We unite
to strengthen the bonds of kinship
among all persons;
to promote human dignity; and to
increase reverence for life's
creating, sustaining, and
transforming power through
worship, study, and service.

Presented with Annual Meeting Agenda
on May 10, 2018
Annual Meeting to be held on May 20, 2018
Our Mission
We are a spiritual community actively answering the call for love, compassion, reason, and justice.

Our Vision
Countryside is committed to being a voice of and active presence for liberal religion in the northwest suburbs. Empowered by our Mission Statement, we endeavor to:

- Create a welcoming place of connectedness, compassion, and respect for people of all ages.
- Advance inclusivity and diversity within our congregation and community.
- Care for each other in times of joy, sorrow, and transition.
- Provide for spiritual and intellectual growth and inspire lifelong learning.
- Promote a sustainable future for our community and world by acting with a social, environmental, and global conscience.
- Communicate and spread the message of Unitarian Universalism within and beyond our community.
- Promote peace and justice in our congregation, communities, and the world.
- Engage in thoughtful stewardship of our resources to achieve our mission and carry out our vision.

To serve our mission and make real our vision, we engage with one another and with this congregation in the light of these

Aspirations of Membership:
To the extent that my life circumstances permit, as a member of Countryside Church Unitarian Universalist I will:

- Attend Sunday services and congregational meetings
- Seek out and share opportunities for spiritual, ethical, and meaningful growth
- Engage in congregational projects, programs, or events that reach beyond the church
- Engage in congregational projects, programs, or events that support the life of the church
- Strive to give 3 - 5% of my income to support the mission of the church
- Share with others outside the church the value of my membership at Countryside Church Unitarian Universalist

Covenant of Right Relationship
In my relationship with the CCUU community and in keeping with our UU values, I will strive to:

- Take responsibility for my words and actions by being honest and respectful in my speech, while listening to others with an open mind and heart;
- Be sensitive to possible conflicts, and be willing to work toward solutions using available resources, accepting that some differences may not be resolvable;
- Respect and support the diversity within our congregation, and work to create and maintain a safe and welcoming environment for all.
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*Line-item Budget will be available upon request*
TREASURER’S REPORT
This is the end of my first year as Treasurer of Countryside Church. I’m honored to serve this organization and have found the work to be both rewarding and inspiring. The energy and dedication that our congregation brings to this community is evident in our many achievements and in our striving to build a better world for tomorrow. To my fellow members of the Board of Trustees and the Finance Committee, Rev. Hilary, Laurie Lantz, and many members of the congregation, I thank you for your support, guidance, and encouragement in getting me up to speed. I look forward to a productive second year.

What follows is an overview of what has been accomplished financially over the first 10 months of the current fiscal year. In a nutshell, it has been a very successful year thus far. Our member donations and other sources of income have exceeded what was budgeted, while expenses have been under budget.

Our Church Building
The church building is our Congregation’s largest physical asset. It is carried on our books at a value of $1,900,000. We currently have an outstanding mortgage balance of $397,838 at 4.83% interest. This is approximately $18,000 less than last year at this time. Our monthly mortgage payments are $3,028. The mortgage is a commercial loan with a five-year term. The current mortgage expires in January 2019 and must be renewed at that time. Because we are a Church, we do not have to pay property taxes.

Of course, there are significant operating costs to maintain and run our facility. In addition to utilities and landscaping, we must provide a fire alarm and security systems, custodial services, repairs and maintenance, as well as insurance coverage. The total expenditures for these Building and Grounds costs has been slightly over $53,000 so far this year. Please see the 2018-2019 Proposed Budget document for a line-item estimate of our expenditures for next year.

Capital Reserve Fund
The Board of Trustees is committed to accumulating a capital reserve for replacement of our building’s major components, including roofing, masonry, HVAC, windows, carpeting, plumbing, lighting, paving, walkways, and other significant infrastructure. Growing this Fund continues to be a top priority identified by CCUU’s membership during Strategic Planning sessions, an objective the Board endorses. As of April 30th, the Capital Reserve fund has a balance of approximately $80,000. Primarily because of the generous donations designated to the Capital Reserve Fund that have been received from our membership over the past year, and Board-authorized transfers to it from surplus funds from previous years, the balance in this account has increased by approximately 50% over the last twelve months.

After careful consideration of recommendations advanced by the Capital Reserve Task Force during the current church year, the Board of Trustees has decided that a capital campaign will not be conducted in the near future.

North Property
The single family home located at the north end of our church’s parking lot is referred to as the “North Property.” CCUU owns this house, and we carry it on our books at a value of $270,000. We currently rent this property to tenants who have occupied it for many years. The North Property is not tax-exempt, and we currently pay property taxes on the property of $5,600 annually. The home is aging, and therefore requires some regular outlays for maintenance, repairs and replacement of worn-out items. Despite the taxes and expenses for upkeep, the church realizes net income from this rental property in excess of $1,000 per month.

Endowment Fund
Because of the generous donations and bequests made by many past members, and memorial or honorary donations made by current members and friends, CCUU has $68,656 in endowment funds. This fund has a portfolio similar to the UUA Common Fund (i.e., 60% bonds, 40% stocks), and shares many of the same actual securities screened for SRI (socially responsible investing) criteria, but has substantially better performance and lower fees. With this substantial foundation, our hope is the Endowment Fund continues to grow through new gifts from our members. Please remember these gifts can be made at any time, not just as a legacy gift.

Finance Committee
The Finance Committee meets monthly to review the church’s financial condition, including evaluation of our asset and liability positions and to analysis of the monthly Statement of Income and Expenses (Profit and Loss Statement). The Committee also receives reports from the Stewardship and Budget Committees. Additionally,
the Finance Committee considers any current financial issues and/or concerns. The Committee reports its findings to the Board of Trustees.

I'm grateful for the service and support provided by the dedicated Finance Committee members with whom I have the honor of working. The team is comprised of Gary LaBedz (controller), Greg Blus and Bob Spielman. Special thanks to Laurie Lantz, CCUU’s Congregational Administrator. Laurie not only provides top-notch bookkeeping for our congregation, she also provides the monthly financial statements and highly useful information about the details contained in them, as well as attending all Finance Committee meetings.

Audit Committee
The purpose of the internal audit is to ensure that Income and Expense Reporting by various members and staff of the church follows policy, that handling of church funds is above reproach, and that year-end books are closed and balanced properly.

An audit of the 2015-16 fiscal year was completed in April, and the report of the Audit Committee was shared with the Board of Trustees. Thanks to Bridget Smith, John Evans, and Karen Epps for their work on this task.

Budget Process
The Budget process is when we plan how our income, mostly from funding that our congregation provides, will support our church's mission, vision and values in the coming year. The Budget is compiled from multiple sources as noted below:

- Income based on pledges received in the annual Stewardship Drive, expected rental income and income expected to be received from special events.
- Each Ministry submits a budget of programmatic expenses based on the input of the programs and committees within its ministry.
- The Personnel Committee develops staff salary and benefits recommendations.
- Buildings and Grounds expenses are estimated from actual past expenditures.
- The Budget Team compiles the input from these sources and develops a proposed budget for the coming fiscal year, which is then presented to the Board of Trustees, and ultimately to the congregation for approval.

Much thanks is due to all who participated in the budget process to help to ensure that the congregation's collective vision for CCUU is supported.

Stewardship Drive
Financial support of CCUU is one of many important responsibilities of membership to this independent liberal church. It is through the payment of pledges that all members ensure that the mission and programs of CCUU continue. It is the generous support of our membership that makes it possible for this congregation to pursue its goals and fulfill its mission. Many thanks to Dan Yokas and Greg Blus, who energetically led the Stewardship Drive.

Looking Ahead
While this year has been rare year in terms of its financial success, there are challenges ahead in the coming year. Major changes in the political and social climate in the U.S. and around the world have created greater demands to provide assistance to those in need, to generate social change to promote the common good and to advance the cause of justice in our communities – locally, nationally, and globally. Our ability to sustain and expand our presence as a church community requires increased resources in the form of time, talent and treasure. Additionally, retaining quality staff will require that we prioritize compensation and benefits provided to staff members. It is important that we all commit to address these challenges in order to deliver on the promise of our vision and to achieve our mission.

Respectfully Submitted,
Marcus White, Treasurer
Endowment Committee Report to the Congregation

Current Members: Lois Phillips, Facilitator; Bridget Toth, Tony Pretto, Christopher Hitchcock, Kay Gredell

This committee is charged with soliciting, facilitating and managing monetary contributions made to CCUU which are over-and-above annual pledges to the Operations and/or Capital budgets.

The Endowment was re-established in 2014 with a gift from Wayne Stein and it has grown from $52,000 in that year to more than $68,600 today. We have long-term aspirations for the fund, but for now, we are just trying to grow the fund.

Last year, we moved to a brokerage account so that we would be more agile if market conditions warranted quick action. Our money is invested conservatively in the Vanguard Wellesley Fund which is 40% stocks and 60% bonds. We are embracing socially responsible investing as much as possible. And while our vehicle is not completely devoid of non-SRI companies currently, it is as close as we can get it.

Over fiscal 2017, there have been gifts totaling $255 made by members and friends. This is a simple, long-lasting, and far-reaching way to honor milestone events (50th Wedding Anniversary, birth of a child, etc.) or the memory of loved ones.

Gifts of ANY amount (children wanting to honor the memory of a grandparents’ passing, for instance) are grateful accepted. Simply contact Laurie Lantz and she will walk you through the process and record your gift.

Your Endowment fund is here to help create a legacy that can insure the betterment and long-term survival of CCUU. Thank you for considering a gift to the CCUU Endowment Fund.
MINISTRY-BASED BUDGET PRESENTATION

Fiscal Year 2018/2019 Budget at a Glance: Revenues

- Budgeted pledge income has remained static.
- Budgeted Plate Cash has increased slightly.
- Facility use income has increased slightly.
- Net revenue from our North Property remains static.
- The Budget includes $2,175 in Event Proceeds.
Fiscal Year 2018/2019 Budget at a Glance: Expenses

Total Budget is $471,270, approx. $3,000 less than 17/18 budget. [the budget # above includes a net 0 impact to the budget by our outreach events & share-the-plate; if you add in all the Outreach revenue and donations, the budget total is $508,270]
Fiscal Year 2018/2019 Budget at a Glance: Expenses by Ministry

In calculating the budgeted expenses across the 5 ministries (worship, study, service, kinship, foundations):

- Building grounds, church office, bank fees, mortgage, denominational dues were all divided evenly across the 5 ministries.
- Each ministry’s budget was included at 100% (e.g. worship’s piece of the pie includes 100% of their budget & 0% of other ministry budgets).
- Outreach donations (share the plate, funds raised/donated from Time & Talent, Music with a Mission) were attributed 100% to service ministry.
- Each staff position was allocated across the 5 ministries in varying %s depending on role/responsibilities, with total personnel expenses distributed across all 5 ministries:
  - Worship: 37.1%
  - Study: 27.8%
  - Service: 9.1%
  - Kinship: 10%
  - Operations: 16.1%
Worship Ministry

The mission of the Worship Ministry is to provide a worshipful environment that provides opportunities to deepen the spiritual lives of all individuals and that strengthens the religious community at CCUU.

- Stimulating sermons that help to guide us on our individual spiritual journeys
- Soul Matters Monthly Themes
- Pulpit guests
- Music as Worship: choir, instrumental music, sound meditations
- Special Observances: Good Friday Tenebrae Service, Seder Observance, Christmas Eve
- Member affirmations/spiritual journeys, child dedications, Sr High service
- Special Programs: Caroling & Craft Party (in collaboration with Kinship & Study), Music with a Mission (in collaboration with Service/Outreach Ministries)
Study Ministry/Lifespan Religious Education

The mission of the Study Ministry is to create opportunities for the congregation and the community and to engage in meaningful lifespan learning experiences.

- Active Religious Education classes for children and youth
- Faith in Action Service learning to actively support our Outreach Partners
- Multigenerational Services (in collaboration with Worship Ministry) once/month
- Our vibrant Young Adult Group (20s-30s) meets regularly for discussions, gathers for social activities, and participates in service projects, including Sunday hospitality teams
- Adult Programs: Poetry Group, Agnostic-Humanist-Atheist Discussion Group, two book discussion groups (non-fiction & fiction), Open Forum Discussion, Buddhist Study Group, Turning Points in UUism (new), Journey Adult Faith Development retreat
- Family Ministry Team
- New: Family Ministry events once/month to which the whole congregation was invited
- Soul Matters Monthly Themes and Full Week Faith
Service Ministry

The mission of the Service Ministry is to enable CCUU members to engage in congregational projects, programs, and events that support the life of the church, extend beyond the church, and to strive to give 3-5% of income to support CCUU’s mission.

- Meals for PADS
- Fair Trade Sales
- Supporting local families in need through collections for: Palatine Township Food Pantry, Palatine Township Holiday Gift program, students in need at the two Palatine high schools through Palatine Faith-in-Action
- Share the plate
- Fall-Winter Farmers Markets
- Organic gardening plots
- Outreach Fundraisers: Time & Talent Auction, Music with a Mission
- Sustainable Energy Expo
- Completion of the Solar Panel Installation
- Hosted UU Justice workshop in conjunction with UUANI and UU Prison Ministry of Illinois
- Poor People’s Campaign/40 Days of Action

Service, incl. Outreach donations
18.7% $98,841
Kinship Ministry

The mission of the Kinship Ministry is to ensure that Countryside Church UU (CCUU) grows and has increasing impact on religious and social life in the Northwest suburbs.

- Transitions Group for retirees and upcoming retirees and its spin-off groups: Memoir Makers writing workshop, Great Books discussion group
- Soul Connections small group ministry (last year known as Soul Intentions)
- *New*: Movies with Meaning connected to the monthly ministry themes, sponsored by Soul Connections
- Membership Committee: Intro to CCUU orientation sessions, Path to Belonging classes
- *New*: Pathfinders, helping to connect new members to congregational life
- Hospitality Teams (greeters, ushers, AV assistance, coffee hosts)
- Circle Suppers
- Covenant/Affinity Groups, e.g. Feminine Divine Women's Group
- Compassionate Communication for Resolving Conflicts
- Social Events: Ingathering Potluck, Seder, Caroling & Craft party (in collaboration with Worship & Study Ministries)
Foundations/Operations Ministry

Operations/Foundations provides the operational and administrative functions through thoughtful stewardship of our financial resources, personnel, and environment.

- Aesthetics Task Force (helps coordinate interior painting, artwork, storage organization)
- Communications and Website
- Grounds upkeep
- IT/Tech and Audio/Visual support, equipment
- Facilities, including maintenance of our Capital Replacement Schedule