

APPROVED

# Annual Meeting

June 4, 2023

Unitarian Universalist Church  
at Washington Crossing



Join the Journey.  
Open to You.



# Revision History:

*Annual Meeting: June 6, 2023*

*SUBMITTED: June 23, 2023*

*REVIEWED BY BOARD & READY FOR MEMBERS' FEEDBACK: June 27, 2023*

*PUBLISHED FOR MEMBERS' FEEDBACK: [30 days available online; through Aug. 3, 2023]*

*FINAL VERSION APPROVED BY BOARD OF TRUSTEES following feedback period. 8/8, 2023*



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# We honor our Beloved Community and our Covenant with each other

Maria Baratta

President, Board of Trustees



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**Members: 275**

**Friends: 27**

**Participants: 23**

**Attendees: 26**

**QUORUM: 69 members**

Meeting called to order at 11:33 a.m. There were 73 members in person and 36 online, for a total of 109 members in attendance.



# **We honor the lives we lost this year:**

*Howard Bennett*

*David Hughes*

*Darleen Wheeler*

*Barbara Farwell*



# **We hold in our hearts all those who have been harmed by racism, war and hate.**

We continue to invite all  
members and friends to  
join us in the work of  
dismantling racism within  
and outside of UUCWC.

*The 8<sup>th</sup>  
Principle*

of UNITARIAN  
UNIVERSALISM



# Annual Meeting

## 5th Principle

The right of conscience and the use of the democratic process within our congregations and in society at large



# Welcome

Maria Baratta

*President, Board of Trustees*



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# Agenda

**Chalice Lighting/Opening Words:** Rev. Kim Wildszewski

**Welcome:** Maria Baratta, Board President

**Executive Report:** Rev. Kim Wildszewski

**Board Report:** Maria Baratta, Board President

**Racial Justice Ministry Covenant:** Dan Tuft

**Financial Sustainability Task Force Report:** John Unger

**Capital Campaign Update:** Susan Vigilante, Capital Campaign Co-chair

**Financial Report/Presentation of Budget and Vote:**

Steve Saddlemire, Finance Chair and Joe Schenk, Treasurer

**Presentation of Slate and Vote:** Maria Baratta, Board President

**Service Awards:** Jamie Evanini, Board Vice President

**Acknowledgment of Leadership**

**Recognition of Outgoing Board Members:** Jamie Evanini, Board Vice President

**Closing/Adjournment**



# Executive Report

Rev. Kim Wildszewski

*Senior Minister*



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# Board of Trustees Report

Maria Baratta

*President, Board of Trustees*



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# Racial Justice Covenant

Dan Tuft



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UUCWC Covenant on Anti-Racism—Informed by our 8<sup>th</sup> Principle Values (May 2023)

*As a historically predominantly white congregation, we acknowledge that we have individual and collective work to do to fully become the "intentional, welcoming community that works in covenant with/for all members of color" that we say we are.*

The 8<sup>th</sup> Principle (2018)

We covenant to affirm and promote: Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

An Introduction from the UUCWC Racial Justice Ministry

The Racial Justice Ministry (RJM) at UUCWC has spent the last few years encouraging conversations about the journey to dismantle racism supporting both in the church and in the community. It has become clear that our anti-racism work is not just about changing individuals; it includes changing organizational and societal norms that support racism. The 8<sup>th</sup> principle, as UUCWC approved in 2018, calls us to do this work in an accountable manner. The question before us is "What are we accountable for and to whom?"

### The Journey to Becoming An Anti-racist

One is never done with any step: it is lifelong learning, accepting, & doing

#### Awareness/Education: Learning

*Continuous learning through reading, listening, observing with an open heart & mind. Intentionally seeking out new information that comes from/through sources in the BIPOC community. Centering voices that bring hands on experience with oppression*



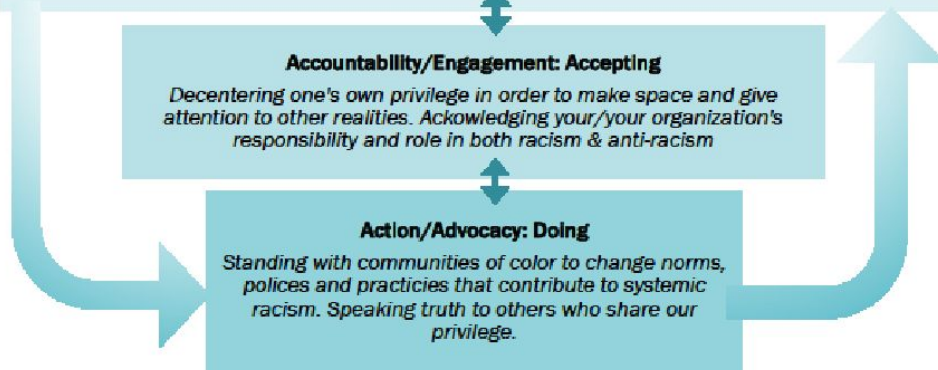
#### Accountability/Engagement: Accepting

*Decentering one's own privilege in order to make space and give attention to other realities. Acknowledging your/your organization's responsibility and role in both racism & anti-racism*



#### Action/Advocacy: Doing

*Standing with communities of color to change norms, policies and practices that contribute to systemic racism. Speaking truth to others who share our privilege.*



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### Our Values

- Our work is **long-term**. We have recognized anti-racism as a core principle for both individuals and the church. We acknowledge that the journey is long. As a principle, we dedicate steadfast energy to this essential work of anti-racism.
- Our work is **communal**. We also recognize that becoming antiracist is a journey where we all, as individuals, as leaders, and as a church, will be in various places on the continuum of awareness to accountability to action. We want to be open to change, eager to learn, nonjudgmental of others' journeys, and practicing humility. This work is to call people in, not to call people out.
- Our work is **covenantal**. This work is a chosen relationship or partnership in which we make binding promises to each other and work together to reach a common goal. We are invited into this work, and we have chosen this work. This work is not being
- Our work is **inclusive**. What we do together and individually to dismantle racism has strong implications for how we handle other oppressions covered by the 8<sup>th</sup> principle. Agreeing to this covenant sets the baseline for how we address other oppressions. It does not negate, compete with, or diminish our promise to do that work.

### The Covenantal Invitation

Members, Prospective Members, and Friends: We invite you to start right where you are and join us on the journey on the continuum from awareness to accountability to action. We ask that you have a commitment to continuous learning with your eyes and heart wide open to new information and new ways to be in the world. We encourage you to do as much as time and circumstances allow.

Church Leaders: We invite you to step into your leadership role as role models for the work of anti-racism. Your journey will continue to be unique to you, but you will be the norm setters. We call you to do your leadership work through a lens of dismantling racism on each and every committee, board, and ministry goal.

The Church: We invite the church into the work of anti-racism by being open to continuous self-assessment of policies and practices that may intentionally or unintentionally support implicit bias as we know that institutional racism can be highly hidden and insidious. The items on your list of this covenant require transparency, humility, and courage as an institution. We call on the church to ensure that the work of the 8<sup>th</sup> principle continues to be a long-term commitment for the institution and not just rely on individual member's commitment. RJM has a high level of confidence that our history as a church has prepared us for this work. We are and will continue to be an exemplar in the work of social justice.





Members will demonstrate a commitment to dismantle racism by:	Congregational Leaders will demonstrate a commitment to the 8 <sup>th</sup> principle by:	The Church will demonstrate a commitment to the 8 <sup>th</sup> principle by
<b>Awareness/Education: Learning</b>		
Examining your personal journey on the continuum from awareness to action. Membership is a commitment to continuing the journey both individually and in community, especially when it is difficult	Accepting that leadership means doing continuous search and repair work as an antiracist Beloved Community	Committing that all committees, ministries, projects, sponsored events, and services support being a diverse multicultural Beloved Community
Continuing to learn on the continuum of dismantling racism: <ul style="list-style-type: none"> <li>• Awareness/Education</li> <li>• Accountability/Engagement</li> <li>• Action/Advocacy</li> </ul>	Understanding the history of the 8 <sup>th</sup> principle in both the UUA and UUCWC to be able explain its purpose to others	Being intentional, open, and welcoming of feedback from others on our progress, especially from communities of color so that we are recognized by outsiders as an intentional, welcoming community that centers a diversity of voices
<b>Accountability/Engagement: Accepting</b>		
Actively acknowledging our historical privilege and learning to practice cultural humility through intentionally decentering that privilege	Continuing the journey toward full racial justice and being able and willing to share their own route and progress with others	Modeling accountability for the work of anti-racism by regular progress reports at each annual membership meeting
Holding ourselves and the church accountable to make progress on recognizing and dismantling racism and other oppressions both within and outside of UUCWC	Supporting and encouraging others to continue the journey, especially when it is difficult	Being a role model and resource for other UU congregations in approving and implementing the 8 <sup>th</sup> principle
<b>Action/Advocacy: Doing</b>		
Welcoming everyone, not as objects of our personal guilt, but as active participants to intentionally create community, celebrate life, and be actively engaged in changing the world	Actively participating in meetings where the Council routinely includes an accountability check on the 8 <sup>th</sup> principle being integrated into the work of the church and/or has an agenda item that is an anti-racism learning moment	Routinely evaluating policies, procedures, and practices to identify and rectify implicit bias
Participating in the work of the congregation to support racial justice and anti-racism work as an integral part of all our efforts, both internally and externally	Creating and adhering to anti-racist policies, procedures, and practices in all we do as a church	Advocating anti-racism work in relationship with impacted communities in Mercer/Bucks Counties and beyond



**AFFIRMATION:** Meeting attendees enthusiastically affirmed the Racial Justice Ministry Covenant via applause and chat.



# UUCWC Financial Sustainability Task Force

John Unger

Note: Treasurer Joe  
Schenk spoke on John's  
behalf.



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# Task Force Members

- Marianne Alt
- Mike Hanson
- Ron Iannacone
- John Unger
- Heather Edwards: Board Liaison



# Project Objectives

## Research the following

- What does the congregation understand our financial condition, processes, and congregational responsibility on financial matters to be?
- What is the financial culture of UUCWC?
  - What are the primary preferences related to education, format and communication?
  - What does faithful earning, faithful spending, faithful investing, and faithful giving mean to each member?

## Advise the Board, as to:

- What might be the best practices for financial sustainability and/or growth for UUCWC?
- Are there ways in which UUCWC needs to change our financial and/ or stewardship strategies to meet and thrive in the future?

*Items in italics were objectives not met by the task force at this time*



# How did we go about this task?

- We analyzed the numbers
  - Annual budgets; YOY trends in pledges; segmentation
- Live and e-mail interviews with “subject matter experts”
- Full Congregation Web Survey
  - We received over 140 completed surveys
  - Thoughtful and thorough written responses
  - THANK YOU!!!!
- All responses and analysis conducted anonymously



# What were the results?

- All markers pointed to a very healthy financial culture
  - Positive attitudes about engagement and leadership
- Generous and consistent levels of stewardship year over year
  - Pledges held strong during Capital Campaign and Covid years
  - Not surprisingly, on average, individuals with longer membership tenure tended to pledge more than new members, but...
  - Newer members were more likely to increase their pledges over time
- UUCWC has a relatively high percentage of senior members:
  - Two thirds of survey participants were already retired



# Survey Results: Choice Responses

- Virtually all respondents agreed that it is important to discuss financial matters openly and honestly
- High level of confidence in members who are managing and overseeing the financial health of our community
- Preferred setting for learning about and reviewing our financial matters is in the form of full congregation meeting
  - Supplemented with literature to read on your own
  - New members also appreciated small group meetings
- We confirmed that UUCWC is NOT the only recipient of your charitable contributions
  - ~50% give as much if not more to other charitable organizations
- About 30% indicated you could use more financial education, with the Endowment Fund as one key area of interest



# Survey Results: Written Responses

- “Enthusiastic about Education”
  - Positive, thankful and encouraging
  - Stressed the importance of ongoing, informed financial communication
  - Personal statements about what you treasure most about UUCWC, tied to your pledging thought process
  - New member opportunity for education- (years 2-5)
- “Financial Realists”
  - Acknowledged budget challenges and importance of management
  - Sometimes tough choices between programs, staffing, capital improvements
- “Income Innovators”
  - Numerous ideas related to generating / growing income



# Outputs and Next Steps

- Detailed report and raw data delivered to the Board in December
- Task Force Members available as advisors to Board, Stewardship and Finance Committees





# Capital Campaign Update

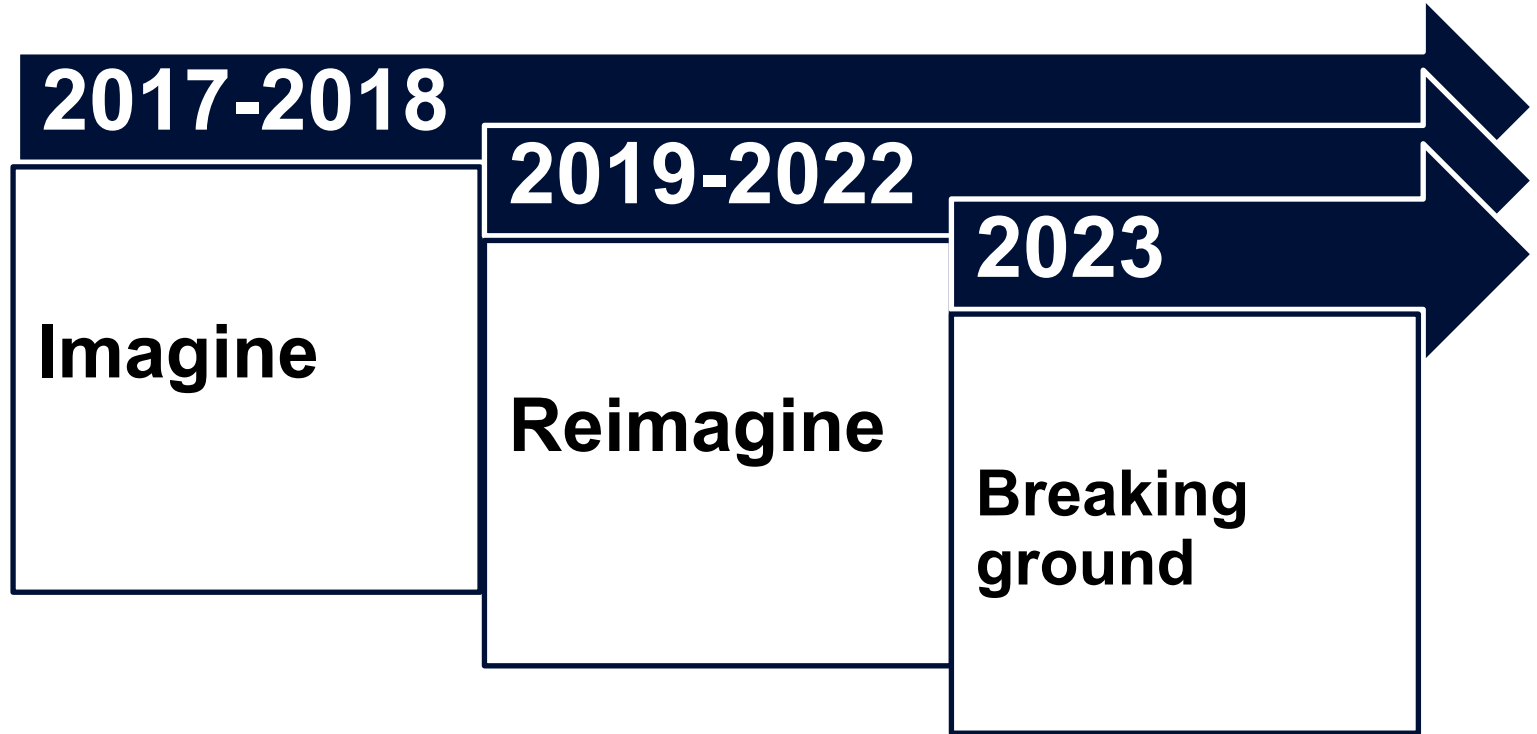
Susan Vigilante

*Capital Campaign Task Force Co-Chair*



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# 1. Six Year Journey



## 2. Project Additions



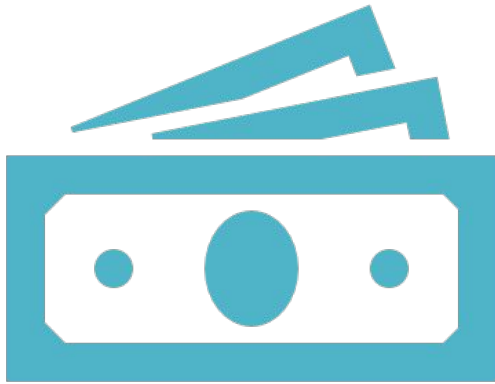
- **Street-level entrance**
- **2-person elevator to 3-levels**
- **1 additional office**
- **Replacement of the windows and doors in the Crossings Room** (wall repair if needed)
- **Kitchen upgrades: HVAC, lighting and flooring**
- **1 additional small conference room near Crossings Room**
- **New flooring: lobby and hall** (Sanctuary level), **back staircase to lower-level classrooms, nursery, lower-level hallway, Crossings Room**

# 3. Financial

<b><u>Dollars Collected to Date</u></b>	<b><u>\$1,082,900</u></b>
Pledges	\$973,600
Chalice Lighter Grant	\$40,000
Knight Bequest	\$19,300
Funds for Phase 3> 50% match	\$50,000
<b><u>Expenses Paid to Date</u></b>	<b><u>\$307,800</u></b>
Parking	\$115,100
Other	\$192,700
<b><u>Current Balance</u></b>	<b><u>\$775,100</u></b>

<b>Estimated New Expenses</b>	<b><u>\$1,143,300</u></b>
Construction	\$962,300
Other (incl. \$40k for lift)	\$81,000
Contingency margin	\$100,000
<b>Initial Shortfall after \$775,100</b>	<b>\$368,200</b>
<b>Future Income</b>	<b><u>\$120,000</u></b>
Est. 2023 Pledges Owed	\$60,000
Est. 2024 Pledges Owed	\$60,000
Phase 3 Pledges	\$ ???
<b>Remaining Debt</b>	<b>\$248,200</b>
<b>Available Loan</b> (Converts to 2nd mortgage 10/1)	<b>\$400,000</b>

## 3. Financial



## 4. Final Frontier

- September 2023 kicks off the 3rd Phase Capital Campaign
- \$50,000 for a 50% match; need \$100,000 to secure that.
- Need YOUR financial help to take us over the finish line so that we don't have to take a second mortgage out.
- This is YOUR time to step up

# Financial Report and 2023-2024 Budget Presentation

Steve Saddlemire, *Finance Committee*

Joe Schenk, *Board Treasurer*



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# Treasurer/ Finance Review

Annual Meeting, June, 2023

**Retiring:** As of June 30, 2023 Steve Saddlemire and Joe Schenk “retire” from their respective roles of Finance Chair & Treasurer.

## **Milestones of the past two years:**

- **Budgets:** Deficit budgets now projected to be much closer to balanced
- **Controller hire:** Lynne Quinto began her tenure in March, 2022
- **Accounting Software:** Upgrade to QuickBooks Online completed May, 2022
- **Facilities Reserve Account:** Review completed by John Unger with recommendations and a subsequent policy written by Finance & Treasurer
  - A fresh review of replacement costs and funding needs is planned to begin in July
- **Professional Financial Advisors “Hired:”** April, 2023, we transferred our investment assets from a self-directed account to Merrill Lynch with professional advisory services

## **2022-2023 Budget Review**

- \$38k budget deficit largely erased due to savings in Operating Expenses, Personnel Expense savings – Benefits and the gap in the Director of Family Ministry position
- Budget includes \$25k Memorial Bequest from late member, Richard Knight

## **2023-2024 Budget Review**

- Previously projected deficit of \$38k is erased – **A Balanced Budget**
- Budget includes a continuing \$20k Memorial Bequest from the estate of Richard Knight
- Income up a modest 3% with the largest increase due to investment income
- Staff Expense decreased 7% (\$28k) due to our senior staff shifting to Part Time hours
  - Rev. Kim will be the only full time staff member, a model that is not believed to be sustainable in the long term
- Operations Expense decreased 10% (\$10k) with continued lower utility and office expenses
- Mortgage Expense increased by \$14k due to a new Capital Project loan



1	Unitarian Universalist Church at Washington Crossing				
2	April 2023 YTD Actual vs FY23 Budget				
3	July 2022 - April 2023				
4		Total			
5		Actual	Budget	over Budget	% of Budget
6	Revenue				
7	A1. Plate Collections				
8	Plate - CFA Portion	14,232.64	14,880.00	-647.36	95.65%
9	Plate - General Income Portion	14,232.66	14,880.00	-647.34	95.65%
10	Total A1. Plate Collections	\$ 28,465.30	\$ 29,760.00	-\$ 1,294.70	95.65%
11	A2. Operating Pledges				
12	Pledges 2021-2022	9,425.00	6,500.00	2,925.00	145.00%
13	Pledges 2022-2023	333,660.00	425,000.00	-91,340.00	78.51%
14	Allowance/Uncollectible Pledges		-8,500.00	8,500.00	0.00%
15	Total Pledges 2022-2023	\$ 333,660.00	\$ 416,500.00	-\$ 82,840.00	80.11%
16	Total A2. Operating Pledges	\$ 343,085.00	\$ 423,000.00	-\$ 79,915.00	81.11%
17	A3. Other Misc Gifts/Contribs				
18	Gifts - Year-end Appeal	24,798.73	22,000.00	2,798.73	112.72%
19	Gifts/Contribs to Gen'l Income	36,430.00	35,000.00	1,430.00	104.09%
20	Total A3. Other Misc Gifts/Contribs	\$ 61,228.73	\$ 57,000.00	\$ 4,228.73	107.42%
21	B. Fund-Raising				
22	Amazon Programs	173.74		173.74	
23	Auction	3,125.29	31,050.00	-27,924.71	10.07%
24	Boutique & Bake Sale	1,207.50	1,000.00	207.50	120.75%
25	Total B. Fund-Raising	\$ 4,779.37	\$ 32,050.00	-\$ 27,270.63	14.91%
26	E. Other Income				
27	Adult RE Income	200.00	1,500.00	-1,300.00	13.33%
28	Fellowship (Coffee Hour)	171.89		171.89	
29	Investment Inc-Div/Int/G(L)	4,158.31	750.00	3,408.31	554.44%
30	Misc Non-Gift Income	1,039.75	1,000.00	39.75	103.98%
31	Rentals	3,205.00	1,000.00	2,205.00	320.50%
32	Solar Panel Cred. Sales (SRECS)	2,147.00	2,400.00	-253.00	89.46%
33	Total E. Other Income	\$ 10,921.95	\$ 6,650.00	\$ 4,271.95	164.24%
34	Total Revenue	\$ 448,480.35	\$ 548,460.00	-\$ 99,979.65	81.77%
35	Gross Profit	\$ 448,480.35	\$ 548,460.00	-\$ 99,979.65	81.77%



April 2023 YTD  
Actual vs FY23 Budget  
Page 2 of 3

36	<b>Expenditures</b>				
37	<b>A. STAFF</b>				
100	<b>Total A. STAFF</b>	<b>\$ 297,776.94</b>	<b>\$ 393,202.00</b>	<b>-\$ 95,425.06</b>	<b>75.73%</b>
101	<b>B. OPERATIONS</b>				
102	Accompanist (substitute)		200.00	-200.00	0.00%
103	Building Cap. Reserve Accrual	20,000.00	24,000.00	-4,000.00	83.33%
104	Building Routine Maint.	1,522.01	9,085.00	-7,562.99	16.75%
105	Kitchen Oper. Expenses	1,757.83	1,575.00	182.83	111.61%
106	Non-Kitchen Oper. Expenses	3,647.18	1,500.00	2,147.18	243.15%
107	<b>Total Building Routine Maint.</b>	<b>\$ 6,927.02</b>	<b>\$ 12,160.00</b>	<b>-\$ 5,232.98</b>	<b>56.97%</b>
108	Childcare Expenses		620.00	-620.00	0.00%
109	Grounds		11,629.00	-11,629.00	0.00%
110	Grounds maintenance and supplies	2,779.04		2,779.04	
111	<b>Total Grounds</b>	<b>\$ 2,779.04</b>	<b>\$ 11,629.00</b>	<b>-\$ 8,849.96</b>	<b>23.90%</b>
112	Insurance			0.00	
113	Church Package Insurance	8,465.00	8,465.00	0.00	100.00%
114	Commerical Auto Insurance	211.00	211.00	0.00	100.00%
115	Umbrella Insurance Policy	500.00	500.00	0.00	100.00%
116	Worker's Comp	2,159.00	3,824.00	-1,665.00	56.46%
117	<b>Total Insurance</b>	<b>\$ 11,335.00</b>	<b>\$ 13,000.00</b>	<b>-\$ 1,665.00</b>	<b>87.19%</b>
118	Office Equipment			0.00	
119	Copier Lease (Fixed Cost)		1,500.00	-1,500.00	0.00%
120	Copier Usage Expenses		1,000.00	-1,000.00	0.00%
121	<b>Total Office Equipment</b>	<b>\$ 0.00</b>	<b>\$ 2,500.00</b>	<b>-\$ 2,500.00</b>	<b>0.00%</b>
122	Office Expenses			0.00	
123	Office Supplies	602.00	2,435.00	-1,833.00	24.72%
124	Subscriptions-ICON, iContact,et	2,278.80		2,278.80	
125	<b>Total Office Expenses</b>	<b>\$ 2,880.80</b>	<b>\$ 2,435.00</b>	<b>\$ 445.80</b>	<b>118.31%</b>
126	Office Tech. (excl. sanctuary)		2,400.00	-2,400.00	0.00%
127	Paypal Service Fee	1,520.99	2,218.00	-697.01	68.57%
128	Payroll Processing Chgs	1,629.09	1,852.00	-222.91	87.96%
129	Personnel Committee	30.75	500.00	-469.25	6.15%
130	Special Event Celebrations		2,225.00	-2,225.00	0.00%
131	Stewardship Expenses	833.88	750.00	83.88	111.18%
132	Technology - Sanctuary	300.58	3,850.00	-3,549.42	7.81%
133	Telephone	4,325.76	5,220.00	-894.24	82.87%
134	TrashCollection	540.00	1,800.00	-1,260.00	30.00%
135	Treasurer's Expenses	28.50		28.50	
136	Bank Fees	12.50		12.50	
137	Misc filings and supplies	33.00	1,500.00	-1,467.00	2.20%
138	<b>Total Treasurer's Expenses</b>	<b>\$ 74.00</b>	<b>\$ 1,500.00</b>	<b>-\$ 1,426.00</b>	<b>4.93%</b>
139	Utilities			0.00	
140	Electric	4,990.33	8,470.00	-3,479.67	58.92%
141	Gas	5,665.03	8,320.00	-2,654.97	68.09%
142	<b>Total Utilities</b>	<b>\$ 10,655.36</b>	<b>\$ 16,790.00</b>	<b>-\$ 6,134.64</b>	<b>63.46%</b>
143	Venmo Service Fees	90.20		90.20	
144	<b>Total B. OPERATIONS</b>	<b>\$ 63,922.47</b>	<b>\$ 105,649.00</b>	<b>-\$ 41,726.53</b>	<b>60.50%</b>



April 2023 YTD  
Actual vs FY23  
Budget  
Page 3 of 3

	A	B	C	D	E
145	<b>C. PROGRAM</b>				
146	Adult RE	393.47	2,365.00	-1,971.53	16.64%
147	Board of Trustees	100.00	300.00	-200.00	33.33%
148	Caring Ministry		150.00	-150.00	0.00%
149	Communications	718.50	1,550.00	-831.50	46.35%
150	Community-Membership-Fellowship	523.03	1,770.00	-1,246.97	29.55%
151	Congregational Life		850.00	-850.00	0.00%
152	Council for Faith in Action			0.00	
153	Transfer to CFA Restricted Fund	14,232.64	14,880.00	-647.36	95.65%
154	Total Council for Faith in Action	\$ 14,232.64	\$ 14,880.00	-\$ 647.36	95.65%
155	Denom. Affairs - Other	2,900.00	2,900.00	0.00	100.00%
156	Fellowship - Coffee Hour	166.24	850.00	-683.76	19.56%
157	Kinship Circles		300.00	-300.00	0.00%
158	Music	1,637.57	2,000.00	-362.43	81.88%
159	Pastoral Assoc/Caring Ministry	174.21	900.00	-725.79	19.36%
160	Racial Justice		650.00	-650.00	0.00%
161	Rel Ed	1,718.33	3,260.00	-1,541.67	52.71%
162	Right Relations Committee		1,500.00	-1,500.00	0.00%
163	Worship	1,540.00	1,555.00	-15.00	99.04%
164	Worship - 8th Principle	1,155.00	1,155.00	0.00	100.00%
165	Total C. PROGRAM	\$ 25,258.99	\$ 36,935.00	-\$ 11,676.01	68.39%
166	<b>D. DENOMIN</b>				
167	UUA Annual Program Fund	18,966.00	25,288.00	-6,322.00	75.00%
168	Total D. DENOMIN	\$ 18,966.00	\$ 25,288.00	-\$ 6,322.00	75.00%
169	<b>E. DEBT SERVICE</b>				
170	Northfield Mortgage Interest	10,965.94	13,124.09	-2,158.15	83.56%
171	Northfield Principal Credited to Equity	10,254.86	12,340.87	-2,086.01	83.10%
172	Total E. DEBT SERVICE	\$ 21,220.80	\$ 25,464.96	-\$ 4,244.16	83.33%
173	Total Expenditures	\$ 427,145.20	\$ 586,538.96	-\$ 159,393.76	72.82%
174	Net Operating Revenue	\$ 21,335.15	-\$ 38,078.96	\$ 59,414.11	-56.03%
175	Net Revenue	\$ 21,335.15	-\$ 38,078.96	\$ 59,414.11	-56.03%
176					
177					
178					
179	Thursday, May 04, 2023 02:45:39 PM GMT-7 - Cash Basis				



1	<b>Unitarian Universalist Church at Washington Crossing</b>	
2	<b>Statement of Financial Position</b>	
3	<b>As of April 30, 2023</b>	
4		
5		<b>Total</b>
6	<b>ASSETS</b>	
7	<b>Current Assets</b>	
8	<b>Bank Accounts</b>	
9	Merrill Lynch - Cap Campaign	578,541.00
10	Merrill Lynch - Operating	419,850.00
11	Northfield Bank Cap Campaign	151,789.07
12	NorthField Bank Operating Accou	106,382.56
13	Northfield Mortgage Escrow	6,366.24
14	Paypal	3,995.67
15	TD Ameritrade	9.60
16	Venmo	1,401.49
17	<b>Total Bank Accounts</b>	<b>\$ 1,268,335.63</b>
18	<b>Other Current Assets</b>	
19	<b>Due from Fundraising - RaiseRight</b>	-698.44
20	<b>ENDOWMENT FUND-UUCEF FMV</b>	290,481.50
21	<b>EXCHANGE</b>	0.00
22	<b>MD Dept of Labor - Escrow Account for Unemployment Tax</b>	229.50
23	<b>Total Other Current Assets</b>	<b>\$ 290,012.56</b>
24	<b>Total Current Assets</b>	<b>\$ 1,558,348.19</b>
25	<b>Fixed Assets</b>	
26	<b>Church Property</b>	983,112.46
27	<b>Total Fixed Assets</b>	<b>\$ 983,112.46</b>
28	<b>TOTAL ASSETS</b>	<b>\$ 2,541,460.65</b>



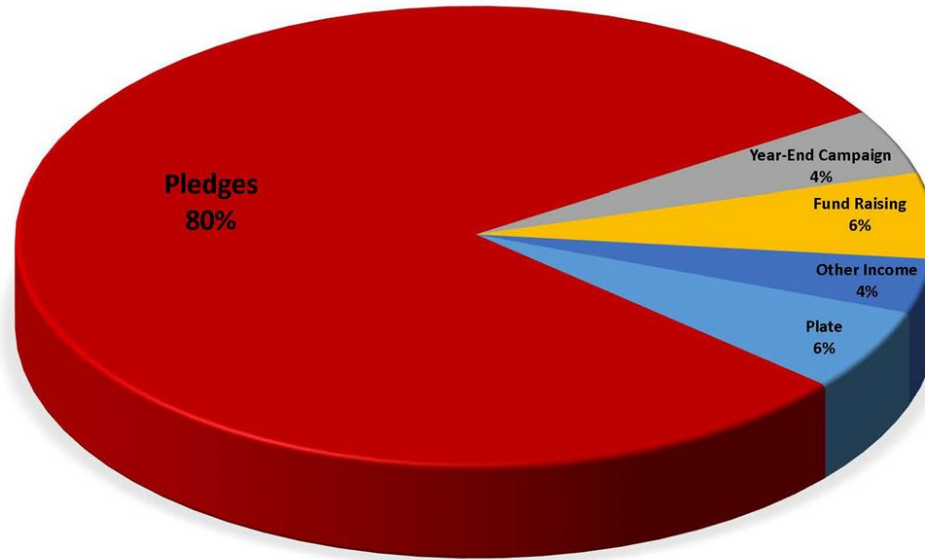


Statement of Financial  
Position  
Page 2 of 2

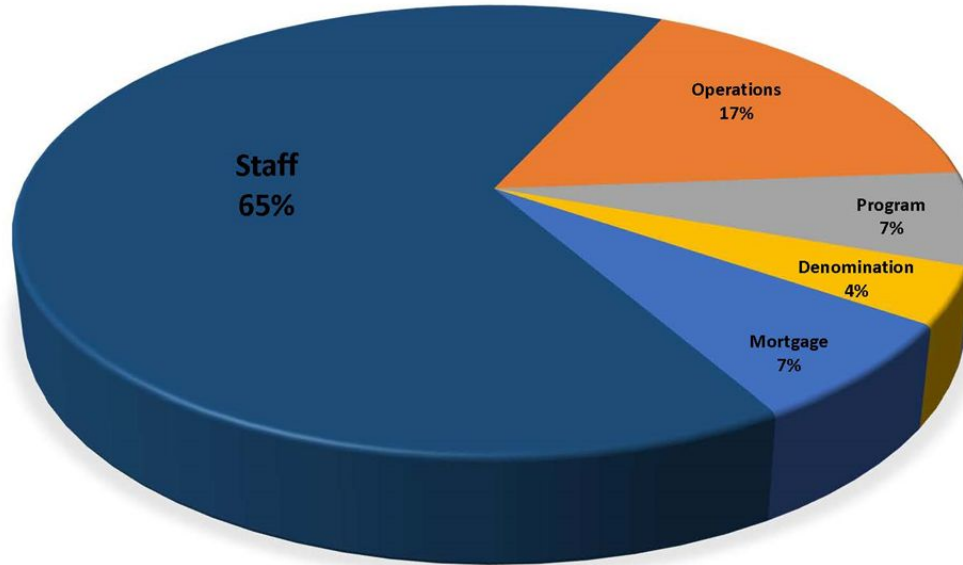
	A	B
29	LIABILITIES AND EQUITY	
30	Liabilities	
43	Total Current Liabilities	\$ 0.00
44	Long-Term Liabilities	
45	Northfield Bank Mortgage	333,299.33
46	Total Long-Term Liabilities	\$ 333,299.33
47	Total Liabilities	\$ 333,299.33
48	Equity	
49	Capital Imp - Capital Campaign	730,328.21
50	Capital Improvement	165,243.08
51	Funds - Restricted	
52	CFA Funds	0.00
53	HOMEFRONT	-884.81
54	Income From Plate & Donations	139,568.67
55	Other Payments and Expenses	-128,135.82
56	Total CFA Funds	\$ 10,548.04
57	Endowment Reserve	-647.40
58	Grounds Snow Clearing	2,900.00
59	Leadership Leaves	14,746.54
60	Memorial Garden Fund	8,958.08
61	Special Program Funds	
62	Community Building	1,271.50
63	Food Ministry	1,675.29
64	Food Ministry - RR Memorials	3,135.00
65	Total Food Ministry	\$ 4,810.29
66	Homefront Holiday Party	0.00
67	Labyrinth Fund (was Kirkridge)	525.73
68	Minister's Discretionary Fund	1,429.01
69	Samstone Lecture (ARE)	3,624.71
70	Sustainability (Earth Min.)	1,280.77
71	Youth Group - RE Racial Justice	1,120.00
72	Total Special Program Funds	\$ 14,062.01
73	Total Funds - Restricted	\$ 50,567.27
74	Future Year End of Year Prepaid	300.00
75	Future Yr Pledges/Gifts-PREPAID	48,900.00
76	Operational Reserve	0.00
77	Prior Period Adjustments	0.00
78	Retained Earnings	532,499.69
79	Working Capital Account	658,987.92
80	Net Revenue	21,335.15
81	Total Equity	\$ 2,208,161.32
82	TOTAL LIABILITIES AND EQUITY	\$ 2,541,460.65



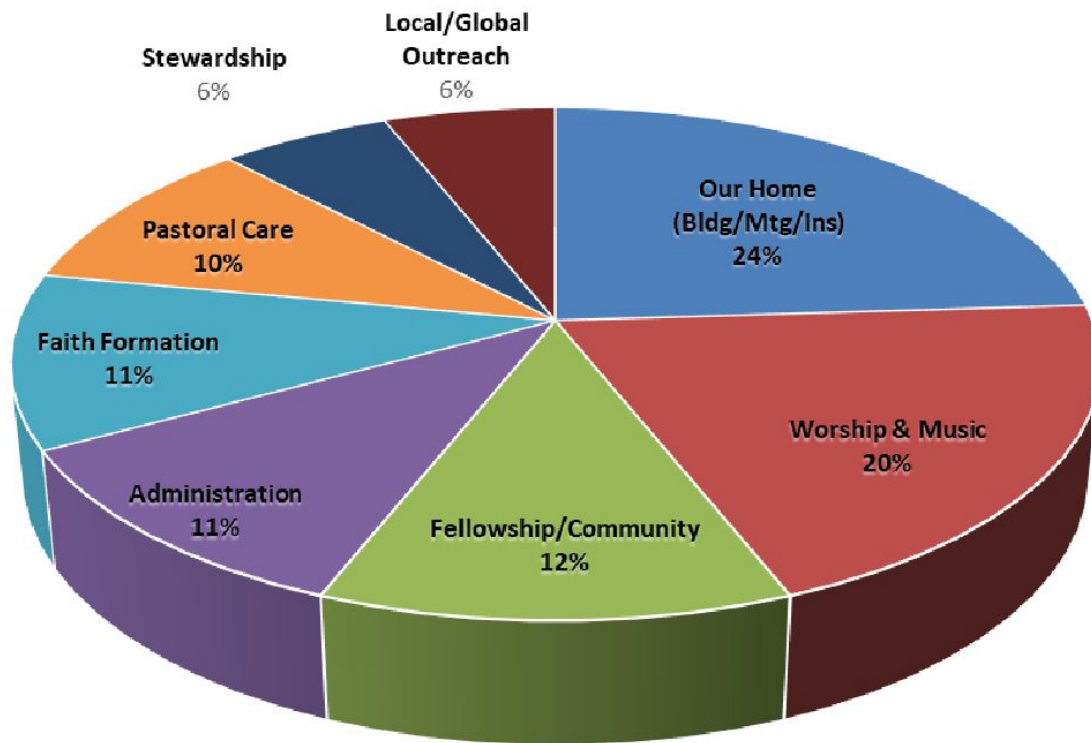
**UUCWC BUDGET  
2023-2024  
WHERE MONEY COMES FROM....**



**UUCWC BUDGET  
2023-2024  
OUR SPENDING ....**



## ALLOCATED BUDGET 23/24





1	UUCWC- PROPOSED BUDGET: FISCAL YEAR 2023-2024 for Congregational Review & Annual Meeting	2021-2022 Budget	2022-2023 Budget	2023-2024 Budget
2	<b>INCOME</b>			
3	<b>A. Plate Collections</b>			
4	General Income Portion	\$14,000	\$14,880	\$15,624
5	CFA Portion	\$14,000	\$14,880	\$15,624
6	<b>Total Plate Income</b>	<b>\$28,000</b>	<b>\$29,760</b>	<b>\$31,248</b>
7	<b>B. Operating Pledges</b>			
8	Late Pledges Paid-2021/22	\$2,000	\$6,500	\$6,500
9	Pledges 2022/23	\$424,000	\$425,000	\$433,000
10	Allowance Uncoll. Pledges Write-off (3%)	(\$12,720)	(\$8,500)	(\$8,660)
11	<b>Total Operating Pledges</b>	<b>\$413,280</b>	<b>\$423,000</b>	<b>\$430,840</b>
12	<b>C. Other misc. gifts &amp; contributions</b>			
13	Year End Gift	\$20,000	\$32,000	\$25,000
14	<b>Total Misc. gifts &amp; contributions</b>	<b>\$20,000</b>	<b>\$32,000</b>	<b>\$25,000</b>
15	<b>D. Fund Raising &amp; Misc</b>			
16	Auction (net of expenses)	\$31,050	\$31,050	\$31,050
17	Raise Right, Bake Sale, Boutique, Plant Sale, Airport Taxi	\$150	\$1,000	\$1,500
18	<b>Total Fund Raising &amp; Misc</b>	<b>\$31,050</b>	<b>\$32,050</b>	<b>\$32,550</b>
19	<b>E. Other Income</b>			
20	Religious Education Fees	\$350	\$1,500	\$500
21	Building Rentals	\$100	\$1,000	\$1,000
23	Interest/investment income	\$750	\$750	\$15,750
24	Misc non-gift income	\$1,000	\$1,000	\$1,000
25	Music income (All concerts)			\$2,550
26	SRECS-Solar panel	\$2,400	\$2,400	\$0
27	<b>Total Other Income</b>	<b>\$34,600</b>	<b>\$6,650</b>	<b>\$20,800</b>
28	<b>Total Income</b>	<b>\$526,930</b>	<b>\$523,460</b>	<b>\$540,438</b>

FY23/24  
Proposed  
Budget  
Page 2 of  
3

	A	B	C	D	E	F	G	H	I
1						<b>UUCWC- PROPOSED BUDGET: FISCAL YEAR 2023-2024 for Congregational Review &amp; Annual Meeting</b>	<b>2021-2022 Budget</b>	<b>2022-2023 Budget</b>	<b>2023-2024 Budget</b>
29						<b>EXPENSES</b>			
30						<b>A. STAFF:</b>			
107						Salaries	\$263,925	\$308,342	\$296,707
108						Professional Expenses	\$16,196	\$18,116	\$17,176
109						Benefits, FICA, etc.	\$57,231	\$66,747	\$51,161
110						<b>TOTAL: STAFF</b>	<b>\$337,351</b>	<b>\$393,204</b>	<b>\$365,044</b>
111						<b>B. OPERATIONS:</b>			
112						Accompanist (substitute)	\$200	\$200	\$0
113						Building Reserve for Major Repair/Maintenance	\$29,400	\$24,000	\$24,000
114						Kitchen Operations	\$1,530	\$1,575	\$0
115						<b>Building</b>			
116						Building Routine Maintenance		\$9,085	\$6,285
117						Kitchen Operating Expenses			\$1,500
118						Non kitchen operating expenses			\$3,000
119						Post construction one time cost			\$1,500
120						Childcare Expense	\$1,858	\$620	\$520
121						Cleaning Equipment/Supplies & Paper Products	\$200	\$1,500	\$0
122						Grounds	\$11,800	\$11,629	\$8,895
123						Insurance	\$11,500	\$13,000	\$14,300
124						<b>Office Equipment</b>			
125						Copier/Printer-Fixed Lease	\$1,620	\$1,500	\$1,250
126						Copier/Printer-Usage	\$775	\$1,000	\$0
127						Office Expenses, Supplies	\$2,054	\$2,435	\$2,150
128						<b>Tech-Office/Sanctuary/Software &amp; Support</b>	<b>\$5,805</b>	<b>\$6,250</b>	
129						Software, Subscriptions			\$3,244
130						Support			\$0
131						Supplies			\$500
132						Hardware			\$2,000
133						Personnel Committee	\$500	\$500	\$250
134						Special Event Celebration	\$2,225	\$2,225	\$0
135						Stewardship Committee	\$750	\$750	\$1,580
136						Phones, Internet,	\$3,990	\$5,220	\$5,220
137						Trash Collection	\$1,800	\$1,800	\$1,200
138						Pay/Venmo Pal Fees	\$1,800	\$2,218	\$2,500
139						Payroll Processing	\$1,800	\$1,852	\$1,920
140						Treasurer - Other Expenses	\$250	\$1,500	\$0
141						Utility-Electric	\$7,700	\$8,470	\$6,453
142						Utility-Gas	\$6,000	\$8,320	\$6,897
143						<b>TOTAL: OPERATIONS</b>	<b>\$93,557</b>	<b>\$105,649</b>	<b>\$95,164</b>



UUCWC Proposed Budget

	A	B	C	D	E	F	G	H	I
1	UUCWC- PROPOSED BUDGET: FISCAL YEAR 2023-2024 for Congregational Review & Annual Meeting						2021-2022 Budget	2022-2023 Budget	2023-2024 Budget
144	<b>C. PROGRAM:</b>								
145						Adult R/E	\$2,610	\$2,365	\$2,350
146						Board of Trustees	\$300	\$300	\$200
147						Congregational Life		\$850	\$0
148						Community Bldg, Membership & Fellowship	\$1,230	\$1,770	\$1,475
149						Kinship Circles	\$300	\$300	\$200
150						Fellowship-coffee hour		\$850	\$850
151						Pastoral Assoc. / Caring Min.	\$800	\$900	\$0
152						CFA - from plate collection			
153						Plate / FEET (outreach)	\$14,000	\$14,880	\$15,624
154						Racial Justice	\$0	\$650	\$500
155						Caring Ministry		\$150	\$150
156						Right Relations Committee	\$500	\$1,500	\$1,500
157						Communications	\$1,500	\$1,550	\$970
158						Denom. Affairs	\$2,787	\$2,900	\$2,900
159						Music and expenses	\$1,010	\$2,000	\$5,425
160									
161						Rel Ed - Children	\$5,080	\$3,260	\$2,760
162						Worship: Guest Speakers	\$2,710	\$1,555	\$1,155
163						Worship : 8th Principle Speakers		\$1,155	\$1,440
164						<b>TOTAL: PROGRAM</b>	<b>\$32,827</b>	<b>\$36,935</b>	<b>\$37,499</b>
165									
166						<b>DENOMINATIONAL SUPPORT- UUA Assessment</b>	<b>\$25,219</b>	<b>\$25,288</b>	<b>\$22,759</b>
167									
168						<b>MORTGAGE</b>			
169						Original Building	\$25,476	\$25,476	\$25,476
170						New Addition			\$14,488
171						<b>TOTAL EXPENSE</b>	<b>\$514,430</b>	<b>\$586,552</b>	<b>\$560,430</b>
172									
173						<b>Expenses in Excess of Income</b>	<b>\$12,500</b>	<b>(\$63,092)</b>	<b>(\$19,992)</b>
174						<b>MEMORIAL GIFT</b>		\$25,000	\$19,992
175						<b>NET BUDGET VARIANCE +/-</b>	<b>\$12,500</b>	<b>(\$38,092)</b>	<b>\$0</b>



# VOTE TEST

- Poll
- Chat Box
- \*9 phone
- Raise Hand for in-person



# VOTE ON BUDGET

- Poll
- Chat Box
- \*9 phone
- Raise Hand for in-person

VOTE RESULTS: 65 agree in person; 25 agree online, 1 abstain online, 0 disagree  
**Budget passed**



# Presentation of Slate

Maria Baratta

*President, Board of Trustees*



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# **Proposed Slate of Leadership 2023-2024**

## **Nominees for Election by the Congregation**

### **Board of Trustees (2-year term except as noted)**

- Board President – Wendy Stasolla
- Treasurer – Denny Rodgers
- Trustees – Karen Kent, Michelle Zechner



# VOTE ON SLATE

- Poll
- Chat Box
- \*9 phone
- Raise Hand for in-person

VOTE RESULTS: 66 agree in person; 24 agree online; 0 abstain; 0 disagree  
**Slate passed**

Budget passed





# Acknowledgment of Leadership



**Join the Journey.  
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# Standing Committees Appointed by Board

## **Endowment Committee** *(3-year term except as noted)*

Co-chairs: Bonnie Gilbert & Mike Hanson

Members: Janet Hubbard, Sandy Muccioli

*One open position to be filled by the Board per the bylaws*

## **Finance Committee** – Jim Sanders *(1-year term)*

**Personnel Committee** – Scott Drew, Chair;

Members: Andi Ferrenz, Sue Saddlemire, Joe Schenk;

Jim Sanders as Finance Committee liaison,

Rev. Kim Wildszewski as head of staff



# **New Leaders**

## **Other Committees, Task Forces and Organizational Entities**

**Assistant Treasurer** – Daniel Lownie

**Family Ministry Team (shared leadership):**

Susan Colket, Barbara Jensen, Victoria Locane & Andy Snyder

**Personnel Committee** – Andi Ferrenz (term begun mid-year)

**Right Relations Committee** – Eileen Spedding & Pete Rafle

**Stewardship Committee** - Scott Blaydon & Jane Root

**Worship Associates** – Alison Baron



# Leaders Ending Their Service

**Assistant Treasurer** – Mary Baltycki

**Board of Trustees** – Joe Schenk, Treasurer;  
Heather Edwards & Jim Sanders, Trustees

**Congregational Engagement** - Nathalie Edmond

**Family Ministry Team** – Keelan Evanini, Steph Golski,  
Barbara Jensen, Colleen McCourt & Jess Tavlaris

**Memorial Garden** - Bernie Ruekgauer

**Racial Justice Ministry** – Chris Marietti



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# Leaders Ending Their Service

**Right Relations Committee** – Loren McAlister & David Thomas

**Director Family Ministry Search Teams** –

Jess Tavlaris, Jennifer Rehbein, Michael Waas;  
and Michelle Downie, Steph Golski, Mike Gianella

**Stewardship Committee** – Ron Iannacone

**Worship Associates** - Jen Couchoud & Lauren Shallish



# Leaders Continuing Their Service

**Archives** – Parker Cohen

**Auction** – Barbara Drew, Lori O'Neil, Jayme Trott & Marcia Wittmann

**Board of Trustees** – Maria Baratta, Jamie Evanini, Colleen McCourt, Gina Turner, Michael Waas

**Building Committee** – Justin Roth

**Capital Campaign Task Force** – Jayme Trott & Susan Vigilante, co-chairs; George Faulkner, Farzad Shadzik

**Congregational Engagement** – Pam Shadzik

**Communications Team** – Lori O'Neil, Chris Piatek & Ben Steinberg



# Leaders Continuing Their Service

## **COUNCIL FOR FAITH IN ACTION**

**Community Outreach** - Heather Edwards & Jenny Ciccolini

**Earth Ministry** – Barbara Drew & Al Johnson

**Faith Action Ministry** – Barbara Jensen

UU Faith Action NJ liaison - Mike Wilson

UU Justice PA liaison - Leslie McGeorge

**Faith Expression & Funding Team (FEFT)** - Holly Bussey

**Food Ministry** – Mike Muccioli

**HomeFront** – Sarah Burke

**Racial Justice** – Kelly Benson & Dan Tuft

**Social Justice** – Ed & Ronnie Dobrowolski



# LEADERS CONTINUING THEIR SERVICE

**Denominational Affairs** – Holly Bussey

**Grounds Committee** – Bodo Baltycki & Denny Rodgers

**Memorial Garden** – Janet Hubbard

**Pastoral Care Ministry** – Denny Rodgers & Linda Vogt

**Potluck Coordinators** – Barbara Drew, Keelan Evanini,  
Melo Holstein, Mary McKillip & Linda Vogt

**Worship Tech Team** – MJ Hansen & John Harvi





# Awards

Jamie Evanini

*Vice President, Board of Trustees*



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# DISTINGUISHED SERVICE AWARDS

**The UUCWC Distinguished Service Award** recognizes exemplary effort by a member leading to significant contribution to UUCWC's mission.



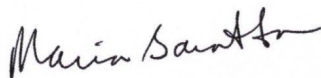
# The Distinguished Service Award

is hereby bestowed upon:

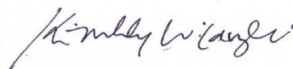
***Bonnie Gilbert***

The Board of Trustees of UUCWC recognizes and honors Bonnie Gilbert  
for exemplary effort and a significant contribution to UUCWC's mission to  
Create Community, Celebrate Life and Change the World.

Granted: June 4, 2023



Maria Baratta, President  
Board of Trustees



Rev. Kim Wildszewski  
Senior Minister



Unitarian Universalist Church at Washington Crossing

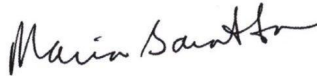
# The Distinguished Service Award

is hereby bestowed upon:

*Daniel Lownie*

The Board of Trustees of UUCWC recognizes and honors Daniel Lownie  
for exemplary effort and a significant contribution to UUCWC's mission to  
Create Community, Celebrate Life and Change the World.

Granted: June 4, 2023



Maria Baratta, President  
Board of Trustees



Rev. Kim Wildszewski  
Senior Minister



Join the Journey.  
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Unitarian Universalist Church at Washington Crossing

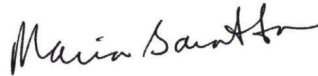
# The Distinguished Service Award

is hereby bestowed upon:

*Jane Root*

The Board of Trustees of UUCWC recognizes and honors Jane Root for exemplary effort and a significant contribution to UUCWC's mission to Create Community, Celebrate Life and Change the World.

Granted: June 4, 2023



Maria Baratta, President  
Board of Trustees



Rev. Kim Wildszewski  
Senior Minister



Unitarian Universalist Church at Washington Crossing

# The Distinguished Service Award

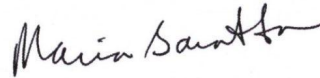
is hereby bestowed upon:

## *Our Whole Lives (OWL) Teachers*

**Dave Anderson, Jen Couchoud, Scott Drew, Keelan Evanini,  
Barbara Jenson, Andrea Kalb, Jen Rehbein, Lindsey Sullivan,  
Kelsey Swanson**

The Board of Trustees of UUCWC recognizes and honors the OWL teachers  
for exemplary effort and a significant contribution to UUCWC's mission to  
Create Community, Celebrate Life and Change the World.

Granted: June 4, 2023



Maria Baratta, President  
Board of Trustees



Rev. Kim Wildszewski  
Senior Minister



# Flaming Chalice Award

**The Flaming Chalice Award** recognizes an individual who has been a member for at least seven years and both epitomizes the values and principles of Unitarian Universalism and has provided sustained contributions to the accomplishment of our mission.



Join the Journey.  
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**Unitarian Universalist Church at Washington Crossing**

*The Order of the Flaming Chalice*

**is hereby bestowed upon:**

*Dan Tuft*

The Board of Trustees of UUCWC recognizes and honors Dan Tuft,  
who best exemplifies the Purposes and Principles of Unitarian Universalism and who, through  
his enthusiasm, efforts, and devotion, significantly enriches the quality of our common life.

Granted: June 4, 2023

*Maria Baratta*

Maria Baratta, President  
Board of Trustees

*Kim Wildszewski*

Rev. Kim Wildszewski  
Minister



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# Recognition of Outgoing Board Members

Jamie Evanini

*Vice President, Board of Trustees*



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Heather Edwards  
Jim Sanders  
Joe Schenk



# **REMINDER:**

# **General Assembly**

# **June 21 - 25, 2023**

Online or in-person in Pittsburgh, PA.



**Join the Journey.  
Open to You.**

# Closing and Adjournment

Maria Baratta

*President, Board of Trustees*

Meeting adjourned at 1:14



**Join the Journey.  
Open to You.**



**Join the Journey.  
Open to You.**