

## April 2024 Board of Trustees Meeting Packet

FPBUU Zoom #1 Meeting Link:

<https://us02web.zoom.us/j/649089576?pwd=MFprL0lMWGZWenN2RUc1eDhDcGFNdz09>

Meeting ID: 649 089 576 Passcode: fpbuu

One tap mobile +13017158592,,649089576#

### ***Covenant of First Parish Brewster UU Board of Trustees***

“Entrusted by the congregation, we recognize that ours is a sacred duty and we will bring our highest selves to all work on their behalf. We promise to arrive on time, come prepared, speak gently and respectfully with each other, and allow everyone time to speak. We will operate by majority vote, trying whenever possible to work toward consensus and support a decision once it has been made.

We pledge to use one-on-one communication to express concerns or resolve conflicts with each other. When communicating with the congregation and community at large, the Board speaks with one voice. Our primary commitment is to the long-range health of First Parish Brewster Unitarian Universalist congregation.”

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**FPBUU Board of Trustees Meeting Agenda**  
**May 21, 2024, 6:30 PM Hybrid Meeting**

Welcome Board, Staff and Visitors - [1 minute] - Jim

Chalice Lighting & Opening Words [2 minutes] - Rev Kaaren

Focused Check-in [10 minutes] – Rev Kaaren

Read Board Covenant [1 minute] –

Written Consents of Board since last meeting Agenda [1 minute] – Jim:

4/29/24 to (1) approve FPB's Endowment Board's authorization to pay from Endowment Funds \$586 for live stream equipment, in addition to \$6,129.07 previously approved, & (2) approve FPB's Endowment Board's authorization to defer until the 2024-25 fiscal year the payment from Endowment Funds of \$750 with respect to a 501(c)(3) application by FPB

Endowment Approvals [5 minutes] (if any are requested) - Jim

Minister Housing Proposal [10 minutes] - Jim

UUA Article II congregational vote [10 minutes] – Jim

Window Glazing & Meeting House Painting [10 minutes] – Jim

“Conservation Soils” study funding [10 minutes] - Jim

Policy Committee actions [10 minutes] - Jim

Treasurer's Presentation [10 minutes] - Karen

Consent Agenda [5 minutes] – Jim: Minister's Report; Lifespan Religious Education Director's Report, Administration and Finance Director's Report, President's Report, Treasurer's Report; Minutes, Endowment Board Report

Transition [10 Minutes] – Rev Kaaren

EXECUTIVE SESSION [20 minutes]: Budget [Karen] & related Personnel Policy considerations [Gail] -

Check out [5 minutes] – Jim

Adjourn

## **FPBUU Board of Trustees Meeting Minutes**

April 16, 2024, 6:30 P.M., Hybrid/Zoom Meeting

**Present:** Jim Lieb (Board President), Gail Webb (President-Elect), Karen Witting (Treasurer), Carol Yerby (Past President), John Kielb (Acting Clerk), Leslie Rennie-Hill, Diane Willcox.

**Staff Present:** Rev. Kaaren Anderson.

**Visitors:** None.

**1. Welcome to the Board, Staff, and Visitors.**

The meeting was opened at 6:32 PM.

**2. Chalice Lighting & Opening Words.**

**3. Focused Check-in.**

**4. Read Board Covenant.**

Leslie read the Board Covenant.

**5. Social Justice Report**

Leslie reported the SJ com. Is very pleased with the cong response to UU the vote. Concern of war has increased. The vigil has ended. Next idea is a monthly reflection on peace. Donations to organizations working for peace would be welcome. Reproductive rights group will meet and there is energy for it. The environment is another justice focus and the committee appreciated last Sunday's sermon. UU the Vote will take place in Parish Hall on May 5<sup>th</sup>.

**6. Actions by Written Consent since February Board Meeting**

3/26/24 – The hiring of Victorea Luminary as FPB's Bookkeeper at a cost not to exceed the budgeted salary for the position was approved by written consent of all Board members (Liz Cable not responding).

**7. Board Blast**

Jim is requesting a volunteer to do the Board Blast.

## **8. Endowment Approvals**

The Endowment Board approved today a) \$1,415 for live stream equipment per Rikki Bates letter of 4/11/24 included in the Board Packet, b) \$1,000 for postage for UU the Vote, and 3) from its 2024-25 funds, \$15,000 for Minister Search, including \$3,500 for a UUA Consultant to FPB's Search Committee which FPB must commit to at this time if it wants to use a Consultant (although payment will not be until after July 1).

Discussion: Jim reported that he's had good discussions with Endowment to work together on financial matters.

Jim made the following three motions:

RESOLVED, that the authorization by FPB's Endowment Board to pay from Endowment Funds \$1,415 for live stream equipment per Rikki Bates letter of 4/11/24 included in the Board Packet is hereby approved.

RESOLVED, that the authorization by FPB's Endowment Board to pay from Endowment Funds \$1,000 for postage for UU the Vote is hereby approved.

RESOLVED, that the authorization by FPB's Endowment Board to pay from 2024-25 Endowment Funds \$15,000 for Minister Search, including \$3,500 for a UUA Consultant to FPB's Search Committee, is hereby approved.

The motions were seconded by John and were unanimously approved.

## **9. Policy Committee Proposals**

Jim presented a revision to the temporary signage policy which now addresses the flying of flags.

Jim made the following motion:

RESOLVED, that FPBUU Policy Number 6.2 be revised in the form presented to the Board on April 16, 2024.

The motion was seconded by Leslie and was unanimously approved.

## **10. Treasurer's Presentation & Report**

Karen reports that the draft budget from the Finance Com is \$485,000. Stewardship is recommending a pledge line of \$452,000.

## **11. Consent Agenda**

- a. Minister's Report**
- b. Administration and Finance Director's Report**
- c. Music Director's Report**
- d. Benefits of adding a Property Manager position that are not currently being addressed**
- e. Letter from Rikki Bates detailing sound system upgrade plans**
- f. Treasurer's Report**
- g. February Financial Summary Report**
- h. Minutes**

Diane moved and Carol seconded that we accept the consent agenda, which was approved six votes for with one abstention.

## **12. Administration and Finance Director's Report**

A short discussion provided clarification of some minor items.

## **13. Transition Update - Rev. Kaaren**

The congregational history was discussed. Nine key items were identified that will be provided to the Ministerial Search Committee. Karen requested that the nine key items identified by the congregational history work be provided to the Board of Trustees.

The Mission sessions have been going well. Rev. Kaaren will put together a group to distill the input from the mission sessions into a format of Within, Among, and Beyond.

Next step is to update the congregational record that was prepared for the interim search as a good starting point for the search committee. Rev. Kaaren noted that the UUA is saying it is important to be clear and honest about "who we are".

In summary, Re. Kaaren is excited that the Transition Team will provide good input to the Search Committee.

#### **14. Executive Session**

The Board went into executive session to review and discuss the 2024-25 budget, and the status of the congregational recommendations to the ministerial search committee.

After the executive session, one resolution was approved.

John made the following motion:

RESOLVED, that the operating budget published to the congregation be presented so that all staff salaries are bundled together, except for the Minister's salary.

In the discussion, it was noted that most churches bundle staff salaries in the budget presentation to the congregation. The finance committee and the Board of Trustees will be aware of individual staff salaries in the process of developing and approving the budget. Although there is less transparency to the congregation with this change, it is felt that the benefits of not having individual salaries as public information is preferable. Such a policy is also consistent with typical business practices.

The motion was seconded by Diane and was unanimously approved.

#### **15. Check out**

#### **16. Meeting Adjourned at 09:46 P.M.**

**Minutes submitted by John Kielb, acting clerk.**

## **PRESIDENT'S REPORT**

### **1. Minister Housing Proposal**

As previously noted, the three working groups of the Minister Housing Taskforce have been focusing on the following alternatives for assisting our next settled minister with housing: 1) converting either the Winslow House or Barn to housing, 2) acquiring off-site housing, or 3) creating a fund to assist a minister in purchasing or leasing their own home. This past month those three working groups came together and agreed on a plan for assisting our next settled minister with housing on the Cape.

It was concluded that to proceed with any of the approaches (as well as the additional approaches of supplementing a minister's rental expense or building housing on FPB's property) was going to take a similar fund of approximately \$120,000 to \$150,000 (with costs beyond that to come from borrowing). It was concluded that a perpetual Minister Housing Fund should be created, to be raised in a special funding campaign beginning this coming September. The Fund would initially be used to assist FPB's next settled minister in the approach to housing which that person would prefer, either by lending funds for part of a downpayment if the minister wishes to buy their own home, the congregation acquiring or constructing a parsonage for use by the minister in connection with a reduction in the minister's cash compensation, or as supplemental income to cover rental expense on the Cape (with that supplemental income coming from investment income on the fund plus, for a limited time, the use of a small portion of the principal of the Fund).

The Fund would be perpetual in that it would hold either a second mortgage on a home purchased by the minister (which would put cash back into the Fund when a minister leaves and sells their home) or a home which the Fund purchases or constructs and could be sold when the minister leaves or leased to a tenant, if the following minister does not want to use the home owned by the Fund. Work on details of the program (including terms of a second mortgage) have begun to be focused on and will be refined this Fall.

A grid prepared by Ed Klein outlining some of the key thoughts about the different approaches accompanies this Report.

### **2. UUA Article II**

As has been discussed during the year, FPB's delegates to the UUA General Assembly this year will be asked to vote on adoption of the new Article II, replacing the 7 (or 8) Principles with the "JetPig" terms and their related explanations. FPB's UU Connections Committee has encouraged us to use SurveyMonkey to poll the congregation on this change and to select delegates to the General Assembly who will commit to voting proportionally on adoption based on the results of that survey. I will bring to the May meeting of the Board of Directors a proposal to follow the recommendations of FPB's Connections Committee.

### 3. Window Glazing & Meeting House Painting

Building Maintenance has indicated that re-glazing of the Meeting House windows this summer is critical and that painting the exterior of the Meeting House is also needed (and it would be good if it could be accomplished at the same time). Combined cost is approximately \$45,000. In addition, painting of the exterior of the Parish Hall will also be needed soon, at a cost of approximately \$17,000. I have had discussions with Susan Flaws, as Chair of the Endowment Board, about possible ways of funding these needs, and she came up with a novel way to address a portion of them – a “borrowing” from the Capital Campaign Fund. The idea would be to use a portion of the monies in that Fund with the commitment by the Board of Trustees to seek to replace those funds in connection with a capital campaign. That campaign would not be undertaken immediately (as we would not want to interfere with the Minister Housing Fund campaign proposed for this Fall as indicated above in this Report), but at a time reasonably determined by the Board of Trustees.

In addition to chairing the Endowment Board, Susan Flaws also co-chairs, with Susan Smith, the Capital Campaign Fund. Both Susan’s are comfortable with the idea of FPB borrowing from the Capital Campaign Fund to assist with these immediate and expensive capital needs. In formulating this approach, however, Susan Flaws concluded that she believed it was not appropriate for her to be on both the Endowment Board and the Capital Campaign Fund Committee, and she has tendered her resignation from that latter Committee.

The Endowment Board will be addressing next week how it can assist with the current capital needs of FPB and what assistance it would prefer to see come from the Capital Campaign Fund. I will bring to the May meeting of the Board of Directors a proposal for funding these capital projects, based on what the Endowment Board concludes next week. I will also ask the Board of Trustees to give thought to adding members to the Capital Campaign Fund Committee (there are now none other than Susan Smith).

### 4. “Conservation Soils” study funding

As I have previously indicated, before any construction can be contemplated on FPB’s properties south of Route 6A, an engineering firm will be needed to determine whether any of the “Potential Conservation Soils” on that property are “actual” Conservation Soils, which could limit construction. The engineering firm which provided similar services to our tenant which operates the solar field has now submitted a budget of \$5,00 to \$6,000 to do that work. As any projects south of Route 6A contemplated by the existing Capital Campaign would require this work, I believe it would be appropriate for the Board of Trustees to authorize payment of this work from the Capital Campaign Fund.

Jim Lieb

Option	Housing Option Title	Initial Funding	Annual Expenses & Commitments	Benefits	Flexibility	Risks	Potential Program Impact	Successor Minister Funding	Description/Terms
1	<b>Remodel existing church property</b>	Split over 2 or more years, ~\$50k per (\$95,000 to \$120,000 total)	FPBUU becomes landlord for residence.	We own it. Potentially fund from annual Endowment distributions. Potential rental income, or staff housing, if Minister chooses not to reside there.	Minister resides on premise; low flexibility	Minister may not want to reside on church campus. Winslow house may not meet needs.	SNO@UU, CYM, Office environment	Establishes a permanent parsonage.	Remodel of Winslow House as a residence; remodel of barn for transfer of offices. Conversion of Winslow Insurance & Maintenance to residential.
2	<b>Church purchases a home</b>	\$150,000	Residential Mortgage, Insurance, Maintenance	Privacy off-campus.	Low flexibility for minister, unless able to consult on selection.	Low inventory may be a challenge. Minister may not like the home FPBUU purchases.	None	Establishes a permanent parsonage.	3 bedroom home or condo @ ~\$500 to 600k; with perpetual ownership/maintenance. 20% downpayment + closing costs
3	<b>Ministerial Housing Fund</b>	\$150,000	None	Minister's choice of housing type and location. Builds fund for future successor.	Privacy off-campus; minister's choice & equity potential.	Investment risk if value of home declines (impacting funds for successor minister).	Possible atypical request to Endowment fund. Fundraising coinciding with Stewardship & envisioned Capital Campaign.	Church recoups funds at end of minister's service, with percentage of equity.	2nd mortgage loaned, Minister ownership of house or condo. Based on ~\$500 to 600k price; 20% downpayment + closing costs.
4	<b>Supplemental Rental</b>	\$150,000	Potential annual expense, if investment returns insufficient.	Privacy off-campus.	Minister's choice of housing.	Risk if investment proceeds can't fund.	Fundraising challenges and potential annual budget expense.	Depending on investment gains, funds available for successor minister	~\$1,000/month from income to supplement Minister renting

*\*Temporary Rental - the expectation for any option is an initial rental period. This short-term (6-9 month option) would buy time for the minister to get acclimated to the area, begin to look for a home to purchase, or rent.*

\$3500/Month

Rev. Kaaren Anderson  
Board Report  
May 2024

### Staff

Work with the staff has focused primarily on defining roles and responsibilities regarding stewardship, welcoming, and integration in the CYM arena. I've worked with Twinks to better outline her role in this regard and we met with a larger team - stewardship, membership, CYM committee members, caring and staff support to understand individual assignments within the RACI model.

We continue to outline and refine roles and responsibilities of the Property Management position, AFD, custodian, and communications position. We've shared with the Personnel committee, and continue to tweak and adjust. Very grateful that we've raised enough in stewardship to fund the Property Management position to better reduce stress and work for the AFD.

### Transition Team and Board

The Transition Team and I offered 4 opportunities for the congregation to engage with creating or/and revising a new mission. Close to 100 people have participated in the process with these workshops. The exercise proved to elicit interesting stories, qualities and values that parishioners hold and honor. After this last group meets on Friday May 17th, we'll gather a small group of people to determine whether the mission needs to be changed, tweaked or re-imaged. Once that is done, we'll present our findings and options to the congregation for their vote.

The transition team also worked over a course of 7 hours to examine the history timeline with an eye toward what can be tweaked or changed in the future to usher in best practices and get a handle on who we are. Our conclusions as to the "so what" of our findings are shared with the board at this May meeting.

### Congregation

I'm pleased that 35 people signed up to participate in the Reproductive Justice Working Group and 32 for the Environmental/ Climate Crisis working group. We have our first meeting of the Environmental group tonight and the RJ group later this month.

### Committees

I continue to work with stewardship, financial analysis team, membership, personnel, caring and communications (website). We are making progress in many areas of church life and am confident First Parish will be well positioned to be competitive and attractive to a newly settled minister.

Respectfully submitted, Rev. Kaaren Anderson  
5/16/2024

## Report from Administration and Finance Director – April 2024

### Financial Highlights & Pledges (see the Treasurer's report for more info)

- For FY23-24, we have received, as of 5/16/2024, 184 pledge units for a total of \$408,490. This included reducing pledge total by \$20,000 due to change in financial situation of member.
- FY24-25, we have received, as of 5/16/2024, 168 pledge units for a total of \$484,479.

### Property Management

- Dave and I continue to document and update the seasonal maintenance schedule and task lists as we focus our efforts on creating a proactive response to property oversight.
- Since the new job descriptions for Property Manager and Custodian have been reviewed by the Personnel Committee and the Board of Trustees, I will be sharing them with the Building Maintenance Committee (BMC) to identify any areas that we might need more clarification of job scope in relation to the work done by volunteers. Rev. Kaaren and I see this as a good opportunity to utilize the RACI model, and I look forward to more clarity and collaboration.

### Administry

- The Communications and Office Administrator Hiring Team (Chuck Ross, Bob Spencer, Debbi Klein and I) have scheduled interviews for our top applicants and are hopeful that we could have someone hired by the beginning of June.
- Individual Annual Reports are nearly all in. Susan Flaws is helping me combine and edit these reports into one complete 2024 Annual Report to be sent out to members prior to the Annual Meeting on June 9th. This year has been a very active year for FPBUU with so much to celebrate.
- I am encouraged by the response this year to the 24-25 Stewardship Campaign. The current draft Budget represents the dedication of church leadership to raise funds in a variety of sustainable ways along with strong pledge totals. I hope we have good attendance for the Budget Review & QA scheduled for June 2<sup>nd</sup> at 11:30 am, which is in-person and on Zoom.
- Karen and I will finally have time at the end of June to gather the financial data for the 501c3 application. Due to other funding needs and the challenges preparing these numbers, we have asked the Endowment Board to move the \$750 requested for 23-24 to 24-25 distributions.
- I am meeting with a local bookkeeper that is familiar with running payroll through QuickBooks Online to get help with some lingering issues with payroll expense allocations.
- June is the time that the Board notebooks are updated for the coming fiscal year. I ask that all notebooks are brought to the office **by June 10<sup>th</sup>**. The updated notebooks will be ready by the July Board meeting.

### Sustainability, Professional Development and Serving the Larger Community

- I will be taking the last week of May off to visit family in Washington State.
- I will be attending AUUA (Association of UU Administrators) Pro-day, June 13<sup>th</sup> and ask that **Board Packet submissions be submitted on June 12<sup>th</sup> by 3pm.**
- I will be on study leave June 17-20 during which I am attending an AUUA board retreat in Chicago and virtual GA. This is an important time for me to connect and learn with other UU administrators.

Kind regards, Karena Stroh, Administration and Finance Director

## Director of Lifespan Religious Education, Twinks Hastings

### Board Report May 2024

#### Overview

This year is coming to an end very quickly, as I look back it's been, as ever, a very busy year. Our year has been based on learning about "The Gifts of Our Faith". We have taken on more all CYM social justice projects including delivering care packages to some of our homebound members, sending valentines to those who need them, writing UU the Vote cards and helping the shelter at the UUA to name a few. We have celebrated in community with a Stone Soup Lunch, a Float in the Brewster in Bloom Parade, and have our All Church Brunch on June 2nd. And mostly we have really lived into our new space, creating ritual, art, magic and wonder.

#### CYM Committee

Working with Deb Selkow we are examining and evaluating this new style of programming. Anecdotally it is very clear that we are connecting with the children and they enjoy coming to church.

#### Professional Development/Serving the Wider Faith

I will be attending GA as a LREDA delegate, and spent time this month with my NEL LREDA board colleagues and then the wider membership - in person which was refreshing and inspiring.

#### Adult Ed

The Crone class is winding up with a ritual on the beach in June, and plans are afoot for some fun programming in the fall including an all ages Boston Heritage Trip.

#### Nursery Provider

Dani will be heading college in the New Year - we have been so lucky to have her, filling this position is tough so I am already putting feelers out there. If you know of anyone that might be interested please let me know.

#### Youth Group

This group has benefited this year from having constant advisors, the Boston OWL/Heritage Retreat was a highlight for all. We are attending the Pride Events in Boston including the service at Arlington Street on June 9th before, much to their disgruntlement, we depart for summer.

#### Middle School Youth

I am hopeful that we are going to re-engage our middle school youth. They participated in one day of the Boston retreat and will be coming to Pride with us. In the Fall I have 1 and possibly 2 incredible advisors lined up to really take on a Middle School Youth Group.

#### Time off

I have more PTO days left than I hoped to this year, however, between rolling some into July and study leave during June, by the end of July I will have used all of this year's PTO. A small but mighty victory.

#### Emails

Much of what is going on in the RE programming can be found in my bi-weekly emails to the congregation, please find copies attached to this report.

Hi friends,

The theme for the month of May is Pluralism - a word many of us in the UU world have been defining and learning about as we move toward the Article 2 vote at this year's General Assembly, where pluralism is one of the six new proposed values. Pluralism is defined as "a situation in which people of different social classes, religions, races, etc. are together in a society but continue to have their different traditions and interests, and is also the belief that people of different social classes, religions, races, etc. should live together in a society". I imagine that many of you are thinking, as I did, "well of course we should " but as it is with everything in life, pluralism is easier said than done. In the new proposed by-laws for the Unitarian Universalist Society, the language around pluralism is "We celebrate that we are all sacred beings diverse in culture, theology, and experience. We covenant to learn from one another and openly explore the depth and breadth of our many wisdoms. We embrace our differences and commonalities with love, curiosity, and respect" It's a lot to unpack as an adult, never mind as a child. However, as I got my head around this concept in order to form goals for CYM this month I employed my tried and true method of wisdom gathering, and looked to our children and youth.

I spent the weekend in Boston on a retreat with some of our middle and high school youth. This retreat had so many elements that we explored together, including our UU history, spiritual practice, healthy relationships, growing through our mistakes, and social justice. There were many highlights like visiting Arlington Street Church and ringing the bells in the tower, taking a tour with one of the Roxbury Urban Ministry Youth around the city, as she shared about the struggles of living as a black youth and what being in community means for people of color. I have so much to share about the trip in future emails, however no matter how fine-tuned your curriculum is, or how special the activities you participate in, some of the best moments of ministry come from the moments in between. One deep conversation we all got into was on the phrase "White Supremacy Culture", what did it mean to accept that by default of our culture we are all benefiting from the color of our skin, and another moment when the group was negotiating how to do an activity and they were addressing some of the dynamics within the group and with each other, and I witnessed a third slightly more heated conversation on Sunday when everyone was very tired and crispy, over pizza toppings. Now whilst none of these conversations directly relate to "pluralism" what struck me about all of them was the way in which this particular group of youth talked through these issues. Here is what I was reminded of by their amazing capacity to hear each other, and be in brave conversation together:

- The more tired and hungry folks are, the less capacity for true listening and understanding. The White Supremacy conversation was obviously deeper and more important than the pizza toppings, but the only time I heard dialogue that wasn't

respectful all weekend was about pineapple on pizza. There is a time and place for productive conversation.

- When talking about hard issues, cultures, classism, any-ism really, the goal should not be to “win”, but to really listen and understand where folks are coming from.
- You can have an opposite view on something and still be in alignment.
- Questions are key, but those questions must be kind, instructive, and clarifying
- The work of living fully, deeply and boldly in a beloved community is not something that happens overnight, it takes time, love and respect.

And so my goal this month as we open the door to pluralism is that the CYM children and youth will be able to understand that being part of a beloved community is the best! And that it takes hard work, and that people have many differences of opinions, beliefs and ideas as Unitarian Universalists and that each is as important as the other, and that all are welcome here as long as they align with our values and we embrace our differences and commonalities with love, curiosity, and respect.

### **The plan for this Sunday and the Brewster in Bloom Parade**

We will leave church after the Time for All Ages as normal, and head over to our barn to finish working on the floats. You are invited and encouraged to join us in the parade; if you can't however, we are happy to have your children and youth join in. Please plan to pick them up at Eddy Elementary School after the parade is finished somewhere around 2:30pm but we will be in communication on the day to adjust the plan as needed. If you will not be accompanying your child/youth please fill out the permission form found here, <https://fpbuu.breezechms.com/form/a9afd0116> . We will be providing lunch.

### **What to wear:**

The theme of our floats is Underwater Enchantment - we have all sorts of wonderful sea creatures from mermaids to turtles joining our floats, so feel free to dress as whimsically as you'd like, or not! but please do ensure your child has good walking shoes and is dressed for the weather.

### **Watch the parade:**

If you prefer to watch the parade, the front lawn of the church is an excellent viewing point! Join others from the congregation and watch together as we roll by!

## **On another note:**

I just want to remind everyone about our upcoming mission and movie night; we will all eat dinner together and then the children will watch a movie while the adults will participate in a process with Rev Kaaren and myself designed to help us look at our FPB mission. The date for this is **Friday May 17th**. Your voices are important to FPB.

## **And one last note:**

As we head toward the end of our CYM church year (which is coming so quickly) here are a couple of important dates for your diary.

**May 19th:** we will have author, church member and awesome CYM volunteer Rand Burkert sharing his children's book with us - this is also the date of the spring fundraising festival. All of our programs are supported by the congregation and the support of this event and others like it.

**May 26th:** No CYM

**June 2nd:** CYM closing service, followed by potluck brunch to bring an end to our year together.

See you on Sunday, as ever I am here if you need me  
Love Twinks

I had thought about taking time to witness the solar eclipse this week in the woods, and take in the magical holiness of this natural phenomenon with quiet reverence. Instead my car suddenly wouldn't start, just as the eclipse started. I was at my friend's house, which is at the back end of Nickerson State Park. Luckily my friend's neighbor offered to lend us jumper cables. We walked over, collected the cables, connected them, and I went to start my car.... and my keys were nowhere to be found. Somehow I lost them between my car and getting the jumper cables. I of course had a meeting to be getting to, and a to-do list as long as my arm, yet once again the world slowed me down, stopped me really. As the anxiety grew and AAA said it would be three hours till they could tow me, I started to feel incredibly frustrated. Would they even find me? How would I get to my meeting? How was I going to pay for a car repair? How did I lose my key? It just seemed like there was no way out.

Here was this magical "Once-in-a-Lifetime" event happening, and I was dealing with a broken car and my own bad attitude about it. And then with one phone call, my friend was bringing me my spare key, the friend I was visiting went hunting for my keys, and the neighbor, He looked at my car and saw that a cable had been disconnected, and was able to send us to the auto parts store and fix my car in its entirety. No towing, no managing without a car for days, and a \$20 cost.

In the light of day, as I think about yesterday, it feels like I got to experience a different type of magic. The magic of interdependence, community, connection. The biggest thing that drew me to FPB over 15 years ago was seeing the way you all cared for each other. Our world is feeling more chaotic by the day, and church is one of the last vestiges where true multi-generational communities can be found. I look forward to exploring this theme with you and your children this month, as we work together to make the beloved community we wish to see in the world.

*“As surely as we belong to the universe, we belong to each other”*

Anon

### **This month**

This month in CYM we are exploring Interdependence as we create our float for the Brewster in Bloom Parade. We will be looking at all the ways we are interdependent with each other and with our planet and all the things on it. The parade is on May 5th; we hope you are able to join us.

### **Invitation**

You are invited to a Movie and Mission Night on May 17th; we will provide dinner for the whole family, and then youth and adults will join myself and Rev Kaaren to explore our mission, whilst the children enjoy a movie together with some of our CYM volunteers.

### **More on our new model**

As we head toward the end of the year, we are looking at ways to evaluate our new space and way of doing RE, so I want to share with you some of the process I use as I create the monthly activities and find the literature for that theme, and what I hope the children learn from the exploration of each. I look at various areas of RE and map out engaging and fun activities to help teach the values we want to impart. For example, for this month of interdependence these are the overarching goals for the theme:

**Spiritual Growth:** Encouraging the children to develop a deeper understanding of their connection to the world around them, fostering a sense of wonder and reverence for the interconnectedness of all life.

**Ethical Development:** Help the children cultivate a sense of responsibility and empathy towards others, recognizing the impact of their actions on both human and non-human communities.

**Social Justice Awareness:** Instilling a commitment to social justice and equity by exploring the ways in which interdependence intersects with issues such as poverty, environmental justice, and human rights.

**Environmental Stewardship:** Promoting environmental consciousness and a sense of stewardship for the Earth, emphasizing the importance of caring for the natural world and advocating for sustainable practices.

**Community Building:** Encouraging children to appreciate the value of community and cooperation, fostering a sense of belonging and interconnectedness within their religious community and beyond.

**Interfaith Understanding:** Facilitating dialogue and exploration of diverse religious and spiritual traditions, highlighting common values of interdependence and interconnectedness shared across different faiths.

Hope this helps understand more of what we are doing in CYM this year; if you have any questions, please do reach out!

As ever, I am here if you need

## Stewardship Report

As of 5/15/2024, we have raised \$29,600 toward our goal of \$30,000. This gives us a pledge total of 168 pledge units for \$484,479. Our budget goal is \$485,000.

I believe we can expect to receive more new pledges over the course of the upcoming fiscal year and hopefully reduce the amount we will have to take from the Sustainability Fund.

Susan Flaws for the Stewardship Committee: Debbi Klein & Tavia Ossola (Co-chairs), Susan Smith and Diane Willcox.

**1st Quarter 2024 (3<sup>rd</sup> Quarter of FY 2023-24) Endowment Board Report  
To FPBUU Board of Trustees**

Balance in Investment Account (03-31-2024)	\$1,316,692
Balance in Checking Account (03-29-2024)	8,647
	-----
Total Assets	\$1,325,339

Available for distribution in FY 2023-24	\$59,067
Already approved/expended for FY 2023-24	56,132
	-----
Remaining for FY 2023-24	\$ 2,935

Topper Roth  
Financial Secretary, FPBUU Endowment Board  
04-09-2024

## Financial Reports March 2024

### Reconciled

Submitted by Karena Stroh, Admin & Finance Director

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P&L Budget vs. Actual Summary

**% of budget should typically be at 75%**

### Points of Interest

**Total Income** is at 76% of budget

Total Pledge Payments received 73% of budget

Offertory is at 89% of budget

Thrift Store Income is at 81% of budget

**Total Expenses** are at 73% of budget

**Split Plate Donations** total \$18,324 to 31 different organizations July 2023- March 2024

### Capital Expense Fund

	Actual Expenditure	Board Approved	Remaining	Status
<b>Balance 7/1/2023</b>	<b>15,199.29</b>	<b>15,199.29</b>		
Steeple (Endowment YE2023)	-2,057.42	-2,057.42	0	Complete
Pew Change (Endowment YE2023)	-3,000.00	-3,000.00	0	Complete
BMC Special Projects (Endowment YE2023)	-4,245.00	-4,391.87	-146.87	Complete
Deposit for PH door repair	-457.5	-457.5	0	Complete
Sanctuary Carpet repair	-1,146.00	-1,146.00	0	Complete
<b>Balance 2/25/2024</b>	<b>4,293.37</b>	<b>4,146.50</b>	<b>-146.87</b>	

### Sustainability Fund

	Actual Expenditure	Board Approved
<b>Balance 7/1/2023</b>	<b>129,596.70</b>	<b>129,596.70</b>
Unexpected elevator repair	-4,995.00	-4,995.00
Additional Fridge in WH	-500.00	-500.00
Donation received	845.00	845.00
Funds to Balance the Budget		-58,000.00
<b>Balance 3/25/2024</b>	<b>124,946.70</b>	<b>66,946.70</b>

**First Parish Brewster UU**  
**P&L Actual vs Budget FY24 Summary Report**  
 July 2023 - March 2024

	Total			
	Actual	Budget	Remaining	% of Budget
<b>Revenue</b>				
Fundraising	29,834	37,500	7,666	79.56%
Investment, Interest, Misc	10,213	7,550	-2,663	135.28%
Offertory	17,780	20,000	2,220	88.90%
Pledges	320,166	438,013	117,847	73.10%
Rental	4,863	8,000	3,138	60.78%
Thrift Store Income	82,698	102,000	19,302	81.08%
<b>Total Revenue</b>	<b>\$ 465,554</b>	<b>\$ 613,063</b>	<b>\$ 147,509</b>	<b>75.94%</b>
<b>Gross Profit</b>	<b>\$ 465,554</b>	<b>\$ 613,063</b>	<b>\$ 147,509</b>	<b>75.94%</b>
<b>Expenditures</b>				
Administrative	13,597	19,200	5,603	70.82%
BldgGrounds	65,240	88,827	23,587	73.45%
Committees	2,307	4,260	1,953	54.15%
Lifespan Religious Education	3,272	6,150	2,878	53.20%
Mortgage Loan Payments	5,540	7,200	1,660	76.95%
Music	2,946	5,600	2,654	52.60%
Staff	387,092	524,273	137,181	73.83%
UUA/NER Dues	8,340	10,000	1,660	83.40%
Worship	3,194	5,500	2,306	58.07%
<b>Total Expenditures</b>	<b>\$ 491,528</b>	<b>\$ 671,010</b>	<b>\$ 179,482</b>	<b>73.25%</b>
<b>Net Operating Revenue</b>	<b>-\$ 25,974</b>	<b>-\$ 57,947</b>	<b>-\$ 31,973</b>	<b>44.82%</b>
<b>Net Revenue</b>	<b>-\$ 25,974</b>	<b>-\$ 57,947</b>	<b>-\$ 31,973</b>	<b>44.82%</b>

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