

Sunday, June 4, 2017

12:00_{PM}



Annual Corporate
Meeting
of
The First Unitarian
Society of Westchester

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THE ANNUAL CORPORATE MEETING
OF THE FIRST UNITARIAN SOCIETY OF WESTCHESTER
(THE FIRST UNITARIAN CONGREGATIONAL CHURCH OF YONKERS, NY)
JUNE 4, 2017
12:00 PM

ORDER OF BUSINESS

1. Call to Order

- Review of voter qualifications
- Declaration of a quorum
- * Adoption of order of business

2. Choice of 2 Inspectors of Elections

3. Approval of minutes of the 2016 Annual Corporate Meeting

4. Reports to the Congregation

- Minister - Rev. Peggy Clarke
- Board
 - Gina Piazza (President)
 - Amy Jo Neill (Treasurer)
- Committees/Groups (*Written reports in Annual Report document*)

Committee on Ministry	Finance	Nominating
Community Garden	Grounds	Program Groups
Covenant	Hospitality	Religious Education
Emergency Response	Membership	Social Justice
Facilities	Music	Stewardship

5. Discussion and adoption of budget for fiscal year 2017-2018

6. Report of the Nominating/Leadership Development Committee

7. Election of Officers and Trustees

President (1-year term): Sue McAnanama

Vice-President (1-year term): Greg Schunick

Treasurer (1-year term): Amy Jo Neill

Secretary (1-year term): Jane Lawrence

Trustee (3-year term): Robert Politzer

Continuing Trustees: Irene Jong (2 years remaining)
Bill Reynolds (1 year remaining)

8. Election of Youth Observer to the Board (1-year term)

9. Election of members to the Committee on Ministry (3-year term)

Continuing members:

Carol Ehler (2 years remaining)

Betty Gilmore (2 years remaining)

Ross Crolius (1 year remaining)

Jim Wrightsman (1 year remaining)

10. Election of 3 members to the Nominating Committee (1-year term)

Three (3) nominations accepted from the floor

Two (2) additional members to be appointed by the new Board

11. New and unfinished business

*The symbol denotes matters requiring a Congregational vote at this meeting.

FIRST UNITARIAN SOCIETY OF WESTCHESTER

MINUTES, ANNUAL MEETING, JUNE 5, 2016

FUSW Annual Meeting Sunday, June 5, 2016

1. Call to order 12:30 PM

- Review of voter qualifications
- Declaration of a quorum
- Adoption of order of business

2. **Choice of two inspectors** - April Castoldi and Michael Mon were approved as inspectors.

3. **Approval of minutes of the 2015 Annual Corporate Meeting** unanimously approved

4. Reports to the Congregation

- **Minister's Report**— See Report. There were no questions. Reverend Clarke said that she had started the process of collaborating with the White Plains UU. She also referenced her upcoming sabbatical (January 2017 to May 2017). She thanked Sue McAnanama for her work compiling reports for the Annual Report.
- **DRE Report** - Tracy Breneman thanked April Castoldi, Chairwoman of the DRE Committee, for her work overseeing RE. She referenced plans for next year including giving the children more choices as to what activities they want to do within the classroom. Tracy also mention her idea to consider Friday night RE get-togethers as a possible alternation/supplement to Sunday morning RE classes.
- **Ministerial Intern's Report** - Emily De Tar said that she has especially enjoyed working with the Caring Committee. She thanked the Committee members/volunteers and asked the Congregation to think about volunteering for this Committee.
- **Board/President's Report** - Gina Piazza, President, also emphasized the need for more participation by the Congregation specifically mentioning the Caring Committee, the Membership Committee and the RE Committee.
- **Treasurer's Report** - Art Lowenstein presented. See the Budget. It has been revised slightly from the version included in the Annual Report. He pointed out that we don't have a big endowment or large membership. The good news is that we have a lot of volunteers to do things that other congregations have to pay for (like bookkeeping). See discussion and adoption of Budget below.
- **Other Committees and groups**
 - **Committee on Ministry** - Charlie Weischa will be stepping down as Chairman and will be replaced by Ross Crolus. They propose to form an Ad Hoc Committee to continue to draft a covenant for FUSW.
 - **Finance Committee** - Rob Carroll, Chairman discussed how FUSW's expenses have increased over the past ten years while revenue has not. The approximately \$10,000 deficit for the next fiscal year will be covered by the surplus from the prior fiscal year but we cannot continue to have deficits. We need to increase revenue. He pointed out that the Finance Committee did not recommend the Budget but did accept it.

5. Discussion and adoption of the budget for fiscal year 2016-2017

It was pointed out that:

- total pledges were less than initially budgeted;
- some expenses were reduced to reduce the shortfall between revenue and expenses;
- an estimated \$10,000 deficit will be covered by retained earnings. There was a \$20,000 surplus in fiscal year 2015 - 2016 which increased retained earnings.

Various questions about the Budget were answered.

- Where does money go that is not spent? Answer - into a reserve account.
- What percentage of our reserve does the \$10,000 shortfall represent? Answer - about 50% although it is a substantially smaller percentage of our total endowment.
- Susan Greenberg talked about the Wolman Fund. It was originally about \$140,000. It is now about \$73,000. Approximately \$50M was spent on flood damage repairs.
- Is FUSW's endowment invested in socially responsible investments? Answer - part of it is in a socially responsible fund but part is in an index fund that may include (for example) fossil fuel companies. Art Lowenstein explained that we are trying to balance being socially responsible with the Board and Finance Committee's duty to earn the best fiscally prudent return on our investments.
- Susan Greenberg suggested giving the Board authorization to give the staff a 1% increase in their compensation provided that additional pledge dollars come in.
- Amy Jo Neil said that she understands that deficit spending cannot continue in the future and a committee is being set up to look at a long term solution to this problem.
- Peggy Clarke said that, although we don't have money to pay an interim minister while she is on sabbatical, she will be training pastoral care associates during the remainder of the calendar year to meet this need while she is on her sabbatical.
- April Castoldi asked about the upcoming new government regulations regarding overtime pay. Peggy said that Margie (our administrative person) is scheduled to work 21 hours per week. She sometimes works more than that in a given week and works less in other weeks to compensate herself. This may not be allowed by the new rules. Susan Greenberg suggested that the Board should be given some discretion to pay Margie some amount of overtime if necessary.

Gina Piazza made a motion that the Board should be given authority to pay up to \$2,700 for pastoral care expense and up to \$300 for overtime for Margie and give the staff a 1% raise provided that the pledges (beyond what we now have) and gifts are received to cover these amounts. Jerry Russo seconded the motion. The motion was carried.

A motion was made to approve the budget by Jerry Russo. Seconded by Rob Carroll. Motion approved.

6. Report of the Nominating/ Leadership Development Committee:

Rob Carroll, a member of the Committee, recommended:

- Lenore Lupie
- Cynthia Reynolds
- Diane Guernsey

Two additional nominating committee names are to be approved by the Board.

7.Election of Officers and Trustees:

A motion was made to elect the following people to the Board as a slate:

- Gina Piazza, President - one year term
- Sue McAnanama, Vice President - one year term
- Amy Jo Neil, Treasurer - one year term
- Ken Perry, Secretary - one year term
- Irene Jong - three year term
- Bill Reynolds - 2 years remaining
- Kevin Weber - 2 years remaining *(Note: Kevin's term was later corrected to 1 year as he was completing the remaining year of Ken Perry's 3-year term when Ken took the Secretary role)*

The motion was seconded and approved.

The Litany of Installation of the Board was done.

8.Election of Youth Observer to the Board (1 year term): No Youth Observer was nominated since none has come forward. A motion to elect a "place holder" was approved so that a Youth Observer can be approved when the Youth Group selects one.

9.Election to members of Committee On Ministry

Carol Ehler and Betty Gilmore were recommended for a 3-year term. The Board will decide on their appointments. Ross Crolius and Jim Wrightsman continue with 2 years remaining.

10.Election of 3 members to the Nominating Committee:

Three members of the 2015-16 nominating committee were nominated to continue a second year – Lenore Lupie, Cynthia Reynolds and Rob Carroll. The Board will appoint 2 additional members.

11.New and unfinished business:

Question: Do we need a paid pre-school teacher. Tracy Breneman, DRE, answered that the pre-school children benefit from having the continuity of the same teacher each week. Therefore, it is worth paying \$2,000 per year to assure this continuity. Jen Rohr and Irene Jong, RE Committee, said that she agreed with Tracy.

Sue McAnanama said that we are not getting enough coffee hour volunteers and asked for more people to sign up.

Gina Piazza adjourned the meeting at 2:00.

SABBATICAL MINISTER'S REPORT

EMILY DETAR BIRT
SUBMITTED: APRIL, 2017

This report begins with a broad overview and incomplete list of things I've done over the span of the last five months. Please keep in mind that my duties to the congregation were limited to eight hours a week. The second part is a general reflection on some important events and things for us to consider. The one thing that is not accounted for in any way in this report is pastoral care and relationship building and deepening, which I spent many of my hours here taking care of. Providing pastoral care to this congregation has been my deepest joy and gratitude, and I have been honored to create and deepen relationships throughout this community.

WEEKLY OR MONTHLY MEETINGS

- Board
- Staff Meetings
- Sabbatical Leadership Meetings

MEETINGS ATTENDED BY INVITATION OR IRREGULARLY

- Finance Committee
- Worship Associates
- Social Action

CONGREGATIONAL EVENTS AND TRAININGS IN WHICH I PARTICIPATED

- Wednesday Tea (monthly)
- Path to Membership
- Service Auction
- Covenant Committee/Workshops

EVENTS I ATTENDED IN THE DISTRICT, REGION OR LARGER WORLD

- UUMA Minister Cluster (monthly)
- UUMA District Meetings
- Rev. Kimberley Debus' Ordination

WORSHIP SERVICES (WHEN I WAS IN THE PULPIT)

January : Our UU Promise
 Living the Question

February: Answering the Call of Love

March: We, The Stewards

April: A New Hope
 Promises to Keep....Exploring a Covenant at FUSW
 In Collaboration with Covenant Committee

May: Swimming in it.....: Our FUSW Teach-In
 In Collaboration with Tracy and the Social Action Committee

SABBATICAL MINISTER'S REPORT (CONT'D)

It has been my honor and pleasure to serve this congregation as your Sabbatical minister for the past five months. I feel very fortunate in having been able to grow into my ministry with all of you in my internship, and to transition so beautifully into the role of Sabbatical minister. I also believe that having worked at the congregation part time in my internship, made it easier to set boundaries and manage time for this less than quarter time sabbatical. I believe I have accomplished much in the eight hour a week time limits.

Most of my time over the past five months, have been focused pastoral care and worship, as these were the areas of focus in my Sabbatical ministry contract. By worship, I mean worship planning, preparation, and execution. By pastoral care, I mean to include, visiting with members for times of conversation, relationships building, and reflection. Following-up with Joys and Sorrows by writing cards. Following up with larger concerns by email, message, or phone call, and checking in regularly. Pastoral care, and continuing to build relationships with members have been some of the most rewarding and heartfelt work I have done in the last five months. Beyond worship and pastoral care, I have helped with some administrative work, like helping put together signs, announcements or draft the weekly Scoop. I have also participated in covenant conversations, our Facebook group pages, and assisted with many other aspects of congregational life.

In the last five months, I have witnessed incredible leadership come from our congregation. The board helped steer our community through this year's stewardship campaign. Members rose to that conversation around covenant time and time again. Volunteers kept our hospitality, Midnight Runs, worship ushers, and other tasks of the congregation going. And all of you have witnessed the amazing Program group services led by members of our congregation. I felt it a unique time in my ministry to watch such participation and dedication unfold from our members.

Over this past sabbatical, this congregation saw many large conversations, and faced them head on. Our Covenant Committee brought the discussion and participation of members to our covenant process. The congregation joined the conversation, taking due time and serious reflection over the vision of how our congregation wanted to be and who we wanted to become together. As denominational issues around racial discrimination and unfair hiring practices rose across the country, this congregation faced racism, white privilege and supremacy head on with open, loving conversations about how to practice racial justice and grow together. I admire the dedication and integrity our community has shown to not shy away from tough conversations, but to come to the table, with love, curiosity, and commitment to community.

This community has helped to shape my ministerial vocation, my faith, and my heart over the past two years together. While I am sad to be leaving the congregation this June, I am inspired by all the ways this community has shown its commitment to our faith. I am filled with pride about your commitment to being a teaching congregation. As William becomes your next intern, welcome him into the transformative work of ministry in this unique place. Welcome him into the holy work of "shaping our world in our image of love".

Emily DeTar Birt

RELIGIOUS EDUCATION

TRACY BRENEMAN, DIRECTOR OF RELIGIOUS EDUCATION (PART-TIME)
SUBMITTED : MAY, 2017

This was my third year in service to this congregation. Administrative duties occupied the bulk of my time. I attended regular meetings with staff, the Board of Trustees, Religious Education Family Ministry Team and Committee on Ministry. In addition, I attended several meetings to discuss and plan collaboration among the Westchester UU congregations.

We continue sharing space in the RE wing with the Barvinok preschool and I maintained communication with the preschool director about our mutual needs. I supported the RE volunteers and staff, and prepared class supplies and curricula. To maintain communication with families, I sent weekly RE News and included information about RE and Friday Community Nights in the weekly Scoop. In addition, I updated the RE pages of the Society's website and had extensive e-mail correspondence. Other core administrative duties included updating registration, supervising the childcare and preschool staff, and initiating 2017-2018 planning.

Highlights of this year:

Over the summer of 2016, a small group including Betty Gilmore, Emily de Tar and myself curated materials from various curriculum and web resources to create the Love & Justice children's curriculum focused on reducing bias and building understanding about differences. In support of that work, we began the year with a racial justice workshop, which was open to all volunteers and families. In December, we hosted the Metro NY Youth Racial Justice conference, attended by 75 youth and adults from all over the Central East Region and supported by the FUSW Social Justice team, especially Betty Gilmore, Sue and George McAnanama who planned and coordinated meals for the whole weekend.

We started Friday Community Nights on the first and third Fridays of each month. Joining the Men and Women's Groups, we moved the youth groups to Friday night, invited ministry teams to meet, Betty Gilmore led an Anti-Bias Spiritual Journey group and we opened the building for community dinner and fellowship. We had a good start but attendance fell off mid-way through the year. While groups may still choose to meet on Fridays, I do not anticipate continuing Friday Community Nights next year. The senior high youth group will decide if they want to continue meeting on Friday night, move back to Sunday morning or meet another time.

Due to an inappropriate interaction between an adult advisor and youth (both from other congregations) at a Metro NY event, we took the opportunity to affirm our Safe and Sacred practices with the youth, and to affirm healthy and safe boundaries between youth and adults. I am grateful to Nancy Eisenman and Paul Gross, members of the FUSW Safe and Sacred team, for their ongoing support.

The Religious Education Family Ministry Team moved to a Co-Chair model with two leaders rotating through on alternating years. April Castoldi continued into this year as RE Chair and was joined by Jen Rohr mid-year. Jen will continue for one more year with a Co-Chair yet to be named.

I participated more actively this year in the Coming of Age class, leading a fall COA retreat focused on Unitarian and Universalist history, and a spring COA retreat focused on spiritual journeys and credo writing. Both went very well and gave the FUSW youth an opportunity to get to know the COA youth from Mt. Kisco, with whom they will visit Boston for their UU heritage trip in June. Another new aspect in Coming of Age

RELIGIOUS EDUCATION (CONT'D)

class this year was a formalization of an adult mentor role. We paired each youth with an adult mentor whom they interviewed about their spiritual journey and worked with on their credo statements. Feedback about the mentor experience has been very positive.

Beyond the walls of FUSW, I increased collaboration with local UU congregations as we moved from district to regional leadership and participated in the multi-congregation Thriving Congregation series. To support youth outreach, I continued serving on the Board of the Westchester County PrideWorks Conference for LGBT Youth and their Allies. Related to the anti-bias work we did at FUSW this year, I also led white cohort and racial justice work for my colleagues at the annual conference of the Liberal Religious Educators' Association (LREDA) in San Diego, CA. I continued serving as Convener for the NY/CT Cluster of the Metro NY Liberal Religious Educators' Association (LREDA) Chapter, and attended professional development sessions workshops. I also continue serving as a Good Officer for LREDA Continental and on the Nominating Committee of the Metro NY LREDA Chapter.

In an attempt to better balance my part-time positions with the Hastings and Mt. Kisco congregations, and to protect some family time, I began dedicating weekday mornings to working for Mt. Kisco and weekday afternoons for Hastings. Evening meetings and Sunday hours completed my schedule. When possible, I held Saturday as family time. During the fall, there was increased need for my time from the Hastings congregation so during the spring I attempted to balance that out by scheduling additional time for the Mt. Kisco congregation.

I am deeply grateful to April Castoldi and Jen Rohr, Co-Chairs of the Religious Education Family Ministry Team, for their commitment to RE ministry in this congregation. I am also grateful for the service of the REFM Team members Craig Butler, April Castoldi, Sarah Clarke, Irene Jong, Jennifer Rohr, Carolyn Hanson, Yanina Pokorski, Patricia Guzman and Nancy Ulrich, as well as all of the RE volunteers who engage joyfully and tirelessly with the children and youth of this congregation, nurturing their own spirituality and the next generation of Unitarian Universalists.

I look forward to another year of service with FUSW families, and appreciate your collaboration and support as we continue building family ministry together.

In fellowship, Tracy Breneman
June 2017

PRESIDENTS REPORT

GINA PIAZZA

SUBMITTED : MAY, 2017

The 2016-17 FUSW Board of Trustees consisted of the following:

Gina Piazza, President	Kevin Weber, Trustee
Sue McAnanama, Vice-President	Irene Jong, Trustee
Amy Jo Neil, Treasurer	Peggy Clarke, Minister (non-voting)
Ken Perry, Secretary	Tracy Breneman, DRE (non-voting)
Bill Reynolds, Secretary	Emily DeTar, Ministerial Intern & Sabbatical Minister (non-voting)

As I step down from my second and final year as President of First Unitarian Society of Westchester, I want to acknowledge and give special thanks to the Board of Trustees for their commitment and service, taking on the work of addressing the issues and challenges of our congregation and supporting the ongoing life of our community.

As stated in the Bylaws, the Board oversees the Society's financial and business affairs, property and facilities, committees and programming, and related issues. Following are the Board activities and accomplishments this past year:

Managing Board Responsibilities:

- Worked to assure the smooth functioning of the Society during Rev. Peggy Clarke's sabbatical from January 1st – June 1st as one of our primary commitments this year. We planned for Peggy's 6-month sabbatical in the spring of FY16-17, including accelerating the timeline for Ministerial Intern Emily DeTar to complete her internship by December 2016. The completion allowed Emily to not only provide Sunday services during Peggy's sabbatical, but to take on the role of Sabbatical Minister following her internship. We were thrilled to be able to support Emily in the path to her ministerial search, and grateful for the wonderful ministry and pastoral care she provided to the congregation during Peggy's absence.
- Welcomed two new Board members, Irene Jong and Amy Jo Neill as Treasurer and re-affirmed our covenant as a Board.
- Provided Board nominating committee appointments of Rob Carroll and Barbara Thompson. We were thrilled to have a representative of such long history and standing as Barbara, and were heart-broken, along with the rest of the congregation, when Barbara's health failed, and we lost a beautiful soul when she passed away in November. Cheryl Larsen generously stepped into Barbara's role in the committee to complete the nominating process.
- Supported development of a Search Committee in finding new part-time Administrator within little more than a month as the year began. Thanks to Sarah Clarke, Ron Katz, Amy Jo Neill and Sue McAnanama for the work in reviewing resumes and the decision-making in hiring our new Administrator, Rita Ruotolo, who has proven to be an incredible addition to our FUSW staff.
- Resolved issues around legal limitations to providing health care benefits to Rita, and approved a salary increase in lieu of health care benefit. Sarah Clarke's HR expertise proved invaluable as she assisted in this process.
- Implemented a new Contract Review process for evaluating and approving contracts at FUSW, initiated and drafted by Amy Jo to include legal, Finance Committee and the input of those impacted.
- Submitted for annual UUA re-certification, with the challenge of reviewing our official membership numbers as of January 2017. We made hard choices in evaluating active membership and those who no longer participated or

PRESIDENTS REPORT (CONT'D)

supported the congregation with any measure of “time, talent or treasure”, and our official count fell from 148 to 134 members.

Nurturing a ‘Welcoming’ Community:

- Served as “Board Members of the Week” to represent and welcome our congregation at each service. Responded to feedback to reduce lengthy announcements in services (though it now requires those who came late to services to avoid announcements to show up earlier or they will miss the prelude!)
- Initiated a Pastoral Care ‘Who’s Missing’ attendance record to make sure we noticed if someone was missing for any length of time. The Board, primarily Kevin Weber and Sue McAnanama, along with Emily, used the opportunity to reach out via card or phone call to see if individuals were okay or would like to connect.
- Worked with Tracy on implementing an ongoing bi-weekly Friday night ‘community night’, which primarily was used for Youth Groups, COA, or Social Action meetings, or gatherings such as creating signs for the Women’s March, though some congregants joined up for dinner on a periodic basis.
- Initiated the inaugural gathering of an ‘FUSW orchestra’ for all ages, with Irene Jong taking the lead in enrolling Richard Slade and Cynthia Reynolds for a rehearsal in February with 9 intrepid musicians and Richard conducting.
- Updated the Hospitality/Coffee Hour procedures to include being served by a host and a room setup with tables to facilitate social connection and relaxation during coffee hour.
- Addressed concerns about social media entries on our public-facing Facebook site, posting a statement drafted by Emily, to promote responsibility in being conscious of our many diversities and our commitment to being a welcoming congregations
- Organized events for FUSW’s 160th year anniversary, with a Welcome Back picnic for the Ingathering, posting early photos of our congregation, and unearthing the FUSW Timeline to allow congregants to update recent years.

Building and Restoring Our Covenant:

As our congregation evolves, it’s important to bring together our collective vision to develop a meaningful covenant together – allowing us to create our future and honor the congregation we are as well as who we hope to become.

- Scheduled and held the fourth and final UUA-facilitated Thriving Congregations workshop toward drafting a covenant for FUSW, in collaboration with Charlie Wiecha and a committee formed out of those attending the workshop sessions. The purpose of a covenant grew out a desire to better our communication and ability to respond to differing points of view about who we are as a congregation, to find a common ground where we come together in understanding.

Stewardship:

- The financial support of our members is a critical component of our continued existence – the giving of ‘treasure as well as time’ to keep our doors open.
- We attempted to do a ‘kinder-gentler’ pledge drive without individual canvassing this year, however, the pledge shortfall was even deeper than the prior year. We are still working under ‘austerity’ budgets, having been unable to provide increases in staff compensation and cutting our expenses to the bone. We recognize this is an unsustainable model.
- Researched new methods of online fundraising, such as Flipcause to allow personal ‘fund me’ options, but were unable to implement at this time, due to the cost. Implemented QR codes to allow submission of donations online to add to our website and order of service
- Sue McAnanama researched our copier usage now that we utilize Society Scoop vs. printing hundreds of multi-page newsletters. Her effort to negotiate a new Konica Minolta lease saves FUSW thousands of dollars a year! Kudos to Sue!!

PRESIDENTS REPORT (CONT'D)

- Worked with the Finance Committee to review and approve financial projects, such as
 - * a property liability review to reduce insurance coverage, diligently researched by Sarah Clarke
 - * supporting the 'Leaving a Legacy' launch and preparations for the UUA matching fund program and creating a presence on the FUSW website
 - * creating an Unrestricted Endowment Fund for bequests not earmarked by the donor for specific use
 - * dealing with the deficit in the pledge drive to evaluate the new budget and identify options for being responsible not only fiscally, but attending to the well-being of the congregation in our decision-making

Maintaining and improving our 'home' and facilities:

- Initiated our first of hopefully an annual 'Spruce Up Day' at the end of summer to come together to deep clean, decorate, and prepare our building to open our doors at the Ingathering Service
- Completed installation of the ceiling fans to make the sanctuary more comfortable for summer services, as well as yoga classes and renters, and support heating efficiency by re-circulating warm air.
- Supported review of items to wrap up the 'Raise the Roof' campaign, to further support warmth, such as researching new sanctuary windows, for which cost appears to be prohibitive and additional roof-related work on the soffits will be needed in the coming year.

There are far too many individuals and teams of people to thank for their contributions over the last year in all aspects of our congregational life. So many of you have gone above and beyond, especially during this time while Peggy has been on sabbatical, to work hard and team with each other to show we are a very special community with a 'can do' spirit and the ability to rise above any challenges. It has been an honor to serve you and work with you all.

As I step down from my role as President, I can't let this opportunity pass without thanking my husband, Tony, for his support during these last few years. Thank you for being my partner whenever last-minute assistance was needed -- whether hanging up a timeline in the sanctuary in the dead of night, creating the pledge drive brochure image, or being my sounding board and letting me read aloud a message multiple times before I sent it... Your support was incredibly important to me and made all the difference.

Thank you to all of you who have contributed much this last year - served on committees, teams, ministries, or in program groups, provided music and art, welcomed guests and new members in, set up and ushered for services, brought hospitality, participated in potlucks or programs, cared for our grounds and facilities, taught and supported our children and youth, served as staff to develop programs and keep our operations running smoothly, or ministered to the needs of our congregation.

It takes each and every one of us to create and maintain this community and spiritual home, and we appreciate all that you bring.

On behalf of the Board of Trustees, as your representatives,
In community,
Gina

TREASURER'S REPORT

AMY JO NEILL

SUBMITTED : MAY, 201

I want to acknowledge some of the many people in our congregation who assist with handling and managing our finances:

- Jim Wrightsman, our head usher and all of the other ushers who pass the plate every Sunday and count up the offering;
- Sara Kelsey and Kevin Weber who take the offering, along with all the other checks that we receive that week and record and deposit them into our account;
- Jen Rohr for tracking all pledges in Icon, our pledge tracking software. She responds to many inquiries received throughout the year about pledge payments and works with me to send out pledge statements;
- Rita Ruotolo, our office administrator, who makes sure our bills get paid on time;
- Marin Schunick who took on the task of organizing our Service Auction this year and made it a great success;
- Susan Greenberg, who among the many other things she does for this congregation, manages the payroll and pension contributions for our staff, and who worked tirelessly to put together the proposed operating budget;
- The Finance Committee members - chairman, Robert Carroll, and Patrick Calahan, Sara Clarke, Denise Dunn, Larry Greenberg, Sara Kelsey and Bob Kinney for their commitment to the lasting financial good health of our congregation.

Thank you all.

As of the date of this report, our Society Funds (line 3800 on the Balance Sheet) total \$118,380 and our Total Assets equal \$192,034. This includes ownership of a cemetery plot in Kensico Cemetery that was gifted to us and can be sold back to the cemetery for about \$14K. Last year at this time our Society Funds totaled \$120,784 and our Assets totaled \$179,338. Society Funds are assets under the control of the congregation and include reserve funds, unrestricted gifts, and endowment. Our Total Assets include monies (about \$12,000) which we hold for committees and groups affiliated with the congregation for whom we act as fiscal agent (do their banking) as well as the \$60,000 that represents operating equity. The congregation approved an austerity budget for this present year and we have done well to stay within budget.

We have over \$123,000 invested about equally in two TIAA CREFF funds – the S&P Index Fund and Social Choice Equity Fund. The S&P Index fund has earned a rate of return of 5.16%. The Social Choice Equity Fund rate of return is 4.87%. Dividends from these funds are transferred into the operating account and considered part of our operating budget. **It is the commitment of the Finance Committee to make every effort to fund our operating budget from pledges, fund raising efforts, gifts, rentals and the plate and not to deplete our reserves.**

At last year's annual meeting, I committed to forming a Financial Task Force to look at our long term (5 year) financial planning. The Task Force consists of Sara Kelsey, Bill Reynolds and myself. We identified three ways in which the congregation can meet its financial obligations - create additional fundraising revenue, increase membership/pledges or cut operational expenses. This past year we made a concerted effort to reinvigorate fundraising. The fund raising committee met over the summer and continued to

TREASURER'S REPORT (CONT'D)

meet twice in the fall. They came up some new ideas for generating income, but none resulted in much additional revenue. We have to acknowledge the lack of volunteer time and energy the congregation has to devote to this.

The Task Force then turned to the idea of increasing membership as a means to raising our pledge income. Before Reverend Peggy Clarke went on sabbatical, she commented that in the past, this idea has met with a mixed response amongst the congregation. I cannot speak to that, but merely state that this would be a way to increase pledge income to support our operational budget and the ministries of this congregation. This year we saw an overall decrease in membership of 18+ people and our pledging households total 89, down from 102 last year. **The congregation and our staff should make rebuilding our membership an important and immediate goal.**

Lastly, the Task Force recognized that we may need to look at reducing our operational budget. And since we already have an austerity budget in place, there are few areas to cut that will have a big enough impact on our operational budget with staff compensation and Unitarian Universalist Association dues being the biggest two expenses.

We are facing what many churches and congregations are facing – declining membership, less availability of volunteers and the limited financial means of many of our members. As I am writing this Gina Piazza, our president, just sent out a letter to the congregation stating that we are facing a \$45,000 shortfall in our proposed budget for fiscal year 2017/18. Gina writes, “Even with a significantly reduced goals budget this year, it appears that we are attempting to live beyond our means as a congregation. The choices the congregation will have to make will be difficult as we will need to cut our expenses to the bone as well as evaluate our staffing.”

These may be hard words to hear and even harder to act on, but I believe that any changes we have to make in the short term will lead to a stronger, more unified congregation in the long term. I would ask that everyone get involved in this process, participate in the discussion and be part of any changes we create.

Amy Jo Neill, Treasurer
First Unitarian Society

RELIGIOUS EDUCATION AND FAMILY MINISTRY TEAM

APRIL CASTOLDI, CHAIR

SUBMITTED : APRIL, 2017

As I complete my second year of chairing the Religious Education/Family Ministry team, I'd like to thank all the core members of the team: Craig Butler, Sarah Clarke, Irene Jong, and Jenifer Rohr. Above all, I am deeply grateful to our DRE, Tracy Breneman. Tracy brings an amazing balance of kindness, compassion, humor, and generosity, mixed with commitment, organization and leadership. It is ALWAYS a joy to work with her. Thank you, Tracy.

I'm sure Tracy's report will cover important details I've missed, but some of the main accomplishments of this year include:

- In the context of our commitment to promoting justice and dismantling racism, homophobia, and other forms of oppression, we explored new curriculum approaches this year. In particular, we piloted a new Multi-Age Love and Justice Curriculum for 2nd -7th graders. Initially intended to have "stations" for youth to self-select activities of interest, but class size was too small.
- This has been a "Coming of Age" year. Tracy initiated many wonderful new elements to the program this year, including a
 - Mentoring program, and
 - Two retreats (one for UU identity, one for credo writing)In addition, we will continue with our traditional Boston Heritage trip in June.
- New – Community Nights for Youth group
- We tried once again to offer Junior Youth Group, but decided to discontinue it again.
- Teacher / Volunteer Appreciation will again be a brunch this year (scheduled for May 13). Thank you to Sarah for organizing and to all who help set up, cook, and clean up.
- In the budgeting process, our team requested for funding for childcare for summer services to be restored, as we seem to have lost a family due to lack of childcare last summer. We were able to reduce our request for funds in other areas, such as the payment for the preschool teacher (due to a more accurate calculation of the number of Sundays in which class will be provided).
- We'll be bridging 4 Seniors this spring (Sam Caldwell, Sophie Kimerling, Henry Levin, Adam Burby) on same day as flower communion.
- Unfortunately, Prideworks was cancelled due to a snowstorm, and some of our youth were disappointed to not be able to attend.
- Coming of Age Service – May 7
- Sarah Clarke joined the Finance Committee and improved the communication between our teams, and helped represent the issues of interest to our team on that committee.
- Jen Rohr agreed to Chair the RE/FM committee for 2017. Thank you!
- Organized community-building events like soup lunches (fundraisers for COA trip), and Game Night.

RELIGIOUS EDUCATION AND FAMILY MINISTRY TEAM (CONT'D)

- The RE/FM Team heard from Tracy about an incident that happened at a high school Con last year that involved an advisor from another congregation violating the covenant for appropriate adult/youth interactions by sexually propositioning a youth participant. We were all very upset to hear this news. We discussed it among ourselves, and in addition, Tracy led a conversation with our senior high youth. After telling them about the incident, she engaged with them to make sure no other youth were directly affected, to condemn this behavior, to give them a chance to share their reactions in a safe and supportive environment, and to re-affirm our commitment to keep them safe by taking steps to remove this adult from youth advisor and related positions. I am so grateful for Tracy's professionalism, compassion, and leadership around this challenging issue.

COVENANT COMMITTEE

CHARLIE WIECHA, CHAIR
SUBMITTED : MAY, 2017

The Covenant committee has been working throughout the past year, meeting roughly bi-weekly leading up to the very fruitful service on Covenant on April 30. We would like to thank you all for the thoughtful discussion during and after that service where we estimate about 30 people stayed for the potluck and meeting and there was healthy and significant sharing of multiple perspectives about the meaning of "covenant" for FUSW and whether to proceed in drafting one for eventual review and approval by the congregation.

We do understand and heard clearly the diversity of viewpoints regarding the need for either behavioral or relationship aspects of a formal covenant for FUSW. We further recognize that we should continue the process of discussion in a spirit of sharing more deeply what a successful outcome could bring to us. We invited feedback again after the service on May 14 and continued to receive significant feedback both encouraging and cautioning.

To continue to engage with the congregation we have prepared a set of examples or themes specifically relevant to FUSW that might lead us to deeper understanding of each other and consensus on any next steps.

These examples intended to serve as a jumping off point to understand how a covenant goes beyond the FUSW bylaws and Seven Principles are listed in the web page linked here: <http://www.fusw.org/our-covenant.html>

We will provide a comment box and questionnaire to gather feedback on these points and will continue to remain open to suggestions as to whether and how to proceed over the coming year. Please check out the link and look for the comment box in the lobby shortly!

For the committee, Charlie Wiecha, Committee Chair

FINANCE COMMITTEE

ROBERT CARROLL, CHAIR
SUBMITTED : APRIL, 2017

The Finance Committee monitors the Society's finances, develops strategies to increase FUSW's assets over time, assists with developing the proposed congregational budget, recommends various financial actions for the Board's review and approval and supports the work of the Treasurer, Amy Jo Neill, as well as those who volunteer to assist the Treasurer, to wit: Susan Greenberg, Jennifer Rohr, Sara Kelsey, and Kevin Weber. Meetings were held monthly ahead of the Board meetings to allow timely consideration of ongoing and important financial issues and recommendation to the leadership.

The membership of the Finance Committee for this congregational year was: Larry Greenberg, Sara Kelsey, Bob Kinney, Pat Calahan Denise Dunn, Sarah Clarke and me. Susan McAnanama and Susan Greenberg also attended meetings. Consistent with the Bylaws and past practice, both the Rev. Peggy Clarke and Gina Piazza, FUSW President, attended meetings as *ex officio* non-voting members.

During the past congregational year, the monthly income and balance sheet statements were reviewed at monthly meetings (Amy Jo and Susan). Bank and brokerage account signatories are updated as officers change (Sara). The status of pledges received and those with outstanding balances (without identifying members by name) were reviewed quarterly (Larry). The Finance Committee continued the gradual transfer of money from the FUSW Citi checking account into two TIAA CREF equity funds, one an S&P 500 index fund and the other a socially responsible equity fund. Authorization was sought and received from the Board to invest additional funds as long as cash flow is not adversely affected. The Finance Committee has oversight of the rental policy (Bob); FUSW's four insurance policies, including flood insurance, were reviewed for competitive pricing and coverage (Sarah). The committee recently reviewed the proposed FY2017-2018 Budget. Minutes of the meetings were drafted (Pat) and are filed and available in the office, along with the financial statements prepared by the Treasurer. An audit of the previous year's revenues, deposits and expenses was conducted (Denise and Susan) with no improper findings.

In connection with the ***Leaving a Legacy*** brochure distributed last year, the FUSW website now has information about Planned Giving gifts found at: ***More -> Congregational Life -> Stewardship -> Planned Giving***. Questions may be directed to either Bob or me.

Since the financial crisis, FUSW's assets have recovered and continue to gradually increase. Of concern however is the rate of increase in staff expenses that exceeds the rate of increase in our annual pledge income. Membership continues within a small congregation range because the size of the meeting room limits membership growth. In turn, the revenue generated through pledges continues within a limited range. As a result, recent austerity budgets limit the allotted funds for long term capital improvements and replenishment of various asset funds such as the Wolman New Sanctuary Fund.

Many thanks to the members and friends who generously supported FUSW during this congregational year through their pledge payments and through other fund raising activities.

Respectfully submitted,
Robert Carroll, Chair

First Unitarian Society of Westchester
Budget vs. Actuals: Budget vs Actuals - FY17 P&L
 July 1, 2016 - May 9, 2017

	Actuals as of 05-09-2017	Annual Budget	% of Budget
Income			
4000 Plate	4,577	6,000	76%
4100 Pledges	151,669	181,000	84%
4750 Allowance - Unpaid Pledges		-9,050	0%
Total 4100 Pledges	151,669	171,950	88%
4150 Pledge payment - prior year	6,120		
4200 Gifts	2,690	3,000	90%
4300 Fund Raising	7,956	10,000	80%
4400 Investment Income	6,439	2,500	258%
4500 Rent	23,474	27,000	87%
4600 Donations for Causes (Share the Plate)	2,608	0	
4850 Other Misc Income	2,128		
4900 Grant Income - Intern Minister	1,875	1,800	104%
Uncategorized Income	117	0	
Total Income	209,652	222,250	94%
Gross Profit	209,652	222,250	94%
Expenses			
6000 Governance		0	
6100 Board Expense Allowance	152	250	61%
6150 Stewardship	193	250	77%
6200 Denominational Support	12,402	13,172	94%
Total 6000 Governance	12,746	13,672	93%
6350 Other Miscellaneous Expense	98		
6400 Office Expenses			
6300 Intuit and Quickbooks fees	1,022	1,560	66%
6401 Computer software and subscriptions	1,083	830	130%
6402 Phone and Internet	2,746	3,218	85%
6403 Postage	31	150	21%
6404 Supplies	663	1,000	66%
6405 Copier	2,743	3,664	75%
Total 6400 Office Expenses	8,287	10,422	80%
6900 Facilities			
6901 Security	780	780	100%
6902 Supplies	963	500	193%
6903 Cleaning	9,092	10,596	86%
6904 Heat	6,289	7,000	90%
6905 Light	2,765	4,000	69%
6906 Insurance	14,513	14,250	102%
6907 Grounds	3,705	3,000	124%
6908 Repair and Maintenance	2,794	3,500	80%
6909 Sewer Levy	1,153	1,200	96%
6910 Water and Well	2,318	1,500	155%
Total 6900 Facilities	44,373	46,326	96%
7000 Staff			

7010 Minister Salary and Benefits	65,931	72,022	92%
Minister's Professional Expenses	3,321	3,213	103%
Total 7010 Minister Salary and Benefits	69,253	75,235	92%
7020 Director of Religious Education Salary and Benefits	29,544	33,764	88%
DRE Prof Expenses	3,045	3,000	102%
Total 7020 Director of Religious Education Salary and Benefits	32,589	36,764	89%
7030 Administrator Salary and Benefits	17,359	25,972	67%
7040 Intern Minister Salary and Benefits	5,975	4,500	133%
7050 Sabbatical Pulpit Coverage	3,520	2,400	147%
7100 Payroll Expenses/employer costs	4,292	4,000	107%
Total 7000 Staff	132,987	148,871	89%
8000 Programs			
8100 Childcare	2,109	3,730	57%
8200 Membership and PR	120	250	48%
8300 RE Program	1,947	3,500	56%
8350 Preschool Teacher	900	2,000	45%
Total 8000 Programs	5,077	9,480	54%
8400 Sunday Services		0	
8430 Worship	99	150	66%
8440 Art in the Sanctuary	150	100	150%
8450 Music	2,580	3,740	69%
Total 8400 Sunday Services	2,828	3,990	71%
8600 Donations to Causes	1,627	0	
bank fees	75		
Paypal fees	82		
Uncategorized Expense	183		
Total Expenses	208,362	232,761	90%
Net Operating Income	1,289	-10,511	-12%
Other Income			
9000 Other Miscellaneous Income	1,050	0	
9050 Gifts to Capital Funds and Reserves	4,165		
Total 9000 Other Miscellaneous Income	5,215	0	
Total Other Income	5,215	0	
Net Other Income	5,215	0	
Net Income	6,504	-10,511	

Friday, May 26, 2017 01:17:04 PM GMT-7 - Cash Basis

First Unitarian Society of Westchester
Balance Sheet
As of May 9, 2017

	Total
ASSETS	
Current Assets	
Bank Accounts	
1100 Citibank Checking	\$ 40,367
1200 Citibank Money Market	\$ -
1300 Petty Cash	\$ -
PayPal Bank	\$ 10
Total Bank Accounts	\$ 40,377
Other Current Assets	
1400 Citicorp Investments	\$ 14,018
1450 TIAA CREF Social Choice Equity Fund	\$ 63,096
1470 TIAA-CREF S&P Index Fund	\$ 60,303
Total Other Current Assets	\$ 137,417
Total Current Assets	\$ 177,794
Other Assets	
Kensico Cemetery Plot - cash value	\$ 14,240
Total Other Assets	\$ 14,240
TOTAL ASSETS	\$ 192,034
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
Capital One Credit Card	\$ 822
Total Credit Cards	\$ 822
Other Current Liabilities	
3100 Health Insurance	\$ 1,252
3500 On Deposit with FUSW	
3510 COA Trip Account	\$ 1,732
3520 Community Garden	\$ 1,664
3530 Fair Trade Coffee	\$ 1,014
3540 Minister's Discretionary	\$ 4,446
3545 Refugee Support Fund	\$ 983
Total 3540 Minister's Discretionary	\$ 5,430
3550 Youth Group Account	\$ 1,510
3560 Prideworks	\$ 975
Total 3500 On Deposit with FUSW	\$ 12,323
3600 Payroll Liabilities	\$ 2,895
3650 Pension contribution	\$ (504)
3750 Prepaid Pledges	\$ 8,095
3800 Society Funds - Designated Gifts	
3810 Facilities Fund	\$ 3,603

3820 Green Sanctuary Fund	\$ 2,248
3830 Leadership & Training	\$ 4,623
3850 RE Training Fund	\$ 3,529
3870 Ruth Murray Fund	\$ 594
Total 3800 Society Funds - Designated Gifts	\$ 14,597
3900 Endowment Funds	
3980 Restricted Endowment	\$ 25,520
3990 Unrestricted Endowment	
3995 Wolman Fund	\$ 73,138
Total 3990 Unrestricted Endowment	\$ 73,138
Total 3900 Endowment Funds	\$ 98,658
Other Current Liabilities	
Payroll Liabilities	\$ (1,454)
Total Other Current Liabilities	\$ (1,454)
Total Other Current Liabilities	\$ 135,863
Total Current Liabilities	\$ 136,685
Total Liabilities	\$ 136,685
Equity	
Opening Balance Equity	\$ 27,087
Retained Earnings	\$ 15,448
unrealized gain or loss	\$ 6,310
Net Income	\$ 6,504
Total Equity	\$ 55,349
TOTAL LIABILITIES AND EQUITY	\$ 192,034

Friday, May 26, 2017 01:35:06 PM GMT-7 - Cash Basis

**First Unitarian Society of Westchester
Proposed Budget 2017-18 Review**

	Approved June 2016 July 2016-June 2017 Annual Budget	Proposed July 2017-June 2018 Annual Budget	
Income			
Plate	6,000	6,000	
Pledges	181,000	157,416	
Allowance - Unpaid Pledges	-9,050	-3148.32	<i>reduced to 2%</i>
Total Pledges	171,950	160,268	
Gifts	3,000	3,000	
Fund Raising	10,000	10,000	<i>auction, tag sale, misc</i>
Investment Income	2,500	3,000	
Rent	27,000	25,000	
(Share the Plate)	0	0	
Total Income	220,450	201,268	
Expenses			
Governance			
Board Expense	250	0	
Stewardship	250	100	
Denominational Support - UUA	13,172	8,633	<i>based on 97 pledging members @\$89 per member</i>
Total Governance	13,672	8,733	
Office Expenses			
Intuit and Quickbooks fees	1,560	1,085	
Software & Subscriptions	830	800	
Phone and Internet	3,218	2,500	
Postage	150	100	
Supplies	1,000	1,300	
Copier	3,664	1,764	
Total Office Expenses	10,422	7,549	
Facilities			
Security	780	780	
Supplies	500	1,000	<i>based on actuals</i>
Cleaning	10,596	10,220	
Heat	7,000	7,000	
Light	4,000	3,500	
Insurance	14,250	15,000	
Grounds	3,000	3,000	
Repair and Maintenance	3,500	3,500	
Sewer Levy	1,200	1,100	
Water and Well	1,500	2,000	
Total Facilities	46,326	47,100	
Staff			
Minister Salary	54,540	54,540	

	Approved June 2016 July 2016-June 2017 Annual Budget	Proposed July 2017-June 2018 Annual Budget	
Minister Benefits	17,482	16,362	<i>30% of salary - per contract</i>
Minister's Prof Expenses	3,213	5,454	<i>10% of salary - per contract</i>
Total Minister	75,235	76,356	
Director of RE Salary	31,263	31,263	
DRE Benefits	2,501	2,501	
DRE Prof Expenses	3,000	3,000	
Total Director of RE	36,764	36,764	
Administrator Salary	25,972	20,050	<i>New Admin hire</i>
Administrator Benefits		1,203	<i>Pension benefit rec'd after 1 year</i>
Total Administrator	25,972	21,253	
Intern Minister Salary and Benefits	4,500	0	
Sabbatical Pulpit Coverage	2,400	0	
FICA and Workers' Comp	4,000	4,125	
Total Staff	148,871	138,498	
Programs			
Childcare	3,730	3,777	<i>Includes coverage for summer services</i>
Membership and PR	250	250	
Total Membership and PR	250	250	
RE Program	3,500	2,700	
Preschool Teacher	2,000	1,500	<i>40 Sundays</i>
Total Programs	9,480	8,227	
Sunday Services			
Worship	150	150	
Art in the Sanctuary	100	100	
Music	3,740	750	
Stipend for pianist		2,750	
Total Sunday Services	3,990	3,750	
8600 Donations to Causes	0	0	
8700 Transfer to Reserve Funds for Others	0	0	
Total 8600 Donations to Causes	0	0	
Total Expenses	232,761	213,857	
Net Operating Income	-12,311	-12,590	
Tfr from Retained Earnings (Reserves)	0	15,448	<i>Total will vary based on this years' final actuals</i>

FACILITIES COMMITTEE REPORT

CO-CHAIRMEN: ROSS CROLIUS & TONY IERULLI

SUBMITTED: APRIL, 2017

Ross Crolius & Tony Ierulli (co-chairs), Adhoc members have included: Steve Caldwell, Rochelle Paris, Winston Wisehart & Hank Prescott (Watersprite emeritus)

This committee does it's best to stay ahead of the building maintenance & repair matters. These may be as minor as a doorjamb or lock repair, replacing light bulbs or even small painting jobs. We also often act as liaisons, along with our office administrator, with our contracted professional service providers such as cleaning & maintenance, electrical, plumbing & heating as well as repair & renovation. This past year has been pretty easy for us since there have been no major projects on our agenda but we are looking ahead to the following items:

Garbage Can Enclosure:

We plan to repair or replace the current dilapidated structure this spring.

Meeting Room Windows:

We are currently investigating estimates for the replacement & upgrading of the seven large meeting room windows.

Building Exterior Board Trim:

This diagonal board trim that lines the entire building is in dire need of repair or possible replacement. We are beginning to investigate how to repair or replace the existing trim but also making sure that we retain the look & integrity of the original.

Asphalt Walkway Repair:

The asphalt walkway on the west side of our building is surely showing its' age. This repair is currently in the planning stage.

RE: Emergency Response

Ken Perry and Jim Wrightsman have volunteered to be contacted in the event of an off-hours emergency at FUSW. In the last year, there have been no situations requiring an emergency call.

STEWARDSHIP COMMITTEE

COMPILED BY Gina Piazza

SUBMITTED: MAY, 2017

This year, FUSW did not have an official Stewardship committee, and thus we relied upon the generous commitment of individuals around fundraising efforts over the course of the year. Given the critical importance of stewardship, a committed team -- as well as a commitment to stewardship in every member and participant in FUSW -- needs to be fostered as a key responsibility in sustaining the life of our congregation.

The year began with a fundraising brainstorming effort in early August, spearheaded by our new Treasurer, Amy Jo Neill, and attended by a dozen congregants and Rev. Clarke. It surfaced wonderful ideas to be researched – a project-oriented funding site, Etsy sales, inspirational greeting cards, onsite business or film industry rentals, animal estate planning, a rooftop garden, solar sales, car donations, funny gifts, a UU bed & breakfast, guided tours, expanded scrip sales, public classes, and more. After the team began digging into the details involved in moving from concepts to action, most ideas lost traction as the year progressed and time and energy became more limited. April Castoldi moved forward with the creation of holiday cards based on her beautiful mandalas, which raised \$120.00

The Service Auction has long been a staple of our fundraising efforts every autumn. Over the last few years, an increasingly small team put a lot of effort into creating the auction and dinner. Although it has always provided a lovely opportunity to be in community, we felt an alternative approach to the labor-intensive dinner event was needed and looked for a less demanding solution, such as online bidding or a focus on bid-and-bump dinners, which seemed to historically be the most popular item. Marin Shunick stepped up as a one-woman tour-de-force to manage the auction via posted auction sheets and an online catalog, while Sue McAnanama conducted a 50/50 raffle. A variety of additional items beyond dinners were offered, and the auction netted \$7013.

The ongoing Stop and Shop Scrip program has continued and raised \$835.25 so far this fiscal year, also thanks to the dedication of Marin Shunick. Marin has checked into other local scrip programs as well, but so far has found they are more complicated to manage and offer substantially less than the 5% of every sale donated to FUSW via the Stop and Shop program.

Overall fundraising for the year came to \$ 7,955.50, falling short of our goal of \$10,000. We continue to welcome your creative ideas and energy toward making fundraising income a more significant contributor to our annual revenue.

The Stewardship Pledge Drive was led by Gina Piazza. The campaign was themed “Honoring our Past, Celebrating the Present & Building our Future” and again included a survey request of member’s priorities regarding programs and activities. The Board had decided that after last year’s one-on-one canvass approach, we would conduct a ‘quiet canvass’. The plan was to launch the pledge drive with a kick-off dinner and entertainment event and utilize a smaller team to follow-up with the congregation.

Unfortunately, the “Kickoff Dinner” was cancelled due to the forecast of a potentially severe ice storm hitting the area at the exact time of the dinner. Thank you to Ron Katz and Rita Rigano for your work in organizing the event entertainment, all the performers who had prepared to entertain, and to Betsy Kates for pulling together the support crew. Perhaps next year...

STEWARDSHIP COMMITTEE (CONT'D)

The outcome of the pledge drive once again fell significantly short of our goals budget of \$195,000. We received 89 pledges (down from 102 pledges last year) totaling \$157,416. Although we gained a few new pledges, we lost approximately \$30,000 from the pledge income received last year due to financial hardship, member attrition, or other factors that reduced pledge amounts.

The Board and Finance committee have found themselves wrestling with how to respond to a substantial shortfall in pledges year after year and working painstakingly to minimize the impact while cutting the expense line items to the bone. As noted, it appears we are continuing to attempt to live beyond our means as a congregation – and the choices the congregation will have to make will be difficult. The budget to be presented to the congregation for approval will once again be a deficit budget, with austerity amounts in many expense lines.

The Finance Committee and Board of Trustees will need to work with the congregation, minister, and staff to address the reality of our expenses and our resources in the coming year.

SOCIAL JUSTICE TEAM

BETTY GILMORE

SUBMITTED : APRIL, 2017

- ✓ The Social Justice Team has had 5 meetings between October and March
- ✓ Much of our work has involved providing information about local and national issues; information and opportunities, both local and national, about how to engage with elected officials; about how to respond via phone calls, letters & emails, rallies & marches; and training to become more knowledgeable about the issues & actions. This has been accomplished through readings, group meetings, worship, and communications via the Scoop, FUSW's Facebook page, and the Social Justice bulletin board.
- ✓ Compiled and distributed listings of social justice organizations in Westchester County, as well as how to contact federal and local elected officials, as well as information on the structure and operation of the county government and its budget

In line with one of the tenets of FUSW's mission statement, Advancing Justice, and the UUA's initiatives, the two major issues for this year's focus continue to be:

- **Racial Justice – Black Lives Matter**
- **Climate Justice**
- Given the political changes evolving since the November 2016 election, these issues have become even more critical, and we have expanded our efforts in the related area of Immigrant & Refugee justice.

We have approached our social justice work in an integrated way, trying to engage in a variety of coordinated activities:

- Connecting with UUA Initiatives in these areas
UU-UNO service 10/9/16; White Supremacy Teach-in on 5/14/17, joining with 600 UU congregations around the country
- Working with other UU congregations in Westchester on joint projects
 1. *Two post-election meetings of Westchester UU's to discuss a collective & activist response*
 2. *Participation in discussion groups at FUSW & CUUC of the UUA recommended read, "Healing the Heart of Democracy" by Parker J. Palmer*
 3. *Co-sponsored with other UU congregations the Jacob Burns Film Center's screening of "Disturbing the Peace", an Israeli/Palestinian documentary about Combatants for Peace*
 4. *The Women's March in January was attended by a number of FUSW members, both in NYC and Washington DC. Several UU congregations marched together at the NYC march*
- Partnering with Community Organizations working on these areas locally
MLK Center for Nonviolence; Westchester Coalition for Police Reform; SURJ
- Choosing Share The Plate recipients whose work reflects action in these areas
See list below of STP recipients

- Affirming and celebrating our justice work in our worship services

Social Justice Service on 4/2/17, "This is Our Time: Healing the Heart of Democracy"

- Developing opportunities in least some of the five types of social justice actions so that congregation members can choose how and when they wish to participate: Service, Education, Witness, Advocacy, Community organizing

Racial Justice – Black Lives Matter

- ***FUSW Anti-Bias Group***: held 4 monthly meetings during Community Night to read and discuss articles to help us raise our awareness and educate ourselves about white privilege & racial oppression
- The Westchester UU Antiracism Collaborative met twice this year, and then decided to join with the newly formed Westchester Chapter of the national organization, ***SURJ (Showing Up for Racial Justice)***. The chapter held its first meeting at FUSW in September. We have attended four meetings.
- Screening of the documentary film, "13th" sponsored by the Greenburgh Human Rights Advisory Committee
- Presentation by David Billings, author of "Deep Denial" at the Mohegan Lake UU NAACP rally in Peekskill
- Vigil at the Westchester County Office Building protesting the use of the County Center for a gun show
- A panel on Black Lives Matter and the Police at Manhattanville College
- ***Westchester Coalition for Police Reform***
 - Five monthly meetings
 - Vigil in November at the Westchester County Courthouse
 - Witness at the trial for justice for Kenneth Chamberlain Sr.
 - White Plains Common Council meeting to request consideration of a civilian review board for the police
 - Forums on Ending Police Abusive & Discriminatory Police Practices, and on the Need for a Commission on Prosecutorial Misconduct, and Civilian Review Boards
- Assisted the UU DRE's in the development of an Anti-Oppression curriculum for this year's RE program, and supported the Racial Justice Con held at FUSW by purchasing & delivering the food required for the weekend event

Immigrants Rights & Refugee Support

- The ***Westchester Coalition Against Islamophobia*** forum on Hate Crimes Against Muslims: Prevention and Remedies
- The annual community dinner sponsored by ***Andalusia Muslim American Society-UNY School***
- Two rallies in White Plains in support of immigrants rights
- Active in the Westchester Refugee Task Force (Sue McAnanama)
- Volunteer Coordinator with Hearts & Homes for Refugees, a Pelham based group: advocacy, sponsoring a Syrian family of six, securing resources (Marin Shunick)
- "Team Blanca" has been a significant effort with contributions of time & money (Ross & Nancy Crolius, and Arlin & Sarita Roy)
- Attended training on Immigrants' Rights & Responsibilities held by one of SURJ's partners, Hudson Valley Community Coalition (HVCC) about how white allies can work in solidarity to build power with immigrant communities. Assisted HVCC members by providing rides to Newburgh for a meeting with NYS Attorney General Eric Schneiderman.

Climate Justice

- Reception at FUSW art exhibit, “Danger Under Our Feet” about the Algonquin Pipeline Extension in Westchester
- Participate in the annual Clearwater Festival with other Westchester UU congregations
- Climate Justice March in White Plains on April 29
- Posting current items on the Social Justice bulletin board and in the email newsletter, The Scoop, and on FUSW’s Facebook page about local events and activities, including films, lectures and rallies related to climate justice issues

Share the Plate 2016-2017

\$ 247.50 – WESPAC	September 11
\$ 369.00 – UU-UNO	October 9
\$ 487.97 – Standing Rock Sioux	November 6
\$ 320.50 – Food Bank of Westchester	December 4
\$ 198.50 – Westchester Coalition for Police Reform	January 8
\$ 302.50 – EqUUal Access	February 19
\$ 324.00 – Prideworks	March 12
\$ 326.50 – Federated Conservationists of Westchester Co.	April 2
<u>\$ TBD</u> - Hudson River Sloop Clearwater	May 14
\$ 2,576.47 YTD	

Food Donations

- Bread for the People deliveries to the Open Arms Shelter in White Plains continues weekly through the committed efforts of Maria Harris, Susan McAnanama, George McAnanama, Josh Kimerling, Terry Shook; and to St Joseph’s Food Pantry weekly by Jane Lawrence
- The Hastings Food Pantry receives the donations from the FUSW food box

Midnight Run

As has been the case for decades, one of the centerpieces of Social Action at FUSW during the 2016-17 year has been our participation in the Midnight Run. During the past year we organized 10 Runs, about half of which were night Runs and the rest Sunday morning breakfast Runs. Many members of the congregation as well as many of our children and youth helped to make these Runs successful, and we look forward to another year of rewarding service to those who truly need our help through these Runs in the upcoming year, starting with summer Runs which we will let you know about as soon as we have dates set. Thanks to all who have been a part of this continuing effort.

Reports on other social action projects will be submitted separately:

- Community Garden Linda Caldwell
- Common Ground Carter Smith

COMMUNITY GARDEN

LINDA CALDWELL, COMMUNITY GARDEN MANAGER

SUBMITTED: MAY, 2017

As part of the social action subcommittee, here is the reporting from the 2016-17 Community Garden.

We are a membership based garden in which each member rents a box for a growing season and is solely responsible to maintaining it. This spring we unanimously voted to lower the fee from \$60. to \$50. to encourage interest.

Any unrented boxes out of our 14 boxes, are for the sole purpose to donate to the community at large. Last season, we focused on crops that are fast growing to maximize the donation potential. We donated to The Sharing Community in Yonkers and The Pantry in Dobbs Ferry.

As of January, I have given over management of the Community Garden to Denise Woodin. She is spearheading the membership drive in the area, communications, and finances of the community garden.

The state of the garden is healthy at this point although we could use more members. Repairs are a reality and the rental funds go to maintain the structure and repairs. A few boxes are in need of repair and the picnic tables need to be re-sealed this season.

I have installed new signage for the compost bins to the far corner of the building. I hope the community garden will continue to involve the society, especially the RE program with composting and annual planting.

We remain an all organic garden and have been supported by Mobius Fields, Deb Taft's farm to get our all organic vegetable plants. I have encouraged Denise to connect with her for plants again this season.

I will continue to be a member and I am grateful for all I have learned managing the community garden over the last six years. Connecting with nature is a meditative and Spiritual practice for some and I was happy to engage in this myself and inspire others.

Respectfully submitted,
Linda J Caldwell, Former, Community Garden Manager

NOMINATING COMMITTEE

DIANE GUERNSEY, CHAIR
SUBMITTED : MAY, 2017

As stated in the Bylaws (see below*), the Nominating Committee consists of five members--three who are nominated and voted on at the Annual Meeting, and two who are appointed by the Board thereafter. Once the Committee members are in place, the Board President appoints one of them as the Committee's chairperson. The Nominating Committee is responsible for identifying and nominating candidates to fill the openings slots for Board officials and Trustees.

The 2016-17 Committee members are Diane Guernsey (chair), Rob Carroll, Cheryl Larsen, Lenore Lupie and Cynthia Reynolds.

This year, we needed to identify and nominate candidates for the following Board posts: Vice-President (one-year term), Secretary (one-year term) and Trustee (three-year term). We have done so.

We were also responsible for finding replacements for departing members of the Nominating Committee. At the time of this writing, we have two candidates lined up; we will continue the search in hopes of obtaining all of the needed candidates by the time of the Annual Meeting. During the meeting, nominations can also be offered from the floor by any Society member present.

Respectfully submitted,

Diane Guernsey

***Bylaws --Section V, article 10**

There shall be a Nominating Committee consisting of five members of the Society, whose duty it shall be to make nominations from among the members of the Society at the next Annual Corporate Meeting for officers and trustees of the Society. Such nominations shall be made known to the congregation at least fourteen days before said meeting. Additional nominations for officers and trustees of the Society may be made at the Annual Corporate Meeting by any member. Three members of the Nominating Committee shall be nominated and elected by ballot at each Annual Corporate Meeting. The Board of Trustees shall designate two additional members. The President shall designate the Chairperson of the Nominating Committee.

MUSIC COMMITTEE

DIANE GUERNSEY AND RICHARD SLADE

SUBMITTED: MAY, 2017

Music at FUSW

Music plays a rich and vital role in our congregational life, whether as part of our worship services or in concerts, fundraising events and informal get-togethers.

On most Sundays, the Coffee Hour Choir lifts up its voices in song, whether in rehearsal or during the service, under the leadership of highly esteemed Choir Director Richard Slade (see choir report).

At services, concerts and other events, the Society's Pianist in Residence Diane Guernsey performs both solo and in collaboration with the many gifted FUSW musicians who contribute their time and talents to create inspiring, engaging and high-quality musical offerings. A partial list of the musicians who have played or sung for the congregation at Sunday services and FUSW events includes Liz Nilsen-Baumwoll and Michael Baumwoll; Leslie, Joe, Henry and Adam Burby; Craig Butler; Stephen Caldwell; April and Ray Castoldi; Sarah Clarke; Ross Crolius; Mark Davis; Paul Gross; Jim Howe; Ron Katz; Liz Loglisci; Rob Politzer; Cynthia Reynolds; Rita Rigano; Terry Shook; Greg and Marin Shunick; Gary Trosclair; Charlie Weicha; and Winston Wisehart. Many of our Youth have also offered their musical gifts at Sunday and holiday services. Apologies to anyone whose name was missed, and please know that your musical contributions are deeply appreciated.

Saturday nights throughout the year, the Common Ground Coffee House, founded and run by impresario extraordinaire Carter Smith, presents world-class performing artists to a broad-based, enthusiastic audience. The artists receive their usual fees; the rest of the proceeds go to underwrite the fair-trade coffee served at the Society and to support a wide array of charities and causes.

The First U Rock & Soul Revue, the Society's resident R&B ensemble, rehearses on Friday nights year-round and performs for services, dance parties and other fun events. We thank Revue founder and leader Ray Castoldi and all of its members for enriching the Society's musical scene and helping everyone at the Society keep rocking on.

This year, as part of the Society's annual fundraising effort, a number of FUSW musicians will present a French Salon--an evening featuring French classical music and elegant cuisine--on June 10, 5:00 PM, at the Society. All are welcome.

Respectfully submitted,

Diane Guernsey

CHOIR

RICHARD SLADE

SUBMITTED: MAY, 2017

Small but mighty the choir soldiered on, rehearsing most Sundays at 10am, singing twice per month at services on average, and swelling to a much bigger group for Christmas Eve. Choir is a ministry (to those who participate) and a part of the service (for the whole congregation). We continue to fulfill both functions. We welcome additional members and a long-term commitment is not necessary!

Richard Slade, Director

COMMITTEE ON MINISTRY

ROSS CROLIUS (CHAIR), JIM WRIGHTSMAN, CAROL EHLER, BETTY GILMORE
SUBMITTED : MAY, 2017

Your Committee on Ministry strives to be the agent in our congregation that represents the total ministry, both professional and lay. We attempt to keep FUSW vital and effective by monitoring, evaluating, and advising all aspects of our religious community.

This past year we focused on reaching out to the congregation to improve communication and awareness of who we are and what we're about. Small gestures such as wearing nametags that identify us COM members and attempting to be conspicuous and available during the coffee hour proved worthwhile. We also initiated the COM member of the month by opening the service in lieu of the Board member. Another important committee focus was participation in the Covenanting workshop. We look forward to continuing this important exploration in the months to come.

HOSPITALITY / SUNDAY COFFEE HOUR

SUBMITTED: MAY 2017

This year, a total of 62 people stepped up to volunteer, providing a loving and nourishing ambience after our Sunday Services. It was the first year that Hospitality made a conscious effort to create opportunities for people to sit leisurely at tables that were speedily set up after each service. We made a conscious effort to provide chances for congregation members to know one another better. Our incredible congregation came through. People who had never made a pot of coffee or brewed a cup of tea before, braved the unknown! Each Sunday there was a new team and each team had its own style, its own way to make a difference.

We know that a vital ritual for Unitarian Universalists is to worship at the coffee urn alter. If it weren't for all of you who took the time to do your part, we would have been hungrier and thirstier and a bit less spiritually fulfilled.

A huge "Thank you" to you all! You made my job easy, and you helped to make FUSW a warm and welcoming place.

Sarita Roy, Hospitality Recruiter

MEMBERSHIP COMMITTEE

SUBMITTED: APRIL, 2017

NO CHAIRPERSON - CORE MEMBERS: Connie Kehoe; Sara Kelsey; Joan Livingston; and Marilee Scheuneman. Additional volunteers from the Congregation are welcome and are immediately put to work (thank you, members of program groups!). We appreciate the assistance of Rita Ruotolo, Administrator, who enters both visitor and new member information in ICON. She also has initiated keeping a list of visitors, which she keeps current. In addition, she has given us valuable assistance in updating our forms. Last but not least, the Committee has received much support from the Board this year, which has been a great help.

A major development this year was the re-institution of our potluck dinner for new members. We hope to continue this successful tradition in the coming year.

The Committee has concentrated on what we perceive as the core functions of greeting both existing members of the congregation and visitors. We try to create a welcoming atmosphere and provide visitors with information and introductions to people in the congregation who may have similar interests and can provide in-depth information, e.g., religious education, social action committee activities, program groups, etc. Members of our congregation are friendly and outgoing and provide a big assist to our efforts!

We continue to interact with visitors as they get to know the congregation. We follow up with visitors to see if they would be interested in becoming members of the congregation.

We are very pleased with the new members we gained in December 2016 and June of 2017. Our new members quickly become some of the most actively involved members of the congregation.

We continue to be assisted by the Board in our efforts to keep current our information packet for new members. We make our greeter instructions and forms, available to new greeters and program group members who serve as greeters. The Board continues its efforts to expand the activities of the Committee to include reaching out to the members of the congregation. If someone is interested in participating in such initiatives or in greeting, please let us know. We would be happy to add you to our small but effective team.

GROUNDS COMMITTEE

NANCY EISENMAN , CHAIR

SUBMITTED: MAY, 2017

Thankfully there is nothing much new to report regarding Grounds. General maintenance continues, with our hired company doing the mowing (every other week) in the warm months, and the plowing when needed in the Winter. Mild Winters do have the benefit of saving us money. Gina Piazza spearheaded purchasing new mats to replace the old carpet pieces, to put across the driveway when the parking lot is icy, helping us to look a bit less shabby.

We hold two "Grounds Project Days" per year, in Spring and Fall, to tackle general upkeep: pruning, weeding, planting, gravel raking and filling potholes in the driveway, and other projects. The wooden garbage platform/container has been in our sights for a while, and we're hoping to fix or replace that soon. Our Spring Project Day was April 23; our Fall Project Day will likely be in October.

Respectfully submitted,
Nancy Eisenman, Grounds Committee Chair

PROGRAM GROUPS

BETSY KATES, CO-CHAIR

SUBMITTED: MAY, 2017

This spring ends the two-year cycle for the four program groups. They have been overall very successful. The congregation gave much positive feedback, and most leaders enjoyed the experience. Having the worship themes did help guide the groups toward topic choices to some degree, but not for every service. The Program group model worked especially well during Peggy's sabbatical.

We did have two leaders (Jen and Michael Jacquet-Murray) step down during this time period. Denise Woodin and Waheeda Yousufai volunteered to replace them.

Most people to whom I spoke and asked for feedback, as well as all the leaders except for one, liked the two-year model and felt it helped the groups to be more cohesive. (The one leader felt that it did not allow for more mixing among congregation members, and that their group felt somewhat stale, with the same few people participating.)

I think it would be good to continue the two-year cycle, in order to allow members to feel connected and bonded to their group.

For 2017-19, there is only one set of leaders who has agreed to continue: Nancy Ulrich and Micheal Dowling, along with April Castoldi and Bill Reynolds. I have asked leaders of each group to help identify and ask someone from within their group if they might be willing to step up and volunteer to be leaders. As of this writing, there is still a need for three sets of leaders. I will work over the summer, along with several others, to create the four new groups.

Respectfully submitted,
Betsy Kates