

October 2025 Board of Trustees Meeting Packet

Zoom #1

<https://us02web.zoom.us/j/87973310409?pwd=.17AQdOA8MA5jH7w9Big1Ebt4arZZ7mO>

Meeting ID: 879 7331 0409

Passcode: fpbuu

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Covenant of the First Parish Brewster Board of Trustees

Entrusted by the congregation of First Parish Brewster, we recognize that ours is a sacred duty, and we will bring our highest selves to work on their behalf. Each of us commits to:

1. Applying professional best practices to our work as Board members.
2. Be willing to do things differently and experience discomfort in the process.
3. Develop an awareness of our own biases and prejudices. Be self-reflective.
4. Strive to create healthy partnerships; effectiveness to be measured by positive impact on FPB systems.
5. Be curious and listen to understand others.
6. Respect our collective wisdom.
7. When we disagree, we will remain committed to the mission, work hard to realize it, and speak with one voice once a vote has been taken and a decision made.
8. When lost trust is experienced, we will use this Covenant to guide an intentional effort to repair trust, including whatever amends or actions are appropriate.

Our primary commitment is to the long-range health of First Parish Brewster Unitarian Universalist Congregation.

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*We cultivate liberating love by:
Living with mindful intention,
Acting with kindness,
Serving needs greater than our own*

Oct 21, 2025 FPB Board Meeting Agenda

4PM, Begin Meeting

4:05 - Light Chalice – Opening Words

4:10 - **Check in**

4:20 - Acknowledgement of visitors

4:30 - **Paula**, Update on 325 year anniversary related events

4:40 - **Janet, 5 minutes:** Review monthly Angle articles recognizing staff/volunteers

- Possible 5 min re: fundraising comm info

4:50 - **Niki**, The CYM Committee has been reviewing policies that apply to the CYM program and what must be done to follow these policies. The Sexually Safe Congregation Policy, last revised in 2017, refers to a Safer Congregation Committee, which does not exist. Other changes in these policies most likely are also needed.

4:55 - **Ed**, Summary of the report from the Task Force to Inventory FPB's Data, Documents, and Applications (IDA).

4:50 - **Scott**, Organize the writing of a letter to the MFC and UUA informing them we are withholding dues pending getting a meeting with the MFC.

4:55 - **Julia and Scot**, Planning for the congregational vote

5:15 - **Ed**, Update on efforts re the 3 UUA related proposals

-5:25 - **Rob**, The attachment is a slightly revised Policy on the Use and Protection of Personal Data (Policy 6.6), which the Policy Committee (and I) recommend for approval by the Board. The revisions are marked on page 2, and codify the policy regarding persons with access to pledge data. The added language is in alignment with the discussion on this subject at last month's Board meeting. Please review the changes and let me know if there are any questions.

5:35 - **Scott**, Vote to approve Kip Keene as the 3rd RRT member.

5:40 - Rob/Scott, Review of email vote procedures

5:50 - Karen, Financial Update, including Updates from Endowment (if any)

Consent Agenda

1. Sept 2025 Minutes

2. Proposals passed by Email

2a. Rev's Scot and Julia shall receive \$1500/mo in rental assistance from the Minister Housing Fund, retroactive to the beginning of their contract and lasting to the end of their contract, or until they either stop paying rent due to buying a house, or discontinue working at FPB, whichever is first. **Passed Unanimously**

2b. Pending agreement from the Endowment Board, First Parish Brewster Unitarian Universalist (FPBUU) shall stop paying further dues to the Unitarian Universalist Association (UUA) in FY 2025-2026, as of October 1, 2025, pursuant to the goal of a meeting being held between FPBUU representatives and the UUA Ministerial Fellowship Committee (MFC) so that FPBUU can share our serious concerns about the process of investigation by the MFC that led to the resignation from fellowship of our interim minister, Reverend Kaaren Anderson. **8 yes votes, 1 abstain**

2c. Approval for Endowment Board to provide \$1500 in funding for to the 325th Anniversary Committee for upcoming events. **Unanimously approved**

2d. **Stewardship Committee Co-Chairs and Office aid** have been approved by the Board to have access to members' individual pledge information with the caveat that Stewardship Committee co-chair's access be revoked if/when they cease to be co-chairs of the Committee, that the office aide's access be revoked if/when she ceases to be in her current COVE role. **8 Yes, 1 not yet voted**

3. Financial report(s) sent by Karen

End Meeting between 6 and 6:15

First Parish Brewster UU Board of Trustees Meeting Minutes

September 16, 2025 4-7:15 p.m. In-person

Present: Scott McLane (Board President), Gail Webb (Past President), Paula Lieb, (President-elect), Karen Witting (Treasurer), Niki Popow (Clerk), Ed Klein, Rob MacIver, Jeff Talmadge, Janet Treanor (Members-at-Large), Rev. Scot Hull

No Visitors Present

1. Call to order, Reading, Check in— The meeting was called to order at 4:04 p.m.

2. New Business

a. Social Justice Task Forces

Niki, the Board liaison to the Social Justice Task Forces, reported on the current functioning of the Task Forces and on the need for congregational review each year. Niki will send the current guidelines to the Board and to the leaders of the Task Forces for review and comment. Rev. Scot would be delighted to support the Task Forces and would be willing to do a service in connection with our social justice work. He suggested Indigenous People's Day or another date in November. The Task Forces could have tables in the Fellowship Room after this service for information and sign-up.

- Split Plate: Rev. Scot stated these should be done intentionally and respectfully. Having fewer organizations would allow more of an impact from the money. Some think the nominations should come from the entire congregation, not just from the Task Forces. There is nothing that says nominations must be for local organizations; some believe this is a more effective use of the money.
- Scholarship for local student: Gail reported that in the past FPBUU had supported a scholarship for a local student who had completed one year of education beyond high school. This organization was not included in this year's split plate nominations, which was perhaps an oversight.
- Weetemuw School: A check for \$10,000 was sent last month. Whether and how to advertise this donation was discussed; the purpose would be to encourage other organizations to support the school.

b. Report on Policy Work

Rob, the liaison to the Policy Committee, discussed several policy issues.

- The Records Retention Policy had been previously approved and the period for congregational review has expired. Elenita had questions with regard to the Building Oversight Committee (BOC) which she will bring up at the next BOC meeting but agreed for the policy to be finalized. The policy has been posted as final.

- The policy on the Use and Protection of Personal Data is being reviewed by the Committee.

- John Kielb has brought up the need for a policy addressing the church's information systems security. This concern comes from an incident where someone from outside the church used a thumb drive in one of our computers, which had the potential to compromise the physical and digital security of our information systems.

c. Proposed amendments to UUA Bylaws and study of Ministerial Fellowship Committee (MFC) policies

Ed presented two proposed amendments to UUA Bylaws for MFC policies, and a proposed task force to modify MFC policies for Interim ministry. There would need to be at least 15 congregations supporting these amendments to bring them up at the UUA General Assembly in June. After extensive discussion, Ed made the following motions: **To initiate the process for amending the UUA bylaws:**

(1) **To limit ministerial suspension from search to the MFC or UUA Board of Trustees.** *Proposed Amendment: Only the UUA Ministerial Fellowship Committee (MFC) or the UUA Board of Trustees (BoT) may suspend or place a minister's search on hold, This authority supersedes all prior rules, policies, charges, or practices granting such powers to others. (Currently UUA Regional Congregational Life staff can place a minister's search on hold.)* The motion was seconded and was passed with one abstention.

(2) To provide compensation during a minister's suspension from fellowship by the MFC.

Proposed Amendment: When a minister's Fellowship is suspended or placed on administrative hold (other than for criminal charges or conviction), and they are not employed as a minister nor able to obtain such employment due to the suspension, the UUA shall provide contract employment with salary, benefits, and other compensation equivalent to the minister's most recent active Fellowship position. This contract ends if the minister is removed from Fellowship. Payments from the UUA during this contract period shall be reduced by any other earnings the minister receives, except for income they had previously earned in addition to their ministerial salary. (During suspension, ministers are not able to participate in any search process, effectively making them unemployed.)

The motion was seconded and was passed with 6 positive votes, 2 abstentions, and 1 not in favor.

(3) The Board voted unanimously to approve a request to the UUA, or appropriate body thereof, to charge a Task Force with recommending updates to MFC policies and rules for Interim and Developmental Ministers.

d. Actions taken in response to the investigation of Rev. Kaaren and her subsequent resignation

Paula reported on the steps members of the Board have taken in response to the investigation of Rev. Kaaren and the report of misconduct for "Conduct Unbecoming (bullying and abusive behavior)." All of the COVE volunteers, members of the Board, and most of the staff have been interviewed and no incidents of bullying or abuse were found.

e. It was agreed that there will be an **informational meeting** led by Scott and Paula on **October 5** after the service to inform the congregation of the findings of the Board's investigation and actions that will be taken. Scott will place a notice of this in the Angle this week.

3. Executive Session

A motion was made and seconded to move into Executive Session to discuss Personnel issues. The motion was unanimously approved.

4. Vote on Matters discussed in Executive Session.

A motion was made, seconded, and passed unanimously to end the Executive Session. The following resolution was unanimously passed: **Pending agreement from the Endowment Board, First Parish Brewster Unitarian Universalist (FPBUU) shall stop paying dues to the Unitarian Universalist Association (UUA) in FY 2025-2026, as of October 1, 2025,* pursuant to the goal of a meeting being held between FPBUU representatives and the UUA Ministerial Fellowship Committee (MFC) so that FPBUU can share our serious concerns about the process of investigation by the MFC that led to the resignation from fellowship of our interim minister, Reverend Kaaren Anderson.**

*(**\$5000** has been paid in this fiscal year; **\$15,000** is being withheld.).

5. Financial/Endowment Updates

- Karen reported that there are no big issues from the July and August reports. There are 2 small changes to the Budget as approved at the Annual Meeting, which affect the reporting but not the balance of the budget overall. All of the money from the weekly Sunday service will be accounted for within the Offertory line-item. A new expense line-item for Split Plate will be inserted within the Committee/Social Justice grouping.
- A minor change to the budget was made to accommodate changes in office staffing and related staff benefits and payroll costs.
- A motion was made, seconded, and approved unanimously to **approve these changes within the budget, the details of which are in the Board packet.**
- Kris Yerby solicited 4 proposals for a heat pump to be installed in the Thrift Shop. The bid from Cape Cod Heat Pumps was accepted; there is a government rebate of \$4500 until the end of the year. A motion was made, seconded, and approved unanimously to **approve the expenditure of \$12,750 from the Endowment Fund for the installation of a heat pump for the Thrift Shop building.**

6. Approve Consent Agenda/Email Votes

The August Board minutes and the Treasurer's Report, as found in the Board packet, were unanimously approved.

The following motion was approved by email vote, with 8 Yes votes and 1 abstention, on September 10, 12.

The Board designates \$30,000 (\$6000 per month) of the Ministers' compensation housing allowance for the period of August 1, 2025 through December 31, 2025.

The Board voted unanimously **to approve a letter to staff members regarding contributions to the retirement plan.** Our Administration and Finance Director, Mary Byrne, discovered that, upon being hired, some staff had not been informed of their option to be enrolled in the UUA retirement plan, and thereby have the option to contribute into their own UUA retirement account. In concert with our ministers, Mary drafted a letter to staff members, which the Board unanimously approved by email vote on September 15.

A unanimous email vote was also taken **to approve Anna Smith as CYM Director** on August 21.

7. Adjourn 7:15 p.m.

Submitted by Niki Popow, Board Clerk

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October 2025 President's Report

We still have 1 or 2 more interviews to conduct in our efforts to find out what, if any, bullying and abusive behavior Rev. Kaaren engaged in while serving as our interim minister. So far though, we have interviewed 26 former and current staff, COVE volunteers and Board members and have received over 600 "No" responses to the questions we asked. Examples of questions we asked are: "Have you ever seen Rev. Kaaren threaten anyone?" "Have you ever seen Rev. Kaaren humiliate anyone?" "Have you ever seen Rev. Kaaren intimidate, insult, talk over, etc., etc. Anyone"? About ½ of our questions pertain to actions research indicated are considered bullying and abusive within our denomination. Besides getting "No" responses to all these questions from all 26 interviewees, we did not receive a single "Yes" response.

Regardless of what our final interview(s) indicate, there is clearly the appearance that the investigation into Kaaren was flawed and biased based on the information we have to date. That information is entirely "home grown", given that we have not received any sort of report from the UUA about the results of their investigation. We know that, once investigations into "Whistleblower" complaints are completed in other organizations, reports are issued which detail the results, while still protecting the identity of the complainant. When a shroud of secrecy covers the entire investigation, as it does in this case, conditions are ripe for bullying and abusive behavior on the part of the investigators. Therefore, the Board is engaging in a process to affect some changes within the UUA, and we appreciate the support we are getting from church members in that effort.

On an entirely positive note, our 325th anniversary events kicked off last weekend. One of the focuses is to raise money to repair the steeple clock and bell. The 325th anniversary events continue, thanks to the efforts of a dedicated group of volunteers!

Lastly, I want to comment on something either Scot or Julia said from the pulpit recently. It was that the Cape has very dark nights. I have often heard visitors to the Cape say that our daytime light is beautiful and unique, but that was the first time I have heard a comment on our dark nights. Leave it to newcomers to see things the rest of us who are fortunate to have been on the Cape for a while no longer notice. Who knows what other "in plain site" things Julia and Scot might be able to show us?

Blessings,

Scott

Report from Administration and Finance Director – October 2025

Financial Highlights

Pledges are on target and unexpected increases in some expenses should be offset by savings in other areas. Feel free to contact me if you have any questions.

- Staff and members of the relevant committees are developing a plan to advise donors of their pledge balances in an accurate, sensitive and timely manner.
- July-Sept Thrift Store income is about \$3,000 less than the same period last year, but on target to meet budget projections.
- The Finance Committee will request approval of a revised budget this Winter. This will address new items such as the 325th Anniversary project and a revised presentation of the balance sheet that will serve us better as we apply for grants.

Administration/Property Management

Installation of AC in the Thrift Store is complete. Thank you to the driving force of Kris Yerby, the BOC and the Endowment Board for getting this done.

Painting of the barn is pending based on weather conditions

Bob Spenger is doing a great job reconfiguring the kitchen in Winslow House to make it more useful as office space, and safer.

Staff have been advised of their option to enroll in lower-cost health care plans and to contribute to the retirement plan

Kind regards,

Mary Byrne, Administration and Finance Director

CYM September & October Report

Upcoming Events

This month, we will celebrate Halloween on October 26 and Día de los Muertos on November 2. We are excited to develop new events and programs while continuing to honor some of our beloved traditions. A key focus moving forward is creating intergenerational events that bring together community members of all ages.

Program Leadership

- **Tweens and Teens:** Led by *Finn Allen* with assistance from *Maia Selkow*.
- **Elementary Group:** Led by *Anna Smith* with invaluable support from dedicated volunteers.
- **Nursery:** Coordinated by *Claudia* with help from wonderful volunteer caregivers.

Program Updates

To foster a stronger sense of connection, we have begun including the nursery children in our CYM morning circle and chalice lighting. While the youngest participants can be lively, they have adjusted beautifully, and this change has strengthened the sense of community across all age groups.

Family Check-In System

A new digital check-in system is being implemented for both current and new CYM families. Each week, families will scan a QR code upon arrival:

- Returning families will give the date and their children's names.
- New families fill out a more detailed form including contact information and key details about their children.

This system, built in Breeze, allows us to:

- Accurately track weekly attendance
- Efficiently connect with new families

- Maintain a record of engagement

Importantly, this system complements, but does not replace, a warm, personal welcome each Sunday.

Communication and Outreach

A weekly email is sent to all CYM families summarizing the previous week's activities and previewing upcoming plans. This helps families stay informed and connected to the broader CYM community.

Additionally, a monthly CYM newsletter will be distributed to the entire congregation to share highlights, milestones, and opportunities for involvement within our growing program.

Stmnt Activity - Year to Year Comparison

First Parish Brewster

July 1-September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL	
	JUL 1 - SEP 30 2025	JUL 1 - SEP 30 2024 (PY)
Income		
Fundraising		
Church Fundraisers		
Other Church Fundraisers	653.00	300.00
Spring Auction	100.00	180.00
Total for Church Fundraisers	\$753.00	\$480.00
Food Card Sales		
SnoUU Summer Program	17,700.00	16,645.76
Other		3,500.00
Total for Fundraising	\$18,628.00	\$21,515.76
Investment, Interest, Misc		
Committee Contributions	\$666.74	
Circle Alliance Contributions	250.00	
Total for Committee Contributions	\$250.00	
Interest Income		
Investment Income	472.71	806.79
Misc Contributions	1,350.56	1,794.06
Total for Investment, Interest, Misc	\$2,917.01	\$2,600.85
Offertory		
Pledges	7,559.12	6,519.10
Current Year	165,780.88	240,569.88
Prior Year	32,215.09	8,232.20
Total for Pledges	\$197,995.97	\$248,802.08
Rental		
Space Rentals	1,712.00	1,830.00
Weddings/Memorials	1,010.00	400.00
Total for Rental	\$2,722.00	\$2,230.00
Thrift Store Income		
	53,798.84	57,077.14
Total for Income	\$283,620.94	\$338,744.93
Cost of Goods Sold		
Gross Profit	\$283,620.94	\$338,744.93
Expenses		
Administrative		
Banking Fees		
Breeze	\$742.93	438.90
	0.00	
Total for Banking Fees	\$742.93	\$438.90
OfficeEquip/Maint		
Office Expense/Supplies	851.67	760.23
	1,123.33	853.89

Stmnt Activity - Year to Year Comparison

First Parish Brewster

July 1-September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL	
	JUL 1 - SEP 30 2025	JUL 1 - SEP 30 2024 (PY)
Software Expense		
Office Software	1,026.21	1,064.25
Payroll Software	428.74	421.82
Total for Software Expense	\$1,454.95	\$1,486.07
Advertising		235.00
Total for Administrative	\$4,172.88	\$3,774.09
BldgGrounds		
Electric	4,031.30	551.72
Gas	313.20	-27.49
Groundskeeping	4,222.50	5,594.00
Housekeeping	4,620.00	5,840.00
Phone & Internet	2,244.79	1,826.55
Property-Maintenance	4,574.85	3,656.64
Property-Special Projects	8,206.00	9,990.00
Property-Supplies	777.38	1,088.13
Water	643.55	1,090.12
Total for BldgGrounds	\$29,633.57	\$29,609.67
Children & Youth Ministry		
SNOUU costs & supplies	7,693.11	
Adult Faith Development		160.00
High School Youth Program		50.00
Middle School		179.20
Office/Library		91.60
Pre K-Grade 6/7		244.19
Special Programing		197.01
Total for Children & Youth Ministry	\$7,693.11	\$922.00
Committees		
Board of Trustees	89.99	291.75
Social Justice		\$1,000.00
Reproductive Justice	350.00	
Total for Social Justice	\$350.00	\$1,000.00
UU Connections	520.00	150.00
Wampanoag Language School	10,000.00	
Membership		-9.00
Total for Committees	\$10,959.99	\$1,432.75
Mortgage Loan Payments	478.33	525.86
Music		
Music Scores	33.00	65.00
Music Support/Supplies	62.30	14.06

Stmnt Activity - Year to Year Comparison

First Parish Brewster

July 1-September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL	
	JUL 1 - SEP 30 2025	JUL 1 - SEP 30 2024 (PY)
Guest Musicians		125.00
Total for Music	\$95.30	\$204.06
Payroll Expenses		
Company Contributions		
Health Insurance	5,139.62	
Retirement	1,000.00	
Total for Company Contributions	\$6,139.62	
Total for Payroll Expenses	\$6,139.62	
Reimbursements		
Health Benefit	0.00	
Total for Reimbursements	\$0.00	
Staff		
Staff Benefits/Payroll		
FICA Taxes	4,402.39	5,158.75
Health Insurance	\$11,007.85	\$21,107.34
Long Term Disability	929.16	804.54
Minister's FICA	2,215.36	1,960.50
Minister's Term Life	375.02	204.00
Retirement	\$4,529.60	\$7,954.26
WorkCompInsurance	154.00	
Total for Staff Benefits/Payroll	\$23,613.38	\$37,189.39
Staff Professional		
AFD Prof Exp	65.09	875.34
MD Prof Exp	80.00	74.59
Minister Prof Exp	595.00	738.99
CYM Prof Exp		693.24
Total for Staff Professional	\$740.09	\$2,382.16
Staff Salaries	\$88,428.84	\$98,957.00
Total for Staff	\$112,782.31	\$138,528.55
UUA/NER Dues	3,500.01	3,000.00
Worship		
Hospitality	78.55	124.73
Pulpit Support	1,050.00	
Music Supplies/Worship AV		170.61
Total for Worship	\$1,128.55	\$295.34
Total for Expenses	\$176,583.67	\$178,292.32
Net Operating Income	\$107,037.27	\$160,452.61

Stmnt Activity - Year to Year Comparison

First Parish Brewster

July 1-September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL	
	JUL 1 - SEP 30 2025	JUL 1 - SEP 30 2024 (PY)
Other Income		
Other Expenses		
Net Other Income		
Net Income	\$107,037.27	\$160,452.61

First Parish Brewster UU

Budget vs. Actuals: Operating Budget FY26 - FY26 P&L Classes

July - September, 2025

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Revenue				
Fundraising				
Church Fundraisers				
Other Church Fundraisers	653	14,000	13,347	5.00 %
Spring Auction	100	11,000	10,900	1.00 %
Total Church Fundraisers	753	25,000	24,247	3.00 %
Food Card Sales	175	2,500	2,325	7.00 %
SnoUU Summer Program	17,700	16,700	-1,000	106.00 %
Total Fundraising	18,628	44,200	25,572	42.00 %
Investment, Interest, Misc	667		-667	
Committee Contributions				
Circle Alliance Contributions	250	500	250	50.00 %
Welcoming Congregation Contribution		3,000	3,000	
Total Committee Contributions	250	3,500	3,250	7.00 %
Interest Income	473	1,250	777	38.00 %
Investment Income	1,351	5,000	3,649	27.00 %
Misc Contributions	177	300	123	59.00 %
Total Investment, Interest, Misc	2,917	10,050	7,133	29.00 %
Offertory	7,559	25,000	17,441	30.00 %
Pledges				
Current Year	165,781	465,600	299,819	36.00 %
Prior Year	32,215	10,000	-22,215	322.00 %
Total Pledges	197,996	475,600	277,604	42.00 %
Rental				
Space Rentals	1,712	5,000	3,288	34.00 %
Weddings/Memorials	1,010	3,000	1,990	34.00 %
Total Rental	2,722	8,000	5,278	34.00 %
Thrift Store Income	53,799	145,000	91,201	37.00 %
Total Revenue	\$283,621	\$707,850	\$424,229	40.00 %
GROSS PROFIT	\$283,621	\$707,850	\$424,229	40.00 %
Expenditures				
Administrative				
Advertising		1,500	1,500	
Banking Fees	743	2,000	1,257	37.00 %
Office Expense/Supplies	1,123	4,000	2,877	28.00 %
OfficeEquip/Maint	852	6,000	5,148	14.00 %
Software Expense				
Office Software	1,026	3,000	1,974	34.00 %
Payroll Software	429	1,400	971	31.00 %
Total Software Expense	1,455	4,400	2,945	33.00 %
Total Administrative	4,173	17,900	13,727	23.00 %
BldgGrounds				

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Electric	4,031	5,000	969	81.00 %
Gas	313	7,000	6,687	4.00 %
Groundskeeping	4,223	14,000	9,778	30.00 %
Housekeeping	4,620	17,000	12,380	27.00 %
Liability/Property Insurance		21,000	21,000	
Phone & Internet	2,245	9,000	6,755	25.00 %
Property-Maintenance	4,575	13,800	9,225	33.00 %
Property-Special Projects	8,206	20,000	11,794	41.00 %
Property-Supplies	777	4,200	3,423	19.00 %
Water	644	2,400	1,756	27.00 %
Total BldgGrounds	29,634	113,400	83,766	26.00 %
Children & Youth Ministry				
Child Abuse Prevention Training		200	200	
Child Care Supplies		300	300	
Contract Childcare		500	500	
High School Youth Program		800	800	
Middle School		800	800	
Office/Library		300	300	
Pre K-Grade 6/7		600	600	
SNOUU costs & supplies	7,693	3,700	-3,993	208.00 %
Special Programing		1,000	1,000	
Total Children & Youth Ministry	7,693	8,200	507	94.00 %
Committees				
Board of Trustees	90	1,000	910	9.00 %
Caring Committee		300	300	
Landscape Committee		500	500	
Membership		858	858	
Social Justice				
Environmental		750	750	
Racial & Indigenous Justice		500	500	
Reproductive Justice	350	500	150	70.00 %
UU The Vote		1,000	1,000	
Total Social Justice	350	2,750	2,400	13.00 %
Stewardship		600	600	
UU Connections	520	1,660	1,140	31.00 %
Wampanoag Language School	10,000	10,000	0	100.00 %
Total Committees	10,960	17,668	6,708	62.00 %
Mortgage Loan Payments	478	7,400	6,922	6.00 %
Music				
Guest Musicians		1,500	1,500	
Music Scores	33	1,500	1,467	2.00 %
Music Support/Supplies	62	1,000	938	6.00 %
PianoOrgan		1,300	1,300	
Total Music	95	5,300	5,205	2.00 %
Payroll Expenses				
Company Contributions				
Health Insurance	5,140		-5,140	
Retirement	1,000		-1,000	
Total Company Contributions	6,140		-6,140	

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Total Payroll Expenses	6,140		-6,140	
Staff				
Staff Benefits/Payroll				
FICA Taxes	4,402	20,016	15,614	22.00 %
Health Insurance	11,008	75,200	64,192	15.00 %
Long Term Disability	929	4,177	3,248	22.00 %
Minister's FICA	2,215	9,180	6,965	24.00 %
Minister's Term Life	375	882	507	43.00 %
Retirement	4,530	22,535	18,005	20.00 %
Staff Appreciation		900	900	
WorkComplnsurance	154	3,240	3,086	5.00 %
Total Staff Benefits/Payroll	23,613	136,130	112,517	17.00 %
Staff Professional				
AFD Prof Exp	65	2,714	2,649	2.00 %
CYM Prof Exp		1,440	1,440	
MD Prof Exp	80	3,155	3,075	3.00 %
Minister Prof Exp	595	10,000	9,405	6.00 %
Total Staff Professional	740	17,309	16,569	4.00 %
Staff Salaries	88,429	381,643	293,214	23.00 %
Total Staff	112,782	535,082	422,300	21.00 %
UUA/NER Dues	3,500	14,000	10,500	25.00 %
Worship				
Hospitality	79	300	221	26.00 %
Music Supplies/Worship AV		1,000	1,000	
Pulpit Support	1,050	2,600	1,550	40.00 %
Total Worship	1,129	3,900	2,771	29.00 %
Total Expenditures	\$176,584	\$722,850	\$546,266	24.00 %
NET OPERATING REVENUE	\$107,037	\$ -15,000	\$ -122,037	-714.00 %
Other Revenue				
Sustainability Withdrawal		15,000	15,000	
Total Other Revenue	\$0	\$15,000	\$15,000	0%
NET OTHER REVENUE	\$0	\$15,000	\$15,000	0.00 %
NET REVENUE	\$107,037	\$0	\$ -107,037	0%