



Unitarian Universalist Fellowship of Hendersonville

## Annual Meeting Agenda June 2, 2019

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Call to Order, Chalice Lighting	Jan Partin, President
Appointment of Parliamentarian	Jan Partin, President
Establishing that a quorum is present	Michael Yates, Secretary
Approval of 2018 Annual Meeting Minutes	Michael Yates, Secretary
Discussion of Brevard Road Property	Jan Partin, President
President's Report	Jan Partin, President
Minister's Report	Rev. Jim McKinley
Treasurer's Report	Harry Corrigan, Treasurer
Endowment Committee Report	Aubrey Harris, Chair
Governance Task Force Report	Joe Criscione
Interim Minister Search Task Group	Helen Bishop
Approval of Bylaws Amendments	Jan Partin, President
2019-2020 Annual Budget	Donn Swift
Nominating Committee Report	Liz Curtis, Chair

### Adjournment

*Note: Annual reports from staff and committees will be available in the office by June 30, 2019.*

**Call to Order, Chalice Lighting.** The UUFH Annual Meeting was held in the Sanctuary on June 2, 2019. The meeting was called to order by Board President Jan Partin at 12:30. Jan started the meeting with the Chalice lighting.

**Appointment of Parliamentarian.** Keith Dalbec was appointed to serve as Parliamentarian.

**Establishing that a quorum is present.** Board Secretary, Michael Yates, reported that a quorum was present. 66 members in good standing were in attendance and 12 proxies were presented to the Secretary by designated attendees prior to the meeting. Of the 170 members verified eligible to vote as of May 22 (12 days prior to the Annual Meeting), 51 (30%) constituted a quorum. Board President Partin reminded the Congregation that while proxy votes may be counted for regular business matters they may not be used for votes on proposed changes to the Bylaws.

**Approval of the 2018 Annual Meeting Minutes.** The minutes from the June 10, 2018 Annual Meeting were distributed as part of the document package e-mailed to all members and a reading of the minutes during the meeting was thus waived. Marion Bradford **moved to approve** the minutes from the 2018 meeting; the motion was **seconded** by Ron Partin and **approved** by unanimous voice vote.

**Discussion of Brevard Road Property.** Board President Partin reported that the sale of the Brevard Road property is on-track, with the due diligence period having expired on May 31 and the closing anticipated for June 14. She reported that the sale price is \$240,000 and these funds, once received, will be put into a building fund for future campus expansion.

**President's Report.** Jan Partin's report, summarizing progress made on Board objectives and highlighting many notable UUFH events, was shared by e-mail prior to the meeting; it is also attached.

**Minister's Report.** (forthcoming, and attached)

**Treasurer's Report.** The Treasurer's Report (attached) was shared by e-mail prior to the meeting. Harry Corrigan, Treasurer, noted in his remarks that UUFH has had a good year and may finish with a small surplus (though he noted it is hard to tell for sure before the end of the fiscal year). He also reported a sizable increase in the Endowment Fund, thanks especially to generous gifts from the Harriet Ball and Don and Suzy Camp-Goodman estates. The Brevard Road property is under contract to sell at \$240,000, less costs of sale; as noted earlier by the President, funds received will be used to help with future expansion of the campus.

**Endowment Committee Report.** The Endowment Committee Chair's Report was shared by e-mail prior to the meeting and is attached. In his presentation Aubrey Harris, Chair, summarized how the Endowment Committee works (i.e., reviewing and, as appropriate, recommending Board approval of projects that are not part of the regular budget) and noted that the Endowment now stands at just over \$350,000. He encouraged members of the Congregation to join this "wonderful committee."

**Governance Task Force (GTF) Report.** No report was available at the time of the meeting, though Board President Jan Partin provided a brief summary in her President's Report. She noted that the GTF "has been working all year on developing a governance model and governance policies that are addressing the need for more clarity, better organization, and updated policies for a growing congregation." She anticipates that the GTF will most likely complete the policies in time for next year's Annual Meeting, a view that was reiterated by Helen Bishop later in the Annual Meeting. Helen also noted (in response to a question from the floor) that regular updates on the GTF's work will be provided to the Congregation, including through Congregational Conversations.

**Interim Minister Search Task Group.** Helen Bishop’s report was shared by e-mail prior to the meeting and is attached. In her oral presentation she added that Don Rollins is an accredited Interim Minister and is “unbelievably well qualified,” with strong skills in Governance; he is also a writer and musician and will arrive with his partner (Mary) and her daughter (Samantha). She also noted that we will need to think fairly soon (with additional Congregational Conversations, and as we develop greater clarity on Governance and Ministry roles) about what we want in a settled Minister, and about a new Search Committee (with tech-savvy people who can facilitate the sometimes challenging work with UUA).

**Approval of Bylaws Amendments.** Jan Partin led discussion of two proposed amendments to the Bylaws (these were shared by e-mail before the meeting). The first was to change the frequency of financial audits/reviews from every year to every other year. Donn Swift **moved** to approve the amendment, **seconded** by Ron Partin. However, the amendment was questioned by Marion Bradford, who argued that an audit/financial review is also important whenever there is a change in the Treasurer or Bookkeeper. Skip Sheldon then **moved** to change the amendment’s language to “every two years or when the Treasurer or Bookkeeper changes.” His motion was **seconded** by Kitten Bulen, and both this change (i.e., amending the proposed amendment), and the modified amendment to the Bylaws, were **approved** by unanimous voice vote of the Congregation.

The second amendment proposed was in Article III, Membership, changing the word “classes” to “categories” (i.e., to read “two (2) categories of membership, MEMBERS and LIFE MEMBERS”). Ed Law **moved** to approve the amendment, and the motion was **seconded** by Helen Bishop. The amendment was **approved** unanimously by voice vote.

**2019-2020 Annual Budget.** Donn Swift summarized some highlights in the budget (the budget was shared prior to the meeting by e-mail and is attached), including increased costs for an Interim Minister (necessary for UUFH to be competitive in the Interim Minister search); some clarification was requested from the floor, e.g., on health insurance costs, with Donn, Helen Bishop, and others providing additional information, as appropriate (noting, however, that some additional details could be forthcoming only after the Interim Minister has arrived). Donn also noted small increases for Family Ministry, Office Director, Bookkeeper, and Music Director, as well as an increase of \$7,300 to meet our regular contribution to UUA (UUFH has been behind on this in the past). Donn shared that our very successful Pledge Drive brought in an additional \$35,000 (when compared with last year’s total) and this will help to defray the additional costs; in addition, an auction is planned for this fiscal year and that should bring in additional resources (with Ron Partin noting from the floor that help for the auction will be needed, asking anyone interested to send him an e-mail). Chuck Elston made a **motion** to approve the budget, this was **seconded** by Ed Law and **approved** by the Congregation through unanimous voice vote.

**Nominating Committee Report.** Liz Curtis, Chair, read the Nominating Committee Report, listing current and nominated members of the Board and Elected Committees (also shared before the meeting by e-mail and attached). She noted that more people are needed for the Pledge Drive Committee. Keith Dalbec asked if there are any additional nominations from the floor for any position, with just one offered; Simone Shoemaker nominated Paul Shoemaker for the Pledge Drive Committee and he agreed to have his name go forth. Marion Bradford **moved** to accept the Nominating Committee Report (with the additional nomination of Paul Shoemaker) and his motion was **seconded** by Helen Bishop and **approved** unanimously by voice vote.

**Adjournment.** Keith Dalbec **moved** to adjourn the 2019 Annual Meeting, this was **seconded** by Kitten Bulen and **approved** unanimously by voice vote. The meeting was adjourned at 1:37pm.

Attachments

**President’s Report  
Minister’s Report  
Treasurer’s Report  
Endowment Committee Report**

**Interim Minister Search Task Group Report  
2019-2020 Annual Budget  
Nominating Committee Report**

Where to we begin! This has truly been a year of transition!

The 2018-19 Board of Directors held their annual retreat in July 2018 and came up with the following goals:

1. Communicating/Engaging with Congregation

The Board will ensure that it keeps the congregation informed and listen throughout the transition process (e.g., on the search for an interim minister, filling staff vacancies, governance process, campus planning), including on how members may contribute. This should help ease some of the anxiety of transition and build greater shared ownership for the way forward.

2. Minister and Staff Decisions

An interim minister will be selected, and vacant staff positions filled with little or no interruption in services. For the interim minister, an Interim Search Committee is being formed (to include representation from the Committee on Ministry, Board, and Family Ministry); interviews will begin in April (in coordination with the UUA) and a candidate will be recommended to the Board and Congregation in June. For the Family Ministry Coordinator, a replacement is expected on board by mid-September, with the incumbent, Vicki Benavides, leaving at the end of that month. The Office Manager and Bookkeeper vacancies will be addressed later.

3. Policy on Governance

The Board will adopt a set of board policies by the end of 2018, addressing issues such as the role/responsibilities of the Board and Minister. The Governance Task Force will be responsible for drafting and sharing policies with the board and congregation.

4. Facilities Planning

Working with the Campus Planning Team, the Board will ensure that a concrete plan is developed with the help of an architect to identify what we can do, when, and at what cost (in whole or in part) to achieve our objective of upgrading the campus. The Board will keep the congregation informed each step along the way. Because of all that has been going on this year, this goal was not implemented. It certainly is on our radar for the coming year and beyond.

The other 3 goals were addressed as follows:

The board held the first Congregational Conversation in September. Helen Bishop, chair of the Interim Search committee, described the Interim Search process; Peggy Law, chair of Personnel, introduced our new Family Ministry Coordinator; and there was a discussion of the Love Is Love banner. With regard to the banner, the consensus of the members present at the meeting was to continue with a banner but perhaps change the wording- which we did. Julie Dyer and Alisia donated the new banner that has been in place since last December.

In keeping with the board's first and second goals, the Interim Search committee has kept the congregation informed throughout the search process through not only the Congregational Conversations, but through articles in the "Beacon" Newsletter, E-blasts and reports to the board. I have devoted several of my President's columns to the topic.

The Personnel committee hired Sonja Jones as Family Ministry Coordinator in September, but because of personal circumstances, she had to resign in December. The Family Ministry Council and teachers have held the program

together beautifully with the help of Hannah McKinley who was hired to fill in until a new Family Ministry Coordinator could be hired. It looks like that will happen sometime this summer.

The second Congregational Conversation was held in February and addressed the following:

- Update on Interim Ministry Search Committee: Helen Bishop
- Website Development: Susan Maybin and Amy Landers- our new website is very close to being online!
- Family Ministry Update: Family Ministry Council- Stephen Cefalu gave a very thorough update on how the Family Ministry is coping.
- Governance Task Force: the committee reported on possible governance models. Also a forum was held to discuss GTF progress and answer questions about their work.

In order to better communicate with committees, board members were assigned as liaisons to various committees. Their task this year has been to attend at least one or more of their committee meetings, explain their role and report back on issues of interest to the board.

The Governance Task Force has been working all year on developing a governance model and governance policies that are addressing the need for more clarity, better organization, and updated policies for a growing congregation. Joe Criscione will speak to this in his report. The Task Force had hoped to have a draft of policies for the membership to consider at the annual meeting. Although they have had a good start, they will most likely complete the policies in time for the Annual meeting next year.

Chronologically, here are some of the highlights of the year:

At the end of September we had a grand send off for Vicki Benevides, who had been the RE and the Family Ministry Coordinator for over 20 years.

In November, Barbara Eck and her committee held a Craft Fair with a dazzling array of craft items that raised about \$1400.

Also in November, the Membership Committee under the able leadership of Susan Maybin, Cheryl Snyder, and Susan Harris, held the first of their workshops called Connections- Congregational Toolbox. It was designed as an educational tool for all new members and new friends as an opportunity to take a look at the workings of UUFH.

The Wrap-It-Up Appeal in late November through December was a tremendous success with a stunning \$9100 raised from 72 members and friends.

Thanks to Colby Landers, our sound panels were installed in mid-December. They have made a great deal of difference in the acoustics in the sanctuary and are aesthetically pleasing as well! Thanks also to Joe Criscione and Jim McKinley for helping make this happen.

In January, the Personnel Committee began the hiring process for a new office manager. Elizabeth Thompson was hired and began working in late April. A fond farewell will be held for Sandy on May 19. My special thanks to Peggy Law, chairperson, Kate Potter, and Josefa Mandario for an outstanding job.

Bill Elder, our bookkeeper, decided it would **not** be a good time for him to leave knowing everyone else would be new. We are eternally grateful for the continuity and institutional stability he is providing in a time of great change.

The Canvass Committee under the able leadership of Ed Law began working on the Pledge Drive in January, carried out the drive in March with the help of Becky Reid and the Neighborhood group leaders that culminated in late April with an amazing pledge total of over \$205,000. Thanks to Ed, Susan Carrara, Meg Hoke, and Claire Booth.

In February, the Interim Search Committee began preparation of information packets for the interim search. As of the writing of this report, they have received a total of 8 applications from various candidates thanks to their incredible work. Thanks are due these hard-working folks; Helen Bishop, chairperson, Chuck Elder, Judy Long, and Joe Criscione.

Jim McKinley will be giving his last sermon on June 2 and will be leaving us on June 15. Under the leadership of Paul Shoemaker, a celebration of his ministry at UUFH will take place June 1. After 21 years, Jim will no longer be our minister and spiritual leader. I know we all wish him well on his next life adventure.

#### Security Team

We are grateful to Jack Caldwell and the security team. Jack has put together a top notch group of individuals and working with Regina Hutchison's Welcome Team, they have given us all a safer space in which to worship this year.

#### UUFH Art Award

The winner this year of the UUFH One Planet, One World Award, sponsored by the Arts Council of Hendersonville, was Catherine Langsdorf. The category is meant to symbolize the First and Seventh Principles of UU faith; the inherent worth and dignity of every person and respect for the interdependent web of all existence of which we are a part. Through the generosity of Liz Curtis, Josefa Mandarino, Joan Jackson and others, the committee purchased the painting and it is hanging in the foyer of the Fellowship. The words on her painting are those of former President Barack Obama, who spoke during an interfaith prayer vigil following the Sandy Hook tragedy- the painting was a final product after many years of wrestling with her feelings at the loss of life within schools at the hands of individuals with guns.

#### Brevard Property.

We received another offer on the Brevard property and as of this writing; it is still in progress to close on June 14. The funds will be used to help with the expansion of our campus.

#### UUFH Audit for 2017-18

Steve Tipps and his committee did an outstanding job preparing the yearly audit. They not only conducted the audit, but also designed a checklist for various committees to follow so as to keep records consistent from year to year.

#### Facilities

I know my report is long, but I would be remiss if I didn't mention the work that Ken Schmidt accomplished along with Tom Repici. Mold was discovered in the nursery room closet as well as in the women's bathroom. With a crew of men, Ken was able to remove and clean up both areas and saved the Fellowship over \$3000. He also took

on the task of finding a cleaning company that was within our budget. After interviewing at least 4 companies, he recommended Stratus Building Solutions of Asheville to the Board. They advertise themselves as an industry-

leading green commercial cleaning and janitorial service. They began cleaning May 1 of this year. Ken guaranteed we would see no more cobwebs!!

The Social Justice Outreach Team has been very active this year and are culminating their efforts by hosting a Social Justice workshop for regional UU churches, sponsored by the UU Justice Ministry of North Carolina. The event will take place Saturday June 1 for social justice leaders throughout Western North Carolina. As of the writing of this report, there were about 40 people registered to attend.

Finally, I'm happy to tell you we have a Welcoming Congregation Task Force that will begin working on recertification as a Welcoming Congregation which is no small task. Helen Bishop's fiery sermon several weeks ago inspired a number of people to action.

And really, finally, thank you to the Board of Directors who have been wonderful to work with this year. I could not have asked for a better, more dedicated group of folks! A special thanks to those going off the board: Joe Criscone, who served 2 terms as President and this past year as past President; Donn Swift, who has served as Finance Chair; and Pat Caldwell, who has served for 3 years as an At-Large Board Member.

Again, thanks to all who have made this a memorable, successful year for UUFH. It's been a pleasure serving as President of the Board of Directors.

In the Spirit of Love,

Jan Partin,

UUFH Board President

*Transcribed from a recording of the meeting.*

It's been a good year and it's been a difficult year.

For the good year you've heard about the pledge drive. What I think you ought to remember is that we lost 2 or 3 of our largest donors in the last year. You then made up that total with a very successful pledge drive.

In the interim search you've heard that 8 highly-qualified candidates applied. They wanted to come here because of the attractiveness of this area—obviously—but also because of the attractiveness of this congregation and of what they know about you and this place.

Now to Family Ministry. Remember to recognize the transitions that were happening all year. All along you navigated them well. When Vicki retired, you lost the DRE that had been here for over 20 years. Things changed a lot. Sonya came on. She inherited a recent change to how the children were up in the front of the service. Several of you didn't like how that went at first. We hadn't been prepared for the change. The children weren't prepared. So as soon as we saw what was happening, Sonya and I met and rethought it. She worked with the children. Let them know what was expected of them. They learned what to do during their time upstairs. We kept growing through the transition together. To where, at this point, people are excited about being a part of the program. You have a sense of who you want to be and how you want to be it. And, I want those narratives to be told more than the narratives of anxiety and critique so that they become the story because this congregation—you—navigated these rough patches very well to get to the good place and energy that characterizes the program now.

The governance task group has had its struggles too, but it's done good work and has established a motion forward. It helped the congregation move far enough along in the process to where you were able to attract an interim minister who recognized the work you were doing and said, "I'm good at this. I'd like to be with you to help you do the work you're doing."

So, it's been a difficult year, but it's also shown you how UUFH, we, can handle difficulty and handle it well.

At this moment I'd like to shift a little and speak to you as an interim might because that's what I've become; I'm not the settled minister anymore and the time is very short. A lot of the difficulties for this year arose out of and following my announcement of my retirement at the end of last year and then Vicki announcing hers soon after. But they also emerged out of the structure and out of who you are as an organization. You are the Unitarian Universalist Fellowship of Hendersonville. What groups name themselves a "Fellowship"? Congregations without a minister do. Your current organizational structure comes directly from that time when the group started up without a full-time minister and that first structure has carried forward. You were organized for volunteers without a minister. Then, with the addition of a part-time minister things changed some. And when I arrived, I became the first full-time settled minister. The Basic organizational structure hasn't changed to catch up with who you are now and to lead you into who you can become.

All the executive director power resides in the President (of the Board). None of that power that you understand from your experience with your jobs and other organizations resides institutionally in the minister. Over the years we've managed to locate more of the coordinating, energy that connects us together has accrued to and been located informally with the minister and the professional staff and the office. We refer to it as soft power. That's because it's not spelled out in policy. It doesn't exist anywhere to fall back on. This year after I announced my retirement that soft power dispersed quickly. The congregation, you, moved on into a sense of what you saw you needed to do for the next minister. And as is natural, you often looked past the minister and soft structure you had. More of the Fellowship character that is in our name returned. As a result of that, many times things were not as well coordinated as they might have been even with the best efforts amidst all that was going on. You were unable to make highest and best use of the experience and time of the professional staff you still had.



The good use and care of professional staff is a fiduciary responsibility the organization has to protect. Things did get done this year by excellent committee work and outstanding members and you deserve high praise. As we've said before, we, you navigated this transitional space well but the things got done because of many meetings and the expenditure of much time. You showed that such a way of doing things is workable, but it is not sustainable for this time and this place. It is also not younger-member welcoming, inviting or friendly. I say these things to hold them up in this transitional moment so that they may become a point to recognize and reference as part of the learning adjustments you do so well when the need becomes clear.

So here is where the opportunity to change the governance of UUFH enters—the need and opportunity to create a new DNA, the opportunity to codify an organizational structure that is not so personally vulnerable and time-consuming but is more congregationally responsive. An organization that is less committee-intensive, but more able to be strong, effective and inviting of time and energy in the modern world. The work you are doing with the Governance Task Force seems headed in that direction.

A central piece of the new structure is what's called congregational conversations – conversations that explore open ended questions as well as consider options; Conversations that listen as well as present. I was going to diagram where they fit in the structure to show how central and important they are, but I won't take the time. UUFH is at its best when it has held the congregational conversations needed for congregational ownership. The security plan is a great example. Before it was put into congregation-wide conversations—before it was owned—there was back and forth and side arguments and critique and people were at each other. But, when we were able to have the conversations in the community and people were able to share together what they thought and sought and what they liked and didn't like and were able to work that out, the security plan that was once contentious just became ours. It wasn't ongoing issues and arguments. For another example, just appreciate where you are sitting. Look around at the sanctuary. It's the result of conversations that then created a clear vision that was entrusted into a few people's hands to make real. You trusted them because you'd been part of creating that vision. Now you enjoy and benefit from a sanctuary that says more who you are without saying a word.

The same can be true of your staff. The same can be true of how you organize this congregation. The minister's role as you have it now doesn't have clarity, but it could have clarity, responsibility and accountability. You could have congregational conversations all during the year, so you all have a voice. Then, the Board and the Staff and lay ministry leaders would get together before the new program year to create goals and a vision of ministry to guide the year to come. Goals so that you can say to the Staff “here, do this work, make the vision real with and through us”. A central part of the work would be engaging you and your time in inviting, effective clear ways so that you are growing personally and we as a congregation are moving forward. The work then isn't so much then about daily conversations and concerns where the direction has to be renegotiated and reestablished at juncture as it is about feeling part of a bigger picture that we are all working toward. And at points along the way, you can evaluate how you've done, how you are doing. The staff can know how well they've done and are doing. They can be secure in their work. It's not so much how well you like them or not, it's more about the job they've done, and a part of that job includes how well you like them, but you can evaluate that, too. So, I hope you'll do this structural work and help your voice become more real, more powerful in the world. That's what younger adults need. That's what you need.

Look around the room and who's attending this annual meeting this fine Sunday afternoon. There is only one younger adult in the room right now. When you talk about multiple committee meetings, younger adults don't even hear those words in a way that they will respond to. So, I would put out to you, as one of my last things, a challenge to retirees. In doing that I also now challenge myself. People are looking for that something more of a larger belonging and meaning. They're trying to reach for that which matters. That is what you have. Now, it's time to work on the hospitality mantra/compact mission statement: “meeting people where they are with what you have to offer.”

And I hope what you have to offer can become that organization that will invite younger people in and empower their gifts and talents to transform lives and change the world.

As we are this year, we have gone back twenty years in our organizational coordinating understanding. And you don't want to do that. You want to move forward; you have to move forward. Yes, you've shown you can do the work needed in the push and needs of right now. You've done that work well, but the way you've fallen back on will limit who you can be in and for the world if you carry it forward. Please don't do that. Make it possible for the younger ones of us to be the ambassadors to the future that we, the older ones are no longer.

I thought of the phrase which I hesitate to say because of how Keith might use it; being a grandparent, being a grand parent. That means giving priority to supporting younger people in making a good life and bringing their life to the good of the world. How are you going to do that in a grand way?

I think the Family Ministry Program should be central to your work and journey. I said that coming from a rocky beginning, this year has reclaimed a healthy core for a strong program, and I hope you'll go forward with all that good work in order to integrate the program and people and energy more fully into the congregation.

That's a quick summary of what I wanted to highlight in this interim space. Are there any questions or comments at this point?

And now I will close as I have closed all my annual reports: For all that has been accomplished and that you hope to accomplish, I thank the staff of UUFH, professional and volunteer. To the staff, thank you Sandy. Thank you Katherine and Bill and Amy Landers and Rev. Judy and now Elizabeth or ET as her granddaughter calls her. It is their training, gifts and generous commitments that make who you are possible year after year. For the generous commitment, devoted deeply felt leadership of Jan Partin as our President, we say thank you. Thank you, Jan. (She wants me to wrap this up.) And, I say a personal thank you to each and everyone one of you. All of you who make this community what it is. I used to say "this community that is us" but that doesn't fit as well anymore. This community that is now you, your congregation. Look around in gratitude and together let's say to each other, "Thank you." It's your song.

It has been a pleasure and honor to serve this inclusive, engaged community of faith that is this beloved Unitarian Universalist Fellowship of Hendersonville. Thank you for all your voice and this opportunity.

Now, as we move into a moment of memory, let us focus on our breath in order to place the business of the meeting aside. Let us shift more into the warmth and strength of our relationships in this community as we pause in a moment of silence for members and friends who have passed into memory this year.

Please rise in body or in spirit.

(Sound the bell.)

We remember Vi Windsor, Erika Macklin, Susie Camp-Goodman. And, it was before this meeting last year that Harriet Ball passed away.

Are there any others that you would like to include in the embrace of our circle of memory?

Joan Kahn Schneider, Henry Sharpe

Time passes too quickly. Are there others?

We are better for their lives among us.

We are saddened that they are gone.

We miss them one and all.

We carry them in our hearts.

And with the expression and nature of our commitments, we carry them in our lives.

Let us sing together from memory if you can, Hymn #123, "Spirit of Life."

Thank you.

It is hard to tell for sure three months before the end of the fiscal year, but it appears we may finish with a small surplus.

As of March 31, we had a budget surplus of \$26,613, with total income of \$188,145, and total expenses of \$161,532. This surplus is slightly more than the typical deficit that we run in the third quarter. However, so far in April we have been running a monthly deficit somewhat above usual, so it is hard to predict exactly how we will finish the fiscal year.

The Connie Harris legacy account had a balance of \$156,890 on March 29. This is up from \$153,521 at the beginning of the fiscal year. This fund has no legal restrictions on its use, but the Board has decided to restrict its use to physical improvements to the fellowship campus, in accordance with Ms. Harris' expressed preference.

The Capital Maintenance Fund has a balance of \$16,264; this is down from a balance of \$34,669 at the beginning of the fiscal year, mainly because of the expenditure of over \$15,000 for the acoustical panels. The operating reserve is \$19,155. This is unchanged for the fiscal year.

On March 31, the Endowment had total assets of \$350,699. This compares to \$279,578 at the beginning of the fiscal year. Most of the increase is due to generous gifts from the Harriet Ball estate and the Don and Suzy Camp-Goodman estate. The assets include \$17,879 available for funding of special projects eligible under the by-law rules.

As of the date of this report [April 2019], the Brevard Road property is under contract to sell at \$240,000, less costs of sale. The sale was scheduled to close mid-May.

Final full fiscal year numbers will be in the June Treasurer's report, available in July.

**Purpose**

The UUFH Endowment Fund was established to support the goals and mission of the Unitarian Universalist Fellowship of Hendersonville. It is separate legally and financially from UUFH, operates with bylaws approved by the congregation of UUFH, and cooperates with Board to provide funds for special projects that are in the long-term interest of the congregation.

**Projects for July 2018- April, 2019**

Only interest and dividends from investments may be spent for projects that have a long-term impact on programs. The projects must not be ongoing expenses such as those shown in the annual budget but provide support for specific needs and enhancements for the congregation. Two projects totaling about \$1,012.85 were approved for endowment funds from July 2018 through April 2019. Those projects and approved amounts are listed below:

- Oasis in the Sanctuary.....\$262.85
- New UUFH Photo Directory.....\$750.00

The Endowment Fund financial report from March 31, 2019, shows \$17,879 is available for projects which are submitted using the special projects form. Projects must be approved by the Endowment Committee and UUFH Board using criteria for endowment projects. The March 31, 2019 endowment financial report is listed on page 2 of this report.

**Investments**

Total endowment assets (through March 31) was \$350,699 allocated according to board guidelines of 30-40% equities and 60-70% bonds/cash.

**Contributions**

The Endowment Fund accepts contributions in the form of gifts, bequests, memorials, and recognitions. These contributions serve to recognize special days and special people in the lives of members and friends of the congregation and may come in the form of cash, stock, or insurance benefits. So far this year, we have received \$57,007 in contributions to the fund. The majority of this amount came from two estate gifts. The Harriet Ball gift was \$46, 427 and the Don and Suzy Camp-Goodman gift was \$9,980.

**The Bequest Society**

The Bequest Society supports the long-range goals and programs of the congregation by providing a legacy gift often through wills or trusts. Anyone interested in becoming a member of the Bequest Society may contact Barbara Eck or the UUFH Office.

**UUFH Endowment Fund Financial Report, March 31, 2019**

Balance in UUFH Vanguard Endowment account	\$312,505.27
Harriet Ball bequest assets (now in UUFH IRA) Vanguard LTIG Admiral shares	37,669.50
Accumulated cash	524.22
Total endowment assets	\$350,698.99
Accumulated income in Vanguard Endowment account	17,355.02
Accumulated income in IRA account	524.22
Available for future grants	\$17,879.24

Members of the Interim Ministry Search Task Group (Helen Bishop, Joe Criscione, Chuck Elston & Rev. Judy Long) were appointed by the Board to manage the process of finding an interim minister for the Fellowship. We worked with the UUA's Transitions Office to post a comprehensive application that included demographic information about the congregation and community along with a brief history of the Fellowship and perspectives on its strengths and growing edges. We also worked with Amy Landers to obtain Zoom, so we could conduct interviews and meetings on-line. We received a list of eight ministers interested in working with the congregation. After multiple interviews and reference checks, we recommended the Rev. Donald Rollins to the Board, which approved our choice. Rev. Rollins will begin his work as our interim minister on August 1. His Letter of Agreement can be extended for a second year by mutual agreement. We are pleased to have been able to serve the Fellowship in this process.

<b>UUFH BUDGET 2019-2020 - Page 1 of 4</b>	<b>Acct. #</b>	<b>2019-2020</b>	<b>2018-2019</b>
<i>Pledges &amp; Contributions</i>			
Contributions not pledged	4050	12,000	10,000
Pledge Income after canvass	4073	0	2,500
Anonymous cash	4080	5,000	4,500
Pledge income	4098	210,000	175,000
Sub-total pledge & contr.		227,000	192,000
<i>Other Income</i>			
First Bank Interest	4415	0	150
Transfer from Care Shaw		981	
Transfer from Concerts		3,000	0
Transfer from art fund	4901	2882	1,500
Transfer from coffee sales	4902	500	500
Auction income	4903	8000	4,000
Transfer from vision fund	4905	199	3,000
Fundraiser income	4906	0	10,000
Transfer from Brevard OP A/C	4907	2,061	0
Miscellaneous income	4915	1,000	1,000
Rental income	4925	0	1,000
CD, copier, Beacon income	4930	0	100
Grocery project income	4994	3,000	3,000
Brevard prop. Corp. dividend	TBA	5,000	0
Sub-total other income		26,623	24,250
<i>Total Income</i>			
Total income		253,623	216,250
<i>Expenses</i>			
General administration	5060	0	100
Postage	5210	770	0
Office supplies	5220	2,700	2,700
Copier rental & maintenance	5235	3,800	3,800
Sub-total office expense		7,270	6,600
<i>Computer</i>			
Maintenance/software	5310	1,500	1,150
Internet service	5340	960	1,140
Sub-total computer		2,460	2,290

UUFH Budget 2019-2020 - Page 2 of 4	Acct. #	2019-2020	2018-2019
<i>Telephone</i>			
Phone expense	5420	1,830	1,700
Minister's cell phone	5425	0	1,000
Sub-total telephone		1,830	2,700
<i>Salaries</i>			
Minister salary	5,510	53,075	47,727
Minister housing allowance	5515	11,092	12,100
Minister SE tax supplement	5516	4,909	2,842
Minister retirement UUFH	5520	6,417	5,938
Minister retire employee	5521	0	2,375
Minister health insurance	5525	6,691	4,942
Minister UU group insurance	5530	1,293	2,200
Minister professional expense	5535	8,158	3,483
UUA Interim Training		1,375	
Interim Sabattical Fund		917	
Health insurance reserve	5537	0	367
Minister travel & moving		0	0
Sub-total minister		93,927	81,974
DFM HIS supplement	5539	0	424
DFM salary	5540	24,000	19,725
DFM retirement	5541	1,920	578
DFM NURSE Salary	5542	2,000	1,578
Office manager HIS supplement	5543	1,200	645
Office manager retirement	5544	0	624
Office manager salary	5545	18,304	12,730
Bookkeeper salary	5546	14,000	13,212
Music director salary	5547	21,763	21,232
Music director HIS supplement	5548	1,655	1,615
Music director retirement	5,549	2,134	2,082
Employer's taxes	5550	11,034	5,107
Sub-total Salaries		191,937	161,526



UUFH Budget 2019-2020 Page 3 of 4	Acct. #	2019-2020	2018-2019
<i>Sunday Services</i>	5600		
Speakers	5620	3,000	3,000
Misc. worship expenses	5622	0	300
Recording expense	5640	0	100
Sub-total Sunday programs	5610	3,000	3,400
<i>Music</i>			
Musician guest	5655	1,500	1,400
Music purchases	5660	400	500
Other music expenses	5670	250	300
Music director prof. devt.	5675	200	100
Sub-total Music	5650	2,350	2,300
Sub-total Sunday services	5600	5,350	5,700
<i>Member Services</i>	5700		
Website hosting	5721	450	350
Survey Monkey	5722	0	228
Advertising	5723	0	0
Website maint. & FB	5724	0	1800
Coffee hour expenses	5745	400	400
Sub-total member services		850	2,778
<i>Committee Expenses</i>	5850		
Membership	5860	650	650
Ministry	5865	0	0
Library	5870	100	100
Pastoral Associates	5875	150	150
Child Care special events	5877	0	100
Arts	5888	0	0
Sub-total committee expenses	5850	900	1,000
Sub-total member services	5700	1,750	3,778
Unsung hero award	5942	50	50
UUA Boston	5960	15,300	8,000

<b>UUFH Budget 2019-2020 - Page 4 of 4</b>	<b>Acct. #</b>	<b>2019-2020</b>	<b>2018-2019</b>
<i>Education</i>	6000		
Religious education	6015	2,400	2,000
RE volunteer training	6016	500	500
DFM Prof. Devt.	6017	500	500
Sub-total Education	6000	3,400	3,000
First Bank charges	6095	100	600
Pledge Drive expenses	6172	700	1,100
Building cleaning services	6215	4,000	3,500
Building int./ext. services	6245	1,100	1,100
Building int./ext. supplies	6260	800	800
Lawn Care	6275	3,000	4,300
Landscaping	6280	1,000	350
Snow removal		400	0
410 Cottage maint.	6300	250	100
Electricity	6355	4,500	3,300
Gas	6360	2,000	1,650
Water & sewage	6365	600	600
Waste removal	6370	300	250
Sub-total utilities		7,400	5,800
Insurance	6390	5,140	4,800
Furnace & AC	6410	1,100	1,100
Building contingencies	6415	0	0
<i>Total expenses</i>		254,337	217,056
Net Surplus (Deficit)		-714	-806

Current and **Nominated** Members of the Board and Elected Committees  
 These were the slate of candidates as of May 16, 2019

### BOARD OF DIRECTORS

President	<b>Susan Grider</b>	1 year term ending 2020
Vice President	<b>Mike Yates</b>	1 year term ending 2020
Secretary	<b>Josefa Mandarinino</b>	1 year term ending 2020
Treasurer	Harry Corrigan	1 year term ending 2020
Finance Chair	<b>Ed Law, pending election by the committee</b>	2 year term ending 2021
At Large	<b>Susan White</b>	2 year term ending 2021
At Large	Vicki Power	2 year term ending 2020
At Large	Becky Elston	2 year term ending 2020
Past President	<b>Jan Partin</b>	1 year term ending 2020

### FINANCE COMMITTEE

Sal Mandarinino	3 <sup>rd</sup> year of 3-year term ending 2020
Ed Law	2 <sup>nd</sup> year of 2-year term ending 2021
Harry Corrigan, Treasurer	3 <sup>rd</sup> year of 3-year term ending 2020
<b>Jin Parker</b>	1 <sup>st</sup> year of 3-year term ending 2022
<b>Bill White</b>	1 <sup>st</sup> year of 3-year term ending 2022

### ENDOWMENT COMMITTEE

<b>Aubrey Harris, Chair</b>	1 <sup>st</sup> year of 3-year term ending 2022
<b>Barbara Eck</b>	1 <sup>st</sup> year of 3-year term ending 2022
Liz Curtis	3 <sup>rd</sup> year of 3-year term ending 2020
Pat Trask	2 <sup>nd</sup> year of 3-year term ending 2021
Skip Sheldon	2 <sup>nd</sup> year of 3-year term ending 2021
Chris Hicks	2 <sup>nd</sup> year of 2-year term ending 2021

### NOMINATING COMMITTEE

<b>Jan Partin (Past President)</b>	1 <sup>st</sup> year of 1-year term ending 2019
<b>Vicki Benavides</b>	1 <sup>st</sup> year of 2-year term ending 2021
<b>Gwen Pernie</b>	1 <sup>st</sup> year of 2-year term ending 2021
<b>MC Gaylord</b>	1 <sup>st</sup> year of 2-year term ending 2021
Meg Hoke	2 <sup>nd</sup> year of 2-year term ending 2020

### PERSONNEL COMMITTEE

Josefa Mandarinino	3 <sup>rd</sup> year of 3-year term ending 2020
Kate Potter, Chair	2 <sup>nd</sup> year of 3-year term ending 2021
<b>Honey Burrell</b>	1 <sup>st</sup> year of 3-year term ending 2022
<b>Judy Lutzenberger</b>	1 <sup>st</sup> year of 3-year term ending 2022

**PLEDGE DRIVE COMMITTEE**

Meg Hoke	2 <sup>nd</sup> year of 1-year term ending 2020
*****	2 <sup>nd</sup> year of 2-year term ending 2020
	1 <sup>st</sup> year of 2-year term ending 2021
	1 <sup>st</sup> year of 2-year term ending 2021

**BREVARD ROAD CORPORATION  
BOARD OF DIRECTORS**

President	Skip Sheldon	1-year term ending 2020
Chairman of the Board	Jan Partin	1-year term ending 2020
At Large	<b>Becky Elston</b>	1-year term ending 2020

\*\*\*\*\*Paul Shoemaker was nominated on the floor of meeting by Simone Shoemaker.