

Annual Meeting Agenda & Reports

For Fiscal Year July 1, 2015 to June 30, 2016

**The First Unitarian Society of
Wilmington**

730 Halstead Rd
Wilmington, DE 19803

TEL: 302-478-2384

FAX: 302-478-2622

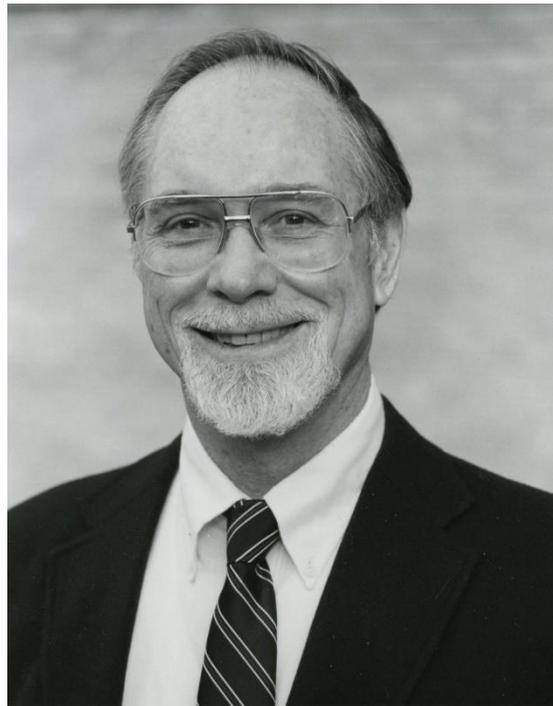
www.firstuuwilm.org

**First Unitarian Society of Wilmington, DE
Annual Meeting Agenda & Reports - 2015-2016**

Dedication

“Bob Doss was a legend among Unitarian Universalists in the wider denomination and for 31 years was our spiritual leader. Bob ministered to us – inspiring, challenging, educating, loving us – leaving a legacy for all those who follow to enjoy and to continue to be inspired.”

—Helen Foss



**REVEREND DR. ROBERT MABRY DOSS
SEPTEMBER 12, 1927—FEBRUARY 12, 2016**

“Our church – our congregation – is right at the growing edge of potential greatness. . . We could try to stay just as we are. If we do, we shall fail. Churches, like people, do not stay as they are. They deteriorate or they move to new levels of responsibility and achievement ... From here we note our present strength and may move on to new and more significant service and fulfillment. The choice belongs to all of us!”

—Reverend Dr. Robert Mabry Doss on the occasion of our 100th Anniversary

**First Unitarian Society of Wilmington, DE
Annual Meeting Agenda & Reports - 2015-2016**

Annual Meeting Agenda May 15, 2016

Call to Order	Ostin Warren
Opening Devotional and Lighting of Chalice	Rev. Roberta Finkelstein
Approval of Agenda, Minutes of 2015 Annual Meeting & Annual Report.....	Ostin Warren
President's Report	Ostin Warren
Executive Team Report	Rev. Finkelstein
Nominations and Elections	Maggie Duffy
Nominating Committee	
Board of Trustees	
General Assembly Delegates	
Strategic Planning Report.....	Becky Laster
Proxy and Electronic Voting Bylaws Change and Certificate of Incorporation Amendment	Debbi Zarek
Treasurer's Report	Steve Cohen
Current Year Report	
Adoption of 2016-17 Operating Budget	
Adoption of 2016-17 Capital Expense Budget	
Closing Words and Extinguishing the Chalice	Rev. Finkelstein
Adjournment	Ostin Warren

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

Minister:	The Reverend Roberta Finkelstein	Developmental Minister
	The Reverend Robert M. Doss	Minister Emeritus
Staff:	Marina VanRenssen	Business Manager
	Scott Ward	Honorary Minister of Music
	Catherine Williamson	Director of Religious Education
	Miesha Lowman	Accounting Assistant
	Joseph Capano	Publications Assistant
	Harold Cannon	Night Custodian
	Sam Russell	Sunday Custodian
	Sophia Gorowara	Childcare
	Grace Ruoff	Childcare
	Alicia Corrado	Childcare

Board of Trustees

Ostin Warren, President

Marilyn Hyte, Vice President

Doyle Dobbins, Recording Secretary

Leslie Dickerson

Donna Gonzalez

Anna Hamilton

Jacqueline Kairis

Becky Laster

Linda Sanders

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

Table of Contents

Minutes of the 2015 Annual Meeting.....	6
Board of Trustees Report.....	8
Message from the Board President 2015-16	9
Executive Team Report.....	11
Report on Progress toward Developmental Ministry Goals	11
Executive Team Annual Report of Achievement Towards our Ends	12
Executive Team Annual Operational Report Summaries – “Stewardship of our Resources”	12
Membership.....	18
Official Notices of Nomination	22
2016 Nominations to the First Unitarian Board of Trustees.....	22
2016 Nominations to the First Unitarian Nominating Committee.....	23
2016 Nominations of Delegates to the 2015 General Assembly:.....	23
Strategic Planning Report.....	24
Financial and Business Reports.....	26
2015-2016 Treasurer’s Report	26
Stewardship Campaign Report.....	28
Balance Sheet, March 31, 2016	30
Profit & Loss, Budget vs. Actual, July 2015– March 31, 2016.....	30
Proposed 2016 - 2017 Operating Budget.....	30
Proposed 2015 – 2016 Capital Expense Budget	31
Non-financial Church Assets	32

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

Minutes of the 2015 Annual Meeting

Minutes of the 149th Annual Meeting of First Unitarian Church of Wilmington, Delaware
Sunday May 17, 2015

1. Call to Order, Opening Devotional and Lighting of the Chalice

With 60+ members in attendance (quorum requirement: 45 members) Board President Suzanne Perry called the 149th Annual Meeting to Order at 12:05 pm on Sunday May 17, 2015. Dale Stratton served as Parliamentarian and Leslie Dickerson as Recording Secretary.

2. Approval of Agenda, Meeting Minutes and Annual Report

A motion to accept the Agenda as presented was made, seconded and approved with one opposed and no discussion. A motion to accept the Minutes of the 2014 Annual Meeting as published was made, seconded and approved with one abstention and no discussion.

3. President's Report

Suzanne Perry, Board President, referred to the Annual Report as she discussed the work of the Board of Trustees over the past year. Suzanne thanked her fellow trustees for their hard work, continued support and dedication to leading First Unitarian through a difficult ministerial transition. She also thanked Jeff Lott, Ostin Warren and Becky Laster, individually, for their assistance and guidance throughout the year.

4. Executive Team Report

Reverend Josh Snyder thanked Dale Megill for her participation as the At-Large Member on the Executive Team for the past year. Rev Josh also thanked the staff and Reverend Michelle Collins for their support, thoughtfulness and hard work over the last year as work was re-distributed and staffing changes were made. Rev. Josh also thanked the congregation for his time as Senior Minister.

5. Nominations and Approval of Board of Trustees, Nominating Committee and GA Candidates

Maggie Duffy presented and placed the names of the candidates for the Board of Trustees before the meeting members.

2015 Board of Trustees Nominees

- Marilyn HYTE – Two Year Term
- Donna Gonzalez – Three Year Term
- Anna Hamilton – Three Year Term
- Jacqueline Kairis – Three Year Term

A motion to accept the Nominating Committee slate as submitted was made, seconded. There was no discussion. The motion was approved with no opposed.

The following candidates for the Nominating Committee were presented to the Congregation.

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

- Barry Marrs – Two Year Term
- Pat McGee – Two Year Term
- Suzanne Perry – Two Year Term
- Debbie Zarek – One Year Term

A motion to accept the Nominating Committee slate as submitted was made, seconded and approved unanimously with no discussion.

First Unitarian Church is allowed eight delegates to attend the annual General Assembly meeting to be held in June 2015. The seven delegates for the church are Vivian Gray, Jeff Lott, Suzanne Perry, Paul Pinson, Nancy Pinson, Joan Priest and Elizabeth Siftar. There remains one open delegate position which may be filled prior to GA.

6. Strategic Planning Report

Becky Laster presented an overview of the of the Strategic Plan, reviewing the strategies to achieve our 3 goals (Grow our Congregation, Strengthen Member Engagement and Leverage Capital Campaign Funds Wisely to Achieve Growth) and the successes and challenges we have faced or will face as we continue to implement the plan through FY 2019.

7. Treasurer's Report

Steve Cohen reported on the current year's budget and the proposed Operating and Capital Budgets.

Current Year (2014-2015) Budget

Steve indicated that our pledge income is the same as last year, All Other Income is slightly higher than last year and expenses are running on budget which should enable us to end the year on budget and be able to fund our Reserves as planned.

Proposed Budget (2015-2016)

The proposed budget has a projected income of \$686,350, including an estimated pledge income of \$459,200.

A motion to approve the Operating Budget as published in the 2014-2015 Annual Report was made and seconded.

The floor was opened for discussion.

There were comments about restoring reserves, building maintenance that is needed, membership loss and that impact on the budget, administration loss and a process for interviewing members who leave the church so we can "close the back door" and decrease our preventable member resignation.

The question was called without any motions to change the budget and passed with no one opposed.

The motion to approve the Operating Budget as published was approved with one opposed.

Adoption of Capital Expense Budget (2015-2016)

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

A motion to approve the Capital Budget as published in the Annual Report was made and seconded.

The floor was opened for discussion.

There were comments about improving the esthetics of the building to attract new members as well as doing those things that need to be done to keep the building standing. It was noted that priority should be given to the parking lot, Concord Pike sign and the Youth Center.

A member rose to note that they believed the congregation voted to change the sanctuary and the parish hall and that nothing had been done since that vote. The Strategic Planning Committee was asked to find this information and get this item back on the agenda of things to do.

The question was called and passed with no opposed.

The motion to approve the Capital Expense Budget as published was passed with no opposed.

8. Closing Words and Extinguishing of the Chalice

Rev. Michelle Collins gave the closing words and the chalice was extinguished.

9. Adjournment

The meeting was adjourned at 1:02 pm.

Board of Trustees Report

Dear Friends,

First Unitarian Church of Wilmington is a beloved community that nourishes minds and spirits, fights injustice, and transforms the world through loving action.

These words are on: Every First UU order of service on Sunday mornings, our First UU web page and on the wall of room 25 where, on the third Monday of each month, your Board of Trustees convenes our monthly meetings. Our Mission is always front and center as we focus on our charge to serve the congregation via policy based governance, as Dan Hotchkiss says "to achieve both the outward results and inward quality of life to which it is called."

These past twelve months have continued the journey of change which we've begun with Rev Roberta Finkelstein's first year of ministry. As trustees, we dedicated ourselves to spiritual practices of gratitude with our fellow parishioners utilizing the simple practice of intentionally saying Thank You. More formally we've held numerous town hall meetings and provided detailed communications to ensure the congregation is aware of the multitude of the Trustee's activities from the five year strategic planning process to our rededication on social justice initiatives with the United Nations project and Black Lives Matters as just two examples.

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

Each trustee has personally selected projects or groups to engage as a volunteer to have a first-hand understanding of our church's work and the aspirations of the congregation. They've ranged from stewardship, membership, leadership training, EDR, ILYA, CYRE, Jim Crow workshops, singing with the choir, working on the Andy Cope building team, building and grounds, climate change, potlucks, office volunteers, ushering, greeting, and denominational work with the JPD to name just a few.

The collaboration with Rev Roberta and her team is an important key for all we've accomplished this year and for all that will come as we continue our journey to be the "beloved community."

In Love and Peace,

Your 2015-2016 Board of Trustees

Message from the Board President 2015-16

Your Board of Trustees has been hard at work this year making changes in how we govern and how our community operates in the wider world. In fact, as I reflect on the last year, the one word I keep coming back to is: change. The board has adapted a great deal in my few years there and in the last year especially.

Among many contributions your Board has completed over the last year, here are the ones I am particularly proud of:

1. The Board of Trustees has become more mission focused over the last year, leading the way for the congregation to focus on the promise and potential of our mission.
2. We have engaged in the awesome power of gratitude, though monthly "thank yous" for various friends and members for their contributions.
3. We just created a "50 Ways to be Engaged" document for new and old members alike, helping us to live into "shared ministry" as we have defined it for our developmental ministry goals.
4. The Board has become more involved with social justice, producing several Social Justice Statements for use by organizations, as well as enlisting our church as an official supporter of several causes, including in climate change and the Democracy Awakening movement.
5. Making steps to think more creatively in our processes and to help church leaders "think outside the box."
6. Leading the way on membership issues through an engaging Town Hall on the subject.
7. Close work in the Stewardship Campaign; all board members took on responsibilities in personal visits, writing individual thank you notes on pledge letters, and in follow-up calls.
8. The Board set priorities for the church this year through the Annual Vision of Ministry and will do so again in the summer of 2016.

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

9. Early in the year, we changed some of the reporting requirements for the Executive Team. This lessened the time they spent providing reports to the board, thereby increasing their capacity for important church ministries and other work.
10. We have been more intentional about the institution of the Board, group dynamics, and how we make Board “work” more meaningful and purposeful, leading to more energy and enthusiasm in the Board room.

With Rev. Roberta coming to First Unitarian Society, our church has been transformed. The energy and enthusiasm level is increasing, our pledge giving was up significantly from last year, and worship attendance has increased. There is renewed vigor in our social justice work as well as several other areas of the church.

Very importantly, like any organism or community, we are not without our difficulties. This church faces serious challenges, including structural financial issues, the challenge of adequately caring for our building, and the persistence of declining membership. Regarding our budget, we are overly dependent on those who give at the top level, which, combined with our aging membership, is worrisome over the next several years. Creative budgeting and financing is as important as increasing the amount of pledges received from those at the lower end of the giving spectrum. We recently commissioned a building audit by an outside firm that estimated we need at least \$50,000 per year over the next 20 years to adequately care for our building; finding such monies poses a momentous challenge.

In 2006, we certified 643 members to the UUA—ten years later, in 2016, we certified 357. In the last two years alone, our membership ranks declined by 68 members, a 16% drop. We must prioritize the arrest of this level of membership decline. Importantly, we cannot do this alone—we need to call on resources within and outside of us, and join together as a community to find ways to engage new people in the ever-evolving faith culture in which we are a small part. We have started to develop a solid foundation for growth—being welcoming to all newcomers, being more out there in our community and intentional about advertising what we have to offer, and increasing the energy level of our worship and church services. However, we have lots left to do to sustain the momentum, and bring many more new visitors to our community.

This I firmly believe: when we face our challenges directly, and as a community of loving people, we can overcome anything, including those challenges outlined above and others we face. This church is a vibrant community, and I am particularly excited to be a small part of this wonderful group. As we contemplate the grand history of the past 150 years, let us look forward to the next 150 years and how we set the stage for the work of this church to continue into the next centuries.

I invite each of you to truly contemplate our mission and its meaning in your life, and the life of our greater communities. “First Unitarian Church of Wilmington is a beloved community that nourishes minds and spirits, fights injustice and transforms the world through loving action.” May we all, individually and collectively, make this mission come more alive in the coming years.

Yours faithfully,
Ostin M. Warren

First Unitarian Society of Wilmington, DE

Annual Meeting Agenda & Reports - 2015-2016

Executive Team Report

Report on Progress toward Developmental Ministry Goals

Four goals are articulated in the contract between the Developmental Minister and the Congregation:

1. Working together with lay leadership, transition from policy governance to policy-based governance to implement a shared ministry model.

The Board and I have worked to clarify the distinction between governance and ministry. With clear boundaries, and in an atmosphere of mutual trust and respect, reporting on Limitations and Ends has been dramatically streamlined. The Executive team added one more lay member. A new Adult Religious Exploration team has been created. Many new volunteers have stepped up in areas as varied as Stewardship, Safety and Security, and celebrating our 150th Birthday.

2. Lead the congregation in creating the means to function successfully as a single minister church.

I have been clear and consistent about what tasks and functions can be covered by a single minister. I also consistently decline to over-function. Leadership and membership have been very respectful, in return, about clarifying their expectations. There have been many conversations about what functions can be reassigned to volunteers, and what issues just have to wait until later. The congregation is also learning to say 'no' to things that are not directly related to the core mission and to things that we simply don't have the capacity to take on right now.

3. As articulated in the strategic plan, lead First U in attracting new members and increasing member retention/engagement.

The focus for this first year of Developmental Ministry has been on stabilizing the core ministry functions: worship, religious growth and development, pastoral care, staff support, and volunteer support. In the second year I plan to focus more on outreach and attraction, an area where a new team of committed volunteers is urgently needed. I look forward to hearing from and working with those of you with expertise or just passion for growing our beloved community.

4. Lead First U in creating a culture of voluntarism and member engagement.

I used the 'meet the minister' meetings in late summer to explain shared ministry. I preached on shared ministry in early fall and continued to drop mentions and references into sermons and newsletter articles.

I have recruited and trained a small team of story-tellers to share the Tales for All Ages; a small team of writers to create session plans for Connection Circles; and the first class of Worship Associates. In addition to co-leading worship with the minister and guests, the Worship Associates plan to begin offering quarterly Vespers services, bringing services to UU's in nearby retirement communities, and creating and leading Sunday worship during the summer and when the minister has a Sunday off.

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

The mandate of the Pastoral Care Visitors has expanded; a reorganization of the program is planned for this summer.

I am delighted that First U is well on the way to meeting these Developmental Goals!

Respectfully submitted,
Reverend Roberta Finkelstein

Executive Team Annual Report of Achievement Towards our Ends

This Annual Report is printed separately and available online at our website:
http://firstuwillm.org/sites/default/files/docs/field_public_file/document/2015-16%20Annual%20Report%20-%20compressed%20photos.pdf

Executive Team Annual Operational Report Summaries – “Stewardship of our Resources”

Introduction

The Executive Team is primarily responsible for the day-to-day management of our church resources, including financial, non-financial and human resources. We report to the Board on a regular schedule throughout the year, based on the controls placed on us by the Board in the form of Executive Limitations. These reports are available from Marina VanRenssen on request.

The following is a selection of activities provided by volunteer leaders and staff for publication.

Operations

These are the general operations of the church that support the work of achieving the Mission and Ends of First Unitarian Church.

Buildings & Grounds:

The Buildings and Grounds Team works to assure that First U facilities are clean, in good working order, safe, and attractive so that the many church-related organizations have a place to meet, plan, and carry out the mission of First U. We are excited that Phil Krape has introduced the framework for a solar energy project that could reduce our carbon footprint and realize cost savings.

We warmly welcomed new members to the Team and encouraged all members to use their gifts and talents by participating in decision-making as well as working directly on small and large buildings and grounds projects. Our members experience engagement in a shared activity with profound impacts on the church.

We continue to work to reduce the carbon footprint of the church by installing energy efficient devices whenever possible. We are applying both established, well-proven

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

technologies and researching newer technologies that have a demonstrated potential to improve our shared existence on the planet.

Working with the staff and volunteers, the Team accomplished the following:

- Worked to insure that buildings and grounds are safe by removing snow and ice from our walkways and parking lots.
- Trimmed, weeded, and mulched our gardens
- Repaired and re-lamped the illumination fixtures, both on the interior and exterior of the building.
- Aided in drafting specifications, reviewing bids and selecting contractors.
- Helped kick off the Andy Cope Club(s) on Monday afternoons.
- Embarked on the repair/replacement of our sanctuary and parish hall windows
- Arranged for the repaving of our parking lot
- Arranged for the Youth center roof replacement
- Arranged for a Property Condition Assessment and are addressing the results
- Participated with other committees in joint efforts such as drafting our Safety and Security procedures, and researching a replacement phone system
- Continue to replace older electrical receptacles with GFCI outlets, where required by current code.
- Participated in the Delaware Interfaith Power and Light meetings
- Repaired ceilings and repainted the Parish Hall, sanctuary storage room, and chancel room
- Repaired New RE Wing windows
- Spot cleaned Warner Room and Brunner Chapel carpets

Personnel Team:

Thank you to Kathie Stamm and Florence Rice who provided guidance and wisdom to our Business Manager during a busy staffing year. The staff has seen many changes this year, including the resignation of our Building Supervisor, Anthony Chase; our Night Custodian, Cornell Waters; and our interim Congregational Administrator, Dawn Stevens.

Welcome to our new temporary staff members, Miesha Lowman, Bookkeeper and Joe Capano, Publications Assistant. We are pleased to have added Harold Cannon, Night Custodian and Sam Russell, Weekend Custodian to our crew.

The Executive Team and Business Manager are evaluating different, budget neutral staffing structures for our support and administrative staff this year.

Communications Team

Thank you to Jon Claney who leads our technical support effort for the church web site. Linda Sanders has been working with Jon to develop a web site calendar that includes the
May 15, 2016

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

same functionality as the calendar tool we use to manage the building so we can integrate those processes. Linda Aldrich audits our web site to help us keep up to date.

Thank you to Paul Jacobs, who works tirelessly to promote our church using Google Adwords and who developed our Facebook strategy. Many people contribute to documenting our church activities, including Edris Harrell, Jim Curtis, Jon Claney, Nancy Pinson and others. They take photographs and add posts to our Facebook page which we are able to use in Enews and on the web site.

Others who help: Maggie Duffy puts together the "This Week" insert for the order of service; Dee Burdash prints the order of service and inserts for Sunday morning; Suzie Cornell, Jim Curtis and Dale Stratton stuff and organize the order of service each week.

Audit Team

The Audit team monitored financial expenditures to verify they were correctly entered, used as intended and had supporting documentation.

Cluster, District and Association activity:

First Unitarian volunteers are actively engaged with the Cluster, the JPD, regionalization efforts, and the UUA. We are currently benefiting from the UUA's Developmental Minister program by employing Rev. Roberta on a contract basis until we decide it is the right time to call a new full-time minister. First U volunteers serve on the following denominational committees.

- First Unitarian is well-represented in meetings of the Delmarva Cluster, attending and facilitating planning meetings and cluster activities such as the Annual Delmarva Cluster Retreat and cluster celebrations. The cluster has also initiated information sharing, resource sharing and other cooperative efforts with First Unitarian participation.
- First Unitarian fields a "growth" team whose mission is contributing to the growth of new congregations, many of which were started as a result of First Unitarian efforts. Additionally, Donna Curtis represents First Unitarian on the JPD Growth Team.
- First Unitarian is represented at the Joseph Priestley District level by Paul Pinson, who serves as District Treasurer and a member of the District Board of Directors and the District Finance and Audit Committee. As a Joseph Priestley District representative, Paul Pinson also serves on the Central East Region Transition Team which has been planning the merger of four districts into a region.
- First Unitarian has engaged with the Central East Regional Group (the predecessor of the Central East Region) for training and transitional support.
- First Unitarian supports the Joseph Priestley District, Central East Regional Group, and the Unitarian Universalist Association through contributions to the Annual Program Fund.
- First Unitarian members have been regular attendees at Joseph Priestley District Assemblies and Unitarian Universalist Association General Assemblies to participate in networking and governance. Some First Unitarian Social Justice activities are aligned with programs of the Association.

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

- Many First Unitarian members are also supporters of the Unitarian Universalist Service Committee. We are represented on UUSC's Stewardship Circle, a group that stays informed and provides input about UUSC initiatives. We are also represented on UUSC's Council on Innovative Change, the group that does strategic planning for UUSC.
- First Unitarian Staff are involved in Unitarian Universalist Association professional organizations such as the UU Ministers' Association and its local chapter and UU Musicians' Network.
- Several First Unitarian board members and other congregants attended the April 8-9 Joseph Priestley District Assembly. In addition to networking with other JPD congregations, attendees participated in worship services and workshops. At the business meeting, the attendees approved a provisional budget for JPD for the next fiscal year until regionalization is completed. The major business at this meeting was to approve the Board of Trustees plan for dissolving the District's governance role and joining the Central East Region. The vote passed with 97% support.

Executive Team 2015-2016 Annual Incidental Report

- Thank you to staff and teams; the work of First Unitarian Church would not have been possible without the tremendous energy of our leaders and volunteers. These individuals go above and beyond every day to make First Unitarian Church the kind of place we dream that it could be. Our gratitude toward each and every one is immeasurable. We apologize if we have inadvertently forgotten anyone.
- Staff: Rev. Roberta Finkelstein, Developmental Minister; Scott Ward, Honorary Minister of Music; Catherine Williamson, Director of Religious Exploration; Marina VanRenssen, Business Manager; Miesha Lowman, Accounting Assistant, Joseph Capano, Publications Assistant, Sophia Gorowara, Grace Ruoff, and Alicia Corrado, childcare; and Harold Cannon,, Night Custodian, Sam Russell, Sunday Custodian.
- Executive Team: Rev. Roberta Finkelstein, Marina VanRenssen, Bill Hardham, Dale Megill.
- Teams: Below is a list of teams, committees and groups of people who do the work of our church. Although this list only includes the names of staff and leaders, there are many more volunteers who serve with these groups. Every contribution, by every volunteer, is greatly appreciated by the staff and leaders of the church. Whether serving monthly as an usher, serving as a board member, helping with CYRE or weeding flower beds once a year, your efforts are essential to our mission. Thank you!

**First Unitarian Society of Wilmington, DE
Annual Meeting Agenda & Reports - 2015-2016**

Committee / Team	Staff Person and/or ET	Chair or Primary Contact
150 th anniversary	Rev. Roberta Finkelstein	Debbi Zarek, Cindy Cohen
A Course in Miracles	Dale Megill	Tottie Fries
Adult Forum	Rev. Roberta Finkelstein, Dale Megill	Jim Davis
Adult RE	Rev. Roberta Finkelstein, Dale Megill	Dale Megill
All-Church Retreat Task Force	Marina VanRenssen for financial and publications	Jon Claney, Edris Harrell
Annual Report Team	Marina VanRenssen	Nancy Pinson, Maggie Duffy
Art Gallery	Scott Ward	David Weiss
Audio Visual Team	Scott Ward	Jon Claney
Audit	Board	Paul Pinson, Mark Fries
Black Lives Matter Group	Rev. Roberta Finkelstein	Jeff Lott, Marie Oakberg, Judy Govatos
Book Corner	Marina VanRenssen for financial issues	Debbe Krape and Suzie Cornell
Booster Cards	Marina VanRenssen	chaired by staff, volunteers handle most administrative tasks
Budget Team	Marina VanRenssen	Dale Stratton, Steve Cohen, Bill Hardham
Building and Grounds	Marina VanRenssen	Dee Burdash
Caregivers' Support Group	Dale Megill	Marge Meyermann
Circle Suppers	Bill Hardham	Helen Foss, Kathie Thomas, Barbara Marrs, Paul Pinson
Coffee Sales	Marina VanRenssen	Steve Marek
Communications	Marina VanRenssen and Joseph Capano	no chair; Jon Claney (website), Paul Jacobs (social media)
Choir and Music	Scott Ward and Rev. Roberta Finkelstein	Jim Weddell
Counterpoint	Scott Ward	Jim and Lori Weddell
Connection Circles	Rev. Roberta Finkelstein	Gary Blegstad
CYRE	Catherine Williamson	Holly Feldheim, Ruth Fleury- Steiner
Den. Growth Committee	Bill Hardham	Vivian Gray
Dismantling the New Jim Crow	Bill Hardham	Rev. Paula Maiorano and Joan Priest
Emmanuel Dining Room	Bill Hardham	Cindy Cohen
Faithful Dialogues (ended in January)	Dale Megill	Barbara Lenahan
Financial Interest Group	Marina VanRenssen	Lew Collat
Friday Nights At First U Potluck Dinners	Bill Hardham	Debbi Zarek

**First Unitarian Society of Wilmington, DE
Annual Meeting Agenda & Reports - 2015-2016**

Committee / Team	Staff Person and/or ET	Chair or Primary Contact
Great Books	Dale Megill	Ocie Bernstein
Green Sanctuary	Bill Hardham	Elizabeth Siftar
Greeters	Bill Hardham	Burley Melton
House Pins	Bill Hardham	Bev Bach
ILYA	Bill Hardham	Lois Morris and Betty Wier
Investments	Board of Trustees	Barry Marrs
Knitting Ministry	Dale Megill	Lisa Jacobs, Tracy Spinka-Doms
Library	Dale Megill	Judy Windle
Living Well with Chronic Illness	Dale Megill	Lori Weddell
Member Engagement & Development	Rev. Roberta Finkelstein, Bill Hardham	Nancy Pinson, Suzanne Perry
Men's Brown Bag	Bill Hardham	Bill Lawrence
NC3 of DeIPL	Bill Hardham	Chad Tolman
Nominating Committee	Board of Trustees	Maggie Duffy
Office Volunteers	Marina VanRenssen	Sunday Team: Peggy Rawheiser
Open Heart Zen Sangha	Dale Megill	Ben Fleury-Steiner with Lydia Robb for finances
Pastoral Care	Dale Megill and Rev. Roberta Finkelstein	Dale Megill
Personnel	Marina VanRenssen	Florence Rice, Kathy Stamm
Safety Team	Bill Hardham	Bill Hardham
Sanctuary Flowers	Marina VanRenssen	Suzie Cornell
Stewardship	Marina VanRenssen and Rev. Roberta Finkelstein	Barry Marrs
Strategic Planning Committee	Board Committee	Becky Laster, Linda Sanders
Ushers	Bill Hardham	Barry and Barbara Marrs
UUpbeats	Scott Ward, Marina VanRenssen for financial	Lew Collat
UU UNO	Bill Hardham	Amy Hamilton, Elizabeth Siftar
UUSC	Bill Hardham	Doyle Dobbins
Welcome Table	Bill Hardham	Deb Griffin
Women's Alliance	Marina VanRenssen	Peggy Rawheiser and Mary Collat
Women's Brown Bag	Bill Hardham	N/A
Worship	Rev. Roberta Finkelstein	tbd
Write Group	Dale Megill	Ruth Mette
Yoga	Dale Megill	Rich Collins
Youth Ministry Team	Catherine Williamson	Laura Hanby, Dillon Dickerson

First Unitarian Society of Wilmington, DE

Annual Meeting Agenda & Reports - 2015-2016

Membership

Membership Statistics

Memberships numbers, in and of themselves, hold little meaning without standards of comparison. The Membership Team has selected *Congregations Count* and *The Membership Journey*, both published through the UUA to use as a guide. The year from April 1, 2015 to March 31, 2016 is used for purposes of calculating metrics for comparison to UUA guidelines.

Membership Overview:

	April 1, 2015	April 1, 2016	Change	Growth	First U Certified Members Target
Total active membership	452	461	+9	+2%	
Voting	394	360	-34	-8.6%	395
Associate	52	92	+40*		
Youth	6	9	+3		
Members added (since 4/1/2015)					
Adult			17		
Youth			3		
Member attrition (since 4/1/2015)					
Resigned			6		
Deceased			10		
Transferred church			1		
Moved out of state			4		
Administrative drop per bylaws			0		

*Includes 4 members who were reactivated

The following 20 members were added to the active roll between April 1, 2014 and March 31, 2015.

- Kristie Billion
- Mark Billion
- Gary Blegstad
- Susan Chase
- Beth Chen
- Paul Cummings
- Kate Franta
- Jean Griffith
- Amy Hamilton (Youth)
- Georgia Hanby (Youth)
- Judy Hartman
- Susan Hodges
- Helen Grace Laster (Youth)
- Paige Lucarelli
- Tony Lucarelli
- Christy-Anne Mathews
- Robert Mathews
- Virginia Seeney

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

- Jean Toll
- Susan Wilson

The following members passed away between April 1, 2015 and March 31, 2016:

- Noreen Bayly
- Patricia Gesler
- Jeff Bowen
- Richard Hunter
- Polly Bowen
- Frank MacArtor
- Rev. Robert M. Doss
- Robert Wendt
- William Garlington
- Janet Yorkston

In addition, Leon Huhn, son of George Huhn and Julie Brewer and brother of Max Huhn passed away on March 6, 2016, three and one-half years after being diagnosed with osteosarcoma, a form of bone cancer.

Occasionally we hear of the passing of former members. Former member Mig Lake passed away in April 2016.

We did not reach our target of maintaining 395 certified members this year, dropping to 360. This is primarily due to members moving to the associate status, per our bylaws.

Visitors – April 1, 2015 – March 31, 2016:

	Measure	UUA Guideline for liberal churches	First U Target First Time Visitors
Number of registered adult visitors (April 1, 2015 – March 31, 2016)	72	395*	
Adult visitors/week	1.4 per week	8.2 per week	Base year (Target for FY 2015-16 is 4/week)
First time guest ratio to membership	20%	100%	
Return rate (visitors who return within the first four months of first visit)	N/A – future measure	20-40%	
Conversion Rate – Adult visitors to member	9.7%**	14 – 20%	

* Based on 395 certified members

** Calculated using the number of new members that joined in this time period who also visited in this period (7) divided by the number of registered adult visitors during this period (84). This is

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

the most conservative estimate of conversion rate. Using total new adult members (17), including those who visited in an earlier time period, the conversion rate would be 20.2%. Over time, we will likely use a 3-year rolling average.

Our visitor registration form is the means by which a person receives a guest name tag and is registered in our system to receive our church email communications. Occasionally, others are added by contacting the office directly.

Our ratio of registered adult visitors to membership is low compared to the guideline the UUA has published for growing congregation and compared to our goal for next fiscal year, which is double our current state. One of the most powerful ways of growing membership is word of mouth; we who are already experiencing the joys of Unitarian Universalism are the best able to describe why this faith is so important. The Membership Team will be looking to our current members to help in brainstorming ways to increase the number of visitors who come through our doors.

Membership Attrition - 4/1/2015 - 3/31/2016:

	Measure	UUA Guideline for liberal churches	First U goal (avoidable losses only)
Number of lost members	21		
Lost membership ratio**	3.5%	10 – 12%	
Moved away	.9%	4 – 6%	
Deaths	2.2%	1 – 3%	
Other (avoidable)	1.5%	2 – 3%	5%

** (Last year's total membership + new members – lost members) / last year's total membership.

Membership loss is inevitable with the normal cycle of church life. Our ratio of *avoidable* membership losses – resignations, moves to another local church and administrative drops – is lower than the guideline provided by the UUA and lower than it has been in recent years due to holding on administrative drops this year, as the Member Engagement & Leadership Team works on new processes for addressing drifting members.

Actions and Accomplishments:

- The Membership Team and Leadership Development Team were combined to form the Member Engagement & Development (E&D) Team, leveraging volunteer resources and increasing the focus on Member engagement. Suzanne Perry and Nancy Pinson are co-leads of this team; Suzanne Perry took on the responsibility of Volunteer Coordinator.
- Because of the high number of administrative drops over several years, the Member E&D Team has been evaluating the process with the goal to reduce the number or at least gain more specificity for these terminations.

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

- In the spring 2015, members were recruited to make exit interview calls to dropped members to understand why they had drifted away. As a result, several terminated members asked to remain on the rolls as associate members, and some were identified as having moved away. Not all dropped members returned our calls
- In December 2015, members identified for administrative dropped were called; no administrative drops were made on request of the Member E&D Team and associated callers.
- In September 2015 members were added to the Welcome Table volunteer staff so that we can have 2 people stationed there each week.
- Welcome Table volunteers went through a brief orientation and are working to improve processes. Deb Griffin accepted responsibility for leadership of the Welcome Table.
- Three Pathways to Membership class series (3 sessions each) were conducted with shared leadership by Nancy Pinson, Suzanne Perry and Deb Griffin. Guest speakers included Board members, Stewardship team members and Rev. Roberta Finkelstein. The classes were well-received by our visitors and many who participated also joined following the last class of the series.
- Workshops
 - Membership Counts, sponsored by the Board of Trustees with shared leadership of Nancy Pinson was conducted in October, 2015. Ideas were collected and are being incorporated into the Member E&D plans.
- Monthly Quest articles and at least twice monthly – usually more – eNews articles were submitted with announcements of milestone anniversaries, new member welcomes, tips for improving our welcoming atmosphere, and other, hopefully inspirational, topics.
- Two new subteams were added to the Membership Team: Potluck Team and Circle Supper Team. These activities began in the fall and have been well-received and attended.
- Usher and greeter training was conducted in the fall 2015.

Respectfully submitted,

Nancy Pinson, Member Engagement & Development co-lead

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

Official Notices of Nomination

2016 Nominations to the First Unitarian Board of Trustees

Vote on New Board of Trustee Members:

Our church by-laws provide for a maximum of nine (9) members on the Board of Trustees who serve for three (3) years. This year we are nominating three candidates for 2016 - 2019, to replace those rolling off the Board in May 2016.

Jennifer Brown - 3 Year Term



Jenny joined First Unitarian Church in 1997 after attending the church for several years, and deciding to make 1st UU her official church. She has been involved with various activities and committees since that time. These have ranged from teaching folk dancing to children and adults at the All Church Retreat to the more business oriented Personnel Committee and Nominating Committee. She served as ARE Chair, and on the Auction Planning Committee. She was very active with the Partner Church Committee (2000-2008), raising funds and awareness for our partner church in Transylvania, Romania. She organized various fundraising activities, including Hungarian dinners and a performance by the Tisza Folk Dance Ensemble. She was a member of the First UU delegation to our partner church in both 2000 and 2005, and served as the liaison between First UU and the regional Partner Church organization in Washington DC.

Bill Hardham - 3 Year Term



Bill has been a member of First U for well over 40 years and 2 of his 3 children enjoyed the CYRE program. Over the years he has ushered, served on the Board, served as Treasurer, been a Search Committee member, and a member of the Nominating Committee. For the last 25 years or so he either was a member or Chair of the Stewardship Team. Since September of 2015, he has served on the 4-person Executive Team that is responsible for Church operations. Outside the church, the retired chemist (36 years with DuPont) is active in and an officer of the Wilmington Trail Club, German Society of Pennsylvania, First State Symphonic Band, and the UU House Outreach Program. To rest his mind, he exercises a lot: hikes, bicycles, cross-country skis, and lifts weights; but also enjoys gardening and landscaping the lot surrounding the home he shares with Lorena.

Phillip Krape - 3 Year Term



Phil was raised in and served as an acolyte in a traditional Buffalo New York church before coming to the Delaware Valley in 1966 for college. He joined DuPont in 1974 and was married at First UU in 1978 to Debbe (nee Washburn) who has deep Unitarian roots. Their sons are at least ninth generation UU's. Whitney, Darren, and Evan have participated in many services over the years. Phil joined First UU in 1980 and served as both member and Chairman of the former Property Committee. He had a brief stint on the Board in 2001 cut

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

short by career changes. Phil serves on the current Buildings and Grounds Committee and helps Debbe with Book Corner. A few of his past projects include planting perennials around the 202 sign, co-chairing an Affirmation Sunday program, replacing the old boiler, and automating the book corner inventory. He and B&G are currently working on rebuilding the Sanctuary and Parish Hall windows and researching solar energy systems. Phil looks forward to continuing the humanistic expedition by nurturing First UU's spiritual sanctuary wherein other seekers can safely pursue their own journeys.

2016 Nominations to the First Unitarian Nominating Committee

Remaining on the Nominating Committee to complete their terms are Barry Marrs, Pat McGee, and Suzanne Perry. This year there are three nominees serving two-year terms:

Leslie Dickerson - 2 Year Term



Leslie has been a member of First U for over 20 years. She was the co-chair, with Connie Cluff, of the team that brought Welcoming Congregation certification to the church. In 2016, Leslie finishes her 3 year term serving on the Board of Trustees and had previously served on the Board for six years as the church moved to policy governance. Leslie and Rose dedicated their children Dillon and Samantha at First UU.

Edris Harrell - 2 Year Term



Edris Harrell and her husband David joined First U 11 years ago with their two children Will and Elise. Since then, Edris has taught CYRE and OWL, and particularly enjoys teaching the Questers class (4th & 5th graders). She served on the Connections Team, which planned social events for church families and multigenerational activities. Currently, Edris is on the Member Engagement and Development Team, has assisted in planning the annual church (now cluster) retreat since it started in 2010, and she helps the church to maintain a presence on Facebook. Edris works as a school psychologist in the public schools and has a love for the Spanish language and travel.

Deborah Zarek- 2 year term



Debbi has been a member of the First U for 5 years. She was chair of CYRE for 2 years, the chair of our biannual auction in 2015, and is currently a co-chair of the 150 year Anniversary Celebration. She has been a member of the nominating committee this past year and looks forward to serving the committee for 2 additional years. When she isn't busy volunteering, she works full time in her own business as an internal medicine physician, is the mother to her 3 children (Calvin, Maisie, & Audrey) and wife of Dave Donohue.

2016 Nominations of Delegates to the 2015 General Assembly:

First Unitarian church of Wilmington is permitted 8 delegates to General Assembly, based on the certified membership February 1, 2016. Delegates may be on-site or remote, according to current UUA procedures. The following 4 people have been submitted to be delegates for General Assembly in Columbus, Ohio, in June 2016: Maggie Duffy, Giovanni

First Unitarian Society of Wilmington, DE

Annual Meeting Agenda & Reports - 2015-2016

Maiorano, Nancy Pinson, Paul Pinson, Linda Sanders, and Suzanne Perry. Two additional delegates may be presented at the Annual Meeting on May 15, 2016:

Register now to attend the Unitarian Universalist Association General Assembly June 22-26 in Columbus, OH, and represent First U Wilmington as a voting delegate. The delegates who represent our church at GA this year will be presented at the annual Congregational Meeting for election. If you would like to be a delegate this June, please contact Marina in the church office at marina@firstuuwilm.org or by phone. For more information regarding GA, visit the website at www.uua.org/ga.

Strategic Planning Report

Summary of Progress

Strategic Plan FY2015 – FY2019

The Strategic Planning Committee is a Standing Committee of the Board that is tasked with monitoring the current Strategic Plan and creating a new plan each fiscal year. The Strategic Planning Committee collects information from the Executive Team, program team, and various lay leaders of the church to evaluate the progress toward the Strategic Plan and reports back to the Board quarterly.

The Annual Vision of Ministry

The Board chooses three strategies from the Strategic Plan to be the main priorities each year. This “short list” called the Annual Vision of Ministry (AVM) becomes the specific focus for the Executive Team for that fiscal year.

Despite all the changes made with hiring a new minister and not having an assistant minister, the strategies of the AVM have proven to be quite successful and it seems we are moving in the direction of inspiring worship and educational programming, shared ministry, and more volunteer involvement from members. (See Monitoring Reports for details.)

Strategies Beyond the Annual Vision of Ministry

There is a mixed amount of progress towards the strategies not included in the AVM. Although we have improved systems around welcoming and retaining members and we have a strong connection with the larger UU community, growth continues to be a struggle. We have not prioritized financial or volunteer resources towards outreach and marketing, including web-based initiatives. We continue to have some members very engaged in community action and social justice, yet these efforts still seem fragmented rather than unified and we have not developed an initiative for the whole congregation. Most of the capital campaign income has been spent to improve the building, but the condition of the building will continue to be a strain on the annual budget. (See Monitoring Reports for details.)

First Unitarian Society of Wilmington, DE

Annual Meeting Agenda & Reports - 2015-2016

Explanation of Changes to Plan for FY2016 – FY2020

The Strategic Planning Committee decided with the new energy and appreciation of our Mission that the Strategic Plan should be more Mission focused. As such, we have re-imagined the plan so that it is more consistent with our Mission. We have also re-organized the plan to provide a one-page simplified version of the Goals and the Strategies. This is then followed by a more detailed explanation of each strategy that includes ideas about tactics that could be used to implement the strategies. In this plan, we continue to focus our attention on spiritual growth, numeric growth, connecting with the larger UU community, and fighting for justice in the community. We have built into the plan more of a focus on participation, congregation health, and maintaining and planning for the future of our building.

Strategic Plan for FY 2016 – 2020

Goal 1: Nourish Minds and Spirits

- ❖ *Strategy A:* Provide exciting, inspirational, and dynamic worship for all ages.
- ❖ *Strategy B:* Provide engaging religious education experiences for all ages.

Goal 2: Grow and Strengthen the Beloved Community

- ❖ *Strategy C:* Strengthen outreach efforts to attract visitors to Sunday worship and special events.
- ❖ *Strategy D:* Be intentionally welcoming to newcomers in all we do.
- ❖ *Strategy E:* Continue efforts to improve member retention.
- ❖ *Strategy F:* Promote a culture of participation, engagement, and volunteerism.
- ❖ *Strategy G:* Revise and renew our covenant with each other.
- ❖ *Strategy H:* Continue to be a leader in growing the denomination and strengthen our interaction with the larger UU community to enrich our UU identity and share resources.

Goal 3: Fight Injustice & Transform the World

- ❖ *Strategy I:* Promote participation and engagement in community action and social justice activities.
- ❖ *Strategy J:* Collaborate with the larger UU Community on community action and social justice activities.

GOAL 4: Ensure Sustainable Facilities to Support Our Mission

- ❖ *Strategy K:* Make high priority repairs.
- ❖ *Strategy L:* Fund reserves in the operating budget to continue building maintenance.
- ❖ *Strategy M:* Create a vision for mission-focused facilities and land usage.

First Unitarian Society of Wilmington, DE

Annual Meeting Agenda & Reports - 2015-2016

On April 18, 2016 the Board discussed and approved the plan submitted by the Strategic Planning Committee. Committee members include:

Carolyn Bitzer	Donna Curtis
Beck Laster (Co-Chair)	Parry Norling
Suzanne Perry	Paul Pinson
Linda Sanders (Co-Chair)	Debbi Zarek
Ostin Warren (Ex Officio)	

To view the complete report, click on this link: <http://www.firstuuwilm.org/annual-meeting-congregation-may-15>

Proxy and Electronic Voting Bylaws Change and Certificate of Incorporation Amendment

Printed copies of the proposed bylaws and Certificate of Incorporation amendments will be available at the annual meeting. To view online, click on this link: <http://www.firstuuwilm.org/annual-meeting-congregation-may-15>

Financial and Business Reports

2015-2016 Treasurer's Report

As of March 31 (nine months of the fiscal year), we have an operating gain of \$77,547 which is needed to see us through the last three months of the fiscal year when traditionally we receive less pledge income (since those giving annually have already done so). Pledge income is slightly higher than last year at this time and All Other income is higher than last year by \$19,000. Expenses are running 3% under budget and the budget is lower than last year since we have moved to the single Minister model. We should end the fiscal year on budget and be able to fund our Reserves as planned.

Our income sources excluding pass-throughs are: 1) Pledge income=70%; 2) Rental income from the EEC – Child Care Center=16%; 3) Heritage (endowment) fund distributions=5%; 4) Building rentals (other than the EEC)=2%; 5) Non-Pledged donations= 4.5%; 6) Church Auction fundraiser (every other Spring) =1% to each of two years; Booster Cards and Coffee=1.5%

Going forward into the 2016-2017 Fiscal Year, our pledge income is forecast to be \$30,000 higher than this year's budget. This is the second year in a row with higher pledge income reversing a long downward trend. Our income from the Heritage Fund will be lower next year as we reduce the percentage withdrawn annually based on the lower forecasts for the stock market now and in the next few years.

With more income and less Staff as we moved to the single Minister model, we were able to restore prior salary reductions and will be able to give salary increases this year. We were also able to fully fund our dues to the UUA and JPD and are able to better fund our current

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

year building maintenance as well as reserve money for large maintenance projects. With our aging buildings and deferred maintenance, this is critical to fund over the coming years. We are searching for ways to get more funds annually for building maintenance and improvement projects based on the 20 year forecast developed by the Building and Grounds team working with the Strategic Planning team.

Our Balance Sheet (attached) continues to be in very good shape. Our total financial assets have decreased by \$154,000 to a total of \$2,082,000 due to the decision of the Congregation to spend \$179,000 of interest from our Capital Campaign fund on needed building maintenance projects as well as reductions in the value of our investments in the stock market. After a long series of sizable annual gains in our investments, this year has been a down year,

Especially important to the long-term future of the Church is the Heritage Endowment Fund. Please include this fund in your estate planning. There is a renewed campaign to enroll new members in the program. I encourage you to enroll. See Helen or Bob Foss who are co-chairing this important work.

The automated giving program from Vanco continues to be a success. Automatic withdrawal of funds from checking accounts or automatic charges to credit cards is a big productivity improvement for the Staff. It also smooths out our monthly cash flow. Please consider enrolling if you give on a weekly or monthly basis.

We hired the public accounting firm of Cover & Rossiter to conduct an external audit of our financials. They found that all of the balances in our accounting system matched actuals in our bank accounts and investment accounts. In addition, they reviewed our control procedures and made some minor improvement recommendations. In addition to our external audit, we continue to have internal audits performed by church members.

All of the above demonstrates strong stewardship of our assets and your financial contributions to the Church. Our money is being well-managed and being spent in accordance with the annual budget passed by the Congregation.

I want to recognize the Executive Team and the Church Staff for their very good work in tracking, managing and containing expenses again this year.

Respectfully Submitted,
Steven R. Cohen, Treasurer

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

Stewardship Campaign Report

We have received **243 pledges** totaling **\$505,575** which is **98.2%** of our pledge campaign dollar goal of **\$515,000** and **93.5%** of our pledge unit goal of **260**. Last year at this time, we had received **246 pledges** totaling **\$473,714** which was **96%** of our pledge campaign dollar goal and **95%** of our pledge unit goal of 260.

There are 8 Dropped pledges totaling \$5,800 (2 resignations from last year; 4 moving away; 2 Passed away)

Compared to the Campaign last year we have received:

Grouping	2016 To Date	2015 same time	2015 (June 30)
17 New/Returned pledges =	\$18,986	\$23,925	\$29,875
94 increased pledges with increase total	\$36,177	\$24,104	\$24,115.
112 pledges the same as last year =	\$ 0	\$ 0	\$ 0
20 pledges with decreases total =	(\$19,234)	(\$16,200)	(\$17,200)
8 Dropped pledges =	(\$ 5,800)	(\$13,220)	(\$32,334)
Total	\$ 30,129	\$ 18,609	\$ 4,456

Increased Pledges:

Grouping	Number	\$ Change	Total \$		\$ Change	Total \$
100% (new)	17	\$ 18,986	\$ 18,986	SAME:23 as of 6/30/15 =	\$19,088	\$ 19,088
10% or higher:	56	\$ 31,114	\$129,224	HIGHER:42 as of 6/30/15 =	\$17,668	\$ 55,594
1% - 9%:	38	\$ 5,063	\$126,281	LOWER: 43 as of 6/30/15 =	\$ 6,447	\$154,748
No Change	112		\$ 184,944	122 as of 6/30/15 =	\$ 0;	\$185,622

Decreased Pledges:

Grouping	Number	\$ Change	Total \$		\$ Change	Total \$
(1%)-(20%):	9	(\$ 3,610)	\$ 27,400	BETTER: 14 as of 6/30/15 =	(\$ 6,840)	\$51,920

**First Unitarian Society of Wilmington, DE
Annual Meeting Agenda & Reports - 2015-2016**

(21%)- (99%):	11	(\$ 15,624)	\$ 20,840	WORSE: 14 as of 6/30/15 =	(\$10,360)	\$15,720
(100%):	8	(\$ 5,800)	\$ 0	MUCH BETTER: 32 as of 6/30/15 =	(\$32,334)	\$ 0

We have raised \$31,861 more dollars than last year at this time and last year was a very good year. Increases are way up and decreases up somewhat. We have already exceeded last year's June 30 total by \$18,286. New or Returning pledges have far exceeded dropped pledges so far. Note that most of our Drops in prior years come when no response comes from some of the pledge units who we have not yet heard from.

The really good news is that our pledges are up \$30,129 from the same pledge units and IF all 29 remaining pledge units gave the same as last year, we would exceed our goal of \$515,000 by \$10,920. This is unlikely but we should be pretty close to the goal and \$23,000 - \$27,000 higher than last year's total. All of the Top 43 pledge units who contributed 50% of all pledges last year have now pledged.

The average pledge through mid-April was \$2,081 and the median pledge is \$1,300. For the first time, I have collected data by Voting Member and Friend/Associate Member. 311 Voting Members have pledged to date as well as 33 Friends/Associate Members. The average pledge per Voting Member = \$1,544 and per Friend/Associate = \$774. The average pledge *per person* = \$1,529 and the Median pledge *per person* is \$1040.

Congratulations to the Stewardship Team for the excellent work to date. Knowing the Stewardship total so early in the year really helps the ET and Board plan next year's budget.

Respectfully Submitted,
Steven R. Cohen, Treasurer

First Unitarian Society of Wilmington, DE Annual Meeting Agenda & Reports - 2015-2016

Balance Sheet, March 31, 2016

Assets		Liabilities & Equity	
Current Assets		Current Liabilities	
Operating Checking	\$ 125,988	Payroll Liabilities	\$ 3,015
Church Group Funds	\$ 56,591	Reserves	\$ 20,531
Petty Cash	\$ 50	SBPF Projects	\$ 90,253
Janney Donations	\$ 109,164	Group Funds	\$ 52,804
Heritage Fund	\$ 593,416	Other Current Liabilities	\$ 35,907
Capital Campaign Building Fund - Savings			
Savings	\$ 299,398	Total Current Liabilities	\$ 202,510
Vanguard	\$ 544,086		
UUCEF	\$ 295,231	Long term Liabilities	
Booster Cards Inventory	\$ 34,855	Reserves Fund	\$ 53,845
		Capital Expenditure Reserve	\$ 31,079
Total Current Assets	\$ 2,058,777	Deposits - Security	\$ 3,532
		Barnes Stain glass	\$ 75,467
Other Assets		Her & Desig gifts UUCEF	\$ 558,237
John Hancock	\$ 22,901		
		Total Long term Liabilities	\$ 722,159
Total Assets	\$ 2,081,678		
		Equity	\$ 1,157,009
		Total Liabilities & Equity	\$ 2,081,678

The detail Balance Sheet as of March 31, 2016 is available at this link in the Members' area under Quarterly Financial Reports.

(http://firstuuwilm.org/system/files/docs/field_private_file/private_document/March%202016%20P%20%20L%20corrected%204-21-2016.pdf) or via email from Marina VanRenssen (marina@firstuuwilm.org). Printed copies will be available at the annual meeting.

Profit & Loss, Budget vs. Actual, July 2015- March 31, 2016

The Profit and Loss report is available via email from Marina VanRenssen. Printed copies will be available at the annual meeting. A summary Profit and Loss report is available at this link in the Members' area of our website under Quarterly Financial Reports: http://firstuuwilm.org/sites/default/files/docs/field_public_file/document/Balance%20sheet%20board%20meeting%20March%202016.pdf

Proposed 2016 - 2017 Operating Budget

The 2016-2017 Operating Budget is available via email from Marina VanRenssen. Printed copies will be available at the annual meeting. To view online, click on this link: [Proposed 2016-17 Operating Budget](#)

First Unitarian Society of Wilmington, DE
Annual Meeting Agenda & Reports - 2015-2016

Proposed 2015 - 2016 Capital Expense Budget

The 2016-2016 Capital Expense Budget is available at this link:

http://firstuuwilm.org/sites/default/files/docs/field_public_file/document/FY%2016-17%20budget%20FINAL%20CAPITAL%20EXPENDITURE.pdf or via email from Marina VanRenssen. Printed copies will be available at the annual meeting.

First Unitarian Society of Wilmington, DE

Annual Meeting Agenda & Reports - 2015-2016

Non-financial Church Assets

Church Assets Categories not currently reported on balance sheet:

Real-estate related	LED Sign
Current site	Office equipment
Adjoining library property	Copiers, duplicators, printers
Property improvements	Computers, monitors, and network equipment
Plantings	Phone equipment
Playground	File cabinets
Benches	Educational/presentation equipment
Lighting and signs	Projectors and screens; audio/video players, speakers, and monitors; Room 25 conferencing technology, other electronics
Buildings	Cameras, audio/video recorders, microphones etc.
Church building	Sound systems
Furniture	Specialized lighting and controls (spots, Davis Dimmer)
Pews	Easels, chart pad holders
Chairs and tables	Kitchen equipment
Furniture in Warner Room	Ranges, ovens, dishwasher
Office furniture	Coffeemakers
Art work/antiques	Refrigerators, microwaves
Statues	Pots, pans, cooking utensils
Front door carvings	Dishes, cups, glasses, serving ware, silverware
Stained glass, angel window	Cleaning Supplies
Hangings – quilts, banners, mobiles	Maintenance materials, spare parts
Valuable old books, manuscripts, etc.	Paper, publishing supplies
Church Archives	Stationery
Candle holders, chalice, etc. used in services	Yard equipment
Organ	Tractor, mowers, tools, hoses
Pianos	Interior care equipment
Hand instruments	Vacuums, polishers, etc.
Sheet music library	Washer/dryer
Recordings	Tools, workshop equipment
Educational material	Miscellaneous
Church library books	Items of value held for committees or groups
Hymnals	
Curricula and curricula supplies	
Videos, slides, etc.	
Fixtures	
Drapes, blinds	
Risers, platforms	
Lighting	