



UU FaithAction NJ Annual Report

July 2022 – June 2023

Published September 1, 2023



EDUCATE • ADVOCATE • MOBILIZE

A Letter from our Leadership

All of us at UU FaithAction New Jersey (UUFANJ) are pleased to share with you this annual report which describes in short-form some of the critically important work of this organization over the last fiscal year. As co-creators and collaborators of this work, you are the essential element that makes this possible. May you find here affirmation that this organization is striving to live fully into the vision of creating a more just New Jersey!

Like all nonprofit organizations, UUFANJ experienced the challenge of continuing our work through the pandemic. That required creative and adaptive ways of doing this work of justice as well as careful stewardship of financial resources to keep moving forward. In fact, the pandemic focused attention on the desperate need of public policy that addresses the systemic inequities and disparities felt especially by those most marginalized within our state. Across our task force issue areas, our advocacy for state legislation that truly matters was more important than ever.

Moreover, even as we re-dedicated ourselves to the work that needed to be done in the moment, our board and staff leadership recognized the imperative for the organization to prepare for a changing landscape in the work of social justice advocacy. We could not know definitively what that future would look like, but we intuitively knew it would not be the same as it was before. By reflecting on our core mission and considering the emergent needs and opportunities, we will focus our priorities on those issues where we can make a real difference while upholding our commitments to anti-racism and anti-oppression.

More than ever, as an organization we recognize that the best chance of success is in working in collaboration as partners with our Unitarian Universalist congregations in New Jersey. We know we are stronger together! We know that collectively we can make a meaningful difference through education, mobilization, and advocacy. It is our sincerest hope that this report will fill you with hope and inspiration, even as we recognize that there is so much more to do. We invite you to continue with us on this journey!

In faith, with love and for justice,



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photo credit: Beacon UU, facebook.com/summitbeacon.org

Our Mission

Grounded in our Unitarian Universalist faith, we are confronting systemic injustice and building a more compassionate society in New Jersey by:

Educating ourselves and others on social and political issues

Mobilizing individuals and congregations to act for justice

Advocating for equitable and sustainable public policy



Our Vision

We envision a just New Jersey free from systemic oppression and greed, full of engaged people committed to each other, to our communities, and to the earth.



Our Board of Trustees

Our current Board of Trustees, as of September 1, 2023.



Mia Morse
President

Beacon UU
Congregation in
Summit



Bill Slezak
Treasurer

First UU Church of
Essex County



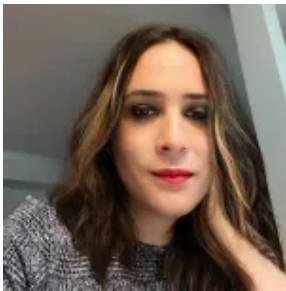
**Susan
Druckenbröd**
Secretary

UU Church in Cherry
Hill

[insert headshot]

Chris Budin

UU Congregation at
Montclair



**Lily Olas
Carayannis**

The Unitarian Society
of Ridgewood



Nancy Griffeth

Beacon UU
Congregation in
Summit



**Rev. Dr. Sarah
Lenzi**

The Unitarian Society
of Ridgewood



Phil Lubitz

First UU Fellowship
of Hunterdon County



Kevin Pierre

UU Congregation at
Montclair

Our Work

Powered by our volunteers, empowered by our member congregations, and in collaboration with coalition partners across the state, UU FaithAction NJ is orchestrating a loud witness for Love in New Jersey.

Our **task forces** are charged with leading our education, mobilization and advocacy around issues of common concern. In coalition with organizations across New Jersey, including those representing directly impacted communities, our task forces discern legislative advocacy priorities and lead us from issues to action.

Our 2022-2023 task forces:

- Criminal Justice Reform
- Environmental Justice
- Gun Violence Prevention
- Immigration Justice
- Reparations
- Reproductive Justice

Criminal Justice Reform

Criminal Justice Reform Task Force Chair:

- **Tom Moran**, Morristown UU Fellowship

contact: cjrtfchair@uufaithaction.org

webpage: uufaithaction.org/criminal-justice-reform

This past year (2022-2023) has been a mixed year for the criminal justice reform movement in New Jersey. The coalition of activists working for meaningful change to the systems that are brought to bear in criminal legal matters continue to work hard for reform.

We have gained some allies in the public sector, notably in the Department of Corrections Office of the Ombudsman, and even perhaps in the Office of the Director of the Department of Corrections, but the forces of regression have gotten a stronger hearing in the legislature. As a result, our coalition has had to work to see that recent

gains in **bail reform** and **ending isolated confinement** are implemented, or even to prevent them from being rolled back.

Criminal Justice Reform Task Force focus areas for 2022-2023:

1. **Reform of policing** in New Jersey.
2. **Ending life sentences for the elderly** with certain conditions.
3. Working with allied organizations and the Department of Corrections Ombudsperson to **make NJ prisons more humane**.
4. **Abolish Slavery**—end forced labor for incarcerated individuals.

Reform of Policing in New Jersey

New Jersey Communities for Accountable Policing (NJ-CAP) is a statewide coalition working to stop excessive police power and place power in the hands of communities. NJ-CAP is made up of grassroots racial and social justice advocates, people harmed by law enforcement, faith leaders, and legal experts. Our task force liaisons with NJ-CAP helped us to learn coalition groups' legislative priorities and contribute to actions and protests to advance UUFANJ priority issues.

A primary legislative focus has been bill A1515—to create local civilian review boards to review police operations and conduct.

Opportunity for Incarcerated Elders

Our task force is working with **2nd Look New Jersey, Salvation and Social Justice**, and other coalition partners to introduce new legislation that would allow people 60 and over who served 20 years of their sentence to petition the courts for a “second look” to potentially reduce their sentences. Currently, UUFANJ is helping the campaign raise awareness of this issue.

Make NJ Prisons More Humane

This year showed major changes and progress in our coalition partner **New Jersey Prison Justice Watch** (NJ-PJW). NJ-PJW lost both of its co-chairs unexpectedly in late 2022, leaving the organization leaderless and without a clear direction. Tom Moran, Co-Chair of the Criminal Justice Reform Task Force, played a critical role in securing continued funding by the national organization Unlock the Box, and an Administrative Organizer was hired to reconstitute NJ-PJW.

Tom Moran and Claudia Sanders, 2022-2023 task force Co-Chairs, are currently on the steering committee of NJ-PJW and have been encouraged by the level of organization,

planning, and direction the coalition is demonstrating. NJ-PJW is engaged in critical monitoring of implementation of the Isolated Confinement Act.

We also are part of the recently formed **Connecting Families Coalition**, working with **Worth Rises**, on a campaign to make prison communication (phone calls and emails) free-of-charge. Bill A5195 has been introduced in the Assembly, and the coalition is working with the New Jersey Senate on a companion bill.

Abolish Slavery

During the 2020-2021 legislative session, our task force advocated for legislation in to change the state constitution to prohibit slavery and involuntary servitude in all forms, including as a punishment for crime. Unfortunately, the proposed legislation did not progress.

In the 2022-2023 legislative session, concurrent resolutions have again been introduced—SCR135 and ACR125—and our task force is re-launching the campaign, this time with a primary focus on education. Our fact sheet and additional resources are available at: uufaithaction.org/ending-slavery-in-new-jersey-resources

Environmental Justice

Environmental Justice Task Force Chair:

- **Peggy Middaugh**, UU Ocean County Congregation

contact: environment@uufaithaction.org

webpage: uufaithaction.org/environment

Our overarching mission is to ensure the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to New Jersey's development, implementation and enforcement of environmental laws, regulations and policies. All people have a right to clean air, land, water, and food.

Environmental Justice Task Force focus areas for 2022-2023:

1. **Advocating for the adoption of the Green Amendment** in New Jersey through work in our congregations and as a Task Force;
2. **Working toward resolving the many challenges in NJ related to food-insecurity**, including but not limited to promoting regenerative agriculture,

increasing accessibility of healthy food, reducing food waste, and encouraging community and family gardens;

3. **Supporting 100% renewable energy and energy conservation** through measures such as the Clean Energy Equity Act and those affecting transportation and Electric Vehicles (EVs);
4. Advocating for better health and reducing climate change for all by **protecting and expanding New Jersey's public and urban forests.**



We work to influence New Jersey legislation and policy through advocacy and education.

We believe that a **Green Amendment** to the New Jersey constitution is necessary to protect our fundamental rights to pure water, clean air and a healthy environment. We continue to organize education and advocacy in support of the New Jersey Green Amendment (ACR72/SCR15).

Regenerative agriculture is a conservation and rehabilitation approach to food and farming that focuses on strengthening the soil health and significantly increases carbon sequestration. We work in collaboration with the **Northeast Organic Farming Association** and are planning to meet with organic

farmers in Sussex County. We supported the passage of bills A3444/S3140, signed into law in January, which established the NJ Organic Farming Board.

We continue to advocate for a moratorium on new fossil fuel infrastructure while promoting renewable energy programs through our partnerships with **Empower New Jersey, Jersey Renews, NJ Shines, NJ Wind Works** and **NJ Environmental Justice Coalition**. We attend public meetings and provide comments at public hearings, always with an eye toward ensuring that marginalized communities are receiving their fair share.

We produce a monthly newsletter, available at: uufaithaction.org/environment

Gun Violence Prevention

webpage: uufaithaction.org/gun-violence-prevention

New Jersey continues to be named among the states with strongest gun laws in the country. Our Gun Violence Prevention Task Force has been an important coalition partner in pioneering gun violence prevention through state legislation. UU FaithAction NJ is proud of the work we have done and so grateful for those who served over the years on the task force and particularly as task force leaders.

At the national level, gun violence continues to be an epidemic. According to Brady United, every day in the U.S. 327 people are shot, and of those 117 are killed. What is desperately needed is effective national legislation.



Our task force model at UU FaithAction has always focused on work at the state level. We believe it is with state-level advocacy that we can have the greatest impact and best leverage our resources. There is still important work to be done for gun violence prevention in New Jersey, but we have struggled to recruit and develop leaders for our Gun Violence Prevention task force and have seen a decline in active participation.

After careful discernment, our board determined that the best course of action is to "sunset" our Gun Violence Prevention Task Force. To be good stewards of the time, talent, and treasure of the volunteers who make our task forces possible, it is sometimes necessary to make difficult decisions. With limited resources, focusing efforts on task forces with sustainable support and energy is critical.

As an organization, we continue to support gun violence prevention efforts, especially through ongoing relationships with our coalition partners in this space. If the landscape changes significantly for gun violence prevention such that there is renewed energy within our congregations for this work, then the board would re-evaluate and respond. For now, however, we say goodbye to our Gun Violence Prevention Task Force with gratitude for all those who have been a part of this work.

Immigration Justice

Immigration Justice Task Force Chair:

- **Ted Fetter**, UU Congregation of Princeton

contact: immigration@uufaithaction.org

webpage: uufaithaction.org/immigration-reform

The Immigration Justice Task Force has worked this year on many of the issues expected as we began the year: providing support to refugees who come to New Jersey, state legislative initiatives including, especially, the proposed Values Act, and continuing to provide support for state money to support the provision of defense attorneys for detained individuals facing deportation. Of course, other issues have arisen.

Support for Refugees. Refugees are in a very different category from immigrants and immigrant policies. But a year ago, with first Afghan and then Ukrainian refugees, our task force agreed to seek ways to provide support. We have relationships with several organizations whose work we promote to UUs who can and do provide financial and volunteer support. They include: Catholic Charities, especially in South Jersey, Interfaith RISE (I-RISE) in central New Jersey, and the Northern New Jersey Sanctuary Coalition. Working with I-RISE in the Princeton area is the Interfaith Refugee Resettlement Committee headquartered in The Jewish Center of Princeton. We seek more relationships with these groups.



State Legislative Initiatives. We have worked mostly with the NJ Alliance for Immigrant Justice (NJAIJ), which is a leading organization on immigration policy. The Alliance, with UUs involved, has had a huge impact and a number of accomplishments, including the program to limit the use of county jails to detain migrants for ICE. The biggest current effort is the Values Act, proposed legislation which would allow migrants to get services from

state and local governments without fear of sharing information with ICE and would put

into statutory law the Immigrant Trust Directive regarding police actions in New Jersey. That effort continues. Recently two other bills have started to move: a bill to provide better data on migrants in our state and a bill to assure that key forms and directives are translated into more languages. These efforts continue.

Migrant Buses. In the last few months southern governors have been sending migrants from Texas and other states to New York, DC, in one instance Martha’s Vineyard, and possibly New Jersey. How should advocates for migrants respond? By providing support to those who wind up in New Jersey. Our task force has supported efforts, chiefly by the NJ Alliance, to assemble teams who would be able to receive these migrants and provide immediate support with food, key items as needed (such as diapers), and temporary housing. We are in touch and working with the NJ Alliance, the UU College of Social Justice, and others.

Reparations

Reparations Task Force Chair:

- **Rohn Hein**, UU Church in Cherry Hill

contact: reparations@uufaithaction.org

webpage: uufaithaction.org/reparations

The Reparations Task Force embodies UU’s 8th principle: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.



While the concept of reparations is not new, it has never been the subject of formal systematic study in the United States. Given the role of slavery from the birth of our nation to its emergence as a world democracy and financial super power, that we as a country have never studied the effects of the emotional, social, financial, and societal trauma on its victims is shocking. A bill called HR 40, the

Commission to Study Reparation Proposals for African Americans Act, has been languishing in Congress for over two decades. In response to this stagnation, many states and localities have taken to introducing legislation that would form their own task forces to study the issue as well.

UU Faith Action NJ's Reparations Task Force, along with its coalition partners, advocates for the passage of S386/A938 which would create a New Jersey Reparations Task Force that would examine the issue in depth and make recommendations based on its findings. Our members have participated in rallies with our coalition partners to raise awareness about this bill and given testimony on the bill before our state legislature.

As our coalition partner NJ Institute for Social Justice explains:

“There is a direct line from the enslavement of Black people in New Jersey to the wide racial disparities today, some of the worst in America.

“From its founding as a colony in 1664, New Jersey provided each English white settling family with 150 acres of land, with an additional 150 acres given for each enslaved person brought into the colony. The Garden State was also the last one in the union to abolish slavery leading some to call it “the slave state of the north.”

In early 2022, the Reparations Task Force hosted a common read of *The Social Life of DNA* by Alondra Nelson, attended by UU members from congregations across the state. In 2023, we replicated this successful initiative with a five-session common read of *The 1619 Project* edited by Nikole Hannah-Jones.

Reproductive Justice

Reproductive Justice Task Force Chair:

- **Carol A. Loscalzo**, The Unitarian Society of Ridgewood
- **Jami Thall**, Morristown UU Fellowship

contact: reprojustice@uufaithaction.org

webpage: uufaithaction.org/reproductive-justice

The Task Force works within the framework of reproductive justice, a concept put forth by coalitions of women of color, promotes the right of all people to have children, not to

have children, and to raise their children in safe and healthy environments. People also have a right to health and self-determination regarding their bodies and sexuality, free from oppression and shame.

This has been a particularly challenging year for the Reproductive Justice Task Force, post-Dobbs. The TF has been responding to attacks on comprehensive sexuality education, advocating for programs and policies to address NJ's abysmal maternal health statistics, lobbying for menstrual equity in addition to the ongoing fight for access to abortion care for all.

Menstrual Equity

The Menstrual Equity Committee has been advocating for a number of menstrual equity bills introduced in Trenton this year. On August 23, 2023 [S1221/A1349](#), which provides for free menstrual products in school restrooms, was signed by Gov. Murphy. The ME committee will continue to advocate for the remaining Menstrual Equity bills still in committee. We continue to encourage all UU congregations to provide free period products in all restrooms, regardless of gender, and we are pleased to report that many congregations have signed on. Our goal remains 100% participation by the end of 2023.

Read: [“Why You Need Toilet Paper & Menstrual Products in your Congregations’s Bathrooms”](#) on [uufaithaction.org](#)

Sex Ed

In 2020, NJ revised the learning standards for comprehensive health and physical education, to be implemented this year. While the majority of parents in the state support the standards and curricula, there is a vocal minority (many without children in the school system) who do not. As Unitarian Universalists we have a long and proud history of leadership in providing comprehensive sexuality education through our OWL program.

Members of the TF have attended school board meetings where these standards have come under attack to advocate for comprehensive sex ed. These new standards also include gender inclusive curricula, which supports our LGBTQI children and youth. Gender affirming policies and curricula are also coming under attack here in NJ. The TF is urging UUs to attend local school board meetings where these discussions are happening and advocate for comprehensive sex ed. Again, UU's occupy a unique position as a faith that affirms these values, and can provide a counter to the vocal radical religious right.

The RJTF will be reaching out to DREs to raise awareness of what is occurring in their communities and to express support for comprehensive sexuality education for our young people. We hope to form a rapid response team to advocate more effectively.

Maternal Justice

At the beginning of the Murphy administration, New Jersey ranked an abysmal 43rd in clinical care for women and children and 47th in maternal mortality, regardless of socioeconomic status. It was recognized that glaring racial disparities in treatment and care were the root cause driving these numbers. In response, The First Lady, Tammy Murphy, launched an initiative, Nurture NJ with allocated funding in the state budgets for educating and equitably compensating healthcare professionals (centering doulas and breastfeeding experts), postpartum visitations, mental wellness, and creating birthing centers.



The Maternal Justice subcommittee is supporting BIPOC-led organizations to propel initiatives and advocacy for increased funding, awareness, and adoption of solutions, that work. We cherish our partnership on Thrive NJ’s Maternal Justice subcommittee; we awarded a microgrant to The Perinatal Health Equity Initiative, and we continue to share their work with our congregations. Additionally, the Maternal Justice subcommittee collaborated with Fountain Baptist Church, and Beacon UU Congregation in Summit, to host a screening of the film, “Birthing Justice, A Woman in the Room Production”, spotlighting firsthand accounts of the inequities, and ways to change the damning statistics. Future plans to replicate the program with Black congregations throughout the state, are currently in process.

Over the last 5 years significant progress has been made to train clinicians of color to provide birthing people the support they need, but we have a long way to go. Our subcommittee is learning how to best assist these efforts and begin to quell the tide of maternal-fetal fatalities. We are hopeful that with our steadfast work, we will someday be able to say that New Jersey is a safe state for all mothers and babies to thrive, not just stay alive.

Abortion Access

The *Dobbs vs. Jackson Women's Health Organization* decision was handed down by the Supreme Court on June 24, 2022. As is widely known, the SCOTUS majority held that abortion is not a constitutional right, was not "deeply rooted" in the country's history, and that individual states have the authority to regulate access to abortion. We stand firm in our opposition to this decision and we remain committed to the [UUA Reproductive Justice Statement of Conscience](#).

Anticipating this decision, the task force and the [THRIVE NJ](#) coalition had been advocating for expansion of abortion access in NJ. The TF has been working in collaboration with the Thrive Coalition, a collective of over 80 groups here in NJ working on reproductive justice issues. In January 2022 Governor Murphy signed into law a bill (S49/A6260) that codified into state statute a strong declaration of reproductive rights with no restrictions.

Access to abortion care for all remains an issue here in NJ. The task force has further advocated for the passage of the Reproductive Equity Act, which expands abortion access for all people, regardless of income, insurance or immigration status. With strong support from the UUFA team, postcards were sent to every congregation to be signed and sent to the Senate President and Assembly Speaker. The postcards emphasized that people of faith affirm the right to abortion care and support the Reproductive Equity Act.

On May 16, 2023, in response to the mifepristone decision, UUFA signed a joint [Thrive NJ letter](#) that was sent to Gov. Murphy, Senate President Scutari and Assembly Speaker Coughlin expressing the immediate need for NJ to increase abortion access. Specifically, the letter called for taking immediate legislative and regulatory action to remove ongoing barriers to reproductive health care and to expand abortion access through passage of the Reproductive Equity Act (S2918/A4350). It also called for the NJ Dept. of Banking and Insurance to ensure that certain health plans in the state cover abortion care costs. Further, it asked that bills S3275/A4829, which establish a state website with information on reproductive health services be passed, signed and implemented immediately. As of June 30, 2023, S3275/A4829 passed both houses and is awaiting the governor's signature. The REA remains in committee, and the TF continues to advocate for the outstanding provisions in the bill.



FaithAction Inclusivity Representatives

contact: admin@uufaithaction.org

instagram: [@faithactionyouth_](https://www.instagram.com/faithactionyouth_)

FAIR (FaithAction Inclusivity Reps) has been our much loved “NJ Social Justice + Youth” project. Started in pre-pandemic 2019, **FAIR** was ably led by the three youth pictured (from left: Cory G., Summit; Zoe Laffler, Hunterdon Co.; Abigail Rabbitt, Newton) who created and taught a youth-centered antiracism workshop for NJ groups and *twice* at UUA General Assembly.

All three leaders have now graduated, but UUFANJ’s Board and staff remain committed to supporting and funding a forum where youth from across the state have the chance to meet, develop a social justice knowledge base, and practice leadership skills. Like many of our congregations, we are working hard to rebuild our youth program post-pandemic. Luckily for us, all three leaders have volunteered to help from their respective colleges/universities. *Who says UU youth bow out too early?*



Our Staff



Rev. Charles Loflin is our Executive Director and serves as the organization's principle link with congregations, volunteers, coalition partners and legislators in his capacity as policy director, chief administrator and advisor to the Board.

Charles is a graduate of Meadville Lombard Theological School and also serves as an Affiliated Community Minister for the UU Congregation at Montclair.

Rev. Charles Loflin – he/they
Executive Director

Full time

Email: charles@uufaithaction.org

Phone: (973) 303-8990

Our Executive Consultant is Rev. Rob Gregson. This role includes working alongside the Criminal Justice Task Force, the Development and Task Force Oversight Committees, weekly supervision of the ministerial intern, as well as weekly meetings with the Executive Director and other staff.

With prior experience as the Executive Director of UUFANJ and as a parish minister in New Jersey, Rev. Gregson is well placed to provide additional strategic and institutional support to the organization.



Rev. Rob Gregson – he/him
Executive Consultant

Quarter time

Email: rob@uufaithaction.org



Emily Parker – she/her
Communications Coordinator
Half time
 Email: emily@uufaithaction.org
 Phone: (908) 767-5145

As Communications Coordinator, Emily manages UU FaithAction communications via **email, Facebook, Twitter, Instagram** and our **website**. From the newsletter to event flyers to “Action Alert” forms—if it has our logo, it was most likely crafted by Emily!

Emily understands communication as the tool of community-building, and her focus is twofold: maintaining regular multi-platform communications, and strategically developing outreach.

Emily also has the joy of leading our *keystone* outreach tool: the **Congregational Liaison program**.

Emily grew up in the old stone walls of Hunterdon UU. She is currently completing her MDiv, with a specialization in Public Theology, at Wesley Theological Seminary in Washington, DC.

Meera joined UU FaithAction NJ in March of 2022, to streamline all office procedures and keep track of day-to-day administrative tasks at the UUFANJ office.

Meera attends all task force meetings, sends reminders, writes meeting minutes and updates group lists. Apart from supporting all volunteers and task forces, Meera also responds to all emails, and provides any follow up for all UUFANJ activities, events and initiatives.

Meera also brings to our team her 25 years of experience in the nonprofit sector in New York and New Jersey.



Meera Rao – she/her
Administrator
Three-quarter time
 Email: meera@uufaithaction.org



Laura Kushner – she/her
Ministerial Intern
Completed service in February 2023

Laura Kushner completed her ministerial internship with UU FaithAction NJ in 2022-23, as part of her formation Unitarian Universalist ministry.

Laura engaged in many dimensions of the organization, including supporting our **FAIR youth** and **Congregational Liaison** programs. Laura also visited member congregations to co-lead **worship** alongside Rev. Charles Loflin.

Laura is enrolled at Drew Theological Seminary, studying for her Masters of Divinity.

Financials

Treasurer's Report and Proposed 2023-24 Budget

	PRIOR YEAR (FY 2021-22)		CURRENT YEAR (FY 2022-23)		Proposed Budget (FY 2023-24)
	Budget Amt	Actual	Budget Amt	Projected	
INCOME					
Congregational Giving	45,000	46,732	47,000	47,000	47,000
Individual Donations/ Fundraising events	125,000	161,931	165,500	160,500	175,000
Grants	-	-	-	-	8,000
Interest/Other Income	800	1,124	2,000	6,000	6,000
From reserves (funded by prior years' surpluses)	4,200	-	30,500	3,000	12,000
TOTAL INCOME	\$ 175,000	\$ 209,787	\$ 245,000	\$ 216,500	\$ 248,000
EXPENSES					
Office/Board/Dues/Partner Support/Task Force	29,800	26,428	26,700	24,650	41,500
Payroll Expenses	130,000	130,417	205,000	178,550	190,400
Professional Expenses	5,000	6,903	5,000	7,000	9,000
UUFANJ Meetings	5,000	9,267	7,000	5,000	5,900
Other	5,200	1,281	1,300	1,300	1,200
TOTAL EXPENSES	\$ 175,000	\$ 174,295	\$ 245,000	\$ 216,500	\$ 248,000
NET INCOME	-	35,492	-	-	-

Prior Year Income and Expense Summary

For the fiscal year ending on 30 June 2021, total income was almost \$35,000 above the budgeted amount. Expenses were slightly under budget, resulting in a net surplus of \$35,492. There was also an additional \$15,895 donated to the FaithAction Endowment Fund. Individual giving exceeded the budgeted amount by \$37,000.

Current Year Income and Expense Summary

For the current fiscal year (1 July 2022–30 June 2023), projected expenses and income are \$216,500, which is \$31,500 below the budgeted amount . The projected income assumed utilizing \$3,000 from reserves, and prior year surplus, as compared to \$30,500 coming from reserves included in the budget. The lower expenses were primarily due to less hours worked by staff (Ministerial intern, and Executive Consultant).

Proposed Budget for FY 2023-24

Proposed budget increases over current projected actuals and budget are consistent with the strategic plan to increase capacity. The increase provides for cost of living pay increases for staff, new positions, professional expenses, specific funding for each of the UUFANJ Task Forces, and bookkeeping support services.

Thank You

We extend deep gratitude to our **member congregations**, our **dedicated volunteers** and our **generous donors** who sustain our work.

Thank you for your FAITH in our shared vision and your ACTION in our justice-seeking mission.

Member Congregations 2022-23

Baptistown	First Unitarian Universalist Fellowship of Hunterdon County
Bordentown	Dorothea Dix Unitarian Universalist Community
Cherry Hill	Unitarian Universalist Church in Cherry Hill
East Brunswick	The Unitarian Society, A Unitarian Universalist Congregation
Englewood	Unitarian Universalist Congregation of the Palisades
Fanwood	First Unitarian New Jersey
Hackettstown	Skylands Unitarian Universalist Fellowship
Lanoka Harbor	Unitarian Universalist Ocean County Congregation
Lincroft	Unitarian Universalist Congregation of Monmouth County
Montclair	The Unitarian Universalist Congregation at Montclair
Morristown	Morristown Unitarian Universalist Fellowship
Newton	Unitarian Universalist Fellowship of Sussex County
Orange	First Unitarian Universalist Church of Essex County
Paramus	Central Unitarian Church
Pomona	Unitarian Universalist Congregation of the South Jersey Shore
Princeton	Unitarian Universalist Congregation of Princeton
Ridgewood	The Unitarian Society of Ridgewood
Somerville	Unitarian Universalist Congregation of Somerset Hills

Summit **Beacon Unitarian Universalist Congregation in Summit**
 Titusville **Unitarian Universalist Church at Washington Crossing**
 Wayne **Lakeland Unitarian Universalist Fellowship**

Volunteer Leadership

*Our work is powered by our many dedicated volunteers. Thank you to **everyone** who participated in our activities this past year, by working on a Task Force, responding to an Action Alert, or attending a rally, protest or event.*

Our key volunteers:

Board of Trustees 2022-23

Mia Morse	Zoe Laffler
Nick Lewis	Lily Olas Carayannis
Phillip Lubitz	Kevin Pierre
Rev. Dr. Sarah Elizabeth Lenzi	Susan Druckenbröd
Nancy Griffeth	Clara Haignere

Task Force Chairs 2022-23

Peggy Middaugh	Carol A. Loscalzo
Ray Nichols	Jami Thall
Leslie Moran	Rohn Hein
Liandra Pires	Dionne Ford
Ted Fetter	Thomas Moran
Rich Held	Claudia Sanders

Congregational Liaisons 2022-23

Shane Weber	Toby Tyler
Mark Williams	Sally Gellert
Barry Bendar	Janet Longo
Peggy Middaugh	Mike Loney
Barbara Diamantopolous	Eileen Bird
Judy Stevens	Lorraine "Missy" Staples
Georgiana Hart	Nancy Griffeth
John Carlton	Mike Wilson



Board Committees 2022-23

In addition to our Trustees, these volunteers offered leadership on our Board committees

Bill Slezak
Bill Potter
Tom Moran

Carolyn Baldacchini
Toby Tyler

Seminarian Learning Partners 2022-23

Served on Laura Kushner's Internship Committee or Emily Parker's Practice in Ministry and Mission learning team

Mia Morse
Rev. Virginia Jarocho-Ernst
Marion McCord
Lessie Culmer-Nier

Wil Hilton
Mark Williams
Rev. Craig Hirshberg

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