

# First Unitarian Universalist Society of Burlington, Vermont

## 2022 Annual Report



This year we are experimenting with a new version of the Annual Report. This Annual Report will include some basic information about membership, finances, and the Annual Meeting. But it will not include long reports from every Team Leader and/or Committee Chair at FUUSB.

Keep your eye out in the fall, when we plan to produce for you a FUUSB Yearbook! The Yearbook will include photos of the past year at FUUSB. If you've taken photos at any FUUSB events or services in the past year, please forward them to Christina at [xina@uusociety.org](mailto:xina@uusociety.org). And remember, just about everyone has a camera in their pocket, so take photos all year long and send them to Christina for inclusion in future FUUSB Yearbooks!

## Annual Meeting Warning Notice

The congregation is warned that the Annual Meeting of the First Unitarian Universalist Society of Burlington will be held Monday, June 6, 2022 at 7 p.m. The meeting will be held remotely via Zoom at this link: <https://bit.ly/3w2nfzU>. If you do not have internet access, you may call in to the meeting at 929-205-6099 (Northeast US). Meeting ID: 935 7129 6690, passcode: 948823. More information on how to participate will be emailed before the meeting date.

The following items of business will be addressed and voted on by the membership:

1. Accept the minutes from the 2021 Annual Meeting, available online at [uusociety.org/members/meeting-minutes](https://uusociety.org/members/meeting-minutes).
2. Elect candidates for openings on the Board of Trustees, the Officers of the Society, the Nominating Team, and the Endowment Fund Team.
3. Vote on the proposed budget. A summary of the proposed budget is included with this warning and is also available online at [uusociety.org/members/meeting-minutes](https://uusociety.org/members/meeting-minutes).
4. Elect candidates for the Ministerial Search Committee.
5. Vote on the adoption of the 8th Principle.

People who signed the membership book as of 5/15/2022 and made a pledge and contribution of record in the last year are eligible to vote.

The following members have been nominated by the Nominating Team to be on the Board of Trustees:

Jeb Spaulding – Trustee at large (3 year term, expiring in 2025)  
 Kathy Stamper – Trustee at large (2 year term, expiring in 2024)  
 One nominee to serve a 2 year at large term will be announced at the annual meeting.

The following member has been nominated by the Nominating Team to be an Officer:

Zoe Hart – Treasurer (2 year term, expiring in 2024; Not Board Position)  
 One nominee to serve a 2-year term as Secretary (Board Position) will be announced at the annual meeting.

One nominee to serve on the Nominating Team:  
 One nominee to serve a 3 year term on the Nominating Team will be announced at the annual meeting.

One nominee to serve on the Endowment Fund Team:  
 Jeff Byam (5 year term)

Nominees can be nominated from the floor with the prior consent of the nominee.

The following members have been nominated by the Board of Trustees to serve on the Ministerial Search Committee:

Brian Haas, Nancy Hellen, Tom Hyde, Tom Porter, Peggy Owen Sands, Amelia Schlossberg, Rose Ledoux.

8th Principle: We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions. (For more information please visit [uusociety.org/8th-principle](https://uusociety.org/8th-principle).)

Actual 2022-2023 Budget - Proposed to Board April 2022

Summary

	FY 2020-2021 Actual	FY 2021-2022	FY 2021-2022 Projected Year End as of April 30, 2022	FY 2022-2023 Total Proposed Annual Budget	Increase/ (Decrease) vs. Prior Yr. Budgeted %
<b>Actual Income &amp; Expenses</b>		<b>Total Approved Annual Budget</b>			
<b>INCOME</b>					
Pledge Income	\$468,388	\$496,315	\$474,144	\$477,582	-4%
Loose Plate Collections	\$20,910	\$25,000	\$21,000	\$25,000	0%
<b>Subtotal Congregational Income</b>	<b>\$489,298</b>	<b>\$521,315</b>	<b>\$495,144</b>	<b>\$502,582</b>	<b>-4%</b>
Rental Income	\$127,300	\$148,675	\$144,891	\$158,095	6%
Trust Income/Distributions	\$166,939	\$169,882	\$169,882	\$201,590	19%
Other Income	\$13,691	\$21,450	\$32,690	\$23,950	12%
<b>Subtotal Non-Congregational Income</b>	<b>\$307,930</b>	<b>\$340,007</b>	<b>\$347,463</b>	<b>\$383,635</b>	<b>13%</b>
<b>General Fund Income</b>	<b>\$797,228</b>	<b>\$861,322</b>	<b>\$842,607</b>	<b>\$886,217</b>	<b>3%</b>
<b>EXPENSES</b>					
Payroll/Benefits	\$540,390	\$640,401	\$628,496	\$657,957	3%
Operating Expenses	\$114,706	\$132,037	\$131,182	\$140,236	6%
Buildings & Site	\$77,733	\$69,640	\$73,190	\$75,615	9%
Ministry Teams	\$63,937	\$84,325	\$42,400	\$62,400	-3%
<b>General Fund Expense</b>	<b>\$796,765</b>	<b>\$906,403</b>	<b>\$875,268</b>	<b>\$936,207</b>	<b>3%</b>
<b>Net Increase / (Decrease) to General Fund</b>	<b>\$463</b>	<b>-\$45,081</b>	<b>-\$32,661</b>	<b>-\$49,990</b>	<b>11%</b>
<b>General Fund Balance, End of Year</b>	<b>\$232,197</b>	<b>\$187,116</b>	<b>\$199,536</b>	<b>\$149,546</b>	<b>-20%</b>

\* The shortfall will be funded from the projected FYE22 General Fund Balance as needed.  
 \*\* This will still leave the General Fund with 1.9 months of operating expenses.

The above Summary Budget shows us a 3% increase in income and a 3% increase in expenses. However, if you look at our income closely, you will notice that the only area of income that decreased, is pledge income. We suspect that pledge income is down due to the pandemic and the fact that many people watching the live stream are not thinking about pledging or not remembering to pay their pledge.

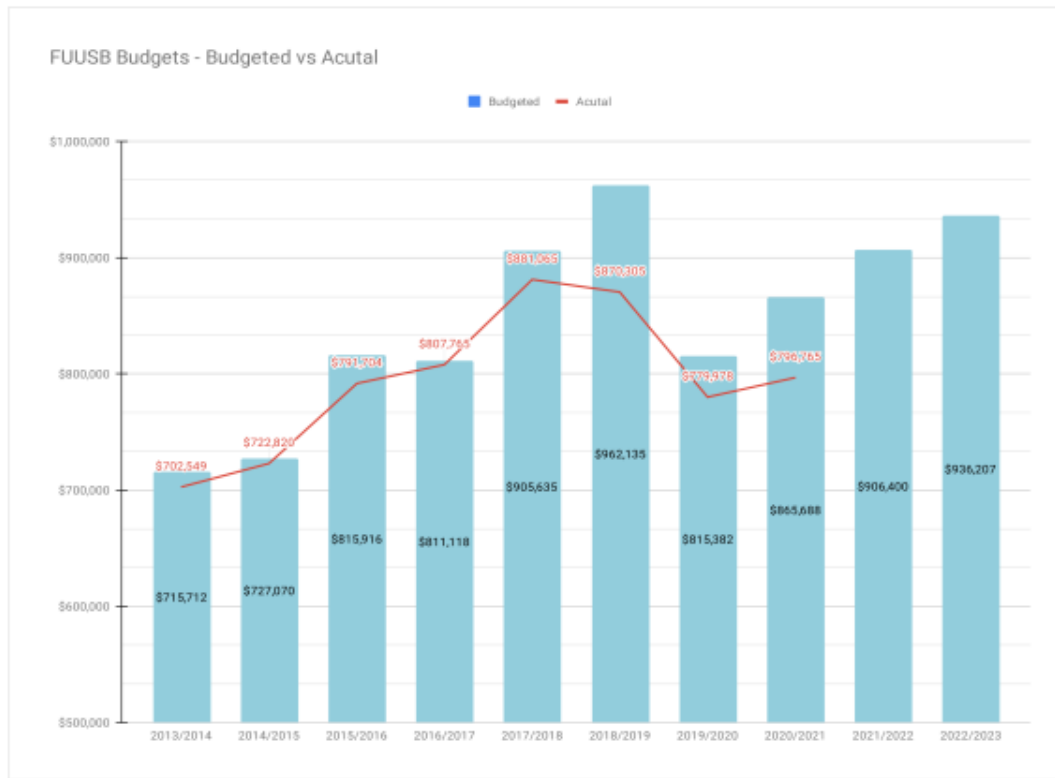
The Finance Team is actively working to remind members how important it is to pay their pledge by the end of the fiscal year. You may also notice a large increase in Trust income. Over this past year, the Endowment Team has worked to change the trustee of the Nims Fund from Peoples to Trust Company of Vermont (TCV). The reason for the change and the increased income is the difference in fees between Peoples and TCV.

On the expense side of the budget, the main reasons for increases are the 5% cost of living increase for staff due to inflation. The addition of live streaming brings along several other ongoing increases to the budget. We will be hiring a Tech Manager and several Tech Assistants to live stream the services and edit the video. Up until now, these jobs have been done solely by a group of amazing volunteers. Our plan going forward is to utilize a combination of paid staff and volunteers. In addition to Tech staff, we also have created a section in the operations section of the budget for Technology. Over the past two years our need for technology, including software, hardware, and service, has increased dramatically. We continue to look for ways to save money in this area, but most of these items are now considered essentials. Last, but not least, we saw a large increase in the assessment of our buildings on Elmwood Avenue. We have not yet received the tax bill, but expect it to rise by quite a bit.

Overall, we are budgeting for a shortfall of \$49,990 for the 2022/2023 fiscal year. And although that is a large shortfall, FUUSB has a history of not spending the entire shortfall, as you will see in the next graph. This graph shows that there has never been a time in the past 8 years when we have spent more than we budgeted. And while we certainly do not like to present to you a budget with a shortfall, this is a budget that accurately reflects our current situation.

Actual 2022-2023 Budget - Proposed to Board April 2022

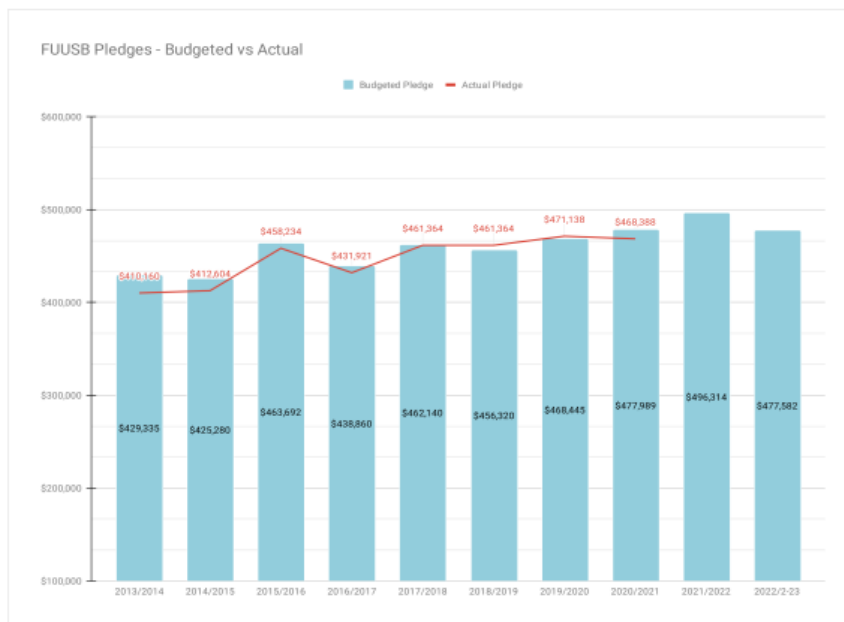
Chart2



5/16/2022

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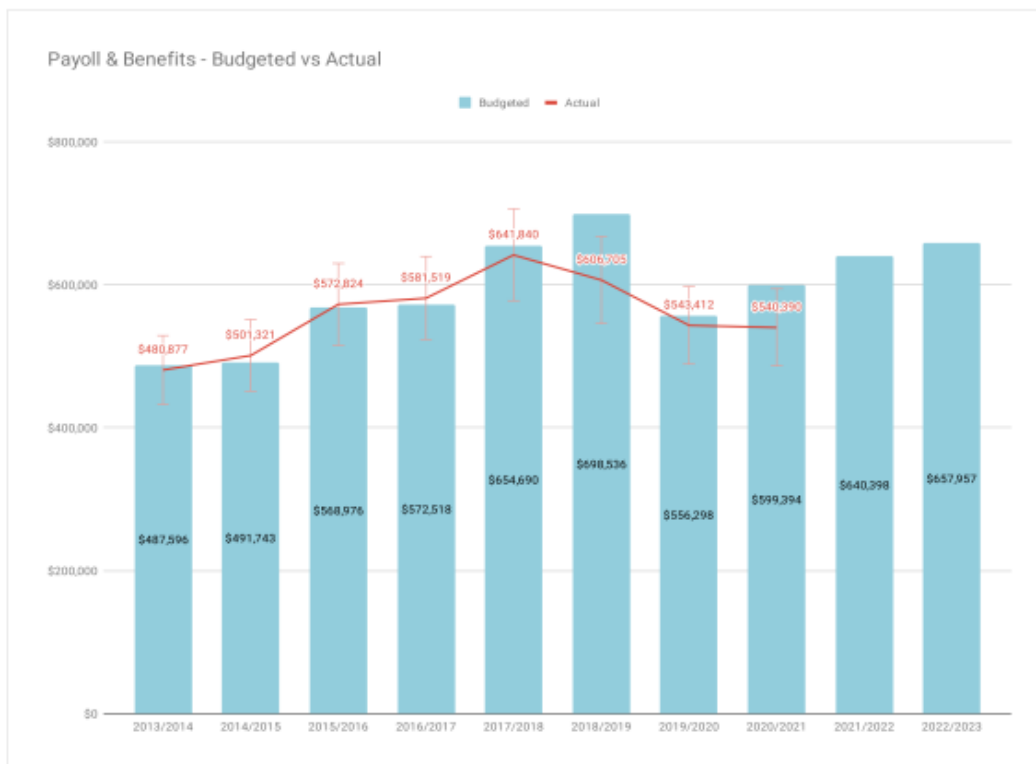
When we are talking about pledge income, however, it's a mixed picture. It is quite wonderful that every single year in this graph, our pledges have come in as budgeted! Thank you all for being so generous and conscientious. The part of this graph that is concerning is that you can see over the past 10 years, our total pledge income has really not increased very much. While expenses are going up, less and less of our total income is coming from pledging members. Another important thing to notice is that over the past two years 26 members of our congregation have passed away. That is an unprecedented number. It is sad and heartbreaking for sure, but it is also a lot of lost pledge income. Our hope is to raise pledge income by both bringing in new members and by having current members who are able to increase their pledges to an amount that is meaningful in their lives.



5/16/2022

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Below is a similar graph that shows our benefits and payroll, what we budgeted vs. what we paid out. As you can see, next year's budget is projected to spend the same amount on payroll and benefits that we spent in 2017/2018.



5/16/2022

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## Membership Update 2021/2022

- Members 442
- Friends 128
- Children 263
- New Members since 7/1/21 10
- Members Deceased this year 13

New People Added to Realm this month 10  
People Who Have Logged into Realm 396  
Active Groups in Realm 100  
People Active in Groups 743

## 8th Principle

*We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.*

At the Annual Meeting, we will be voting on the 8th Principle. We hope that by now you are familiar with the 8th Principle, why it's important to become an 8th Principle Congregation, and why it's important to support it now. But if you've been a bit out of the loop and are not really sure, it is not too late! There are lots of ways to learn about the 8th Principle and be ready for the vote on June 6th.

- [View the Slideshow](#)
- [Read the Frequently Asked Questions](#)
- [Watch the May 1, 2022 Worship Service](#)
- [Check out our website page about the 8th Principle](#)

At the May Board Meeting, our FUUSB Board of Trustees voted to support the 8th Principle:

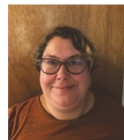
*"We, the FUUSB Board of Trustees, enthusiastically endorse the adoption of the 8th Principle and we recommend FUUSB members vote yes to adopt the 8th Principle at our Annual Meeting."*

If you still have questions, please do not hesitate to contact any member of the 8th Principle Team by emailing: [radicalwelcoming@uusociety.org](mailto:radicalwelcoming@uusociety.org)

## Ministerial Search Committee

Another important reason to attend the Annual Meeting is that you will be voting on the Ministerial Search Committee. These are the people who will lead the search for our next settled minister. An important and very demanding job, but they have all agreed to represent FUUSB in this way. Here are photos of the Ministerial Search Committee, and the Board will be sending out short bios on these people as well.

### The FUUSB Ministerial Search Committee 2022 - 2023



Rose Ledoux



Peggy Owen Sands



Nancy Hellen



Ametia Schlossberg



Tom Porter



Tom Hyde



Brian Haas

## Please come to the Annual Meeting!

The Annual Meeting will be held on Monday, June 6, 2022, at 7 p.m. on Zoom! Registration will begin at 6:30 p.m. Please watch the Enews for the exact instructions and the link to the meeting. And mark your calendar right now!