

THE UNITARIAN CHURCH IN CHARLESTON
SOUTH CAROLINA

Annual Report to the Congregation
2009-2010



May 16, 2010

A MEMBER OF THE UNITARIAN UNIVERSALIST ASSOCIATION

Minister

When the church concluded the Corporate Meeting last May, no one could have fully known the range of changes that awaited. No one knew that a new minister would be needed to fill an unexpected vacancy. No one knew that the Save America's Treasure grant would come through, allowing for the much needed restoration of the historic Sanctuary. No one knew that in addition to a successful annual fund drive, the church would also accomplish a generous capital fund drive to offset restoration funding. Yet, in a year of surprises, these benchmarks have indeed occurred, and have done so with maximum cooperation and minimal controversy. Any one of the aforementioned achievements would meet criteria for a successful year, but to balance all three is quite a feat.

As occasional guest preacher these past few years, I considered myself on friendly terms with the church and have always felt welcomed here. However, the opportunity to serve as your Consulting Minister was never on my radar. The initial search team, Mark Farnham (chair), Paul Garbarini, Betsy Grund, Susan Robinson, and Tom Hartry, did a thorough job of candid interviews and left me feeling well vetted (dare I say "grilled?") but also sincerely heard. The Vestry's interviews followed and again I felt surrounded by mutual candor, honesty and respect. The schedule was tight, but by the time the formal invitation was extended, I was impressed by the depth and integrity of the process and responded affirmatively with confidence and optimism.

Since my official beginning in November, we have observed the seasons and festivals of the year together, marked births and deaths, openly discussed where we clearly meet and complement one another as Minister and Congregation—while not glossing over places where differences also exist. We've laughed a lot, wept some, and I believe we've had a good time. I have lost count of the constructive one-on-one conversations we've entered into, as well as the various committees I've attempted to support with my presence at meetings. In January, the Vestry and I, via the skillful facilitation of our District Executive Annette Marquis, and with the significant input of several loyal congregants, established goals that emphasize pastoral care, building fellowship, growth and worship. I remain assured that these areas are presently the best use of our time together.

I will not dwell on data and facts in this brief report. Rather, I wish to use this summation to express my gratitude to you for accepting me as you have and for the warmth of your welcome my family. We hope you already know how pleased we are to be with you. I am particularly thankful for the church's exceptional staff. I do not recall Carla Frichtel ever responding, "Hmm, I don't know," to any of my countless queries regarding who does what or how something gets done. She oversees the church's daily operations with professionalism and good humor. Janet Watts has generously accepted my desire to interact regularly with our church children. Her years with the church have instilled invaluable background and context, and the knowledge she has shared has been a great help. Lin Raymond has been an essential resource as we have planned worship together, introduced a few changes and continued traditions held dear. His talent and that of our gifted choir bless our Sundays. Finally, Frank Palmer has always been available when I've needed assistance with A/V set-ups and other aspects of our small campus. Forgive me for listing as groups and not individuals, but I am also indebted to the Vestry, the Committee on Shared Ministry, and the Worship Services Committee for acclimating me to the flux and flow of the church, helping me both focus and also let go.

We know so much more of one another this spring than we did last. Do we know enough to make the decisions that lie ahead? Are we yet convinced that our ministry should continue as a called, and thus, open-ended tenure? Well, we'll see. Another sound and trustworthy process is planned and we will move toward those decisions in the fall. Right now, I find it sufficient to take real pleasure in celebrating all we have accomplished, and the very fine year we have enjoyed. The Free Church is alive and well in Charleston, continuing a 200 year tradition of freedom, reason, and tolerance. I am proud to be a part of it.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "TDRR", is centered below the text. The signature is written in a cursive, slightly stylized font.

Executive Director

As my first full year as Executive Director comes to a close, I have been reflecting on the exciting new initiatives and changes that have unfolded.

Karen Abrams has done a stellar job as Vestry Chair. Her vision for our church and dedication to our Bold Steps have resulted in a very productive year. The initiatives the Vestry developed at our retreat last May have kept the Program Council and committees working together on common goals.

Rev. Danny Reed has shared many exciting ideas about programs and procedures with the staff. His experience at other churches has proven invaluable to us through the advice and anecdotes he has conveyed. Danny's willingness to join in on staff planning sessions before his official start date helped us keep services and programs running seamlessly. The staff is working together with a team approach, which has helped us develop some new traditions, like Harvest Sunday. At our meetings, we continue to examine all of our activities and events, seeking ways to deepen their meanings and the experiences for the congregation. The staff continues to go beyond the call of duty, stepping in to ensure the two services during the sanctuary renovation project are executed as well as possible.

Ray Setser and the Buildings & Grounds Committee have worked tirelessly on the restoration project and oversight of the grant. Laura Morris's advice has been incredibly helpful during this process. Through Charlie Miller's Vestry initiative, we have taken great strides in making our facilities and grounds more handicap accessible. The Churchyard and Buildings & Grounds Committees have been pivotal in this success. The proposed projects these groups have developed could result in even more exciting achievements for our congregation.

With Hillary Hutchinson at the helm, the Worship Services Committee deserves kudos for developing an incredible schedule of summer services and services for the fall. The staff was very appreciative of Hillary's efforts to make the transitional time before Rev. Danny Reed's tenure as smooth as possible.

The volunteers who give so generously of their time make this job a true pleasure. The Personnel Committee and Suzanna van der Woude, Chair, have offered much guidance as we transfer responsibilities based on the new staff structure. Working with Emilie Carey on the Annual Fund Drive was both an educational and fun experience for me. Thanks to Amanda Albertson and her savvy technological abilities, we continue to rely on the website for more of our communications and updates. Laura Moses and Carol Furtwangler have been editing *The Gateway*. Thanks to them, our newsletter is much more professional. Michael Carnell, our communications guru, has helped us update and streamline our office computers. He has been very generous with his time and talents. Don Hearsh and I have continued to work on making our financial reporting as transparent as possible. His ideas for new reports have been a great addition to the information provided to the Finance Committee and Vestry. The new position of Volunteer Coordinator, led by Chase Caswell, will be a very important role for our congregation. We hope to build upon this in the future.

This year, we have several long-serving committee chairs who are retiring from their posts. Laura Morris started our Social Justice Committee in 2002. The Committee has started many sub-groups that aid our mission to be leaders in social justice. During her tenure, we have achieved both Welcoming and Green Sanctuary status, our coffeehouse program has given over \$45,000 to local schools with underserved populations, representatives from our congregation serve dinner and breakfast at Crisis Ministries every other month – our volunteers' efforts in the community are such a positive reflection on our church. Thanks to Laura for encouraging our church to start this vital committee. The Service Auction committee has thrived through the dedicated leadership of Donna Reyburn and Michael Griffith over the last 10 years. Donna and Mike have grown this fundraising effort, making it a fundamental component of our annual operating budget. Their creative ideas and thorough planning have made the auction one of our most fun and successful events each year.

Administrative notes:

- Our church had 257 certified members for the UUA's annual update in January 2010. At the Annual Meeting, our count for certified corporate members has increased by 16 to 273.
- We have hosted 17 weddings and 18 Gage Hall rentals. With the restoration of the Sanctuary, we have increased rental fees for weddings.
- We continue to nurture our relationship with Charleston Day School, allowing the Parents' Association to use Gage Hall.

Respectfully submitted by Carla Frichtel, Executive Director

Music Director

Mission: The mission of the music program is to enhance worship through music.

We strived to meet this goal in the following three ways:

Music for the Church Services:

Musicians from our congregation and guest musicians provided music on piano, flute, guitar, violin, viola, cello, voice, kora, and percussion.

Amy Ball generously continued as a volunteer accompanist for the choir.

We increased the choral library.

The choir members gave generously of their time and performed two special music services, the Christmas Cantata and the Spring Music Festival.

The Chancel Choir also performed in the Worship Committee's service of Susan Conant's "Celebration of a Day." The choir will also perform this service in June as part of Piccolo Spoleto's Festival of Churches and Synagogues.

Physical changes for the service music program:

The Music Committee continued to sell Piggly Wiggly gift cards to increase the Musical Instruments Fund with the goal of purchasing a new organ.

An Allen Heritage III organ was purchased in February from Allen Organ Studios in Atlanta. The organ is stored there until mid-September 2010.

Designs for platforms to support the organ speakers have been submitted to Glenn Keyes with plans to run the wiring for the speakers underneath the floor. New outlets will be installed for the organ and the piano for power, microphone, and safety needs.

Community Outreach:

November: The Music Committee presented the first of three Candlelight Concerts with the goal to raise money for the music program at James Simons Elementary School. The other two concerts were held in February and March raising \$1,094.00.

December: the Chancel Choir provided music for Crisis Ministries National Memorial Service for the Homeless.

February: Auditions were held for the fourth annual Martha Welch Music Scholarship. Trombonist Lisa Mignone was awarded this year's scholarship.

March: Lin Raymond served as one of three judges for a scholarship audition sponsored by the Charleston Symphony League.

April: Lin Raymond performed a recital of solo and collaborative piano music with flutist Susan Conant as a fundraiser for the church.

Respectfully submitted by Lin Raymond, Music Director

Religious Education Director

The Religious Education programs at the Unitarian Church in Charleston continue to focus on Sunday morning classes, holiday events, worship, community building and social action projects for the children, youth and families of the church. We are here to provide opportunities for our children to grow and our families to flourish. It is our responsibility to offer a foundation for ethical and spiritual development, foster a sense of worth, and demonstrate respect for others. We strive to nurture children's Unitarian Universalist identities and connect them to our multicultural community. Listed below are some of the events and projects we have undertaken this year. Many are long-held traditions and others are new.

Sunday morning We had 4 classes, a nursery and a youth group that met every Sunday of the regular church calendar. With 112 children and youth registered in the program, we had 19 volunteer teachers and 4 substitute teachers throughout the year.

Holiday Events Special celebrations included an evening Halloween party, Harvest Sunday, Easter egg hunt and crafts, Earth Day plantings, Christmas decorating, and secret Valentines sharing.

Social Justice We collected school supplies for Memminger Elementary, winter items for the homeless shelter, canned goods for the food bank, and money for the Guest at Your Table campaign for the UU Service Committee. Youth supported the *backpack buddies* program by working January-May at the Food Bank in North Charleston with Saturday packing of foodstuffs. Crisis Ministries also benefited from children and youth serving the evening meal at our UU designated dinners. We created 72 colorful felt hats for patients at the Medical University of South Carolina and learned how to cut the patterns and sew. We also made individual cards for each donated hat. The teens made posters and marched in the first Charleston Pride parade in support of GLBT issues.

Teens High school and Junior High students attended four youth conferences in North Carolina with the financial assistance of the annual Oyster Roast scholarships. We also strived to work with the Circular Congregation's youth with social events like the movie and pizza night. Grades 7 and 8 from the Junior High class worked with the newest *Tapestry of Faith* curriculum, *Families*. This new material was offered as a free download from the UUA website. Access to such material will revolutionize curriculum development and give us an enormous wealth of material easily and cheaply. We have three graduating seniors to recognize at the end of the year and with the work of the new volunteer coordinator, the teens are hopefully joining a youth build Habitat home project in West Ashley over the summer.

Other successes this year include more attention for special needs children in the program and gains in handicap accessibility for the entire church.

RE Committee leadership to improve communication with families and reinforce the need for RE specific volunteer placement has grown significantly. We are better at communications through the website and email to parents. We are still striving for a meaningful children's music program and hope to include children in the new arts presentations in Gage Hall.

Respectfully submitted, Janet Watts, Director of Religious Education

Vestry

This year's Vestry began its service last May with a day-long retreat that looked at the church and the congregation's long range objectives as outlined in our Four Bold Steps. Working with Rev. Lanzillotta and Carla Frichtel, the church's new Executive Director, we decided to organize our efforts around these

goals to ensure that progress was made toward each step. Accordingly, Vestry liaisons were assigned to work with representatives across various committees and staff. Their mission was to shape and coordinate our collective efforts so that we were all working together toward achieving the church's vision. The Vestry established task forces that looked at:

- How we welcome and integrate new members into our community (Bold Step of fostering growth);
- Why we sometimes lose members or fail to involve folks more fully (Bold Step of building community and fellowship);
- How we could better integrate social justice across the church and beyond just the social justice committee (Bold Step of becoming leaders in social justice)
- How we could make our historic buildings and grounds more handicapped accessible (Bold Step of insuring the sanctuary is well cared for while also addressing our goal to build fellowship by making it easier for all members regardless of their physical abilities to participate).

The underlying foundation for the Bold Steps is creating enough financial stability and abundance that the church can operate effectively. The Vestry worked carefully with our Treasurer Don Heath, Ellie Setser and the outstanding Finance Committee, and Annual Fund Chair, Emilie Carey, to ensure the church operated responsibly and was doing all that it could to maximize its income. Thanks to Emilie's efforts the annual fund increased by more than \$27,700 this year. We also worked closely with the Planned Gift Committee and the newly created Endowment Investment Board to establish policies that would encourage sound growth in the endowment, and yet still allow the church to operate in tough financial times.

The work of these task forces is still continuing and the incoming Vestry will use this year's experiences to help shape its efforts for the coming year. The Program Council, led by Richard Hayes, has done a tremendous job of helping these task forces and ensuring that the church's standing committees are functioning well.

The church year took a dramatic turn in June when for personal reasons Rev. Peter Lanzillotta unexpectedly resigned. Drawing upon the excellent administrative reorganization work that had been done in the prior spring by the Vestry, the Committee on Shared Ministry, and the Personnel Committee, and with the guidance from the UUA, the Vestry moved forward. The church's staff rose to the occasion to help fill the void. Aably led by Carla Frichtel, our new Executive Director, they worked collectively to stabilize our community. It is also important to recognize the outstanding job of our Worship Committee. Not only did they plan services for the entire summer, but they also led our services throughout the fall.

The Vestry asked Mark Farnham to lead a task force of church members to identify and interview candidates that could serve as interim or consulting ministers. This committee, working closely with the UUA, labored tirelessly in June and July. Based upon their recommendation and its own interviews, the Vestry hired Rev. Danny Reed to serve as a consulting minister for the congregation. Rev. Reed officially began his ministry November 1st but graciously worked with the Vestry and staff throughout the fall to help ensure a smooth transition.

Since Rev. Reed has arrived, the Vestry has worked closely with him to develop goals for his consulting ministry. We had Annette Marquis, the District Executive of the Thomas Jefferson District, lead a workshop in January that helped shape these goals with input from the congregation. In addition, Listening Circles were held for those members who wanted an opportunity to talk more fully about their feelings about Rev. Lanzillotta's leaving. The decision was also made to create a Transitions Task Force that the church will empower to assess its readiness to call a settled minister and to decide if the church would like to ask Rev. Reed to serve in that capacity. That committee will begin its work this summer and work through the fall with the church making its decision in January.

Thanks to an exceptional grant written by Laura Morris, Ray Setser and Carla Frichtel, the church was able to secure a \$200,000 Save America's Treasures Grant that will allow us to complete the interior restoration of the sanctuary. Stan Goldberg led the effort this spring to secure the additional \$150,000 in funds that were needed. Happily, we will begin the long awaited restoration May 17 with the hope that it will be completed over the summer and we will be back in the sanctuary in middle or end of September. The Building and Grounds Committee has done an incredible job of organizing this immense task. Mary Anne Hughston and Emilie Carey are beginning the exciting job of planning our re-dedication that will be held October 17, 2010. And again our staff and Worship Committee have risen to the occasion planning double services to accommodate our meetings in Gage Hall.

This year's Vestry has been an exceptionally hardworking and thoughtful group. As chair, I have relied heavily on their expertise and collective wisdom. They have met every challenge we have faced with incredible civility, and they have been tireless workers. I would also like to thank our marvelous staff. They are outstanding and truly are a blessing to this community. You could not find a more dedicated and caring group. Finally, in the short time he has been with us, Danny Reed has made an outstanding contribution to our church. His leadership has been instrumental in the success of this year and it has been a pleasure to work with him.

Vestry Members: Karen Abrams, Chair; Richard Hayes, 1st Vice Chair; Jeffrey Fleming, 2nd Vice Chair; Sally Newell, Secretary; Mark Farnham; Maureen Kelly; Deborah Mihal, Charlie Miller; Paul Wilczynski.

Submitted by Karen Abrams, Vestry Chair

Program Council

The Program Council is critical to the Policy Governance model for Church Leadership. Comprised of the church committees and staff Executive Director, the Program Council works directly with the church staff to take care of the church's day to day management and tackles problems that need multi-committee and staff support. This allows the Vestry to concentrate on Church Strategic Plans, financial budgets, and church policies.

The Program Council Membership consists of committee chairs from Social Justice, Building/Grounds, Churchyard, Worship, Personnel, Caring, RE, Communications, Annual Fund Drive, Stewardship, Music, Finance, COSM, and Connecting Circles. The Program Council is lead by its co-chairs: Carla Frichtel, Executive Director, and Richard Hayes, 1st Vice Chair Vestry,

The Program Council has yearly duties to develop Committee budgets to be submitted to the Finance Committee by January of the church year, and to ensure that there are minimal conflicts in the Church Calendar. This year the Program Council emphasis was ***collaboration among our Committees to move forward on the Four Bold Steps Church Strategic Plan***. The objectives the Program Council adopted in August 2009 were:

1. Social Justice with Community: Coordinated Social Justice everybody knows and supports
2. Nurturing Our Members: Work with established members to increase participation in Church
3. Growth: Integrate new members into the social fabric of the Church
4. Maintain our buildings: work on Handicap accessibility

The Program Council tackled these objectives by establishing ad hoc committees with members of each church committee concerned. These groups were led by a Vestry member for each Bold Step. Program

Council meetings focused on reports from the ad hoc committees and discussion of results. The group focused on obtaining Program Council concurrence with each ad hoc committee's direction. Our church staff was represented on each ad hoc committee as appropriate and was coordinated with the Church Executive Director.

In addition, an ad hoc committee was formed with representatives from Forum, RE, Worship, Hospitality, Membership, Buildings & Grounds, Music, and Personnel to tackle the development of the two services in Gage Hall during the renovation of the Sanctuary. This committee was successful in developing a detailed plan for the two services in Gage Hall by April, getting the plan approved by both the Program Council and Vestry, and turning the plan over to the Worship Committee for execution.

Finally the Program Council was successful in its search for a Volunteer Coordinator. In the February 2010 meeting, Carla Frichtel introduced Chase Caswell as Volunteer Coordinator. Chase's role will center around three goals: identify volunteer interests; identify volunteer opportunities in both the Church and community; and match volunteers with opportunities. In the upcoming weeks, we will be sending a survey to Committee Chairs about their needs for volunteers.

Submitted by Richard Hayes

Treasurer

Financial Condition

Highlights from the May 1, 2010 Balance Sheet are shown in Table 1. The assets and liabilities are summarized on the left side and the more recognizable accounts are summarized on the right. The church has equity of over \$1,000,000 (not including fixed assets such as buildings, land, piano, etc.). The debt is \$46,000; the value of the remaining Promissory Notes held by Church Members. Promissory Notes partially funded the construction of the RE Annex in the 1990s. The Church has no other outstanding loans and mortgages.

The equity of \$1,085,825 is distributed in the five accounts and two reserves summarized on the right side of Table 1. The Churchyard Fund has a balance of \$135,690 which includes the Ruby Hutchinson bequest of \$24,712 made during the past year. The Landmark Fund's balance shown in Table 1 includes \$112,567 contributed thus far by members and friends for the interior restoration of the Sanctuary; another \$59,618 has been pledged. The \$200,000 grant from the National Park Service and the Landmark Fund will pay for the Sanctuary restoration to be done this summer. The Endowment Fund balance of \$588,728 includes the current value of the fund's investments and a \$142,105 bequest from the Sue Metzger Estate. The Endowment Fund is responsible for the \$46,000 of Promissory Notes.

We now have two reserves. The Operating Reserve is for small variations in the Operating Budget. The "Repairs and Maintenance Reserve" was established recently to pay for major repairs and deferred maintenance projects that are beyond the scope of normal operating budgets. While paying for vital projects (such as renovation of the floors in Gage Hall), we plan to increase the fund's balance as soon as possible to \$25,000 (the value of the deductible in our wind insurance policy). Income for this reserve will be from the Churchyard Tours which was made possible by the Churchyard and Finance Committees.

In my opinion, the financial condition of the Church is sound.

Operating Fund

This fund pays the day to day expenses of the church's operations. The Finance Committee and Vestry prepare the Operating Budget for the upcoming fiscal year. Their objective is to recommend to the

Congregation a “balanced” budget whereby the estimated income equals the budgeted expenses. After the budget is approved, Carla and I estimate the income and expenses by month, track the actual income and expenses during the year and I advise the Finance Committee and Vestry on the outlook for the year. We must recognize that there are uncertainties in budget estimating. Consequently, if the church ends a fiscal year with a net (total income minus total expenses) within 1% of the total cash flow, I feel that the objective of a balanced budget has been met. The Operating Reserve is used throughout the year to insure that the net stays at or above zero without “borrowing” money from other accounts. The reserve is currently at a level equivalent to two weeks of average cash flow so it can handle a 1% variation.

Our fiscal year is from July 1 of one calendar year through June of the following year. Consequently, an Income/Expenses Statement for the 12 months prior to this report would include the last two months of the past fiscal year (2008-2009) and the first 10 months of the current fiscal year (2009-2010). Such a statement is not, in my opinion, particularly revealing. Thus, I’ve chosen to provide the Income & Expenses Statements for both fiscal years and will discuss both in this report.

Table 2 shows the Operating Budget for fiscal year 2008-2009. Please note that pledge payments and staff expenses dominate the income and expenses respectively; about 2/3 in each case. Expenses: In fiscal 2008-2009, the other 1/3 of expenses were significantly lower than their budget due to prudent spending by the staff and committees as well as major cost savings through more efficient energy use. Thus, total expenses were about \$12,000 below the budget. In addition, the Vestry made a decision in Feb. 2009 to defer some dues payments to the UUA. This resulted in a \$3,540 carryover into the 2009-2010 budget and spread our not paying our “fair share” over two years rather than all of it in one year. Income: In fiscal 2008-2009 we were behind budget in pledge payments, plate collection and church rental. Because of major increases in other income items, however, the total income was only \$2,432 below budget (less than 1%) and exceeded total expenses by about \$10,880 (not including the \$3,540 carried over for UUA dues in 2009-2010). This permitted us to increase, at the end of the fiscal year, the Operating Reserve to a more reasonable level; the reserve had been almost zero since the large insurance premium increase two years ago.

Table 3 shows the Operating Budget for the current fiscal year (2009-2010), and the actual figures for the first 10 months of the year. Income has exceeded expenses by slightly over \$21,000 during this time. We had estimated, based upon past experience, a net of about \$14,500 at the end of April resulting in a net of zero at the end of the fiscal year. What will the actual net be on June 30? I expect we will finish slightly in the black although we could finish in the red if pledge payments continue to lag during May and June.

I have not discussed the details of Tables 2 and 3 in terms of why some of the actual income/expenses of the individual line items were not the same as the budgeted amounts. It would take too long. If you have specific questions, ask me and, if I know the answer, I’ll share it with you.

Before closing, I want to comment on pledges. As noted above, 2/3 of our income is from pledges and their payment makes a huge difference in having sufficient income to pay our expenses. We are well aware that some of our members and friends have personal financial problems because of the economy – lost jobs, fewer hours, less investment income, etc. Despite these situations, the payment of pledges during the past two years has been at about the same outstanding rate as in the past. It is a credit to our members and friends that they have continued their support in these tough financial times. We must remind ourselves, nevertheless, that a pledge is a commitment to provide a specific amount of financial support to the Church. If you find that you can’t pay your full pledge, please tell me. We will adjust your pledge record and, if necessary, modify our spending plans. What you tell me will be confidential as is all pledge information of individuals.

Final Comments

It’s been a good year.

Submitted by Don Hearth, Treasurer

Table 1 - Balance Sheet Highlights (1)
1-May-10

<u>Assets and Liabilities</u>		<u>Account Balances</u>	
Current Assets (2)	\$750,922	Operating Fund	\$21,218
Investments	441,001	Churchyard Fund	135,690
Total Assets	\$1,191,923	Landmark Fund	358,624
Suspense Accounts (3)	\$60,098	Endowment Fund	588,728
Promissory Notes	46,000 ←	RE Annex Account	(46,000)
Total Liabilities	\$106,098	Operating Reserve	12,565
Total Equity	\$1,085,825 ←	Repairs and Maintenance Reserve	15,000
		Total	\$1,085,825

(1) Fixed Assets not included

(2) Cash, checking account, money mkt accounts and CDs

(3) Parking escrow, early pledge payments, accounts of Church comm. such as RE, Music, Social Justice, etc.

Table 2 - Operating Fund Income and Expenses						
2008-2009 Fiscal Year						
				Actual	Budget	Actual - Budget
INCOME						
PAYMENT OF 2007-2008 PLEDGES				5,872	4,000	1,872
PAYMENT OF 2008-2009 PLEDGES				231,504	234,900	(3,396)
PLATE COLLECT. CHURCHYEAR				11,838	16,900	(5,062)
PLATE COLLECTION, SUMMER				1,828	0	1,828
MEMORIAL DONATIONS				3,485	1,000	2,485
OTHER DONATIONS				7,465	1,500	5,965
CHURCHYARD CD INTEREST				2,631	2,725	(94)
SERVICE AUCTION				16,089	16,000	89
GREENBA - J. AYERS DONAT.				4,958	5,000	(42)
TRANSFER FROM ENDOWMENT				15,000	15,000	0
CHURCHYARD TOURS, 2/3 of Total (1/3 to Churchyard Fd)				7,912	8,000	(88)
PARKING RENTAL				24,579	24,334	245
CHURCH RENTAL				7,620	14,000	(6,380)
GAGE HALL RENTAL				5,495	5,500	(5)
MISCELLANEOUS INCOME				150	0	150
TOTAL INCOME				346,427	348,859	(2,432)
EXPENSES						
STAFF EXPENSES: SALARIED				214,710	214,038	672
PROFESSIONAL EXPENSES				5,933	6,000	(67)
STAFF EXPENSES: PART TIME				4,573	7,100	(2,527)
STAFF BONUSES				1,200	1,200	0
MINISTER'S DISCRETIONARY				0	1,000	(1,000)
RELIGIOUS EDUCATION				4,106	4,100	6
MUSIC				4,977	5,000	(23)
OFFICE				12,429	13,950	(1,521)
UTILITIES				15,247	19,000	(3,753)
INSURANCE				26,186	27,425	(1,239)
BUILDINGS AND GROUNDS				18,351	19,075	(724)
TAXES				3,265	2,900	365
MISCELLANEOUS				80	100	(20)
RESERVE ACCOUNTS				357	615	(259)
UUA DENOMINATIONAL DUES				11,000	14,896	(3,896)
TJD DENOMINATIONAL DUES				4,000	4,000	0
COMMITTEE EXPENSES				5,915	8,780	(2,865)
TOTAL EXPENSES				332,328	349,180	(16,851)
NET (INCOME - EXPENSES)				\$14,099	(\$321)	\$14,420

Table 3 - Operating Fund Income and Expenses
2009-2010 Fiscal Year

		July 1,2009 thru April 30, 2010			Budget
		Actual	Org. Estimate	Difference	For Fiscal Year
INCOME					
CARRYOVER-DENOM DUES PYMT		3,540	3,540	0	3,540
08-09 PLEDGE PAYMENTS		6,771	6,000	771	6,000
09-10 PLEDGE PAYMENTS		199,520	208,300	(8,780)	232,000
PLATE COLLECT. CHURCHYEAR		13,095	14,988	(1,892)	17,000
PLATE COLLECTION SUMMER		1,183	900	283	900
MEMORIAL DONATIONS		850	1,420	(570)	1,700
OTHER DONATIONS		4,009	2,500	1,509	3,000
ALLIANCE GIFT-STAFF BONUS		3,000	3,000	0	3,000
CHURCHYARD CD INTEREST		1,500	1,500	0	1,500
SERVICE AUCTION		17,636	16,000	1,636	16,000
GREENBA - J. AYERS DONAT.		2,335	4,336	(2,001)	5,000
TRANSFER FROM ENDOWMENT		10,000	10,000	0	12,000
CHURCHYARD TOURS, 2/3 of total (1/3 to Churchyard F		5,757	6,660	(903)	8,000
PARKING RENTAL		21,336	21,790	(454)	25,600
CHURCH RENTAL		15,670	9,400	6,270	11,000
GAGE HALL RENTAL		3,361	4,700	(1,339)	5,000
FILMING 08-09: ARMY WIVES		8,000	8,000	0	8,000
TOTAL INCOME		317,564	323,033	(5,470)	359,240
EXPENSES					
STAFF EXPENSES: SALARIED		188,672	188,392	281	222,496
PROFESSIONAL EXPENSES		1,216	5,300	(4,085)	6,000
STAFF EXPENSES: PART TIME		4,334	6,280	(1,946)	7,613
STAFF BONUSES		4,200	4,200	0	4,200
MINISTER'S DISCRETIONARY		0	1,000	(1,000)	1,000
RELIGIOUS EDUCATION		4,944	4,840	104	5,400
MUSIC		3,405	4,100	(695)	4,300
OFFICE		10,598	11,370	(772)	13,400
UTILITIES		13,863	15,100	(1,237)	17,200
INSURANCE		27,034	26,689	345	27,425
BUILDINGS AND GROUNDS		14,767	15,640	(873)	18,000
TAXES		3,542	3,300	242	3,300
MISCELLANEOUS		0	200	(200)	200
RESERVE ACCOUNTS		0	0	0	2,000
DENOMINATIONAL DUES					
UUA Dues		10,000	10,000	0	12,940
TJ Dues		4,580	4,580	0	5,670
Committee Expenses		5,191	7,505	(2,314)	8,365
TOTAL EXPENSES		296,345	308,496	(12,150)	359,509
NET (INCOME - EXPENSES)		21,218	14,538	6,681	(269)

Alliance

This year the Alliance had 30 members.

Fundraising activities: Beginning balance on 9/1/09: \$2643.67.

Income from the October Rummage Sale: \$437.77; Holiday Bazaar: \$1143.50; March Rummage Sale: \$939.40; dues: \$600; Sunday book sales: \$128.85 and donations: \$600. Expenses: \$259.85

Income from 9/1/09 to 4/28/10 plus previous balance results in a balance of \$6233.24 plus interest. A Rummage Sale is planned for June 12, 2010 with an anticipated income of \$500.

Disbursements: On 4/28/10 \$4000 was paid to The Printing Group for printing 500 copies of our Alliance Cookbook to be sold for \$20 each. \$1000 was set aside for purchase of new tables for Gage Hall. On May 9 checks for \$100 each will be sent to *My Sister's House*, *People Against Rape* and *Pet Helpers*. This leaves a balance of \$933.24.

Social Activities: The Alliance hosted a pot luck in August, a Welcome Back reception in September, the Welcome Danny Reed reception, and the Thanksgiving dinner in November and a reception following the Christmas Cantata in December. In 2010, the Alliance hosted receptions following the memorial services for Sue Metzger and Don Cowie and a reception following the Spring Music Festival in March.

Officers for 2010 – 2011:	President: Susan Prazak	Vice President: Jo Westbrook
	Secretary: Gail Schiffer	Treasurer: Barbara Goldberg

Respectfully submitted Susan Prazak

Archives Committee

The mission of the Archives Committee includes collecting and cataloging committee materials, maintaining the files and objects entrusted to its care, making such materials available to the congregation, and assisting members of the congregation in using the files. The result of these activities is the fostering of the institutional memory of the Unitarian Church in Charleston.

Our goals this year were to file all written materials in our possession and to complete the Heritage Room. The Heritage Room will give the Congregation access to historical artifacts.

We continue to make progress on filing papers dating from the ministry of Jacqueline Collins along with newly acquired materials.

This year we completed the final step needed to set up the Heritage Room by having our church silver professionally lacquered so that it will not tarnish when put on display. Once the Landmark has been repaired and repainted, we will be able to complete the displays and make them available to our congregation.

Next year we will continue our filing and, if funds and volunteers become available, we will transfer our collection of audio tapes to CDs. We also hope to begin sorting and preserving our many photographs.

Members: Gail Schiffer (chair), Mary Ann Hughston, Billie Hall, Rosemary Hutto, Anne Lindsey

Submitted by Gail Schiffer

Churchyard Committee

Mission:

To maintain the churchyard for the enhancement of the beauty of the natural environment of our urban oasis; to provide maximum accessibility and safety; to maintain and repair monuments, and to assist persons who wish information about our gravesites.

Achievements:

- 1) We held monthly work parties, at which we weeded, trimmed, planted and transplanted, with special emphasis on keeping the paths open. These work parties were followed by wonderful covered dish lunches.
- 2) We continued to use the services of Ruth Knoph, a noted rose expert, to maintain all our roses.
- 3) We painted the cinderblock wall between the parking lot and Gateway Walk. This helps make the wall less conspicuous and it can be easily repainted if anyone decides to spray graffiti on it again.
- 4) We had the broken ironwork on the top of the fence and gates along Archdale Street repaired and painted. In addition, the gates from the parking lot to the courtyard and from the courtyard to the churchyard, the fence around the trash/recycle area, and the iron fences around two of the churchyard plots were also painted.
- 5) We leveled the walkway at the gate between the courtyard and the churchyard and the brick walk just inside the churchyard from the courtyard, to improve handicap access.
- 6) We placed a newly refurbished bench near the sundial in memory of Ellie Garvin, an ardent supporter of the churchyard.
- 7) We planted a tree near the Garden of Remembrance in memory of Sue Metzger, another loyal churchyard supporter.
- 8) We planted a camellia in memory of Don Cowie.
- 9) We put in a second paved area beside the handicapped parking space to facilitate those who must exit their vehicles on the right.
- 10) We had the William Chambers and Thomas Oxlade grave markers repaired.
- 11) We moved the large Lady Banksia rose from the front of the churchyard to a place near the Open Space, where it can happily climb up a Palmetto tree. Moving this bush has opened up the vista of the churchyard from Archdale Street as well as from the sanctuary and Gage Hall. The bush has been replaced with low growing roses.
- 12) We financed and contracted for the lowering of the stone at the entrance to the churchyard on Archdale Street, and the necessary reworking of the adjacent brickwork. This makes the churchyard handicap accessible from the front.
- 13) The trellis for the Mutabalis rose, which grows up the side of Gage Hall, was extended because the rose has already outgrown its original trellis.
- 14) We purchased and had placed three more stone monuments for the Garden of Remembrance. Two are blank, to accommodate more Friends along the Way; the third is inscribed with an explanation of the Garden of Remembrance and our church's Vision Statement.
- 15) We moved a pedestal from an obscure place into the oval at the Garden of Remembrance. This pedestal is now available to hold flowers or a potted plant.
- 16) We continued our policy of sending a copy of Touring the Tombstones to people who donate to our churchyard.
- 17) We responded to several letters of inquiry regarding gravesites and monuments.

Once again we thank all of this year's committee members and Eden Keepers:

Trip Banner, Pamela Bauman, Denny Bauman, Stan Boyer*, Andy Burbank, Seb Burton-Austrum, Emilie Carey, Susan Conant, Mary Côté, David Cox, Karen Del Porto*, Suzi DeMerell*, Fran Ennis*,

Mary Farabow, Mike Gagliano, Tom Hartry*, Tommy Hughston*, Jack Hurley, Fred Judkins*, Jonathan Lamb, Janice May, Lynn McDuffy, Megan McDuffy, John Meffert*, Laura Moses*, Alex Moss, Richard Moss, Sally Preston, Hans Riekerk*, Gayle Sauer, Shannon Seagraves, Jim Shanks*, Priscilla Shumway, Ed Stephens*, JoAnn Stokes-Smith*, Cris Sumpter, Kola Tarvin, Oreana Wallace, and Nancy Waters.

* Denotes members of the Churchyard Committee.

Respectfully submitted, Fran Ennis

Committee on Shared Ministry

MEMBERS: Stan Goldberg, Alex Hild, Will Moredock, Hilary Nelson, Prudence Finn, Elizabeth Krietemeyer, Rev. Danny Reed

VESTRY LIAISON
Sally Newell

COSM MISSION STATEMENT

The Committee on Shared Ministry is designed to track the heartbeat of the ministry within the congregation; how the members take care of themselves and of each other; how the lay ministerial leadership serves the congregation; and how the called minister serves the congregation. It seeks to understand, assess, support, and advocate for a robust ministry throughout the context of congregational life.

The COSM accomplishes this through Surveys, Meditation, Conversation, Listening and Asking Questions.

2009-2010 Highlights

1. COSM experienced Peter Lanzillotta's resignation and Danny Reed assuming the ministerial leadership of our church, as well as Carla Stipe Frichtel assuming the office of Executive Director and becoming a central clearing point for communications.

Meetings were held with Danny and Carla to assure them of COSM's cooperation with them in their duties and to relay any points of future disputes or concerns, through Carla, to be directed to the appropriate committees. This simplified communications by going through a single point without having to deal with the multitude of committees to find where relevant action was to be taken.

Very early in his ministerial presence, Danny assumed his place with COSM to assist in future functions and projects of the group that would be of benefit to the church.

2. COSM coordinated the introduction of Danny and Anita to the church membership by inviting them to meet our congregation in small afternoon teas and cocktail hours over a period of several months. This gave both Danny, as well as our members, a chance to meet face to face and exchange matters of concern and interest. These affairs were well received and many people offered their homes for these welcome functions.

3. The COSM has been focusing on new projects to benefit our church members.

A concern was voiced by an ad hoc committee that we were losing potential members due to attrition or some undetermined dissatisfaction. We invited Paul Wilczynski, the ad hoc chair, to present his

program and to see how COSM can interact with his group. Prudence Finn agreed to be a liaison with Paul's group. This was not to just find out why people left, and/or didn't return after a few visits, but to make members feel welcome and to see how COSM could help them in selected problems, mainly by person to person contacts. This program is under way at this writing by members of COSM contacting people, by phone and receiving replies to three questions.

- a) How do you feel about the church?
- b) Do you have any concerns about the church?
- c) Is there anything the church leadership should know?

Each member of COSM is responsible to contact one member a month from a list of the members, and selected by the COSM Chair. Hilary Nelson has agreed to tabulate these results which will be made available to the minister as well as to Vestry. She also prepared a letter that was put into the Gateway as to the function of COSM so members will know how COSM functions and how it can be of help if asked.

COSM also formed a "listening" group where people could confidentially discuss concerns about the resignation of our past minister and other unresolved feelings. Floy Work generously agreed to facilitate this meeting. This was completed March 7, 2010.

4. While some COSM committees adjourned during the summer, this group desired to only skip every second month, and meet in May, July and September and to continue contacting members throughout the summer as to their concerns.

*Respectfully submitted, Gerald Prazak, COSM Chair
April 31, 2010*

Communications Committee

Members:

Amanda Albertson, Michael Carnell (Chairman), Chase Caswell, Richard Hayes, Jo Westbrook, Paul Wilczynski, Lewis Tucker (resigned - moved)

1. Mission

We will guide the church's internal and external communications and develop effective PR opportunities. The goal of all communications for the Unitarian Church in Charleston is to promote the life and well-being of the Church and keep members, friends and the community informed about who we are, what we believe, what we have and hope to accomplish and how to be involved in Church functions and activities. Toward that end, the purpose of all communications is to ensure that material published under the auspices of the Church supports and enhances Church life and is congruous with Unitarian Universalist principles.

2. Objectives:

1. Support the Executive Director who is in charge of Internal Church Communications (emails, Gateway, church bulletin, phone lists, standard graphics on church literature and documents).
2. Our Committee supports the internal communications process primarily through the web page.
3. Our Committee's concentration is on External Communications, and is done in conjunction with the Minister, Executive Director, Program Council and Vestry.
 - a. Develop Church "messages"
 - b. Web page
 - c. Social Media including Twitter, YouTube and FaceBook

- c. Church advertising
- d. Articles in local newspapers
- e. Gage Hall Bulletin Boards
- f. Support to Church Committees

First of all, the committee has officially changed its name to the "Communications Committee". This was done to reflect the important nature of fostering communication within the church as well as the community. The Web Page remains the primary avenue for new members -- a trend that is happening all across the US. Amanda Albertson continued her outstanding job as our Website Administrator and continues to make our website one of the best in the UUA. It allows visitors the information they need to want to visit us, how to visit us, and how to get involved in all of our church activities. We have also added Facebook, Twitter and YouTube sites as additional avenues to publicize our activities as well as attract new members. Finally, Jo Westbrook did a fantastic job of replacing the wall mounted bulletin boards in Gage Hall with free standing units. These units are easy to move and allow for the "Art on Our Walls" project to make full use of the previously occupied wall space.

The Communications Committee could use some more communicative volunteers!

Submitted by Michael Carnell, Communications Committee Chairman

Connecting Circles

Nearly 100 members of our congregation participated in one of our twelve Connecting Circles this year. The Circles continue to meet in homes once a month to provide a unique place in the life of our church to enrich and develop one's own personal spiritual journey. The Circle provides a place where folks can take time to reflect and share their experiences. Sharing, listening and participating make the group knit together.

The leaders of Connecting Circles are:

Beverly Birkhimer	Cameron Mitchum
Tony Brown and Nancy Groh	Laura Moses
Sally Flynn	Maureen Porter
Matt and Katie Giacalone	Myrtle Staples
Robin and John Giangrande	Mary Ann Terry
Alex and Nancy Hild	Terry Walsh

The Steering Committee: Maureen Porter, Sally Smith, Mary Ann Terry, Terry Walsh
 The Vestry Liaison: Maureen Kelly

Submitted by Mary Ann Terry

Docent Committee

This spring we will have completed our tenth year of service. Many of the traditions begun back in 2000 continue unchanged. Visitor tours are offered from 10am though 1pm on Fridays and Saturdays during the normal Church cycle from September through May. This year we are happy to complete the season on May 15th to allow for the long awaited sanctuary renovations to begin the following week. Unfortunately we will not be able to open for Spoleto in 2010. Since September we have welcomed

1,715 visitors who have donated \$1,083 to the Landmark Fund account. Since the program's inception \$13,517 in donations has been collected. The committee also sells postcards, note cards and copies of TOURING THE TOMBSTONES, a booklet of details of the church garden.

In addition to the weekly hours the Docents conducted tours for the Preservation Society fall tour season on October 16th hosting about two hundred guests. The American College of Building Arts students visited the church on October 22nd and were allowed to examine the attic and tower areas. On April 9th the College of Charleston Class of Art History/Gothic Art toured the sanctuary and tower. We are planning for a visit from Forsyth Tech Community College in May.

To promote the church openings the committee distributes "rack cards" to hotels and other tourist information locations. A special "Closed for Renovations" notice will replace these during the time we are closed.

We have been studying some wonderful photos of the church following the earthquake of 1886 to try to determine if the stained glass windows were installed prior or after that time.

In an effort to beautify the sanctuary the committee added an artificial flower arrangement and fall garlands for the windows. We have also bought artificial greens garlands for the winter holidays.

There are currently thirty Docents (including subs) - see attached list. The Steering Committee meets four times a year and consists of: Cisco Lindsey, Dave Elder, Jerry Cassidy, JoAnn Stokes-Smith, Fran Ennis, Maureen Kelly (Vestry liaison), Joanne Milkereit, Susan Robinson and Anna Stephens (chair).

Anna Stephens, Chair	Betty Honeycutt	Maureen Porter
Beverly Birkhimer	Joanna Innes	John Preston
Michael Carnell	Toni Johnson	Susan Robinson
Jerry Cassidy	Maureen Kelly	Jay Rockefeller
Pru Collier	Cisco Lindsey	Gail Schiffer
Bill Cooper	Bill Loring	Joanne Simson
Dave Elder	Joanne Milkereit	Lilless Shilling
Fran Ennis	Cameron Mitchum	Kathy Squires
Paul Garbarini	Will Moredock	JoAnn Stokes-Smith
Kay Haun	Mary Murray	Bill Thomas

Submitted by Anna Stephens

Endowment Investment Board

At the Annual Congregational Meeting in May 2009 the congregation voted to establish the Endowment Investment Board.

Elected to serve on the EIB were the following:

- William Finn - 3yr. term
- Tommy Hughston – 3 yr. term
- Kay Haun – 2 yr. term
- Jane Upshur – 2 yr. term
- Don Hearth (Treasurer position)
- Ellie Setser (Finance representative) - 1yr. term
- Charlie Miller (appointed by annually Vestry)

The board decided to meet 4 times per year to review our investments with our advisor. The EIB met in July and October to review our portfolio.

At the first meeting the Board elected William Finn to serve as the Chairman. Kay Haun was elected Secretary.

The EIB decided to continue using Conrad Zimmerman at Morgan Stanley Smith Barney as our investment adviser.

In addition to overseeing the investments the EIB worked and established EIB Policy and Procedures which were approved by the EIB and Vestry. A copy of the final policy is attached.

Value of the portfolio at year end was \$442,417. The targeted principal amount at year end \$552,980. The value of the endowment funds remains under our target but moved closer to the target in 2009.

During 2009 our funds net returns were 23.8% which was above most benchmarks. Our year end summary report for MSSB is attached.

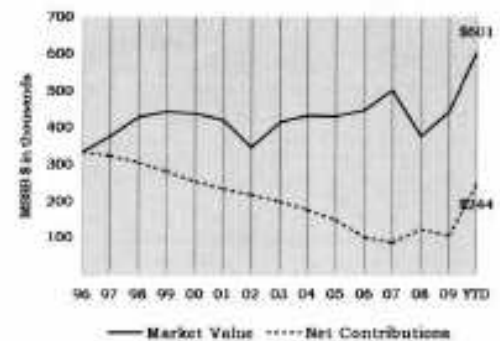
Funds provided to the church during 2009 totaled \$18,205.

Respectfully Submitted, William Finn, Chairman EIB

Investment Summary prepared for UNITARIAN CHURCH as of 04/14/10

Asset Growth and Portfolio Returns¹

	Year-to-Date 12/31/09 to 04/14/10	Year 2009 12/31/08 to 12/31/09	Year 2008 12/31/07 to 12/31/08	For the Period ² 12/31/96 to 04/14/10
Beginning Value	\$442,417	\$374,988	\$501,016	\$334,005
Net Contributions	140,185	(19,330)	36,175	(89,712)
Ending Value	601,032	442,417	374,988	601,032
MSSB Total Returns	\$18,430	\$86,759	(\$162,203)	\$356,739
Dollar Weighted Rate of Return (IRR)				Annualized
MSSB Total Net Returns (%)	4.0	23.8	(29.6)	7.2



Asset Allocation

Asset Class	Market Value	% of Total
■ Cash & Eqv. [C&E]	\$168,609	28.1
■ Fixed Income [FI]	75,841	12.6
■ Equities [EQ]	356,583	59.3
■ Alternative Inv. [AI]	-	-
■ Other [O]	-	-
Total Assets	\$601,032	100.0

*Available Cash is \$148,348.33 or 24.7%.

Income Summary

Asset Class	Year-to-Date 01/01/10 to 04/14/10	Estimated	
		Year 2010 01/01/10 to 12/31/10	Next 12 Months 05/01/10 to 05/01/11
Cash & Equivalents	\$231	\$461	\$460
Fixed Income	701	2,540	2,452
Equities	1,339	7,032	7,275
Alternative Inv.	-	-	-
Other	-	-	-
MSSB Total Income	\$2,271	\$10,033	\$10,187
MSSB Taxable	\$2,271	\$10,033	\$10,187
MSSB Non Taxable	-	-	-
MSSB Tax Deferred	-	-	-
MSSB Total Income	\$2,271	\$10,033	\$10,187

¹ The investment results depicted here represent a net return after the deduction of advisory fees for Morgan Stanley Smith Barney accounts only.

² Data for brokerage accounts is unavailable prior to 12/31/96.

Finance Committee
May 3, 2010

MEMBERS: Don Hearth-Treasurer, Alex Hild, Tommy Hughston, Dan Schiffer, Stuart Terry, Paige Wisotzki, Mark Farnham-Vestry Liaison, Ellie Setser-Chair.

The Finance Committee meets the first Thursday of the month in order to review the financial reports so that matters of financial importance may be brought to the attention of the Vestry at their meeting on the subsequent Thursday.

The Endowment Board has been established and policies have been presented to the Vestry and approved. The Planned Giving Committee chaired by Stuart Terry is active and has authored a brochure to encourage members and friends to commit funds to the Church in their will with emphasis being on bequests to the Endowment Fund. Sue Metzger bequeathed \$110,000 to the Endowment fund. The Funds have been delivered and invested by the EIB.

Emilie Carey was appointed by the Vestry to be Chair of the Stewardship Committee. She did a wonderful job raising funds to replace the loss of funds due to the expiration of our Greenbax funds, reduced reliance on the endowment for operating funds and no replacement for the Army Wives filming funds. The budget for 2010-2011 was prepared after requests were sent to committee chairs and the personnel committee. We are able to recommend a 3% raise to our long time employees and to keep our minister's compensation at the level contracted.

Don Hearth proposed a deferred maintenance fund and a way to fund it using primarily funds from Churchyard Tours. The finance committee approved the plan as did the vestry along with the Churchyard Committee.

Tommy Hughston has negotiated the best possible CD rates for our Churchyard, Landmark and Escrow accounts.

Stuart Terry continues to work on parking revenues for the Church and Ellie Setser negotiates with our insurance agency.

We are extremely fortunate to be able to meet our obligations. We look forward to the restoration of the interior of the Church made possible by the bequest of Betty Fullarton, a grant from SAVE AMERICA'S TREASURES and the generosity of the congregation led by Stan Goldberg in this effort.

Submitted Ellie Setser

Fine Arts Committee

Committee: Joanna Innes and Amy Ball, co-chairs; Robin Asbury, Cisco Lindsey, Jean Pendleton, Emily Reiblein, Myrtle Staples, Jo Westbrook.

Mission Statement: The purpose of the "Art on our Walls" project is to display the work of UU members/friends initially, with invitations to others later, knowing that fine art is an important cultural product of any community, which deserves to be viewed and to be purchased.

The first art exhibit opened on March 26, 2010 in conjunction with a benefit concert sponsored by the social justice committee. The show garnered many positive comments, which offered encouragement for continuing the project. The second exhibit will open May 21 and will remain up for about a month. In the interim, Janet Watts, RE Director, will display an art project done by the junior high youth. Future dates for shows will be submitted, and if possible Openings will be coordinated with other UU events, such as concerts.

Concern about bulletin boards led the committee to work with Jo Westbrook and George Castaño in selecting a new display unit for announcements. This durable, compact, three-sided tower moves easily on castors and takes up much less space than the original bulletin boards. It also means the walls are now free for future art shows.

Submitted by Joanna Innes

Landmark/Buildings & Grounds

1. Mission – To maintain the Sanctuary, Gage Hall, Annex and grounds of THE UNITARIAN CHURCH IN CHARLESTON in a good state of repair; To supervise any renovations, repairs and restorations; To care for furnishings and equipment. The Chairman of this Committee supervises, along with the Executive Director, the Sexton.
2. Goals –Goals for the past year were to apply for a Save America’s Treasures Grant to help with the funding of the interior restoration, improve Handicap Access to our properties including investigating how to achieve Handicap Access to the Sanctuary, initiate the ability to record and video the Sunday Sermons, continue with pew repair, improve storage in Gage Hall, improve traffic flow through the Gage Hall Kitchen, and make final plans for the interior restoration if the Grant application was successful.
3. Goal Achievements - All the goals were achieved. A Grant from the National Park Service for 200,000 dollars was received in December of 2009. Plans were made, the Congregation agreed to raise an additional 150,000 dollars to add to the Grant and the money left for this purpose by Betty Fullarton (250,000 dollars). Many plans have been made and approved and we will start this month (May 2010). Gage Hall storage plans have been agreed upon and that work will begin in June, pending Vestry approval. We worked with the Alliance on this issue and they are in support. We made several improvements in Handicap Access working with the Churchyard Committee. This goal is well on its way, with plans in hand to obtain BAR approval for Handicap Access to Gage Hall from the front.

Other actions taken include making plans to refinish the Gage Hall floor as the finish is wearing off and exposing the wonderful floor. This will damage the floor itself, and funds were placed in the next year budget to refinish this floor. This is planned for this summer.

A break-in to the Sanctuary severely damaged the back door. This will be repaired during the interior restoration.

All our hard work on the Grant paid off! We have much to do in the coming year to complete this wonderful project. The support of all in this endeavor is much appreciated and we look forward eagerly to the completion of the restoration. The old building keeps telling us we need to get going.

4. Concerns – Concerns for next year revolve around completing the interior restoration, and continuing to work on the Handicap Access issues to Gage Hall and the Sanctuary. The roof of the Sanctuary is not draining correctly and requires repair. This work is scheduled as part of the restoration

as a contingency to completing the interior work.

5. Recommendations – None

Submitted by Ray Setser, Chair
7 May 2010

Membership Committee

The members of the committee for the church year 2009-2010 were Cris Sumpter chair, Maureen Porter co-chair, Ruthie Sumpter, Gail Schiffer, Tom Hartry, Sue Hartry, Mike Carnell, Jennifer Tucker, Leslie Madden, George Castaño, Marcia Castaño, and Will Moredock.

The routine duties of the committee for the year were the organizing and leading of three Pathway to Membership classes, three New Members Ceremonies, and the New Members Potluck Party. We signed approximately twenty five new members this year. Further, the committee was responsible for the staffing of the Welcome Table in Gage Hall.

The committee took on the new responsibility of organizing the greeters and ushers in the form of a sub committee led by Marcia Castaño. The committee also implemented the mentors program for new members this year led by Gail Schiffer. The program met with some success and will be emphasized this coming church year.

Respectfully submitted by Cris Sumpter

Music Committee

Mission Statement:

The music committee will support the Music Director and attend to the business of the Music Program, including the budget, the care of the musical instruments and hymnals, and the encouragement of all musicians, especially RE youth through the Martha Welch Scholarship. We will also channel communications from the congregation to the Music Director.

Members:

Sue Findlay (co-chair), Joanna Innes (co-chair) Lin Raymond, Amy Ball, Dee Boggan, Jeffrey Fleming, Jean Pendleton, Emily Reiblein, Myrtle Staples

Accomplishments:

- Conducted auditions for three applicants for the Martha Welch Music Scholarship.
- Awarded the MW Music scholarship to Lisa Mignone (trombone).
- Continued an ongoing fundraising program selling Piggly Wiggly gift cards. Selling these cards now gives us a 10% return on investment. The sale of these cards will continue until the organ is in place but is an agenda item for the 1st meeting of the next school year.
- Had three Candlelight concerts with 60% of the funds raised going to the James Simons Elementary School music program.
- Through the Piggly Wiggly fundraising program and donations to the musical instrument fund was able to purchase a new Allen electronic organ at the cost of \$43,000. This organ will be installed after the renovations are finished in the sanctuary.
- Lin Raymond performed a recital on April 29th and collected donations of approximately \$1,500 for the church's general operating fund.

Submitted by Sue Findlay

Personnel Committee

MISSION STATEMENT: “The Personnel Committee sees to it that our Church has sound human resource policies and procedures that comply with the law, are competitive in the marketplace, and adhere to the principles of our UU faith. The Personnel Committee, working with the Executive Director, the Minister, and the Vestry, has an active role to see that the policies and procedures as described in the Personnel Manual are followed.”

MEMBERS OF THE COMMITTEE; Suzanna van der Woude [Chair], Terry Walsh, and Tony Brown.
Bill Finn [Consultant], Jeffrey Fleming [vestry liaison].

Terry Walsh will leave our committee at the end of this church year. We will miss her! She has been an invaluable part of the Personnel Committee. Fortunately, Betsy Grund has agreed to join us in the fall. She has recently been a member of the Vestry; her knowledge and experience will be a great asset.

THE 2009 - 2010 CHURCH YEAR has been a time of adjustment. With a fairly new Executive Director, and a new Minister, the first half of the year established new ways for the professional staff to work together with each other and the Minister. The cooperation with Rev Danny, already before his official start date of November 1, 2009, was a great help. Because of the highly accomplished leadership of the Executive Director, together with the Minister, the Personnel Committee is able to take a step back, and take a much less active role in the workings of the office, and the staff. We see our role to be more strategic, and much less operational. We will, of course, continue to support the staff in as many ways as we can. We are grateful that, despite all the changes and adjustments, the performance of the staff has been exceptional. We are so lucky to have the benefit of their energy, dedication, and performance.

Submitted by Suzanna van der Woude

Religious Education (RE) Committee

The RE continued to operate on a model of a committee co-chairs working with the parents and other church volunteers (youth and adults) to provide the volunteer force to provide all the programs and events that make the RE program successful. We hold parent-committee meetings at the beginning of each semester to get feedback from the parents and to encourage family involvement with the RE program. The RE director provides the committee with a series of volunteer sign-up sheets for the events scheduled for each semester. Parents and other interested church members sign up during the PTA-style meeting.

RE Statistics

Registered families in RE - 73

Registered children and youth in the program - 120

Volunteer involvement enabled the junior and senior high youth to participate in weekend retreats at the Mountain in the fall. The youth created hats for children undergoing chemotherapy at MUSC. This social action project involved adult volunteers as well as a battery of sewing machines that at times cooperated and at times went on strike. Other special events this year included:

- Everybody's birthday
- Harvest Communion Service
- Halloween party

- Christmas celebration
- Secret Valentine
- Easter
- Service auction baskets and children's auction
- Oyster Roast
- RE Sunday

The increased involvement of parents, youth and the general congregation in the RE program has been essential to the success of the program. The Christmas celebration that followed the RE holiday program is becoming an annual event that RE looks forward to participating in. In addition to running the RE celebrations our parents fill the ranks of our RE teachers. We are very grateful for their dedication and participation. Janet has secured a C of C religious studies Intern, Beverly Foster, for the fall at no cost to the church. To address the two services, our teachers and RE program will be moved to the 9:30 service. We will offer childcare for the 11:30 service.

Connie Hayes is retiring from the committee and we will be working on how to replace her and coordinate committee responsibilities for the upcoming year. Our goals for the 2010-2011 year is to increase the feedback we get from the miscellaneous volunteers, the teacher volunteers, and the parents of nursery children, and use that information to continue to improve the program.

Respectfully submitted by Susan Garrison, Lisa Hajjar, Kay Haun, and Connie Hayes

Social Justice Committee

Social Justice Committee Purpose

- Coordinate the activities of the church in promoting social justice
- Engage on the church's behalf in active efforts toward the pursuit of justice, love and truth
- Actively encourage those in our church who wish to be active in furthering social justice to bring their skills and abilities to bear on social justice issues
- Provide information, education, and inspiration about social justice needs and opportunities, and to keep the church membership informed at all times about ongoing initiatives
- Serve as a primary outreach to the communities in which we live and serve

Objectives for 2009-2010

1. to improve committee communications and collaborations among church committees and community organizations involved in social justice issues
2. to gain input from the congregations related to areas of interest in Social Justice through a Survey
3. to get more people involved in social justice activities, especially new members

Accomplishments for 2009-2010

1. 26 members and friends signed up to participate in their area of interest in social justice activities; twenty-four are new to the congregation. Several of these new members have taken positions of leadership in the Social Justice Committee.
2. In October 2009 the Social Justice Committee facilitated two focus groups that consisted of representatives of other church committees. These focus groups gave input toward improving communications with other church groups, helped us gain a better understanding of the UUC Social Justice definition and how to achieve our Bold Step: *To Become Leaders In Social Justice In Our Community and the UUA*. From that input, we developed a survey tool to give the congregation the

- opportunity to share their SJ interests in supporting underserved populations as fundraisers and volunteers.
3. In November 2009, a survey tool was sent to the congregation. Many thanks to Floy Work for developing this tool. One third of the congregation responded. Results showed that there are many varied interests. Respondents provide support with money and their time. Many individuals volunteer at Charleston area organizations.
 4. Numerous changes were instituted and promoted to UUC waste reduction policies and procedures in Gage Hall to encourage 'green' energy use reduction and efficiency.
 5. SJ established collaborative effort with the UUC RE Youth Group to fill bags of nutritious snacks for weekends to support children at Mitchell School who are on the food program. Volunteers are at the Lowcountry Food bank the first Saturday of the month at 10:00 am from January 9 through December 18, 2010. Our volunteers are joined by St. Stephen's Episcopal Church Volunteers. Together we prepare 460 bags of snacks for the children to take home in a backpack each Friday afternoon that school is in session.
 6. At the January 15 Social Justice Committee meeting, two new groups were formed:
 Advocacy Sub-committee, with Deb Hall as Chair
 Support for Volunteerism and Advocacy for Community Outreach with Cathie Currin as point person for SJ volunteerism, working with Church Volunteer Coordinator
 7. Five Sunday morning forums were organized by members of the Social Justice Committee
 8. The April 25 Earth Day Sunday Service was planned and implemented by the Green Sanctuary Committee

SJ Activities

- * Coffee House Concerts began in October and continued each month through May 2010. The proceeds benefit Math and Science Enrichment Activities for 250 children in Mitchell School. - Bill Morris & Mark Farnham
- * Mitchell School quarterly math and science enrichment field trips designed to complement the curriculum take place throughout the school year. - Bill Morris and John Narkunas
- * The November SJ Forum introduced the survey tool and provided the opportunity for attendees of UUC to participate in upcoming SJ activities. - Floy Work, Deb Mihal, Laura Morris and Diane Narkunas
- * Working with the Membership Committee, the SJ Committee took a pro-active approach to getting new members interested in becoming involved in SJ efforts. UUC SJ Committee activities were outlined at three New Member Orientation Classes and people were encouraged to sign up according to interests. Sign-up sheets were also made available at the Membership table. - Diane Narkunas and Cris Sumter
- * A survey tool was sent out to the congregation with the support of Carla Frichtel. Results were posted on the UUC website in December.
- * SJ collaborated with the Religious Education Committee on the food drive for Lowcountry Food Bank. - John and Diane Narkunas
- * Crisis Ministries - Volunteers prepare and serve dinner at the Shelter on the first Wednesday of every other month. Also, volunteers support prep and serving of breakfast the following Thursday morning. - Catherine Townsend
- * The Fall Charitable Giving project awarded approximately \$5,000 to *Low Country Food Bank, Backpack Buddies Project.* - Community Outreach Giving Sub-committee, Diane Narkunas, Myrtle Staples Bennett, Kay Haun, & Laura Morris
- * An Alternative Giving Fair was held in December in Gage Hall to provide opportunities to support organizations who provide goods and services to people in need. - Laura Morris
- * Approximately \$2,400 was collected at Christmas to support educational equity for children in poverty. - Bill Morris
- * Volunteers put together bags of nutritious snacks at the Lowcountry Food Bank. Volunteers are composed of members of the UUC RE Youth Group and Social Justice Committee. - Deb Loesel
- * March 26, SJ sponsored a fundraiser with the Charleston Symphony Chamber Music Trio performing in

the UUC Sanctuary. This concert was well attended. Abby Himmelein coordinated the concert ticket sales and provided the musicians. Over \$2,000 was raised in support of My Sister's House, a shelter for victims of domestic violence. After the concert, there was an arts show put on by UUC artists. Refreshments were coordinated by Joanna Innes and the Fine Arts Committee. This collaboration was a great success and we hope to do it again next year!

- * March 21, SJ sponsored a letter-writing campaign in collaboration with Planned Parenthood to voice objection to bill requiring a 24-hour waiting period for women seeking legal abortions. Over 50 people participated in this effort. - Paul and Sue Nelson
- * March 28, *We are Family* provided an information table to disseminate information about their program that helps gay and lesbian adolescents cope with sexuality issues.
- * May 2, charitable giving donations from the UUC in the amount of \$5,007 were awarded to Sister Mary Joseph Ritter, Executive Director, *Our Lady of Mercy Comprehensive Family-Centered Literacy Program*.
- * May 3, Social Justice Committee Meeting
- * May 15, support of Gay Pride March, North Charleston - Deb Mihal

Green Sanctuary Sub-Committee

The purpose of the UUC Green Sanctuary Sub-Committee is to lead the church's effort to become more environmentally sustainable through capital improvements, education, and worship. Much of these efforts will be accomplished through collaboration with other church committees. The Green Sanctuary Sub-Committee's mission falls under the seventh UUA Principle: "Respect for the interdependent web of all existence of which we are a part."

Objectives

1. Continue to support environmental education and worship via "green-themed" Sunday Forums and Worship Services.
2. Maintain ongoing audit of church utility usage to help identify areas for improvement through efficiency upgrades. For example, we hope to reduce the church's water usage through the installation of low-flow toilets.
3. Ensure everyone who uses Gage Hall is aware of the waste-reduction policies now in place with regard to disposable eating utensils, recycling, and composting.
4. Remain open to suggestions from other church members on how to reduce the church's environmental footprint.
5. Occasionally provide "green tips" to Carla Frichtel, Executive Director, UUC, for inclusion in the Gateway newsletter in support of environmental education.
6. Provide expertise to other church committees, especially those involved with capital improvements, to ensure the church makes sustainable decisions.
7. Continue to work toward a church that is accessible to alternative transportation. For example, we hope to install conveniently-placed bike racks near Gage Hall.
8. Encourage members to participate in area clean-ups and other activities to green our communities

Accomplishments During 2009-10 Church Year

- * Installed a Solar Cone Digester to compost kitchen scraps from Gage Hall in a more sustainable way than sending such waste to the landfill.
- * Successfully instated Gage Hall policies requiring recycling, composting, and usage of the least wasteful eating utensils. Styrofoam may no longer be used at any church or rental function.
- * Participated in Beach Sweep 2009 litter pickup.
- * Organized the 2010 Earth Day service on 4/25. The service featured Dana Beach, President of the Coastal Conservation League, as the keynote speaker.
- * Arranged numerous Sunday Forums on environmentally-themed topics such as organic lawn care, the

Sustainable Seafood Initiative, and local farming practices.

Submitted by Jonathan Lamb, Chair

Community Outreach Giving Sub-Committee

Submitted by Diane Narkunas, Chair, Kay Haun, Laura Morris, Myrtle Bennett Staples

The purpose of the Unitarian Universalist Community Outreach Giving Project is to provide funding to Charleston area organizations supporting underserved populations. Charitable Giving is sponsored by the UUC Vestry and facilitated by the Social Justice Committee. There is input from the UUC congregation through a nomination process. Invitations to submit a grant for up to \$5,000 are sent to approximately six nominated organizations. The grants are reviewed by the Social Justice Committee and two projects are selected for the Fall and Spring Charitable Giving projects.

Objectives:

1. to support organizations in the Charleston Tri-County area who successfully provide goods and/or services to populations in need
2. to support the UUC tenants of improving economic equality in our community as a congregation
3. to encourage participation of the UUC congregation through nomination process opportunities

Accomplishments During the 2009-2010 Church Year

- * Fall 2009 Charitable Giving project was the Low Country Food Bank. Donations were given during the Sunday church service in September, October and November.
- * First Sunday in December, Karen Abrams, Vestry Chair, awarded a check to Ilze Visocka, Director of Community Development and Programs, in the amount of \$4,970.33 to support the Backpack Buddies Program.
- * Our funds supported 160 children in the Mitchell School, who have received nutritious snacks during the 2010 school year.
- * Launched a volunteer effort to support Backpack Buddies. Volunteers were from the UUC youth group and members of the Social Justice Committee. New member, Deb Loesel, successfully coordinated this project. Beginning January 2010, participants have been going to the Lowcountry Food Bank the first Saturday of the month to put together snacks for kids in the food program to take home on weekends. Volunteers from UUC work with St. Stephen's Episcopal Church and together provide 460 bags of nutritious snacks for Mitchell School to place in backpacks each Friday school is in session. Volunteer effort will continue until Dec. 2010.
- * Spring 2010 Charitable Giving project was the Our Lady of Mercy Comprehensive Family-Centered Literacy Program, John's Island. Donations were given by the congregation during the months of February, March and April. Sister Mary Joseph Ritter, Executive Director, was awarded a check in the amount of \$5,007 by Karen Abrams on May 2, 2010. Funds will help minority mothers, mostly Hispanic, learn English so they can obtain better jobs to provide for their families. The donations provide a teacher for preschool children to also learn English to prepare them for school. The literacy curriculum for adults and children is coordinated so parents can reinforce their children's learning of English language skills.

Community Outreach For School Programs

Submitted by Bill Morris with Special thanks to Mark Farnham and those who took the lead on the coffee house concerts and to John Narkunas for his support of the Mitchell School Program

Purpose of Sub-Committee

The primary goal of the sub-committee is to promote educational equity for children living in poverty in the Charleston Tri-County area. Funds are generated through monthly Gage Hall Coffee Houses and annual Christmas Eve offerings.

Monies raised have been used to support academic enrichment activities. In 2009-2010, we focused on enhancement of math and science programs at Mitchell Elementary School grades K-5. Currently, we are sponsoring field trips and in-school activities directly linked to the science curriculum. Students at Mitchell School participate in one field trip or activity each quarter.

Accomplishments During the 2009-2010 Church Year

- * Mitchell School, Charleston, SC - One Field Trip Each Quarter for Each Grade K-5, 28 Field Trips; 250 Children Participated. These trips were held during the school year. The amount spent on the field trips was \$5,163.
- * Coffee House Concerts - Gage Hall - Coffee House funds at the beginning of the year was \$7,438. Eight fundraising concerts were scheduled at Gage Hall. The monies taken in from 7 concerts (through April) was \$3,100. Monies taken in during the May concert will be added to this amount.
- * Christmas Eve Church Service Offering and other contributions - We collected \$2471.
- * The net amount raised for Mitchell School field trips was \$5,293. Carry-over amount to support school-based enrichment programs is \$7276 as of May 1, 2010.
- * Donations for charitable giving were collected in the amount of \$10,000. Funds were awarded to Lowcountry Food Bank, Backpack Buddies Program and Our Lady of Mercy Comprehensive Family Based Literacy Program.

Worship Services Committee

The Worship Services Committee chair was filled by Hillary Hutchinson in September 2009. She will continue in this capacity for 2010-11 church year. The principle accomplishment of this committee has been to handle the transition from the ministry of Peter Lanzillotta, to the interim contract ministry of Danny Reed, seamlessly. Services were conducted all summer 2009, and are on track for the summer 2010.

The committee recruited a number of younger members who began to participate in creating and assisting with the conducting of services through the position of Worship Associate. Unfortunately, most of these new members have gotten either new career positions, or been admitted to graduate school, so several new members have already left. The committee continues to work on creating an Order of Service that provides the structure for a truly meaningful worship service each week, and has helped the church successfully transition from "Joys and Concerns" to reading from "The Book of Life." The committee arranged at least one service each month not conducted by the minister.

Respectfully submitted, Hillary Hutchinson

ENDOWMENT INVESTMENT BOARD - POLICY AND PROCEDURES

Final Version April 15, 2010

OVERVIEW

The Endowment Investment Board (EIB) consists of 7 voting members and an ex-officio investment advisor. Five members of the Board are elected for staggered 3 year terms by the congregation. One of the five elected members will be from the Finance Committee. In addition the Vestry appoints one voting member and the Treasurer of the congregation is a voting member.

The policies and particulars will be established and revised upon the recommendation of a majority of the EIB and approval of a majority of the Vestry. A majority of the Vestry may also recommend modifications of these policies and particulars to be accepted by a majority of the EIB. If the Vestry and the EIB fail to agree on recommended modifications, the modifications may be approved by at least a majority of those voting at an officially-called meeting of the congregation.

Recommended changes to the Policy and Procedures must be consistent with the By-Laws and the Resolution adopted by the congregation in May 2009.

MISSION

The purpose of the Endowment Fund is to accept gifts which are to be used for the long-term vitality and financial health of the church community.

The funds provided annually by the Endowment Fund to the church are to be used primarily to support long term investments (vs. annual budgets). This would include repayment of loans, mortgages for capital improvements approved by the church community.

The EIB oversees the investment of the Endowment Fund to provide a reasonable balance of yield, growth, and safety.

MEMBERSHIP and CHAIR

The EIB will have seven voting members and one ex-officio member. Should any place on the EIB become vacant, election or appointment (as the case may be) of a replacement member is to be accomplished as soon as is possible. In the case of an elected position, other than the Treasurer, the Nominating Committee will select an interim replacement voting member who will serve until the next officially-called corporate meeting. The Nominating Committee will put forth a candidate for the remainder of the vacated term at the next officially-called corporate meeting during which candidates may be nominated from the floor as well. If the vacated position is the one appointed by the Vestry, the Vestry will appoint a replacement voting member as soon as is possible. The EIB will maintain communication with the Nominating Committee to encourage nomination of candidates with experience in investments.

- Five of the voting members are elected by the Corporation with staggered three-year terms. The Nominating Committee will nominate, from among corporate members, the required number of candidates to fill expiring or vacated positions. One person nominated will be a member of the Finance Committee (this may be the Chair of the Finance Committee). In the first year the Board is formed, there will be five voting members of the EIB elected. One of these members will be elected for a one-year term, two for a two-year term, and two for a three-year term. An individual may serve no more than two consecutive terms; however, after a one-year hiatus, an individual may once again serve up to two consecutive terms. This cycle of service and hiatus can be repeated at the discretion of the Corporation.

- The Treasurer will be a voting member of the EIB.
- One voting member of the EIB will be appointed by the Vestry annually. This appointment may be from the Vestry or from corporate members at large. The same individual may be appointed by the Vestry for up to six consecutive years and then must take a hiatus of at least one year. The Vestry, at its discretion, may then re-appoint the same individual for up to six additional consecutive years.
- The professional investment advisor as recommended by the Board and approved by the Vestry will be an ex-officio member of the Board
- The Chair of the EIB will be any voting member except the Treasurer or the Chair of the Finance Committee, if serving. The Chair of the EIB will be elected annually by majority vote of all voting members (including the Treasurer and Chair of the Finance Committee, if serving).

DUTIES OF THE EIB

- Recommend for Vestry approval, a professional investment advisor to be an ex-officio member of the Board.
- Establish and maintain investment guidelines with consultation of the professional investment advisor.
- Review the investment performance of the Endowment Funds with the Financial Advisor at least twice a year, with the Finance Committee at least twice a year, and with the Vestry at least once a year.
- Prepare an annual report on the Endowment Fund to be included with annual reports of committees of the Church
- Advise the Vestry at least annually concerning the amount of funds which are available from the Endowment for spending to support church initiatives and the recommended level of spending as well
- Advise the Vestry at least annually of any funds which are available from the Endowment that are to be used in accordance with restricted covenants
- Establish with Vestry approval and maintain guidelines concerning:
 - The minimum amount necessary for a restricted gift
 - The type of restrictions that are reasonable for restricted gifts.
 - Guidelines for termination of restricting covenants of restricted gifts when it is no longer economically feasible to maintain the restrictions
 - The types of gifts acceptable
 - Other guidelines that may be deemed necessary

PROTECTED PRINCIPAL

Expenditures from the Endowment Fund are to be managed in a manner which protects principal at the time received on an inflation-adjusted basis. Exceptions to this practice, during extraordinary times, are anticipated in the church constitution.

DEFINITIONS

Protected Principal of Unrestricted Funds is an amount which is to be calculated at the beginning of each calendar year. The calculation of the Protected Principal of Unrestricted Funds is the Protected Principal of Unrestricted Funds of the previous calendar year adjusted for inflation using the CPI (CPI-C Annual

%) plus any unrestricted contributions to the Endowment Fund during the previous calendar year (including interest).

Protected Principal of Restricted Funds is normally calculated in the same manner as for unrestricted funds. The EIB may develop additional guidelines for the handling of Restricted Funds but they would generally be in line with the Unrestricted Funds.

FUNDS AVAILABLE ANNUALLY

In January of each year the EIB will advise the Vestry of funds that are available for use during the upcoming fiscal year.

The amount will normally be between 2% and 5% of the Endowment Funds actual value. The amount recommended could exceed 5% in the event of extraordinary investment returns and an actual fund balance substantially over the Protected Principle

In developing the recommendation the EIB will consider the following:

1. The Fund's actual value and the Protected Principle of the funds.
2. The short term and long term outlook for the economy and the Funds investments
3. The fund's financial obligations for long term commitments/investments

In the event of long term sustained market disruptions/declines, that result in the fund's actual value declining substantially below the Protected Principle, EIB will to recommend spending up to 2% of the Protected Principle to cover any long term commitments/investments. If the spending continues and value of the Funds investments reaches and remains 10% below the Protected Principle for three consecutive years, the EIB/Vestry will annually seek written corporate member approval of any additional spending as provided in the Congregation resolution of May 2009.

The written approval could be to either ask the congregation to Permanently reduce(reset) the Protected Principle or to continue to spend at the 2% level until such time that the market conditions improve and the Protected Principle is restored.

LOANS

Upon at least a majority of those voting at an officially-called meeting of the congregation, portions or the entirety of the Endowment Fund (including protected principal) can be committed as security for loans

Extraordinary Conditions

In extreme conditions threatening the survival of the UCC community, up to 10% of the Protected Principal can be spent to help the congregation recover either in one year or over a series of years. If however, proposed spending combined with accumulated spending would reduce Protected Principal by more than 10% of its intended level, then the proposed spending must be approved annually by more than 50% of all corporate members in writing.

RESOLUTION

(APPROVED CONGRATION MEETING MAY 2009)

Endowment Fund – The Endowment Fund is formally recognized as the Fund which accepts gifts which are primarily to be used for the long-term vitality and financial health of the Church community. Principal in the Endowment Fund will be protected on an inflation-adjusted basis according to the specifics laid out in its policy. Upon at least a majority of those voting at an officially-called meeting of the congregation: 1) portions or the entirety of the Endowment Fund (including protected principal) can be committed as security for loans, and 2) in extreme conditions threatening the survival of the UCC community, up to 10% of the protected principal can be spent to help the congregation recover either in one year or over a series of years. If however, proposed spending combined with accumulated spending would reduce Protected Principal by more than 10% of its intended level, then the proposed spending must be approved annually by more than 50% of all corporate members in writing.

The Unitarian Church in Charleston 2010-2011 Budget						
	INCOME					
1		09-10 PLEDGE PAYMENTS				7,000
2		010-11 PLEDGE PAYMENTS				256,000
3		PLATE COLLECTIONS CHURCHYEAR				18,000
4		PLATE COLLECTIONS SUMMER				1,800
5		MEMORIAL DONATIONS				1,000
6		OTHER DONATIONS				5,000
7		TRANSFER FROM ENDOWMENT				6,000
8		CHURCHYARD TOURS 2/3*				4,000
9		PARKING RENTAL				25,600
10		SERVICE AUCTION				16,000
11		CHURCH RENTAL				17,000
12		GAGE HALL RENTAL				5,000
13		TOTAL INCOME				362,400
	EXPENSES					
	STAFF EXPENSES: SALARIED					
14		TOTAL SALARIED STAFF				226,275
15	PROFESSIONAL EXPENSES					
16		MINISTER				3,000
17		EXECUTIVE DIRECTOR				750
18		R.E. DIRECTOR				750
19		MUSIC DIRECTOR				1,000
20		TOTAL PROF. EXPENSES				5,500
21	STAFF EXPENSES PART TIME					
22		ADMINISTRATIVE ASSISTANT				4,000
23		YRUU COORDINATOR				2,000
24		NURSERY ASSISTANT				840
25		R.E.OFFICE ASSISTANT				800
26		MUSIC ACCOMPANIEST 100 HRS	EST STIPEND			500
27		MISC CHILDCARE				800
28		TOTAL PART TIME STAFF				8,940
29	STAFF BONUSSES					1,200
30	MINISTER'S DISCRETIONARY FUND					1,000
31	RELIGIOUS EDUCATION EXPENSES					
32		RE PROGRAM EXPENSE				3,650
33		RE MOUNTAIN RETREAT				700
34		SAFETY PROGRAM				1,300
35		YRUU	EXPENSES			100
36		TOTAL R.E. EXPENSES				5,750
37	MUSIC EXPENSES					5,000
38	OFFICE EXPENSES		GENERAL			3,300
39		POSTAGE				1,000
40		COPIER				5,700
41		GATEWAY NEWSLETTER				1,000
42		ADVERTISING				1,000
43		OFFICE EQUIPMENT COSTS				500
44		TOTAL OFFICE EXPENSE				12,500

45	UTILITY EXPENSES				
46	ELECTRICITY/GAS				9,000
47	WATER				2,200
48	TELEPHONE				5,000
49	TOTAL UTILITY EXPENSE				16,200
50	INSURANCE				30,000
51	BUILDINGS AND GROUNDS EXPENSES				
52	PAPER PRODUCTS				1,100
53	CLEANING SERVICE				8,410
54	REPAIRS AND MAINTENANCE				8650*
55	WASTE DISPOSAL FEE				175
56	TOTAL B. & G. EXPENSES				18,330
			includes \$250 for vacuum cleaner for church		
57	TAXES				
58	PROPERTY TAX				3,100
59	COUNTYUSER FEE TAX				100
60	TOTAL TAXES				3,200
61	MISCELLANEOUS EXPENSES				200
62	EMERGENCY RESERVE ACCOUNTS				0
63	DEMONINATIONAL DUES				
64	UUA DUES				14,392
65	T.J. DUES				5,400
66	TOTAL DUES				19,792
67	COMMITTEE EXPENSES				
68	PROGRAM COUNCIL				450
69	FORUM				135
70	FINANCE				270
71	VESTRY				370
72	STEWARDSHIP				1,350
73	COM. ON SHARED MINISTRY				200
74	MOUNTAIN RETREAT				90
75	DOCENTS				360
76	CONNECTING CIRCLES				100
77	SOCIAL JUSTICE				200
78	ARCHIVES				400
79	HOSPITALITY				400
80	MEMBERSHIP				1,100
81	WORSHIP	REGULAR			900
82	TRANSYLVANIA				400
83	PUBLIC RELATIONS				1,000
84	PERSONNEL				100
85	YOUNG ADULTS				550
86	FINE ARTS				200
87	WORSHIP SUMMER				300
88	SUMMER CHILDCARE				365
89	TOTAL COMMITTEE EXPENSES				9,240
90	TOTAL EXPENSES				363,127
91	TOTAL INCOME - EXPENSES				-727