

Unitarian Universalist Church in Cherry Hill

Annual Congregational Meeting

June 11, 2023 – Minutes

LOCATIONS	Sanctuary of the Unitarian Universalist Church in Cherry Hill and Zoom virtual meeting space
CHAIRPERSON	Diane Baker-Hallowell (President)
BOARD MEMBERS ATTENDING	Ken Ewan, Jennie Stone (2 nd Vice President), Paul Asman (1 st Vice President), Kate Sloan, Karen Nowicki
BOARD MEMBERS ABSENT	
MINISTER	Rev. Margret A. O’Neill
STAFF	Julie Rigano, Church Administrator
SECRETARY	Christine Denario, via Zoom
PARLIAMENTARIAN	Nicole Gillespie
MODERATOR	Tom Snively, via Zoom
VISITORS	
KEY MOTIONS	<ul style="list-style-type: none">● Greg Newcomer moved to approve the minutes of the June 2022 Annual Congregational Meeting, and Connie Roggio seconded the motion, which passed unanimously. ● Libby Pontillo moved to adopt the Church Covenant, which reads as follows: “This covenant is our promise to each other to reflect the values that we hold most dear in the way we communicate with and treat each other as we engage with the mission of the church and the principles of our faith. We, the members of UUCCH, agree and affirm our intention to: Welcome each other by widening our circle with open hearts and minds, to create a safe, diverse and inclusive community<ul style="list-style-type: none">○ Accept and celebrate diversity in all its dimensions○ Look for the best in ourselves and each other and express appreciation of our diverse gifts○ Be open to new ideas and growth, and mindful of

how we relate to people of different points of view

- o Encourage a spirit of fun, playfulness, and laughter in our gatherings

Communicate with and about each other with care and respect

- o Listen with intention, awareness, open-mindedness, humility, and curiosity
- o Be mindful about setting, communicating, maintaining, and honoring clear boundaries
- o Treat each other with compassion, kindness and grace, affirming the dignity and worthiness of each person
- o Honor confidences and respect each other's privacy

Seek a peaceful and constructive process when conflicts arise

- o Accept responsibility for our words and actions and be open to change
- o Respond directly when hurt by the words or actions of others
- o Engage in restorative conversations where apologies are offered and forgiveness is extended
- o Accept our vulnerabilities; forgive ourselves and others
- o Keep lines of communication open when we disagree

Work together for the common good

- o Stay informed; actively participate in congregational decision-making
- o Seek consensus, with a willingness to compromise
- o Accept decisions reflecting the will of the majority
- o Appreciate and acknowledge each person's effort and contribution.

We agree to hold ourselves and each other accountable for upholding these values, to acknowledge any breaches of this covenant, and to invite each other back into covenant with kindness."

Pam Anderson seconded the motion, which passed with unanimous approval.

- Sharon Hardy moved to elect the slate of Board nominees consisting of Barbara Barnett-Stewart, Linda Coolsen, Jennie Stone, Carol Suboleski, and Bill Warner.

	<p>Holly Willett seconded the motion. With one abstention, the motion to elect the slate of Board candidates was approved.</p> <ul style="list-style-type: none"> ● Sharon Hardy moved to elect the slate of Leadership Development and Nominating Committee (LDNC) nominees consisting of Diane Baker-Hallowell, Susan Druckenbröd, Ron Enfield, Brittany Lare, Cathy Marsh, and Rosemary White. Carol Suboleski seconded the motion. With one abstention, the motion to approve the slate of LDNC candidates passed. ● Ken Slight moved to adopt the 2023-24 budget as proposed and accept the Treasurer’s report. Marion Reigle seconded the motion. The motion to approve the budget and accept the Treasurer’s report was unanimously approved. ● Rohn Hein moved to adjourn the meeting, and Marion Reigle seconded the motion. The vote was in favor of adjournment, which took place at 2:09PM.
ELECTION RESULTS	<ul style="list-style-type: none"> ● No floor nominees were offered for positions on the Board of Trustees (BOT) or the Leadership Development and Nominating Committee (LDNC). ● Barbara Barnett-Stewart, Linda Coolsen, Carol Suboleski, and Bill Warner were elected to a first term on the Board of Trustees. Carol Suboleski is filling a one-year term. Jennie Stone, as an incumbent, was elected to a second term. ● Diane Baker-Hallowell, Susan Druckenbröd, Brittany Lare, and Rosemary White were elected to a first term on the LDNC. Ron Enfield and Cathy Marsh were elected to a one-year term.
OTHER	

Board President, Diane Baker-Hallowell, called the meeting to order at 12:33pm. Meeting was adjourned at 2:09 pm.

June 11, 2023 Annual Congregational Meeting Notes

1. Call to Order

Diane Baker-Hallowell called the meeting to order at 12:33 pm. Diane invited Rev. Margret to light the chalice and address the congregation.

2. Chalice Lighting and Opening Words

Rev. Margret A. O’Neill offered some inspiring words as Diane lit the chalice.

3. Appointment of Secretary, Parliamentarian, and Moderator

Diane appointed Christine Denario as Secretary, Nicole Gillespie as Parliamentarian, and Tom Snively as Moderator of the Annual Congregational Meeting. She introduced Tom Snively for the purpose of discussing the meeting process and etiquette.

4. Meeting Process and Etiquette

Tom Snively described the discussion and voting processes for those in person and on Zoom. He advised the congregation that a quorum is 10% of the membership, with a simple majority of 51% YES votes for motions. Reverse voting will take place, asking for NO votes first, then abstaining votes, and the remainder will be counted as YES votes.

5. Establishment of Quorum

Sharon Hardy, Chair of the Leadership Development and Nominating Committee (LDNC), announced that the LDNC had tabulated the results of a count, and a quorum was established for the meeting, with 88 people checked in.

6. Approval of Minutes of the June 2022 Annual Meeting

Diane called for a motion to approve the minutes of the June 2022 Annual Congregational meeting. Greg Newcomer moved to approve the minutes of the June 2022 Annual Congregational Meeting, and Connie Roggio seconded the motion. Diane invited discussion from the attendees. Seeing and hearing no indication of any congregants wishing to discuss the motion further, Diane then invited congregants to register their votes. At the conclusion of the voting, Sharon announced that the June 2022 Annual Meeting minutes were approved unanimously.

7. UU of the Year Part 1

Mary Cregan spoke on behalf of the UU of the Year Team. She explained the history of the UU of the Year awards and the qualifications for recipients. She noted that the 2020 award recipients did not receive the award at that time because meetings were not being held in person due to the COVID pandemic. Mary called Rich McGeehan and Amélie Harris-McGeehan to present the award to the 2020 UUs of the Year. Rich introduced Dan Nichols as a 2020 UU of the Year award recipient, for which Dan thanked the congregation. Amélie introduced Sylvia Gruner as a 2020 UU of the Year award recipient. Sylvia thanked the congregation for the recognition.

8. Adoption of the Church Covenant

Libby Pontillo spoke on behalf of the Congregational Relationships Team. She offered an explanation of the development of the Covenant to the congregation, and expressed gratitude for all the effort and energy that went into the creation of the document.

Libby indicated that the congregation should understand that this is a living document that can be revised as needed. Libby then moved for the adoption of the Covenant, and Pam Anderson seconded the motion. Diane called for discussion of the motion. Lee Phillips requested that the Covenant itself be read into the minutes.

Libby read the Covenant aloud, as follows:

This covenant is our promise to each other to reflect the values that we hold most dear in the way we communicate with and treat each other as we engage with the mission of the church and the principles of our faith.

We, the members of UUCCH, agree and affirm our intention to:

Welcome each other by widening our circle with open hearts and minds, to create a safe, diverse and inclusive community

- Accept and celebrate diversity in all its dimensions
- Look for the best in ourselves and each other and express appreciation of our diverse gifts
- Be open to new ideas and growth, and mindful of how we relate to people of different points of view
- Encourage a spirit of fun, playfulness, and laughter in our gatherings

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- Listen with intention, awareness, open-mindedness, humility, and curiosity
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Seek a peaceful and constructive process when conflicts arise

- Accept responsibility for our words and actions and be open to change
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Work together for the common good

- Stay informed; actively participate in congregational decision-making
- Seek consensus, with a willingness to compromise
- Accept decisions reflecting the will of the majority
- Appreciate and acknowledge each person's effort and contribution.

We agree to hold ourselves and each other accountable for upholding these values, to acknowledge any breaches of this covenant, and to invite each other back into covenant with kindness.

Seeing no further discussion, Diane called for the vote. When the vote was taken, Sharon reported that the Congregation unanimously approved the Covenant.

9. Congregational Elections

Sharon indicated that there are 5 candidates for the 5 available seats on the Board of Trustees. She introduced Barbara Barnett-Stewart, Linda Coolsen, Jennie Stone (who is incumbent), Carol Suboleski, and Bill Warner. Sharon then moved to elect the slate of Board nominees, and Holly Willett seconded the motion. Diane called for any floor nominations to the Board. Bob Stewart asked for clarification of how many Board positions will be open in the election next year, since 5 candidates are being elected for 2023-2024. Jennie Stone indicated that one position on the Board remained unfilled this year, and her election is as an incumbent seeking a second term, with one candidate filling a one-year term. Therefore, three seats will be available next year. Hearing no further questions, Diane called for the vote. Sharon announced that, with one abstention, the motion to elect the slate of Board candidates was approved.

Diane called on Sharon to announce the slate of nominees to the LDNC. Sharon introduced Diane Baker-Hallowell, Susan Druckenbröd, Ron Enfield (who is incumbent), Brittany Lare, Cathy Marsh (who is incumbent), and Rosemary White as the nominees. Sharon then moved to elect the slate of LDNC nominees, and Carol Suboleski seconded the motion. Diane called for floor nominations to the LDNC. Hearing none, she closed the nominations and called for a vote. Sharon announced that, with one abstention, the motion to approve the slate of LDNC candidates passed.

10. Report from the Treasurer: FY 2022-2023

Diane called on Lee Phillips to provide the Treasurer's Report to the congregation. Lee reminded congregants that the May Treasurer's Report does not reflect June. Lee recalled how the church reserve came to be reduced in recent years. He recalled that last year's budget was expected to end with a deficit, but as of the end of May, the church has a \$2000 surplus. Lee anticipated that Ken Slight's report would indicate an even greater surplus than that. He noted that the church tends to spend about \$10,000 per week. Lee anticipated another deficit budget to be proposed this year, but suggested that the congregation keep in mind that budgets are always estimations, rather than precise predictions, as evidenced by this year's budget ending with a surplus when a deficit was initially predicted.

10. Adoption of Budget for 2023-24

Diane introduced the chair of the Finance Committee, Nicole Gillespie. Diane reminded the congregation that a Budget Forum was held last week to address questions on the proposed budget. Nicole noted that the Finance Committee is interested in having new members help out. She highlighted that the church has no debt, a sizeable endowment, a newly renovated sanctuary, amazing grounds, and a dedicated staff. Nicole then introduced Ken Slight to describe the detail of the 2023-24 budget.

Ken indicated that 2022-23 was expected to be a deficit year, but is ending with a surplus, because a number of non-recurring income items and reduced expenses took place in the past year. He advised the congregation that those breaks, such as staff Leaves of Absence, We can't count on those breaks again in the coming year, such as staff Leaves of absence, no

snow to remove, and no spending on tree removal. However, he noted that we also did not have auction income this year. Ken informed the congregation that the proposal for the 2023-24 is again a deficit budget.

Ken noted that the church has taken on a smaller number of members in the past few years, and this may have impacted new pledges. However, this year's stewardship campaign was productive. Ken shared that 51 pledge units increased their pledge, 20 remained the same, 18 decreased their pledges, and several members moved away or passed away. He noted that Rev. Margret's pledge was reconfigured, but her salary was also reduced, so there is no actual net change resulting from this. Ken stated that this reconfiguration actually favors the church income when those numbers are taken into account.

Ken recalled that lower income resulted from the Endowment due to the renovation project and the fire pump withdrawals. He indicated that the budget anticipates an auction income this year of \$12,000, plus an increase in rentals. It also predicts a 4% income from investments. Ken shared that Rev. Margret will not take a salary increase next year, and Paula's salary for her final month will not increase. Further, the Director of Lifespan Faith Engagement (DLFE) position will be reduced to 30 hours for next employee. Natasha and Julie will have 5% salary increases. There is no longer a salary distinction between Music and RE professionals according to UUA guidelines, and so this brings those two positions into parity at our church.

Regarding spending on the property, Ken reported that this year's budget includes \$12,000 included for a contractor to serve as a Facility Manager. He noted that the budget for property expenses is figured based on previous history. Ken also indicated that the finance team figured in an unidentified expense saving of \$1000. He stated that the budget for 2023-24 predicts a deficit of \$26,000 at the end of the year, which could be covered by the church reserve if necessary. Ken reviewed with the congregation that the Church Reserve Fund held \$58,000 as of July 1, 2022, but will stand at \$72,000 as of July 1, 2023. If the prediction of the deficit holds true, the Church Reserve fund will stand at \$46,000 as of July 1, 2024. Ken recalled Ed Fox's words, "The Church Reserve is a rainy day fund, and it is raining."

Ken reminded the congregation that they will be receiving three pledge statements in the coming week: one for the current year's stewardship, one for the primary building fund campaign, and one for the supplemental building fund campaign. Ken also noted that detailed financial reporting is available to all members, although donor information is kept confidential.

Ken called for questions from the congregation. Rev. Margret reminded the congregation that the Church Administrator position had been 36 hours when Mandy filled it, but the position was reconfigured to 20 hours when Julie came in. Holly Willett recalled that the library received a donation, but Ken clarified that this donation did not go into the operating fund, which the budget represents. Rather, that donation was placed in a reserve fund so that the library can have continued access to it beyond the end of the budget year in which it was received. Greg Newcomer noted that the \$80,000 draw from the Endowment went to replacement of the fire pump and the compressor.

Ken moved to adopt the 2023-24 budget as proposed and accept the treasurer's report. Marion Reigle seconded the motion. Diane called for discussion of the motion. Seeing and hearing none, she called for the vote. Sharon reported that the budget was unanimously approved and the treasurer's report accepted. Diane thanked the finance committee for their work.

12. UU of the Year Part 2

Mary Cregan spoke again on behalf of the UU of the Year Team. She asked all previous UUs of the Year to stand, which they did. Mary indicated that all prior UUs of the Year voted on the 2023 UU of the Year recognition. Mary called on Lisa Nagasuru to introduce the UU of the Year recipient for 2023. Lisa introduced Susan Druckenbröd as a 2023 UU of the Year recipient, and Susan thanked the congregation for helping her to live into her values. Marion Reigle then introduced Lynda Dillon as a 2023 UU of the Year award recipient, and Lynda accepted the award with gratitude. Kate Sloan then introduced Connie Roggio as a 2023 UU of the Year award recipient, and Connie recalled her discovery of her UU values as she expressed how honored she felt to receive the award. Libby Pontillo then introduced Pam Anderson as a 2023 UU of the Year, and Pam expressed her appreciation for the recognition. Diane thanked the former UUs of the Year for their efforts to recognize their latest recipients.

13. Gratitude and Commissioning of Elected Leaders

Diane introduced Rev. Margret to commission the newly elected leaders. First, Rev. Margret called all outgoing elected leaders forward. She reminded them of the meaning of accepting a leadership position, and expressed the congregation's gratitude for their service. Next, Rev. Margret called forward the incoming elected leaders, and they joined in reciting the Elected Leader Words of Commitment. She advised the group of the meaningful nature of their service to the congregation. Rev. Margret asked the congregation to commit to supporting the work of their leaders, and the congregation responded, "We will."

14. Other Business

Diane recognized Greg Newcomer, who spoke on the value of the Church Covenant and asked for a round of applause for the Congregational Relationships Team. On behalf of the Congregational Relationships Team, Libby thanked the congregation for their efforts on the Covenant.

15. Adjournment

Diane shared a few words of reflection on this past year of her presidency, thanking Rev. Margret and the many others who worked to support her and the Board in their leadership. She thanked the congregation for the opportunity to serve in this role. Diane then called for a motion to adjourn the meeting. Rohn Hein so moved, and Marion Reigle seconded the motion. The vote was in favor of adjournment, which took place at 2:09PM. She then called on Rev. Margret for a few closing words.

16. Chalice Extinguishing

Rev. Margret congratulated the congregation and shared a few words as Diane extinguished the chalice.

Respectfully Submitted,

Christine Denario, Secretary

UUCCH Operating Budget Details

Account	Budget	Fcst	Budget	24-25 Budget Comments
	23-24		24-25	
7470 Rental Support	\$2,745	\$400	\$0	Line item no longer used. Rentals are net.
7480 Web & Digital Subscription Expe	\$2,558	\$2,558	\$2,609	2% growth
6000 Reserve Acct Expense	\$0	\$0	\$0	
7310 Loan	\$0	\$0	\$0	
7460 Trash Removal	\$6,000	\$5,500	\$6,000	
7490 Custodial Services	\$13,000	\$11,500	\$13,000	
7735 Landscaping and Lawncare	\$3,000	\$7,000	\$3,000	
7750 Building Tests & Inspections	\$7,300	\$9,000	\$7,300	
7765 Building Supplies Expense	\$900	\$1,000	\$900	
7760 Snow Removal	\$7,492	\$6,456	\$9,000	five year average x 1.5 for rate
7510 Gas	\$9,996	\$8,500	\$10,000	five year average
7512 PSE&G Electric	\$5,100	\$5,100	\$6,500	five year average
7514 Solar Electric	\$14,892	\$14,892	\$15,190	2% growth
7520 Water	\$5,610	\$6,000	\$6,120	2% growth
7530 Sewer	\$3,060	\$3,060	\$3,121	2% growth
7720 Tree and Brush Removal	\$4,000	\$7,000	\$4,000	includes brush removal dumpster fees
7725 Equipment & Appliances	\$2,000	\$3,000	\$2,000	
7730 Furnishings	\$1,000	\$500	\$1,000	
7740 Maintenance & Repairs	\$53,000	\$50,000	\$58,000	\$8K apt & office flip
7745 Misc Small Projects	\$1,000	\$1,500	\$1,000	
7755 Site Improvements	\$0	\$0	\$0	
7200 UUA Dues	\$25,031	\$25,031	\$27,534	per UUA
7210 Other Dues	\$2,535	\$2,535	\$2,535	
8510 Search Committee	\$1,000	\$1,000	\$0	Total board controlled budget in 24-25 is \$2500 (same as 23-24). Budget reallocated, and new line item BOT legal expense added.
8530 BOT Discretionary Expenses	\$500	\$3,000	\$1,500	
8531 BOT Legal Expense			\$1,000	
8535 Lay Leader Training	\$1,000	\$0	\$0	
8010 Caring Committee	\$1,205	\$200	\$1,205	
8020 Welcoming	\$500	\$700	\$500	
8030 LDNC			\$500	new line item
8040 Safety and Security			\$1,000	new line item
8050 Congregational Relations			\$300	new line item
8210 Children RE	\$4,000	\$2,400	\$4,000	
8120 Outreach	\$500	\$500	\$500	
8130 Communications	\$500	\$1,300	\$500	
8140 Social Justice	\$1,750	\$1,750	\$2,000	
7600 Music Expense	\$2,000	\$2,000	\$2,000	
8410 Worship	\$1,000	\$0	\$1,000	
8415 Flowers	\$800	\$1,000	\$800	
8420 Hospitality	\$1,000	\$800	\$1,000	
Other Unidentified	-\$10,000	\$0		
expense	\$498,156	\$483,162	\$548,939	
income less expense	-\$26,152	\$8,982	-\$46,070	

2024-2025 UUCCH Budget Team Requests

Name of group or committee	Was current budget adequate?	23-24 Budget	24-25 Budget Request	Commentary
Worship Team	yes	\$1,000	\$1,000	No funds have been expended from this line since I have brought in outside preachers to whom we would pay honorarium and mileage, and the worship supplies seems to be either well stocked or covered from other line items. With a minister new to the system coming in for the next program year, it is important to have a worship budget in place so they can pay honoraria and mileage to bring in preachers for special events, or folks from community partners. I conserved funds by having congregants preach, but that is a limited supply so keeping that budget intact (or even increasing it) would provide a good resource for my successor. It is good to be aware that ministerial transitions can bring changing expectations.
Safety and Security Team	not enough	\$0	\$1,000	We did not have a budget line in 2023. Expenditures were handled from the minister's discretionary fund or other sources. Based on a planned onsite third-party security assessment, we will be exploring cost-effective ways to protect the people in our facilities while maintaining a welcoming environment. We expect recommendations to include more and better door locks, improved lighting, fencing in selected areas, surveillance cameras, and intrusion alarms. We recognize we can't/won't do everything all at once. We hope to apply for grants that would help defray the cost of the recommendations that will come out of the assessment (we don't yet have a date). This makes estimating budget needs more challenging. The number below represents a beginning guess at budget needs; one that will be refined based on if/when/amount of any grant support that may be available. We will provide updates as we learn more.
Outreach	yes	\$500	\$500	Funds were used for our IContact subscription which we use for mass emails like Newsgram and event publicity. The highest priority is to continue sending out the newsgram to our congregation and visitors. After that comes event publicity to the larger community.
Flower Ministry	yes	\$800	\$800	Our main expenses are for the purchase of flowers. One of our main expenses this past year was for leading a flower workshop. It was expensive but it netted us six new members. We also used some of the funds to purchase lights for the holiday decorations. We are also working with someone to build some additional display pedestals. We hope to sponsor another workshop in the fall. We will not need additional funds for that as we are planning to advertise for donations from members for dedicating flowers to a loved one. We have done this in the past but not since Covid. We wish you well and hope that our funds will not need to be cut.
LDNC	no	\$0	\$500	We did not have a budget in 2023-24. Rosemary and Sharon donated funds to create the posters for the BOT and LDNC. LDNC members also took people out for coffee/lunch to discuss interest in nominations but covered the costs. 1. Leadership Development programs from UUA (some people may need financial support) We are planning to promote these starting in February through the Newsgram and also through the Leadership Council. Estimate \$200 2. We hope to plan some lunches or dinners for new members, perhaps quarterly to get to know them and tell them about opportunities for engagement and our leadership structure. Costs for the food and drinks. Estimate \$300 These are estimates, as this is a first budget.
Social Justice	yes	\$1,750	\$2,000	We supported various forums and the work of our constituent teams - COW, Gun Violence Prevention, Reparations, and Racial Justice. More forums are planned in addition to banners for the Kings Highway display. We have attracted new members to the church who have made pledges.
Music Operating Budget	yes	\$2,000	\$2,000	Funding for sheet music for choir and handbells. Also, payment for musical guests for services. We would like to continue to have funding for occasional musical guests and for sheet music for the choir and handbells. Request for funding in the same amount as last year's budget.
Safety and Security Team	no	\$0	\$1,000	Did not have a designated budget in 2023. Expenditures came from ministerial discretionary funds and other sources. Need to implement recommendations from on-site safety assessment scheduled for May 8, 2024. Expect to see guidance for additional lighting, signage, door locks, and barriers to entry. We hope to apply for a grant to help defray recommendation costs. These are very competitive and there is no guarantee we'll get any money at all. Without help, the \$1000 will not be nearly enough to address all of the needs - and it's a start.
BOT Discretionary	yes	\$2,500	\$1,500	Annual bonuses for staff, support for congregants for GA attendance, social hour food for Sundays with a Board forum/meeting/listening circle. Listening circles (2), Forums (2), Annual meeting (1) - refreshments for each: approx \$50 ea. GA attendance support for congregants: approx \$250. Staff annual bonuses: approx \$400-800. Board retreat, materials for new board members. Materials for new board members: \$30. Board retreat: \$220. Speaker/workshop facilitator: \$250.
BOT Legal	no		\$1,000	Review contract for property manager position. Establish registered agent (required by law) Registered agent fee: \$100. Legal review as needed: \$250/hr. The Board has no expected legal needs; however, we believe it is prudent to have a legal budget given the level of cost in the event of unforeseen circumstances.
Congregational Relationships Team	no	\$0	\$300	We required funds to participate in a UUA Leaderlab training for Right Relations Teams. We had no budget, so the funds (\$150) were provided from another budget area by the minister. We are interested in taking additional training as a team, possibly related to Restorative Practices. We anticipate costs to be around \$30-50 per person. Currently we are a 5-person team, and we are hoping to add another member in 2024-2025. We would also like to promote the church covenant through printed materials and will need funds for production and printing. This year, other church budget lines (e.g., the Innovation Fund) were utilized to subsidize our training, as well as printing and framing of copies of the church covenant. In future years, we would like to consider bringing in a guest speaker or workshop facilitator.
Lifespan Religious Education	yes	\$4,000	\$4,000	Adult FE activities/classes, Children and youth classes, Multigenerational events. Updating Spirit play lessons, renovating classroom spaces, additional Adult FE classes and offerings, youth and children activities, Multigenerational events/activities
Caring Committee		\$1,205	\$1,205	No request. Same budget
Welcoming		\$500	\$500	No request. Same budget
Communications		\$500	\$500	No request. Same budget
Hospitality		\$1,000	\$1,000	No request. Same budget
Total Teams		\$15,755	\$18,805	
Property	yes		3% inflation	Property and Facilities Maintenance including the payment of a Facilities Manager/contractor. Property and Facilities Maintenance including the payment of a Facilities Manager/contractor. The Facilities Manager contractor has been a very worthwhile expenditure in terms of efficient action on maintenance items, oversight of the facilities, and reduction of overload to the Property Committee.