

Annual Meeting Packet of the Unitarian Universalist Church of Roanoke May 18, 2014 (includes Addenda, May 1, 2014)

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Church Officers and Professional Staff:

- President, Lynn Yates
- Interim Minister, David Owen-O'Quill
- Vice President-Finance, Barbara Bockner
- Vice President-Council, David McCall
- Director of Lifespan Faith Development, Dawn Rees-Blakeman
- Personnel, Jeanne Buyck
- Music Director, Kerry Morgiewicz
- Youth Advisor, vacant (see DLFD report)

Committees:

- Caring, Terry Smith
- Denominational Affairs, Bill Hackworth
- Endowment, Frosty Landon
- Facilities, David Chaplin
- Fellowship, Melanie Ham
- Membership, Meridith Entingh
- Nominating, Matt Livingston
- Shared Ministry, Henry Woodward and Martha Boswell
- Social Action, vacant, reports supplied by coordinators
- Worship, vacant

The Annual Meeting will be held at 12:30 pm in the large sanctuary on Sunday, May 18. All members of UUCR are requested to attend in order to vote on important measures affecting our shared future. This packet contains summary reports about church activities in the 2013-2014 church year, as well as action items for the coming 2014-2015 church year which begins July 1. Please read through these materials, and plan to vote in person (or by proxy) on May 18.

If you have questions or wish to discuss any of the proposed measures prior to the annual meeting, there will be two opportunities to do so on Sunday, May 4 and Sunday, May 11 immediately following the worship service. If you cannot attend either of these informational sessions, you may contact any member of the Board to discuss.

Proxy forms must be completed in advance of the meeting if you will be unable to cast your vote in person. You will find the proxy form included in this packet. Remember, both you and the person you designate to vote on your behalf must sign the form, and the form must be presented to the Clerk before the meeting is called to order.

Thank you for your active participation in the life of your church community.

Agenda

Call to Order and Chalice Lighting
Determination of a Quorum
Approval of 2013 Annual Meeting Minutes
Presentation and Vote on 2014-15 Budget
Election of Officers and Search Committee
Special Collections
Extinguish the Chalice and Adjournment

Reports from Church Officers and Professional Staff

Minister:

Greetings,

It has been a pleasure serving as your interim pastor for the past couple years here at UUCR. I am really excited for the church and the many things going on right now. My favorite experience as a pastor is watching people get involved in the various classes, groups, workshops, fellowship, and missions going on at the church. I look forward to the continued development and support for congregational life in the coming year and beyond.

The coming year will be a big one for the church as you work to discover the kind of minister you would like to help take you into your future. To that end, we have been through a lot of discernment conversations to envision the kind of church you yearn for. This process will continue in different forms as we get further into ministerial search. For now, I am pleased to say that a committed group of souls has stepped forward to lead the process by becoming your search committee. Our role as a church community is to support the heck out of them so they can do the best job possible of finding the right minister for you.

I look forward to being with you all this coming year.

Peace and Grace,
Pastor Dave

President:

At the Annual Retreat in August, the Board established priorities related to 1) settled ministry, 2) stewardship, 3) interim ministry, 4) mission and vision discernment, 5) administrative team development, 6) leadership development, 7) Board policy development, 8) mission group support, and 9) lifespan faith development. We have made significant progress in all of those areas in the past nine months, the highlights of which are listed below.

Significant Events of Church Year 2013-2014 include:

- A determination was made that the church is ready to enter into search for a settled minister in the upcoming year. To this end, the Board solicited nominations for members willing to serve on a Ministerial Search Committee. Several candidates were invited to informational meetings to learn about the Committee, and five - Lee Fairbanks, Margie Garber, Michael Gettings, Melanie Ham, and Marc Nevin - are nominated to serve. The Ministerial Search Committee members will begin their important work in June.
- With the help of Michael Gettings, the Board began investigating a year-long stewardship program developed by the UUA. We hope to begin implementation of the FORTH program in the coming year.
- Extension of employment contract with our interim minister, Pastor David Owen-O'Quill, for an additional year. We are delighted that Pastor Dave will be able to continue his ministry with us through the 2014-15 church year.
- Decision to earmark 50% of our Sunday worship cash offerings for the work of our established mission groups.

- The Administrative Team Scope of Practice was adopted by the Board, and under Jim Haines's capable leadership, the A-Team has ably managed operational projects in the areas of facility upgrades, building use procedures, and communications.
- Adopted a Personnel Committee Scope of Practice.
- Conducted a successful Annual Giving Campaign under the leadership of Barbara Bockner.
- Book discussion groups on Michael Durall's *The Church We Yearn For: The Search for a New Minister as a Revolutionary Event in the Life and Times of Your Congregation* provided important insights for the Board and members who participated.

We have been blessed this year with an energetic, committed group of Board members. They have each contributed time and talents in a team effort to support our goals. John Goodhart (Past President), Barbara Bockner (VP Finance), Lori Livingston (Clerk), Jeanne Buyck (Member-at-large and Personnel Chair), and Marc Nevin (Member-at-large) will be completing their terms this year, and I extend many thanks for their tireless service. Thanks to Jim Haines for assuming leadership of the A-Team and to Kim Duncan for "understudying" Jeanne so she can take over as Personnel Chair next year. Mangala Kumar and David McCall deserve many thanks for their hard work, and we look forward to their continued participation. It has been an honor to serve as President with such a fine group of church leaders.

Warmest regards,
Lynn Yates
Board President

Vice President-Finance:

CURRENT YEAR BUDGET 2013-2014

Expense Budget - \$236,652.50 - Operating expenses are expected to be lower than budgeted due to a staff vacancy. Committee expenses are lower than projected, as are some professional development expenses.

Income Budget - \$236,652.50 - Income is expected to be over budget due to higher than expected income from the Endowment Distribution as well as extra pledge donations.

Notes to Financial Results 2013-2014

We are honoring our *Fair Share* contributions to the GIFT Program (formerly UUA and SED Dues).

Current Year Fundraising Activities:

- Service Auction - \$11,166
- Kroger Gift Cards - \$7,000 (estimated)
- Jumble Sale - \$3,293
- Other Fundraisers - \$500

Proposed Budget 2014-2015

Balanced Budget - \$256,479 - representing an 8% increase over the current year budget. Of special note, the 2014-15 budget includes \$10,000 for the new minister search and mandated retirement contributions for employees.

Annual Giving Pledges - Total pledges are anticipated to contribute approximately \$164,530 to the operating budget after 4% shrinkage.

Please note that the UUA/SED dues are now combined under the GIFT Program. Our budget includes full payment for these dues.

Acknowledgements

There are many functions that our financial volunteers perform, from paying the bills and payroll to recording pledges and other sources of income, making deposits, and producing the monthly financial statements. I am very grateful for this team of dedicated volunteers who make the financial operations of the church run so smoothly. I trust that you will join me in thanking these wonderful volunteers for their time and expertise.

- Joanne Derryberry - Treasurer
- Anne Marie Patterson - Assistant Treasurer
- Chris Jordan - Income Coordinator
- Chuck Jordan - Income Coordinator

Please also note that Bill Bestpitch fills in for Chris and Chuck when they are on vacation and Joanne fills in for everyone!

The Annual Giving Committee would like to thank everyone who hosted Annual Giving parties this year. The campaign was a success!

History of Unrestricted Church Income

| | |
|---------|-----------|
| 2000-01 | \$152,421 |
| 2001-02 | \$155,379 |
| 2002-03 | \$154,957 |
| 2003-04 | \$155,754 |
| 2004-05 | \$168,387 |
| 2005-06 | \$176,054 |
| 2006-07 | \$188,200 |
| 2007-08 | \$248,826 |
| 2008-09 | \$225,234 |
| 2009-10 | \$207,546 |
| 2010-11 | \$206,677 |
| 2011-12 | \$219,182 |
| 2012-13 | \$220,395 |

Respectfully submitted,
 Barbara Bockner
 Vice-President, Finance

Vice President-Council:

The Council consists of chairs or representatives from some of the core working committees of the church. These committees keep the programs of the church running, and Council meets monthly to support the work of committee chairs and coordinate programs that involve multiple committees. The committees represented on Council this year are Membership, Fellowship, Worship, Caring, and Religious Education. Ex-officio members are Pastor Dave and the Shared Ministry Committee. These groups organize Sunday services, monthly potlucks and other social events, Sunday greeters and ushers, new member classes, memorial service receptions, children’s religious education and adult faith development, and much more. They also tend to needs of our members in ill health or crisis and support the well-being of the church-wide ministry.

Continuing on Council this year as committee chairs were Meridith Entingh as the chair of the Membership Committee, and Dawn Rees-Blakeman, representing Religious Education. Melanie Ham received the baton from Kim Duncan for the Fellowship Committee, and Sally Garber took over for Terry Smith on Caring. Please find an opportunity to thank all of these individuals for the work they do to keep our programs running. The work of every committee member is important to our church; please consider volunteering your own time and talents to help these groups if you do not already do so.

David McCall
 Vice President-Council

Director of Lifespan Faith Development:

Adult Religious Education

Adult RE classes and programs have seen significant growth over the past year. No matter where a person may be along their spiritual journey, there is a thought-provoking and meaningful class or group that is offered through our church that would appeal. Meeting the needs of our members is the purpose and direction that drives our curriculum.

Over the past year, our offerings included the initiation of new covenant groups, the further development of our mission groups, and several new classes and monthly events. These were offered throughout Fall 2013 and into Winter 2014. The classes have included two sessions of *Introduction to UU* and a class called *Spirit in Practice*, which was offered both in fall and winter. Each section of *Spirit in Practice* offered distinct curricula. The class *Homebrewed Theology* is being offered by Pastor Dave in April and May 2014. Book discussion groups included those based upon *The Church We Yearn For* led by Lynn Yates and also several discussions of the book *Love Wins* led by Pastor Dave. Wonderful Wednesdays and Popcorn Theology are monthly events that began in Fall 2013 and have continued. Other class opportunities include *Smart Phone/iPhone Tips and Strategies* offered this April and *Eating Your Lawn* to be offered in May. A new progressive Christianity course, *Living the Questions*, began in February and will continue through May.

Children's Religious Education

Nursery: Nursery care is offered for infants to children age 3 and is supervised by experienced, paid caregivers. In the nursery, we focus on play and storytelling delivered in a warm, nurturing atmosphere.

Age 4-Grade 3: We have been using the curriculum, *A Joyful Path*, a liberal religious program designed to teach spiritual and moral values that reflect UUs' seven principles. The program and our teachers seek to connect children with an authentic spiritual experience that is inter-spiritual, creative, and multilayered. *A Joyful Path* is inclusive, joyful, compassionate, and intelligent. It teaches interdependence, self-awareness, respect for nature, stillness, forgiveness, prayer, meditation, and integrity.

Grade 4-Grade 7: In this class, we have been teaching the UU Tapestry of Faith's *Amazing Grace* and *Riddle and Mystery* curriculums. *Amazing Grace* guides students through ways to determine right from wrong with a UU perspective and how to act on their new understandings. The purpose of *Riddle and Mystery* is to assist children in their own search for understanding with discussions that ask questions such as "Where do we come from? What are we? Where are we going?"

YRUU: The Young Religious Unitarian Universalists (YRUU) is for students in Grades 8-12. YRUU meets weekly to explore UU values in relation to topics that the youth find pertinent. Emphasis is on community-building and service, leadership development, worship, fellowship, and social activities. Guidance is provided by adult advisors. Service projects this year have included supporting the Reading Seeds mission group and a day trip to the Franklin County Humane Society.

Multigenerational services: Children and youth have participated in several multigenerational services spread throughout the church year. The purpose of these services is to include the youth in worship and have them play a role in the church's spiritual life. Children learn through participation and will feel more comfortable on their own spiritual journey if they participate in the life of the church.

Summer Camp: The first UUCR summer camp was held in Summer 2013. Eight children ages 4 to 8 enjoyed activities such as water play, dancing, music class, art activities, and science day. Great fun was had by all! Summer Camp 2014 is currently in the planning stages. Tentative camp dates are August 11-15, 2014.

Respectfully submitted,
Dawn Rees-Blakeman
Director of Lifespan Faith Development

Personnel:

During the 2013-14 year, the Personnel Committee has continued with a commitment to consistent and equitable treatment of all staff members. Evaluations are now occurring regularly in a consistent manner. Benefits are equitable and based on years with the church as described in the Personnel Policy Manual. All files are maintained on-site in a locked file cabinet, ensuring continuity for the Personnel Committee over the years.

The Personnel Committee has joined the new Administrative Team to assist with the “nuts and bolts” running of day-to-day church operations, including benefit issues. I have been active in mentoring Kim Duncan as the Personnel Member-at-large, and she has proved highly capable in the position, often volunteering for additional assignments. I know that she will do a great job next year! It has been a pleasure and an honor to serve our congregation as PC Chair for the last two years and as clerk for one year prior. I hope others in the congregation will take the opportunity to serve on the Board.

Respectfully,
Jeanne Buyck
Personnel Chair

Music Director:

This year, I set two goals: have several choir social events and make stoles for the choir. We held a choir picnic to begin the year. This event is always a nice way for us to regroup after having the summer off. We also caroled at Christmas in the neighborhood adjacent to the church and had dinner afterwards.

I engaged the help of Meridith Entingh to help me find stoles for the choir. She put me in touch with Dani Miller, a local seamstress. I chose the color, pattern, and embroidery. The stoles were ready by the Christmas Eve service. Feedback from the congregation has been very positive.

Due to the cost of the stoles, I scaled back hiring guest musicians this year. We had one guest musician in October, and I look forward to a few more before the church year is over.

In an effort to help Beth Caruthers involve the children’s choir more, I included them in the Mother’s Day and Christmas Eve services this church year. The children have really come a long way, and I am excited about how we can incorporate them in the coming months.

I recently attended a meeting about the future of the Worship Committee and the differentiation of Worship Committee members and Worship Associates. It was good to formally establish the Worship Committee’s purpose and to clarify roles.

I have attended monthly staff meetings on the 2nd Wednesday of each month. Pastor Dave, Dawn, and I meet as needed. I have enjoyed working more closely with the DLFDD this year to make multigenerational services more interesting and engaging for children.

With the help of Judy Nelson and Matt Livingston, the church held a very successful contra dance in February. We would like to schedule another next church year. Betsy Biesenbach generously provided sound for the dance.

Respectfully submitted,
Kerry Morgiewicz
Music Director

Transition Team:

The Transition Team was appointed by the Board in June 2012. The purpose of the Transition Team was and is to assist the Interim Minister and the congregation through the processes meant to be accomplished during the period of interim ministry. The team members (Marybeth Chaconas, Margie Garber, Bill Hackworth, Ed Hally, and Lowell Inhorn) have served since the team's formation.

In the past year, the Transition Team has focused on assisting the Board to becoming more of a policy-oriented board and on answering the question of what growth means to our congregation. In order to answer the question of what growth means to our congregation, the team asked the Shared Ministry Committee (SMC) to conduct Listening Circles and participated in the Listening Circles. The results of the Listening Circles were discussed after Sunday service on April 6.

The remaining task to be accomplished by the Transition Team is helping the Board to develop a meaningful review process between the professional minister and the congregation. The purpose of the review will be to provide for open assessment and understanding.

Margie Garber
Transition Team Chair

Committee Reports

Caring:

Four members of the Committee have continued the new format for sharing the joys and concerns of the congregation through Lifelines. Members and friends can write their joy or concern in the Lifelines book which is on the altar table or contact a member of the Committee or the church office. The member handling Lifelines for the service makes sure that all items are noted in the Lifelines book. The Lifelines book is a great record for our congregation and has been a great help in writing this report.

From July through April, the Committee helped five UUCR members and friends facing difficulties, illness and hospitalization. Deaths occurred among extended families of nine members, friends, and staff members. During this year we said good-bye to one member, Phyllis Harholdt, and to three former members - Bill Anderson, David Prestipino and Peter Wreden - and several good friends of the congregation. Before the end of this year, the Caring Committee will have assisted in receptions for two memorial services. We have also provided mailed greetings, transportation, cooking, and companionship. In addition to Sunday services, Lifelines are also reported in the monthly newsletter as a way to keep the congregation informed.

We have found that our shared leadership model has enabled each of us to best use our respective talents. The Committee continues to recruit and coordinate volunteers to assist individuals in need of care and recognizes all those other UUCR community members who share the responsibility of caring for one another.

We are blessed with the contributions of these dedicated committee members: Betty Bright, Beth Caruthers, Ann Denton, Inez Good, Jane Harrison, Judie Lallmang, David Riley, Kitty Schear, Terry Smith and Linda Wallis. UUCR administrator Donna Haley has been a key player in keeping the Committee informed, and we are very grateful for her continued support.

Sally S. Garber
Caring Committee Convener

Denominational Affairs:

As coordinator of Denominational Affairs, I try to keep up with activities within our District, the UUA, and area churches, and send in relevant announcements for our newsletter. I attended the UUA General Assembly in Louisville, Kentucky, June 19-23 last year as a delegate from our church, and enjoyed attending the plenary sessions and countless workshops. (I wrote a summary of events for the newsletter.) I read the Temple Emanuel newsletter which comes to our church, and through it learned of an interfaith trip to Israel sponsored by the Temple and Second Presbyterian Church. Ann and I participated in this trip March 17-26. It was a very educational, moving, and enjoyable trip. Though publicized in our newsletter, no other members of UUCR participated, but I would encourage others to do so if the trip is repeated.

I have continued to act as the church's Chalice Lighter coordinator. Chalice Lighters are members and friends of congregations within our Southeastern District who pool their resources to make grants to congregations within the District. Since 1987, Chalice Lighters have contributed more than \$800,000 in grants to District congregations. Grants are intended to assist congregations as they grow. Grants have been awarded for such things as calling a minister for the first time, hiring a religious education director for the first time, or constructing a new building or renovating an existing one. Others have been awarded for innovative projects to increase the visibility of UUs in their communities, and for such things as start up costs for new fellowships, etc. The typical grant is currently in excess of \$20,000. Our church has never applied for such a grant.

Chalice Lighters agree to contribute at least \$20 up to three times a year when a "call" is put out for specific projects. Our church currently has 24 individuals or couples who are Chalice Lighters. (To become a Chalice Lighter, sign up on-line at www.seduua.org/services/chalichelighters.html, download a pledge form at that site, or see Bill Hackworth who will be glad to enroll you.)

I recently agreed to serve as the church's contact for the newly formed Unitarian Universalist Legislative Ministry of Virginia (UULMVA), which intends to be a statewide legislative advocacy group to promote UU values. Every congregation in Virginia is represented, and the group began its efforts during the recent session of the Virginia General Assembly. Membership in the UULMVA is on an individual basis, and I have made information available to UUCR members on how to join.

Bill Hackworth
Denominational Affairs Coordinator

Endowment:

The Endowment Fund experienced a healthy increase in 2013. Nineteen endowment gifts from members and friends totaled \$7,432, including a \$2,500 bequest from the estate of Rod Moeller. Also received from a previous donor was an anonymous contribution of \$2,500. Many smaller gifts also were received, a number in memory of Diana Goodhart.

The Endowment Fund began Calendar Year 2013 valued at \$256,838. At year's end, the fund was valued at \$275,725, a 7.4% increase. Earnings from investments (income plus capital appreciation) totaled \$21,000.

Growth in assets enabled the committee to approve a fund transfer to the UUCR Board for ongoing church operations. For the current fiscal year ending June 30, 2014, \$10,448 was transferred from the fund to the church, a 10% increase over the prior year's distribution of \$9,500. Both distributions represented a payout of 4% of the fund market value (calculated average valuations for the prior eight quarters-end).

The Endowment Fund is invested in common stock mutual funds, high-quality bonds, and cash reserves. Annual portfolio management expenses remain low at 0.2% of average market value.

At present, the separate, donor-directed Seven Principles Fund holds only the Goodykoontz Trust Fund, which is invested entirely in cash reserves. Last summer, funds from the trust were used to upgrade our air conditioning system. More recently, additional funds were used this past winter to upgrade the electrical system in the kitchen and elsewhere. Terms of the Goodykoontz Trust restrict use of its funds to capital expenditures only. As of March 31, 2014, available resources in the trust stand at \$72,000.

For additional information about the funds, please contact one of the current trustees (Walter Dixon, Bill Haddad, Dan Entingh, or Frosty Landon). Brochures are available in the church foyer. The four trustees are elected by the congregation, serve a staggered four-year term, and can serve no more than two terms.

Donors to the UUCR Endowment Funds in 2013:

| | |
|--------------------------|-------------------------------|
| Susan Loy and Ron Ayers | Inez Good |
| Lee and Sue Bender | John Goodhart, Sr. |
| Barbara and Andy Bockner | Al and Elizabeth Jackson |
| John and Mary Boenke | Rod Moeller |
| Betty Hancock Bright | Frank and Cynthia Munley |
| Joanne Derryberry | The Jim and Phyllis Olin Fund |
| Dan and Meridith Entingh | Nonnie S. Spruill |
| Lee and Annie Fairbanks | Liz Stone |
| Carrie Ferguson | Hugh and Peggy Wells |
| John and Sally Garber | |

Frosty Landon
Endowment Trustee

Facilities:

This year has brought many changes, including a “changing of the guard” as I agreed to fill the enormous shoes of Tom Shannon as Facilities Chair (no pun intended). We all owe Tom a debt of gratitude for the many years of (literal) blood, sweat, and tears he shed for us and this old building! We can see the extent of his labors, and even of those before him, by simply being on campus—just look in any direction and see improvements that he and other have made. Some of the most difficult repairs are the least obvious! Please also notice that, after just a short break, Tom is still active coordinating work details and making improvements himself. Many thanks to Tom and the many others who have given their time and talents freely for facilities maintenance and improvement.

I got off to a running start this year as the oldest and most faithful of our air-conditioners (serving the upstairs) failed completely in July. With swift communication and cooperation among the Board, Trustees, and our contractor, we were able to completely replace this 30-year-old A/C unit with a new, more efficient unit for under \$9,500. Funds from the Goodykoontz Trust were used for this repair.

The A-Team was formally created and started meeting in July. Now, the Facilities Chair position is part of the A-Team and works closely with its other members on important facilities-related and administrative issues.

While assessing safety concerns and prioritizing capital improvements, the ancient and inadequate electrical supply system came to the fore. A plan was devised to have a master electrician perform a professional assessment of its condition. Using this information, a request for proposals was designed to solicit bids from contractors for improvements. This was accomplished with much cooperation from the Board and Trustees to effect these much-needed improvements for just over \$7,600. Three main electrical distribution panels were upgraded to modern materials, and a total of six new 20-amp circuits were added. Two new 20-amp circuits were added in the kitchen to serve the coffee prep area with 12 new receptacles. One new 20-amp circuit was added for the dishwasher alone. The existing 15-amp circuit remains in service with much less demand. Two new 20-amp circuits were added to the north

side of the Fellowship Hall with four new receptacles. One new 20-amp circuit was added to the office behind the new copier with four new receptacles.

In January, we also found time to have the boiler inspected at no cost to us, and a new permit issued by the state. The new boiler is great – thanks again, Tom! Now, we must do something about those old pipes and valves!

Currently, we are planning a floor-covering project, which will bring new, long-lasting commercial carpeting to the Sanctuary, the Olin Room, the two rooms in the office area, and the common hallway downstairs, as well as new sub-flooring and vinyl floor covering in the kitchen. The projected cost is just over \$9,600 (capital improvement money) with an additional \$1,500 from this year's budget as a contingency for additional labor, if necessary, and potential surprises. If approved at the Annual Meeting, we should be walking on new floor coverings before the end of June. This more durable, professional, and coordinated appearance will surely please everyone. It is hard to get a second chance at a good first impression!

New valances, thanks to Kathy Overholser, were installed in the Sanctuary just before Christmas Eve services, and new draperies are on the way very soon. Please notice the spruced-up Sanctuary walls and ceiling, as this and many other small, but very important improvements have been made this year. Thanks again to the silent and largely unseen facilities volunteers who have given their time, both inside and outside, to help maintain and improve our UUCR world headquarters.

We are looking forward to next year and many more improvements to come. We are very pleased to see the "Maintenance Accrual" line item back in the budget this year, as we know other equipment will certainly need repair or replacement, and this is prudent planning.

Thank you for your continued support,
David Chaplin
Facilities Chair

Fellowship:

The Fellowship Committee (members Barbara Horton, Jennifer Johnson, Nancy Valle, Kim Duncan, and Melanie Ham, chair) organized monthly potlucks on the 3rd Sunday, September through May. One challenge has been that there has been barely enough food for everyone at some potlucks. We have, at times, considered whether the congregation wants to continue this tradition. Thanks to the Green Team, we have been using reusable dishes.

The annual picnic was held in June 2013 at Garst Mill Park. The chili cook-off was a success as it has been in the past. We provided food and drinks for the contra dance and snacks and drinks for concerts held last summer. We met with the Membership Committee to explore where the mission of the committees overlap and/or are complimentary.

We planned several events that did not work well. One such event was a tailgate picnic last fall. Having at least one grill available turned out to be a greater challenge than we expected. We tried a picture recognition contest in December with some members bringing pictures for the contest. Only one guess was turned in by the end of the contest. We planned a coffeehouse in March. However, we had very few acts sign up, and, due to the extended absence of the committee chair, some important factors fell through the cracks. We will attempt this again in the fall.

The Fellowship Committee is beginning to plan its calendar for the next church year and looks forward to some fun activities.

Melanie Ham
Fellowship Chair

Membership:

The Membership Committee focused on the following areas during the 2013-2014 church year:

1. Recruiting new members and holding periodic Newcomer Orientation classes. Classes were held October 2013, January 2014, and June 2014 (scheduled).
2. Helping new members find ways to get involved at UUCR.
3. Obtaining and maintaining accurate membership information.
4. Creating an on-line church directory. (See below for details.)
5. Recruiting, training, and scheduling greeters to work every Sunday.
6. Maintaining the church bulletin board with the monthly calendar of events.

We are preparing to publish an on-line church directory by mid-May. This effort involved contacting all members and friends in the 2012 directory to obtain the most up-to-date information including cell phone numbers. The new directory will be in a .pdf format and may be accessed by all members and friends of UUCR from a secure location on the UUCR website. The information in the directory will be updated regularly as needed. A limited number of paper copies will be printed for those without on-line access.

We continue to maintain all member information on the UUA website. This allows our members to receive the UU World Magazine.

Many thanks to our dedicated Membership Committee members: Nancy Brattain, Mary Harshfield, Eileen Lepro, and Judy Robertson. Our monthly meetings are held in the evening on the 3rd Thursday of each month.

Meridith Entingh
Membership Committee Chair

Nominating:

The Nominating Committee is pleased to present the following slate. The entire board, endowment committee, and nominating committee are listed for informational purposes. Only positions noted by an asterisk (*) are being voted on. The President, President Elect and Past President are all one year terms, but part of a three-year succession. All other board positions are two-year terms. Board members may serve a second elected term. The board will determine the Personnel Committee chair (who must be a member of the Board) and composition of that committee. The Endowment Committee is a four-year term. Members of the Endowment Committee may serve a second elected term. The Nominating Committee is a two-year term. Nominating Committee members may not serve a second elected term.

| BOARD | | |
|--------------------------------|----------------------|---------------------------------|
| Position | Name | Term Expiration |
| Past President | Lynn Yates | 2015 (rotates off board) |
| President | Jim Haines | 2015 (becomes Past President) |
| <i>*President Elect</i> | <i>Gary Crawford</i> | <i>2015 (becomes President)</i> |
| Vice-President Council | David McCall | 2015 |
| <i>*Vice-President Finance</i> | <i>Carl Reed</i> | <i>2016</i> |
| <i>*Clerk</i> | <i>Sheri Bernath</i> | <i>2016</i> |
| At Large | Mangala Kumar | 2015 |
| At Large | Kim Duncan | 2015 |
| <i>*At Large</i> | <i>Laura Latham</i> | <i>2016</i> |
| <i>*At Large</i> | <i>Susan Newton</i> | <i>2016</i> |

** indicates positions that are being voted on at the 2014 annual meeting*

| ENDOWMENT COMMITTEE | | |
|---------------------|-----------------|-----------------|
| Position | Name | Term Expiration |
| Chair | Frosty Landon | 2016 |
| *Committee member | Cynthia Petzold | 2018 |
| Committee member | Dan Entingh | 2015 |
| Committee member | Walter Dixon | 2017 |

* indicates positions that are being voted on at the 2014 annual meeting

| NOMINATING COMMITTEE | | |
|----------------------|-------------------|-----------------|
| Position | Name | Term Expiration |
| Chair | Katherine Hoffman | 2015 |
| Committee member | Ed Hally | 2015 |
| *Committee member | Kay Broschart | 2016 |
| *Committee member | Eileen Lepro | 2016 |
| *Committee member | Judy Nelson | 2016 |

* indicates positions that are being voted on at the 2014 annual meeting

Respectfully submitted,
 Matt Livingston
 Nominating Committee Chair

Shared Ministry:

Members of the Shared Ministry Committee (SMC) as of Spring 2013 are: Martha Boswell and Henry Woodward, co-chairs, Robin Salzbach, Sheri Bestpitch, and Jerry Trammell. Interim Minister Pastor Dave serves on SMC ex-officio.

The SMC continues to support and monitor the well-being of the church-wide ministry. A representative of SMC attends each Board and Council meeting. We seek feedback (both positive and negative) from the congregation and make recommendations to the Board and congregation as needed.

In the past year, SMC has conducted Listening Circles at the request of the Board and Transition Team to help UUCR navigate through the transition to a settled minister. Four circles conducted in March focused on effects of the redirection of mission at UUCR, the prospects for growth in congregational membership, and how participants feel about growth. Results were discussed by Pastor Dave following two April services, and the full participant responses will have been posted to the UUCR website shortly afterwards.

SMC has also trained to help address concerns brought to it by members and friends on a wide range of possible issues.

Henry Woodward
 Shared Ministry Committee Co-Chair

Social Action: (Reports supplied by coordinators)

Family Promise (Formerly Interfaith Hospitality Network)

Family Promise is part of a national network of congregations that provide meals and overnight housing for temporarily homeless families with children, In the Roanoke Valley, 27 different congregations provide shelter and meals on a rotating basis for these families. For approximately 15 years, UUCR has partnered with Christ Episcopal Church in this effort. Beginning this year, UUCR is partnering with Cave Spring United Methodist Church, which will house local families enrolled in the program with UUCR volunteers providing meals and supervision for three days and nights during each of those two weeks. At the present time, one week is scheduled in June and one week in November.

Coordinators: Annie and Lee Fairbanks, Erin Dove, and Dick Hawkins

RAM House (Roanoke Area Ministries)

On the 4th Saturday of each month, six UUCR volunteers go to RAM House on Campbell Avenue to help serve the noon meal to approximately 100 men, women, and children who, for a variety of reasons, need a free, hot, nutritious meal. RAM House, an ecumenical ministry, also provides a day shelter and emergency financial assistance to individuals and families who can demonstrate a legitimate need for these services. UUCR members have actively participated in this local charity for approximately 15 years.

Coordinator: Dick Hawkins

Special Collections

UUCR has taken three special collections thus far this year with the fourth scheduled for June. The agencies and proceeds, beginning with the June 2013 collection (which was collected after the last annual report) were as follows:

| | |
|----------------|----------------------------------|
| June 2013 | Planned Parenthood (\$742) |
| September 2013 | New Horizons Health Care (\$800) |
| December 2013 | Roanoke Area Ministries (\$950) |
| March 2014 | Blue Ridge Literacy (\$675) |
| June 2014 | Family Promise |

Coordinator: Lorraine Fleck

OUUT

The LGBTQ mission group has organized under the name of OUUT! We have made connections with the Roanoke Diversity Center. Several members of the UUCR congregation have agreed to sponsor campers at the Diversity Camp this summer and have offered to serve as camp counselors. We are looking for more ways to reach out to the LGBTQ community in our area and make our church more inviting for LGBTQ visitors and members. We had a booth at the 2013 Pride in the Park and plan an even greater presence at the 2014 event. Thanks to Gary Crawford, the Roanoke PFLAG group is once more active and meets at UUCR.

Green Team

Our first Green Team meeting was held in May of 2013, and we continue to meet monthly on the second Monday of each month at 7pm at UUCR. There are 9 active members and 25 people on our e-mail list. All UUCR members and friends are welcome. Activities this church year have included:

- Earth Friendly Fridays - Our partnership with the Roanoke group of the Sierra Club has continued. In 2013, we held 12 regular monthly Earth Friendly Friday programs with an average attendance of 35 people.
- Green Team Sunday services - To date in 2014, we have coordinated two Sunday services (in January and March). In our January service, Diana Christopulos of the Roanoke Valley Cool Cities Coalition spoke. As part of our March 30 service, we introduced the Green Team Challenge, in which we encouraged congregation members to “green-up” their lifestyles by making environmentally-friendly changes in their lives.
- Cleanups - We participated in the Clean Valley Council’s Fall Waterways Cleanup in the fall and in Clean Valley Day on April 5.
- Webpage and blog - We maintain an active webpage and blog within the UUCR website. The webpage includes the Green Team Challenge suggestions and announcements of upcoming Earth Friendly Friday programs.
- Roanoke Community Garden Association - The Green Team has rented 100 square feet of garden space at the Mountain View Community Garden. The purpose is to provide an organic gardening educational opportunity for adult and youth members.

- Earth Day 2014 - The Green Team has reserved a space at the Roanoke Earth Day Celebration, which will take place on April 26 in Grandin Village. We will promote UUCR to those who may be interested in having an Earth-friendly spiritual home.

Bob Egbert
Green Team Coordinator

Reading Seeds

Reading Seeds promotes literacy and a love of reading for neighborhood at-risk youth. We work with four city elementary schools (Grandin Court, Fishburn Park, Virginia Heights, and Wasena) as well as TAP Head Start's Raleigh Court Center. Volunteers read in classrooms at Wasena Elementary and Head Start on a weekly basis, and we give a new, age-appropriate book each month to approximately 135 children (infants through 5th graders). To date, over 25 church members and friends have volunteered as readers, and we have given away over 1,300 books!

Reading Seeds partners with Congregations in Action (CIA), a group of churches in Southwest Roanoke, to distribute books to the elementary school students. CIA operates a Pack-a-Snack program which provides food for needy children to take home each weekend. One weekend a month, we include a book in each pack. Volunteers distribute books to infants and toddlers at Head Start; preschoolers at the Center get to choose their own books, which are then read to them by Reading Seeds volunteers.

100% of our funds go to buy new books to distribute to students (with UUCR social action funds covering overhead costs). We order books from First Book Marketplace at greatly reduced prices. It costs approximately \$400 a month to purchase the number of books we need. Reading Seeds is funded mostly by individual donors within the church, but also from others in the community, two *Boogie for Books* fundraisers, donations through UUCR's Christmas Angel Tree, and potter Maya Bohler's Open House donations. We have also received one month's worth of books from Roanoke's Star City Reads program. Reading Seeds will be the recipient of Roanoke Natural Foods Co-op's Give Up! Program in May of this year.

Amy Hatheway, Caryl Connolly, Lucy Lee, and Lori Livingston
Reading Seeds Coordinators

Worship:

The Worship Committee has scheduled excellent speakers for Sunday services when Pastor Dave is not in the pulpit.

The Worship Associate program has continued with the assistance of Pastor Dave. Our Worship Associates provide leadership and continuity in our Sunday services.

The usher group remains stable and active. Many thanks to Bruce Stewart for continuity in scheduling volunteers to usher. The ushers continue to work with greeters and coffee hour volunteers to make Sunday mornings run smoothly and be welcoming to guests.

Thanks to Nancy Valle for taking minutes of committee meetings and organizing donations for flower arrangements.

Thanks to Nora Smith for volunteering to chair the Worship Committee for part of the year. Since she has decided to step down from that role, the committee has met to discuss ideas for streamlining and reorganizing to better meet the needs of the church. Thanks to all have cooperated in this effort.

ACTION ITEMS

2014-15 Slate of Nominees

Board

| | |
|------------------------|----------------|
| President-Elect | Gary Crawford |
| Vice-President Finance | Carl Reed |
| Clerk | Sherry Bernath |
| At Large | Laura Latham |
| At Large | Susan Newton |

Endowment Committee

Cynthia Petzold

Nominating Committee

Kay Broschart
Eileen Lepro
Judy Nelson

Ministerial Search Committee

Lee Fairbanks
Margie Garber
Michael Gettings
Melanie Ham
Marc Nevin

Proposed Carpet/Flooring Installation

Your Board asks for your approval to replace carpeting in the Sanctuary and adjacent hallway, the Olin Room, and the two rooms in the office area, and to replace the vinyl floor covering in the kitchen. Three bidders were solicited, and the low bid came from Carpetland USA, Inc., for a cost of \$9,637.20. This cost presumes all carpet removed and hauled away, furniture moved, and underlayment in the kitchen. We will need to add \$1,000-\$1,500 to the Carpetland proposal for carpet removal, disposal, underlayment in the kitchen, and furniture moving; thus the total cost of this project will be between \$10,637.20 and \$11,137.20. The money to pay for this project will come from the Goodykoontz Fund as a capital improvement to our church. It will not come from our normal operating budget.

2014-15 Special Collections Ballot

At the annual meeting in 2006, UUCR members voted to contribute the offerings from four Sunday services per year to community service or social justice agencies in the Roanoke Valley. Members choose the beneficiaries for the upcoming year at each year's annual meeting. To be eligible, an agency must serve the local community and must be represented at UUCR by a member or friend who works or volunteers for the organization. The organizations which received funding in the current year (New Horizons HealthCare, Roanoke Area Ministries, Blue Ridge Literacy, and Family Promise) are not eligible for funding next year and do not appear on the ballot. Please vote for up to four. The following agencies are new on the ballot or have not yet received funding:

Carilion Clinic Hospice's Camp Treehouse

Camp Treehouse is a day camping experience for school-aged children who have had a death in their family. The camp provides a caring, safe environment where children are free to explore their feelings and concerns and can meet others their own age who know what it is like to lose a loved one. Campers share memories and participate in activities including arts, crafts, music, games, hiking, and team-building programs. Concurrent sessions are offered to parents to support their own grief process as well as gain insight into their child's grief journey.

Website: <http://www.carilionclinic.org/hospice/camp-treehouse>

UUCR contact: Pam Fisher

Franklin County Humane Society's Planned Pethood Clinic and Adoption Center

The goal of the Planned Pethood Clinic is to stop the needless destruction of healthy dogs, puppies, cats, and kittens by reducing pet overpopulation. The clinic provides low-cost spay-neuter services and helps needy clients find assistance in paying for the procedures. The Adoption Center rescues dogs and cats from agencies including the Roanoke Valley SPCA and the Franklin County Animal Shelter and also accepts "owner surrender" animals. After they are thoroughly vetted and spayed/neutered, rescue pets are adopted out locally or transported for adoption to states where there are fewer unwanted pets. The agency also works with local animal protection agencies to identify and prosecute animal cruelty cases.

Website: <http://plannedpethoodrockymount.com/about.html>

UUCR contact: Marybeth Chaconas

Happy Healthy Cooks

Happy Healthy Cooks is a hands-on program that teaches children how to prepare healthy whole foods from many different cultures. Heather Quintana and Mary Harshfield started the program in 2009; it is currently run by Heather in four Roanoke City elementary schools and two Head Start programs with the help of nearly 50 volunteers.

Website: <http://happyhealthycooks.blogspot.com>

UUCR contacts: Mary Harshfield, Eileen Lepro, Heather Quintana

Sexual Assault Response and Awareness, Inc. (SARA)

SARA is the sexual assault crisis center for the Roanoke Valley. It is estimated that one in three women will experience sexual violence during their lifetimes, but only 5-10% of assaults are ever reported to the police, partly due to the lack of social support victims receive. SARA has been providing services to survivors of rape, sexual abuse, and other forms of sexual violence for over 30 years. They provide free confidential counseling services to survivors and their families and also provide trained advocates who offer immediate support and information to victims negotiating the medical and legal systems. This may include accompaniment to the hospital in order to obtain medical care or have forensic evidence collected. If the victim chooses to report the assault, SARA can provide support throughout the legal process, including accompaniment during interviews and court hearings.

Website: www.sararoonoke.org

UUCR contact: Barbara Horton

Smart Beginnings of Greater Roanoke

The mission of Smart Beginnings of Greater Roanoke is to improve the quality of early care and education in the Greater Roanoke region, so that every child will enter kindergarten with the skills he or she needs to succeed in school and life. Approximately one in six five-year-olds in the Roanoke Valley show up for kindergarten already behind. Because the quality of the interactions between parents, teachers, and young children is key to ensuring that children are socially, physically, cognitively, and emotionally ready for school, Smart Beginnings provides parenting classes and home visits (including to parenting teens), workshops for teachers, and mentoring for preschool and child care programs.

Website: www.smartbeginningsroanoke.org

UUCR contact: Amy Hatheway

These agencies received funding on the dates in parentheses and are eligible to receive funding again this year:

Angels of Assisi Animal Shelter (June 2009; September 2010)

Angels of Assisi provides reduced-cost medical care to companion animals with special emphasis on spaying and neutering to prevent pet overpopulation. They provide shelter, care, and sustenance to companion animals and domesticated farm animals in need, including an adoption center for homeless dogs and cats and a farm animal sanctuary.

Website: www.angels of assisi.org

UUCR contacts: Kim Duncan, Laurie Seidel

Habitat for Humanity (June 2008; March 2013)

Habitat for Humanity in the Roanoke Valley, Inc. is an affiliate of Habitat for Humanity International. It is a non-profit, ecumenical Christian housing organization which uses donations of money, land, materials, and volunteer labor in its mission to eliminate poverty housing. Working in partnership with families to build decent, affordable homes, the organization sells the homes to the family with zero-profit and zero-interest mortgages.

Website: www.habitat-roanoke.org

UUCR contacts: Bill Haddad, Curtis Ratliff

Legal Aid Society of Roanoke Valley (September 2011)

The Legal Aid Society offers legal services in civil matters to low-income residents of a five-county area around Roanoke. In areas such as consumer protection, landlord-tenant disputes, unemployment claims, domestic violence, and custody, the Legal Aid Society provides a balance of advice and representation, negotiation and litigation, lobbying and traditional advocacy. The Society's four lawyers bring substantial expertise in poverty issues to the pursuit of justice for the individual client and systemic improvements in the lives of the poor.

Website: www.lasrv.org

UUCR contact: Henry Woodward

Planned Parenthood Health Systems (September 2007; June 2011; June 2013)

Planned Parenthood Health Systems seeks to ensure that every individual has access to preventive reproductive healthcare and education in order to make thoughtful and responsible decisions regarding sexuality and parenthood. They provide health services including family planning and birth control, gynecological care and cancer screenings, testing and treatment of sexually transmitted infections, medical and surgical abortion, mid-life services, and pregnancy testing and education. They also sponsor programs for schools, community groups, religious organizations, and corporations on topics related to birth control and pregnancy, sexually-transmitted infections, women's health, effective communication skills and decision-making, adolescent pregnancy prevention, and positive parenting skills.

Website: www.plannedparenthood.org

UUCR contact: Liz Stone

Refugee and Immigration Services (June 2007)

Refugee and Immigration Services, a program of Commonwealth Catholic Charities, resettles refugees and assists immigrants, empowering them to build new lives in a welcoming community. They have helped settle over 14,000 refugees in VA, providing assistance with housing, employment, orientation to U.S. laws and customs, school and youth services, ESL, transportation, interpretation, and advocacy. They also provide immigration counseling and assistance.

Website: www.risva.org

UUCR contact: Abigel Kiss

Roanoke Valley Court Appointed Special Advocates (September 2009)

CASA volunteers are assigned by judges to recommend the best possible outcomes for abused or neglected children involved in the court system. The trained volunteers help protect children's interests through custody hearings and other legal matters. Volunteers review records, research information, talk to everyone involved in a case, and ultimately present to the court their recommendations on what is best for the child.

Website: www.roact.org/casa

UUCR contacts: Donna Batzel, Spike Harrison, Angela Rauenswinter, Clarine Spetzler

St. Francis House (December 2008)

The St. Francis House Food Pantry provides a free, three to five day supply of emergency groceries once a month for residents in Northwest and Southwest Roanoke City who lack the resources to purchase food and supplies. In a typical week, 180 families (about 450 people) receive food from the food pantry.

Website: www.cccofva.org/stfrancishouse.html

UUCR contact: Dawn Rees-Blakeman

West End Center (December 2009)

The West End Center serves children who live in many of Roanoke's most disadvantaged neighborhoods and seeks to equip them with the developmental assets they need to become productive, responsible adults. It serves as a safe after-school haven for children and youth and offers a tutoring program, parents' program, and pregnancy and school dropout prevention programs.

Website: www.westendcenter.org

UUCR contact: Kitty Schear

Proposed UUCR 2014-15 Budget

Please Note: The actual budget depends upon receipt of sufficient pledge income.

| | Proposed Budget FY 2015 | Proposed Budget FY 2014 | Increase | Comments |
|---|-------------------------------|-------------------------------|------------------|----------|
| INCOME | | | | |
| 4000 - GIVING BY UUCR COMMUNITY | | | | |
| 4001 - Giving income_curr year | 164,530.00 | 150,244.00 | 14,286.00 | |
| 4002 - Pledge, extra donation | 3,000.00 | 3,000.00 | 0.00 | |
| 40020 - Pledge income_Interim | 2,500.00 | 2,500.00 | 0.00 | |
| Total 4000 - GIVING INCOME | 170,030.00 | 155,744.00 | 14,286.00 | |
| 4100 - VISITOR GIVING PLUS OFFERING | | | | |
| 4101 - Non Pledge income_general | 10,000.00 | 10,000.00 | 0.00 | |
| 4102 - Sunday cash offering | 3,069.00 | 3,068.50 | 0.50 | |
| Total 4100 - VISITOR GIVING PLUS OFFERING INCOME | 13,069.00 | 13,068.50 | 0.50 | |
| 4200 - FUNDRAISER INCOME | | | | |
| 4201 - Service Auction | 11,000.00 | 10,000.00 | 1,000.00 | |
| 4202 - Gift card income | 8,000.00 | 8,000.00 | 0.00 | |
| 4203 - Jumble Sale | 3,300.00 | 3,500.00 | (200.00) | |
| 4205 - Other fundraisers | 2,500.00 | 2,500.00 | 0.00 | |
| Total 4200 - FUNDRAISER INCOME | 24,800.00 | 24,000.00 | 800.00 | |
| 4300 - CHURCH USE | | | | |
| 4310 - Church use income | 1,500.00 | 800.00 | 700.00 | |
| 4312 - Cellular phone leases | 37,980.00 | 37,980.00 | 0.00 | |
| 4320 - Cleanup fees | 0.00 | 100.00 | (100.00) | |
| Total 4300 - CHURCH USE | 39,480.00 | 38,880.00 | 600.00 | |
| 4400 - OTHER INCOME | | | | |
| 4410 - Interest income | 100.00 | 160.00 | (60.00) | |
| 4440 - Endowment Distribution | 9,000.00 | 4,800.00 | 4,200.00 | |
| Total 4400 - OTHER INCOME | 9,100.00 | 4,960.00 | 4,140.00 | |
| TOTAL INCOME | 256,479.00 | 236,652.50 | 19,826.50 | |
| EXPENSE | | | | |
| 5100 - ADMINISTRATION | | | | |
| 5102 - Office supplies & misc | 1,600.00 | 1,600.00 | 0.00 | |
| 5104 - Postage | 800.00 | 800.00 | 0.00 | |
| 5106 - Telephone expense | 1,645.00 | 2,100.00 | (455.00) | |
| 5108 - Copier and Risograph | 2,360.00 | 1,000.00 | 1,360.00 | |
| 5110 - Internet service & computer | 920.00 | 800.00 | 120.00 | |
| 5111 - Audio/Visual Equipment | 750.00 | 550.00 | 200.00 | |

| | | | |
|--|------------------|------------------|-----------------|
| 5112 - Advertising | 300.00 | 300.00 | 0.00 |
| Total 5100 - ADMINISTRATION | 8,375.00 | 7,150.00 | 1,225.00 |
| 5200 - BUILDINGS & GROUNDS | | | |
| 5202 - Maintenance expense | 7,619.00 | 7,400.00 | 219.00 |
| 5204 - Utilities_Heating | 4,000.00 | 3,500.00 | 500.00 |
| 5206 - Utilities_Electricity | 3,600.00 | 3,600.00 | 0.00 |
| 5208 - Utilities_Water & Sewer | 440.00 | 440.00 | 0.00 |
| 5210 - Janitorial supplies | 850.00 | 850.00 | 0.00 |
| 5212-Maintenance Accrual | 1,185.00 | 1,185.00 | 0.00 |
| Total 5200 - BUILDINGS & GROUNDS | 17,694.00 | 16,975.00 | 719.00 |
| 5300 - UUA GIFT Program (Formerly UUA & SED Dues) | | | |
| 5302 - UUA Annual Program Fund | 10,661.00 | 11,005.00 | (344.00) |
| Total 5300 - UUA GIFT Program | 10,661.00 | 11,005.00 | (344.00) |
| 5400 - FINANCE & FUNDRAISING | | | |
| 5402 - Insurance expense | 3,470.00 | 3,400.00 | 70.00 |
| 5406 - Postage, service charges, misc | 200.00 | 200.00 | 0.00 |
| 5452 - Annual Giving Campaign Expense | 150.00 | 300.00 | (150.00) |
| 5453 - Endowment Committee expenses | 100.00 | 100.00 | 0.00 |
| 5454 - Other fundraising expenses | 300.00 | 700.00 | (400.00) |
| Total 5400 - FINANCE & FUNDRAISING | 4,220.00 | 4,700.00 | (480.00) |
| 5490 - DEPRECIATION | 3,876.00 | 3,876.00 | 0.00 |
| 5500 - OTHER COMMITTEE EXPENSES | | | |
| 5502 - Membership committee | 265.00 | 265.00 | 0.00 |
| 5504 - Fellowship comm & coffee | 1,315.00 | 965.00 | 350.00 |
| 5508 - Caring committee | 212.00 | 209.00 | 3.00 |
| 5516 - Shared Ministry | 300.00 | 300.00 | 0.00 |
| 5518 - Social action committee | 300.00 | 300.00 | 0.00 |
| Total 5500 - OTHER COMMITTEE EXPENSES | 2,392.00 | 2,039.00 | 353.00 |
| 5550 - Board of Directors | | | |
| 5552 - Contingency items & gifts | 300.00 | 300.00 | 0.00 |
| 5554 - Leadership development | 250.00 | 250.00 | 0.00 |
| 5556 - Personnel Committee | 220.00 | 501.00 | (281.00) |
| 5557 - Search Committee Expenses | 10,300.00 | 300.00 | 10,000.00 |
| Total 5550 - Board of Directors | 11,070.00 | 1,351.00 | 9,719.00 |
| 5600 - Lifespan Religious Education | | | |
| 5602 - Program materials & Supplies | 2,310.00 | 1,500.00 | 810.00 |
| 5604 - Teacher education & devel | 300.00 | 300.00 | 0.00 |
| 5608 - RE postage | 20.00 | 20.00 | 0.00 |

| | | | |
|--|-------------------|-------------------|------------------|
| 5610 - Youth groups | 1,000.00 | 1,000.00 | 0.00 |
| 5612 - R.E. Child care & playground | 2,210.00 | 2,210.00 | 0.00 |
| 5613- Other Committee Childcare | 3,000.00 | 2,000.00 | 1,000.00 |
| Total 5600 - RE PROGRAM | 8,840.00 | 7,030.00 | 1,810.00 |
| 5700 - SUNDAY WORSHIP | | | |
| 5702 - Worship expense | 3,000.00 | 3,000.00 | 0.00 |
| 5704 - Music program expense | 2,790.00 | 2,790.00 | 0.00 |
| Total 5700 - SUNDAY WORSHIP | 5,790.00 | 5,790.00 | 0.00 |
| Total 6000 - PAYROLL | | | |
| 5900 - Minister's Package | | | |
| 5910 - Minister's Salary | 53,600.00 | 53,600.00 | 0.00 |
| 5912 - Minister's Housing Allowance | 14,400.00 | 14,400.00 | 0.00 |
| 5914 - Professional Expenses | 3,500.00 | 3,500.00 | 0.00 |
| 5916 - Minister Health Insurance | 4,000.00 | 3,960.00 | 40.00 |
| 5917 - Minister Disability Insurance | 680.00 | 680.00 | 0.00 |
| 5918 - Minister Retirement Plan | 3,400.00 | 2,040.00 | 1,360.00 |
| Total 5900 - Minister's Package | 79,580.00 | 78,180.00 | 1,400.00 |
| 6100 - Employee Benefits | | | |
| Health Insurance | 8,500.00 | 8,500.00 | 0.00 |
| Disability Insurance | 741.00 | 495.00 | 246.00 |
| Retirement | 2,475.00 | 995.00 | 1,480.00 |
| 5420 - Music Dir Professional Expense | 700.00 | 700.00 | |
| 5420 - DRE Professional Expense | 2,000.00 | 2,000.00 | 0.00 |
| Total 6100 - Employee Benefits | 14,416.00 | 12,690.00 | 1,726.00 |
| 6500 - Payroll Quickbooks | | | |
| 6510 - Salary - Office Administrator | 14,200.00 | 14,200.00 | 0.00 |
| 6520 - Sexton - Regular wages | 10,400.00 | 7,800.00 | 2,600.00 |
| 6521 - Sexton - Church use | 0.00 | 100.00 | (100.00) |
| 6530 - Salary - Dir of Religious Education | 28,000.00 | 28,000.00 | 0.00 |
| 6540 - Salary - Music Director | 21,500.00 | 21,500.00 | 0.00 |
| 6550 - Salary - Asst. Music Director | 3,900.00 | 2,827.50 | 1,072.50 |
| 6552 - Salary - Youth Advisor | 5,200.00 | 5,200.00 | 0.00 |
| 6500 - Other payroll (Employer Soc. Sec.) | 6,365.00 | 6,239.00 | 126.00 |
| Total 6500 - Payroll Quickbooks | 89,565.00 | 85,866.50 | 3,698.50 |
| Total 6000 - Payroll | 183,561.00 | 176,736.50 | 6,824.50 |
| TOTAL EXPENSE | 256,479.00 | 236,652.50 | 19,826.50 |
| NET INCOME | 0.00 | 0.00 | 0.00 |

OFFICIAL PROXY

Unitarian Universalist Church of Roanoke

2015 Grandin Road SW

Roanoke, Virginia 24015

MEETING OF THE MEMBERSHIP

Date of Meeting:

May 18, 2014

To the Clerk of the Board:

In accordance with the Unitarian Universalist Church of Roanoke bylaws, as amended February 20, 2011, I hereby designate the member indicated below to cast my vote on any business coming before this meeting.

The Member and Proxy hereby consent to this designation by affixing their signatures.

Member Name

Signature of Member and Date

Designated Proxy Name

Signature of Designated Proxy and Date