

May 2026 Board of Trustees Meeting Packet

Zoom #1

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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*

May 2026 FPB Board Meeting Agenda

4:00 Begin Meeting

Light Chalice – Opening Words - By Julia or Scot

Check In

Acknowledgement of visitors

Updates

1. Stewardship Campaign - Paula Lieb
2. 325th Anniversary Committee – by Paula Lieb
3. CYM Committee Update – Janet Trainor
4. RRT's Re-constitution Process - Scott McLane
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10. Finance Committee – Karen Witting
11. Making Changes to the *Use and Protection of Personal Data* policy

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

If requested by Endowment, approval of funding of Minister installation in Oct.

Discussion and possible vote on Hope 4 Us program

Brief update on the "Dinner Party" exercise in Visioning/Strategic Planning Effort.

Executive Session to discuss staff salaries for FY 26-27 budget

Discuss UUA Pledge Amount for next year

Discuss and vote on FY 26-27 budget that will be prepared for presentation to the congregation.

Mining Actionable data from Interview Statements

Taking Action on Parking Issues

Conferring Emerita Status to Rev. Kaaren

Putting Rev. Kaaren on Minister Wall Plaque

Vote on Consent agenda

Adjourn Meeting at 7:00

First Parish Brewster UU Board of Trustees Meeting Minutes

April 21, 2026 4-7:30 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, Janet Treanor, 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) Right Relations Team (RRT) re-constitution - Scott reported that the team is nearly ready to “open for business.” They are taking the time to get things right.

B) Workgroup re. Investigation of Rev. Kaaren - The Board will meet with Evin Carvill-Ziemer from the UUA on May 5. The workgroup has compiled questions we would like answered; Allison will send this to all Board members.

C) Stewardship - We have received \$479,000, with \$7800 pledged to come in soon, which is 91% of the target pledge goal.

D) Minister Housing Fund - Jim Lieb has worked on the draft for providing a second mortgage to the ministers. It is more complicated than originally contemplated.

E) UUA Delegates - Janet reported that we now have a full delegation, 6 members, for the first time in many years. Dan Harkinson is the last delegate selected. Ed is scheduled to meet with a group at UUA on May 20 to discuss the procedures for a May 28 mini-assembly, which is a prequel to the Business portion of General Assembly (GA) on FPB’s Task Force Resolution and Bylaw Amendment. Delegate members vote on their own computer, and individuals pay for their own registration. We discussed how this payment might be reimbursed.

F) Finance Committee - Karen reported they continue to work on the budget; there are some small changes. \$20,000 has been put aside for salary raises. A Task Force (Allison, Karen, and Jim Lieb) is working closely with the ministers on a plan for how to distribute that money.

G) Endowment Board - Three requests for approval were unanimously approved by the Board

- 1) \$3773 for the fire alarm panel in Winslow House to be upgraded
- 2) \$1020 for smoke detectors in Winslow House
- 3) \$120 for training for the RRT

There needs to be an annual maintenance checklist. |

Karen noted that a new financial resource was announced in the Angle. Using this resource you can find a) budget line-items names b) expenditures to date c) total budget d) budget line-item owner and e) a description of the line-item. She also stated her opinion that Board committee requests for money should be included in the Board budget, rather than having many separate requests.

H) 325 Anniversary Events - Paula handed out a sheet with events through next fall. The Democracy Festival Committee, headed up by Kris Yerby, Mark Cullinane, and Diane Barry Preston, is planning a Democracy Festival for September 19. The installation of our ministers is on October 3. Wampanoag Day is being planned by the Racial and Indigenous Justice Allies Task Force for October 4. There will be a raffle for an amazing Birdhouse that looks like our church, made by Judy Fenner.

I) Ministers' Installation - Paula reported that we will try to have a tent for the reception on October 3, from 2 to 5 pm. We will use catering from the Family Table Collaborative.

J) Church Administrator position - The position will be advertised for another 30 days. The screening group wants to keep the door open for additional applicants. Rev. Scot reported that an engaged and collaborative group is working on this; they want to get the right person.

3. Visioning Session Plan/ Strategic Planning - A church-wide visioning session is planned for Sunday, 4/26/2026, 11:30-12:30. Last week's Angle asks people to envision what they would like FPB to look like in ten years. Allison suggested we can focus on what we want to see in the church within the framework of "within," "among," and "beyond." We should look at the bigger ideas, such as "What are we doing?" and "What is church like?"

Allison presented and explained a "Strategy Map" format that she has used in other non-profit organizations to help in developing a strategic plan. She explained the difference between goals, strategies, and resource planning, and how they fit together to form a cohesive plan. For illustrative purposes, Allison shared a rough sample plan.

The Board discussed our approach for the Visioning Session on Sunday, and the role of the Strategic Planning Committee. We agreed that it should be mainly a brainstorming session, with the end eventually being agreement on goals. We will break into small groups and will need facilitators for each group, with chart paper, etc.

Rev. Scot noted that developing a strategic plan is a lot of work; once established, it should be reviewed every month at Board meetings and should be taken every April to the congregation.

4. UUA Pledge Amount for next year - Scott moved that FPB pledge \$1000 to the UUA next year. After discussion, he withdrew this motion. Rev. Scot noted that this pledge can be viewed as discretionary spending when attempting to balance the budget. We agreed to table the decision until next month, when we vote on the Budget.

5. Proposal regarding wall plaque for Rev. Kaaren - Kevin Lowey had presented a proposal that Rev. Kaaren be listed on the plaque board in the sanctuary as a recognition of her service to the congregation over two years. During discussion, it was noted that there are no interim ministers listed on plaques in the church. The ministers suggested we could approve it if it would go toward healing, but if it would not, we should disapprove. The Board voted to table a decision on this and to look into conferring Emerita status to Rev. Kaaren.

6. Proposed Computer Security Policy - The Policy Committee had been asked to work on a computer security policy, but needs guidance from the Board as to what is wanted in this area. In discussion it was noted that a policy is not needed; what is needed is guidance and training for staff in security, and to put this information in the employee handbook. The UUA guidelines seem good. Ed provided a link to the UUA Computer Security Policy - which is: [Congregational Data and Computer Security Guidelines | LeaderLab | UUA.org](#)
Ed suggested we should pay a consultant to assess our security.

7. Policy related to Pledge Payment records - Discussion tabled; we will vote by email.

8. Proposal to give a portion of withheld UUA dues to Rev. Kaaren - Kevin Lowey had suggested this in October. Pros and cons were discussed. A motion was made and seconded **that a portion of FPB's withheld UUA dues be given to Rev. Kaaren.** The vote was 1 in favor, 7 against; thus the motion did not pass.

9. 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.

10. 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.

11. Vote on Consent Agenda

Approved: Minutes of the March 2026 Board meeting

Ratified: RRT charge passed unanimously by email on 3-25-26

Board meetings policy 2.2 passed unanimously by email on 4-6-26

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

12. Adjourn 7:30 p.m.

Attachment 1: Written updates submitted for Board meeting 4-21-26

Submitted by Niki Popow, Board Clerk

Page 4 BoT Minutes 4-21-26

Attachment 1 : Updates for BoT Minutes 4-21-26

Updates for 4/21/26 FPB Board 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 responses.

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

We are currently trying to schedule a second meeting with UUA representative Rev Evin Carville-Ziemer 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 pledges from new members joining after the budget is set are 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 on 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 April 21, 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

Safe Congregations Policy - Janet Treanor and Rev. Julia

There is no noteworthy news to report this month in this area.

May 2026 FPB Board President's Report

The FPB Annual Meeting will be on Sunday, June 14th after the church service. I hope you will be able to attend either in person or on Zoom. The Nominating Committee has a fine slate of candidates for us to vote on to fill Board and Nominating Committee positions that will become open as of June 30th, and the Finance Committee and Board have nearly completed the proposed budget for next year.

We have reached another milestone with Rev's Julia and Scot. By way of explanation, when ministers move from "contract minister" status to "settled minister" status their contracts with the churches they work in need to change. Rev's Julia and Scot were voted in as our settled ministers in December of last year, and early this year the Board, led by Paula Lieb and Gail Webb, began working on a new contract for them. That contract was signed on May 5th. Thank you Paula, Gail, Julia and Scot for your work in putting this next piece of our FPB/settled minister relationship in place!

You might remember that we have a *Minister Housing Fund* that was created through generous donations from church members before our most recent minister search began. The fund was created to help a new minister (or ministers) that we attract be able to afford to live on the Cape given our high housing costs. So far, the fund has helped Julia and Scot with rent and, pending Board approval of a detailed loan proposal worked out by some church members and the ministers, will soon be available to provide a loan to help them purchase a home on the Cape. Thanks again to our incredibly generous members who created this fund, and donated to it!

I hope you were able to attend the Visioning/Strategic Planning "Dinner Party" exercise in late April. It was the first in what will be an extensive effort to develop long-term goals for FPB, and action plans for achieving those goals. There have been similar planning efforts in recent years that did not fully come to fruition due to various circumstances, but I am confident that the leadership, know-how and motivation is there for this effort to arrive at goals, action plans, and actions! You will be hearing more about this effort in coming months, and will no doubt be asked to participate in various ways.

Respectfully submitted by Scott McLane, FPB Board President

Minister's Report: April-May 2026

Worship services

April 5: Easter Sunday "The Gospel of Also" with Rev. Scot
April 12: "Packing our own Chutes" with Elenita Muniz
April 19: Earth Day "As Far as Wonder Can Reach" with Rev. Scot
April 26: "A Seeker's Heart in Toxic Certainty" with Rev. Julia
May 3: "Rebirth and Renewal" with Joane Powers
May 10: Mother's Day "Mothering, Here, Now, Today" with Rev. Julia
May 17: New Member Sunday "Journey to Belonging" with Revs. Julia and Scot
May 24: Memorial Day "What We Owe the Fallen" with Rev. Julia
May 31: Roy Scudder's Sermon Award "Love for those we hate" with Rev. Scot

Meetings/Events

- Staff meetings (First Tuesdays)
- Weekly Worship planning meeting with Kaeza
- Weekly supervision/check-in with direct reports
- Monthly Exec Team/Board Meetings
- Memorial planning & pastoral care: Various
- Installation planning
- Strategic Planning, April 2
- "Shared Pulpit" class April 2+16+23+30, May 7
- Budget Reviews, April 7+30
- Worship Committee, April 16
- Democracy Revival Planning, April 9+24, May 26
- UUA Cluster Meetings, April 2, May 7
- Revs Julia and Scot's Installation Planning, April 22, May 28
- Congregational Visioning, April 26
- Brewster in Bloom parade, May 3
- UU Minister Association 1-day retreat, May 4
- UUA Rep Evin Carvill-Zeimer, May 5
- World Music Concert, May 8
- Parent's Forum, May 17
- New Member Welcoming, May 17
- Installation of Rev. Rali Weaver, Falmouth UU, May 16
- Rev. Scot to lead worship on Martha's Vineyard, May 24

General Notes

UUMA – Revs. Julia and Scot spent their day off with colleagues up at the Marshfield Audubon Society in early May. We talked about welcoming, "small talk", and systems-theory, and then had a nice stroll on a beautiful spring day.

Visioning Workshop, led by various Board members (thank you!), this event was both a follow-on to the Kickoff led by Kimberly Debus in March and a lead-in/guide for the Strategic Planning Committee. To be clear, we have done visioning in the past, we do have lots of strategic plans and history, but what we seem to lack is strategy as an engine for activity. What I'd like to see is a strategy plan that is front-and-center for the Board, where the Board is regularly (i.e., monthly) reviewing progress at their regular meetings (and specifically approving the work plans coming out of the Strategy teams). We're getting there. Next step is to collate and summarize the congregational feedback, before taking that to the Strategic Planning Committee for discussion, assignment, and action.

Staff – hiring for the Church Admin role still in progress. Unfortunately, we have not been overwhelmed by the response we've gotten. We have retooled the job promotion and are renewing our ads.

"The Shared Pulpit" class successfully completed after 8 sessions over 10 weeks. A fine time was had by all. We're going to take the summer off from class offerings, but summer planning will include some 2026-27 minister-led classes. Definitely some shorter than an 8-week commitment!

Speaking of classes -- Rev. Scot is starting a new class for his Doctoral program mid-May called "Theologies of Liberation". This class meets once/week on Tuesday evenings and is a requirement for his Public Theology degree focus. The class runs May-August.

Structural changes to Social Justice Teams: we're still needing a consolidated Social Justice team, unit, something, so we can at very least coordinate our church-wide events and responses (for example, No Kings Day). David Sutherland has very helpfully scheduled a meeting to gather the Team Leads for each Task Force, and I believe we're currently exploring doing this more regularly.

Parent Forum: Rev. Julia is leading a monthly gathering of the parents of our RE kids. Goal is to create some community, connection, and care. We view this offering as strategic and we will continue it for the foreseeable future. First meeting had significant participation.

Communications: One of the things we've been hearing, either directly or indirectly, is that here at FPB there are "opportunities for better communication". There are many reasons for this, not least being significant turnover in key staff positions in the last year, so we expect that hiring a new Church Administrator will be a very important step to addressing this. But as we work to find our next amazing CA, we're imagining that there is also a opportunity for a Communications Director. This role was once funded and was recently occupied, but now that chair sits empty -- and there does not seem a simple way forward to renewing/reinvesting in it.

We'd like to combine the outward part – our social media promotions, ads, and strategic marketing promoting FPB and our events into the world – with an internal part, specifically we imagine something like a cross-committee newsletter. Sort of like the Weekly Angle, but more of a “what each committee is doing in the coming month and when,” so each committee (like BBT, Building Oversight, Landscaping, Policy, FUNdraising, Caring, CYM, etc) can all keep from tripping over each other. This isn't the only solution to internal communication, but it could be part of a larger plan.

I'm imagining this to be a person (but I suppose it could be a team) with digital content creation skills and some familiarity with content management, “new” (online) and “old” (like papers and radio) media advertising, and distribution schedules. We'd love to see regular content updates hit our web pages, Facebook page, and YouTube, and expand to new-to-us platforms like Instagram and possibly podcasting.

Funding is TBD, but we're curious.

Looking ahead: to continue the work of congregational healing and cohesion, we would like to see the Board engage with Hope For Us, a well-regarded UUA program for helping congregations address trauma and conflict and re-orient toward the future. The UUA has offered to pay for Phase 1 with their year-end money (we're TBD on Phase 2 with next-year budget). We see this program as a capstone offering addressing 3 past conflicts – the conflict arising from the termination of the prior DRE, the conflict around the Interim minister's fellowship resignation, and the conflict between church members upset over the other 2 conflicts. Coupled with our Visioning/Strategy work, concurrently underway, Hope For US could explicitly and substantively acknowledge past harms, disappointments, and missteps, and orient the congregation toward healing, solidarity, and the future. The decision to move forward sits with the Board currently.

Music Director's Report

The last months have been quite active in the music arena at FPB! Seemingly an age ago, on March 22, Music Sunday was a definite highlight. It brought together choir and handpan ensemble, featured our exceedingly talented Rev. Julia Jones on a special bluesy song, and we also had a world premiere by choir/congregation member Neil Bartholomew! We capped the water-themed service off holding mini-umbrellas for a congregational sing-through of "Raindrops Keep Falling on My Head"!

On the A/V tech support end, we have added a couple more heavy base microphone stands, which are safe and effective for holding mics in place, and we also added a couple of mats that can cover over the wires that run across the top of chancel when we are using wired mics. Rikki Bates and I are continuing to tackle the A/V Training Manuals and our latest project is the Winslow Room Zoom meeting Manual. Hybrid meetings are very common, and a guide with clear photos will really help things to operate more smoothly.

We also have had spoken announcements about needing more tech volunteers who can be called upon, and a bit of promising help is on the horizon, expanding our volunteer list from 3 to 4 people. In a church of this size, ideally we would have about 8-10 volunteers who can be called on from time to time, so we're just about halfway there!

Similar to a year ago, on Friday May 8 the First Parish Brewster Choir took the chancel (and floor) with the Drummah Queens and Jane Lowey's community singing group Common Voices to present a fantastic musical tour around the world in program entitled "Many Cultures, One World". Judy Jollett and Bev DiPaolo each played accompaniment to a song as well. The colorful shirts of all participants brought a beautiful tapestry that reflected the richness we can sing in a global landscape. The audience hummed along to our closing song, which is often sung in Latvian festivals in gigantic stadiums of 45,000 people! It is a pure joy to collaborate with FPB member Jane Lowey, who brings energy, enthusiasm and adaptability alongside her talent and leadership skills!

We seem to be generating more interest in handpan. During summer, we sometimes have a more erratic schedule because of various people's travel, but I anticipate that in the fall when we get back to regular weekly meetings, it's quite possible we will be at our maximum thus far.

In the summer ahead, as last year, I will be spending less time preparing for worship and more time cleaning/filing/organizing from the past year and getting ready for the 2026-2027, learning new music, etc. I also am planning to attend the Association for Unitarian Universalist Music Ministries Conference in Wisconsin in the middle of the summer, which I'm looking forward to doing!

Respectfully submitted,

Kaeza Fearn
Music Director

Report from Financial Administrator – May 11, 2026

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

- As of 5/11/26, for **FY26-27** we have received 172 pledge units totaling \$487,700.
- As of 5/11/26, for **FY25-26** we have received 173 pledge units totaling \$461,639. Of the amount pledged, \$383,709 (83%) 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-April **Thrift Store** income of \$118,910 is \$2557 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 May 19, 2026 FPB Board Meeting

Stewardship – by Paula Lieb

Susan Smith and John Kielb report that we are at \$487,700 with 172 pledging units. They are still in contact and process with about 20 pledging units and are hoping most of them will come in.

The Projection spreadsheet indicates that we'll reach \$500,000. The assumptions are that the stragglers who have pledged before will match their previous pledges and the new members who haven't pledged yet will pledge the median amount.

325th Anniversary Committee – by Paula Lieb

On May 1 we had a nicely attended photo gallery reception “Celebrating the People of First Parish Brewster, 1985—2025. This display will be in the Parish Room through June.

On May 3, we had a float in the Brewster in Bloom Parade. This was a joint project of our committee and CYM and was great fun working with kids, CYM volunteers and members to create the decorations for the McDowell/Mecklenburg family’s pick-up truck (including a “sandcastle church; cardboard starfish, clams, crabs, seagulls, etc.). We had a blast at the parade (despite the rain, wind and cold) and the kids riding the “float” were troopers! We passed out 250 lollipops with info about CYM and SNO@UU attached. Rev. Scot walked with us for a short bit, too!

The next event is a Cape Cod Camino Way Walk, Saturday, June 6, 9:30 am-Noon, Join author Peggy Jablonski for a 1.5 mile walk through Brewster, starting at First Parish’s ancient cemetery, winding through people, places and stories and concluding at First Parish with a discussion and refreshments. **Tickets:** \$20 pp at the walk.

CYM Liaison Report - by Janet Treanor

HIGHLIGHTS:

- Children and FPB members participated in the Brewster in Bloom parade on May 3rd and all had a great time.
- Rev. Julia will host another Parent’s Forum on May 17th.
- A training for Ushers and Greeters with the Brewster Police Dept. has been set for May 20th.
- CYM will host an Open Craft Cafe on May 30th in Fellowship Hall from 12-4 pm. Donations will go to Nauset Interfaith.
- On June 7th, the CYM children will be encouraged to participate in the Service, which is Flower Communion Sunday. CYM families will be asked if they would like their

children to be Dedicated. Rev. Julia stressed that she will flex to the wishes of the children and any who would like, will be welcome to speak, help out, etc.

-A Safe Congregation Policy is still in development. Work also continues on first aid kits as well as training for CYM/SNO volunteers in child abuse and behavioral responses.

Minister Contract – Submitted by Scott – Thanks to Paula and Gail

Right Relations Team (RRT) - by Scott McLane

Key RRT procedures and protocols have been drafted by the RRT and approved by the Board. The RRT is now ready 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. A notice is being regularly posted in the Weekly Angle inviting people to seek RRT assistance when difficult conflicts or differences arise, and telling how to reach RRT members.

The Endowment Board has approved funding for RRT members to attend a right relations related training that will be held in a few weeks.

Social Justice Task Forces – by Niki Popow and Rev. Julia

Social Justice Task Forces, along with members of the congregation, continue to compile the list of organizations for split plate donations for the next church year. Many thanks to Bob Spencer for being the guru at COVE who puts this all together. The Biodiversity Task Force has prepared the garden bed for our pollinator garden in front of the Thrift Store. There will be a plant sale on the day of the Holiday Fair.

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

In early May the Board had our second meeting with UUA representative Rev. Evin Carvill-Ziemer in an effort to get more answers to questions about the investigation into Rev. Kaaren, and the events leading up to the investigation. The meeting was productive, but at this point it appears Evin has probably provided all the helpful info they can. We still have questions about the investigation though, and are seeking a meeting with the UUA Moderators in late May/early June.

Minister Contract – Paula Lieb, Gail Webb

When ministers move from “contract minister” status to “settled minister” status their contracts with the churches they work in need to change. Rev’s Julia and Scot were voted in as our settled ministers in December of last year, and early this year the Board, led by Paula Lieb and Gail Webb, began working on a new contract for them. That contract was signed on May 5th. Thank you Paula, Gail, Julia and Scot for your work in putting this next piece of our FPB/settled minister relationship in place!

Sending Delegates to 2026 UUA General Assembly

Our acting Church Administrator, Debbi Klein, has submitted the names of our 6 UUA General Assembly delegates (Paula Lieb, Gail Webb, Mark Cullinane, Dan Harkinson, Ed Klein and Jim Hild) for the “credentialing” that is necessary to be officially recognized as delegates with voting rights.

Minister’s Housing Fund

The Minister’s Housing Fund Committee, which consists of Jeff Talmadge, Ed Klein, Jim Lieb and Rob MacIver, have worked out with the ministers a “Memorandum of Agreement” (MOA) regarding the 2nd Mortgage that can be provided through the Minister’s Housing Fund. The MOA will be discussed at our May 19th Board meeting.

Making Changes to the Use and Protection of Personal Data policy

There was a proposal on this at our April BoT meeting, and it was suggested it go out for an email vote. Since there was so much Board email traffic over the past 2 or 3 weeks, email voting on this has been put off for another month.

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.

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

-Safe Congregations Policy - Janet Treanor and Rev. Julia

To: FPB Board of Trustees
From: Endowment Board
Re: \$4,500 Endowment money previously earmarked for UUA dues (FY 25-26)

Following BOT's decision to cancel its request for distribution of \$4,500 Endowment funds for payment of UUA dues in FY25-26, we are requesting that the Board of Trustees release the Endowment Board from any obligation to use that \$4,500 for Building Oversight Committee projects. We appreciate timely action, if possible, so we can clarify the matter with the Building Oversight Committee.

Our request follows an apparent misunderstanding regarding the intent of the Endowment Board at our March 17 meeting. At that meeting, we agreed to disburse \$10,000 to Building Oversight. We also requested an update from the BOT regarding the status of its \$4,500 distribution request for UUA dues. It was not our intent to link these two matters.

Here's the relevant excerpt from the [BOT's March 17 minutes](#) (emphasis mine) that we are seeking to undo:

"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."

Feel free to contact me with questions or concerns.

Thank you!
Marilee Crocker
Endowment Board

Right Relations Team
Consultation Policy and Procedures
First Parish Brewster Unitarian Universalist

The Right Relations Team (RRT) supports the First Parish Brewster community — including members, staff, ministers, volunteers, and friends of FPB — in navigating conflict through facilitated conversation. Our role is to help create space for respectful, direct dialogue so that individuals can move toward greater understanding and right relationship with one another.

The RRT does not make decisions, take sides, or determine outcomes. Our work is to support healthy communication and relational repair.

1. Consultation Policy

Confidentiality

At the beginning of a consultation, the RRT member will inform the consultee of the RRT Confidentiality Policy. Conversations with the RRT are treated as confidential, and identifying information will only be shared within the RRT on a need-to-know basis in order to support the process.

Recusal

If an RRT member has a close personal relationship with any party involved, or another conflict of interest that could compromise impartiality, that member will recuse themselves from participation in the matter.

Staff Considerations

When an RRT member begins working with a staff member regarding a conflict involving another staff member, a supervisor, or a minister, the RRT member will inform the staff member that the Personnel Manual describes additional options for addressing such concerns. The RRT member will share the relevant sections in the Personnel Manual and encourage the staff member to review the sections.

2. Consultation Procedures

Request for Individual Consultation

When a member of the FPB community requests a consultation, the RRT member will begin by listening carefully in order to understand the concern or conflict.

During this conversation, the RRT member may offer support in the following ways:

- Helping the consultee sort through their thoughts and feelings
- Helping the consultee consider how to communicate in a respectful and right-relational way
- Exploring whether the consultee has already spoken directly with the person involved

The RRT member may ask:

“What can I do to help you deal with this concern or conflict in a right-relational way?”

If the consultee has not yet spoken directly with the other person, the RRT member may offer guidance or preparation for having a respectful conversation with that person.

The goal of the consultation is to support direct and healthy communication whenever possible.

Request for an RRT-Facilitated Meeting

If a consultee requests a facilitated meeting with another party, the RRT member will first explore whether the parties have attempted to resolve the conflict directly.

A facilitated meeting may be appropriate when:

- The parties do not feel able to meet on their own
- One or both parties are unwilling to meet without facilitation
- Previous conversations have not resolved the concern

All parties must agree voluntarily to participate in an RRT-facilitated meeting.

Structure of an RRT-Facilitated Meeting

- Two RRT members conduct the meeting
- One serves as the lead facilitator
- The second supports the process and observes the flow of conversation

Facilitators may meet separately with each party before the meeting in order to understand their perspectives.

During the meeting, facilitators:

- establish shared agreements for respectful conversation
- guide the dialogue
- support listening and understanding between the parties

The facilitators do not determine outcomes or impose solutions.

Meetings typically last 60–90 minutes, and most situations are addressed in one to three meetings.

Prior to the meeting, participants will receive a brief document describing what to expect during an RRT-facilitated conversation.

3. Evaluation and Feedback

After an RRT-facilitated meeting, participants will be invited to complete a brief feedback or evaluation form. This feedback helps the RRT learn from experience and strengthen its practice.

4. Internal RRT Process

Notification of Consultation

When an RRT member receives a consultation request, the member will notify the RRT Chair of the request.

The Chair and the involved RRT member will determine what information should be shared with the rest of the team on a need-to-know basis while maintaining confidentiality.

Team Consultation

If a request is complex or requires additional support, the matter may be brought to the full RRT for discussion. The team will decide together how best to proceed.

Facilitated Meetings

RRT-facilitated meetings are conducted by two RRT members in order to ensure a well-held and balanced process.

Reflective Team Practice

The RRT will discuss the process and learning from facilitated meetings as a team. Identifying information will only be shared on a need-to-know basis.

These reflections allow the team to:

- learn from experience
- strengthen facilitation practices
- consider whether additional support or follow-up may be helpful

5. Reporting to the Board of Trustees

In the RRT's periodic report to the Board of Trustees, the RRT Chair will share general information about the team's work, including:

- the number of consultations conducted
- the number of individuals involved

- any general themes or concerns relevant to the health of the congregation

No identifying information about individuals will be shared.

Final Note

The work of the Right Relations Team reflects First Parish Brewster's commitment to fostering a community grounded in respect, trust, and right relationship. Through listening, facilitated dialogue, and thoughtful process, the RRT seeks to support healthy communication and strengthen the relational fabric of the congregation.

Right Relations Team – Reflection & Feedback

Thank you for taking a few minutes to share your reflections. Your responses help us learn and strengthen how we support right relationship at FPB. Confidentiality protects the safety and honesty of those who seek our help. We agree to keep all matters private within the Right Relations Team, sharing only as needed for the integrity of the process or the wellbeing of those involved. Keeping consistent with this we ask that you do not use names or initials on this feedback form.

1. Were you satisfied with your experience with the RRT leading up to the facilitated meeting?

- Yes
- No
- Somewhat

If no or somewhat, what could the RRT have done differently?

(Comment)

2. Overall, how helpful was the facilitated meeting for you?

- Very helpful
- Somewhat helpful
- Neutral
- Not very helpful
- Not helpful at all

(Comment)

3. During the facilitated meeting, did you feel:

(check any that apply)

- Heard
- Respected
- Safe to speak honestly
- Supported by the facilitator
- Clear about the purpose of the conversation
- Unsure or confused at times
- Uncomfortable at times

(Comment)

4. What aspects of the facilitated meeting were most helpful?

(Open text)

5. Was there anything that felt unhelpful, unclear, or difficult?

(Open text)

6. Did the facilitated meeting improve your understanding of the other person's perspective?

- Yes
- Somewhat
- No

(Comment)

7. Do you feel clearer about next steps or expectations going forward?

- Yes
- Somewhat
- No

(Comment)

8. Was the length and pacing of the facilitated meeting about right?

- Yes
- Too short
- Too long
- Mixed

(Comment)

9. Is there anything you wish had been handled differently by the RRT before the facilitated meeting or during the facilitated meeting?

(Open text)

10. Is there anything else you would like the RRT to know?

(Open text)

11. Optional

If you're comfortable sharing, is there anything that would help you feel even more supported in future right relations conversations?

(Open text)

Closing statement

Thank you for taking the time to reflect. Your feedback helps us strengthen our practice and serve the congregation with care and integrity.

Financial Reports April 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 83%

Points of Interest

Total Income is at 88% of budget

Total Expenses are at 76% of budget

Total Pledge Payments received 90% of budget

Offertory is at 79% of budget

Thrift Store Income is at 82% 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 - April 2026

	Total			
	Actual	Budget	Remaining	% of Budget
7 Revenue				
8 Fundraising			0	
9 Church Fundraisers			0	
10 Holiday Fair	11,453		-11,453	
11 Other Church Fundraisers	655	14,000	13,345	5%
12 Spring Auction	369	11,000	10,631	3%
13 Total Church Fundraisers	\$ 12,477	\$ 25,000	\$ 12,523	50%
14 Food Card Sales	1,456	2,500	1,044	58%
15 SnoUU Summer Program	22,683	16,700	-5,983	136%
16 Total Fundraising	\$ 36,616	\$ 44,200	\$ 7,584	83%
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	1,529	1,250	-279	122%
23 Investment Income	7,001	5,000	-2,001	140%
24 Misc Contributions	777	300	-477	259%
25 Total Investment, Interest, Misc	\$ 12,557	\$ 10,050	-\$ 2,507	125%
26 Offertory	39,311	50,000	10,689	79%
27 Pledges			0	
28 Current Year	376,320	465,600	89,280	81%
29 Prior Year	50,484	10,000	-40,484	505%
30 Total Pledges	\$ 426,803	\$ 475,600	\$ 48,797	90%
31 Rental			0	
32 Space Rentals	6,807	5,000	-1,807	136%
33 Weddings/Memorials	1,570	3,000	1,430	52%
34 Total Rental	\$ 8,377	\$ 8,000	-\$ 377	105%
35 Thrift Store Income	118,910	145,000	26,090	82%
36 Total Revenue	\$ 642,575	\$ 732,850	\$ 90,275	88%
37 Gross Profit	\$ 642,575	\$ 732,850	\$ 90,275	88%
38 Expenditures				
39 Administrative			0	
40 Advertising	659	1,500	841	44%
41 Banking Fees	2,089	2,000	-89	104%
42 Office Expense/Supplies	2,954	4,000	1,046	74%
43 Office Equip/Maint	4,151	6,000	1,849	69%
44 Software Expense			0	
45 Office Software	2,363	3,000	637	79%
46 Payroll Software	1,608	1,400	-208	115%
47 Total Software Expense	\$ 3,972	\$ 4,400	\$ 428	90%
48 Total Administrative	\$ 13,825	\$ 17,900	\$ 4,075	77%
49 BldgGrounds			0	

50	Electric	10,719	5,000	-5,719	214%
51	Gas	7,828	7,000	-828	112%
52	Groundskeeping	14,699	14,000	-699	105%
53	Housekeeping	15,630	17,000	1,370	92%
54	Liability/Property Insurance	-2,011	21,000	23,011	-10%
55	Phone & Internet	7,543	9,000	1,457	84%
56	Property-Maintenance	18,858	13,800	-5,058	137%
57	Property-Special Projects	15,411	20,000	4,589	77%
58	Property-Supplies	2,938	4,200	1,262	70%
59	Water	1,468	2,400	932	61%
60	Total BldgGrounds	\$ 93,083	\$ 113,400	\$ 20,317	82%
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	391	800	409	49%
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	273	1,000	727	27%
71	Total Children & Youth Ministry	\$ 9,353	\$ 8,200	-\$ 1,153	114%
72	Committees			0	
73	Board of Trustees	780	1,000	220	78%
74	Caring Committee	83	300	218	28%
75	Landscape Committee	125	500	375	25%
76	Membership	367	858	491	43%
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	18,056	25,000	6,944	72%
82	UU The Vote	1,000	1,000	0	100%
83	Wampanoag Language School	10,000	10,000	0	100%
84	Total Social Justice	\$ 29,325	\$ 37,750	\$ 8,425	78%
85	Stewardship	110	600	490	18%
86	UU Connections	998	1,660	662	60%
87	Total Committees	\$ 31,788	\$ 42,668	\$ 10,880	75%
88	Mortgage Loan Payments	6,379	7,400	1,021	86%
89	Music			0	
90	Guest Musicians	1,075	1,500	425	72%
91	Music Scores	672	1,500	828	45%
92	Music Supplies/Worship AV	708	1,000	292	71%
93	PianoOrgan	1,278	1,300	22	98%
94	Total Music	\$ 3,733	\$ 5,300	\$ 1,567	70%
95	Staff			0	
96	Staff Benefits/Payroll			0	
97	FICA Taxes	14,660	20,016	5,356	73%
104	Total Health Insurance	\$ 56,443	\$ 75,200	\$ 18,757	75%

105	Long Term Disability	3,139	4,177	1,038	75%
106	Minister's FICA	7,570	9,180	1,610	82%
107	Minister's Term Life	869	882	13	99%
108	Retirement			0	
109	401KCeline	4,398	5,278	880	83%
110	401KJulia	4,500	5,500	1,000	82%
111	401KKaaren	854	1,000	146	85%
112	401KKaeza	4,381	5,257	876	83%
113	401KScot	4,500	5,500	1,000	82%
114	401Victorea	910		-910	
115	Total Retirement	\$ 19,544	\$ 22,535	\$ 2,991	87%
116	Staff Appreciation	900	900	0	100%
117	WorkCompInsurance	154	3,240	3,086	5%
118	Total Staff Benefits/Payroll	\$ 103,280	\$ 136,130	\$ 32,850	76%
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	7,743	10,000	2,257	77%
124	Total Staff Professional	\$ 7,940	\$ 17,309	\$ 9,369	46%
125	Staff Salaries			0	
126	Accompanist	9,020	12,068	3,048	75%
127	AF Director	22,620	45,240	22,620	50%
128	AV Tech Support	9,096	10,915	1,819	83%
129	Bookkeeper	22,708	26,676	3,968	85%
130	Childcare Providers	1,431	3,717	2,287	38%
131	Custodian	7,114	8,528	1,415	83%
132	CYM Director	18,576	24,000	5,424	77%
133	Facilities Manager	13,808	16,737	2,929	82%
134	Minister			0	
135	Minister Housing	49,833	28,833	-21,000	173%
136	Minister Salary	42,960	91,167	48,207	47%
137	Total Minister	\$ 92,793	\$ 120,000	\$ 27,207	77%
138	Music Director	43,814	52,577	8,763	83%
139	Thrift Store Assistant	6,355	8,405	2,050	76%
140	Thrift Store Manager	44,138	52,780	8,642	84%
141	Total Staff Salaries	\$ 291,472	\$ 381,643	\$ 90,171	76%
142	Total Staff	\$ 402,691	\$ 535,082	\$ 132,391	75%
143	UUA/NER Dues	3,500	14,000	10,500	25%
144	Worship			0	
145	Hospitality	284	300	16	95%
146	Materials/Supplies	95	1,000	905	9%
147	Pulpit Support	2,220	2,600	380	85%
148	Total Worship	\$ 2,598	\$ 3,900	\$ 1,302	67%
149	Total Expenditures	\$ 566,951	\$ 747,850	\$ 180,899	76%
150	Net Operating Revenue	\$ 75,624	-\$ 15,000	-\$ 90,624	-504%
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	\$	75,624	\$	0	-\$	75,624	

Tuesday, May 05, 2026 12:05:26 PM GMT-7 - Accrual Basis

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

	Total	
	Jul 2025 - Apr 2026	Jul 2024 - Apr 2025 (PY)
7 Revenue		
8 Fundraising		
9 Church Fundraisers		20.00
10 Admin		-440.67
11 Holiday Fair	11,453.15	9,251.11
12 Other Church Fundraisers	655.00	2,584.75
13 Spring Auction	369.00	786.00
14 Total Church Fundraisers	\$ 12,477.15	\$ 12,201.19
15 Food Card Sales	1,456.25	2,404.75
16 Other		3,500.00
17 SnoUU Summer Program	22,683.00	18,245.76
18 Total Fundraising	\$ 36,616.40	\$ 36,351.70
19 Investment, Interest, Misc		
20 Committee Contributions		
21 Circle Alliance Contributions	250.00	
22 Welcoming Congregation Contribution	3,000.00	6,000.00
23 Total Committee Contributions	\$ 3,250.00	\$ 6,000.00
24 Interest Income	1,529.18	2,001.81
25 Investment Income	7,000.92	5,813.82
26 Misc Contributions	777.00	924.12
27 Total Investment, Interest, Misc	\$ 12,557.10	\$ 14,739.75
28 Offertory	39,310.92	22,116.72
29 Pledges		
30 Current Year	376,319.56	408,338.38
31 Prior Year	50,483.77	10,062.20
32 Total Pledges	\$ 426,803.33	\$ 418,400.58
33 Rental		
34 Space Rentals	6,806.89	4,696.17
35 Weddings/Memorials	1,570.00	3,800.00
36 Total Rental	\$ 8,376.89	\$ 8,496.17
37 Thrift Store Income	118,910.21	121,467.08
38 Total Revenue	\$ 642,574.85	\$ 621,572.00
39 Gross Profit	\$ 642,574.85	\$ 621,572.00
40 Expenditures		
41 Administrative		
42 Advertising	659.00	1,209.00
45 Total Banking Fees	\$ 2,089.06	\$ 1,183.41
46 External Financial Review		2,000.00
47 Office Expense/Supplies	2,953.62	2,342.50
48 Office Equip/Maint	4,151.36	4,416.85
49 Software Expense		
50 Office Software	2,363.22	2,081.95

51	Payroll Software	1,608.48	973.91
52	Total Software Expense	\$ 3,971.70	\$ 3,055.86
53	Total Administrative	\$ 13,824.74	\$ 14,207.62
54	BldgGrounds		
55	Electric	10,718.82	3,740.47
56	Gas	7,828.31	6,649.11
57	Groundskeeping	14,699.00	10,735.00
58	Housekeeping	15,630.00	15,440.00
59	Liability/Property Insurance	-2,011.00	9,531.00
60	Phone & Internet	7,542.54	6,810.17
61	Property-Maintenance	18,858.49	11,460.58
62	Property-Special Projects	15,410.94	10,736.00
63	Property-Supplies	2,938.08	2,443.85
64	Water	1,468.23	2,410.36
65	Total BldgGrounds	\$ 93,083.41	\$ 79,956.54
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	391.44	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	272.54	731.09
76	Total Children & Youth Ministry	\$ 9,353.37	\$ 2,889.44
77	Committees		
78	Board of Trustees	780.39	441.75
79	Caring Committee	82.50	
80	Landscape Committee	124.96	
81	Membership	366.94	420.50
82	Social Justice		1,000.00
83	Racial & Indigenous Justice	269.34	
84	Split Plate	18,055.95	
85	UU The Vote	1,000.00	
86	Wampanoag Language School	10,000.00	
87	Total Social Justice	\$ 29,325.29	\$ 1,000.00
88	Stewardship	110.27	384.35
89	UU Connections	997.58	542.00
90	Total Committees	\$ 31,787.93	\$ 2,788.60
91	Mortgage Loan Payments	6,378.70	6,156.10
92	Music		
93	Guest Musicians	1,075.00	600.00
94	Music Scores	672.05	629.51
95	Music Supplies/Worship AV	708.42	330.87
96	PianoOrgan	1,277.75	963.10
97	Total Music	\$ 3,733.22	\$ 2,523.48
98	Staff		
99	Staff Benefits/Payroll		

100	FICA Taxes	14,660.00	18,007.68
108	Total Health Insurance	\$ 56,443.43	\$ 69,912.76
109	Long Term Disability	3,138.98	3,290.47
110	Minister's FICA	7,570.36	6,535.00
111	Minister's Term Life	869.00	680.00
112	Retirement		
113	401KCeline	4,398.40	3,956.60
114	401KJulia	4,500.00	
115	401KKaaren	854.00	8,540.00
116	401KKaeza	4,381.40	4,172.60
117	401KKarena		3,216.00
118	401KLaura		5,825.00
119	401KScot	4,500.00	
120	401Victorea	910.00	
121	Total Retirement	\$ 19,543.80	\$ 25,710.20
122	Staff Appreciation	900.00	900.00
123	WorkCompInsurance	154.00	-302.00
124	Total Staff Benefits/Payroll	\$ 103,279.57	\$ 124,734.11
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	1,640.53
129	Minister Prof Exp	7,742.63	3,284.83
130	Total Staff Professional	\$ 7,939.69	\$ 8,703.75
131	Staff Salaries		
132	Accompanist	9,020.00	8,700.00
133	AF Director	22,620.00	34,282.40
134	AV Tech Support	9,096.00	8,183.40
135	Bookkeeper	22,707.85	10,255.00
136	Childcare Providers	1,430.50	1,731.43
137	Communications & Office Administrator		13,929.50
138	Custodian	7,113.50	3,280.00
139	CYM Director	18,576.00	59,997.72
140	Facilities Manager	13,808.01	15,175.72
141	Minister		
142	Minister Housing	49,833.34	38,333.40
143	Minister Salary	42,960.08	47,095.80
144	Total Minister	\$ 92,793.42	\$ 85,429.20
145	Music Director	43,813.80	41,727.60
146	Thrift Store Assistant	6,355.00	4,520.00
147	Thrift Store Manager	44,138.00	41,752.23
148	Total Staff Salaries	\$ 291,472.08	\$ 328,964.20
149	Total Staff	\$ 402,691.34	\$ 462,402.06
150	UUA/NER Dues	3,500.01	10,000.00
151	Worship		
152	Hospitality	283.69	260.33
153	Materials/Supplies	94.63	565.95
154	Pulpit Support	2,220.00	700.00
155	Total Worship	\$ 2,598.32	\$ 1,526.28

156 Total Expenditures	\$	566,951.04	\$	582,450.12
157 Net Operating Revenue	\$	75,623.81	\$	39,121.88
158 Net Revenue	\$	75,623.81	\$	39,121.88

Tuesday, May 05, 2026 12:08:27 PM GMT-7 - Accrual Basis