

April 2026 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*

Board of Trustees Meeting Agenda

April 21, 2026

4:00 PM, Begin Meeting

Light Chalice – Opening Words by Julia or Scot

Acknowledgement of visitors

Updates:

1. Minister Contract – Paula Lieb, Gail Webb
2. RRT's Re-constitution Process - Scott McLane
3. CYM Committee Update – Janet Treanor
4. Interactions with UUA re Rev. Karren Investigation – Paula Lieb, Allison Coleman, Ed Klein, Gail Webb, Scott McLane
5. Social Justice Task Forces – Niki Popow and Rev. Julia
6. Stewardship Campaign - Paula Lieb
7. Minister's Housing Fund – Ed Klein, Jeff Talmadge
8. Sending Delegates to 2026 UUA General Assembly – Janet Treanor
9. Finance Committee – Karen Witting

Update on Upcoming 325 Anniversary Events

Update on Ministers' Installation

Update by ministers on efforts to fill the vacant Church Administrator position.

Discussion on 4/26/26 Visioning Session Plan/Strategic Planning

Discuss UUA Pledge Amount for FY 2026-27

Discuss Proposal to list former Rev. Kaaren Anderson on plaque board in Sanctuary

Discuss possible computer security policy

Discuss policy related to pledge payment records

Discuss Proposal to give money saved this year by reducing our dues to UUA to Rev. Kaaren

Possible Financial Update from our Treasurer

Executive Session: Vote on annual meeting unsung hero award recipients

Executive Session: Update from KA Workgroup

Executive Session: Ministers' new contract update

Vote on Consent agenda

Adjourn Meeting – 6:40

First Parish Brewster UU Board of Trustees Meeting Minutes

March 17, 2026 4-6:30 p.m. In-person/Zoom

Present: Scott McLane (Board President), Gail Webb (Past President), Paula Lieb, (President-Elect), Karen Witting (Treasurer), Niki Popow (Clerk), Ed Klein, Jeff Talmadge, Janet Treanor (zoom), Allison Coleman (Members-at-Large), Rev. Scot Hull, Rev. Julia Jones

1. Call to order: Reading, Check in— The meeting was called to order at 4:00 p.m.

No visitors

2. Updates

Written updates are part of the minutes and are attached at the end. Additional comments and discussion below.

A) UUA Workshop - Scott reported on the workshop scheduled with Rev. Kimberly on March 29 after church. Scott will be picking up sandwiches; Niki volunteered to help with drinks. We will have a shortened coffee hour before the workshop. The Racial and Indigenous Justice Allies Task Force is scheduled to bring food for coffee hour; we will coordinate with them and Susan Smith to cover dessert for the luncheon.

B) CYM Committee - Janet reported that Anna Smith, the CYM Director, is preparing behavior guidelines for children at CYM and other church events. We are seeking a qualified person for a paid position for Nursery childcare during services for the summer.

C) Finance Committee - Karen requested that anyone interested in working with the mortgage payoff group contact Jim Lieb.

D) Endowment Report - Jeff reported that the **Endowment Board** had approved **\$1000 for the Biodiversity Task Force** for materials for a pollinator garden as part of Brewster's Pollinator Pathway. This expenditure was unanimously **approved by the Board**.

The Building Oversight Committee (BOC) requested \$21,000 for several painting and repair projects. The Endowment Board approved \$10,000 in expenditures for the following: \$5600 for leaking/skylight repairs in the Barn; \$2500 to begin painting in Winslow House, and \$1100 for painting the exterior of the West side of the Barn. **The Board unanimously approved the Endowment Board's expenditure of \$10,000 for these projects.**

The Endowment Board requested information regarding paying dues to the UUA. The Endowment's share of the withheld UUA dues would be \$4500. The Board unanimously passed the following motion: **The Endowment Board has permission to use their portion of the UUA dues, \$4500, to support the BOC request. The Endowment Board will not be asked to pay UUA dues between now and the end of June.**

E) 325 Anniversary Events - Paula reminded us of the following event dates:

April 26- Visioning session

May 3 - Brewster in Bloom parade- Anyone wishing to help is invited.

June 6- Historic walk in the cemetery

Other walks

October 3- Installation

T-shirts have been designed and look fantastic.

F) Stewardship - Paula reported that \$433,600 has been received in pledges, meeting 82.6% of the budget. 54 units have not yet pledged.

G) Strategic Planning Committee - Jeff reported that the SPC is waiting until after the April 26 Visioning session to continue its work on this part of the plan. Allison and Paula will meet soon to help determine an approach for the visioning session.

2. Proposed Timeline for preparation and submission of materials for Board Packet

Ed distributed the schedule that has been the custom, which was established to give time for the administrator to gather and publish the Board Packet by the Friday before the Board meeting. He also provided a new schedule with suggested changes to give the administrator more time. The process has been more difficult without an official administrator. Debbi Klein is working overtime to get this done. Thus it is imperative that people be timely in getting reports in. After discussion, the end of the day on Wednesday will remain the deadline; what is in by then is what will go out on Thursday. If feasible, the President will review the packet prior to sending, but failing that, it will be sent anyway. If you miss the deadline and want materials distributed, you must send them yourself.

3. Soil study - Gail reminded us that we have a completed soil study on the property at the solar panel field and the woods. This study is required by the town of Brewster in order to build. The general outcome is that the property is suitable to build on. The final report was sent recently to the Strategic Planning Committee. The SPC is encouraged to use this in planning for future use of the church's properties. A report on the status of the solar panels was also done last year. Both of these should go to the Church Administrator for proper recording and filing.

4. Special Board Meeting on Budget - Karen reported that the purpose of this meeting is to review the budget and decide how to make it balance. Detailed numbers will be supplied prior to this board meeting, She suggested two dates: the meeting will be on **April 7 from 4 to 5:30.**

5. Date for second meeting of Board with Evin Carville-Ziemer on UUA actions regarding Rev. Kaaren Anderson - Scott proposed that setting a date and agenda for this meeting be referred to the *Justice for Kaaren and FPB work group*, composed of Scott, Paula, Gail, Ed, and Allison. The meeting will be mainly to get answers to other questions we have from Evin. This should be scheduled as soon as possible, with approval from the Board.

6. General Assembly (GA) team and nominations - Gail and Janet reported on the progress in nominating 6 persons to be GA delegates. There are several persons committed and 3 or 4 more have expressed interest. The delegates should be set by the end of April. It will cost each delegate \$350-\$400 to register as a delegate. Gail will talk with Ed about how to present the proposed amendments to the UUA bylaws. Members of the delegate selection team are Jim Hild, Sue Sullivan, Janet Treanor, and they are looking for one more person.

7. Update on filling of Church Administrator position

The position has been advertised and there may be several good candidates. The policies for hiring will be followed, with the ultimate decision made by the ministers. Applications will be filtered and first reviewed by Nancy Benben, Chuck Ross, and Neil Bartholomew.

8. Executive Session with Ministers

A motion was made, seconded, and passed unanimously to move into Executive Session to discuss personnel/contractual matters. The Board voted unanimously to end the Executive Session.

9. Executive Session without Ministers

The Board voted unanimously to go into Executive Session to discuss personnel/contractual matters. The Executive Session was ended by unanimous vote.

10. Vote on Consent Agenda

Approved: Minutes of the February 2026 Board meeting

Ratified: The job description for the Church Administrator, approved by unanimous email vote on February 11, 2026.(In Board packet)

Authorization to Policy Committee to submit the *Contractual Practices Policy* for congregational review, approved by unanimous email vote on February 28, 2026.(In Board packet)

Received: Ministers' Report, President's Report, Financial Report (In Board packet), Financial Administrator Report (Attached)

11. Adjourn 7:10 p.m.

Attachment 1: Written updates submitted for Board meeting 3-17-26

Attachment 2: Financial Administrator Report

Submitted by Niki Popow, Board Clerk

Attachment 1 BoT Minutes 3-17-26

Updates for 3/17/26 FPB Board Meeting

Right Relations Team (RRT) update from Scott

The RRT is very close to making it known to the church that they are available to help with interpersonal conflicts. They are holding off pending getting a finalized charge from the Board. At our last Board meeting members suggested 3 possible edits to the draft charge the RRT prepared. One of those edits was withdrawn when the ministers weighed in that they did not think it was a good idea. One was very simple, and I expect the RRT will accept it, and wording from the 3rd suggested edit was lost. I hope to find it soon. If not, we might want to revisit discussing it at our 3/17 Board meeting if we have time.

March 29th Start Up Workshop

Preparations for the Start Up workshop are on-going. The main challenge will be providing lunch for those who will stay after the service for the workshop. At this point Scott plans to pick up rollup sandwiches on the way in to church on Sunday unless a better idea emerges. We will also need someone to provide drinks, along with the usual coffee.

CYM Updates From Janet

CYM continues to be an active committee, as follows:

- Working on possible Mother's Day activity as well as Brewster in Bloom float
- Need to recruit paid nursery leader for the summer
- Planning for Easter activities
- Anna is continuing to work on a statement of guidelines for behavior at CYM and events
- Working on first aid, CPR, and child abuse trainings for CYM/SNO leaders
- Upcoming: Meeting with Topper Roth of Policy Committee, and Fire Dept. visit

Finance Committee Update from Karen

The Finance Committee is creating a Mortgage payoff working group which currently includes Jim Lieb, Allison Coleman, John Kielb and Howard Hayes. If other members of the board would like to participate, they would be welcome and should contact Jim Lieb. The purpose of this group is to make a proposal for paying off our mortgage with Cape Cod 5 which has a balance of a little more than \$50,000.

Update on Status of Stewardship Campaign (Paula Lieb, Liaison)

March 11, 2026

John Kielb reports that the total to date is \$427,007.00 from 135 pledge units bringing us past 80% of the goal of \$525,000. Fourteen pledges are from pledge units that did not pledge last year.

At the finance committee meeting yesterday, John provided a projected pledge total of \$500,000 as a reasonable estimate. Based on historic data, the finance committee agreed it was reasonable to expect \$10,000 more as new members join and pledge throughout the year.

Report 325th Anniversary Team, Chair Paula Lieb

February 9, 2026

We are meeting monthly to flesh out the details of events. Here is the status of our activities and a schedule. Please join us for these activities!

Sunday, February 15: Historic Organ Concert, rescheduled from February due to weather. Featuring pieces from the last three centuries played on our historic Holbrook organ by four distinguished Cape organists. Neil Bartholomew will

provide short unaccompanied solos as a transition between the organ performances.

March 17—Photo Remembrance Lunch, Circle Alliance members will meet for lunch and to review/identify people in photos in preparation for the May 2026 Photo Gallery and Addendum.

Sunday, April 26: Visioning Session, Looking Toward the Future

11:30 to 12:30. We will break people into small groups in the Sanctuary and gather input from congregation about great things going on at First Parish in 5 years? 10 years? 325 Team would collect and organize the information to be given to Strategic Planning Committee

May:

Friday, May 1: Photo Gallery Opening: The People and Activities of First Parish—Building Community for 325 Years. There may be a visit by Capt. Freeman (reenactor) who purchased our organ in 1861.

Sunday, May 3: Brewster in Bloom Parade. We will be putting together an intergenerational committee to work on our “float”

June—Walking Tours

- Walking Tour, beginning with Ancient Cemetery then up Route 6A to historic homes—Led by Peggy Jablonski (Author of Cape Cod Camino Way)
- Walking Tour on our church property (and beyond) with Chiefy (Earl Mills, Jr.) of the Wampanoag Tribe
- Walking Tours of our Historic Campus with Chuck Ross (to be confirmed)

Tie up Celebration October 3

- Installation of Ministers.

Attachment 2 - BoT Minutes 3-17-26

Report from Financial Administrator – March 11, 2026

Financial Highlights & Pledges (Financials through February on following pages)

- As of 3/11/26, for FY26 we've received 173 pledge units totaling \$461,639. Of the amount pledged, \$353,941 (77%) has been received as cash.
- As of 3/11/26, \$494,528 (100%) of the 178 pledge units totaling \$496,329 for FY25 has been received.
- 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-February Thrift Store income of \$98,505 is \$2,154 less than the same period last year. We're expecting to meet the FY26 revenue target of \$145,000, which is \$7,411 lower than FY25's revenue. FY25 was considered an exceptional year.
- As of 1/4/26, we've distributed \$13,925 split plate donations to 30 organizations.

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

Peace & Blessings,
Victorea Luminary, Financial Administrator

April 2026 FPB President's Report

Happy Spring! The daffodils are out and hopefully will remain in bloom for the Brewster in Bloom parade, which will have a FPB float this year that our children and youth will be helping decorate. I am very excited for the parade and might even get on the float if there is room!

Thanks again to Susan Smith, and John Kielb for leading our pledge drive this year. And thanks to the many volunteers who visited people in their homes, or on zoom or by phone to talk about the church and their pledges. This was my first year doing that and, despite some initial reticence, I loved it. I felt honored to be invited into the homes of 3 families, to have nice zoom with another church member, and a phone call with another. Of course, the biggest thank you goes to all of you who made pledges and got them in early enough for the Financial Committee and the Board to have time to create the budget for our next fiscal year in advance of our Annual Meeting this June.

Speaking of the Financial Committee, it is led by Karen Witting, who has been our treasurer for 5 years, but who will be "retiring" as of this June 30th. You might not be able to imagine how much work she does. I have watched as Karen has been on top of every cent taken in and spent since I joined the Board a year ago. She has also been one of my main go-tos when it comes to helping me figure out how things work in the church, what policies apply in certain situations, etc. In addition, Karen has been instrumental in putting various finance related systems in place that make it easier for staff and volunteers to more effectively manage church finances. Please give Karen a big thank you when you see her next, and another one before she hands off the reins on June 30th!

Thank you also to all who attended the "Next Step" workshop on March 29th. I got some significant take aways from it, and believe the rest of the Board, the ministers, and hopefully some of you did too. Thanks also to those who helped organize the workshop, provide refreshments, and clean up afterward. Finally, a special thank you to volunteer extraordinaire Debbie Klein for engaging in some fancy footwork to get the Parish Room ready for a rental after our coffee hour and messy lunch, and while the workshop was going on in the Sanctuary.

Efforts are on-going to hire a new Church Administrator. There have been some strong applicants and interviews will start soon if they haven't by the time you read this.

Lastly, I want to thank Elenita Muniz and Margaret Rice Moir for leading a great service on the 12th that focused heavily on helping us see how to communicate effectively with people we are in conflict with. What they taught is simple, and more important than almost anything I learned in grades K-12. I hope these days such communication skills, along with basic emotional intelligence concepts are routinely taught to our children and youth in schools.

Enjoy the (sometime) springlike weather and hope to see you soon in church!

Scott McLane,
FPBUU Board President

Report from Financial Administrator – April 15, 2026

Financial Highlights & Pledges (Financials through February on following pages)

- As of 4/15/26, for FY25-26 we've received 173 pledge units totaling \$461,639. Of the amount pledged, \$363,701 (79%) has been received.
- As of 4/15/26, \$496,328 (99%) of the 178 pledge units totaling \$490,433 for FY24-25 has been received.

Note: I have identified 28 members whose FY25-26 pledge payments were credited to FY24-25 pledge in error. This error is due to Breeze not automatically updating the campaign year. The member must update the pledge year when making individual and/or recurring payments. I have emailed these members and have adjusted only those members' pledges who have responded to my email. I will continue to contact members about this issue and adjust FY24-25 to FY25-26 as appropriate. We have published a reminder in the Weekly Angle to advise members of this issue. We will repeat this reminder periodically.

- 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-March Thrift Store income of \$107,048 is \$4604 less than the same period last year. We're expecting to meet the FY26 revenue target of \$145,000, which is \$7,411 lower than FY25's revenue. FY25 was considered an exceptional year.
- Split Plate Offertory has raised nearly \$19,841 For 43 different organizations June 8, 2025, to April 5, 2026.

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

Peace & Blessings,

Victorea Luminary, Financial Administrator

Updates for April 21, 2026, FPB BOT Meeting

Minister Contract – Paula Lieb, Gail Webb

The first meeting with Rev. Scot to discuss the ministers' contract will be on April 14th.

RRT's Re-constitution Process - Scott McLane

An announcement that the RRT was "open for business" was accidentally placed in the April 3rd Weekly Angle. The RRT is almost ready to put regular announcements in the Weekly Angle but is not quite there yet.

A paragraph in the RRT's Board charge reads as follows; *The RRT shall develop guidelines, procedures and protocols for carrying out its functions, all of which shall be consistent with the provisions and scope of this charge, and which shall be subject to review and approval by the BOT.* The RRT is currently finalizing one of its key protocols for Board approval.

There is a workshop offered by the UUA for RRT's that they are considering taking. I might join them. It costs \$30 per person. It looks like there is no budget line for the RRT in the current FY 26-27 draft budget, so I am exploring getting one added.

CYM Committee Update – Janet Treanor

Anna reports that the CYM Committee is actively involved in assisting with the FPB Brewster in Bloom float. CYM children will be on the float with FPB members.

Because Claudia (the paid nursery helper) will not be working over the Summer, there is a need to recruit someone. Anna and the committee have a field trip planned for the Spring and are already looking at Fall activities.

Rev. Julia reports that her first Parent Forum went very well and another is planned for April 19. The committee is thinking about having a family picnic before CYM classes end for this year and Rev. Julia approves of the idea of having the children participate on June 7, Flower Communion Sunday, with the picnic following the service.

Rev. Julia and I gathered information in the meeting which will be helpful in working on a charge for the Safe Community Committee.

Deborah Madansky reached out to the Chairs of the Ushers and Greeters recommending training for both groups. She will also be meeting with Topper Roth of the Policy Committee on April 6.

Ongoing business includes Guidelines for behavior at CYM and events, First Aid/CPR trainings for CYM/SNO leaders, and training for CYM/SNO volunteers in child abuse and behavioral

UUA / Rev. Karren Investigation Work Group – Paula Lieb, Allison Coletman, Ed Klein, Gail Webb, Scott McLane

We are currently trying to schedule a second meeting with UUA representative Rev Evin Zeimer and have updated our list of questions and sent it to them. When we have some possible dates, we will share them with the rest of the Board and figure out what date(s) work best of all of us.

We are also hoping to get a meeting with the UUA Moderators in May.

Social Justice Task Forces – Niki Popow and Rev. Julia

Representatives of the 6 Social Justice Task Forces and other social justice related groups, along with Rev. Julia, met on March 30. Coordination of activities, the structure of the task forces, and the organization of the split plate nominations were the main topics of discussion. A decision was made to allocate 6 organizations to each Task Force for split plate donations, to reserve 2 for emergency needs, and to request nominations from the congregation for the 14 others. These should address local economic needs not covered by the Task Forces. The plan is for this Social Justice Collaborative to meet quarterly.

Stewardship Campaign - Paula Lieb

The latest totals are 160 pledges for \$471,990.60.

As we told Karen Witting, our best estimate for the final pledge total is \$500,000. Recent history indicates that new members joining after the budget is set is expected to be \$10,000.

Minister's Housing Fund – Ed Klein, Jeff Talmadge

The Minister Housing Fund committee, which consists of Jeff Talmadge, Ed Klein, Jim Lieb and Rob MacIver, met with Rev Scot April 1st to clarify what the Housing Fund Bylaw offers and to discuss objectives. The next step is that the committee will draft a proposal for terms of a 2nd mortgage.

Sending Delegates to 2026 UUA General Assembly – Janet Treanor

The General Assembly Nominating Committee consisted of James Hild, Suzanne Sullivan, and myself. My attempt to recruit one or two other members was unsuccessful and because of time limitations, we decided to move forward.

Being allowed six voting Delegates, we had to find three additional members to the three already in place: Ed Klein, Gail Webb, and Paula Lieb. We did our work via email, phone, and Zoom.

We were fortunate enough to find three excellent candidates: Carol Ann Yeaple, Mark Cullinane, and James Hild. Carol Ann and James have GA experience and newer FPB member, Mark, should be a fine addition.

Ed Klein has organized a Zoom meeting for April 8. Their agenda includes: Introductions and check-ins, Overview of delegate role and expectations, and Business Agenda (General Sessions), “Brewster Amendments, Coverage for other GA agenda items, and Closing.

Finance Committee – Karen Witting

The Finance Committee has reviewed the budget in detail and made a few small changes. There are several things that need to be investigated but we do not expect them to have a significant impact on the overall budget. Where there is significant work to do is staff compensation so the Finance Committee has created a compensation task force which will work closely with the Ministers to recommend salary increases and assess other compensation. These recommendations will be presented to the Board for approval as part of the 26-27 budget. This is a short-term group intended only to support 26-27 budget development. Members are Karen Witting, Allison Coleman and Jim Lieb.

Strategic Planning Committee (SPC)– Jeff Talmadge

I believe the SPC meets very close to the day the Board meets so Jeff typically gives the SPC update verbally at our meeting. However, Jeff will not be at our meeting on the 21s, so there will be no SPC update this month. Perhaps one can be added later to the minutes.

325th Anniversary Team - Paula Lieb

Updates to be given during meeting

There is no noteworthy news to report this month on the below item

-Safe Congregations Policy - Janet Treanor and Rev. Julia

First Parish Brewster Unitarian Universalist

Charge to the Right Relations Team

Revised (February 2026)

The well-being and strength of the First Parish Brewster (FPBUU) community depends on a recognition of fellowship among members, staff, ministers, friends, and volunteers which thrives in an atmosphere of trust, respect, and cooperation. Within such an atmosphere, differences of opinion and their resolution through compromise and consensus can enhance a sense of community. However, differences or misunderstandings that go unresolved can threaten the social fabric of our church community. We recognize that conflict will arise from time to time and, when it does, tending to the conflict is paramount.

For those times when any of us may want assistance in resolving such conflicts in a healthy manner, the Board of Trustees (BOT) has established a Right Relations Team. The Right Relations Team (RRT) is available to:

- Be a resource for FPBUU members, staff, ministers, friends, and volunteers to help manage conflicts, grief, grievances and other communications in a healthy manner. This may include facilitating congregation-wide gatherings, offering deep listening and providing education and training in right relations.¹ The RRT will not act as an adjudicatory body rendering decisions.
- Assist individuals and groups in dealing with conflict in a right relational way.
- Be a resource to the BOT when requested, by assisting in developing policies regarding conflict resolution and disruptive behavior.
- Provide input to the BOT on revisions to this charge which the BOT may want to authorize as the needs of the congregation change and as the RRT is called to meet those changing needs.

The RRT will include a minimum of three members of the FPBUU community who are skilled in mediation, conflict resolution and group facilitation. Additional members will be affirmed by standing RRT members and approved by the BOT.

When the RRT begins working with staff around a conflict involving another staff member, supervisor, or minister, we will let them know that in addition to RRT support, the Personnel Manual describes additional options available for addressing such conflicts. The RRT will also share with the staff member the relevant section(s) in the Personnel Manual.

An RRT member may find that they cannot be impartial concerning an issue brought to them. If there is a conflict of interest or personal involvement, the RRT member will recuse themselves from participation.

Information shared with the RRT by parties seeking assistance will be held in strict confidence, including that such information will only be shared with other RRT members on a need-to-know basis² or with a minister, BOT Officer or legal authority, if there is imminent danger of serious harm or other ethical obligation that requires disclosure.

The RRT shall develop guidelines, procedures and protocols for carrying out its functions, all of which shall be consistent with the provisions and scope of this charge, and which shall be subject to review and approval by the BOT.

For matters unrelated to specific facilitation or assistance requests, e.g. when meeting as a Team itself, the RRT will strive to make decisions by consensus. If two-thirds of the RRT decides that an immediate decision should be made, they may revert to voting. When voting, a two-thirds majority is necessary to pass a proposal.

The RRT will meet regularly for team building, skill building, and triaging issues that arise in the Congregation. Funds may be requested from the FPBUU budget to provide training for RRT members.

¹ "Right Relations" refers to a way of being characterized by respect, reciprocity, and healthy relationships with all of creation, including the human and more-than-human world. It emphasizes interconnectedness, interdependence, and a commitment to fostering positive relationships through intentional actions and awareness of one's impact on others and the environment.

² A "Need to Know" determination will be made by the RRT Chair and the RRT member handling the issue/concern/conflict. Information is determined "Need to Know" if it is required to better serve the parties involved and/or the Congregation. The RRT shall pause and seek discernment from one another when a "Need to Know" determination is unclear.

First Parish Brewster Unitarian Universalist Policy

Policy Title: Board Meetings

Policy Number: 2.2

Purpose: To establish relations and communications between the Board and the members of FPBUU

Revisions: April 2024, March 2026

Board Review Date: February 18, 2021; (December 16, 2025)

Congregations' Review Period: September 2017

Effective Date: February 22, 2021; (December 16, 2025)

- POLICY STATEMENT

This policy establishes the procedures/standards for relations and communications between the FPBUU Board of Trustees, hereafter referred to as the Board, and the members of the FPBUU Congregation.

The Board shall hold open meetings so FPBUU members can share in important decision making. The Board shall communicate Board decisions with the Congregation through the FPBUU website, the weekly Angle and quarterly Angle. The Board may also enter into an executive session to discuss confidential personnel and legal matters.

PROCEDURES

1. At the beginning of each Board meeting, time shall be allotted for members of the congregation to come before the Board to make comments or questions. Members wishing to make comments should contact the Board President prior to meeting.
2. Approval of Board minutes:
 - a. Minutes of the Board meetings shall be sent to Board members soon after each meeting for review and correction.
 - b. The Board shall have one week to submit corrections to the clerk.

c. The clerk shall send the revised version of the minutes to the Board president for final approval, and the President shall send the approved version of the minutes to the Administration and Finance Director (AFD).

d. When the AFD sends the Board packet to the Board, it also shall be posted on line.

e. Members of the congregation shall have access to the previous month's minutes and the agenda in advance of each upcoming meeting.

3. When a member or members of FPBUU bring proposals or concerns to the Board that require further study, a written response by the Board shall be made to the initiating member(s).

4. Names and photos of all Board members, along with an invitation for FPBUU members to contact the Board president with their ideas and concerns, shall be made visible to congregants in a manner or manners consistent with current FPBUU communication practices.

5. The following procedures apply to executive sessions:

a. Executive sessions may be held to manage the following:

i. Selection of members to fill Board or Committee vacancies;

ii. Human resource issues, including evaluations, compensation, and disciplinary issues;

iii. Legal issues

iv. Any other issues that arise requiring confidential discussion by the Board.

b. The Board shall decide to go into executive session in one of two ways: (1) The Board President decides in advance that an item should be addressed in executive session and indicates the item on the agenda, or (2) During discussion, a Board member suggests that an item be considered in executive session and the Board agrees to do so, either by consensus or by majority vote, if consensus cannot be achieved. Board members, the minister(s) and others whom the Board invites as needed for the purposes of the session shall be the only persons entitled to attend the executive session. When human

resource issues regarding a minister are to be addressed during the executive session the minister shall be absent from that portion of the session after being given an opportunity to address the matter and answer questions.

d. No votes or binding decisions shall be made in an executive session, unless the nature of the issue is such that it must remain confidential until fully resolved.

e. Decisions made in executive session shall be formalized in the open Board meeting on a motion that is properly made, seconded, and voted upon.

6. Voting by email - Under special circumstances, the Board may be required to vote on a specific issue by email. In such an event, responses by a quorum of Board members shall be required for the vote to be valid. The results of an email vote shall be included as an item on the agenda of the next Board meeting.

GUIDELINES

1. When issues arise that require tasks beyond Board members' available time or special skills or knowledge, the Board should be mindful of the possibility of appealing to the FPBUU community for assistance in order to ensure the best outcome and as a way of inviting greater numbers of FPBUU members to become involved in the operation of FPBUU.
2. The Board should seek congregational input when considering Board decisions that would create a major departure from current practices.
3. The Board shall consider holding some meetings during the day to accommodate those who want to attend Board meetings but do not drive at night.
4. Before any vote by the Board, comments and opinions from any congregants present should be solicited.

STANDARDS

No standards are recommended at this time.

DEFINITIONS

1. Executive sessions are exclusive to Board members and the minister(s), but others may be invited. The core functions of the executive sessions are to assure confidentiality, create a mechanism for Board independence and oversight, and

enhance relationships among Board members. While such sessions seem contrary to the expected openness and transparency of the Board, these sessions provide a mechanism to respond to confidential issues.

2. The “Board packet” (see **Procedures**, 2.d.) shall be distributed to Board members sufficiently ahead of time so that they may review it prior to the next meeting. The Board packet shall include:
 - Meeting logistics and Board Covenant
 - Agenda
 - Minutes from the prior Board meeting
 - Minister report
 - Administrative and financial report(s)
 - Director reports
 - o Director of Children & Youth Ministries (quarterly)
 - o Music Director (quarterly)
 - Any other material for Board review

Financial Reports March 2026

Reconciled

Submitted by Victorea Luminary, Financial Administrator

Table of Contents

Operating Budget versus Actions

Statement of Activity Comparison FY26 versus FY25

% of budget should typically be at 75%

Points of Interest

Total Income is at 83% of budget

Total Expenses are at 68% of budget

Total Pledge Payments received 86% of budget

Offertory is at 70% of budget

Thrift Store Income is at 74% of budget

Capital Expense Fund

	Actual Expenditure	Board Approved
Balance 7/1/2025	4,146.37	4,146.37
Balance 2/28/2026	4,146.37	4,146.37

Sustainability Fund

	Actual Expenditure	Board Approved
Balance 7/1/2025	63,400.34	63,400.34
Rev. Kaaren Event	-918.76	-918.76
Legal Advice	-747.50	-1,625.00
Deposits	120.00	120.00
Funds to Balance the Budget		-15,000.00
Balance 2/28/2026	61,854.08	45,976.58

First Parish Brewster UU
Budget vs. Actuals: Operating Budget FY26
July 2025 - March 2026

	Total			
	Actual	Budget	Remaining	% of Budget
7 Revenue				
8 Fundraising			0	
9 Church Fundraisers			0	
10 Holiday Fair	11,393		-11,393	
11 Other Church Fundraisers	620	14,000	13,380	4%
12 Spring Auction	369	11,000	10,631	3%
13 Total Church Fundraisers	\$ 12,382	\$ 25,000	\$ 12,618	50%
14 Food Card Sales	1,456	2,500	1,044	58%
15 SnoUU Summer Program	22,283	16,700	-5,583	133%
16 Total Fundraising	\$ 36,121	\$ 44,200	\$ 8,079	82%
17 Investment, Interest, Misc			0	
18 Committee Contributions			0	
19 Circle Alliance Contributions	250	500	250	50%
20 Welcoming Congregation Contribution	3,000	3,000	0	100%
21 Total Committee Contributions	\$ 3,250	\$ 3,500	\$ 250	93%
22 Interest Income	1,372	1,250	-122	110%
23 Investment Income	6,223	5,000	-1,223	124%
24 Misc Contributions	777	300	-477	259%
25 Total Investment, Interest, Misc	\$ 11,621	\$ 10,050	-\$ 1,571	116%
26 Offertory	34,898	50,000	15,102	70%
27 Pledges			0	
28 Current Year	357,297	465,600	108,303	77%
29 Prior Year	49,973	10,000	-39,973	500%
30 Total Pledges	\$407,269	\$475,600	\$ 68,331	86%
31 Rental			0	
32 Space Rentals	6,375	5,000	-1,375	127%
33 Weddings/Memorials	1,570	3,000	1,430	52%
34 Total Rental	\$ 7,945	\$ 8,000	\$ 55	99%
35 Thrift Store Income	107,048	145,000	37,952	74%
36 Total Revenue	\$604,903	\$732,850	\$ 127,947	83%
37 Gross Profit	\$604,903	\$732,850	\$ 127,947	83%
38 Expenditures				
39 Administrative			0	
40 Advertising	484	1,500	1,016	32%
41 Banking Fees	1,878	2,000	122	94%
42 Office Expense/Supplies	2,841	4,000	1,159	71%
43 Office Equip/Maint	3,906	6,000	2,094	65%
44 Software Expense			0	

45	Office Software	2,068	3,000	932	69%
46	Payroll Software	1,432	1,400	-32	102%
47	Total Software Expense	\$ 3,500	\$ 4,400	\$ 900	80%
48	Total Administrative	\$ 12,609	\$ 17,900	\$ 5,291	70%
49	BldgGrounds			0	
50	Electric	8,740	5,000	-3,740	175%
51	Gas	6,519	7,000	481	93%
52	Groundskeeping	14,699	14,000	-699	105%
53	Housekeeping	14,270	17,000	2,730	84%
54	Liability/Property Insurance	-2,011	21,000	23,011	-10%
55	Phone & Internet	6,801	9,000	2,199	76%
56	Property-Maintenance	18,588	13,800	-4,788	135%
57	Property-Special Projects	15,411	20,000	4,589	77%
58	Property-Supplies	2,579	4,200	1,621	61%
59	Water	1,468	2,400	932	61%
60	Total BldgGrounds	\$ 87,063	\$113,400	\$ 26,337	77%
61	Children & Youth Ministry			0	
62	Child Abuse Prevention Training		200	200	0%
63	Child Care Supplies	274	300	26	91%
64	Contract Childcare		500	500	0%
65	High School Youth Program	113	800	687	14%
66	Middle School	363	800	437	45%
67	Office/Library	155	300	145	52%
68	Pre K-Grade 6/7	454	600	146	76%
69	SNOUU costs & supplies	7,693	3,700	-3,993	208%
70	Special Programing	243	1,000	757	24%
71	Total Children & Youth Ministry	\$ 9,295	\$ 8,200	-\$ 1,095	113%
72	Committees			0	
73	Board of Trustees	90	1,000	910	9%
74	Caring Committee	83	300	218	28%
75	Landscape Committee	125	500	375	25%
76	Membership	242	858	616	28%
77	Social Justice			0	
78	Environmental		750	750	0%
79	Racial & Indigenous Justice	269	500	231	54%
80	Reproductive Justice	0	500	500	0%
81	Split Plate	15,866	25,000	9,134	63%
82	UU The Vote	1,000	1,000	0	100%
83	Wampanoag Language School	10,000	10,000	0	100%
84	Total Social Justice	\$ 27,135	\$ 37,750	\$ 10,615	72%
85	Stewardship	110	600	490	18%
86	UU Connections	998	1,660	662	60%
87	Total Committees	\$ 28,782	\$ 42,668	\$ 13,886	67%
88	Mortgage Loan Payments	5,689	7,400	1,711	77%

89	Music			0	
90	Guest Musicians	875	1,500	625	58%
91	Music Scores	523	1,500	977	35%
92	Music Supplies/Worship AV	338	1,000	662	34%
93	PianoOrgan	1,278	1,300	22	98%
94	Total Music	\$ 3,014	\$ 5,300	\$ 2,286	57%
95	Staff			0	
97	FICA Taxes	13,221	20,016	6,795	66%
98	Health Insurance			0	
104	Total Health Insurance	\$ 50,675	\$ 75,200	\$ 24,525	67%
105	Long Term Disability	2,822	4,177	1,355	68%
106	Minister's FICA	6,805	9,180	2,375	74%
107	Minister's Term Life	780	882	102	88%
108	Retirement			0	
109	401KCeline	3,959	5,278	1,319	75%
110	401KJulia	4,000	5,500	1,500	73%
111	401KKaaren	854	1,000	146	85%
112	401KKaeza	3,943	5,257	1,314	75%
113	401KScot	4,000	5,500	1,500	73%
114	401Victorea	546		-546	
115	Total Retirement	\$ 17,302	\$ 22,535	\$ 5,233	77%
116	Staff Appreciation	900	900	0	100%
117	WorkComplnsurance	154	3,240	3,086	5%
118	Total Staff Benefits/Payroll	\$ 92,749	\$136,130	\$ 43,381	68%
119	Staff Professional			0	
120	AFD Prof Exp	65	2,714	2,649	2%
121	CYM Prof Exp	22	1,440	1,418	2%
122	MD Prof Exp	110	3,155	3,045	3%
123	Minister Prof Exp	7,688	10,000	2,312	77%
124	Total Staff Professional	\$ 7,885	\$ 17,309	\$ 9,424	46%
125	Staff Salaries			0	
126	Accompanist	7,930	12,068	4,138	66%
127	AF Director	22,620	45,240	22,620	50%
128	AV Tech Support	8,186	10,915	2,729	75%
129	Bookkeeper	19,530	26,676	7,146	73%
130	Childcare Providers	1,314	3,717	2,404	35%
131	Custodian	6,396	8,528	2,132	75%
132	CYM Director	16,254	24,000	7,746	68%
133	Facilities Manager	12,566	16,737	4,171	75%
134	Minister			0	
135	Minister Housing	45,833	28,833	-17,000	159%
136	Minister Salary	34,085	91,167	57,082	37%
137	Total Minister	\$ 79,918	\$120,000	\$ 40,082	67%
138	Music Director	39,432	52,577	13,145	75%

139	Thrift Store Assistant	5,904	8,405	2,501	70%
140	Thrift Store Manager	39,411	52,780	13,369	75%
141	Total Staff Salaries	\$259,461	\$381,643	\$ 122,182	68%
142	Total Staff	\$360,095	\$535,082	\$ 174,987	67%
143	UUA/NER Dues	3,500	14,000	10,500	25%
144	Worship			0	
145	Hospitality	284	300	16	95%
146	Materials/Supplies		1,000	1,000	0%
147	Pulpit Support	1,450	2,600	1,150	56%
148	Total Worship	\$ 1,734	\$ 3,900	\$ 2,166	44%
149	Total Expenditures	\$511,781	\$747,850	\$ 236,069	68%
150	Net Operating Revenue	\$ 93,122	-\$ 15,000	-\$ 108,122	-621%
151	Other Revenue				
152	Sustainability Withdrawal		15,000	15,000	0%
153	Total Other Revenue	\$ 0	\$ 15,000	\$ 15,000	0%
154	Net Other Revenue	\$ 0	\$ 15,000	\$ 15,000	0%
155	Net Revenue	\$ 93,122	\$ 0	-\$ 93,122	

Monday, Apr 06, 2026 10:47:06 AM GMT-7 - Accrual Basis

First Parish Brewster
Statement of Activity Comparison
July 2025 - March 2026

	Total	
	Jul 2025 - Mar 2026	Jul 2024 - Mar 2025 (PY)
7 Revenue		
8 Fundraising		
9 Church Fundraisers		
10 Admin		-440.67
11 Holiday Fair	11,393.15	9,251.11
12 Other Church Fundraisers	620.00	2,584.75
13 Spring Auction	369.00	786.00
14 Total Church Fundraisers	\$ 12,382.15	\$ 12,181.19
15 Food Card Sales	1,456.25	1,742.25
16 Other		3,500.00
17 SnoUU Summer Program	22,283.00	16,645.76
18 Total Fundraising	\$ 36,121.40	\$ 34,069.20
19 Investment, Interest, Misc		
20 Committee Contributions		
21 Circle Alliance Contributions	250.00	
22 Welcoming Congregation Contribution	3,000.00	
23 Total Committee Contributions	\$ 3,250.00	\$ 0.00
24 Interest Income	1,371.72	1,877.52
25 Investment Income	6,222.56	5,813.82
26 Misc Contributions	777.00	924.12
27 Total Investment, Interest, Misc	\$ 11,621.28	\$ 8,615.46
28 Offertory	34,897.92	19,720.42
29 Pledges		
30 Current Year	357,296.69	383,536.53
31 Prior Year	49,972.77	9,612.20
32 Total Pledges	\$ 407,269.46	\$ 393,148.73
33 Rental		
34 Space Rentals	6,374.89	4,027.17
35 Weddings/Memorials	1,570.00	3,800.00
36 Total Rental	\$ 7,944.89	\$ 7,827.17
37 Thrift Store Income	107,047.61	111,652.00
38 Total Revenue	\$ 604,902.56	\$ 575,032.98
39 Gross Profit	\$ 604,902.56	\$ 575,032.98
40 Expenditures		
41 Administrative		
42 Advertising	484.00	1,034.00
45 Total Banking Fees	\$ 1,878.31	\$ 1,035.26

46	External Financial Review		2,000.00
47	Office Expense/Supplies	2,840.57	2,184.40
48	OfficeEquip/Maint	3,906.36	4,416.85
49	Software Expense		
50	Office Software	2,068.15	1,705.67
51	Payroll Software	1,431.76	1,271.42
52	Total Software Expense	\$ 3,499.91	\$ 2,977.09
53	Total Administrative	\$ 12,609.15	\$ 13,647.60
54	BldgGrounds		
55	Electric	8,739.66	2,307.39
56	Gas	6,518.72	5,398.57
57	Groundskeeping	14,699.00	8,644.00
58	Housekeeping	14,270.00	12,880.00
59	Liability/Property Insurance	-2,011.00	9,531.00
60	Phone & Internet	6,801.32	6,054.62
61	Property-Maintenance	18,587.70	9,916.92
62	Property-Special Projects	15,410.94	10,736.00
63	Property-Supplies	2,578.67	2,383.86
64	Water	1,468.23	2,410.36
65	Total BldgGrounds	\$ 87,063.24	\$ 70,262.72
66	Children & Youth Ministry		
67	Adult Faith Development		160.00
68	Child Care Supplies	273.86	83.27
69	Contract Childcare		60.00
70	High School Youth Program	113.00	720.31
71	Middle School	362.87	502.38
72	Office/Library	155.08	135.40
73	Pre K-Grade 6/7	454.34	496.99
74	SNOUU costs & supplies	7,693.11	
75	Special Programing	242.80	731.09
76	Total Children & Youth Ministry	\$ 9,295.06	\$ 2,889.44
77	Committees		
78	Board of Trustees	89.99	441.75
79	Caring Committee	82.50	
80	Landscape Committee	124.96	
81	Membership	241.64	256.00
82	Social Justice		1,000.00
83	Racial & Indigenous Justice	269.34	
84	Split Plate	15,865.67	
85	UU The Vote	1,000.00	
86	Wampanoag Language School	10,000.00	
87	Total Social Justice	\$ 27,135.01	\$ 1,000.00
88	Stewardship	110.27	384.35
89	UU Connections	997.58	442.00

90	Total Committees	\$ 28,781.95	\$ 2,524.10
91	Mortgage Loan Payments	5,688.89	5,540.49
92	Music		
93	Guest Musicians	875.00	600.00
94	Music Scores	523.05	509.58
95	Music Supplies/Worship AV	337.95	330.87
96	PianoOrgan	1,277.75	963.10
97	Total Music	\$ 3,013.75	\$ 2,403.55
98	Staff		
99	Staff Benefits/Payroll	89.00	
100	FICA Taxes	13,221.47	16,400.84
101	Health Insurance		
108	Total Health Insurance	\$ 50,674.95	\$ 63,563.14
109	Long Term Disability	2,822.36	2,997.97
110	Minister's FICA	6,805.36	5,881.50
111	Minister's Term Life	691.00	612.00
112	Retirement		
113	401KCeline	3,958.56	3,560.94
114	401KJulia	4,000.00	
115	401KKaaren	854.00	7,686.00
116	401KKaeza	3,943.26	3,755.34
117	401KKarena		3,216.00
118	401KLaura		5,242.50
119	401KScot	4,000.00	
120	401Victorea	546.00	
121	Total Retirement	\$ 17,301.82	\$ 23,460.78
122	Staff Appreciation	900.00	900.00
123	WorkCompInsurance	154.00	-302.00
124	Total Staff Benefits/Payroll	\$ 92,659.96	\$ 113,514.23
125	Staff Professional		
126	AFD Prof Exp	65.09	1,183.13
127	CYM Prof Exp	21.98	2,595.26
128	MD Prof Exp	109.99	1,588.57
129	Minister Prof Exp	7,687.63	3,284.83
130	Total Staff Professional	\$ 7,884.69	\$ 8,651.79
131	Staff Salaries		
132	Accompanist	7,930.00	7,260.00
133	AF Director	22,620.00	34,282.40
134	AV Tech Support	8,186.40	7,395.06
135	Bookkeeper	19,529.85	8,584.50
136	Childcare Providers	1,313.50	1,582.09
137	Communications & Office Administrator		13,929.50
138	Custodian	6,396.00	2,640.00
139	CYM Director	16,254.00	54,172.72

140	Facilities Manager	12,565.88	13,817.48
141	Minister		
142	Minister Housing	45,833.34	34,500.06
143	Minister Salary	34,085.08	42,386.22
144	Total Minister	\$ 79,918.42	\$ 76,886.28
145	Music Director	39,432.42	37,554.84
146	Thrift Store Assistant	5,904.00	3,900.00
147	Thrift Store Manager	39,411.00	37,517.30
148	Total Staff Salaries	\$ 259,461.47	\$ 299,522.17
149	Total Staff	\$ 360,006.12	\$ 421,688.19
150	UUA/NER Dues	3,500.01	9,000.00
151	Worship		
152	Hospitality	283.69	260.33
153	Materials/Supplies		565.95
154	Pulpit Support	1,450.00	
155	Total Worship	\$ 1,733.69	\$ 826.28
156	Total Expenditures	\$ 511,691.86	\$ 528,782.37
157	Net Operating Revenue	\$ 93,210.70	\$ 46,250.61
158	Net Revenue	\$ 93,210.70	\$ 46,250.61

Monday, Apr 06, 2026 10:49:26 AM GMT-7 - Accrual Basis

Statement of Financial Position
First Parish Brewster
As of Mar 31, 2026

	Total	
	2026	As of Mar 31, 2025 (PY)
7 Assets		
8 Current Assets		
9 Bank Accounts		
10 CC5 Capital Campaign CD - 5845	104,996.34	101,298.00
11 CC5 Capital Campaign Ckg - 7508	4,795.44	8,794.88
12 CC5 Capital Campaign HYS - 8341	0.00	0.00
13 CC5 Capital Campaign MM - 6108	0.00	0.00
14 CC5 Endowment Ckg - 6220	11,278.76	11,928.76
15 CC5 Endowment Investment - 7015	1,375,976.23	1,310,324.60
16 CC5 Operating Ckg - 5859	30,309.25	35,255.00
17 CC5 Operating Sweep - 0998	164,705.85	140,212.24
18 CC5 Special Funds Ckg - 6071	216,135.21	155,043.78
19 Total for Bank Accounts	\$1,908,197.08	\$1,762,857.26
20 Accounts Receivable		
21 Accounts Receivable (A/R)	0.00	0.00
22 Total for Accounts Receivable	\$0.00	\$0.00
23 Other Current Assets		
24 Food Card Inventory	16,545.00	8,075.00
25 Inventory Asset	0.00	0.00
26 Other Assets		
27 Endowment Investment Accrued Income	-33.71	-172.23
28 Total for Other Assets	-\$33.71	-\$172.23
29 QuickBooks Tax Holding Account	3,064.40	
30 Special Funds Assets		
31 325 Anniversary Fund	-5,376.49	
32 Building a Bigger Table Fund	-19,608.16	-4,115.58
33 Capital Expense Fund	-4,146.37	-4,293.37
34 Circle Alliance	-1,680.00	-1,040.00
35 Endowment Suspense	-2,473.06	
36 Heed Fund	-11,554.90	-8,243.73
37 Meetinghouse Speaker Series Fund	244.71	-1,017.04
38 Memorial Garden Fund	-4,904.61	-4,459.19
39 Minister's Discretionary Fund	-657.45	-362.45
40 Minister's Housing Fund	-148,763.33	-103,146.38
41 UU the Vote Fund	-900.39	-1,070.35
42 Welcoming Congregation Fund	-16,315.16	-27,295.69
43 Total for Special Funds Assets	-\$216,135.21	-\$155,043.78

44	Sustainability Fund	-61,854.08	-67,464.46
45	Undeposited Funds	0.00	0.00
46	Unearned Pledges	-40,665.00	-37,708.17
47	Unearned Summer Program Funds	-900.00	0.00
48	Total for Other Current Assets	-\$299,978.60	-\$252,313.64
49	Total for Current Assets	\$1,608,218.48	\$1,510,543.62
50	Other Assets		
51	Transfer Suspense	0.00	-5,000.00
52	Total for Other Assets	\$0.00	-\$5,000.00
53	Total for Assets	\$1,608,218.48	\$1,505,543.62
54	Liabilities and Equity		
55	Liabilities		
56	Current Liabilities		
57	Credit Cards		
58	Commerce Credit Card (9869)	0.00	827.89
59	Total for Credit Cards	\$0.00	\$827.89
60	Other Current Liabilities		
61	Direct Deposit Payable	0.00	0.00
62	Payroll Liabilities		
63	Empower	0.00	0.00
64	Empower-Retirement	0.00	
65	Federal Taxes (941/944)	2,153.07	2,540.61
66	Long Term Disability	-84.36	-52.20
67	MA Income Tax	911.33	1,724.64
68	MA Unemployment	0.00	0.00
69	MA Unemployment Tax	0.00	0.00
70	Minister's Term Life	-79.15	0.00
71	Retirement	1,495.98	2,178.70
72	UUA	-4,216.29	-2,181.17
73	UUA - Dental	-162.48	-64.98
74	Total for Payroll Liabilities	\$18.10	\$4,145.60
75	Split Plate	457.00	5,459.35
76	UUSC Coffee Sales	-47.77	-142.74
77	Total for Other Current Liabilities	\$427.33	\$9,462.21
78	Total for Current Liabilities	\$427.33	\$10,290.10
79	Long-term Liabilities		
80	CC5 Mortgage Loan - 0001	50,684.63	56,065.69
81	Total for Long-term Liabilities	\$50,684.63	\$56,065.69
82	Total for Liabilities	\$51,111.96	\$66,355.79
83	Equity		
84	Opening Balance Equity	1,374,309.44	1,374,309.44
85	Unrealized appreciation/depreciation	110,864.58	64,976.99
86	Retained Earnings	-78,000.60	-8,719.07

87	Net Income	149,933.10	8,620.47
88	Total for Equity	\$1,557,106.52	\$1,439,187.83
89	Total for Liabilities and Equity	\$1,608,218.48	\$1,505,543.62

Accrual Basis Monday, April 06, 2026 02:36 PM GMT-04:00