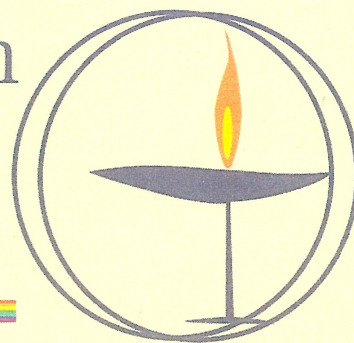


ANNUAL REPORT

May 21, 2017



Unitarian
Universalist
Fellowship
of Durango 🏳️‍🌈





Annual Report May 21,2017

Contents

Reports

Minister's Annual Report.....	3
Worship Arts Team Report.....	4
President's Report.....	5
Vice President's Report.....	7
Faith Formation Report.....	9
Social Responsibility and Justice Program Report.....	10
Coffee Crew Report.....	11
Stewardship Campaign Report.....	12
Membership Committee Report.....	13

Annual Congregational Meeting

Agenda.....	15
Minutes of 2016 Annual Congregational Meeting.....	16
Proposed FY 2017-2018 Budget.....	19
Slate of Candidates.....	21

Addendum

Financial Reports

UUFD
Report to the Congregation
The Rev. Katie Kandarian-Morris

Dear Ones,

I write, nearing the end of my first year serving as your called minister. The two years prior, my role was that of "Developmental Minister" contracted to be with you to focus on particular goals to move the congregation forward. Now, after one year, I believe we work pretty well together, and it has been a year that has proved to be growing and thriving.

What seems most significant this year, is that the nation has new leadership, and despite differences we share in the congregation, the new administration has proved to serve as a rallying cry for our liberal religious values and our dedication to social justice. It has nudged people in the community to make their way to our doors, with membership numbers growing closer to 150 adult members, and attendance figures on some Sundays climbing well over that mark. Easter Sunday we served just shy of 200 people at two services.

Our Faith Formation program is growing and where we previously held mostly a "one-room schoolhouse" now we have childcare, nursery, pre-school/early elementary, and elementary. Our fledgling youth group now has 8 teens registered. The exciting acquisition of the next-door property will provide more appropriate and spacious classroom space for this important population of Unitarian Universalists.

This year we lost important members Don Hayes and Don Gordon. We remembered Don Hayes at a memorial in April and will remember Don Gordon in June. We're fortunate that both Judy Hayes and Sharon Gordon will remain active in our fellowship.

Milestone events at UUFD this year included

- The first installation ceremony for your called minister, where guest ministers came from California and Denver area to participate. A fabulous reception was organized following and I think we can be proud of the continued breaking-through of the congregation.
- Frolic, our repeating, successful auction.
- Standing on the Side of Love March, where on a super-snowy day, 1000 people showed up and UUFD took the lead.
- Snowdown Parade included a joy-filled, kid-filled UUFD float.
- Continuation of our successful recital series
- First year participation in community Advent and Lenten services that welcomed other denominations to worship with us, and to share fellowship.

As we continue this journey together, I am honored and grateful to be serving this wise and wonderful congregation.

With love to you,

Katie

Worship Arts Team Annual Report

UUFD May 21, 2017

Worship Arts Team is part of our governance structure under the ministry umbrella.

Components of worship arts include:

- Worship associates
- Music (music director, choir director and choir, accompanist and guests)
- Ushers
- Audio/visual technology and associates
- Chancel guild (décor for sanctuary, including flowers)

A new team leader has been recruited (thank you to Marsha Porter-Norton) and will be working with the minister to hold periodic meetings and send communication about ongoing training and best practices, as well as experimentation for our growing community.

Thank you to so many who have contributed this year:

Worship Associates this year have included:

Tim Miller, Tom Miller, Bonnie Miller, Anna Royer, Judy Hook, Connie Jacobs, Mary Ocken, Tara Frazer, Marsha Porter-Norton, Alane Brown, Lisa McCorry, Teresa Jordan, Julie Jordan.

Folks who want to be considered for the future can fill out application on UUFD website at DurangoUU.org.

Music:

Thank you to our wonderful staff including our Music Director, Marilyn Garst, our Choir Director Alane Brown, accompanist Lawrence Nass. All three have invited guests to join us during the year and we've enjoyed top quality music that is diverse in style. Our choir has grown to well over 20 members.

Ushers:

Dell Manners manages a large cadre of gracious and welcoming ushers.

A/V and sound associates:

Ed Cox, John Schiffel, Robert Pinkerton, Tom Miller, Burt Coleman, Graham Smith and Joe Sykes

Interested folks should see Ed Cox or John Schiffel. No particular gender identity required.

Chancel Guild:

Judy Hook leads the chancel guild, and has had help from Trenton Wann and Barbara Hawn, Teresa Jordan and Aline Schwob.

You can sign up to bring flowers on our UUFD website.

Respectfully Submitted, Rev. Katie Kandarian-Morris

Unitarian Universalist Fellowship of Durango
Board of Trustees President's Annual Report
July 2016-May 2017
Teresa Jordan

*You know that church life is all about relationships.
And because you know this, your spiritual discipline of forgiveness is always at hand.*
- from *Song for the Unsung*, a poem by Steve J. Crump

The Board of Trustees of the Unitarian Universalist Fellowship of Durango (UUFD) met on the second Tuesday of each month to attend to the business of the congregation, which is fundamentally to grow the beloved community. In late summer, Board members participated in a day-long retreat to consider what we were being called to do and how we would be with each other. We began to develop a common understanding of roles, outlined the Board action plan for the church year, and began thinking about the strategic planning process. In addition, members of the Board participated in monthly 'Deep Chair' discussions to explore our vision for UUFD, and the Board met quarterly with the Leadership Council, which includes the Minister, the Board, committee chairs, and ministry team leaders.

Early in the year, the Board focused its attention on foundational documents by re-writing the Board Covenant and reviewing articles on mission statements. The Board identified a need for the congregation to re-visit the existing UUFD mission statement and to develop a congregational covenant. The Board charged a Strategic Planning Task Force, which included **Ken Carpenter, Judy Hayes, Chris Lopez, Tom Miller, Terri Reheman, Aline Schwob, Melissa Stacy, and Portia Sykes**, and hired a consultant, the Rev. Dr. Lawrence Peers, to work with the task force and facilitate a discernment process with the congregation to identify common goals. Thanks to all who participated in The Summit and Action Planning. (See Vice President Tom Miller's Annual Report for more on the strategic planning process.)

To define the lines of responsibility and accountability within the congregation, your Board continued to develop policy governance at UUFD this past year by:

- completing a group-study of *Governance and Ministry: Rethinking Board Leadership* by Dan Hotchkiss;
- sharing the UUFD Governance/Leadership Model with committee chairs and ministry team leaders;
- charging a Policy Task Force, which included **Bonnie Miller, Graham Smith**, and me, to draft a set of board policies; and
- reviewing and providing comments to the task force to revise those draft policies.

The Board expects to approve a final version of the policies by June or July 2017.

In fulfilling its fiduciary role, the Board closely monitored UUFD's financial condition by:

- reviewing monthly and quarterly financial reports;
- studying the pros and cons of retiring UUFD's mortgage;
- charging an Endowment Task Force (**Ken Carpenter**, the late **Don Hayes, Tim Miller**, and **Tom Miller**) to research, develop, and recommend to the Board an endowment plan for UUFD;
- charging a Financial Review Task Force (**Syl Allred, Jack Eberhart, Tim Miller, Steve Ruddell**, and **Mark Swanson**) to examine UUFD financial practices;

- approving FROLIC Co-Chairs **Lynn Griffith, Connie Jacobs, and Bonnie Miller** who organized and coordinated the successful auction fundraising event, with proceeds to go toward fees for consultants and architectural concept designs;
- establishing a mechanism for electronic giving through the our newly designed UUFD website with the efforts of the IT Team (**Ed Cox, Eb Redford, John Schiffel, and Graham Smith**) and Finance Committee Chair **Tim Miller**;
- assisting the Stewardship Committee Co-Chairs **Kathleen Adams and Lisa Govreau** with a successful pledge campaign that will allow for some of our campus expansion and additional staff hours for more programming;
- applying for and receiving the UUA Mountain Desert District Chalice Lighter Grant to install a vertical lift to the second floor above Bowman Hall;
- proposing and developing two new staff positions – Financial Clerk and Membership Professional; and
- working with Finance Committee Chair **Tim Miller** to develop the FY18 Proposed Budget.

This past year your Board promoted leadership development within our congregation by:

- approving financial support to Leadership Development/Nominating Committee Chair **Allison Andersen** and committee member **Maureen Maliszewski** to attend the Russell Lockwood Leadership School;
- providing trainings at quarterly meetings of Leadership Council;
- approving financial support for **Elizabeth Long** and Associate Treasurer **K Redford** to attend UUA General Assembly as delegates for UUFD.

Your Board sought to accommodate our growing congregation by:

- monitoring monthly attendance reports generated by the Membership Committee, chaired by **Carolyn Miller**;
- conducting a fundraising campaign to purchase ten additional chairs for the sanctuary;
- voting to move offices and volunteers' work space into the second floor above Bowman Hall when our tenants' lease expires this summer (In addition to creating a more functional work environment for staff and volunteers, this move will free-up space adjacent to the sanctuary for the preschool children's Faith Formation.);
- beginning to explore going to two services each Sunday;
- proposing a formal agreement with Durango 9-R School District for over-flow parking from UUFD at Needham Elementary School;
- working out details of moving elementary school-aged children, youth, and adult Faith Formation activities into neighboring property on Columbine Drive;
- planning to charge a Campus Planning Task Force, which will assess our long-term building needs and propose possible solutions; and
- planning to charge a Capital Campaign Task Force, which will propose and implement a fundraising campaign to support the campus plan.

As I conclude my service on the Board, I want to thank the congregation for all the support you have shown me. I am especially grateful to **Rev. Katie** for the counsel and wisdom she has shared. No one does this sacred work in isolation. Any success I experienced in Board service is credited to the caring and sharing members of our beloved community. I alone bear responsibility for my shortcomings; and for those, I ask your forgiveness – just as I forgive myself. Thank you for the honor of serving on your Board of Trustees.

Board of Trustees Vice-President's Annual Report

May 2017

Tom Miller

Since I have become a member of UUFD, my observation is that each successive Board has crafted their priorities and action, consciously building on the committed and excellent work of their predecessors. We have done a lot of growing over the last several years, thanks to the dedicated efforts of many members and friends. As we look at the accomplishments of the current outgoing Board (see Teresa Jordan's President's report) we can, again, see much forward movement. To continue that progress, in addition to "keeping the lights on", I believe the incoming Board will have four key areas of growth and change to manage: revisit our mission, finish the strategic planning process, start seriously planning for a campus renewal and begin a capital campaign to fund it, and continue to grow into our new governance structure.

Mission

UUFD's mission statement was crafted years ago in a time of lay leadership. We are about to start our fourth year in our partnership with Rev. Katie, whose presence has brought many positive changes to the life of our Fellowship. We have many new members who bring in additional life, perspective and experience. As we consider all the potential changes that were raised in the strategic planning process it seems appropriate that we now take some time to consider whether the "old" mission fully represents the sense and hopes of our current membership for how we want UUFD to be in the world.

Strategic Planning

Perhaps the most immediate task is to continue the Strategic Planning process to the point that we have a complete document that expresses the best ambitions of the Fellowship. As I write this, there are still steps in the process that need to be completed. First, a deep dive review by the current Board of the draft presented by the Strategic Planning Steering Committee at the May 9 Board meeting. That document, the work of over 50 of our members, took the cumulative work of the Summit and condensed it into twelve goal areas with associated objectives and tasks to be completed. The Board will review these goal areas with an eye to settling on those which are not only most important to delivering on our mission, but clearly doable within a 3-5 year time frame, given the resources we have. The Board is likely to request additional input from current committees, task forces, Ministry teams and programs as that refinement takes place. The incoming Board will be tasked with beginning the implementation phase of the completed plan.

Campus Needs Review and Capital Campaign

It is clear already, based both on the work of the Summit and the following deliberations by the Action Planning groups, that a very key part of the Strategic Plan will be a comprehensive effort to review and possibly redefine the physical spaces we have and how we will use them. The addition of the Columbine House and the upstairs of Bowman give us potential to handle, at least in the short term, some of the growth that we are experiencing. These additions to our physical capacity, however, do nothing for the crowding we experience in the Sanctuary and our fellowship space in Bowman Hall. A number of options have been part of informal dialog over the last few months. Whatever changes we ultimately decide on will affect us all. It will therefore require a thorough, deliberate period of dialog and discernment before we settle on one final approach to bring forward to the Fellowship. The obvious implication, if we decide to redesign and/or renovate our physical facilities, is that we will need to initiate a capital campaign to fund those improvements.

Governance Model

Over the last few years, the Board has also been building their work upon the Dan Hotchkiss' policy-based governance model. The model is a method organizing the work of the different groups within the Fellowship to define clear lines of responsibility and accountability. As we continue to grow and our need for organization and coordination increases in complexity, this work serves to make the work of the Board both more effective and efficient as we seek to implement our mission. Each year we get better at it and the incoming Board will continue to grow into that practice across all the activities of the Fellowship.

While the Board has the responsibility of representing and guiding the Fellowship to accomplish its mission, the real work of the Fellowship is done by all of you. The four key areas noted above (Mission review, Strategic Plan implementation, Campus planning and Capital Campaign, and Governance progress) are the headlines and suggest changes in what we look like and how we present ourselves to the outside community. This amount of potential change is both exciting and challenging and should be driven by a clear and consensus sense of our mission. The incoming Board will be responsible for managing the changes in a way that balances our hopes and ambitions with our ability to deliver. A big part of that will be the willingness of the membership to participate in the work of the various committees, task forces, ministry teams and programs, as well as the opportunities to weigh in on the deliberations of what those changes should actually be. We hope you will join in as actively as you can.

Faith Formation Annual Board Report
Director of Faith Formation, re@durangouu.org

Adult Faith Formation

A Faith Formation team formed this year. It has four congregants, the director and the minister, and meets quarterly.

UUFD currently maintains three covenant groups. Starting in Fall 2017, there will be a Covenantat Group Facilitator Coordinator.

Healing Racism Circle continues to meet quarterly and attend community events.

Multiple Adult Faith Formation series, curricula, workshops and films are offered to the young adult and adult community throughout the year. These are lead by the minister, lay leaders and outside guests.

UUFD is proud to offer a variety of special interest and spiritual practice groups for theological deepening, personal growth and social connection. Offerings include but are not limited to Recital Series, poetry circle, common reads, community service, Game Night, Covenant of Unitarian Universalist Pagans (CUUPS), yoga, meditation, Outdoor Adventure Group, Sage Circle, Circle Suppers, PFLAG, Transgender Group, 4 STAR support group, League of Women Voters, AAUW.

Childcare is available upon request during adult faith formation offerings.

Children's Faith Formation

UUFD is proud to serve over 40 Four Corners area families, including over 80 children age three months to 18 years. Children's and youth ministry regularly welcomes 20-40 children. People have lots to do and continue to show up when they are able. Families are all juggling the dynamics of modern life and parenting. It is an honor to welcome these amazing families and children every Sunday. 2016 goal of 25% increase in families and children was met.

There are four classrooms for children and youth at UUFD: Nursery/childcare (0-3years), Pre-K-1st Grade (4-7yrs), 2nd-5th Grade (8-11 yrs), Youth Group for middle/high school (12-18 yrs).

A Children's Faith Formation insert was added to the Worship bulletins to inform people about children's curricula.

A Faith Formation team formed this year. It has four congregation members, the director and the minister, and meets quarterly.

Teacher Recruitment recruitment is a challenge. Nominations are being used for teachers. The goal is to have recurring lead teachers for each age group with rotating assistants. 15-20 lead teachers is ideal.

Social Responsibility and Justice Program 2016-17 Annual Report Summary

SRJ Program Coordinators: Bonnie Miller, Betty Schwartz-Bozeman, Charlie Clements

The Social Responsibility and Justice Program is in its third year as a new design for working toward our UUFD mission for social justice. Our efforts this year focused on continuing to refine and improve the program model and increase the communication and connection of the program to the Fellowship at large so that we may more effectively achieve our mission for social justice: *work toward a community with peace, liberty and justice for all.*

This is the second year for three of the social justice teams: Basic Needs, LGBTQ, and Healing Racism. A fourth team, Immigration, was added midyear due to increased concerns in this area and an interested group of volunteers.

Team Highlights:

Basic Needs – Volunteers continued to focus on food insecurity through service each month at Manna Kitchen, in addition to serving with Thrive La Plata County Coalition for a Living Wage, and Love Out Loud community service projects.

LGBTQ – Advocacy for the 4 Corners Rainbow Youth Center continued as a team priority, with a focus on education (Transgender 101 workshop), providing volunteer support, use of our facilities, participation in Pride Week, and fundraising.

Healing Racism – The team held a community-wide film (*White Like Me*) and workshop (*White Identity*), co-sponsored the Diversity Dialogue with FLC, participated in the UUA common read book, attended Indigenous Peoples Day, Las Cafeterias concert, held a White Supremacy teach-in, and hung a Human Rights banner on the front of the church.

Immigration – A working relationship was established with Compañeros, the Four Corners Immigrant Resource Center, advocacy training sessions were conducted, we signed on to become an emergency base operations, and information documents were researched and created for distribution at UUFD.

Additional sponsored events and activities:

The SRJ program engaged in and sponsored numerous community events including, films "Pride," "Witness to War" and "Defying the Nazis: the Sharps' War," Michael Dowd on ecology as theology, RESPOND, Standing on the Side of Love march, Snowdown float, Women's March presentation, and People's Climate march. Each Sunday the SRJ table provides information, educational materials and SOTSOL apparel; Equal Exchange products are offered for purchase; petitions and support letters are available for signatures.

Financial Contributions

UUSC Guest At Your Table – \$700

UUSC - \$1000

Habitat for Humanity - \$1,992

Durango Adult Education Center - \$1000

Fort Lewis College Grub Hub Food Pantry - \$1,694

Disaster Relief & Development - \$5000: Baton Rouge flood relief, UUSC Haiti relief, and UUSC Burma efforts

Share the Plate - \$7,833.48 in July through April. Recipients included:

Durango Adult Education Center, Thrive! Living Wage, 4 Corners Rainbow Youth Center, and The Garden Project of Southwest Colorado

Coffee Crew 2016-2017 Annual Report
Marta Snow, Crew Leader

Gratitude to this congenial and dependable crew who provided the set-up and clean-up for our social time following worship every Sunday:

Syl Allred	Marcia Hull
Dennis Brown	Marye Jackson
Burt Coleman	Dell Manners
Jim Dahlberg	Tekla Miller
Jack Eberhard	Donna Nelson
Sue Eberhard	John Norton
Ken Francis	Marsha Porter-Norton
Susie Francis	Deb Ruddell
Lynn Griffith	Marta Snow
Ron Harshman	Bill Wallhauer

Join the Coffee Crew. It's a fun way to get involved at UUFD and meet more friends. For more information contact Marta Snow at: smartasemail@gmail.com

Stewardship Campaign 2017



The annual Stewardship Campaign at UUFD began in February of 2017. The co-chairs **Kathleen Adams** and **Lisa Govreau** met with **Reverend Katie** to prepare for the outreach to the congregation of members and friends for annual pledges. Pledge packet materials were prepared by Communications Chair, **Shanan Orndorf**. Packets were distributed over a period of about a month on Sunday mornings.

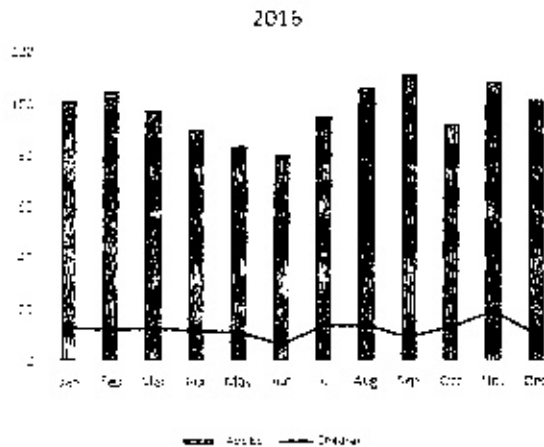
The Stewardship Campaign jump-started with early pledges from the Board of Trustees and the Stewardship Campaign Co-Chairs. Three members of the congregation gave 2-3 minute pulpit 'testimonials' during services over a four-week period. These talks focused on personal reasons for meeting pledges throughout the upcoming church year. Pledge cards were distributed along with encouragement to pledge during the service on Celebration Sunday, March 12th. An all-church 'Finger Food Feast' took place immediately following worship.

As pledges were received, Treasurer **K Redford** recorded and reported pledge information to the campaign co-chairs and Finance Committee Chair **Tim Miller**. Based on her reporting, a follow-up team consisting of **John Schwob**, **Frank Lockwood**, **Reverend Katie** and **Kathleen Adams** contacted members and friends who had not yet pledged. As of the time for printing this report, the total amount pledged was \$215,000 coming from 97 pledging units.

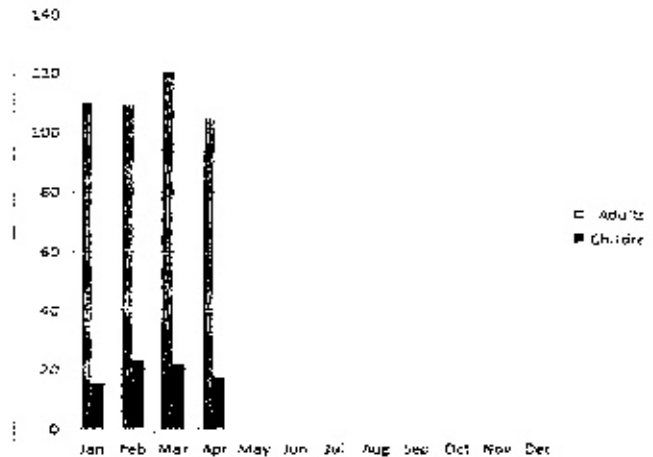
Submitted by Kathleen Adams

Unitarian Universalist Fellowship of Durango (UUFD)
2016 – 2017 Membership Committee Report
May 2017
Carolyn Miller, Chair

This past year has been an exciting time for UUFD and the Membership Committee. We have seen a **15% increase** in average attendance when comparing the first four months of 2016 to the same time period in 2017

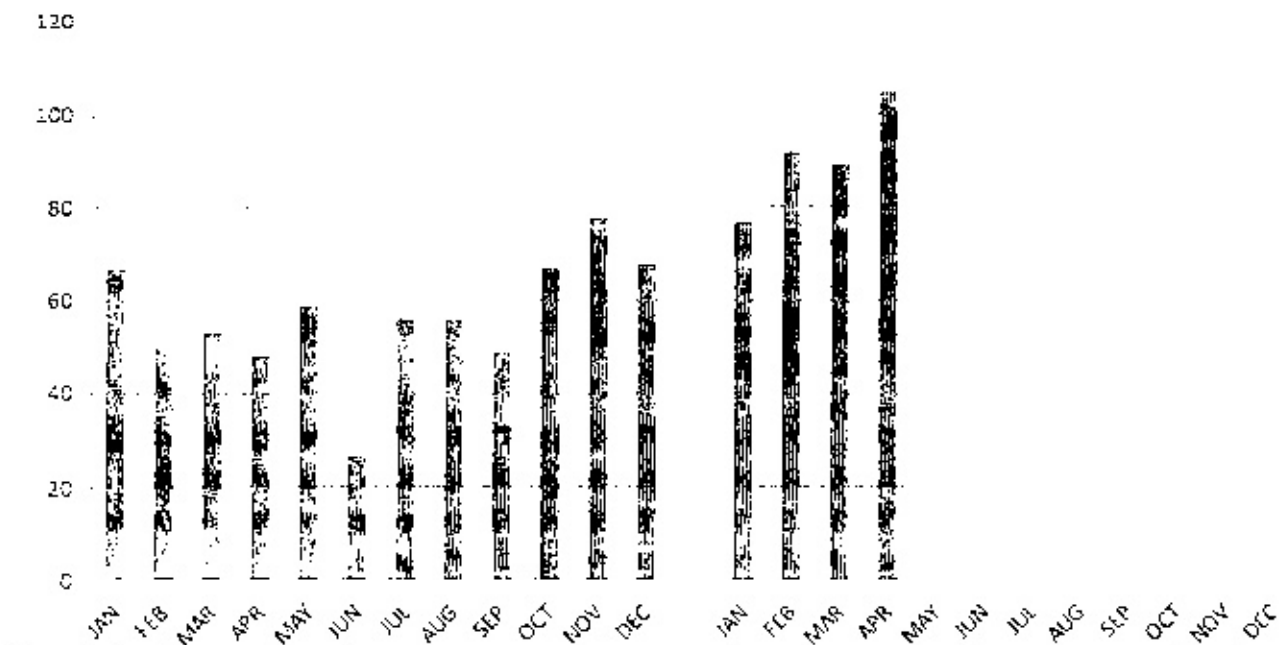


UUFD Monthly Average Service Attendance, January-December 2016



UUFD Monthly Average Service Attendance, January-April 2017

Children's attendance has increased dramatically as shown in the graph below.



Children's Attendance by Monthly Totals, 2016 and 2017 YTD (not Averages)

Note: There were 3 services in April 2017: 3 Sundays plus an extra Easter service

Our membership has grown to **138** as of May 7, 2017. Since February 21, 2016, we have added 28 new members: **Tekla Miller, Katie Kandarian-Morris, Barbara Hawn, Trenton Wahn, Julie Abril, Sydney Andersen, Elizabeth Long, Bill Wallauer, Gerald Gaines, Shanan Orndorff, Douglas Orndorff, Lawrence Nass, Zoe Groulx, Kimberly L. Davis, Vanessa Porres, Marlis Sorge, Frank Lockwood, Sarah Goodpastor, Ken Rice, Ilona Hruska, Mark Swanson, Liz Volz, Robert Winslow, Marilyn Leftwich, Lorri Sullivan, Dennis McClure, Jeri L. Sampson, and Julie Huddle.** We hope you'll get to know these wonderful people

Three people, **Hannah Dzubinski, Nancy Fisher, and Carolyn Miller,** assumed the roles performed by the past Membership Committee Chair K "**Superwoman**" **Redford.** Returning committee members are **Lois Carpenter and Donna Nelson.** New to the committee are **Lisa Govreau, Elizabeth Long, and Zoe Groulx.** **Paul Malizweski** is away for a year. *We could use some more male energy in our group!* If you would like to join our committee, please contact **Carolyn Miller** at cedar31miller@gmail.com or **Nancy Fisher** at nfisher48@gmail.com.

We held another successful ***New Member Luncheon*** at Reverend Katie's lovely home on February 19 following the Welcoming Ceremony during the Sunday service. An additional ceremony and luncheon for new members is being considered for later in the 2017 as we continue to grow.

To make room for additional seating in the Sanctuary, our Welcome Table (credenza) morphed into ***The Welcome Station***, using the old pulpit. With the increased attendance at Sunday services and the number of visitors, we now need at least two of our members to staff the Welcome Station at each service in order to welcome everyone.

We have added a ***Question & Answer Session on Unitarian Universalism & UUFD*** following worship service on the first Sunday of each month.

Circle Suppers continue to be rewarding and well-attended. ***Free Childcare*** at the church during Circle Suppers is new this year. Parents, here's a night out without the kids! Please contact circlesupperuuufd@gmail.com if you would like to attend one of these suppers in the homes of church members.

To be more welcoming to visitors, we are now making permanent ***nametags*** for visitors who complete Visitor Information Cards and request our newsletter. Our growth has also led to our updating many of our procedures, to welcome even more new members. So, bring your friends to our exciting Sunday services and activities!



ANNUAL CONGREGATIONAL MEETING
SUNDAY, MAY 21, 2017

AGENDA

Call to Order.....Teresa Jordan

Lighting the Chalice/Reading.....Jim Dahlberg/Rev. Katie

Establishing a Quorum.....Donna Nelson

Review of Agenda.....Teresa Jordan

Business:

Approval of Minutes 2016 Annual Congregational Meeting

Financial Report

Vote on Fiscal Year 2017-2018 Proposed Operating Budget

Election of Officers and Nominating Committee members

Announcements

Extinguishing the Chalice

Adjournment

Board of Trustees

President.....Teresa Jordan

Treasurer.....Jim Dahlberg

Secretary.....Donna Nelson

Vice President.....Tom Miller

Associate Treasurer.....K Redford

Member At-Large.....Susan Koonce



ANNUAL CONGREGATIONAL MEETING MINUTES SUNDAY, MAY 22, 2016

Call to Order.....Teresa Jordan

Lighting the Chalice/Reading.....Susan Koonce/Rev. Katie Kandarian-Morris

Establishing a Quorum...64 members present and 4 proxy votes. Current membership with eligibility to vote: 119. 30% Quorum required for congregational meeting.

Quorum established by Donna Nelson, Secretary.

Approval of minutes:

2015 Annual Congregational Meeting

March 6, 2016 Special Congregational Meeting (Bylaws)

March 6, 2016 Special Congregational Meeting (Ministerial Call)

Motion made by John Schwob to approve the minutes.

Seconded by Syl Allred.

Majority approval. No objections. All minutes approved.

Vote on Proposed Bylaws Amendments

Review by Lois Carpenter.

Lois Carpenter made the motion to approve the proposed Bylaws amendments.

K Redford seconded the motion.

Teresa Jordan: Discussion to review the process of seriatim as the bylaws are discussed sequentially.

Motions to change to be made in writing.

Teresa Jordan offered opportunity for discussion for each article which had proposed change.

Jim Dahlberg passed the microphone for those who wanted to speak.

Graham Smith displayed items under discussion on large screen monitor.

- Article IV—no discussion
- Article V—no discussion
- Article VI

1. John Schwob made the motion as presented by Ron Garst in absentia to add a Section 7 to Article VI to allow for absentee voting in congregational meetings. Aline Schwob seconded the motion. After discussion, the motion was withdrawn.

2. John Redemske made the motion to remove the strikethroughs from Article VI, Section 5, while retaining the words “ ” and to retain Article VI, Section 7 to be titled “Proxy Voting” in its entirety.

Marcia Hull seconded the motion.

These sections were discussed.

The vote was recognized as a visual majority. There were 3 objections.

The motion passed.

- Article XVII "Amendments"
(Article XVII in Proposed Bylaws, Article XVIII in the Bylaws that are being amended)
John Redemske moved that Article XVII "Amendments" be retained in its entirety.
Dennis Aronson seconded the motion.
After discussion the vote was taken.
Those in favor were in the majority.
There was one abstention.
- Opportunity was provided for discussion on the remaining articles. There was no further discussion.
- Lisa McCorry moved that all language in the Bylaws be gender neutral by removing "he/she" and using "they".
Suzanne Arms seconded.
A visual majority approved.
No objections.
The motion passed.

The vote to approve the original motion, to amend the Bylaws, and to include the changes to the proposed Bylaws approved in the annual meeting, was taken. The changes to the proposed Bylaws which were approved by a simple majority prior to the vote include:

- Article VI: Section 5: Remove the proposed strikethroughs, keep "_____".
- Article VI: Section 7: Retain the original section which is to be titled "Proxy Voting".
- Article XVII "Amendments": Retain the original article (which was Article XVIII in the original Bylaws) in its entirety.
- All gender references in the Bylaws are to be gender neutral.

The amended Bylaws, with the changes noted immediately above, were approved by 60 votes, including 3 proxies. There were no objections. There was one proxy abstention. The motion carried in excess of the required 2/3 majority.

Vote on Fiscal Year 2016-2017 Proposed Operating Budget

Discussion led by Tim Miller.

Graham Smith moved for approval of the budget.

John Schwob seconded the motion.

Motion carried with obvious supermajority.

No objections.

No abstentions.

The motion to approve the budget was approved.

Election of Officers and Nominating Committee members.

Tom McCampbell, VP, chaired this section as President Teresa Jordan was on the slate.

Allison Anderson of the Nominating Committee presented the slate of candidates for the Board of Trustees and the Nominating Committee.

BOARD OF TRUSTEES

President: Teresa Jordan (1 year term)

Vice-President: Tom Miller (1st year Vice-President; following year President)

Associate Treasurer: K Redford (1st year Associate Treasurer; following year Treasurer)

NOMINATING COMMITTEE

Our bylaws require the congregation elect three members to the Nominating Committee. Allison Andersen was elected for a 2-year term last year and will continue to serve for the upcoming year. There are two positions open on the Nominating Committee, but only one identified candidate. Nominations from the floor will be required to fill the third position.

Maureen Maliszewski (second 2-year term)

Vacancy:

VP McCampbell requested Nominations from the floor:

Judy Hook nominated Susie Frances to be a member of the Nominating Committee. Susie accepted the nomination. Mary Hockett seconded the motion.

John Schwob: motion to approve by acclamation.

Tim Miller seconded the motion.

Unanimous approval. No objections.

The slate of candidates as presented by the Nominating Committee for the Board of Trustees and the Nominating Committee for FY 2016 was approved. In addition, Susie Frances will serve a term on the Nominating Committee.

Announcements:

Tom Hafnor offered gratitude for those who do the work of the congregation.

Rev. Katie Kandarian-Morris provided the closing words and Susan Koonce extinguished the chalice.

Adjournment 12:28 pm.

Board of Trustees

President.....Teresa Jordan
Treasurer.....Graham Smith
Secretary.....Donna Nelson

Vice President.....Tom McCampbell
Associate Treasurer.....Jim Dahlberg
Member At-Large.....Susan Koonce

UNITARIAN UNIVERSALIST FELLOWSHIP OF DURANGO

OPERATING BUDGET FOR FY18

(JULY 1, 2017 - JUNE 30, 2018)

		FY2018	FY2017	Change
41000	INCOME			
41010	Pledge Payments	\$213,645	\$176,000	\$37,645
41011	Pledge Payment Slippage (3%)	(\$6,409)	(\$5,280)	(\$1,129)
41020	Non-Pledge Contributions	\$12,000	\$12,000	\$0
41030	Unidentified Plate Cash	\$6,000	\$4,400	\$1,600
41040	Interest Income	\$60	\$952	(\$892)
41050	Miscellaneous Income	\$1,050	\$1,000	\$50
41055	New Member Pledges	\$2,500	\$2,000	\$500
41060	Rental of Apartment	\$0	\$13,000	(\$13,000)
41070	Rental of Sanctuary/BH	\$250	\$250	\$0
41090	MCF Allocation	\$34,344	\$32,800	\$1,544
41095	Prior Year Pledge	\$4,500	\$3,000	\$1,500
4111	Misc. Unrestricted Donations	\$0	\$1,000	(\$1,000)
	TOTAL INCOME	\$267,940	\$241,122	\$26,818
62000	ADMINISTRATIVE EXPENSE			
	TOTAL ADMINISTRATIVE EXPENSE	\$30,022	\$27,838	\$2,184
62200	INFORMATION TECHNOLOGY			
	TOTAL INFORMATION TECHNOLOGY	\$5,575	\$5,592	(\$17)
63000	BUILDING AND GROUNDS			
	TOTAL BUILDING AND GROUNDS	\$22,816	\$22,817	(\$1)
64000	MINISTRY TEAMS			
	TOTAL WORSHIP ARTS	\$8,000	\$9,650	(\$1,650)
65000	FAITH FORMATION			
	TOTAL FAITH FORMATION	\$6,400	\$5,900	\$500
66600	SOCIAL JUSTICE			
	TOTAL SOCIAL JUSTICE	\$10,000	\$9,000	\$1,000
66000	COMMITTEES			
	TOTAL COMMITTEES	\$8,450	\$8,050	\$400
61350	MINISTRY			
	TOTAL MINISTRY	\$90,870	\$89,500	\$1,371
67000	NON-MINISTERIAL STAFF			
	TOTAL NON-MINISTERIAL STAFF	\$85,805	\$61,895	\$23,909
	TOTAL EXPENSES	\$267,938	\$240,242	\$27,696
		100%	% change	12%
	NET INCOME (DEFICIT)	\$2	\$880	(\$878)

UNITARIAN UNIVERSALIST FELLOWSHIP OF DURANGO

OPERATING BUDGET FOR FY18

(JULY 1, 2017 - JUNE 30, 2018)

EXPENSE DETAIL

	FY2018	FY2017	Change
62000 ADMINISTRATIVE EXPENSE			
62020 Miscellaneous Expense	\$200	\$200	\$0
62045 Office Supplies	\$3,800	\$3,000	\$800
62050 Insurance	\$5,000	\$4,500	\$500
62070 Postage	\$0	\$500	(\$500)
62080 Bookkeeping Services	\$4,000	\$3,500	\$500
62090 Mountain Desert Region Dues	\$3,302	\$3,068	\$234
62005 UUA Annual Contribution	\$7,620	\$6,720	\$900
62118 Chalice Lighters	\$500	\$500	\$0
62120 Leadership Training	\$5,000	\$5,000	\$0
62140 Property Tax	\$0	\$650	(\$650)
62160 Legal/Prof. Fees	\$100	\$100	\$0
62170 VANCO/Bank Fees	\$500	\$100	\$400
TOTAL ADMINISTRATIVE EXPENSE	\$30,022	\$27,838	\$2,184

Percent of Total 11% % change 8%

62200 INFORMATION TECHNOLOGY			
62130 Power Church Software	\$730	\$1,165	(\$435)
62131 Dropbox Annual Subscription	\$900	\$600	\$300
62092 Website Conversion/Maintenance	\$285	\$500	(\$215)
62040 Hardware Replacement/Upgrade	\$1,750	\$1,725	\$25
62041 Internet, Web Hosting, VOIP	\$1,250	\$1,224	\$26
62044 Constant Contact Subscription	\$660	\$378	\$282
TOTAL INFORMATION TECHNOLOGY	\$5,575	\$5,592	(\$17)

Percent of Total 2% % change -0%

63000 BUILDING AND GROUNDS			
63010 Church Mortgage Principal	\$3,996	\$3,783	\$213
63020 Church Mortgage Interest	\$6,320	\$6,534	(\$214)
63030 Building Maintenance & Supplies	\$4,500	\$4,500	\$0
63070 Grounds&Garden Supplies/	\$2,000	\$2,000	\$0
63090 Grounds Snow Removal	\$1,000	\$1,000	\$0
63107 Utilities	\$5,000	\$5,000	\$0
TOTAL BUILDING AND GROUNDS	\$22,816	\$22,817	(\$1)

Percent of Total 9% % change -0%

64000 MINISTRY TEAMS			
64010 Pulpit Guest	\$2,600	\$2,600	\$0
64015 Pulpit Guest Travel	\$0	\$900	(\$900)
66008 Art and Aesthetics	\$200	\$200	\$0
66040 Care Team	\$200	\$200	\$0
66050 Hospitality	\$700	\$700	\$0
66403 Music Supplies	\$300	\$300	\$0
66104 Guest Musicians	\$1,000	\$1,000	\$0
64040 Worship Supplies	\$500	\$250	\$250
64060 Special Worship Services	\$2,500	\$3,500	(\$1,000)
TOTAL WORSHIP ARTS	\$8,000	\$9,650	(\$1,650)

Percent of Total 3% % change -17%

65000 FAITH FORMATION			
65020 Youth Activities	\$1,100	\$800	\$300
65030 Adult Education	\$700	\$700	\$0
65040 OWL Program	\$500	\$500	\$0
65050 Young Adult Activities	\$500	\$500	\$0
65055 Family Group Activities	\$500	\$500	\$0
65080 FF Supplies	\$2,000	\$1,500	\$500
65075 FF Teacher Training	\$1,000	\$1,000	\$0
65070 CUUPS Program	\$100	\$100	\$0
TOTAL FAITH FORMATION	\$6,400	\$5,900	\$500

Percent of Total 2% % change 8%

	FY2018	FY2017	Change
66000 SOCIAL JUSTICE			
41097 Special Collections	\$0	\$0	\$0
66097 Special Collections to Recipient	\$0	\$0	\$0
66020 Social Responsibility & Justice	\$3,000	\$2,000	\$1,000
66090 Soc Just Disaster Relief-Dev Fund	\$5,000	\$5,000	\$0
66035 Scholarship Fund Donation	\$1,000	\$1,000	\$0
62114 UU Service Committee	\$1,000	\$1,000	\$0
611010 Share the Plate Donations	(\$8,000)	(\$7,000)	(\$1,000)
611020 Share the Plate to Recipient	\$8,000	\$7,000	\$1,000
TOTAL SOCIAL JUSTICE	\$10,000	\$9,000	\$1,000

Percent of Total 4% % change 11%

66000 COMMITTEES			
66034 Board	\$750	\$750	\$0
66005 Stewardship	\$750	\$750	\$0
66010 Membership	\$1,000	\$1,000	\$0
66049 Communications & Marketing	\$5,500	\$5,000	\$500
66091 Risk Management	\$200	\$300	(\$100)
66095 Leadership Development	\$250	\$250	\$0
TOTAL COMMITTEES	\$8,450	\$8,050	\$400

Percent of Total 3% % change 5%

61350 MINISTRY			
61355 Salary	\$40,550	\$38,366	\$2,184
61360 Housing Allowance	\$26,000	\$27,019	(\$1,019)
61365 Health Allowance	\$2,500	\$2,500	\$0
61370 Retirement	\$6,655	\$6,539	\$117
61380 In Lieu of Employer's Social	\$5,091	\$5,002	\$89
61381 Group Life Insurance	\$484	\$484	\$0
61390 Professional Expenses	\$9,000	\$9,000	\$0
61391 Long Term Disability	\$590	\$590	\$0
TOTAL MINISTRY	\$90,870	\$89,500	\$1,371

Percent of Total 34% % change 2%

67000 NON-MINISTERIAL STAFF			
60599 Child Care Wages	\$4,000	\$3,000	\$1,000
62030 Office Administrator	\$19,826	\$19,305	\$521
66010 Director FF	\$21,750	\$13,073	\$8,677
64020 Music Director	\$5,719	\$5,569	\$150
64025 Choir Director	\$5,833	\$4,667	\$1,166
Choir Director Prof Development	\$1,000	\$1,000	\$0
60505 Accompanist	\$4,250	\$2,600	\$1,650
63050 Sexton	\$9,403	\$7,523	\$1,880
Financial Clerk	\$3,294	\$0	\$3,294
Membership Coordinator	\$3,463	\$0	\$3,463
62135 NMS Payroll Tax (estimated)	\$5,932	\$4,264	\$1,668
61385 Workers Compensation	\$1,335	\$895	\$440
TOTAL NON-MINISTERIAL STAFF	\$85,805	\$61,895	\$23,909

Percent of Total 32% % change 39%

TOTAL EXPENSES	\$267,938	\$240,242	\$27,696
	100%	% change	12%

**Unitarian Universalist Fellowship of Durango
Annual Congregational Meeting – May 21, 2017
Slate of Candidates for Elected Positions**

The members of the Nominating Committee, which include **Allison Andersen**, **Maureen Maliszewski**, and **Susie Francis**, submit the following slate of candidates for the congregation's consideration for election to two-year terms ending June 30, 2019:

BOARD OF TRUSTEES

Vice President – Susan Koonce

Secretary – Vanessa Self

Associate Treasurer – vacant (staff to manage accounts receivable)

Member-At-Large - Kathleen Adams

Member-At-Large - Elizabeth Long

Member-At-Large – vacant

Continuing in board service for one more year are **Tom Miller** as **President** and **K Redford** as **Treasurer**. Each was elected last year to these positions and terms. Their terms of service will end June 30, 2018.

NOMINATING COMMITTEE

Our bylaws require the congregation elect three members to the Nominating Committee. **Susie Francis** was elected for a two-year term last year and will continue to serve until June 30, 2018. There are two positions open on the Nominating Committee, but only one identified candidate. Nominations will be taken from the floor to fill the vacant position. Those elected to the Nominating Committee at the 2017 Annual Congregational Meeting will serve two-year terms ending on June 30, 2019.

Allison Andersen – second consecutive term

Vacant Position

SUMMARY YTD P&L

(July 1, 2016 through April 30, 2017)

	<u>Jul16 - Apr17</u>	<u>% of Annual Budget</u>	<u>Annual Budget</u>
Income			
Current Pledges	\$159,068	90%	\$176,000
Non-Pledge Contributions	\$8,527	71%	\$12,000
Plate Cash	\$6,195	141%	\$4,400
New Member Pledges	\$2,370	119%	\$2,000
Share The Plate Donations	\$8,243	118%	\$7,000
Apartment Rental	\$13,257	102%	\$13,000
MCF Allocation	\$27,340	83%	\$32,800
Prior Year Pledge	\$4,895	163%	\$3,000
All Other	\$1,065		
TOTAL INCOME	\$230,961	93%	\$248,122
Expenses			
	<u>Jul16 - Apr17</u>	<u>% of Annual Budget</u>	<u>Annual Budget</u>
Administrative	\$21,074	74%	\$28,438
Information Technology	\$4,235	76%	\$5,592
Building & Grounds	\$13,699	60%	\$22,817
Worship Arts	\$6,804	72%	\$9,450
Faith Formation	\$4,353	75%	\$5,800
Social Justice	\$15,012	94%	\$16,000
Committees (incl \$12K+ in Summit expenses)	\$17,715	198%	\$8,950
Ministry	\$73,380	82%	\$89,500
Non-Ministerial Staff	\$57,194	93%	\$61,296
TOTAL EXPENSE	\$213,465	86%	\$247,643
NET OPERATING INCOME	\$17,495		\$279

Balance Sheet Balances

	<u>April 30, 2017</u>	<u>April 30, 2016</u>
Bank Accounts - Unrestricted		
Vactra Operating Account	\$65,795.61	\$63,282.05
Operating Reserve	\$48,002.13	\$45,488.57
	\$17,793.48	\$17,793.48
Self Funding - Restricted		
Special Collections	\$160,783.27	\$164,325.60
Ministerial Commitment Fund	-\$1,694.79	
Equal Exchange Coffee	\$111,789.48	\$143,106.14
Share The Plate Coll	\$2,799.11	\$1,353.31
Endowment Fund	\$3,051.25	\$20.00
SJ Scholarship Fund	\$1,000.00	\$1,000.00
SJ Emergency Reserve	\$6,842.53	\$6,842.53
Four Corners Retreat	\$183.00	
Recital Fund	\$4,021.05	\$3,491.97
Guest at the Table	\$8,917.71	\$7,200.42
Long Term Cap Improv/FROLIC	\$416.30	\$44.00
All Other Restricted	\$23,457.63	\$1,267.23
	\$5,754.87	\$2,417.31
TOTAL BANK CASH	\$226,578.88	\$227,607.65
Other Current Assets		
C/D at Vactra Bank	\$12,669.83	\$12,892.83
	\$10,248.56	\$10,209.57
	\$2,421.26	\$2,683.26
TD Ameritrade Account	\$0.01	
TOTAL CURRENT ASSETS	\$239,248.71	\$240,500.48

Caring Team report for 2016-17

Team Leader: Liza Tregillus

Activities for the year: The Caring Team meets monthly, and the standard agenda is review and coordination of caring needs of members and friends, followed by discussion of other business. The group regularly sends cards, makes visits to members at home or the hospital, sets up meal trees or other support systems (e.g. rides) on an ongoing basis, and updates at the meetings or by email. The Caring meetings and all communication follow confidentiality guidelines.

Current members include: Ken Carpenter, Burt Coleman, Liza Tregillus, Susan Koonce, JJ Jennings, Dave Rich, Marye Jackson, Susan DeCloedt and newest members Lynn Griffith and Sue Eberhart. At our June meeting we will be asking members to decide if they will continue with the committee for the coming year.

This year the following items were accomplished:

- 1) Development of Lay Pastoral Associates: a process of identifying interested members led to a training of three pastoral associates to increase ministry capacity of the congregation. The three trained Associates, Susan Koonce, Burt Coleman and Liza Tregillus, were then presented to the congregation in a Commissioning Ceremony. A survey of the congregation to identify need for help or willingness to give help was also completed, as a further measure to "beef up" our caring capacity.
- 2) The Caring Team reviews local resource information annually; we have copies of the Senior Center resource guide, and members of the Team share information regularly about new services, organizations or other information that may be important to share with members.
- 3) The group periodically discusses ways to address congregation needs beyond individual support. This may be as simple as organizing boxes of Kleenex to be available, to discussing potential future systems of support for parents of young children or aging members.