

# December 2025 Board of Trustees Meeting Packet

Zoom #1

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

Meeting ID: 879 7331 0409

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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*

## **Dec 16, 2025 FPB Board Meeting Agenda**

### **4PM: Begin Meeting**

**4:00 - 4:05:** Light Chalice – Opening Words – Rev. Julia or Rev. Scot

**4:05 – 4:45: Check in** – Debrief of all-church member meeting. 3 minutes or so per Board member, and longer for the ministers.

**4:45 – 4:55:** Acknowledgement of visitors

### **4:55 - 5:10: Review of 7 previously sent written updates**

1. **Paula** - 325<sup>th</sup> Anniversary events
2. **Scott** - Progress of Right Relations Team in getting ready to become “open for business”.
3. **Scott** - Progress in designing workshop with Rev. Kimberly (UUA) to take place in the first half of 2026.
4. **Jeff** - Strategic Planning Committee
5. **Rob and Janet** - CYM Committee’s progress working with Policy Committee to revise and amend policies relating to Safe Congregations.
6. **Gail and Rob** - Ministers’ Housing Fund
7. **Gail** - Mid-Year Church review

**5:10 – 5:15:** **Ed** - Questions to be sent to Rev. Evin (UUA).

**5:15 – 5:25: Paula** - Proposal to create a fund for use for 325<sup>th</sup> Anniversary activities

### **5:25 – 5:55: Executive Session -**

- Stewardship Pledge Goal to be led by Karen

### **End Executive Session**

**5:55 – 6:10 Karen** - Financial Reports

**6:10 – 6:35 Executive Session** - Discuss Ministers’ Contract

### **End Executive Session**

**6:35 -6:40 Approval of Consent Agenda**

-Minutes from Nov.

-Financial Info from Karen

**6:40** – End of Meeting

## **First Parish Brewster UU Board of Trustees Meeting Minutes**

November 18, 2025 4-6:30 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, Rev. Julia Jones

No Visitors

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

### **2. Updates**

**a.** Paula reported on the planned **325 year anniversary events. The Board unanimously approved the Endowment Fund Board's approval of \$2500 to be used for the 325 Anniversary events from December through June.**

Upcoming events are the December 5 Gallery Opening (6 - 7:30) showing old photos about the history of the church. On February 1 there will be an organ concert on our historic organ, which has recently been re-tuned.

**b.** Scott reported the on the reconstitution of the **Right Relations Team.** Anne Berry has been selected as the chair. The Team is reviewing and discussing procedures, and they have taken on two consults.

**c.** Ed reported on the effort to get other congregations to support 3 proposals for **revising the UUA Bylaws.** 8 congregations are considering the proposals.

**d.** Jeff reported on the **Strategic Planning Committee**, which is now getting going. The Committee would like direction from the Board. They have guidance from the Capital Campaign Committee's list from FY. 22-23. Karen pointed out that the Capital Campaign Committee focused only on building and material needs. The Strategic Planning Committee should focus on broader issues and long range planning.

e. Scott led the discussion on the **preparation for the Dec.14 Minister Call Congregational Meeting**. Scott and others have heard from several people that they believed that the congregation would have a year to think about voting for the new ministers. This confusion apparently arose from the fact that our ministers were given a one-year contract. However, there was never the intent to wait until the end of the contract to vote on them as settled ministers. The Board will apologize for this confusion and explain the reasons for voting in December in a letter to go out as soon as possible. (One of the reasons is that the search process for new ministers begins on January 1.) The Board fully supports calling Rev. Scot and Rev. Julia as our settled ministers. It is possible that the UUA would give us a developmental minister for several years if we have a “failed calling.” We should remind the congregation of the extremely democratic process behind the selection of the Search Team and their one year of work resulting in the selection of Revs. Scot and Julia. It has been noted that there are many churches looking and fewer ministerial candidates than in the past.

As soon as our ministers are called as settled ministers, there will be negotiations for a new contract.

f. Rob and Janet reported that the CYM Committee and the Policy Committee will work together to revise and amend **policies related to Safe Congregations**, particularly as they relate to children and youth. Once this work has been done, they can send recommendations to the Board.

### **3. Social Justice Task Force procedures**

Rev. Julia is seeking clarity on procedures relating to the Social Justice Task Forces. Niki has the application form for new task forces, and has provided this and the guidelines to one of the people seeking to start a new group. Julia suggested that our administrator, Mary Byrne, can handle many of the administrative issues, and the ministers can back her up and handle things as needed. There needs to be some discussion about how the split plates can be reallocated when there is a new Task Force. The Environmental Task Force will not be continuing at this time. Julia suggested that there be an annual renewal of the Task Forces in the fall. Karen stated that for budget purposes it would be better to have the review in the spring. Niki will provide all the materials to Rev. Julia and they will work with the administrator. Once we have clarity on the procedures, we may want to develop these into a policy.

#### **4. Mid-Year Church review/ Delegates to UU General Assembly**

Gail discussed the need to set the date for the mid-year church review; this is not a congregational meeting and should not become one. This review will take place at the end of January or in the first two weeks of February.

We debated having the vote for UU delegates to the General Assembly (GA) on the same day as the Mid-year Review. We did not decide whether to do this. Ed has volunteered to be a delegate to GA; we have an active UUA Connections group that should be consulted. The UUA sets the number of delegates; this is probably 5 along with the CYM Director and the ministers. The meeting is virtual only this year.

#### **5. Workshop for FPB leadership by UUA**

UUA's Evin Carville-Ziemer, our regional representative, has offered to provide a workshop for the FPB leadership and possibly the congregation. The Board voted unanimously to **authorize Scott to be in touch with Rev. Kimberly (the consultant) to begin designing a workshop**, largely tailored to our wants and needs, to take place in the first half of 2026.

#### **6. Reminders regarding Ministers' Housing Fund**

Gail reported that final payments are due June 30 and we are around \$30,000 short. Gail volunteered to send letters to those who have not completed their payments. It was decided that we need a committee to oversee the use of this fund. 50% of this committee are to be Board members. The Board unanimously elected Rob MacIver to be a member of the Committee, with the suggestion that Diane Pansire would be asked to be on the committee as well.

#### **7. Executive Session**

The Board voted unanimously to move into Executive Session to discuss personnel/legal matters.

#### **8. Financial Update**

After the Board voted to move out of the Executive Session, Karen updated the Board on the status of the budget. We expect to go over budget on the electric partly because of the loss of solar power for a month in May & June. Mary is looking at a probable increase in health insurance premiums; she will report on this in December.

## **9. Consent Agenda**

The Board unanimously approved the October minutes and the Budget report from Karen. The Board appreciates the excellent report from the ministers, the President's report, and the professional report from Mary Byrne, our Administrator.

The Board approved by a unanimous email vote the appointment of Johanna Gurland to the Financial Committee.

Kudos and many thanks also go to Debbi Klein for all the work going into the Holiday Fair (as well as all her time in the office).

## **10. Adjourn 6:40 p.m.**

Submitted by Niki Popow, Board Clerk

## President's Report

As I write this, we are a day away from voting on whether or not to make Rev's. Julia and Scot our settled ministers. I have been through 3 settled ministers since Jim Robinson left, and none of them were nearly as good as Julia and Scot. In fact it seemed to me that a couple of them had "fatal flaws", at least as it concerned being ministers in our particular church. The customary 1 week period of meeting them, and voting on whether or not to keep them, was not nearly enough to enable us to find out what kind of ministers they would be.

Through almost a fluke of nature (Julia's terribly unfortunate cancer diagnosis!), we have had 4 months to get to know Scot and Julia, and to see what kind of fit they are for FPB. I can tell you without reservation that they have no "ability-to-fit-within-FPB" fatal flaws, so they pass a seemingly low bar that other ministers we have had did not. That, in and of itself, would probably be enough for me to want them to stay. But, they have so much more going for them than just having the ability to not badly clash with the culture of our church.

From having worked with them closely over the past 4 months, I have come to believe they will accomplish the following:

- Lead us to healing around the pain that is felt from the dismissal of Twinks, and from Kaaren losing her ministry credentials
- Build up our CYM program
- Utilize Scot's marketing background to increase our membership
- Help us create more financial stability
- Continue Kaaren's legacy of making church fun and interesting

They like Cape Cod and want to find a church that is a good fit for them until their retirement in 15-20 years. We have been "wondering in the wilderness" for the past 22 years since Jim Robinson left. There have been good periods, when ministers, members and staff worked together to accomplish great things, but there have been so many painful bumps in the road. Through it all though, we have somehow managed to stick together and maintain the very special spirit that is the

soul of FPB. It's that special FPB feeling that emanates from this place that has kept me coming back.

I think that in partnership with our strong staff, and amazing members, Scot and Julia will lead us to a promised land of stability, growth and fun.

So you can probably guess what my vote will be tomorrow.

## Music Director's Report

It was a busy fall in the world of music at First Parish Brewster! Seemingly an age ago, our September "Sing for Unity" collaboration with Jane Lowey and the Drummah Queens was very successful. In October, the church had guest musician Wampanoag tribe member Ej Mills Brennan, and in November clarinetist/fiddle player Clayton March. We also featured the lovely Tom and Stacey Faris along the way, always welcome substitutes when I take time off. Tom Faris was also spotted once substituting for Choral Accompanist Dan Anthony, whose delightful third child, Michael Daniel Anthony, was born on October 24!! Though we missed Dan terribly for 6 weeks, the choir did survive without him, and continued to deliver beautiful music in his absence. Kip Keene artfully crafted a paper quilled card which the choir signed, and we gave him a gift card as well.

The Clarinet Ensemble playfully spooked us with their Halloween-themed music on October 26, and the choir had another successful collaboration with the Wabi Sabi Movement Choir in early November. That day we also hosted a truly incredible afternoon concert by a former colleague of mine Glenn Dickson, and those who were at worship earlier also heard him play. The concert had a small but very enthusiastic and appreciative audience. I thought I had done everything I could to spread the word, but one can always do more, or enlist more assistance. Reasons for low turnout are unclear. As mentioned in a previous report, despite the concert committee disbanding in 2023 (due to several reasons including low ROI), I'd like to host a musical event from time to time for the church, and Glenn's event was of that nature.

In October, I test drove the "pop-up choir during the regular choir season" request. A good turnout, so we'll repeat once per season. Meanwhile, colds and viruses have stricken several people in the choir, preventing a full choir participation. Nevertheless, we have had enough to keep cranking out tunes appropriate for worship...☺

Mid November brought Kayli Cullen's Berklee College fundraising concert, which was an enormous hit and a joy for me to participate in! It also beckoned some healing into a tender, old FPB wound, bringing Rich Elliot-Grunes, former director of OMG (Organic Music Group) back through the doors of the church to play with some FPBers again.

I am grateful to have Rikki Bates, who runs down from the organ loft to play percussion from time to time, and dare I forget the other Ricky, my talented husband Ricky Hillson who played at worship alongside me this fall. We received positive feedback, including about the unusual musical instruments he handcrafts.

Rikki Bates and I have been hard at work continuing on A/V Manuals, and added a Sanctuary Zoom Manual to the pile. Our tech-fearless Jim Lieb gave it a try on Sunday and it worked smoothly. We have added another volunteer to the list and a third will be trained in January. It's essential that we keep buffing up our A/V volunteer list so Rikki and Dave can take time off. Over time, we also need to think about paid substitutes.

Upcoming highlights I'm excited for: Handpan ensemble at worship Dec 21; Xmas; Music Sunday March 22; Music event TBA Friday May 8 – collab with Jane Lowey.

**MERRY CHRISTMAS!**

Respectfully submitted,

Kaeza Fearn  
Music Director

## Report from Administration and Finance Director – December 2025

### Financial Highlights & Pledges (Financials through October on following pages)

- As of 12/12/25, for FY26 we've received 172 pledge units totaling \$461,579, which is \$4,021 short of our budget. Of the amount pledged, \$239,058 (52%) has been received as cash.
- As of 12/12/25, \$490,728 (99%) of the 178 pledge units totaling \$496,929 for FY25 has been received. Of this amount, \$38,512 has been received since July 1. 37 pledges have not been paid in full, offset in part by the fact that some members paid more than originally pledged.
- Staff will be sending out pledge balance statements this week. Over the course of FY24 & FY25 we averaged \$55,444 in current year pledge payments in the month of December. Month-to-date we've brought in \$8,372.
- July-November Thrift Store income of \$78,701 is only \$270 less than the same period last year. FY25 was considered an exceptionally good year. We're expecting to meet the FY26 revenue target of \$145,000, which is \$7,411 lower than FY25's revenue.
- As of 12/12/25, we've distributed \$13,181 split plate donations to 23 organizations.
- All employees who are covered by our health insurance decided to stay with their current plans, the premiums for which will increase by roughly 20% as of January 1. No employees who were not previously enrolled decided to enroll. Overall, our health cost for FY26 should be about \$1,000 overbudget because the increased premiums are partially offset by the fact that a staff position that was budgeted for health coverage declined it.

### Administration/Property Management

- I'm so glad that the ministers are now settled and look forward to working with them from a new, long-term perspective.
- Kudos to Debbi Klein and her team for putting together the Auction and the Holiday Fair. Final numbers aren't in yet, but it looks like we'll make close to last year's numbers, if not more.
- The repairs of the crash bar in Parish Hall and the potholes in the Thrift Store parking lot are pending. Barry Powers and a colleague of his are donating the work needed to take care of the latter (with a little help from Staff and volunteers), for which we are extremely grateful.
- Bob Spencer is almost finished with the work to make the Winslow House kitchen into a more office-friendly environment. Thank you, Bob!

Heartfelt thanks to all the volunteers, congregants and staff who make this such a thriving community!

Kind regards,

Mary Byrne, Administration and Finance Director

# Financial Reports November 2025

## Reconciled

Submitted by Mary Byrne, Administration & Finance Director

### Table of Contents

Operating Budget vs. Actuals – as of 11-30-25

Statement of Activity Comparison FY26 vs FY25 thru November

**% of budget should typically be at 42%**

### Points of Interest:

**Total Income** is at 55% of budget

**Total Expenses** are at 39% of budget

**Offertory** is at 45% of budget. We may make some minor changes to this after reviewing the Split Plate account.

**Thrift Store Income** is at 54% of budget

**Electric** budget for the year has been spent. We've looked into the issue and will probably be about \$5,000 over budget.

### Capital Expense Fund

	Actual Expenditure	Board Approved
<b>Balance 7/1/2025</b>	<b>4,146.37</b>	<b>4,146.37</b>
<b>Balance 11/30/2025</b>	<b>4,146.37</b>	<b>4,146.37</b>

### Sustainability Fund

	Actual Expenditure	Board Approved
<b>Balance 7/1/2025</b>	<b>63,400.34</b>	<b>63,400.34</b>
Rev Kaaren Event	-918.76	-918.76
Legal Advice	-747.50	-1625.00
Deposits	120.00	120.00
Funds to Balance the Budget		-15000
<b>Balance 11/30/2025</b>	<b>61,854.08</b>	

1	<b>First Parish Brewster UU</b>				
2	<b>Budget vs. Actuals: Operating Budget FY26</b>				
3	<b>July - November, 2025</b>				
4					
5			<b>Total</b>		
6		<b>Actual</b>	<b>Budget</b>	<b>Remaining</b>	<b>% of Budget</b>
7	<b>Revenue</b>				
8	<b>Fundraising</b>				
9	<b>Church Fundraisers</b>				
10	Holiday Fair	-251		251	
11	Other Church Fundraisers	560	14,000	13,440	4.00%
12	Spring Auction	369	11,000	10,631	3.35%
13	<b>Total Church Fundraisers</b>	<b>\$ 678</b>	<b>\$ 25,000</b>	<b>\$ 24,322</b>	<b>2.71%</b>
14	Food Card Sales	1,019	2,500	1,481	40.75%
15	SnoUU Summer Program	21,083	16,700	-4,383	126.25%
16	<b>Total Fundraising</b>	<b>\$ 22,780</b>	<b>\$ 44,200</b>	<b>\$ 21,420</b>	<b>51.54%</b>
17	<b>Investment, Interest, Misc</b>				
18	<b>Committee Contributions</b>				
19	Circle Alliance Contributions	250	500	250	50.00%
20	Welcoming Congregation Contribution		3,000	3,000	0.00%
21	<b>Total Committee Contributions</b>	<b>\$ 250</b>	<b>\$ 3,500</b>	<b>\$ 3,250</b>	<b>7.14%</b>
22	Interest Income	778	1,250	472	62.21%
23	Investment Income	2,773	5,000	2,227	55.47%
24	Misc Contributions	177	300	123	59.00%
25	<b>Total Investment, Interest, Misc</b>	<b>\$ 3,978</b>	<b>\$ 10,050</b>	<b>\$ 6,072</b>	<b>39.58%</b>
26	Offertory	22,709	50,000	27,291	45.42%
27	<b>Pledges</b>				
28	Current Year	235,055	465,600	230,545	50.48%
29	Prior Year	37,006	10,000	-27,006	370.06%
30	<b>Total Pledges</b>	<b>\$ 272,061</b>	<b>\$ 475,600</b>	<b>\$ 203,539</b>	<b>57.20%</b>
31	<b>Rental</b>				
32	Space Rentals	3,630	5,000	1,370	72.60%
33	Weddings/Memorials	1,570	3,000	1,430	52.33%
34	<b>Total Rental</b>	<b>\$ 5,200</b>	<b>\$ 8,000</b>	<b>\$ 2,800</b>	<b>65.00%</b>
35	Thrift Store Income	78,701	145,000	66,299	54.28%
36	<b>Total Revenue</b>	<b>\$ 405,429</b>	<b>\$ 732,850</b>	<b>\$ 327,421</b>	<b>55.32%</b>
37	<b>Gross Profit</b>	<b>\$ 405,429</b>	<b>\$ 732,850</b>	<b>\$ 327,421</b>	<b>55.32%</b>
38	<b>Expenditures</b>				

6		Actual	Budget	Remaining	% of Budget
39	<b>Administrative</b>				
40	Advertising		1,500	1,500	0.00%
41	Banking Fees	1,003	2,000	997	50.17%
42	Office Expense/Supplies	1,238	4,000	2,762	30.95%
43	OfficeEquip/Maint	1,342	6,000	4,658	22.36%
44	<b>Software Expense</b>				
45	Office Software	1,545	3,000	1,455	51.51%
46	Payroll Software	715	1,400	685	51.04%
47	<b>Total Software Expense</b>	<b>\$ 2,260</b>	<b>\$ 4,400</b>	<b>\$ 2,140</b>	<b>51.36%</b>
48	<b>Total Administrative</b>	<b>\$ 5,843</b>	<b>\$ 17,900</b>	<b>\$ 12,057</b>	<b>32.64%</b>
49	<b>BldgGrounds</b>				
50	Electric	5,678	5,000	-678	113.55%
51	Gas	508	7,000	6,492	7.26%
52	Groundskeeping	9,510	14,000	4,490	67.93%
53	Housekeeping	7,810	17,000	9,190	45.94%
54	Liability/Property Insurance		21,000	21,000	0.00%
55	Phone & Internet	3,893	9,000	5,107	43.26%
56	Property-Maintenance	5,429	13,800	8,371	39.34%
57	Property-Special Projects	9,251	20,000	10,749	46.25%
58	Property-Supplies	1,152	4,200	3,048	27.43%
59	Water	644	2,400	1,756	26.81%
60	<b>Total BldgGrounds</b>	<b>\$ 43,875</b>	<b>\$ 113,400</b>	<b>\$ 69,525</b>	<b>38.69%</b>
61	<b>Children &amp; Youth Ministry</b>				
62	Child Abuse Prevention Training		200	200	0.00%
63	Child Care Supplies	40	300	260	13.33%
64	Contract Childcare		500	500	0.00%
65	High School Youth Program		800	800	0.00%
66	Middle School	43	800	757	5.31%
67	Office/Library	16	300	284	5.29%
68	Pre K-Grade 6/7		600	600	0.00%
69	SNOUU costs & supplies	7,693	3,700	-3,993	207.92%
70	Special Programing	115	1,000	885	11.54%
71	<b>Total Children &amp; Youth Ministry</b>	<b>\$ 7,907</b>	<b>\$ 8,200</b>	<b>\$ 293</b>	<b>96.43%</b>
72	<b>Committees</b>				
73	Board of Trustees	90	1,000	910	9.00%
74	Caring Committee		300	300	0.00%
75	Landscape Committee		500	500	0.00%

6		Actual	Budget	Remaining	% of Budget
76	Membership	125	858	733	14.57%
77	Social Justice				
78	Environmental		750	750	0.00%
79	Racial & Indigenous Justice		500	500	0.00%
80	Reproductive Justice		500	500	0.00%
81	Split Plate	10,240	25,000	14,760	40.96%
82	UU The Vote		1,000	1,000	0.00%
83	Wampanoag Language School	10,000	10,000	0	100.00%
84	<b>Total Social Justice</b>	<b>\$ 20,240</b>	<b>\$ 37,750</b>	<b>\$ 17,510</b>	<b>53.62%</b>
85	Stewardship		600	600	0.00%
86	UU Connections	461	1,660	1,199	27.78%
87	<b>Total Committees</b>	<b>\$ 20,917</b>	<b>\$ 42,668</b>	<b>\$ 21,751</b>	<b>49.02%</b>
88	Mortgage Loan Payments	3,078	7,400	4,322	41.60%
89	Music				
90	Guest Musicians	600	1,500	900	40.00%
91	Music Scores	201	1,500	1,299	13.40%
92	Music Supplies/Worship AV	149	1,000	851	14.91%
93	PianoOrgan	180	1,300	1,120	13.85%
94	<b>Total Music</b>	<b>\$ 1,130</b>	<b>\$ 5,300</b>	<b>\$ 4,170</b>	<b>21.32%</b>
95	Payroll Expenses				
96	Staff				
97	Staff Benefits/Payroll				
98	FICA Taxes	7,467	20,016	12,549	37.30%
105	<b>Total Health Insurance</b>	<b>\$ 27,153</b>	<b>\$ 75,200</b>	<b>\$ 48,047</b>	<b>36.11%</b>
106	Long Term Disability	1,559	4,177	2,618	37.33%
107	Minister's FICA	3,745	9,180	5,435	40.80%
108	Minister's Term Life	443	882	439	50.21%
109	Retirement				
115	<b>Total Retirement</b>	<b>\$ 9,286</b>	<b>\$ 22,535</b>	<b>\$ 13,249</b>	<b>41.21%</b>
116	Staff Appreciation		900	900	0.00%
117	WorkCompInsurance	154	3,240	3,086	4.75%
118	<b>Total Staff Benefits/Payroll</b>	<b>\$ 49,807</b>	<b>\$ 136,130</b>	<b>\$ 86,323</b>	<b>36.59%</b>
119	Staff Professional				
120	AFD Prof Exp	65	2,714	2,649	2.40%
121	CYM Prof Exp	22	1,440	1,418	1.53%
122	MD Prof Exp	110	3,155	3,045	3.49%
123	Minister Prof Exp	3,787	10,000	6,213	37.87%

6		Actual	Budget	Remaining	% of Budget
124	<b>Total Staff Professional</b>	\$ 3,984	\$ 17,309	\$ 13,325	23.01%
125	<b>Staff Salaries</b>				
126	Accompanist	2,950	12,068	9,118	24.44%
127	AF Director	16,965	45,240	28,275	37.50%
128	AV Tech Support	4,548	10,915	6,367	41.67%
129	Bookkeeper	10,490	26,676	16,186	39.32%
130	Childcare Providers	807	3,717	2,911	21.70%
131	Custodian	3,547	8,528	4,982	41.59%
132	CYM Director	6,966	24,000	17,034	29.03%
133	Facilities Manager	6,947	16,737	9,790	41.51%
134	<b>Minister</b>				
135	Minister Housing	26,958	28,833	1,875	93.50%
136	Minister Salary	21,585	91,167	69,582	23.68%
137	<b>Total Minister</b>	\$ 48,543	\$ 120,000	\$ 71,457	40.45%
138	Music Director	21,907	52,577	30,670	41.67%
139	Thrift Store Assistant	4,121	8,405	4,285	49.02%
140	Thrift Store Manager	22,301	52,780	30,479	42.25%
141	<b>Total Staff Salaries</b>	\$ 150,091	\$ 381,643	\$ 231,552	39.33%
142	<b>Total Staff</b>	\$ 203,882	\$ 535,082	\$ 331,200	38.10%
143	UUA/NER Dues	3,500	14,000	10,500	25.00%
144	<b>Worship</b>				
145	Hospitality	134	300	166	44.81%
146	Materials/Supplies		1,000	1,000	0.00%
147	Pulpit Support	1,050	2,600	1,550	40.38%
148	<b>Total Worship</b>	\$ 1,184	\$ 3,900	\$ 2,716	30.37%
149	<b>Total Expenditures</b>	\$ 291,316	\$ 747,850	\$ 456,534	38.95%
150	<b>Net Operating Revenue</b>	\$ 114,113	-\$ 15,000	-\$ 129,113	-760.75%
151	<b>Other Revenue</b>				
152	Sustainability Withdrawal		15,000	15,000	0.00%
153	<b>Total Other Revenue</b>	\$ 0	\$ 15,000	\$ 15,000	0.00%
154	<b>Net Other Revenue</b>	\$ 0	\$ 15,000	\$ 15,000	0.00%
155	<b>Net Revenue</b>	\$ 114,113	\$ 0	-\$ 114,113	

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1	<b>Stmnt Activity - Year to Year Comparison</b>			
2	<b>First Parish Brewster</b>			
3	<b>July-November, 2025</b>			
4				
5	<b>Distribution account</b>	<b>Total</b>		
6		<b>Jul 1 - Nov 30 2025</b>	<b>Jul 1 - Nov 30 2024 (PY)</b>	<b>CHANGE</b>
7	Income			
8	Fundraising			
9	Church Fundraisers			
10	Holiday Fair	-251.06	8,318.56	-8,569.62
11	Other Church Fundraisers	560.00	1,321.75	-761.75
12	Spring Auction	369.00	634.00	-265.00
13	Admin		-440.67	440.67
14	<b>Total for Church Fundraisers</b>	<b>\$677.94</b>	<b>\$9,833.64</b>	<b>-9,155.70</b>
15	Food Card Sales	1,018.75	1,065.00	-46.25
16	SnoUU Summer Program	21,083.00	16,645.76	4,437.24
17	Circle Alliance (formerly Women's Circle Alliance)		790.00	-790.00
18	Other		3,500.00	-3,500.00
19	<b>Total for Fundraising</b>	<b>\$22,779.69</b>	<b>\$31,834.40</b>	<b>-9,054.71</b>
20	Investment, Interest, Misc			
21	Committee Contributions			
22	Circle Alliance Contributions	250.00		250.00
23	<b>Total for Committee Contributions</b>	<b>\$250.00</b>		<b>250.00</b>
24	Interest Income	777.59	1,213.46	-435.87
25	Investment Income	2,773.35	2,556.77	216.58
26	Misc Contributions	177.00		177.00
27	<b>Total for Investment, Interest, Misc</b>	<b>\$3,977.94</b>	<b>\$3,770.23</b>	<b>207.71</b>
28	Offertory	22,709.20	11,648.37	11,060.83
29	Pledges			
30	Current Year	235,054.88	285,126.96	-50,072.08
31	Prior Year	37,006.09	9,512.20	27,493.89
32	<b>Total for Pledges</b>	<b>\$272,060.97</b>	<b>\$294,639.16</b>	<b>-22,578.19</b>
33	Rental			
34	Space Rentals	3,630.00	2,359.00	1,271.00
35	Weddings/Memorials	1,570.00	2,950.00	-1,380.00
36	<b>Total for Rental</b>	<b>\$5,200.00</b>	<b>\$5,309.00</b>	<b>-109.00</b>
37	Thrift Store Income	78,701.11	78,971.15	-270.04
38	<b>Total for Income</b>	<b>\$405,428.91</b>	<b>\$426,172.31</b>	<b>-20,743.40</b>
39	Cost of Sales			

5	Distribution account	Total		
6		Jul 1 - Nov 30 2025	Jul 1 - Nov 30 2024 (PY)	CHANGE
40	<b>Gross Profit</b>	<b>\$405,428.91</b>	<b>\$426,172.31</b>	<b>-20,743.40</b>
41	Expenses			
42	Administrative			
43	Banking Fees	1,003.49		1,003.49
44	Breeze	0.00	684.24	-684.24
45	<b>Total for Banking Fees</b>	<b>\$1,003.49</b>	<b>\$684.24</b>	<b>319.25</b>
46	OfficeEquip/Maint	1,341.67	2,192.22	-850.55
47	Office Expense/Supplies	1,238.08	1,126.90	111.18
48	Software Expense			
49	Office Software	1,545.21	1,297.50	247.71
50	Payroll Software	714.56	700.21	14.35
51	<b>Total for Software Expense</b>	<b>\$2,259.77</b>	<b>\$1,997.71</b>	<b>262.06</b>
52	Advertising		370.00	-370.00
53	<b>Total for Administrative</b>	<b>\$5,843.01</b>	<b>\$6,371.07</b>	<b>-528.06</b>
54	BldgGrounds			
55	Electric	5,677.60	1,654.08	4,023.52
56	Gas	508.12	184.38	323.74
57	Groundskeeping	9,510.00	6,764.00	2,746.00
58	Housekeeping	7,810.00	8,720.00	-910.00
59	Phone & Internet	3,893.15	2,875.30	1,017.85
60	Property-Maintenance	5,429.35	5,051.53	377.82
61	Property-Special Projects	9,250.94	10,736.00	-1,485.06
62	Property-Supplies	1,152.18	1,357.68	-205.50
63	Water	643.55	1,090.12	-446.57
64	Liability/Property Insurance		10,999.00	-10,999.00
65	<b>Total for BldgGrounds</b>	<b>\$43,874.89</b>	<b>\$49,432.09</b>	<b>-5,557.20</b>
66	Children & Youth Ministry			
67	Child Care Supplies	40.00	83.27	-43.27
68	Middle School	42.51	502.38	-459.87
69	Office/Library	15.88	91.60	-75.72
70	SNOUU costs & supplies	7,693.11		7,693.11
71	Special Programing	115.42	628.83	-513.41
72	Adult Faith Development		160.00	-160.00
73	High School Youth Program		294.77	-294.77
74	Pre K-Grade 6/7		337.63	-337.63
75	<b>Total for Children &amp; Youth Ministry</b>	<b>\$7,906.92</b>	<b>\$2,098.48</b>	<b>5,808.44</b>
76	Committees			

5	Distribution account	Total		
6		Jul 1 - Nov 30 2025	Jul 1 - Nov 30 2024 (PY)	CHANGE
77	Board of Trustees	89.99	291.75	-201.76
78	Membership	125.04	139.55	-14.51
79	Social Justice		1,000.00	-1,000.00
80	Reproductive Justice	0.00		0.00
81	Split Plate	10,240.47		10,240.47
82	Wampanoag Language School	10,000.00		10,000.00
83	<b>Total for Social Justice</b>	<b>\$20,240.47</b>	<b>\$1,000.00</b>	<b>19,240.47</b>
84	UU Connections	461.17	400.00	61.17
85	<b>Total for Committees</b>	<b>\$20,916.67</b>	<b>\$1,831.30</b>	<b>19,085.37</b>
86	Mortgage Loan Payments	3,078.05	3,078.05	0.00
87	Music			
88	Guest Musicians	600.00	125.00	475.00
89	Music Scores	200.99	131.09	69.90
90	Music Supplies/Worship AV	149.11	17.98	131.13
91	PianoOrgan	180.00	180.00	0.00
92	<b>Total for Music</b>	<b>\$1,130.10</b>	<b>\$454.07</b>	<b>676.03</b>
93				
94	<b>Total for Payroll Expenses</b>			
95	Staff			
96	Staff Benefits/Payroll			
97	FICA Taxes	7,466.64	8,737.72	-1,271.08
98	Health Insurance			
105	<b>Total for Health Insurance</b>	<b>\$27,153.88</b>	<b>\$34,760.90</b>	<b>-7,607.02</b>
106	Long Term Disability	1,559.41	1,562.34	-2.93
107	Minister's FICA	3,745.36	3,267.50	477.86
108	Minister's Term Life	442.87	340.00	102.87
109	Retirement			
117	<b>Total for Retirement</b>	<b>\$9,286.20</b>	<b>\$13,257.10</b>	<b>-3,970.90</b>
118	WorkComplnsurance	154.00	-302.00	456.00
119	<b>Total for Staff Benefits/Payroll</b>	<b>\$49,808.36</b>	<b>\$61,623.56</b>	<b>-11,815.20</b>
120	Staff Professional			
121	AFD Prof Exp	65.09	917.19	-852.10
122	CYM Prof Exp	21.98	1,847.44	-1,825.46
123	MD Prof Exp	109.99	808.72	-698.73
124	Minister Prof Exp	3,786.57	1,148.41	2,638.16
125	<b>Total for Staff Professional</b>	<b>\$3,983.63</b>	<b>\$4,721.76</b>	<b>-738.13</b>
126	Staff Salaries			

