

ANNUAL MEETING PROGRAM JUNE 11, 2023
First Parish Brewster Unitarian Universalist Society

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AGENDA FOR ANNUAL MEETING

I. Call to order, welcome, and logistics	Carol Yerby, President
II. Establishment of a quorum	Rand Burkert, Clerk
III. Introduction of Moderator	Carol Yerby, President
IV. Approval of minutes from last year's annual meeting	Dan Silverman, Moderator
V. President's Report	Carol Yerby, President
VI. Endowment Board Report	Bob Flanagan, Chair
VII. Treasurer's Report	Karen Witting, Treasurer
VIII. Approval of 2023-2024 Proposed Budget	Dan Silverman, Moderator
IX. Leadership Nominating Committee Report	Maureen Osborne
X. Election of Officers for the Board of Trustees, Endowment Board, Leadership Development Committee members	Dan Silverman, Moderator
XI. Approval of UUA General Assembly Delegates	Dan Silverman, Moderator
XII. Special Acknowledgement of FPBUU Members	Carol Yerby, President
XIII. Welcome to Board President	Carol Yerby, President
XIV. New Business	Jim Lieb, President Elect
XV. Adjournment	Jim Lieb, President Elect

PROPOSED MOTIONS

#1 Approve the minutes from last year's Annual Meeting

I make a motion to approve the minutes from last year's Annual Meeting as presented in the Annual Meeting Program and approved by the Board of Trustees.

#2 Motion to Approve Budget for FY23-24

I move that the budget proposed by the Board of Trustees for First Parish Brewster for the fiscal year beginning July 1, 2023 and ending June 30, 2024, as stated in the Annual Meeting Program, be adopted, with the right reserved to the Board of Trustees to make changes to such budget in response to changed financial circumstances, provided, however, that, in accordance with Article VII, Section 6 of the FPB Bylaws, no expenditure shall be made unless an adequate appropriation has been voted by the Board and funds therefore have been secured, and provided further, that no payments or commitments in excess of an amount equal to five percent of the budget shall be made by the Board without a prior appropriation therefore or approval thereof at a Special Meeting of the congregation.

#3 Motion to Approve Trustees, Officers, and Committee Members for FY23-24

In accordance with Article VII, Section 2; Article VIII, Section 1, Article IX, Section 2, and Article X, Sections 1 and 3 of the First Parish Brewster Bylaws, I move that the congregation approve the Leadership Nominating Committee's proposed nominations for the positions of Board trustees and officers, members of the Leadership Nominating Committee and members of the Endowment Board as stated in the Annual Meeting Program.

#4 Motion to Approve slate of delegates to the 2023 UUA General Assembly

I make a motion to accept the slate of delegates to the 2023 UUA General Assembly as presented in the Annual Meeting Program.

SLATE OF NOMINEES FOR ELECTION – June 2023

BOARD OF TRUSTEES

To Be Elected:

President-Elect: Gail Webb (2026)

Gail Webb lives in Dennis and has been a member of First Parish Brewster UU for seven years and UU member for over thirty years, having belonged to the UU church in Leominster, MA and later to First Parish of Stow and Acton. Her two daughters were raised in the UU tradition. Along with her two now married adult daughters, she also has three grandchildren ages 12, 14 and 16.

After working in the education field for over forty years, Gail retired while still living in Vermont after five years as Principal of a small rural school. This became a capstone job intended to be the end-of-career companion bookend to her first job as a third grade teacher in a small rural school in the mountains of Colorado. Warmer winters and sun lured her back to Cape Cod where, as a child and young adult, she spent many summer vacations at her grandfather's beach cottage in Dennis Port. She feels fortunate to now be living near extended family members and former colleagues from her years of work in Massachusetts as a teacher, administrator, college instructor and consultant. For three years she worked and received training from the MA Department of Education in leadership for organizational change.

While at First Parish Brewster UU, Gail has served on the Council, Personnel Committee, Finance Committee, as a Covenant Group Facilitator, and with numerous fund-raising support groups. She has sung in the choir for six years.

Clerk: Irie Mullin (2025)

Irie Mullin has been a member of FPBUU since 2015, after moving to the Cape in 2012 for work. She is presently a judicial research attorney for the MA Superior Court, and previously has served as a career law clerk for the MA Supreme Judicial Court and as Associate Town Counsel for the Town of Falmouth. Irie is a proud member of the disability and demisexuality communities. She lives happily in East Sandwich (soon to be Brewster) with her spouse, Sean, and her three cats.

Member-at-Large: Leslie Rennie-Hill (2026)

Leslie Rennie-Hill and her husband Ken Hill moved to Harwich in November 2022 from Portland OR. She summered on the Cape as a child and has enjoyed vacations with her children and grandchildren here once her mother moved to Harwich in the 1990’s. The Cape is her heart space, the ocean her best friend. She is very pleased to have found FPBUU, an incredibly welcoming community in sync with her values.

Now semi-retired, Leslie brings over 45 years of experience from a variety of roles in public education and community collaborations. She has served as a teacher, administrator, professor, researcher, and consultant in middle and high schools, community colleges, and university programs at the undergraduate and graduate levels. Dr. Rennie-Hill’s research has focused most recently on secondary school reforms and the creation of systems of multiple pathways to college and careers for young adults, studying strategies to increase the academic success and college-going rates for historically underserved student populations through the intersections of urban school system reform, youth development, conflict resolution and change management.

She hopes to contribute to the health and growth of FPBUU, especially perhaps by drawing upon her experience in conflict resolution and collaborations across generations.

Returning:

Past President: Carol Yerby (2024), President: Jim Lieb (2025), Treasurer: Karen Witting (2024)
Member-at-Large: Liz Cable (formerly Libby) (2025), John Kielb (2024), Diane Willcox (2024)

ENDOWMENT BOARD

To Be Elected:

Topper Roth (2026)

Topper Roth has been a Unitarian Universalist for over 30 years, first at Main Line Unitarian Church in Devon, PA, (where he served on the Board of Trustees, and chaired the Nominating and Music Committees) and at First Parish Brewster Unitarian Universalist since 2015. At FPBUU, Topper has served as Chair of the now-defunct Council, as a member and now Chair of the Policy Committee, and as Financial Secretary of the Endowment Board. He has also enjoyed participating in various FPBUU music programs.

Howard Hayes (2026)

Howard Hayes has been married to Elizabeth Hayes since 1977 with two adult children; a daughter Corey, living in Arlington MA and working in early childhood education and a son Connor, living in the San Francisco area and working at Meta. The Hayes family first came to Brewster as summer vacationers in 1919 and purchased property in Brewster in 1947. After his graduation from Northeastern University, Howard became a permanent resident of Brewster in 1972.

Howard has been actively engaged in the real estate field since 1976. He established his own real estate brokerage business (Bay Village Realty) in 1977 which he successfully operated along with his business partner, James Trainor, until the business was acquired by a national franchise in 1999. In 2003 he started a new company known as oldCape Sotheby's International Realty, which established offices in Brewster,

Dennis, Harwich Port, Chatham and Orleans. That company was sold in September of 2018 and now currently operates as part of Gibson Sotheby's International Realty.

During his business career, Howard has also been involved in various community activities. He has served on the Brewster Finance Committee, is a past President of the Brewster Board of Trade, served on the Board of Directors of The Cape Cod and Islands Association of Realtors and was the Treasurer and Board of Trustee member of First Parish Brewster UU from 1992-1998. He presently serves (since 2003) as a Town of Brewster Assessor and is a past member of the Endowment Board.

Returning: Linda Bailey-Davies (2025), Bob Flanagan (2024), Barry Powers (2025)
Officers are elected annually from the current Board members.

LEADERSHIP NOMINATING COMMITTEE

To Be Elected:

Frank Re (2026)

Frank Re has been a UU for 25 years and for the past 10 years has attended FPBUU where he has served on the Board of Trustees and been a member of the Building Maintenance, Membership, and Caring Committees and a Thrift Store Annex volunteer. He is an active Landscape Committee member and a Sunday morning Usher.

Paula Lieb (2026)

Paula Lieb and her husband, Jim belonged to a UU congregation in NJ for 40+ years prior to moving to the Cape in 2020. In NJ she taught history at the secondary level, then got a law degree/practiced special education law and ended her professional career as the CEO of the NJ Coalition for Inclusive Education, which supports schools and families in educating children with disabilities in regular classrooms. Becoming an active part of the FPBUU community has greatly enriched her life! At present she chairs the FPBUU Membership Committee, volunteers at the Thrift Store and co-coordinates (with Lindsay Harvey) the Dine Around with UUs dinner series. Paula and Jim have two wonderful daughters and five terrific grandchildren.

Returning:

James (Jim) R. Hild (2025), Debbi Klein (2025), Margaret Rice Moir (2024), Janet Treanor (2024)
Members choose their own Chair at their first meeting.

PRIOR YEAR ANNUAL MEETING MINUTES

First Parish Brewster Unitarian Universalist` Annual Meeting, June 12, 2022

1. Welcome and Meeting Logistics, Susan Smith, President

Susan Smith welcomed everyone to the meeting. She explained that the Annual Meeting requires a quorum of 20% of the church membership, and that some congregants were joining via Zoom.

2. Establishment of Quorum, Rand Burkert, Clerk

49 members were counted as present in the Meetinghouse and 13 members were participating by Zoom: a total of 62 present for the Annual Meeting, which was sufficient for a quorum.

3. Introduction of the Moderator, Susan Smith, Board President

Susan introduced Gwen Pelletier as our Moderator and turned the meeting over to her.

4. Item 1 for Congregational Vote: Approval of minutes from last year's Annual Meeting, June 13th, 2021, Moderator Gwen Pelletier

Bill Roberts made a motion to approve the minutes from last year's Annual Meeting as presented in the Annual Meeting Program and approved by the Board of Trustees. Daniel Beltran seconded. There was no discussion. The members voted unanimously to approve.

5. President's Report, Susan Smith, President, Board of Trustees

Susan T. Smith acknowledged many challenges faced in the preceding year, and losses grieved, including the death of Reverend Jessica's daughter Penelope Ann Clay. Developments in the broader world, Covid, gun violence, the attack on Roe vs. Wade, climate change, and economic uncertainty, including inflation, have weighed heavily. Susan enumerated many examples of resilience, generosity, and hard work of both staff and volunteers, and many adaptations to change.

To face financial challenges, we held "Financial Futures" meetings, gatherings of the Board, the Endowment Board and the Finance Committee, to share information and brainstorm strategic financial solutions for the short and long range health of First Parish. Soon, these will include Stewardship and Fundraising Committees.

Our community has thrived, and we have held each other up, with support from many sources. Our leave minister Rev Bran Lennox served us very well during Rev Jessica's bereavement. The Trauma Response Team and Right Relations Team offered the congregation many opportunities to come together and to be heard. Our staff and volunteers gave with great energy under very trying circumstances.

Further implementing the 8th Principle, we conducted an anti-racism audit of our bylaws and policies and committed to continuing our anti-racism training.

Using the Board Visioning Document as a guide and building on our social justice legacy, we have moved the capital campaign project planning forward. This culminated in a church-wide Next Steps Weekend in May, guided by our consultant Barry Finklestein of Stewardship For Us. Preliminary project plans will develop before any substantive fundraising effort is undertaken. Unsolicited donations have started to come into our Capital Campaign Special Fund, which was seeded by a tremendously generous, anonymous donation of \$100,000 for a new kitchen. As of this date, our Capital Campaign Special Fund has a balance of \$178,00.

6. Item 2 for Congregational Vote: Congregational Covenant, Moderator, Gwen Pelletier

Katharine Farnham made a motion "that the proposed Congregational Covenant by the Board of Trustees for First Parish Brewster, as presented in the Annual Meeting Program, and previously adopted for the fiscal year beginning July 1, 2021 and ending June 30, 2022, be permanently adopted." The motion was seconded by Daniel Beltran and approved by all members present, with two abstaining.

7. Endowment Board Report, Howard Hayes, Endowment Board Chair

Howard Hayes presented his report, extending thanks to all of the other Endowment Board Members for their work over the past year: Linda Bailey-Davies, Bob Flanagan, Topper Roth and Bruce MacGregor.

In fall 2022 there was approximately \$50,000 remaining to be paid on the Loan Repayment; the Endowment Board set a goal to raise the necessary money to pay off the Loan and consolidate the two Funds before the end of the year. Through the generosity of congregants and the community that goal was accomplished, and the Building Loan was fully paid in November. The Endowment Board was then able to consolidate the two funds into one and have substantially more funding available entering this new Fiscal Year. As stated in the report attached to the Annual Meeting Program, the consolidated Fund at year end was approximately \$1,450,000 and the Endowment will be able to provide up to 5% of that number, or \$72,000 of support to FPBUU in the coming fiscal year.

Recent expenditures by the Endowment Board for improvements to the church infrastructure have included new furniture for the Winslow House; \$12,000.00 in tech equipment enabling hybrid meetings; and repairs at Dawes Hall. A deposit has been made on a CYM retreat, and \$35,000 of needed repairs to the Meetinghouse Steeple.

8. Treasurer's Report, Diane Pansire, Treasurer

Diane Pansire gave a short summary of the closing financial year, projecting that we will end the year with a surplus of over \$20,000. Income is tracking up to about \$15,000 over budget, and expenses are about \$5,000 under budget. The greatest contributors to excess income are pledges that exceeded expectations, and tremendous profit from the Thrift Store and teamwork across many committees and congregants.

The Finance Committee offers a balanced budget for Fiscal Year 2022-23, which the Board of Trustees passed at their May meeting. This budget reflects the challenges of our times, where expenses are rising, staff is harder to hire, and inflation is hitting many people in the congregation. The Committee reluctantly cut where necessary, and increased expenses for staff salary and benefits. This budget hopes to capture the values and aspirations of our congregation.

The budget is built on a Pledge income of \$360,000 which is less than initially expected. This represents the actual pledges of \$330,000 received, plus anticipated new and increased pledges in the coming year. The offertory is budgeted for the same as in the current year, \$20,000. The Thrift Store is in a growth phase, but this budget holds the line at the current year's income of \$96,000. We must thank the Thrift Store Manager and volunteers – and invite more volunteers who are needed to reach full potential. The Fundraising Team also held very successful events. The Welcoming Congregation's Gayla Ball, now in initial planning stages, may help financially this year.

With half of the Paycheck Protection Plan ('PPP') forgivable loans from 2019 and 2020 remaining, we used funds exactly as intended, to protect our staff salaries. Our biggest increase in expenses going forward is to continue to move our staff in line with guidelines set forth by UUA. We have not yet reached this goal but are determined and striving toward it. Our motivation is practical and twofold: to appropriately compensate staff for the stellar work that they do, and to increase the likelihood of retaining staff in a very tight labor market. Staff salaries increased and employee benefits went up. Total Property Management rose, mainly because of the increase to Insurance and housekeeping.

We reduced the UUA dues from \$25,000 to \$18,000. This was a difficult cut because the UUA was extremely helpful to church leaders and staff as we navigated the year.

The Board passes this budget with the knowledge that it is balanced by depleting the remainder of the PPP funds, so it must provide leadership to find new ways to fill in the gap. Church leadership has already begun a series of meetings called 'Financial Futures' that includes the Finance Committee, the Board, the Endowment Board, and Staff. Other groups and individuals will be invited to participate in the coming months. We begin building the new budget in just 6 months, so we have much to accomplish in a short amount of time. Many ideas are surfacing that will lead to abundance, including a Pledge Drive following the guidance of consultant Barry Finkelstein, new fundraisers that reach further into the community, increased volunteerism in the Thrift Shop so it can be open for more hours, increased outreach and membership, and efforts to seek grants and other income sources. The proposed budget requires us to show up in uncertainty, bringing new, good, fresh ideas, and to work creatively and cooperatively in the year ahead.

9. Item 3 for Congregational Vote: 2022/2023 Budget, Moderator Gwen Pelletier

Karen Witting made a motion "that the budget proposed by the Board of Trustees for First Parish Brewster for the fiscal year beginning July 1, 2022 and ending June 30, 2023, as stated in the Annual

Meeting Program, be adopted, with the right reserved to the Board of Trustees to make changes to such budget in response to changed financial circumstances, provided, however, that, in accordance with Article VII, Section 6 of the FPB Bylaws, no expenditure shall be made unless an adequate appropriation has been voted by the Board and funds therefore have been secured, and provided further, that no payments or commitments in excess of an amount equal to five percent of the budget shall be made by the Board without a prior appropriation therefore or approval thereof at a Special Meeting of the congregation.”

In Discussion of this Motion, Pat Stover expressed her strong conviction that the proposed budget will require concerted effort and commitment to Stewardship from the whole congregation. Elizabeth Libby reminded the congregation that bringing staff to mid-range salaries would be essential to retaining staff; that loss of staff would necessitate hiring new staff at a significantly higher rate. To reach this goal, she reiterated the importance of the whole congregation working together, not in siloed groups.

Karen Witting’s motion to approve the budget was seconded by Daniel Beltran, and approved by the majority present and online, with 2 opposing votes and 5 abstentions.

Member Elenita Muniz proposed a Resolution to “commit the Board to bringing our LRE salary into alignment with mid-point UUA recommendations within two years.” This Resolution did not achieve a majority of votes needed for approval.

Elenita Muniz also proposed a Resolution: “The 2022 FPBUU annual meeting requires a Long-range Planning Report from the Board each June about upcoming significant costs and how they are being anticipated and met.” This Resolution passed by a majority vote.

10. Leadership Development Committee Report – Judy Harrison

Judy Harrison thanked her fellow members of the Leadership Development Committee for their dedication: Liz Gordon, Margaret Rice Moir, Maureen Osborne and Roger Smith. She presented the slate of proposed officers.

11. Item 4 for Congregational Vote: Election of Officers, Gwen Pelletier, Moderator

Roger Smith made a motion that “in accordance with Article VII, Section 2; Article VIII, Section 1, Article IX, Section 2, and Article X, Sections 1 and 3 of the First

Parish Brewster Bylaws, that the congregation approve the Leadership Development Committee’s proposed nominations for the positions of Board Trustees and officers, members of the Leadership Development Committee and members of the Endowment Board as listed in the Annual Meeting Program.” The motion was seconded by Marcia Kielb and approved unanimously by members present.

In Discussion, member Elenita Muniz proposed a **Resolution** to change the name of the Leadership Development Committee to the “Nominating Committee.”

Member Judy Jollett suggested that the name be modified to “Leadership Nominating Committee.” The **Resolution** was approved by a majority of members present.

12. Explanation of proposed By-Laws changes related to the Leadership Development Committee, Judy Harrison, Chair

This year the LDC committee worked to bring clarity to the by-laws regarding the length of terms for leadership positions and the time between re-appointments in the three elected bodies. Recommendations were sent to the Board of Trustees for approval before submission to the congregation for a vote today. Additionally, the Committee developed recommendations about conflict of interest. In

both of these areas the Leadership Development Committee's goal has been to establish clear parameters when choosing our elected leaders both for transparency and the wellbeing of First Parish Brewster.

13. Item 5 for Congregational Vote: By Law changes proposed by Leadership Development Committee, Gwen Pelletier, Moderator

Maureen Osborne made a motion to "make the by-law changes put forth by the Leadership Development Committee, approved by the Board of Trustees, and stated in the Annual Meeting Program. The motion was seconded by Daniel Beltran and approved nearly unanimously, with one abstention.

14. Introduction of By Laws Changes related to 8th Principle, Carol Yerby, President Elect, Board of Trustees

Carol Yerby explained that in light of the 8th Principle, a special committee was formed to analyze and suggest changes to the By-Laws, largely focused on eliminating prejudicial language, already approved by the Board of Trustees.

15. Item 6 for Congregational Vote: By Laws changes, 8th Principle, Gwen Pelletier, Moderator

Jim Hild made a motion to "make the by-law changes put forth by the 8th Principle Task Force, approved by the Board of Trustees, and stated in the Annual Meeting Program." The motion was seconded by Susan Smith, and unanimously approved by the members present.

16. Item 7 for Congregational Vote: Election of UUA General Assembly Delegates, Moderator, Gwen Pelletier

Susan Smith read the slate of proposed Delegates from FPBUU to the General Assembly. Liz Libby made a motion "to accept the slate of delegates to the 2022 UUA General Assembly as presented." Janet Treanor seconded the motion; the members present unanimously approved.

17. Special Acknowledgement of FPBUU Members, Board President, Susan Smith

Susan Smith recognized some congregants with "Unsung Hero" awards for their special commitment to the life of First Parish Brewster: Liz Gordon, Chuck Madansky, and Wilderness Sarchild.

18. Welcome new Board President, (Outgoing) Board President, Susan Smith

Susan Smith introduced Carol Yerby as the incoming Board President.

19. New Business, New Board President, Carol Yerby

Carol Yerby invited congregants to introduce any new business.

20. Adjournment

As there was no new business proposed, Carol Yerby adjourned the meeting.

BUDGET HIGHLIGHTS: July 1, 2023 through June 30, 2024

We present to the congregation a balanced budget for Fiscal Year 2023-24, which the Board of Trustees passed in May. The challenges of building this budget were mitigated by two things that allowed us to do more this year than in past years. We filed for an Employee Retention Tax Credit (ERTC); a program of the federal government authorized in the CARE's act. We received a net of \$89,549. In addition, through the work of the Stewardship Committee and visiting stewards, the stewardship drive has resulted in a significant increase in pledging year over year.

Income

- Line 4: We have set a pledge amount of \$441,250, which is greater than the goal of \$432,000 used during the stewardship campaign and reflects the enthusiasm and support shown in the stewardship campaign response. As of May 31, we have received pledges of \$416,473. We believe over the next 12 months the pledges will increase by the \$24,777 additional needed, especially with the expert guidance of our interim Minister.
- Line 12: Because the Thrift Store continues to provide significant income, we have increased this line item a couple thousand in response to the projected income for the current year.
- Line 16: A new Summer Program, SNO@UU, is expected to bring in significant income. We hope everyone who is able helps make this new program a huge success.
- Lines 18, 20 & 21: We continue to build income through new and enhanced fundraising events and increasing rental use of our property. These lines have been increased to reflect these plans.
- Line 25: The Welcoming Congregation Committee has committed to provide \$2,000 towards our income as an additional miscellaneous income.

Expense

- Lines 32-42 Salaries: All three of our Directors received significant raises, 30% or higher, as well as additional hours for two of the director positions. Other staff were also given raises to ensure they are within the revised UUA salary guidelines. These raises represent our first step in meeting the revised UUA salary guidelines. As an example of the impact of these revised guidelines, the prior mid-range full-time recommendation for a Director position went up by approximately 46%. With this budget all of our staff are at or above the minimum of the new compensation ranges. In total, staff salaries increased by \$66,854.
- Line 45 Health Insurance: Our Health Insurance costs have increased significantly, a total of \$28,581.
- Line 56 Minister Professional Expenses: as part of the contract negotiations with our Interim Minister it was agreed to have a lower amount in professional expenses to support other aspects of the contract.
- Line 84 UUA Dues: This budget contains half of the total we plan to send to the UUA. The other half has been approved to come from Endowment. In total we will contribute \$20,000 to the UUA.
- Line 121: To fund the significant staff salary increases the Board decided to use 2/3 of the available funds in the Sustainability Fund, \$58,000. These funds come primarily from the ERTC money received from the IRS. We hope that in the coming year this fund continues to grow through special fundraising like the Meetinghouse Motors as well as directed contributions.

With this budget, we continue to capture the values and aspirations of our congregation, made possible by continuing pandemic aid and the generosity of the congregation. In the coming year we expect to see many more exciting ideas for addressing our financial future coming out of our amazing Fundraising team and the Financial Futures Tiger Team work. The church leadership believes in this vision. We believe in commUNITY, we believe our future is bright, and we know we are better together. We are asking you to support this budget which requires us to show up with our good ideas and work creatively and cooperatively in the year ahead.

No.		Final FY22 FYE Actual (2021-22)	Approved FY23 Budget (2022- 2023)	Projected FY23 FYE 6/30/22 as of 5/26/23	Draft FY24 Budget (2023- 2024)
2	INCOME				
3	A. Pledges				
4	Pledges		360,000		441,250
5	Less: Lost Pledges (3%)		10,800		13,238
6	Total Current Year Pledges		349,200	340,000	428,013
7	Pledges Prior Years		10,000	10,000	10,000
8	Total Pledges	371,928	359,200	350,000	438,013
9	TOTAL PLEDGES/TOTAL INCOME	71.23%	70.54%	69%	71.45%
10	B. Offertory	17,191	20,000	18,000	20,000
11	C. Fund Raising				
12	Thrift Store/Annex Income	101,698	95,000	105,000	102,000
13	Spring Auction	10,463	10,000	10,000	10,000
14	Church Fundraisers - Other	7,761	9,000	9,000	11,000
15	Food Certificate Sales	964	1,500	1,500	1,500
16	Summer Program				15,000
17	Welcoming Congregation-Income	0	2,000	0	0
18	Total Fund Raising	120,886	117,500	125,500	139,500
19	D. Building Use				
20	Space Rentals	3,748	4,000	4,000	5,000
21	Weddings/Memorials	1,738	3,000	1,000	3,000
22	Total Building Use	5,487	7,000	5,000	8,000
23	E. Investment, Interest, Misc Inc.				
24	Misc Contributions	297	300	692	300
25	Welcoming Congregation Contrib				2,000
26	Total Investment Income	6,262	5,000	5,800	5,000
27	Interest Income	121	250	250	250
28	Total Inv, Int, Misc Inc.	6,680	5,550	6,742	7,550
29	TOTAL INCOME	522,172	509,250	505,242	613,063
30	EXPENSES				
31	A. Staff Salaries				
32	Minister	96,175	99,145	99,145	101,000
33	Admin&Finance Dir	45,945	36,837	41,000	47,530
34	Office Assistant		13,000	6,500	13,000
35	LRE Director	45,858	47,272	47,272	67,900
36	Music Director	35,528	38,218	35,200	49,333
37	ThriftShopManager	32,433	33,416	33,416	42,675
38	Sexton	10,665	15,600	15,600	16,068
39	Bookkeeper	15,637	16,121	16,121	17,475
40	Pianist	8,038	13,000	8,500	11,600
41	AV Tech Suport	4,905	8,320	8,320	9,320
42	CYM-Childcare	810	2,254	2,000	4,028
43	Total Staff Salaries	295,994	323,183	313,074	379,928
44	B. Staff Benefits/Payroll Expenses				
45	Employee Health Insurance	34,515	34,985	38,050	63,566
46	Retirement	26,523	25,489	22,700	29,199
47	FICA Taxes	15,117	17,139	15,600	21,338
48	Minister's FICA	7,298	7,585	7,300	7,727

49	Minister's Term Life	833	808	950	808
50	WorkComplnsurance	3,109	2,910	2,910	2,910
51	Long Term Disability	3,370	3,253	3,000	3,911
52	Staff Appreciation	863	900	900	900
53	Moving Expenses	2,500	0	0	0
54	Total Staff Benefits	94,128	93,069	91,410	130,359
55	<u>C. Staff Professional Expenses</u>				
56	Minister's Professional Exp	9,442	9,914	9,914	4,100
57	Admin&FinanceDirProf Ex	2,527	2,210	2,210	2,852
58	LRE Director Professional Exp	2,557	2,836	2,836	4,074
59	Music Director Prof Exp	1,509	2,293	500	2,960
60	Total Staff Professional Expenses	16,035	17,253	15,460	13,986
61	<u>D. Building & Grounds</u>				
62	Properties-Maintenance	3,254	13,800	13,800	13,800
63	Properties-Supplies	13,906	4,200	4,200	4,200
64	Properties-Building Projects				0
65	Total Properties	17,160	18,000	18,000	18,000
66	GroundsKeeping	11,478	12,000	10,500	12,000
67	Liability/Property Insurance	16,463	18,462	19,675	20,887
68	Housekeeping	9,920	14,720	14,720	16,640
69	Electric	4,037	5,000	7,500	5,000
70	Gas	6,459	5,000	6,000	5,000
71	Phone/Internet	7,046	7,640	9,000	9,800
72	Water	1,486	1,500	1,548	1,500
73	Total Property Management	74,049	82,322	86,943	88,827
74	<u>E. Office Expenses</u>				
75	Advertising	1,511	1,500	1,500	1,500
76	Credit Card/Bank/PayPal Fees	5,196	4,500	4,500	4,500
77	Financial Audit	2,000	0	0	0
78	Office Expense/Supplies	3,468	4,000	4,000	4,000
79	OfficeEquip/Maint	6,089	6,000	5,000	6,000
80	Payroll Software Expenses	645	900	1,300	1,200
81	Software Expense	2,249	2,000	2,600	2,000
82	Total Office Expenses	21,158	18,900	18,900	19,200
83	<u>F. Loan Payments</u>	7,387	7,200	7,200	7,200
84	<u>G. Denominational Dues - UUA</u>	25,000	18,000	18,000	10,000
85	<u>H. Committees</u>				
86	Board of Trustees	627	400	400	400
87	Caring Committee	0		95	200
88	Landscape Committee	201	850	500	500
89	Membership	364	750	750	750
90	Social Justice		1,000	1,000	1,000
91	Reparations	198		0	0
92	Stewardship	401	300	300	400
93	UU Connections	422	1,360	1,360	1,010
94	Total Committees	2,213	4,660	4,405	4,260
95	<u>I. Lifespan Religious Education</u>				
96	Special Programming/Multigen	1,805	1,500	1,500	1,500
97	Pre-K to Grade 8	597	1,300	1,300	1,000
98	High School Youth Group	1,128	1,000	1,000	1,000
99	O.W.L. (Our Whole Lives)/COA	0	600	600	600
100	AdultFaithDevelopment	137	600	600	1,000
101	Contract Childcare	110	400	400	250
102	Child Care Supplies	219	300	300	300

103	Office/Library	329	300	300	300
104	Child Abuse Prevention Training	0	200	200	200
105	Total Lifespan RE	4,326	6,200	6,200	6,150
106	J. Music				
107	Guest Musicians	2,815	2,200	1,525	2,500
108	Music Scores	1,481	1,500	1,500	1,500
109	Music Support/Supplies	36	700	700	500
110	PianoOrgan	150	1,200	1,200	1,100
111	Total Music	4,482	5,600	4,925	5,600
112	K. Worship and Ministry				
113	Hospitality	492	300	600	300
114	Materials/Supplies	1,039	1,000	1,300	1,000
115	Pastoral Care Coverage	0		0	
116	Pulpit Support	3,500	3,600	3,600	3,600
117	Substitute Sexton	0	600	0	600
118	Total Worship and Ministry	5,031	5,500	5,500	5,500
119	TOTAL EXPENSE	549,802	581,887	572,017	671,010
120	NET ORDINARY INCOME/LOSS	-27,630	-72,637	-66,775	-57,947
121	L. Transfer from Sustainability Fund				58,000
122	NET INCOME/LOSS	-27,630	-72,637	-66,775	53