

Executive Director's Report
BOT meeting 20 Dec 2016

Facilities:

The Contractor APC is getting the required metalwork in place to allow the Lift to be delivered. John Turmelle will have the latest information on the Lift.

Additionally, we have urgent repairs continuing on electrical wiring for the older parts of the main building. In the summer the power failed to Rev John's office. That was repaired and now it is the turn of the Sanctuary heating systems to get the necessary attention. It is anticipated that the heat will be working normally in the next few weeks.

Financials: see separate Financial Highlights

Donations:

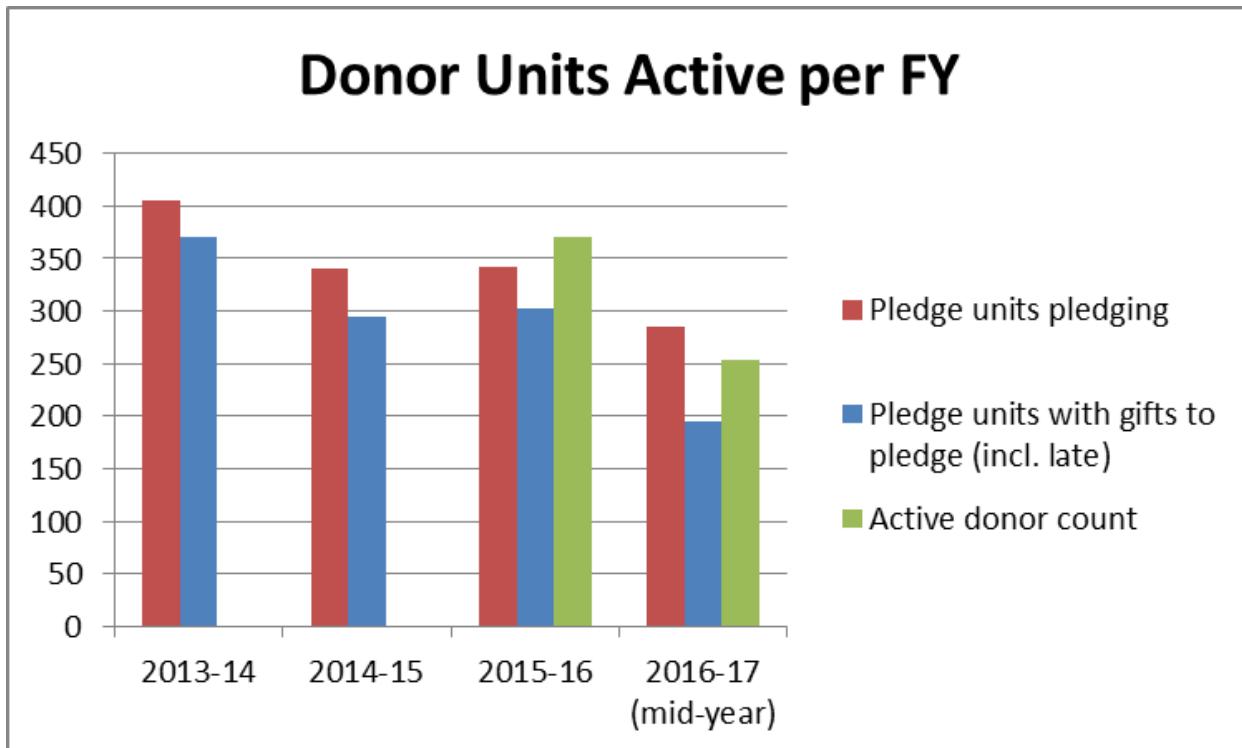
Overall it is a mixed picture and much will depend on how successful the Holiday Appeal is. It kicked off late November and we have as of 14th of December \$5,827 in donations received. The campaign involves announcements and donation stations on Sundays as well as our website home page and multiple eblasts each week with opportunities to give. While it is more than double last year's amount of \$2,160, it has a ways to go to hit the goal of \$20k.

In looking at our overall donation profile for gifts to TUCW, we have a mix of contribution types – donations that fulfil pledges, plate collection donations, donations restricted to a program, donations in memory of a loved one, gifts from an estate and more. In addition, we have donations that flow through us to other charities. For the TUCW designated gifts, let's look at the overall number of active donors who give in any of these ways of which the important pledge contributions are a part; we have 370 donors who have been active in the last 12 months. Of those, 253 have been active since the start of our fiscal year, 1st July. Please recall that donors give in very different patterns. Some like to donate only once a year, some monthly, some 3 times a year and all other patterns in between.

For pledging as of the 14th of December, we are still at roughly the same level as in the fall -- \$630k from 287 pledge units compared to 326 at this time last year or 12 % down. In terms of pledge contributions, we have received \$274k as of the end of November. This total is comprised of \$248.7k contributions towards 2016-17 pledges and \$25k towards 2015-16 pledges that were not fulfilled. In December, the emphasis shifts to helping pledgers meet their 2016-17 giving goals. From analysis on previous years, typically only 90% of the total pledges amount is received before the end of the fiscal year (FY) in June. We do collect an additional 3-7% in the months after the FY. As we have discussed before, some have difficulty forecasting their personal finances that far in advance, making their pledges uncertain. The more that the pledge base is made up of these uncertain pledges, the more likely that the percentage we actually receive drops.

In terms of pledge fulfillment, it is hard to tell during the month of December as so much changes from week to week. Inflow looks to be more solid than last year:

- 19% have paid in full –very close to the 20% last year at this time.
- 52% have started contributing or mostly fulfilled their pledge compared to 48% last year
- 19% have not yet started contributing to their pledges compared to last year 32%, an indication that we have fewer uncertain pledges.



As was mentioned in last month's report, the Finance Committee will be assessing in January what down-side contingency measures will be needed given the overall income and expenditure picture including a reforecast for FYE at that time.

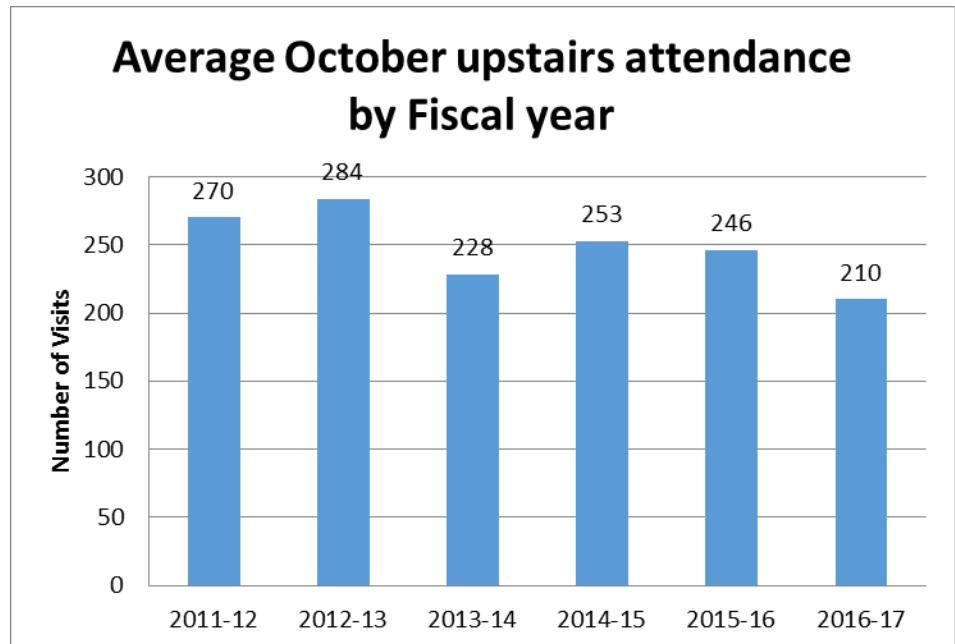
Congregational Involvement:

One of the ways we measure congregational involvement is through membership. The membership count as of 14 December is 359. Those who have not made a 2016-17 pledge or have not made a contribution towards either a 2015-16 pledge or 2016-17 pledge are all excluded from this count. All those counted have also signed the membership book. The decrease from November represents the finalization of attempts to get pledges from those who have not pledged for this year but have in the past. A few of these may restart their pledging. Membership counts change each month. Compared to this time last year when the count was close to 500, we are 28% lower partly resulting from the tighter definition of membership but also due to factors listed below affecting our attendance.

Attendance:

We also count the attendance, the number of people upstairs during the services being held that Sunday. This counts, in effect, visits and not unique visitors, so cannot be directly compared to the membership count which is unique individuals. The trend as shown in the graph is downward over the last 6 years, as evidenced by the average Sunday attendance for the month of October which has not had any special occasions. This mirrors the downward trend in attendance for most religious organizations and in particular the demographics of Connecticut which we see in congregants moving away and passing away.

We look forward to discussing more about the ways to measure congregational involvement when the Ends policies are finished.



Staffing:

Because of her performance on the job and her depth on knowledge that she has been able to apply on pedagogical processes, Ray Hills has been promoted from Lifespan Faith Development (LFD) Assistant to LFD Coordinator.