

Parish Committee Minutes
First Parish Unitarian Universalist of Arlington
December 17, 2019

Attending: Stephen McMullin, Marie Meteer, David Klingsberg, Celia Wcislo, Sara Galantowicz, Anne Quaadgras, Paul Hollings, Maggie Carey, Tom Estabrook, Marta Flanagan, David Desjardins, Carolyn White

Consent agenda: Minutes, DRE report, Financial report and Minister's Report
After an update from David K. on the monthly finances, a motion to place the consent agenda on file **passed unanimously**.

Revenue is still strong, the Harvest Moon Fair made \$17,000 and our solar panels have about \$3,000 credit from the summer, which is keeping our electric expenses low for a few months. Property committee is in good shape financially this year.

Succession Planning: Steve lead a discussion on the need for new leadership, since Marie and Stephen are reaching their two-year term end. Marie Meteer was nominated to be the next Chair. The motion passed unanimously. Sara Galantowicz was nominated to be Vice Chair. The motion passed unanimously.

Second Minister Search Committee update: Maggie presented the milestones that the SMSC has reached: The survey is completed, the congressional record is posted, 80 people attended the Beyond Categorical Thinking workshop, and the survey results will be presented to the congregation on January 12th. The SMSC meet with the Stewardship Committee in mid-December. They are now completing the congregational packet for ministers that show interest. We learned at the Categorical Thinking workshop on December 8 *that* there are 82 candidates for 33 positions. In the candidate pool 10% are candidates of color, 30% are LGBT, and 10% have a disability. *Note: individuals can be in multiple categories.*

The SMSC will find out Jan. 5th who are interested in us. They will whittle this down to 3 for face-to-face interviews. The goal is to have a finalist in the Feb-Mar period. Mar-Apr will be used to reach an agreement. Th Second Minister will start in late August.

Stewardship Committee messaging: The messaging will reflect the goals of the next 3 years, the priorities that need staffing, and where we want to grow. The survey found that the congregation loves RE, Music, Social Justice, and maintaining out infrastructure.

After reviewing a first draft of communications that the Stewardship Comm. Is considering, there was a productive discussion. Members felt that the

messaging should include the goal of a second minister and why we have moved to make that happen.

New Business: Marie suggested that the membership Committee could use help from people to sit at the Membership table and welcome members. Everyone on Parcom agreed to pick a Sunday to be at the table (after the New Year). We should let Marie and Susan Moore know what week we will help.

Meeting ended at 9:10 PM.

Minister Report

November 15-December 12, 2019

Rev. Marta Morris Flanagan

First Parish in Arlington Massachusetts

I write this report the day after our Embrace the Darkness service. Eighty-five people gathered in a dimly lit sanctuary we were reminded of the shadow side of the season and were then renewed together in faith and community in a ritual sharing of oblaten (a sweet wafer) a custom some of our members bring from Poland and Lithuania. This is my favorite service of our year. It was first crafted ten years ago by a small group of us and has endured. This year's service reminded me of the spiritual underpinnings of what we do together as religious community. We know the darkness together and we bring in the light by our sharing, our singing, our breaking bread together. I was especially touched this year by a postlude written by Jennifer Kobayashi and sung by ur acapella group, Uulations. The lyrics of the postlude were the words of a benediction that I had spoken for years in the other congregations I have served. The words continue to speak to me:

When the recall sounds and the shadows fall
May we have hearts unembittered by all we have suffered
and uncorrupted by all we have enjoyed.
and be at the last remembered and cherished
as those who have loved greatly.

Last night filled my heart in a special way. But the Embrace the Darkness service is not the only thing at First Parish that has made my heart sing in the last month. The Harvest Moon Fair displayed our vitality and sense of fun as a community. It also exceeded its financial goal. Thanks go to all who contributed!

The Second Minister Search Committee on which I serve was hard at work this past month. The congregation record, an impressive document I now posted on the web on the UUA job posting board for prospective ministers to review. We will receive the names of interested minister in early January. The Search Committee also hosted the UUA's "Beyond Categorical Thinking" program facilitated by Rev. Jane Dwinell. A whopping 80 people participated in a three hour program following worship on Sunday December 8 exploring what it might mean to have a second minister of color, transgender, gay or differently abled. The Search Committee has also been putting the finishing touches on the survey data receive from 321 members and friends of First Parish. The Search Committee will be presenting the survey results at an important meeting after worship on **Sunday January 12**. Be sure to put that on your calendars!

I note also the vitality of our Youth Group, the success of the first two VIP-C Program Council this fall with Kiki Giatis, and the increase in pastoral contacts that both I and Chloe Briede have been provided this month. The signs of health and vitality in our community are many!

*In your service,
Marta*

What follows is a detailed listing of my ministry this month.

Worship

November 17 Music Sunday (269 attending)
Walt Whitman's Song of the Open Road

November 24 Thanksgiving Sunday Intergenerational Worship (210 attending)
Marta Flanagan and Tina Schultz

December 1 Credo Service (140 attending)
Cheri Minton, Katherine Levine, Mara Prentiss

December 8 Rev. Jane Dwinell preaching (249 attending)
Beyond Categorical Thinking

Friday December 13
Embrace the Darkness (85 attending)

Average Sunday (mean) attendance was 217 (last month was 204)

Monthly Worship Associate Meeting: 11/20 and 12/11

Pastoral Care Provided by Minister

Pastoral appointments and visits

In my office: 16

In hospital: 2

In homes: 1

This was 19 visits compared to 14 last month. (themes: grief, illness, relationship discord, call/discernment, despair, spirituality)

Monthly Lay Ministry Meeting: 12/4

Staff and Lay Leadership Support Provided by Minister

Appointments with lay leaders regarding projects and committee work: 4

Committee meetings attended

(in addition to Lay Ministry and Worship Associates):

ParCom Exec 12/11

ParCom Meeting 11/19

Second Minister Search Committee 11/21, 11/26 and 12/7

Individual weekly meeting with Chloe Briede, Intern Minister,
DRE Tina Schultz and Executive Assistant Sara Haugland

Biweekly weekly meetings with Music Director Jonathan Brennand
and Joan Dyer, Office Administrator

Biweekly Program Staff Meetings
(DRE, Office Manager, Music Director, Intern, Minister)

Education and Community Building

Lectio Divina: weekly

Beyond Categorical Thinking Workshop 12/8 (Sunday afternoon)

VIP-C Program Council 11/16 (Saturday morning)

Social Justice / Turning Outward

Attended Arlington Fights Racism Safety forum 11/17

Professional Development, Connection and Continuing Education

Greenfield Ministers Study Group in Greenfield NH 12/2-4

Follen Women Ministers Group 11/21

UU Ministers Mass Bay Chapter

DRE Report to Parish Committee
December 2019

Hi Folks,

Like most of you I am scurrying around during this busy time. Great things are happening on Sunday mornings and evenings and we all have much to be proud of. I am especially grateful to our compassionate, flexible and attentive volunteer teachers.

MORNING PROGRAMS

We have had irregular attendance again this month. Higher numbers in grades 5 and 6, and lower in grades 1 and 2. Great news is the Nursery and PreK rooms are overflowing!

Grade 7 class participated in wonderful field trips to St Paul's Cambridge AME and St John's Episcopal Churches.

Grade 6, studying newly revamped Lessons of Loss, is ending their term with a visit to Keefe Funeral Home.

Classroom space is okay enough for our current attendance.

Lucas Fernandez, 7th grader, and Lucy Voges, RE Assistant, do the Sunday morning set up and break down of furniture and bulky supplies in 4 classrooms on a weekly basis. I am grateful for their brawn.

EVENING PROGRAMS:

The youth group has been having steady attendance by 35-40 teens. They will hold their annual prom/dance this Saturday night, to which alumni have been invited. Their holiday party is Sunday, December 15.

Our COA mentor team (Sara Galantowicz, Carolyn Hodges, Jeff Keffer, and Robbie Rinearson) is ready to meet with parents on Sunday December 15 to introduce themselves and the program. We anticipate a class size of 16.

I have notified parents that our next OWL class, beginning March 2020, is currently full. Youth who have been attending regularly are included in that group. I am grateful that St Paul's Lutheran Church and the Town of Arlington also offer OWL so I can refer requests to them for interested families whose children have not been attending our morning program this fall.

WORSHIP:

Prep has begun for the All Ages service on December 22nd. Youth readers have been recruited for the Christmas Eve services. The Time for All Ages leaders have been recruited through the end of January.

OTHER:

There was a very successful Youth Group Parent Cookie Swap last Sunday night. More than 40 adults shared sweets and stories. They intend to meet regularly over the next few months.

The RE Committee is hosting a Family Games Night in January.

Chloe and Rose have been scheduled for middle/high school OWL trainings.

This is the season when seniors ask for references for colleges and I have helped with 3. I also help with national honor references, references for former staff applying for advanced degrees, and reporting volunteer/community service hours for our youth.

We will be offering a One Room Sunday School program on December 29 and the topic is friendship.

Our teachers will be appreciated in classes with small gifts on December 15th.

New teacher orientation for 3 winter teachers will take place on December 14. Great to have newcomers join our teaching team!

The teacher transition meeting for fall and winter teachers happens this Sunday, December 15. Information about the curriculum, classroom management, and children will be shared at that time.

Due to a very late drop out of a husband/wife teaching duo, I am actively recruiting teachers for grade 4 winter term. There is one strong lead teacher so I don't think it will be too hard to find their replacements.

I will send out holiday cards to the children in our program.

DRE Meetings:

I meet weekly with Marta, Rose, Jan Penney and Chloe. Staff meetings are held bi-monthly.

Our monthly RE Committee meeting took place on Thursday. Our subgroups are dealing with curriculum, teacher training and support, supporting membership/welcoming on Sunday mornings, One Room Sunday School programs and more. I attend the curriculum sub-committee and am crafting lessons on Islam for the newly revamped Neighboring Faiths Course.

Marta and I met twice with folks from Stewardship to help determine pledging possibilities.

I joined DRE colleagues for a team gathering. The theme was safety. I also meet regularly with the Religious Educators from the Follen UU and the Bedford UU congregations.

This is the season when seniors ask for references for colleges and so far I have finished 3. I also help with national honor references, references for former staff applying for advanced degrees, and reporting volunteer hours for our youth.

We will be offering a One Room Sunday School program on December 29 and the topic is friendship.

Our teachers will be appreciated in classes with small gifts on December 15th.

New teacher orientation for 3 winter teachers will take place on December 14. Great to have newcomers join our teaching team!

As always, thank you for your support of the children and youth in our community.

Respectfully Submitted by: Tina Schultz, Director of Religious Education

First Parish Unitarian Universalist of Arlington M
Budget vs. Actuals: Monthly - P&L Budget FY 2020 - FY20 P&L
 July - December, 2019

	Total				Annual budget
	Actual	Budget	over Budget	% of Budget	
Income					
4100 Pledges					
4110 Current Year Pledges	393,581	322,074	71,507	122.20%	644,148
	\$	\$	\$		
Total 4100 Pledges	393,581	322,074	71,507	122.20%	644,148
4200 Plate Offerings	15,869	19,002	(3,133)	83.51%	38,004
4300 Fundraisers					
4310 Fair	17,804	14,004	3,800	127.14%	14,004
4330 Other Fundraisers	884	1,500	(616)	58.96%	1,500
	\$	\$	\$		
Total 4300 Fundraisers	18,688	15,504	3,184	120.54%	15,504
4400 User Donations (Building Fees)					
4410 Mariposa rent	22,775	28,062	(5,287)	81.16%	56,124
4420 Other building use	11,958	10,200	1,758	117.23%	25,500
	\$	\$	\$		
Total 4400 User Donations (Building Fees)	34,733	38,262	(3,530)	90.78%	81,624
4500 Other Contributions					
4510 Parking revenue	3,000	3,000	0	100.00%	6,000
4520 One-Time Gifts	0	1,000	(1,000)	0.00%	2,000
4525 Social Justice	2,031	1,500	531	135.40%	3,000
	\$	\$	\$		
Total 4500 Other Contributions	5,031	5,500	(469)	91.47%	11,000
4600 Interest	10	11	(0)	97.52%	21
4700 Trust Fund Contributions					
4730 Trust Fund-Wellington	0	5,000	(5,000)	0.00%	10,000
	\$	\$	\$		
Total 4700 Trust Fund Contributions	-	5,000	(5,000)	0.00%	10,000
4900 Other Income	0	6,500	(6,500)	0.00%	13,000
	\$	\$	\$		
Total Income	467,913	411,852	56,060	113.61%	813,301
	\$	\$	\$		
Gross Profit	467,913	411,852	56,060	113.61%	813,301
Expenses					
5100 Personnel					
5110 Salary	210,515	231,666	(21,150)	90.87%	463,535
5120 FICA	15,729	14,875	854	105.74%	29,750
5130 Workers Comp	1,663	1,435	228	115.89%	2,870
5140 Pension (UUA)	16,072	14,352	1,720	111.98%	28,704
5150 Health Insurance	8,935	7,140	1,795	125.14%	14,280
5160 Life Insurance	577	564	13	102.27%	1,128
5170 Disability Insurance	1,415	1,410	5	100.34%	2,820
5190 Prof Expenses	5,324	7,050	(1,726)	75.52%	14,100

5960 Sabbatical Reserve	4,071	4,071	0	100.00%	8,142
	\$	\$	\$		
Total 5100 Personnel	264,300	282,563	(18,262)	93.54%	565,329
5200 Contractors & Consultants					
5240 Consultants (HR,Finance,Prof)	3,445	5,000	(1,555)	68.90%	10,000
	\$	\$	\$		
Total 5200 Contractors & Consultants	3,445	5,000	(1,555)	68.90%	10,000
5300 Office Expenses					
5320 Postage	0	300	(300)	0.00%	600
5340 Telephone & Internet	1,639	1,850	(211)	88.57%	3,700
5350 Office Supplies & Repairs	2,772	3,550	(778)	78.09%	7,100
5360 Office Equip Lease & Maintenance	3,393	3,450	(57)	98.35%	6,900
5397 Computer software/hardware	5,752	4,000	1,752	143.80%	8,000
	\$	\$	\$		
Total 5300 Office Expenses	13,556	13,150	406	103.09%	26,300
5400 General Church Expenses					
5410 Housekeeping Supplies & Repairs	1,374	1,900	(526)	72.32%	3,800
5412 Christmas Eve Sexton and Support	750	850	(100)	88.24%	850
5415 Treasurer's Expenses	3,919	3,000	919	130.64%	6,000
5420 Coffee/Friendship Hour Supplies	1,105	1,250	(145)	88.37%	2,500
5430 Worship Supplies, etc.	(152)	550	(702)	-27.64%	1,100
5435 Sound, Tapestry, Linens Fund		500	(500)	0.00%	1,000
5440 Stipends/Honoraria Guest Ministers	300	1,650	(1,350)	18.18%	3,300
5445 Sign Language Interpreter	0	400	(400)	0.00%	400
5470 Staff Development	0	100	(100)	0.00%	200
5481 Loan Repayment	0	2,501	(2,501)	0.00%	5,000
	\$	\$	\$		
Total 5400 General Church Expenses	7,296	12,701	(5,405)	57.45%	24,150
5500 Property Expenses - Main Building					
5510 Utilities					
5511 Heating Fuel Oil & Gas	1,409	3,940	(2,531)	35.76%	14,300
5512 Water & Sewer	694	3,000	(2,306)	23.15%	6,000
5513 Electricity	0	1,448	(1,448)	0.00%	2,896
5514b Power Options Membership	0	87	(87)	0.00%	175
5514c Solar Power Purchase Agreement	3,743	3,800	(57)	98.51%	7,600
	\$	\$	\$		
Total 5510 Utilities	5,847	12,275	(6,429)	47.63%	30,971
5515 Prop. Exp. Maintenance Contingency Fund	0	1,000	(1,000)	0.00%	2,000
5520 Heating Maintenance & Repair	713	1,000	(288)	71.25%	2,000
5521 Elevator Inspection and Maintenance	0	2,200	(2,200)	0.00%	4,400
5530 Main Building Maintenance & Repair	9,972	10,500	(528)	94.97%	21,000
5535 Main Building Capital Exp.	0	13,000	(13,000)	0.00%	26,000
5550 Groundskeeping	331	500	(169)	66.24%	1,000
5560 Snow Removal	0	1,200	(1,200)	0.00%	6,000
5580 Insurance	6,664	6,329	335	105.29%	12,658

Total 5500 Property Expenses - Main Building	\$ 23,526	\$ 48,004	\$ (24,478)	49.01%	75,058
5600 Religious Education					
5610 Children/Youth	4,335	4,000	335	108.37%	8,000
5630 Youth Group Coordinator	750	750	0	100.00%	1,500
5650 Adult RE	(150)		(150)		0
Total 5600 Religious Education	\$ 4,935	\$ 4,750	\$ 185	103.89%	9,500
5700 Music					
5750 Music Committee	3,173	5,000	(1,827)	63.46%	10,000
5760 Piano Repair	0	750	(750)	0.00%	1,500
5790 Organ Fund Set-aside	0	1,000	(1,000)	0.00%	2,000
Total 5700 Music	\$ 3,173	\$ 6,750	\$ (3,577)	47.01%	13,500
5800 Other Committees					
5801b STAR/Adult RE	230	250	(20)	91.99%	500
5802 Committee on Ministry	0	100	(100)	0.00%	200
5807 Lay Ministry	0	75	(75)	0.00%	150
5808b Leadership Development	0	100	(100)	0.00%	200
5809 Membership Committee	46	500	(454)	9.24%	1,000
5810 Parish Committee	163	3,250	(3,087)	5.03%	6,500
5812 Racial Justice Committee	150	1,500	(1,350)	10.02%	3,000
5812b Social Justice Committee	1,407	1,500	(93)	93.81%	3,000
5815 Stewardship Committee	1,325	1,000	325	132.51%	2,000
5818 Turning Outward	0	1,500	(1,500)	0.00%	3,000
5820 Other Parish Committee approved expenses	2,895		2,895		0
Total 5800 Other Committees	\$ 6,217	\$ 9,775	\$ (3,558)	63.60%	19,550
5900 Outreach					
5910 UUA	17,936	17,837	99	100.55%	35,673
5920 MBD	0	150	(150)	0.00%	300
5930 Partnership Church Council	0	175	(175)	0.00%	350
5940 Giving First	9,305	9,501	(196)	97.94%	19,000
5962 UU Urban Ministry	0	125	(125)	0.00%	250
5965 Mass. Interfaith Power & Light	0	125	(125)	0.00%	250
Total 5900 Outreach	\$ 27,241	\$ 27,913	\$ (672)	97.59%	55,823
5970 General expense reserve	0	(8,440)	8,440	0.00%	(16,880)
Unapplied Cash Bill Payment Expense	245		245		0
Total Expenses	\$ 353,934	\$ 402,165	\$ (48,231)	88.01%	\$ 813,301
Net Operating Income	\$ 113,979	\$ 9,687	\$ 104,292	1176.61%	\$ -

4110 - Pledges are continuing ahead of budget due to numerous pledges being paid early, this is consistent with what we have seen in previous years.

4200 - Plate income trending closer to budget, was high in December. 5940 Giving First follows Plate income , trending close to budget, was adjusted due to lowering of amount held in reserve account.

4310 - Harvest Moon fair income strong this year, over budget by approximately \$3,800, favorable adjustment in December

5110 - Salaries under budget due to lower than expected hours and expense relating to communications associate, youth coordinator, sexton, ministerial intern, others. FICA appears not fully budgeted on all salary budget hours, leading to low FICA budget variance.

5130 - Workers' comp includes one-time catch-up payment relating to previous fiscal year.

4730 and 4930 annual contributions to Wellington fund and capital infrastructure to come.

Wednesday, Jan 15, 2020 10:26:04 AM GMT-8 - Cash Basis

First Parish Unitarian Universalist of Arlington MA			
Balance Sheet			
As of December 31 , 2019			
	12/31/19	06/30/19	Change
ASSETS			
Current Assets			
Bank Accounts			
1-Church			
1010 Treasurers Checking	213,378.88	136,213.69	77,165.19
1011 RE Checking	0.00	0.00	0.00
1013 Cambridge Savings	253,171.67	253,171.67	0.00
1023 Fair Savings	1,647.95	1,647.95	0.00
Total 1-Church	\$ 468,198.50	\$ 391,033.31	77,165.19
2-Alliance			
1030 Alliance Operating	8,634.00	8,634.00	0.00
Total 2-Alliance	\$ 8,634.00	\$ 8,634.00	0.00
Total Bank Accounts	\$ 476,832.50	\$ 399,667.31	77,165.19
Other current assets			
1130 Alliance Investments	431,086.75	431,086.75	0.00
1140 Trust Fund Investments	1,976,709.00	1,849,695.00	127,014.00
1150 Agnes Whitman Damon Wellington Fund	852,851.00	812,935.00	39,916.00
Total Other current assets	\$ 3,260,646.75	\$ 3,093,716.75	166,930.00
Total Current Assets	\$ 3,737,479.25	\$ 3,493,384.06	244,095.19
Fixed Assets			
1310 Church Property	4,170,100.00	4,170,100.00	0.00
1320 Organ & Pianos	618,090.00	618,090.00	0.00
1330 Equipment and Furnishings	50,000.00	50,000.00	0.00
1340 Misc Assets - Vault, etc.	27,870.00	27,870.00	0.00
Total Fixed Assets	\$ 4,866,060.00	\$ 4,866,060.00	0.00

TOTAL ASSETS	\$ 8,603,539.25	\$ 8,359,444.06	244,095.19
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Chase Credit Card	1,529.97	5,033.48	-3,503.51
Total Credit Cards	\$ 1,529.97	\$ 5,033.48	-3,503.51
Other Current Liabilities			
2120 Payroll Tax Payable	4,504.78	3,163.35	1,341.43
2121 401K Employee Salary Reduction Contribution	-11,761.64	-1,525.71	-10,235.93
2122 401K Contributions	17,592.27	2,230.24	15,362.03
2123 Pre-Tax Health Insurance	-1,467.12	-1,409.54	-57.58
2300 Restricted-Designated Purpose Funds			
2301 Ferry Beach	2,963.47	3,093.68	-130.21
2307 Social Justice	1,168.20	1,168.20	0.00
2315 Racial Justice Committee	0.00	0.00	0.00
2316 Artwall	471.85	317.85	154.00
2317 Second Minister Fund **	169,660.49	69,547.57	100,112.92
2321 Linen reserve	1,000.00	0.00	1,000.00
2333 Youth Group Coord Reserve	750.00	0.00	750.00
2334 Ministerial Discretionary Fund	5,075.25	5,075.25	0.00
2335 Youth Group	7,722.74	12,503.00	-4,780.26
2337 Religious Ed Reserve	7,203.12	10,179.00	-2,975.88
2339 Second Minister Search Fund reserve	26,000.00	0.00	26,000.00
2311 Memorial Garden	467.91	-132.09	600.00
2340 Remembrance Corner	2,134.52	2,464.52	-330.00
2342 Kitchen Registry	15.08	-124.92	140.00
2341 Giving First Fund	5,549.73	1,875.66	3,674.07
2400 Music Fund	20,854.18	20,854.18	0.00
2401 Sanctuary fund	0.00	0.00	0.00
2402 Property Committee Rollover	5,882.29	0.00	5,882.29
2403 STAR	2,554.82	3,384.82	-830.00
2405 Sabbatical Reserve	29,936.53	21,791.53	8,145.00
2407 Transylvania Fund	984.30	4,565.22	-3,580.92
2410 General Reserve Contingency Fund	49,231.34	68,436.34	-19,205.00

2411 Property Maintenance Contingency Fund	-43,181.00	5,882.29	-49,063.29
2412 Meetinghouse Restricted Fund	0.00	0.00	0.00
2414 Parish Committee Contingency Fund	2,980.00	0.00	2,980.00
2415 Donation for additional minist. support	2,000.00	2,000.00	0.00
2416 Other current liabilities & salary accruals	17,650.06	7,845.00	9,805.06
Total 2300 Restr.-Designated Purpose Funds	\$ 319,074.88	\$ 240,727.10	78,347.78
2800 Restricted-Future Years			
2801 Pledges for Future Year	0.00	78,494.00	-78,494.00
2803 Prepaid housing allowance	0.00	0.00	0.00
Total 2800 Restricted-Future Years	\$ 0.00	\$ 78,494.00	-78,494.00
Total Other Current Liabilities	\$ 327,943.17	\$ 321,679.44	6,263.73
Total Current Liabilities	\$ 329,473.14	\$ 326,712.92	2,760.22
Total Liabilities	\$ 329,473.14	\$ 326,712.92	2,760.22
Equity			
3100 Trust Funds Balances			
3101 Founders Fund	0.00	0.00	0.00
3102 Tobey Fund	23,040.00	21,171.00	1,869.00
3103 Maintenance Funds	19,040.00	17,495.00	1,545.00
3104 Social Investment Fund	6,264.00	5,759.00	505.00
3105 Agnes Whitman Damon Wellington Fund	852,850.00	812,934.00	39,916.00
3106 Minister's Housing	10,076.00	5,035.00	5,041.00
3107 Capital Infrastructure	86,717.00	48,197.00	38,520.00
3190 General Trust Funds	1,831,573.00	1,752,039.00	79,534.00
Total 3100 Trust Funds Balances	\$ 2,829,560.00	\$ 2,662,630.00	166,930.00
3200 Alliance Funds	439,720.87	439,720.88	-0.01
3900 Unrestricted Equity			
3910 Fixed Assets Equity	4,866,060.00	4,866,060.00	0.00
Total 3900 Unrestricted Equity	\$ 4,866,060.00	\$ 4,866,060.00	0.00
Retained Earnings	24,746.83	0.00	24,746.83
Net Income	113,978.41	64,320.26	49,658.15

Total Equity	\$ 8,274,066.11	\$ 8,032,731.14	241,334.97
TOTAL LIABILITIES AND EQUITY	\$ 8,603,539.25	\$ 8,359,444.06	244,095.19
1010 Treasurers Checking	213,378.88	136,213.69	
1011 RE Checking	0.00	0.00	
1013 Cambridge Savings	253,171.67	253,171.67	
1023 Fair Savings	1,647.95	1,647.95	
Total cash	468,198.50	391,033.31	
Liabilities	329,473.14	326,712.92	
Unrestricted cash, equal to net income plus retained earnings	138,725.36	64,320.39	
Air conditioning loan to repay to trustees			
Original amount	45,000.00		
FY17 payment	-5,000.00		
FY18 payment	-5,000.00		
FY18 transfer of unused capital campaign money	-17,337.11		
FY19 payment	-5,000.00		
FY20 payment	-5,000.00		
FY20 ending balance	7,662.89		
2317 Second Minister Fund **			
Total pledged	216,158.00		
12/31/19 Balance	169,660.49		