418000 · Sunday Contributions	2,902.53	4,000.00	3,000.00	7,230.15	6,000.00	
419000 - Other Administration Income						
419100 - Zero Emission Renewable Energy Credits	3,468.36	3,000.00	2,250.00	10.00	3,000.00	
419300 - Garmany Choral Scholars	-	-	-	-	500.00	
419400 - Garmany Composer-In-Res	-	-	-	-	500.00	
Total 419000 - Other Administration Income	3,468.36	3,000.00	2,250.00	10.00	4,000.00	
Total 410000 · Administration	378,968.30	361,665.32	271,248.99	296,067.94	389,944.00	
420000 · Community Within						
421000 · Festival of the Season	-	-	-	-	-	
422000 - Used Book Donations	71.35	50.00	37.50	41.00	50.00	
423000 · Meeting House Presents (NETor expenses)						
423001 · MHP - Tickets	669.86		-	(425.80)	1.00	
423002 · MHP - Concessions	635.00		-	210.00	400.00	
423003 · MHP - Other Income	100.00	-	-	20.00	-	
Total 423000 · Meeting House Presents	1,404.86	-	-	(195.80)	401.00	
424000 · Caring Network						
424100 - Memorial Receptions	-	-	-	-	-	
426000 - Gifts	-	-	-	-	-	
427000 - Membership	-	-	-	-	-	
428000 - Adult Programs	569.00	500.00	375.00	826.00	500.00	
428001 - Movie night						
429001 - Fellowship Hour Donations	162.00	100.00	75.00	211.45	100.00	
Total 420000 · Community Within	2,207.21	650.00	487.50	882.65	1,051.00	

430000 · Social Justice					
433000 SJ from Schwab restricted		-	-	-	-
434500 - Interweave	-	-	-	-	-
434000 · SJ Miscellaneous Income	253.00				
434800 - Green Sanctuary	839.15	-	-	-	-
Total 430000 · Social Justice	1,092.15	-	-	-	-
440000 · Spiritual Life					
441000 · Annual Retreat	-	-	-	-	-
443000 · Flower Contributions	-	-	-	-	-
447000 · Religious Education					
447100 · Soup Making (J)NET of expenses)	(146.60)	-	-	(23.94)	-
447500 · Ski Trip	-	-	-	-	-
Total 447000 · Religious Education	(146.60)	-	-	(23.94)	-
448000 · Miscellaneous - Spiritual Life					
448100 · Recording Donations	-	-	-	-	-
448300 · Volunteer Recognition	-	-	-	-	-
448000 - Miscellaneous	-	-	-	-	-
449000 - Music Program Fundraising	-	-	-	-	-
Total 448000 · Miscellaneous - Spiritual Life	-	-	-	-	-
Total 440000 · Spiritual Life	(146.60)	-	-	(23.94)	-
450000 - Other Income	-				
454107 · Garmany Choral Scholars	-	3,000.00	2,250.00		
459000 · Paycheck Protection Program	-	41,119.53	30,839.65	-	37,000.00
459001 · Emergency Fund	-	-	-	-	-
Total 450000 · Other Income	-	44,119.53	33,089.65	-	37,000.00
Total Budgeted Income	382,121.06	406,434.85	304,826.14	296,926.65	427,995.00
Budgeted Expenses					
510000 · Administration Expenses					
512000 · UUA & District Payments					
512001 · Clara Barton District	-	-	-	-	-
512002 · UUA Fair Share	24,732.00	24,153.00	18,114.75	18,114.75	24,153.00
Total 512000 · UUA & District Payments	24,732.00	24,153.00	18,114.75	18,114.75	24,153.00
515000 · Stewardship					
515100 · Annual Canvass	111.83	1,000.00	750.00	75.00	500.00
515200 · Vanco/Credit Card Expense	1,337.63	2,000.00	1,500.00	634.20	1,500.00
Total 515000 · Stewardship	1,449.46	3,000.00	2,250.00	709.20	2,000.00
516000 · Building & Grounds					
516100 · General Maintenance	10,008.86	16,000.00	12,000.00	9,964.92	14,000.00
516200 · Snow Removal	4,020.00	6,600.00	4,950.00	480.00	6,000.00
516300 · Lawn Care	7,950.00	7,700.00	5,775.00	5,130.00	7,700.00
516400 · Water	2,183.87	2,500.00	1,875.00	789.71	2,500.00
516500 · Electric	307.31	500.00	375.00	(1,971.14)	500.00
516600 · Natural Gas	11,476.23	20,000.00	15,000.00	12,599.33	18,000.00
516700 · Memorial Garden	-	-	-	54.00	-
516800 · Small Projects	7,422.14	10,000.00	10,000.00	12,310.43	10,000.00
Total 516000 · Building & Grounds	43,368.41	63,300.00	49,975.00	39,357.25	58,700.00
517000 · Office					
517100 · Equipment					

517101 - Equipment Purchases	(82.89)	2,000.00	1,500.00	3,067.33	3,000.00
517102 - Equip Rental (Office Copier Lease)	6,270.80	6,300.00	4,725.00	7,088.43	6,300.00
517103 - Computer Maint. Agreement	2,061.92	3,400.00	2,550.00	90.00	3,400.00
Total 517100 - Equipment	8,249.83	11,700.00	8,775.00	10,245.76	12,700.00
517300 - Printing	(25.00)	250.00	187.50	-	250.00
517400 - Postage	406.66	650.00	487.50	508.00	650.00
517500 - Telephone / Internet	5,068.39	4,928.00	3,696.00	4,078.26	4,928.00
517600 - Dues and Subscriptions	9,046.33	4,200.00	3,150.00	1,161.23	4,200.00
517700 - Office Supplies	1,723.21	2,800.00	2,100.00	1,385.14	2,800.00
517800 - Service Contracts	-	-	-	133.55	-
517900 - Service Charges					
517910 - Bank				12.00	
517920 - Credit Card Expense	161.14	300.00	225.00		300.00
517930 - Payroll Expense	404.08	550.00	412.50	572.90	550.00
517940 - Miscellaneous	76.19	-	-	196.06	-
517900 service charges other	102.00			40.07	
Total 517900 - Service Charges	743.41	850.00	637.50	821.03	850.00
Total 517000 - Office	25,212.83	25,378.00	19,033.50	18,332.97	26,378.00
518000 - Insurance					
518100 - Workers' Compensation	1,986.50	2,500.00	1,875.00	1,803.00	2,500.00
518200 - Liability Insurance	11,349.18	12,000.00	9,000.00	7,425.95	12,000.00
518300 - Umbrella	1,064.95	1,070.00	802.50	-	1,070.00
Total 518000 - Insurance	14,400.63	15,570.00	11,677.50	9,228.95	15,570.00
519000 - Administration - Other					
519200 - Rental Expense	-	-	-	-	-
519300 - General Assembly Expense	-	500.00	375.00	-	500.00
519500 - Board Expense	197.52	500.00	375.00	173.42	500.00
519600 - Staff Development	190.58	200.00	150.00	45.45	200.00
519700 - Archives		200.00	150.00		200.00
516900 - Bldg Security				245.55	500.00
Total 519000 - Administration - Other	388.10	1,400.00	1,050.00	464.42	1,900.00
Total 510000 - Administration Expenses	109,551.43	132,801.00	102,100.75	86,207.54	128,701.00
 520000 - Community Within Expenses					
521000 - Caring Network	(125.00)	500.00	375.00	225.00	500.00
522000 - Communications					
522100 - Hard Copy Mailings	-	-	-	-	-
522300 - Web Page	1,617.97	3,000.00	2,250.00	829.58	2,200.00
522400 - External Marketing	-	400.00	300.00	-	400.00
522500 - Software Upgrades	-	-	-	-	-
Total 522000 - Communications	1,617.97	3,400.00	2,550.00	829.58	2,600.00
524000 - Festival of the Season	-	-	-	-	-
527000 - Membership					
527000 - Membership	995.00	1,150.00	862.50	102.01	1,000.00
527100 - Membership Initiative	246.14	500.00	375.00	110.89	500.00
Total 527000 - Membership	1,241.14	1,650.00	1,237.50	212.90	1,500.00
528000 - Adult Programs					

528100 - Administrative Expenses	-	-	-	-	-
528200 - Compensation	-	-	-	-	-
528300 - Credit Card Expense	-	-	-	-	-
Total 528000 - Adult Programs	-	-	-	-	-
529000 - Community Within - Other					
529500 - Memorial Receptions	-	-	-	-	-
520000 - Community Within - Other	168.80			400.00	
529600 - Fellowship Hour Supplies	296.60	800.00	600.00	86.18	800.00
Total 529000 - Community Within - Other	465.40	800.00	600.00	486.18	800.00
Total 520000 - Community Within Expenses	3,199.51	6,350.00	4,762.50	1,540.76	5,400.00
530000 - Social Justice Expenses					
531000 - Info & Advocacy Sub-Council					
532000 - Miscellaneous		3,000.00	2,250.00	4,232.61	3,000.00
534000 - Interweave	-	-	-	-	-
537000 - Equal Access	-	-	-	-	-
538000 - Green Sanctuary	-	-	-	-	-
539000 - Noah Webster Partnership	-	-	-	-	-
Total 530000 - Social Justice Expenses	-	3,000.00	2,250.00	4,232.61	3,000.00
540000 - Spiritual Life Expenses					
542000 - Annual Retreat					
543000 - Music					
543200 - Guest Musicians	-	750.00	562.50	575.00	1,500.00
543201 - Substitute Keyboardists	-	500.00	375.00	-	500.00
543300 - Sheet Music	-	500.00	375.00	-	500.00
543400 - Instrument Maintenance					
543401 - Organ	392.00	1,000.00	750.00	392.00	450.00
543402 - Piano	425.00	500.00	375.00	600.00	800.00
Total 543400 - Instrument Maintenance	817.00	1,500.00	1,125.00	992.00	1,250.00
543700 - Garmany Composer-In-Res	-	390.00	292.50	-	1,000.00
Total 543000 - Music	817.00	3,640.00	2,730.00	1,567.00	4,750.00
544000 - Religious Education					
544200 - Supplies	631.39	500.00	375.00	1,248.27	960.00
544501 - Summer Activities	-	200.00	150.00	-	200.00
544502 - RE & Family Events		1,000.00	750.00		1,000.00
544700 - Curriculum	117.30	900.00	675.00	-	900.00
544701 - Coming of Age	172.95	500.00	375.00	-	500.00
Total 544700 - Curriculum	290.25	3,100.00	2,325.00	1,248.27	3,560.00
544800 - Religious Education - Other					
544802 - Training	2,160.32	150.00	112.50	-	150.00
544803 - RE Staff Recruitment	33.32	-	-	-	-
544804 - RE Staff Security Checks	-	200.00	150.00	168.25	200.00
544800 RE other - other				167.47	
544805 - RE Classroom Refurbishment	-	150.00	112.50	-	150.00
Total 544800 - Religious Education - Other	2,193.64	500.00	375.00	335.72	500.00
Total 544000 - Religious Education	3,115.28	3,600.00	2,700.00	1,583.99	4,060.00
545000 - Worship					
545100 - Guest Speakers					
545101 - Pulpit Supply	960.00	4,200.00	3,150.00	2,280.00	4,000.00

300 local 350 driving inNE

545102 - Mileage	80.00	1,400.00	1,050.00	-	-	12 speakers
Total 545100 - Guest Speakers	1,040.00	5,600.00	4,200.00	2,280.00	4,000.00	
545400 - summer musicians				525.00		
545200 - Worship Supplies	1,080.65	2,400.00	1,800.00	1,509.40	2,200.00	
Total 545000 - Worship	2,120.65	8,000.00	6,000.00	4,314.40	6,200.00	
547000 - Spiritual Life Other	-	-	-	-	-	
Total 540000 - Spiritual Life Expenses	6,052.93	15,240.00	11,430.00	7,465.39	15,010.00	
550000 - Compensation						
551000 - DRE						RE coordinator
551100 - Salary/Wages	22,916.10	32,000.00	24,000.00	15,721.16	25,461.86	20 hr/wk 14 in summer
551200 - Pension	2,142.29	3,200.00	2,400.00	-	-	
551300 - Insurance	-	3,200.00	2,400.00	-	-	
551400 - Professional Development	261.66	500.00	375.00	175.00	500.00	
551500 - FICA	1,720.48	2,448.00	1,836.00	1,159.25	1,947.83	
Total 551000 - DRE	27,040.53	41,348.00	31,011.00	17,055.41	27,909.69	
552000 - Minister (Interim/Contract)						
552100 - Salary/Wages	66,669.16	21,576.92	16,182.69	21,576.90	75,200.00	\$94k salary+housing
552200 - Pension	3,603.80	2,702.88	2,027.16	-	4,700.00	5% pension contribution
552300 - Insurance	1,953.00	650.00	487.50	585.90	11,492.00	80% UUA plan
552400 - Professional Development	5,432.24	-	-	-	6,000.00	dental health Lt disability Life
552500 - FICA Allowence	6,379.12	417.07	312.80	2,067.67	7,191.00	FICA to Rev 7.65% of 94k
552600 - Housing Allowance	16,719.16	5,451.92	5,451.92	5,451.90	18,800.00	housing 25% of 94k
Total 552000 - Minister (Interim)	100,756.48	30,798.80	24,462.08	29,682.38	123,383.00	
552900 - Minister (Contract)		47,000.00	35,250.00	-		Part-tin
553000 - Building Staff						
553100 - Salary/Wages						
553101 - Fellowship Sexton - Jaz	1,643.75	3,200.00	2,400.00	2,449.71	3,328.00	3.5 hr/wk
553102 - Custodian Cleaner	3,167.78	4,500.00	3,375.00	3,265.72	4,680.00	5.25 hr/wk
553103 - Sexton	12,437.97	17,500.00	13,125.00	7,774.00	14,500.00	10 hr/wk avg
553104 - Building Rentals Manager	1,675.64	-	-		-	
553109 Suday Tech Support	386.40	6,000.00	4,500.00	3,406.73	6,814.08	6 hr/wk
Total 553100 - Salary/Wages	19,311.54	31,200.00	23,400.00	16,896.16	29,322.08	
553500 - FICA	1,638.33	1,683.00	1,262.25	887.96	1,467.27	
Total 553000 - Building Staff	20,949.87	32,883.00	24,662.25	17,784.12	30,789.35	
554000 - Music Staff						
554100 - Salary/Wages						
554101 - Director of Music Ministries	21,899.30	22,200.00	16,650.00	16,162.92	24,771.80	12% increase
554102 - Accompanist	-					to be closer to UUA guide
554103 - Choir Director		13,000.00	9,750.00	-		
554106 - Garmany Choral Scholars	-	2,500.00	1,875.00	-	500.00	
554107 - Garmany Music Admin.	-	500.00	375.00	-		
Total 554100 - Salary/Wages	21,899.30	38,200.00	28,650.00	16,162.92	25,271.80	
554400 - Professional Development	-	500.00	375.00	-	500.00	
554500 - FICA	1,582.56	2,692.80	2,019.60	1,236.47	1,895.04	
Total 554000 - Music Staff	23,481.86	41,392.80	31,044.60	17,399.39	27,666.84	
555000 - Business Manager						

555100 · Salary/Wages	-					
555101 - Bookkeeper	11,792.36	6,048.00	4,536.00		5,241.60	
555102 - Bookkeeping Services	1,152.50	5,760.00	4,320.00		5,760.00	
555200 · Pension	-			1,682.25		
555300 · Insurance	-	-	-	-	-	
555500 · FICA	762.64	-	-	-	-	
Total 555000 · Business Manager	13,707.50	11,808.00	8,856.00	1,682.25	11,001.60	
556000 · Administrative Support						
556100 · Office Administrator						
556101 - Salary / Wages	39,578.22	41,138.00	30,853.50	27,690.02	38,937.60	begin 1/1/24
556102 - Pension	-	-	-	-	973.44	
556103 - FICA	-	-	-	734.09	2,978.73	
556105 - Insurance				2,131.56	8,391.00	
556100 - Office Administrator - Other				10,080.00		
556104 - Professional Development	-	-	-	-	300.00	
Total 556100 - Office Administrator	39,578.22	41,138.00	30,853.50	40,635.67	51,580.77	
556200 - Minister's Assistant						
556201 - Salary / Wages	-					
556203 - FICA	-	-	-	-	-	
Total 556200 - Minister's Assistant	-	-	-	-	-	
Total 556000 · Administrative Support	39,578.22	41,138.00	30,853.50	40,635.67	51,580.77	
557000 · Religious Education						
557100 · Paid RE Staff						
557101 · Nursery & Child Care	1,561.75	2,304.00	1,728.00	2,413.75	3,328.00	3.5 hr/wk
557102 - RE Administrative Support	-	-	-	-	-	
557103 · Youth Advisor	-	-	-	-	-	
Total 557100 · Paid RE Staff	1,561.75	2,304.00	1,728.00	2,413.75	3,328.00	
557105 · Paid RE Staff FICA	19.51	-	-	-	-	
Total 557000 · Paid RE Staff	1,581.26	2,304.00	1,728.00	2,413.75	3,328.00	
Total 550000 · Compensation	227,095.72	248,672.60	187,867.43	126,652.97	275,659.26	
590000 - Other Expenses						
591002 · Sabbatical Expenses	-	-	-	-	-	
Total 590000 · Other Expenses	-	-	-	-	-	
Total Budgeted Expenses	345,899.59	406,063.60	308,410.68	226,099.27	427,770.26	4% cola
Net Ordinary Income	36,221.47	371.25	(3,584.55)	70,827.38	224.74	
460000. Non-Budgeted Income						
Carpeting Projectr	14,103.84					
461000 · Minister's Discretionary Fund	1,666.00	-		2,520.00	-	
462000 · UAMW	-	-		-	-	
463000 · SJ Sunday Collections	7,992.73	-		10,322.29	-	
464000 · Music Sunday Contributions	-	-		-	-	
464100 · Guest at Your Table	-	-		-	-	
464200 - Sleeping Out in Boxes	-	-		-	-	
464600 · Lighting Project	48,810.16	-		-	-	
464400 - Hymnal Donations	564.00	-		-	-	
469999 - Minister Moving Expense	8,514.53	-		-	-	
Total Non-Budgeted Income	81,651.26	-		12,842.29	-	
Non-Budgeted Expenses						

561000 - Minister Discretionary Fund	1,666.00	-		2,510.00	-
564700 - Carpeting project	10,500.00	-		3,603.84	-
563000 - SJ Collection Disbursements	7,381.73	-		10,170.53	-
564000 - Music Sunday Contributions	-	-		-	-
564100 - Guest at Your Table	-	-		-	-
564200 - Sleeping Out In Boxes	-	-		-	-
564600 - Lighting Project	52,135.05	-		3,000.00	-
564400 - Purchase of Donated Hymnals	564.00	-		-	-
569999 - Minister Moving Expense	8,514.53	-		-	-
Total Non-Budgeted Expenses	80,761.31	-		19,284.37	-
net unbudgeted income less expense	889.95			(6,442.08)	
Net Ordinary Income	37,111.42	371.25	(3,584.55)	64,385.30	224.74
dec 28 2022 transferred to Schwab.					

Social Justice Council Report

April 11, 2023

The Social Justice Council met on March 21, 2023 via Zoom.

Food Ministry

In addition to participating with the Fern Street Food Ministry Programs, the group decided to reconnect with the Horace Bushnell food pantry and donate all food collections there. The food pantry operates 1day/week and Diana Heymann will inquire about volunteer needs.

GHIAA (Greater Hartford Interfaith Action Alliance)

This month GHIAA leaders are meeting with our state legislators to discuss our current campaigns:

- Affordable Housing (Fair Share)
- Education Funding
- Gun Violence Prevention
- Husky 4 Immigrants

GHIAA Weekend: Fri 4/28 – Sun 4/30: GHIAA congregations celebrate our work during service.

GHIAA Lobby Day (Tues 5/2): Day of action at the Legislative Office Building – orientation and training, legislative visits, interfaith prayer and relationship building.

GHIAA Fest Tuesday, 6/13

Food and fun with family and GHIAA friends in the **evening, outdoors at USH!**

LGBTQ+/Queer Liberation Memorial

A stained-glass memorial by Dennis Peabody and donated by John G. Bonelli is now hanging in the USH entry lobby. The artwork is in loving memory of Victor D'Lugin, Crispin Hollings, Shawn Lang and others who led the early struggle for LGBTQ+ rights in CT. A memorial service to celebrate the life of Crispin Hollings will take place at USH on Saturday, April 15.

Environmental Justice

The Council voted to rejoin the **Interreligious Eco-Justice Network (IREJN)** at a membership level of \$100 as a first step in reassessing how we want to address climate justice as the Council rebuilds.

Charity vs Justice

Evaluation of the direction of social justice at USH was discussed - topics included:

- Balance between service for immediate needs and working to change the cause of disparity
- Justice usually works through legislative channels
- Social justice as a spiritual practice
- Social justice as part of USH identity
- GNOs are an opportunity to educate and build relationships with local organizations.

This will be an ongoing discussion.

Respectfully submitted,
Judy Sullivan
Chair, Social Justice Council

