



Unitarian Universalist
Congregation of South County, RI



Annual Meeting

June 14, 2026

**Unitarian Universalist Congregation of South County
27 North Road
Peace Dale, RI 02879**

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**UUCSC
Annual Business Meeting Agenda
June 14, 2026**

Invocation

Call to Order

Approval of the Minutes of the 2025 Annual Business Meeting

Acceptance of the Reports

Approval of the Annual Budget

Report of the Nominating Committee

Election of Officers and Directors

Election of Nominating Committee

Installation of the Board

Recognition of Outgoing Board Members

Installation of Officers and Members of the Board

Leadership Opportunities

General Assembly of the UUA

Comments for the Good of the Order

Adjourn

**Minutes of the UUCSC Annual Meeting
June 8, 2025**

Breeze listed 132 members, so a quorum of 25% meant 33 members were needed. 57 individuals attended the meeting in person, 3 were on Zoom, and 9 absentee ballots were counted for 69 eligible voters.

11:19 with President Nancy Richman presiding.

MOTION: Sandy Ketrow moves to suspend the rules for voting so the count could be taken in this order: Opposed, abstaining, in favor.

PASSED with 1 abstention

Betsy Dalton moves to approve last year's minutes as written.

PASSED unanimously

President Nancy Richman expressed appreciation for all of the diligent work done by the staff and congregational committees as evidenced in their reports.

MOTION: Linda Whyte Burrell moves to accept the reports as written.

PASSED unanimously

2025/26 Budget

Treasurer Mary Alice Kimball gave an overview. Two new staff members were hired this year. They are the Ami, Music director and Amenata (aka Ame), Financial administrator. The Finance committee is planning a program to inform congregants about legacy giving. Discussions are underway as to what will be the best way to raise funds for capital projects like building repairs. The mortgage is now less than \$30,000 with monthly payments of \$381. Some of the money raised for reducing the mortgage was used to replace the air conditioning unit. This year's UUA fair share assessment is about \$12,000. UUCSC will contribute \$5000, the same as last year. The Stewardship campaign raised over \$200,000.

MOTION: Katt Lockwood moves to accept the 2025/26 budget as presented.

PASSED unanimously (2 absentee ballots did not indicate a vote)

Nominating slate for Board positions:

Val Follett presented the slate.

Those in capital letters are being presented to be elected at our June 2025 annual meeting. The others are continuing in their current positions.

President AMBER COLLINS 2025-2027

Vice-President Russell Stokes 2024-2026

Clerk Mary Fulton 2024-2026

Treasurer KAREN ELLSWORTH 2025-2027

Director-at-Large Chris Johnson 2025-2027

Director-at-Large DONNA CALDWELL 2025-2027

Director-at-Large APRIL RUEDAFLORES 2025-2026

**MOTION: Linda Whyte Burrell moves to accept the slate as presented.
PASSED unanimously (2 absentee ballots did not indicate a vote)**

Nominating slate for the Nomination committee:

Val Follett presented the slate.

Harry Buffum 2023-2026

Barbara Beckwith 2024-2027

KELSEY BRIGGS 2025-2028

**MOTION: Bethany Sorrentino moves to accept the slate as presented.
PASSED unanimously (4 absentee ballots did not indicate a vote)**

President Nancy Richman installed the Board.

Nancy also noted the departure of herself, Treasurer Mary Alice Kimball, Trish Hindley and Kelsey Briggs from the Board. All were recognized for their generous service.

Newly installed president, Amber Collins, used her gift of a gavel to adjourn the meeting at 11:51.

Submitted by Mary Fulton, Clerk

President's Report

President's Annual Report 2026

After a few years of meeting via Zoom our Board has begun meeting in person again. We try to keep our meetings focused on the big picture and stay within our time frame and we have met this goal. The work of the functioning committees and that of the Coordinating Council, allows us to do this and we are grateful.

Our Board spent our retreat last year looking at the UUCSC Bylaws. We worked to bring them into alignment with our current practices and to change them into the kind of bylaws we need to receive federal tax exempt status. Our treasurer Karen Ellsworth was instrumental in accomplishing this feat. The special Congregational meeting was well-attended in person and on Zoom and the changes passed with a spirit of unanimity.

Some of our committees, the Finance, Worship, Facilities and Membership Committees for example, have been serving the needs of the congregation with teams of helpful members. They can always use new members, of course, but I commend them and thank them for serving our needs. The work they have done this year has been essential.

The transition from our former treasurer, who was doing more than her fair share of work for the congregation, has taken a while. We have spread out the tasks among a few people and we're grateful to them all. During this change we've noticed how complex our budget and accounting process is, so we've developed a goal of simplifying and streamlining. This will make it easier for everyone involved and it may save us money as time goes on.

We have other committees, full teams in the past, which are empty now. We have found ways to have community dinners and coffee hour and post-funeral collations without a hospitality or social events committee like we used to have. This year we had some fun and successful fundraising events, and we did it without a fundraising committee. We had Zoom services without a technology committee! None of this is ideal.

The world is changing around us. We may not need the committee structure we used to have but we do need some organization. We have “fundraising” written into our 26/27 budget as an income line, so we do have to find a way to be organized in this new world. It's important that nobody be overburdened, and it's important that everyone who helps feels respected. We have to match up our capacity with our expectations. Over the next year the board will be addressing the committee structure. We may be able to find ways to restructure and we will surely need to find people to fill the role of organizer. If these roles are intentionally temporary and fulfilling we can meet our needs in a sustainable way.

I was intrigued and inspired by the Kingian Nonviolence training I attended with a group of UUCSC members and local community members. It was a long day and yet I wanted more! The answers to some of our needs can be found in the principles and practice of Kingian nonviolence. We miss Art Stein's presence in our sanctuary and a closer connection between our congregation and the URI Center for Nonviolence and Peace Studies, which Art helped start, will serve us. Let's consider how we can build more connection.

After some years of the nominating committee having to look hard for nominees for various roles it was heartening how quickly the hiring team came together after the sad surprise announcement that our beloved Rev. Denis would be leaving us to head to Flint, Michigan. A dedicated intergenerational group of members came together to do a lot of work in a short period of time, meeting weekly and digging through the lengthy documents and sometimes confusing systems that guide UU ministerial transitions. This kind and diligent crew has brought a fresh new flow to my fountain of hope.

Amber Collins
President

Minister's Report

Minister's Annual Report May, 2026

At this time last year, I wouldn't have thought for a second that this moment would find me writing my *last* Annual Report to a congregation I love. As I did for the last couple years, I will organize this report around the six words and four ideas we have come to use to represent our Mission Statement: Welcoming, Loving, Growing Spiritually, Seeking Justice.

Welcoming and Loving

Every time I meet a newcomer, I ask the same question: “What brings you here today?” And more and more I get a variation on the same response: “I can't keep doing this alone.” People are seeking safer space among people who welcome them as they are, space where we might be like-hearted but still make room for disagreement. I think you're doing this. It isn't always perfect, to be sure, but for the most part, you're making the effort to be welcoming and loving toward each other and your community.

You are bringing new folks into the fold, inviting them into your celebrations; everything from worship, to rites of passage, to shared meals. And in the process you are celebrating each other, and all of the values you claim.

Growing Spiritually

Spiritual growth takes many forms in a setting like this, and we are seeing it in many different ministries. Worship has more depth each year that goes by, with more nuance and cohesiveness. More younger adults are taking on the mantle of leadership in areas like stewardship, leadership development, ministry support, and worship; not just faith exploration. More lay leaders are seeing service to the congregation as a means of spiritual expression.

Reflections Circles were a huge success. Last August we came to the realization that we had critical mass to create three new groups, meeting at different times and frequencies, for a limited period, so as to avoid them becoming entrenched cliques. And it seems to have worked! Participants got to know each other better while exploring theologically rich topics pondered by UUs.

The Wunder Academy of Metamorphosis continues to evolve, being more focused on UU values, justice-making and creating the multi-generational community we all want. Meanwhile, there's more comfort among staff and volunteers with its ethos, approach to teaching, goals, and foundational values. It constantly amazes me that Lee and the Team have created something that other congregations want to replicate, something that enriches the lives of not just the participants but the whole congregation.

Seeking Justice

In the last year we've been more involved in statewide organizations. We've been to events hosted by the RI Council of Churches, and have even signed on to their periodic public statements on justice issues affecting the state. We've been more present to events hosted by the UU Legislative Ministry of RI including their twice-yearly forums. And individual members are more active than ever statewide and locally, to protect democracy.

The Hurdis Fund continues to make a difference in south Kingstown and here at UUCSC by providing crucial funding. Thanks to their support, the parents and youth involved in the Wunder Academy are ready to be active participants in the justice challenges of the wider community and in the nation, through direct action, volunteering, and accompaniment of neighbors at risk.

Challenges

The most obvious challenge facing the congregation right now is to find a new minister, which is also perhaps the most easily addressed challenge. Your hiring team is working hard, putting together a packet in anticipation of interviewing candidates soon. It may not happen right away, so I want to encourage you ALL to help the worship committee. I've always said that everyone has at least one great sermon in them, so please, take this opportunity to share your story. Help the worship committee avoid services that look like speakers coming in to pitch their causes.

During the spring, the Committee on Ministry (COM) hosted a two hour "Roots and Wings" conversation/worship service in which we are able to better articulate our challenges. The new minister hiring may look like it has derailed that work temporarily, but in reality, the hiring process has been helped along by that work.

There was one thing that came up during the conversations of the last few months that is — in my humble opinion — your biggest challenge: integrating new people and new ideas. Your biggest challenge is going to continue to be meeting people (including one another) where they are, with all their wild ideas and ways of being in the world, embracing unimagined possibilities for the future.

Hopes

I really only have one hope for you: that you find a minister who will be everything I am not, someone who can help you navigate the changes you face with impeccable organizational skill, so that you can continue your spiritual and maturational growth in a world that sorely needs the saving message Unitarian Universalism has to offer.

I will dearly miss each of you, and look forward to watching from afar as you keep growing into who you are as a congregation.

In Peace,
Rev. Denis Paul

Director of Religious Exploration's Report

2025-2026 UUCSC RE Annual Report

Numbers: We have 30 kids registered and an average of 15 participate each Sunday Our goals for the RE program this year were as follows:

1. Run Coming of Age for 8th-9th graders
2. Run OWL for K-1st graders
3. Continue to promote connection across generations
4. Expand youth group offerings to meet the needs of middle/high schoolers
5. Invite more special guests from within and outside our congregation
6. Start planning for the Wunder Academy in January, to give more time for thorough planning and readiness
7. Hold regularly scheduled visioning sessions that include a variety of voices, perspectives and input and allow for people to plug in to help in different ways

We ran Coming of Age for our 8th and 9th graders, pairing them with mentors from the congregation, meeting monthly to discuss questions of faith and values and they are leading a service on June 7th.

We did not run OWL for K-1st grade, but we are planning that for the fall. We also plan to run OWL for 8th/9th graders next year. We had 4 people trained for middle/high school OWL from our congregation this year, so we are building our group of facilitators to offer this to our youth group.

We continue to promote connections across generations in many ways. Our congregational dinners, our multi-gen services, our Wunder Revels events in the backyard and congregants coming downstairs to join in our circle time and activities during service...these are all promoting connection. We decided this year to consistently have the kids start the service in the sanctuary on the first Sunday of every month. We would love to have more visits from congregants.

Also Danielle Bilecki hosting book club is another multi-gen success: everyone potlucks together and then Ezra Collins runs DnD for younger kids while adults have book club. We plan to expand this model next year for parent circles, movie nights and other evening events.

All Ages Choir is another new program success! Ami Pienknagura, our music director comes down almost every Sunday to lead a choir practice. It's mostly kids and parents and we have so much fun. Our goal is to consistently present songs when we are part of service in the sanctuary.

We have continued to offer DnD for our youth group, thanks to Andrew White. Coming of Age was great for our older youth. We can definitely continue to improve our Sunday offerings for our youth group.

We began planning for the Wunder Academy at the end of January, which has given us a solid foundation. We have more leaders among our volunteers this year, with people in charge of different aspects of the program. We will also have the kids sign up ahead of time for what activities they want to do, so we know how many to plan for in each "apprenticeship path."

Our visioning sessions started out strong, with two in the first half of the year. But then when Wunder Academy planning started, the visioning sessions fell away. Lee is excited to continue to expand and revise this new model of committee work that is not focused around monthly meetings, but rather on gathering input and signing up for tasks/roles. The congregation can support this by coming to our first visioning meeting in the fall.

Respectfully submitted,
 Lee Cowan, Director of Faith Exploration
 May 25, 2026

Simplified Proposed Budget

SIMPLIFIED PROPOSED UUCSC BUDGET FOR 2026-2027

INCOME

Category	2025-2026 Approved budget	Income as of May 15, 2026	2026-2027 Proposed budget	Comments
Rental fees	\$15,000	\$12,378	\$15,000	Includes rent for upstairs offices and rental fees for use of facility.
Social events	\$1,700	\$1,226	0	Includes community dinners and wellness programs.
Donations	\$227,000	\$210,543	\$241,000	Includes pledges, memorial gifts, Sunday plate collection, Hurdis Fund.
Fundraising	\$16,000	\$12,731	\$16,000	
Interest on investments	\$2,000	\$818	\$2,000	
Miscellaneous	--	\$2,910	--	
TOTAL	\$261,200	\$240,606	\$274,000	

EXPENSES

Category	2025-2026 Approved budget	Spending as of May 15, 2026	2026-2027 Proposed budget	Comments
Building repairs, maintenance	\$9,000	\$2,966	\$9,200	Proposed budget includes building supplies, repair of ramp outside minister's office, cleaning and buffing floors.
Janitor service	\$3,000	\$3,915	\$3,588	One-year contract with new vendor.
Computer software, supplies	\$2,500	\$1,773	\$3,300	Includes subscriptions to QuickBooks online, Constant Contact, Breeze.
Condominium fees	\$12,675	\$11,850	\$13,000	
Contributions to others	\$5,350	\$9,552	\$5,000	Includes congregation's contribution to UUA, Hurdis Fund grants.
Insurance	\$8,000	\$4,046	\$8,000	Coverage for property, liability.
Committee expenses – business, finance	\$1,050	\$1,146	\$1,750	Includes stewardship campaign, fundraising, membership, minister search.
Worship, music, spiritual	\$4,160	\$2,276	\$5,200	Includes guest musicians and guest speakers, hospitality, copyright fees.
Religious education	\$950	\$9,152	\$1,050	Spending included OWL program, Wunder Academy, film in addition to curricula, supplies.
Landscaping and aesthetics	\$500	\$515	\$600	Entrance garden, sanctuary.
Communications and publicity	\$977	\$806	\$1,040	
Community relations	\$1,700	\$315	\$500	Social justice committee.
Reflection Circle	\$155	\$155	\$160	
Membership Committee	\$400	\$217	\$500	
Board of Directors	\$500	0	0	

Category	2025-2026 Approved budget	Spending as of May 15, 2026	2026-2027 Proposed budget	Comments
Mortgage	\$4,620	\$4,194	\$4,575	
Financial administrator	\$22,391	\$20,532	\$22,500	Ame Botus, independent contractor.
Minister's compensation	\$101,727	\$83,833	\$103,000	Salary, housing, pension, health insurance, payroll taxes, professional expenses.
Pastoral minister	\$3,500	0	\$3,500	For pastoral care when congregation is without a minister.
Other employee compensation	\$77,645	\$60,917	\$78,584	RE director, music director, office administrator, nursery attendants; including payroll taxes, workers' compensation insurance, professional expenses.
Telephone, internet, heat, electricity	\$16,450	\$13,328	\$17,152	
Miscellaneous supplies and services	\$3,420	\$2,639	\$3,350	Includes advertising, copying, postage, bank and service fees, payroll service, supplies.
Share the Plate grants		\$2,210		
TOTAL	\$280,671	\$236,337	\$287,069 (\$13,069 deficit)	<i>Note: The current budget (2025-2026) was approved with a \$19,471 deficit. As of May 15, the deficit had been eliminated and income exceeded expenditures by \$4,269.</i>

Note: This document was prepared in an attempt to make it easier to understanding the budget. Some figures are rounded off and some budget line items are combined. For precise information, please consult the budget spreadsheets.

Fiscal Year 2027 Budget Board Approved

Ordinary Income/Expense	2025-2026 Budget	Budget 26-27	Remarks
Income			
4000 - Interest Income	2,000.00	2,000.00	
4010 - Rental Income			
4010.01 - Facility Leases	13,500.00	12,000.00	
4010.02 - Other Income - Outside Groups	1,500.00	3,000.00	
Total 4010 - Rental Income	15,000.00	15,000.00	
4200 - Social Events Income			
4200.01 - Community Events	1,200.00		
4200.02 - Film Series	-		
4200.04 - Music Program	-		
4200.05 - Wellness	500.00		
4200.07 - LGBTQ Drop In	-		
Total 4200 - Social Events Income	1,700.00		
4300 - Unrestricted Donations			
4300.01 - Recognition Gifts-Unrestricted	-	1,000.00	
4300.02 - Occasional & Significant	3,500.00	9,000.00	
4300.03 - Sunday-Unrestr Plate Collection	18,500.00	13,500.00	
4300.04 - Unrestricted Donations - Other	-		
4300.05 - Pledges Rcv'd Current Yr Unrestr	205,000.00	218,000.00	
4300.06 - Pledges Rcv'd Late	-		Included in line 4300.05
4300.10 - Wunder Academy (RE Summer)			
4300.20 - Pledges R'c'd CY non cash	-		
4380.00 - Donated Goods, non-cash	-		
Total 4300 - Unrestricted Donations	227,000.00	241,500.00	
4400 - Temp Restricted Donations/Donor			
4400.01 - Recognition Gift Temp Restrict			
4400.02 - Pledge Early	-		
4400.04 - Collections Internal Benefit	-		
4400.08 - Hurdle Funds	-		
4400.09 - D for D early receipts	-		
4400.20 - Donation Rec'd OLL non cash	-		
Total 4400 - Temp Restricted Donations/Donor	-	-	
4400.10 - Summer Program			
4500 - Other Income			
4500.01 - Miscellaneous Revenue	-		
4500.02 - TRD, RE Summer Program 2024	-		
4500.08 - Revenue from Payroll Protection	-		
4510 - Realized loss on sale of secur.	-		
4520 - Brokerage Fees/Misc Exp	-		
4525 - PayPal Fees/Misc Exp	-		
4530 - Grants	-		
4910 - Investment (Income)/Loss, Net	-		
4500 - Other Income - Other	-		

Total 4500 - Other Income	-	-
4500.05 - (Gain) Loss on Disposal of P&E	-	-
4600 - Revenue		
4610 - Fundraising Income	16,000.00	16,000.00
4610.05 - Dining for Dollars	12,000.00	
4610.09 - Fundraising Income-Auction	-	
4610.10 - Fundraising Concerts		
4610 - Fundraising Income - Other		
Total 4610 - Fundraising Income	<u>16,000.00</u>	<u>16,000.00</u>
Total 4600 - Revenue	16,000.00	16,000.00
4800 - Raffle Income	-	
5100 - Special Collections Pass Thru	-	
Total Income	261,700.00	274,500.00
Cost of Goods Sold		
50000 - Cost of Goods Sold	500.00	500.00
Total COGS	<u>500.00</u>	<u>500.00</u>
Gross Profit	261,200.00	274,000.00
Expense		
6100 - Advertising	150.00	150.00
6110 - Bldg Repairs & Maintenance	8,000.00	8,000.00
6120 - Bldg Supplies	1,000.00	1,200.00
6130 - Computer Supplies & Expenses		
6130.02 - Computer Software	1,500.00	2,300.00
6130 - Computer Supplies & Expenses - Other	<u>1,000.00</u>	<u>1,000.00</u>
Total 6130 - Computer Supplies & Expenses	<u>2,500.00</u>	<u>3,300.00</u>
6140 - Condo Fees	12,675.00	13,000.00
6150 - Contributions		
6150.01 - District Contributions	150.00	
6150.02 - General	200.00	
6150.03 - UUA Contributions	5,000.00	5,000.00
6150.04 - Agape Payment	-	
6150.05 - Hurdle Grants	-	
6150 - Contributions - Other	<u>-</u>	<u>-</u>
Total 6150 - Contributions	<u>5,350.00</u>	<u>5,000.00</u>
6160 - Copying & Printing	1,300.00	1,300.00
6180 - Donations		
6195 - Insurance Expense		
6195.01 - Church Mutual Insurance	<u>8,000.00</u>	<u>8,000.00</u>
Total 6195 - Insurance Expense	<u>8,000.00</u>	<u>8,000.00</u>
6200 - Janitorial Services	3,000.00	3,588.00
6210 - Committees		
6210.01 - Board	500.00	
6211 - Business & Finance Committees		
6211.01 - Stewardship Committee	200.00	200.00
6211.03 - Fundraising Committee	100.00	
6211.04 - Personnel Committee	-	

6211.05 · Capital Campaign Committee	-	
6211.06 · Safe Congregations Committee	150.00	150.00
6211.10 · Fundraising Expenses	600.00	400.00
6211.11 · Search Committee	-	1,000.00
Total 6211 · Business & Finance Committees	1,050.00	1,750.00
6212 · Spiritual Services Committees		
6212.01 · Worship Committee	2,500.00	3,500.00
6212.03 · Hospitality Committee	300.00	300.00
6212.04 · Worship Materials	180.00	160.00
Total 6212 · Spiritual Services Committees	2,980.00	3,960.00
6213 · Music Committees		
6213.01 · Guest Musicians Committee	600.00	600.00
6213.02 · Music Materials Committee	300.00	300.00
6213.03 · UU Musicians Network Comm.		40.00
6213.04 · Copyright Expense	300.00	300.00
Total 6213 · Music Committees	1,200.00	1,240.00
6214 · Lifespan Religious Education		
6214.01 · Adult Religious Ed Committee	-	
6214.02 · UUCSC Film Series Comm	-	
6214.03 · RE Curricula	200.00	300.00
6214.04 · RE Nursery to Grade 8	-	
6214.05 · RE Senior Youth	-	
6214.06 · Supplies	750.00	750.00
6214.08 · Special Programs - OWL	-	
6214.09 · Senior Owl program	-	
6214.10 · RE Summer Program 2024	-	
6214.11 · Wunder Academy Salary		
Total 6214 · Lifespan Religious Education	950.00	1,050.00
6215 · Congregational & Leadership Com		
6215.01 · Membership Materials Incl Hymnal	-	
Total 6215 · Congregational & Leadership Com	-	-
6216 · Facilities Committees		
6216.01 · Landscaping Committee	200.00	300.00
6216.02 · Aesthetics Committee	300.00	300.00
Total 6216 · Facilities Committees	500.00	600.00
6217 · Communications Committees		
6217.01 · Communication & Publicity	977.00	1,040.00
Total 6217 · Communications Committees	977.00	1,040.00
6218 · Community Relations & Events		
6218.01 · Social Events Committee	1,200.00	
6218.02 · Social Justice Committee	500.00	500.00
6218.03 · Racial Justice Committee	-	
Total 6218 · Community Relations & Events	1,700.00	500.00
6219 · Ministry Committees		
6219.01 · Small Group Ministry	155.00	160.00
Total 6219 · Ministry Committees	155.00	160.00

6210 - Committees - Other			
Total 6210 - Committees	9,992.00	10,300.00	
6210.00 - Membership Supplies & Expenses	400.00	500.00	
6220 - Miscellaneous Expenses	100.00		
6230 - Mortgage Interest Pmts	1,120.00		
6235 - Mortgage Principal Pmts	1,500.00	4,575.00	
6255 - Bank Fees			
6255.02 - Service Provider Fees	100.00	100.00	
6255 - Bank Fees - Other	100.00	100.00	
Total 6255 - Bank Fees	200.00	200.00	
6260 - Payroll Service Fees	670.00	900.00	
6270 - Postage & Delivery	300.00	300.00	
6280 - Professional Services			
6280.01 - Accounting Fees	22,391.20	22,500.00	
6280 - Professional Services - Other	-		
Total 6280 - Professional Services	22,391.20	22,500.00	
6340 - Staff & Related Expenses			
6340.01 - Housing - Minister	12,000.00		
6340.02 - Salary			
6340.03 - Minister	58,720.00	103,000.00	Current total salary and benefits
6340.04 - Pastoral Minister	3,500.00	3,500.00	
6340.05 - Director of R/Ed	27,286.40	27,670.50	Includes pension
6340.07 - Music Director	13,200.00	13,530.00	
6340.08 - Nursery Attendant	3,693.58	5,273.00	Both attendants
6340.09 - Office Admin	26,961.72	26,961.72	
6340.11 - Financial Assistant	-		
Total 6340.02 - Salary	133,341.70	179,935.22	
6342 - Payroll Taxes			
6342.03 - Payroll Taxes - Minister	-		
6342.04 - Payroll Taxes-Pastoral Minister	-		
6342.05 - Payroll Taxes-Dir of R/Ed	1,888.44	1,955.88	
6342.07 - Payroll Taxes - Music Director	1,009.80	1,009.80	
6342.08 - Payroll Taxes - Nursery Attend.	282.56	282.56	
6342.09 - Payroll Taxes - Office Admin.	2,062.57	2,170.96	
6342.11 - Payroll Taxes-Financial Assiat	-		
Total 6342 - Payroll Taxes	5,223.37	5,419.20	
6343.01 - Pension - Minister (EMPOWER)	7,072.03		
6343.02 - Pension - Minister Contribution	-		
6345.02 - Health (UUA)-Minister	13,632.36		
6346.01 - FICA Reimbursement - Minister	5,304.02		
6347.01 - Workers Comp Insurance	600.00	750.00	
6348.01 - Professional Expenses-Minister	5,000.00		
6348.05 - Professional Develop - RE	500.00	500.00	
6348.07 - Professional Expenses - MD	-		
Total 6340 - Staff & Related Expenses	182,673.48	186,604.42	
6350 - Supplies	500.00	500.00	

6360 - Telephone & Internet	3,750.00	4,462.42
6380 - Utilities		
6380.01 - Electricity	5,000.00	5,000.00
6380.02 - Heating	7,700.00	7,700.00
Total 6380 - Utilities	<u>12,700.00</u>	<u>12,700.00</u>
66900 - Reconciliation Discrepancies	-	-
7100 - Payments of Donations to Others	-	-
Total Expense	<u>286,671.68</u>	<u>287,069.84</u>
Net Ordinary Income	<u>(19,471.68)</u>	<u>(13,069.84)</u>
Other Income/Expense		
Other Expense		
9000 - Ask My Accountant	-	-
Total Other Expense	<u>-</u>	<u>-</u>
Net Other Income	<u>-</u>	<u>-</u>
Net Income	<u><u>(19,471.68)</u></u>	<u><u>(13,069.84)</u></u>

(Budget reports continue on the next page)

UUCSC Budget vs. Actuals_FY 2025 2026 Report
July 01, 2025 - May 15, 2026

	Actual (07/01/25 - 05/15/26)	Budget (Annual)	\$ Over budget by	% of Budget
Income				
4000 Interest Income	818.73	2,000.00	(1,181.27)	40.94%
4010 Rental Income				
4010.01 Facility Leases	10,010.00	13,500.00	(3,490.00)	74.15%
4010.02 Other Income - Outside Groups	2,368.00	1,500.00	868.00	157.87%
Total for 4010 Rental Income	12,378.00	15,000.00	(2,622.00)	82.52%
4200 Social Events Income				
4200.01 Community Events	971.99	1,200.00	(228.01)	81.00%
4200.02 Film Series	254.00	-	254.00	100.00%
4200.04 Music Program	-	-	-	0.00%
4200.05 Wellness	-	500.00	(500.00)	0.00%
4200.07 LGBTQ Drop In	-	-	-	0.00%
Total for 4200 Social Events Income	1,225.99	1,700.00	(474.01)	72.12%
4300 Unrestricted Donations				
4300.01 Recognition Gifts-Unrestricted	964.94	-	964.94	100.00%
4300.02 Occasional & Significant	7,050.00	3,500.00	3,550.00	201.43%
4300.03 Sunday-Unrestr Plate Collection	12,434.75	18,500.00	(6,065.25)	67.22%
4300.04 Unrestricted Donations - Other	914.00	-	914.00	100.00%
4300.05 Pledges Rcv'd Current Yr Unrstr	158,031.05	205,000.00	(46,968.95)	77.09%
4300.06 Pledges Rcv'd Late	6,230.44	-	6,230.44	100.00%
4300.10 Wunder Academy (RE Summer)	(206.00)	-	(206.00)	100.00%
4300.20 Pledges R'cvd CY non cash	9,307.83	-	9,307.83	100.00%
4380.00 Donated Goods, non-cash	-	-	-	0.00%
Total for 4300 Unrestricted Donations	194,727.01	227,000.00	(32,272.99)	85.78%
4400.10 Summer Program	2,712.38	-	2,712.38	100.00%
4400 Temp Restricted Donations/Donar				
4400.01 Recognition Gift Temp Restrict	-	-	-	0.00%
4400.02 Pledge Early	-	-	-	0.00%
4400.04 Collections Internal Benefit	1,361.00	-	1,361.00	100.00%
4400.08 Hurdis Funds	11,227.30	-	11,227.30	100.00%
4400.09 D for D early receipts	-	-	-	0.00%
4400.20 Donation Rec'd OLL non cash	-	-	-	0.00%
Total for 4400 Temp Restricted Donations/Donar	12,588.30	-	12,588.30	100.00%
4500 Other Income				
4500.01 Miscellaneous Revenue	473.00	-	473.00	100.00%
4510 Realized loss on sale of secur.	43.86	-	43.86	100.00%
4500.02 TRD, RE Summer Program 2024	-	-	-	0.00%
4500.06 Revenue from Payroll Protection (deleted)	-	-	-	0.00%
4520 Brokerage Fees/Misc Exp	-	-	-	0.00%
4525 PayPal Fees/Misc Exp				
4525.01 PayPal Fees-Recognition Gifts	-	-	-	0.00%
4525.02 PayPal Fees for Occasional & Si	-	-	-	0.00%
4525.03 PayPal Fees Sunday Plate	-	-	-	0.00%
4525.04 PayPal Fees Unrestricted Donati (deleted)	-	-	-	0.00%
4525.05 PayPal Fees Pledges	-	-	-	0.00%
4525.07 PayPal Fees Fund Donation	-	-	-	0.00%
4525.09 Cost of Sale Paypal Fee Fundrai	-	-	-	0.00%
Total for 4525 PayPal Fees/Misc Exp	516.86	-	516.86	100.00%
4530 Grants	-	-	-	0.00%
4910 Investment (Income)/Loss, Net	-	-	-	0.00%
Total for 4500 Other Income	516.86	-	516.86	100.00%
4600 Revenue				0.00%
4610 Fundraising Income	1,194.64	-	1,194.64	100.00%
4610.01 Book Corner	204.00	-	204.00	100.00%

4610.02 Jewelry	60.70	-	60.70	100.00%
4610.05 Holiday Fair	2,622.15	4,000.00	(1,377.85)	65.55%
4610.07 Fundraising Other Income	801.00	-	801.00	100.00%
4610.07 Dining for Dollars	-	12,000.00	(12,000.00)	0.00%
4610.09 Fundraising Income-Auction	5,313.17	-	5,313.17	100.00%
4610.10 Fundraising Concerts	2,536.00	-	2,536.00	100.00%
4610.03 Plant Sales	-	-	-	0.00%
4610.04 Trade Kiosk	-	-	-	0.00%
4610.06 Religious Education (deleted)	-	-	-	0.00%
Total for 4610 Fundraising Income	12,731.66	16,000.00	(3,268.34)	79.57%
Total for 4600 Revenue	12,731.66	16,000.00	(3,268.34)	79.57%
5100 Special Collections Pass Thru	3,391.32	-	3,391.32	100.00%
4500.05 (Gain) Loss on Disposal of P&E	-	-	-	0.00%
4800 Raffle Income (deleted)	-	-	-	0.00%
Total for Income	241,090.25	261,700.00	(20,609.75)	92.13%
Cost of Goods Sold				0.00%
50000 Cost of Goods Sold	483.46	500.00	(16.54)	96.69%
Total for Cost of Goods Sold	483.46	500.00	(16.54)	96.69%
Gross Profit	240,606.79	261,200.00	(20,593.21)	92.12%
Expenses				
6100 Advertising	132.50	150.00	(17.50)	88.33%
6110 Bldg Repairs & Maintenance	2,957.32	8,000.00	(5,042.68)	36.97%
6120 Bldg Supplies	8.95	1,000.00	(991.05)	0.90%
6130 Computer Supplies & Expenses	75.00	1,000.00	(925.00)	7.50%
6130.02 Computer Software	1,697.98	1,500.00	197.98	113.20%
Total for 6130 Computer Supplies & Expenses	1,772.98	2,500.00	(727.02)	70.92%
6140 Condo Fees	11,850.00	12,675.00	(825.00)	93.49%
6150 Contributions	-	-	-	
6150.01 District Contributions	625.00	150.00	475.00	416.67%
6150.03 UUA Contributions	2,500.00	5,000.00	(2,500.00)	50.00%
6150.05 Hurdis Grants	6,427.67	-	6,427.67	100.00%
6150.02 General	-	200.00	(200.00)	0.00%
6150.04 Agape Payment	-	-	-	0.00%
Total for 6150 Contributions	9,552.67	5,350.00	4,202.67	178.56%
6160 Copying & Printing	741.65	1,300.00	(558.35)	57.05%
6180 Donations	-	-	-	0.00%
6195 Insurance Expense				
6195.01 Church Mutual Insurance	4,046.00	8,000.00	(3,954.00)	50.58%
Total for 6195 Insurance Expense	4,046.00	8,000.00	(3,954.00)	50.58%
6200 Janitorial Services	3,915.45	3,000.00	915.45	130.52%
6210.00 Membership Supplies & Expenses	217.33	400.00	(182.67)	54.33%
6210 Committees	58.29	-	58.29	100.00%
6211 Business & Finance Committees				
6211.01 Stewardship Committee	156.00	200.00	(44.00)	78.00%
6211.03 Fundraising Committee	-	100.00	(100.00)	0.00%
6211.06 Safe Congregations Committee	5.00	150.00	(145.00)	3.33%
6211.10 Fundraising Expenses	710.22	600.00	110.22	118.37%
6211.04 Personnel Committee (deleted)	-	-	-	0.00%
6211.05 Capital Campaign Committee	-	-	-	0.00%
Total for 6211 Business & Finance Committees	871.22	1,050.00	(178.78)	82.97%
6212 Spiritual Services Committees				
6212.01 Worship Committee	1,151.42	2,500.00	(1,348.58)	46.06%
6212.03 Hospitality Committee	29.77	300.00	(270.23)	9.92%
6212.04 Worship Materials	160.00	160.00	-	100.00%
Total for 6212 Spiritual Services Committees	1,341.19	2,960.00	(1,618.81)	45.31%
6213 Music Committees				
6213.01 Guest Musicians Committee	72.11	600.00	(527.89)	12.02%
6213.02 Music Materials Committee	541.57	300.00	241.57	180.52%
6213.03 UU Musicians Network Comm.	24.99	-	24.99	100.00%
6213.04 Copyright Expense	297.00	300.00	(3.00)	99.00%

Total for 6213 Music Committees	935.67	1,200.00	(264.33)	77.97%
6214 Lifespan Religious Education				
6214.01 Adult Religious Ed Committee	-	-	-	0.00%
6214.02 UUCSC Film Series Comm	300.00	-	300.00	100.00%
6214.03 RE Curricula	247.00	200.00	47.00	123.50%
6214.06 Supplies	330.86	750.00	(419.14)	44.12%
6214.08 Special Programs - OWL	3,634.98	-	3,634.98	100.00%
6214.10 RE Summer Program 2024	754.61	-	754.61	100.00%
6214.11 Wunder Academy Salary	3,885.00	-	3,885.00	100.00%
6214.04 RE Nursery to Grade 8	-	-	-	0.00%
6214.05 RE Senior Youth (deleted)	-	-	-	0.00%
6214.09 Senior Owl program	-	-	-	0.00%
Total for 6214 Lifespan Religious Education	9,152.45	950.00	8,202.45	963.42%
6216 Facilities Committees				
6216.01 Landscaping Committee	335.97	200.00	135.97	167.99%
6216.02 Aesthetics Committee	179.16	300.00	(120.84)	59.72%
Total for 6216 Facilities Committees	515.13	500.00	15.13	103.03%
6217 Communications Committees				
6217.01 Communication & Publicity	806.73	977.00	(170.27)	82.57%
Total for 6217 Communications Committees	806.73	977.00	(170.27)	82.57%
6218 Community Relations & Events				
6218.01 Social Events Committee	236.52	1,200.00	(963.48)	19.71%
6218.02 Social Justice Committee	78.62	500.00	(421.38)	15.72%
6218.03 Racial Justice Committee	-	-	-	0.00%
Total for 6218 Community Relations & Events	315.14	1,700.00	(1,384.86)	18.54%
6219 Ministry Committees				
6219.01 Small Group Ministry	155.00	155.00	-	100.00%
Total for 6219 Ministry Committees	155.00	155.00	-	100.00%
6210.01 Board	-	500.00	(500.00)	0.00%
6215 Congregational & Leadership Com (deleted)				
6215.01 Membership Materials incl Hymnal (deleted)	-	-	-	0.00%
Total for 6215 Congregational & Leadership Com (deleted)	-	-	-	0.00%
Total for 6210 Committees	14,092.53	9,992.00	4,100.53	141.04%
6230 Mortgage Interest Pmts	1,057.88	1,120.00	(62.12)	94.45%
6235 Mortgage Principal Pmts	3,136.42	3,500.00	(363.58)	89.61%
6255 Bank Fees	94.63	100.00	(5.37)	94.63%
6255.02 Service Provider Fees	98.65	100.00	(1.35)	98.65%
Total for 6255 Bank Fees	193.28	200.00	(6.72)	96.64%
6260 Payroll Service Fees	837.82	870.00	(32.18)	96.30%
6270 Postage & Delivery	84.08	300.00	(215.92)	28.03%
6280 Professional Services				
6280.01 Accounting Fees	20,532.33	22,391.20	(1,858.87)	91.70%
6280.03 Legal Fees	22.00	-	22.00	100.00%
Total for 6280 Professional Services	20,554.33	22,391.20	(1,836.87)	91.80%
6340 Staff & Related Expenses				
6340.01 Housing - Minister	10,000.00	12,000.00	(2,000.00)	83.33%
6340.02 Salary	-	-	-	0.00%
6340.03 Minister	48,791.07	58,720.00	(9,928.93)	83.09%
6340.05 Director of R/Ed	22,583.32	27,266.40	(4,683.08)	82.83%
6340.07 Music Director	6,853.90	13,200.00	(6,346.10)	51.92%
6340.08 Nursery Attendant	3,150.59	3,693.58	(542.99)	85.30%
6340.09 Office Admin	22,336.98	26,961.72	(4,624.74)	82.85%
6340.04 Pastoral Minister	-	3,500.00	(3,500.00)	0.00%
Total for 6340.02 Salary	103,715.86	133,341.70	(29,625.84)	77.78%
6342 Payroll Taxes				
6342.05 Payroll Taxes - Dir of R/Ed	1,844.36	1,868.44	(24.08)	98.71%
6342.07 Payroll Taxes - Music Director	589.05	1,009.80	(420.75)	58.33%
6342.08 Payroll Taxes - Nursery Attend.	227.14	282.56	(55.42)	80.39%
6342.09 Payroll Taxes - Office Admin.	1,736.63	2,062.57	(325.94)	84.20%

6342.03 Payroll Taxes - Minister	-	-	-	0.00%
6342.04 Payroll Taxes-Pastoral Minister	-	-	-	0.00%
Total for 6342 Payroll Taxes	4,397.18	5,223.37	(826.19)	84.18%
6343.01 Pension - Minister (EMPOWER)	5,879.14	7,072.03	(1,192.89)	83.13%
6343.02 Pension - Minister Contribution	-	-	-	0.00%
6345.02 Health (UUA)-Minister	12,613.42	13,632.36	(1,018.94)	92.53%
6346.01 FICA Reimbursement - Minister	3,978.00	5,304.02	(1,326.02)	75.00%
6347.01 Workers Comp Insurance	1,470.00	800.00	670.00	183.75%
6348.01 Professional Expenses-Minister	2,572.61	5,000.00	(2,427.39)	51.45%
6348.05 Professional Develop - RE	125.00	500.00	(375.00)	25.00%
Total for 6340 Staff & Related Expenses	144,751.21	182,873.48	(38,122.27)	79.15%
6350 Supplies	837.12	500.00	337.12	167.42%
6360 Telephone & Internet	3,959.22	3,750.00	209.22	105.58%
6380 Utilities	-	-	-	0.00%
6380.01 Electricity	2,643.04	5,000.00	(2,356.96)	52.86%
6380.02 Heating	6,726.51	7,700.00	(973.49)	87.36%
Total for 6380 Utilities	9,369.55	12,700.00	(3,330.45)	73.78%
7100 Payments of Donations to Others	2,210.68	-	2,210.68	100.00%
6220 Miscellaneous Expenses	-	100.00	(100.00)	0.00%
66900 Reconciliation Discrepancies	-	-	-	0.00%
Total for Expenses	236,337.26	280,671.68	(44,334.42)	84.20%
Net Operating Income	4,269.53	(19,471.68)		-21.93%
Other Income				
Other Expenses				
9000 Ask My Accountant	-	-	-	0.00%
Total for Other Expenses	-	-		0.00%
Net Other Income	-	-		0.00%
Net Income	4,269.53	(19,471.68)		

Finance Committee Report

Finance Committee Annual Report – May 2026

Finance Committee members are Susan Strakosch (Chair and Collector's Assistant), Karen Ellsworth (Treasurer), Jeff Berry (Collector), Elise Bender (Personnel and RE liaison), Rob Carter (Payroll), and Trish Kelley.

FY2025-26 has been a year of transition for us. Our former financial administrator, Karen St. Peter, resigned effective September 1, 2024, and was not replaced until September 2025. The former Treasurer performed those tasks during that year and has been working with our new financial administrator, Ame Botus, this year to transition. This delayed our new treasurer from fully taking over that role. That has just happened, so the transition will continue for a while. In addition, we have converted to QuickBooks Online, another transition.

The Finance Committee received and reviewed monthly reports from the Treasurer and the Collector, and provided monthly summaries of church finances for the Board. We also monitored facilities expenses, church investments, payroll, insurance coverage, rental income, and Share-the-Plate distributions. The Finance team is continuing to work on Breeze, Quicken, and QuickBooks, and assists the Personnel Committee. We provided a summary of pledge status to all members by mail in February. This information is available at any time on Breeze.

We also monitor Hurdis Fund expenditures. Management of the Hurdis Fund and the programs it supports has proved very challenging, so we have decided to separate it from other church finances by establishing its own separate bank account accounting. Finances for the OWL program and Wunder Academy are also now separately managed by Elise and Rob.

This year's Stewardship team — Kari Kurto, Bree Oaks, Sky Kimball, and Trish Kelley — conducted a campaign in March. The Finance Committee has been following up by contacting members and friends who have not yet pledged. We feel comfortable estimating \$218,000 in donations (including pledges and Sunday plate collections) for the 2026-2027 fiscal year. The Board of Directors approved our proposed budget on May 14, and we presented it to the congregation for questions and answers on May 24. We are projecting a deficit of \$13,000. Last year, we projected a deficit of \$19,000, but, as in years past, we have made that up and now expect a small surplus at the end of this fiscal year.

- Our Treasurer, Karen Ellsworth, is nearing completion on our application for a §501(c)(3) determination letter from the IRS, a truly monumental task.
- We have been working with the ministerial hiring team on their UUA application for a new minister, as well as assisting in the search for a new office administrator.
- We implemented Square for online payments, and continue to use PayPal.

The Facilities Committee has retained an engineering firm to assess the condition of our building, determine what improvements are necessary, and rank them in order of urgency. We anticipate that those improvements will require a capital campaign.

As a last note, we want to thank Mary Alice Kimball for all she has done during the past six years as Treasurer. She took on most finance-related tasks, and the Finance Committee is now working to complete what she did single-handedly. With the exception of collections, she has carried the ball. The committee will make sure we do not drop it.

Respectfully submitted,
Susan Strakosch, Finance Chair, for the Finance Committee

Facilities Committee Report

Facilities Team 2025-2026 Annual Report

Accomplishments:

- Heating system will be shut down for the summer end of May 2026.
- AC unit will be checked and ready for summer use by end of May 2026
- Oneto Room floor was stripped and waxed in April
- In June of 2026 a church volunteer team repaired an area of the flat roof.
- All building closets were cleaned out of unneeded supplies
- We changed janitorial services that reduced the monthly cost by \$41.00
- We cancelled our heating system service with Summit. Our HVAC system (heating and cooling) is now being serviced by Cox/KoolCo. For the 1st year of our service agreement with Cox/KoolCo we will have 24/7 servicing on our HVAC systems.
- The Board requested and Facilities is now working with 2 contractors to do a building structural (the A&E firm of NEI) and HVAC assessments (by Cox/KoolCo) so we are prepared for determining funding needs when we start a capital campaign.
- Facilities will be replacing the damaged pavers in the entrance walkway before the end of May.
- We are in the process of replacing Handicap Parking signs
- Woman's bathroom toilet repair that Tony took care of in March
- Our boiler and fire extinguisher inspections occurred in Jan. and all passed.
- Fire Marshall inspection occurred 5/5/26. Results included various deficiencies that Facilities will be coordinating to accomplish including getting cost estimates:
 - All wall hangings and curtains need to be removed or be fire rated. Working with RE to complete

- The exit fire lights above exits and hallways are not functioning.
- An automatic closure device needs to be installed on various exit doors
- Removal of all materials including shelves under kitchen stairs
- Kitchen sign On door identifying not an exit replaced with bigger sign
- A CO monitor needs to be placed on interior wall of nursery and classrooms.
- Auto door closer for woman's bathroom failed. Decision was to not replace and save Over \$300;
- A small AC unit was installed in the nursery in June 2025.

Stewardship Committee Report

The Stewardship Committee Report 2026-27 Pledge Campaign

The Stewardship campaign was conducted during February and March 2026. As of the close of the campaign, 73 pledge units had responded with total pledges of \$216,227. Based on previous giving patterns, an additional \$7,730 is anticipated from households that had not yet responded at the time of reporting, for a projected total of \$223,957.

Using a conservative estimated collection rate of 96.5%, the projected budgetable pledge income for 2026-27 is approximately \$216,119. This represents a meaningful increase from the prior year's projected pledge income and reflects a strong response from the congregation.

Of the 73 pledges received to date, 56 were either new pledges or increases over prior-year commitments. The Stewardship Committee deeply appreciates the generosity and continued support of congregation members and friends. This year's campaign reflected the positive energy and sense of community experienced throughout the church during the past year.

Current year pledge fulfillment for 2025-26 has also remained strong. Initial projected pledge income for 2025-26 was estimated at \$213,882. As of May 2026, actual and anticipated collections total approximately \$214,481, representing an anticipated collection rate of approximately 97.6%.

While additional fundraising efforts will likely continue to play an important role in supporting church programming and operations, this year's campaign results represent a significant and encouraging step forward for the congregation.

Submitted by Brie Oaks
May 14, 2026

[Link to Pledge Card](#)

Communications/Publicity Committee

Annual Report for the Communications Committee, 2025-26

The Communications Committee added a new member this year, Sara Forster, who concentrates her attention on our social media platforms. Otherwise, the committee membership remains stable and committed to their work. The chair, with active support from the committee, continued to work closely with the staff to provide current information to the congregation and beyond, by way of our digital platforms:

- the UUCSC website, at <https://uusouthcountyri.org>
- our weekly email newsletter, *UUCSC News and Updates*, which is currently created using Constant Contact
- our Facebook page, at <https://www.facebook.com/UUCSC/>
- our Instagram account (@uucsc_peace), at https://www.instagram.com/uucsc_peace/
- and recently opened TikTok account at @uusouthcounty, presently under construction.

Analytics of all digital platforms show continued increase in use by our congregation and beyond.

The Communications Committee is continuing the review of the UUCSC website for updates and changes. We welcome any suggestions of changes and updates to the website. Please forward your suggestions to Betsy Dalton as the Website Review Team Lead, by email at elizabethmdalton@gmail.com, so that she may incorporate them into our review process.

The Breeze Church Management System is streamlining the management of our membership. The chair has worked closely with the Membership Committee to improve the addition of new attendees and members. Use of the Breeze forms feature has increased for programs that require registration, such as Social Justice and fundraising events. Slowly we are acclimating to using more and more features that Breeze has.

A major contribution to the Congregation this year has been the creation of a UUCSC Palm Card for outreach. It is anticipated to be used by all members to spread the word about UUCSC to encourage others to join us. Cards will be available on the table in the front foyer for pick up by members and available to attendees of all events at the UUCSC.

We met on Zoom every other month in the week preceding the scheduled Coordinating Council meetings (Sept., Nov., Jan., Mar., May). We plan to continue this schedule for the next year on Zoom.

Committee Members:

Etta Zasloff – Website content, Newsletter Editor with Office Admin

Betsy Dalton – Website review with Etta

Will Bender - Webmaster backdoor specifics

Elizabeth Donovan - Our Stories for newsletter

Sky Kimball – Zoom Tech + Detail editor for everything

Barbara Pagh - Photographer, Oneto Room Bulletin Board

Sara Forster – Instagram, Facebook, TikTok

Mary Fulton - Board Liaison

The committee welcomes new members with an interest in maintaining and improving communications at UUCSC.

Membership Committee Report

Membership Committee Annual Report 2026

Members : Rev Denis Paul, Val Follett, Sky Kimball, Chris Ellis, Aline Couture, Patience Peck, Laurie Gokey, Mary Iacobbo and Mary Finnegan, chair

The membership committee welcomed 3 new members in December 2025 and an additional 8 members in April 2026. All new members received roses, printed directories and were outreached by Etta Zasloff to receive Breeze access.

There were two sessions of New to UUCSC classes facilitated by Rev Denis in Oct/Nov 2025 and in March 2026.

Val Follett was instrumental in keeping class folders updated as well as reviewing and updating information packets for newly interested visitors. In addition Val organized the greeter schedule including a new rsvp system.

Mary met with UUCSC clerk Mary Fulton to review membership status, and send letters to members no longer attending and this will continue to be an annual shared responsibility with Clerk each fall. Membership team also called or wrote to members who were notably not attending regularly to check on their well being.

In lieu of a letter, new welcome card visitors were assigned a membership committee member who initiated face-to-face connections as a way of being more welcoming to new folks. Name tags were made immediately after a yellow card was filled out as well as upon request. Since there were several one time visitors this practice may be reviewed.

On a regular basis the team discussed “ how can we be more welcoming ?” The general consensus was that face to face contact and support of team members to all new folks was our priority. Aline Couture recommended a new role to include new folks to be “Welcomers” by handing out hymnals. This also freed greeters to engage with new folks while acting as greeters. So far we have two welcomers, both of whom have also now joined the committee.

Sky Kimball has been a huge asset to the committee with his detailed minute-taking at our meetings.

We lost two committee members this year , Trish Kelly and Aline Couture. We gained two members also , Laurie Gokey and Mary Iacobo.

All members of the committee are active participants in the many roles related to our responsibilities to support membership at UUCSC! We have a great team and are excited that we welcomed 11 new members to UUCSC this year!

Respectfully submitted,
Mary Finnegan, Chair

Committee on Ministry

Committee on Ministry Annual Report May 2026

The primary task of the Committee on Ministry is to ensure that the ministry of our church actively supports our mission of welcoming, loving, growing spiritually and seeking justice.

The following is a summary of COM accomplishments from July 2025 to June 2026.

- The COM continued congregational listening sessions. Called “Roots and Wings”, these evolving conversations were intended to provide members with an opportunity to share and listen deeply to one another’s concerns and aspirations.

- On Sunday February 15th, the COM hosted a “Roots and Wings” Service and breakfast. During the discussion that followed 3 core issues were identified by the congregation as needing significant attention.
 - **Outdated Organizational Structure**
 - Is our current structure (board, committees, coord council) serving us well? Would a different organizational structure work better for us? How do we transition to and welcome new leaders?
 - **Generational Dynamics**
 - How do we recognize (and try to meet) the needs and aspirations of both younger and older generations? How do we care for and talk with one another? Can we be open to new ideas?
 - **Sustainability and Finances**
 - Do we see this congregation continuing into the future? What changes are needed? How will we remain financially viable?
- It’s worth noting that following more than a year’s worth of discussions, the members of the COM felt that **one of the most important challenges we face as a congregation is how effectively we can incorporate new people and new ideas (across generations) into our work and life at UUCSC.**
- Although not an “official” member of the COM, Lee Cowan, DRE, graciously attended our meetings this Spring and provided valuable guidance in discussions around how best to meet the needs of multiple generations at UUCSC.
- One outcome of the February 15th discussion was the formation of two committees. One was tasked with surveying the congregation to get a better sense of most members’ understanding of and opinions on the 3 core issues. The second committee set out to identify potential resources from both within and outside of UUCSC that might prove helpful.
- In January, Danielle took the lead in establishing a congregational book group. The group has been meeting monthly to share a potluck dinner and to discuss *The Dawn of Everything* by David Graeber and David Wengrow. This group has offered an opportunity to share lively discussions around topics that blend history, culture, spirituality, science and social justice in an engaging and challenging mix.
- In early June, the COM will invite the congregation to join in our annual evaluation of our ministry at UUCSC. This task is usually done by the COM following interviews with the Staff, the Board, committee chairs, and interested members. This year we plan to make it open to all members as part of our continuing efforts to encourage engagement and discussion around what UUCSC can aspire to be in the future.

Respectfully submitted,

The Committee on Ministry,
 Danielle Bilecki, Aline Couture, Sarah Dinklage, Barbara Nowicki, Rev. Denis Paul

Music Committee Report

Music Committee Report

Music Committee Members: Co-chairs: Susan Pavlow and Nick Smith; Alison Buffum, Sandra Ketrow, Jane Rubenstein

The music committee's mission is to support the music program and the Music Director (MD). The MD selects the music in collaboration with the Minister and or the Service leader/Worship Committee. We greatly appreciate our wonderful volunteer accompanists, Mary Stuart, Chris Johnson, and Nick Smith, and our newest volunteer accompanist Luanne Roth.

Our MD, Ami Pienknagura, has brought an exciting new approach to our music program. Ami brings their extensive vocal expertise and knowledge of singing technique to the choir. Their exceptional conducting has added a new dimension to our singing. Along with our long-standing practice of Nick Smith going downstairs during services to teach our hymns to our youth, Ami, in collaboration with Lee Cowan, has begun an "All Ages Choir" downstairs, after service, on most Sundays.

We thank Jane and Lou Rubenstein for keeping the music library in order, and especially for creating a catalog of our special pieces.

We respectfully request that the music room not be used for storage. This space is exclusively for the music program. We regret having to write this, but this has been an on-going problem, and we would like it to stop.

Our annual Music Committee Service is scheduled for June 14.

Respectfully Submitted By,
Susan Pavlow and Nick Smith

Personnel Committee Report

2025-26 Personnel Committee Annual Report

Submitted by Elizabeth Dalton, Chairperson

Prepared for the UUCSC Annual Congregational Meeting, June 2026

25-26 Membership:

Elizabeth Dalton, Chairperson

Sarah Dinklage, Member & Congregational Admin Liaison

Susan Pavlow, Member & Music Director Liaison

Lisa Richter, Member & UUA Benefits Liaison

Nick Smith, Member & Religious Explorations Director Liaison

Purpose:

The UUCSC Personnel Committee (PC) recommends and maintains staff policies, procedures, and practices to promote harmonious and productive relations between staff and congregation. The PC facilitates staff needs assessments at the beginning of the UUCSC season in the fall, and supports performance evaluations by the minister/supervisor annually. We work to ensure that the UUCSC is staffed appropriately with qualified personnel who meet or exceed performance expectations and who demonstrate commitment to the UUCSC and its work. The PC develops and maintains documentation manuals and handbooks that guide and support the Personnel functions of UUCSC. We also serve as liaisons to the staff and to the UUA re: benefits. The PC

supports staff searches and is involved in all staff hiring, but is not responsible for oversight of or salary or contract negotiation with the minister. This responsibility is shared by the Board and Committee on Ministry.

2025-2026 Activities:

Documentation Manuals and Handbooks

Existing manuals and handbooks developed and maintained by the Personnel Committee currently include:

Personnel Policy Manual

Personnel Committee Handbook

Staff Search Committee Handbook

Congregational Administrator Handbook

Music Committee Handbook

RE Committee and DRE Handbook

All manuals and handbooks are reviewed annually and updated as needed. In 2025-26, the Personnel Policy Manual and the Staff Search Committee Manual have been updated. Current copies are publicly available on the UUCSC website at <https://uusouthcountryri.org/handbooks-policies-plans/>

Staff Contracts:

In 2025-2026, the Personnel Committee worked cooperatively with the Finance Committee and the Board of Directors in the review, updating, and implementation of contracts for the following continuing staff: Lee Cowan, Director of Religious Exploration and Ami Pienknagura, Music Director. The PC also assists in the development of letters of agreement, in coordination with the Religious Exploration Director, for the nursery staff each year.

The PC will generate a contract, in coordination with finance and the Board, for a new Congregational Administrator once the current search process has been completed and a successful candidate is selected.

NOTE: While Personnel is not directly involved in the development/revision of the Minister's contract, Personnel is available to assist the Board and the Committee on Ministry on this issue, as needed. Currently, a Ministerial Search Committee has begun its work to locate a placement for Rev. Denis, who is moving to Michigan and leaves us as of June 30, 2026.

Staff Changes:

Congregational Administrator: Sara Kaplow, our current Congregational Administrator, will retire as of August 31, 2026, after nearly 5 years of service with UUCSC. We thank Sara for all that she has done for our congregation over the years to keep us well organized and moving forward, and we wish her the very best in her retirement.

Minister: We sadly will say goodbye to our minister, Reverend Denis Paul, at the end of the season on June 30, as he is moving to Michigan with his family. His husband, Reverend Joseph Cherry, has accepted a ministerial position in Flint, Michigan. We love and will greatly miss Reverend Denis, but we wish he and his family the very best in this new and exciting life adventure.

Personnel Committee Changes:

The PC is pleased to share that as of June, 2026, we happily welcome a new committee member, Cathy Soderstrom. Additionally, as of July 1, 2026, Lisa Richter will take on the role of Personnel Committee Chair - Congratulations Lisa! Betsy Dalton steps down from this role after 5 years of service, and will continue to serve on the PC for 2026-27.

Meetings:

In 2025-26, the Personnel Committee met regularly (approximately every 2 months) to review personnel status, current work needed according to the Personnel Committee calendar (available in the Personnel

Committee Handbook on the UUCSC website), to assist in staff search and hiring processes, and to address any staff-related questions or other issues. Meetings were held on Zoom or in person, depending upon need and member availability.

Proposed for 2026-27:

Regular Policy Handbook Review:

The Personnel Committee will continue to monitor the timeliness of all PC manual and handbook materials and will revise and update as needed.

Staffing hiring:

It is anticipated that a new Congregational Administrator and a new Minister will be hired over the course of the summer (or as soon as successful candidates have been found) and the Personnel Committee, in collaboration with the Search Committee(s), the Finance Committee, and the Board, will work to develop and/or assist in the development of contracts for these positions.

Staff support:

Throughout the year, the PC will work to maintain regular contact with and support to all UUCSC staff, in our roles as liaisons to UUCSC staff members.

Social Justice Report

**Annual Report
Cathy Solomon, Chair**

Goals/Mission Learn, Educate, Advocate

Accomplishments/Highlights

Learning:

Our discussions continued on a monthly rather than twice monthly basis and with a smaller group. Given the atrocities that were happening at every level of the government, the participants had become more focused on “doing” rather than “learning”.

Education:

- Beyond the Binary, a day of learning, sharing and supporting the gender diverse community. This was the second time sponsoring this event which was focused on young adults and was a moderated panel format. Funded via the Hurdis Fund.
- NonViolence Training. A full day of learning about Kingian NonViolence techniques. Funded via the Hurdis Fund.
- Observer Training. Sponsored by the RI Council of Churches, this training focused on an individuals’ rights and what they can and cannot do under the law if involved in a confrontation with agitators.

Advocacy:

- Writing letters to Senators and Reps on issues such as the Voting Rights Act.
- Participated in the fall and spring Legislative Forums produced by the UU Legislative Ministry of RI.
- Participated in South County Pride as a sponsor and had an information table
- Collaborations:

We continued collaborations with local social justice groups.

These include:

The Womxn Project, the South County Huddle, the League of Women Voters, the South County Social Justice Coalition, Westminster Unitarian, TANK (Towards an AntiRacist North Kingstown), ARC Westerly, South County Resistance, South County Rising

2025-2026 Goals

-
- Stand up against hate and prejudice
- Protect the vulnerable
- Support causes that are in line with our principles
- Learn more about the needs in the community.
- Educate the congregation about these needs and determine appropriate actions
- Community Support
- Continue to show up in support of community events
- Advocate for action. Make a difference

2025-2026 Challenges

- The current political events have created an opportunity to come together and make our voices heard, but it has distracted us from other social justice causes and generally has overwhelmed many people.
- We struggle to reach more people in the congregation to work with us. It's generally the same faces. (thank you!)
- We have an opportunity to be the voice of reason and compassion in the community, but with limited resources and people, it is difficult.

(No report was submitted from Share the Plate)

Worship Committee Report

Worship Committee Annual Report July 2025—June 2026

Over this year, the committee members have been Adria Evans (chair), Kathy Swink, Sue Strakosch, Michelle Stage, and newer member Katt Lockwood. Johnnie Rodriguez occasionally leads & creates a service, especially with winter storytellers.

As Michelle has left us and we are currently ministerless after June, we need a few more dedicated members.

Last year the worship committee was responsible for 12 services (Sept-June) and 5 additional services in the summer. We brought Atwater & Donnelly, Queen Nur (via RIBS), a drumming session, and a sermon about dogs and one about Illumin (a spiritual men's group). **Interestingly, a number of our congregants either led or spoke at services.** Linda Whyte Burrell & Kathy Swink brought us seasonal celebrations (Spring Equinox, Lammas), Michelle did a farewell service (replete with an original song), Adria spoke of the blessings in her move to a new home, Kathy Swink told us of the afterlife and of beginnings/endings at NewYear's, Etta spoke of the spirituality of activism, Betsy shared what she gleaned from her India trip, Bina had us "slow down," Kerri

Lyn shared about anger & God, Brie Oakes & Michelle taught about Resilience. And Mary Fulton & Lisa Richter presented a multimedia service during National Library week replete with a book communion.

As we move into our next phase, then, we see that the Worship Committee can provide one service per month during the year. And we have outdone ourselves as all 8 summer services (3 more than last year) are lined up, helped by Johnnie. Hopefully we'll have a minister by September.

Respectfully submitted,
Adria Evans, 5.28.2026

Nominating Committee Report

Annual Report of the Nominating Committee 2026 Nominees and continuing members of the Board of Directors

Those in capital letters are being presented to be elected at our June 2026 annual meeting. The others are continuing in their current positions.

President:	Amber Collins	2025-2027
Vice President:	CATHY SOLOMON	2026-2028
Clerk:	DONNA CALDWELL	2026-2028
Treasurer	Karen Ellsworth	2025-2027
Director	APRIL RUEDAFLORES	2026-2029
Director	Chris Johnson	2025-2027
Director	BILL JONES	2026-2027

Nominee and continuing on the Nominating Committee

Barbara Beckwith	2024-2027
Kelsey Briggs	2025-2028
BINA HOLTZMAN	2026-2029

Helping Hands Report

2025/2026 UUCSC Helping Hands Annual Report

Helping Hands co-coordinators: Kelsey Ellis Briggs Bethany Sorrentino

Helping Hands is a workgroup dedicated to supporting our beloved UUCSC community during times of need. Whether someone is recovering from a hospital stay, facing illness, welcoming a new baby, experiencing a difficult transition, or simply in need of extra practical support and connection, Helping Hands coordinates assistance within the congregation for members of all ages. Congregants may reach out through the church

office, email uuhelpinghands@gmail.com, or contact a Helping Hands coordinator directly to request assistance or refer someone who may benefit from support.

Throughout the year, Helping Hands continued maintaining and growing a network of volunteers through an email action list of congregants willing to provide meals, rides, cards, care packages, and other practical acts of care. Our volunteer email list has now grown to more than 40 congregants willing to help support members of our community when needs arise.

Transportation assistance remained one of the most common requests this year, including rides to Sunday services, medical appointments, congregational events, and errands. Volunteers also provided meal deliveries and practical assistance to congregants during periods of illness, recovery, and other challenging times.

While Helping Hands focuses on practical support rather than pastoral care, coordinators also helped connect congregants with resources and services in the wider community when direct assistance was not available. This included helping congregants access transportation resources such as RIPTA Flex services, navigate meal delivery options such as Uber Eats, and connect with local senior services and community programs.

In addition to responding to requests for care, Helping Hands also worked to strengthen awareness within the congregation about the support available and welcomed new volunteers interested in participating in this ministry of mutual care and compassion.

Helping Hands remains deeply grateful to everyone who contributed time, meals, transportation, companionship, and encouragement throughout the year. The quiet generosity of volunteers continues to help sustain meaningful connection within our congregation and reminds members that they are not alone during difficult moments.

For the upcoming year, Bethany Sorrentino is stepping down as co-coordinator. We are deeply grateful for her dedication, compassion, and partnership in this work. Mary Fulton will be joining Helping Hands as coordinator alongside Kelsey Ellis Briggs as Helping Hands continues its work supporting the UUCSC community!

With gratitude,
Kelsey Ellis Briggs
UUCSC Helping Hands Coordinator
Submitted May 2026

Fundraising Committee Report

(No report was submitted from the Fundraising Committee)

Proxy form

If you are unable to attend the Annual Meeting either in person or by Zoom, you may still vote by completing and submitting the attached proxy form to the clerk, Mary Fulton, or to the office by 9 am on 6/14/26. There is a collection box for completed proxy forms in the sanctuary.

UUCSC Proxy note for Annual Meeting June 14, 2026. (must be on file in the office by 9:00am 6/14/2026)

Indicate your vote by writing YES or NO.

I give Mary Fulton, the UUCSC Board clerk, my proxy to vote to approve the proposed budget. _____

I give Mary Fulton, the UUCSC Board clerk, my proxy to approve the proposed nominating slate. _____

Signed _____ Date _____

Printed _____