

Parish Committee Agenda  
First Parish Unitarian Universalist of Arlington  
January 21, 2020

**Attending:** Stephen McMullin, Marie Meter, David Klingsberg, Celia Wcislo, Sara Galantowicz, Anne Quaadgras, Paul Hollings, Tom Estabrook, Marta Flanagan, Tina Schultz

**Consent agenda:** Minutes, DRE report, Minister's report, Financial. Short discussion of finances. Finances continue to be on budget. Will pay \$5,000 to Trustees for the air conditioning loan. The Haley family is making a \$30,000 contribution to the church in remembrance of Gerry and Pauline Haley, long time members of the church. \$20,000 has been received, and it will go into the Trustees general fund. The roof is paid off, and we will be reimbursed from the capital infrastructure fund (about \$47,000). We would like to see a regular reporting on what has been spent on SMSC costs. **Motion to accept the consent agenda passed unanimously.**

**State of the Church:** The memorial service for Bea Shriver was powerful (she was a member for 22 years). The SMSC has taken an incredible amount of work. They have narrowed the search down from 16 applicants, to three. The majority of applicants are first time placements, male and female, gay and straight. It all is a bit overwhelming right now.

**Update on Admin hiring process:** Paul reports that they have had over 60 applicants. They have whittled it down to 3 to be called in for interviews. It has been a tremendous amount of work, but Paul and Maggie have stepped up to keep it on track. Joan will stay until someone is hired.

**How to be a Board member:** Marta handed out a memo of her thoughts and experiences to consider. Our mission has focused on three areas of work: spiritual education, community and caring, and justice and service. She led a discussion on how not to be triangulated as a board member, and to direct people to the correct place/leader.

There was a reminder to all that we need to sign up to sit at the membership table twice this year.

**Update on Stewardship:** Anne reported how great the stewardship committee is doing. There will be three events the weekend of Feb. 7<sup>th</sup> that Parcom members should try to attend: 1) Fri (2/7) a dinner at Marie's house at 6:15 to meet with the consultant, 2) the training on Saturday (2/8) from 1:15-4:30 at church, and 3) a debrief with the committee right after the service on Sunday. Anne asked Parcom to write thank you letters to the Stewardship members. Everyone agreed to do it.

**Other:** The winter retreat will be postponed until April/May

Meeting adjourned at 9:05

### ParCom meetings' Host Schedule

(Saturday Winter Retreat) postponed

7. 2/18 (Host - Sara)
8. 3/17 (Host - Tom)
9. 3/24? (Host - David) (with COM)
10. 4/21 (Host - Marie)
11. 4/28 (Host - Steve) (budget)
12. 5/19 (Host - \_\_\_\_)
13. 5/17 (Sunday Annual Meeting) (Sunday Brief ParCom meeting with new members)
14. 6/16 (Host - \_\_)
- \_\_6/? (Saturday Spring Retreat?)

## **Minister Report**

December 13, 2019 -January 9, 2020

Rev. Marta Morris Flanagan

First Parish in Arlington Massachusetts

### The Holidays

Thank you to the Parish Committee for your generous holiday gift to me and your gifts to all the staff. I am grateful for your attention and thoughtfulness. I look forward to enjoying dinner out!

These four weeks feel over the onslaught of the holidays as well the slow time between Christmas and New Year's. It feels a bit like feast or famine! I think I speak for all the staff when I say our feasting was grand and our famine was restful.

### Second Minister Search

I and the members of the Second Minister Search Committee are now meeting weekly. We have reviewed 15 ministerial records, 25-35 pages each. This Sunday the Committee will present in a special forum the congregational survey results. And Next week we will have meeting three additional evening meetings to interview 6 candidates for the position. To say we are busy would be a great understatement. The members of the committee are extraordinarily gifted, insightful and committed to the task at hand.

### Joan's Retirement and Human Resources

Let us all thank Paul Hollings and Maggie Carey for stepping up! The week before Christmas Lauren Melton resigned as chair of the Human Resources Committee. Lauren was juggling too many responsibilities at home and work and had to step down. The HR Committee was in the midst of kicking off the search for Joan Dyer's replacement as office manager. At my invitation Paul and Maggie agreed to head up this significant task. I am so indebted to them! Thank you!

### Stewardship

We are gearing up for the weekends with our Stewardship Consult Liz Coit, February 7,8 and 9. Liz is interviewing staff and lay leaders in anticipation of her time with us. Just as with the congregational survey results, we should continue to learn much about who we are and what we desire as community. This should be especially helpful in the Parish Committee's pursuing priorities in the future.

### Second Surgery

As you know I had surgery to remove a tumor in my breast in July. I had hoped that the second phase of this surgery could be avoided. But my surgeon informed me in mid

December that she wanted to move forward with the second surgery. It is scheduled for February 12. I arranged that date so I could be at the Stewardship Consultant weekend.

The very good news is that I am cancer free. The not so good news is that the surgery involves a four week recovery period. I plan to be on full medical leave for one week after surgery and hope to be able to work part time in the three weeks following. A challenge is that the three weeks following include weekends with candidates for our second ministry position. Between recovering from surgery and attending weekend long interviews with the search committee and the candidates, I will be absent from much at First Parish during that time. I have arranged for an additional guest preacher. And I am very grateful that Chloe Briede, our Intern Minister, will be present to carry much of the load.

My first Sunday back in the pulpit will be March 1, which is Stewardship Sunday.

Thank you all for your support during this time.

*In your service,  
Marta*

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

## **Worship**

- |             |   |                 |
|-------------|---|-----------------|
| December 15 | Shinn Service<br>with Rev. Kathleen McTigue                       | (223 attending) |
| December 22 | Intergenerational Service<br>led by Chloe Briede and Tina Schultz | (195 attending) |
| December 29 | Poetry for a New Year, Lay Led                                    | (65 attending)  |
| January 5   | “Another Way” sermon by Marta Flanagan                            | (262 attending) |

Average Sunday (mean) attendance was 186 (last month was 217)

Monthly Worship Associate Meeting: 12/11

## **Christmas Eve Services**

	4 pm	6 pm	8 pm	total	day of the week
2014	270	362	NONE	632	Wednesday
2015	387	327	NONE	714	Thursday
2016	425	239	149	813	Saturday
2017	364	234	108	706	Sunday
2018	327	379	101	807	Monday
2019	358	276	93	727	Tuesday

### **Pastoral Care Provided by Minister**

Interment of the cremains of Eileen Eisele, December 15, 2019  
in the Memorial Garden

Pastoral appointments and visits

In my office: 10

In hospital: 1

In homes: 1

This was 12 visits compared to 19 last month.

es: grief, illness, marriage, divorce, call/discernment, spirituality)

Monthly Lay Ministry Meeting: 1/8

### **Staff and Lay Leadership Support Provided by Minister**

Appointments with lay leaders regarding projects and committee work: 2

Committee meetings attended

(in addition to Lay Ministry and Worship Associates):

ParCom Exec 12/18

ParCom Meeting 12/18

Second Minister Search Committee 1/7

Committee on Ministry 12/18

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

**Social Justice / Turning Outward**

none

**Professional Development, Connection and Continuing Education**

Live in the Balance Ministry Support Group 12/17

DRE Report to the Parish Committee January 2020

Happy New Year Friends!

**Morning Program Highlights:**

We kicked off the winter teaching term on Sunday January 5<sup>th</sup> in the Bailey Room. Following Chloe's Time for All Ages RE Chair Janis Fleishman and I met with the children in the Bailey Room. We offered the children words of welcome, introduced their new teachers and talked about ways of being in community together.

We held a very successful and well attended bagel breakfast in December. During that time fall and winter teachers met to discuss classroom management strategies, rituals, curriculum lessons and space challenges. There are 4 newcomers to teaching and all attended the orientation session with me prior to the bagel breakfast.

Attendance on the first Sunday of the winter term was higher than any week of the fall term! I suspect that is due to new year's resolutions, delay in start of winter sports teams and lack of snow for family outings.

Members of the RE Committee and teen volunteers will be acting as classroom aides in grades in which we have children who have trouble settling in and remaining focused. We have some challenging children in grades 1-4 .

We will hold a One Room Sunday School program on MLK weekend, highlighting his life and prophetic words.

**Evening Program Highlights:**

Our last OWL class took place on December 22<sup>nd</sup> . Parents and youth in class celebrated the excellence of teachers Dave Deakin, Stephanie Franzosa, Wendy Fields and Alex Aminoff.

Coming of Age began on January 7 with a class of 12 youth. Mentors are Robbie Rinearson, Carolyn Hodges, Sara Galantowicz and Jeff Keffer. Thanks to Joan and Sarah Short (RE treasurer) who helped us gather 100% of the registration fees before the first class began – a first! Soon the kids will be snowtubing and beginning their art projects.

The Youth Group hosted a winter prom, which was fun, but attended primarily by youth from our congregation (not a huge fund raiser) . December youth group programming included worship, holiday festivities, alumni and art. In January the group will choose a theme for their March worship service and begin working on that and the music and art benefit scheduled for the end of March.

**Worship Highlights:**

I am very grateful to Elizabeth Hunter and Jason Merrill for their help with our All Ages Worship service in December, which included readings, stories and tree decorating.

I am lining up Time for All Ages for the winter term to include topics of living our faith, music and spirituality, new year's plans and community connections.

I recruited and rehearsed children as readers for the 4 and 6 pm Christmas Eve services and participated in all 3 services.

**First Parish Activities:**

I am supporting the Stewardship Drive by providing information and resources for Sue Sheffler, and will meet with consultant Liz.

I meet regularly with Marta, Rose, Chloe, Joan, Jonathan, and RE Chairs, RE Treasurer and RE Administrator.

I attend monthly YAC meetings, RE Committee Meetings as well as subcommittee gatherings regarding teacher training/support, curriculum crafting and community outreach.

I have had pastoral conversations with families about mental health, chronic pain and young adults returning home from college.

**Community Building and Outreach:**

I sent holiday cards to our children.

I attended Alliance gatherings.

Wendy Fields and I have planned a family games evening.

I look forward to seeing everyone next week. Thank you for your continuing support of the children and youth in our congregation and me!

Tina



**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	
<b>Income</b>					
<b>4100 Pledges</b>					
4110 Current Year Pledges	393,581	322,074	71,507	122.20%	644,148
	\$	\$	\$		
<b>Total 4100 Pledges</b>	<b>393,581</b>	<b>322,074</b>	<b>71,507</b>	<b>122.20%</b>	<b>644,148</b>
4200 Plate Offerings	15,869	19,002	(3,133)	83.51%	38,004
<b>4300 Fundraisers</b>					
4310 Fair	17,804	14,004	3,800	127.14%	14,004
4330 Other Fundraisers	884	1,500	(616)	58.96%	1,500
	\$	\$	\$		
<b>Total 4300 Fundraisers</b>	<b>18,688</b>	<b>15,504</b>	<b>3,184</b>	<b>120.54%</b>	<b>15,504</b>
<b>4400 User Donations (Building Fees)</b>					
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
	\$	\$	\$		
<b>Total 4400 User Donations (Building Fees)</b>	<b>34,733</b>	<b>38,262</b>	<b>(3,530)</b>	<b>90.78%</b>	<b>81,624</b>
<b>4500 Other Contributions</b>					
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
	\$	\$	\$		
<b>Total 4500 Other Contributions</b>	<b>5,031</b>	<b>5,500</b>	<b>(469)</b>	<b>91.47%</b>	<b>11,000</b>
4600 Interest	10	11	(0)	97.52%	21
<b>4700 Trust Fund Contributions</b>					
4730 Trust Fund-Wellington	0	5,000	(5,000)	0.00%	10,000
	\$	\$	\$		
<b>Total 4700 Trust Fund Contributions</b>	<b>-</b>	<b>5,000</b>	<b>(5,000)</b>	<b>0.00%</b>	<b>10,000</b>
4900 Other Income	0	6,500	(6,500)	0.00%	13,000
	\$	\$	\$		
<b>Total Income</b>	<b>467,913</b>	<b>411,852</b>	<b>56,060</b>	<b>113.61%</b>	<b>813,301</b>
	\$	\$	\$		
<b>Gross Profit</b>	<b>467,913</b>	<b>411,852</b>	<b>56,060</b>	<b>113.61%</b>	<b>813,301</b>
<b>Expenses</b>					
<b>5100 Personnel</b>					
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
	\$	\$	\$		
<b>Total 5100 Personnel</b>	<b>264,300</b>	<b>282,563</b>	<b>(18,262)</b>	<b>93.54%</b>	<b>565,329</b>
<b>5200 Contractors &amp; Consultants</b>					
5240 Consultants (HR,Finance,Prof)	3,445	5,000	(1,555)	68.90%	10,000
	\$	\$	\$		
<b>Total 5200 Contractors &amp; Consultants</b>	<b>3,445</b>	<b>5,000</b>	<b>(1,555)</b>	<b>68.90%</b>	<b>10,000</b>
<b>5300 Office Expenses</b>					
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
	\$	\$	\$		
<b>Total 5300 Office Expenses</b>	<b>13,556</b>	<b>13,150</b>	<b>406</b>	<b>103.09%</b>	<b>26,300</b>
<b>5400 General Church Expenses</b>					
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
	\$	\$	\$		
<b>Total 5400 General Church Expenses</b>	<b>7,296</b>	<b>12,701</b>	<b>(5,405)</b>	<b>57.45%</b>	<b>24,150</b>
<b>5500 Property Expenses - Main Building</b>					
<b>5510 Utilities</b>					
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
	\$	\$	\$		
<b>Total 5510 Utilities</b>	<b>5,847</b>	<b>12,275</b>	<b>(6,429)</b>	<b>47.63%</b>	<b>30,971</b>
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
<b>Total 5500 Property Expenses - Main Building</b>	<b>\$ 23,526</b>	<b>\$ 48,004</b>	<b>\$ (24,478)</b>	<b>49.01%</b>	<b>75,058</b>
<b>5600 Religious Education</b>					
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
<b>Total 5600 Religious Education</b>	<b>\$ 4,935</b>	<b>\$ 4,750</b>	<b>\$ 185</b>	<b>103.89%</b>	<b>9,500</b>
<b>5700 Music</b>					
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
<b>Total 5700 Music</b>	<b>\$ 3,173</b>	<b>\$ 6,750</b>	<b>\$ (3,577)</b>	<b>47.01%</b>	<b>13,500</b>
<b>5800 Other Committees</b>					
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
<b>Total 5800 Other Committees</b>	<b>\$ 6,217</b>	<b>\$ 9,775</b>	<b>\$ (3,558)</b>	<b>63.60%</b>	<b>19,550</b>
<b>5900 Outreach</b>					
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
<b>Total 5900 Outreach</b>	<b>\$ 27,241</b>	<b>\$ 27,913</b>	<b>\$ (672)</b>	<b>97.59%</b>	<b>55,823</b>
5970 General expense reserve	0	(8,440)	8,440	0.00%	(16,880)
Unapplied Cash Bill Payment Expense	245		245		0
<b>Total Expenses</b>	<b>\$ 353,934</b>	<b>\$ 402,165</b>	<b>\$ (48,231)</b>	<b>88.01%</b>	<b>\$ 813,301</b>
<b>Net Operating Income</b>	<b>\$ 113,979</b>	<b>\$ 9,687</b>	<b>\$ 104,292</b>	<b>1176.61%</b>	<b>\$ -</b>

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

	<u>12/31/19</u>	<u>06/30/19</u>	<u>Change</u>
<b>ASSETS</b>			
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	<b>468,198.50</b>	<b>\$ 391,033.31</b>	<b>77,165.19</b>
2-Alliance			
1030 Alliance Operating	8,634.00	8,634.00	0.00
	\$		
Total 2-Alliance	<b>8,634.00</b>	<b>\$ 8,634.00</b>	<b>0.00</b>
	\$		
Total Bank Accounts	<b>476,832.50</b>	<b>\$ 399,667.31</b>	<b>77,165.19</b>
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	<b>3,260,646.75</b>	<b>\$ 3,093,716.75</b>	<b>166,930.00</b>
	\$		
Total Current Assets	<b>3,737,479.25</b>	<b>\$ 3,493,384.06</b>	<b>244,095.19</b>
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	<b>4,866,060.00</b>	<b>\$ 4,866,060.00</b>	<b>0.00</b>

	<b>\$</b>		
<b>TOTAL ASSETS</b>	<b>8,603,539.25</b>	<b>\$ 8,359,444.06</b>	<b>244,095.19</b>
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Chase Credit Card	1,529.97	5,033.48	-3,503.51
	<b>\$</b>		
<b>Total Credit Cards</b>	<b>1,529.97</b>	<b>\$ 5,033.48</b>	<b>-3,503.51</b>
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	<b>319,074.88</b>	<b>\$ 240,727.10</b>	<b>78,347.78</b>
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	\$		
	<b>0.00</b>	<b>\$ 78,494.00</b>	<b>-78,494.00</b>
Total Other Current Liabilities	\$		
	<b>327,943.17</b>	<b>\$ 321,679.44</b>	<b>6,263.73</b>
Total Current Liabilities	\$		
	<b>329,473.14</b>	<b>\$ 326,712.92</b>	<b>2,760.22</b>
Total Liabilities	\$		
	<b>329,473.14</b>	<b>\$ 326,712.92</b>	<b>2,760.22</b>
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	\$		
	<b>2,829,560.00</b>	<b>\$ 2,662,630.00</b>	<b>166,930.00</b>
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	\$		
	<b>4,866,060.00</b>	<b>\$ 4,866,060.00</b>	<b>0.00</b>

Retained Earnings	24,746.83	0.00	24,746.83
Net Income	113,978.41	64,320.26	49,658.15
	\$		
Total Equity	<b>8,274,066.11</b>	<b>\$ 8,032,731.14</b>	<b>241,334.97</b>
	\$		
TOTAL LIABILITIES AND EQUITY	<b>8,603,539.25</b>	<b>\$ 8,359,444.06</b>	<b>244,095.19</b>

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	<b>45,000.00</b>
FY17 payment	<b>-5,000.00</b>
FY18 payment	<b>-5,000.00</b>
FY18 transfer of unused capital campaign money	<b>-17,337.11</b>
FY19 payment	<b>-5,000.00</b>
FY20 payment	<b>-5,000.00</b>
	<hr/>
FY20 ending balance	<b>7,662.89</b>

2317 Second Minister Fund **	
Total pledged	<b>216,158.00</b>
12/31/19 Balance	<b>169,660.49</b>