

Parish Committee Agenda
First Parish Unitarian Universalist of Arlington
April 20, 2021

Attending: Marie Meter, Celia Wcislo, Paul Hollings, Maggie Carey, Steve McMullin, Anne Quaadgras, David Klingsberg, Tom Estabrook, Marta Flanagan, Erica Richmond, Tina Schultz

Call to Order

Reading and Chalice Lighting. (Maggie) – Amanda Gorman poem
Two minutes of silence

Financial Report & dashboard (David)

- Pledges returned to their expected level in March.
- We will likely have a surplus at the end of June because of higher pledges, plate, flood insurance, and lower than anticipated salary costs resulting from Parcom's conscious decision to keep some personnel costs in the budget because of uncertainty about the pandemic.
- Property expenses reflect two flood events and related repairs to the annex and music room. Insurance reimbursement will offset costs.
- Need future discussion of what to do with any net income at a future Parcom meeting.

Vote 1, Discussion. Consent agenda: Minutes, Financials, lead Minister's Report, Parish minister's report. Motion made by Paul, seconded by Maggie. Motioned passed unanimously.

Updates and Votes

- Annual Meeting Update (Anne & Celia)
 - Preparations are in good shape. Registration set up, notice in ebuletin, warrant to be voted on tonight.
 - Sara G is working on a retrospective slide show for the meeting.
- Vote 2 on warrant- Motion made by Steve, seconded by Anne. Motion passed unanimously.
- Stewardship Update (Rev. Erica)
 - Pledges to date total \$722,000 which is \$17,000 over the goal.
 - This total includes 12 new pledging units. 60 pledging units account for 50% of the total pledges, which reflects a healthy community. Pledges went up an average of \$200.
 - Stewards report that members appreciate the Parish Committee's fiscal responsibility.
- Budget update (Marie)
 - The Parish Committee will vote on the budget April 27th.
 - The successful stewardship drive means that most of the priorities identified in earlier discussion can be funded.

- Suggestions for the additional funds: funding Action Sunday, audit, HVAC, painting sanctuary, etc.
- “Outside” property (Marie)
 - Proposal to set up a temporary garden committee, as the people who have traditionally maintained the gardens are looking to step down, and to provide \$300 for gardening supplies.
 - Vote 3 - To set up a gardening committee for two years funded with \$300. Motion by Steve, second by Anne. Motion passed unanimously.
- Policy of the month: [Capital Infrastructure Funds](#) **Please Review**
- Vote 4: Approve Annex HVAC repairs using Capital Infrastructure Funds
 - The cost of repairing upgrading the HVAC system in the annex will require about \$22,000 from the capital infrastructure fund. The Trustees have noted this is an appropriate withdrawal.
 - Motion made by Celia, seconded by Maggie. Motion passed unanimously.

State of the church (Marta)

- Stewardship results and the recently completed review of the ministers and ministries reflect positive feelings among the congregation.
- COVID-19 and the Derek Chauvin conviction have been dominating themes.
- We are at a threshold moment:
 - Christian congregations are on a decline.
 - In five months we will be back in the building
 - In 30 years the US will be a majority minority country
- How will FP thrive in such an environment?
 - Need to adapt to a post-Covid environment.
 - Need to serve a greater diversity and interest in spirituality.
 - Focus on community.
 - Celebrate the changing demographics of our country and create a culture of flexibility.
 - Create a stability and rituals for people to hold on to
 - Might need to partner with other organizations to increase our diversity.
 - Spirituality and social justice are still the main interests in our membership.

Returning to worship: (Marie) (10 mins)

- Results from the Question Formulation Workshop – wide range of issues, concern about health & safety. This will be boiled down and there will be 2 after church focus groups. In addition, we anticipate another congregational survey about returning to in-person worship.

RE Update- Ellen Robie

- Tina gave thanks to Ellen’s terrific role leading RE during the pandemic.
- This spring the RE program is targeting 4–7-year-olds for programming, COA and youth group.

- Phase 2 will be for grade levels up to Youth Group. There are many open questions to address, including vaccination requirements for teachers and vaccination guidelines for children.
- Plan is for OWL to be in person in the building by Sept.
- Youth Group is still talking about their fall.
- Suggestion of a tent in the courtyard for meetings outdoors

Letters of Agreement (LOAs) for Marta & Rev. Erica (Sara)- Executive session

The major changes were to fix typos, clarify that Marta is the “Lead Minister” and to extend the self-funded short-term disability benefit to both ministers. A copy of the LOAs will be kept in the office for the record. Vote 5: Motion to approve the revised LOAs made by Steve, seconded by Celia. Motion passed unanimously.

Committee on Ministry- Marie

- There are two vacancies for next year because Alan Schweitzer’s and John Anderson’s terms have expired. Marta explained the process for recruiting new members and sought Parish Committee input.

Motion made to adjourn at 9:25 PM. Motion made by Celia, seconded by Steve.

Attachments: March Minutes, Financial Documents, Ministers’ reports, DRE report

MOTIONS (proposed wording that will be adjusted based on the discussion of the Parish Committee)

1. I move that we adopt the consent agenda.
2. I move that we accept the warrant for the Annual Meeting May 23, 2021.
3. I move that we set up a Gardening committee for 2 years and fund it with \$300 for supplies.
4. I move that we agree to the use of \$22,000 from the Capital Infrastructure Fund for repairs and improvements in the HVAC systems in the Annex.
5. I move that we accept the Letter of Agreement for Rev. Marta Flanagan, Lead Minister and Rev. Erica Richmond, Parish Minister.

WARRANT - DRAFT

Sent out May ____, 2021

FIRST PARISH ANNUAL MEETING

To all members of First Parish Unitarian Universalist of Arlington, Massachusetts:

Due to the current coronavirus pandemic and the continuing state of emergency declared in Massachusetts that limits meetings to no more than 50% of the maximum permitted occupancy or 10 persons per 1,000 square feet, the Parish Committee, with guidance from the UUA, has decided to hold a virtual annual meeting.

The Annual Meeting has been called right after the service ends (around **11:30**) on **Sunday, May 23, 2021**, as a Zoom congregational meeting. Members who will be attending must **register no later than 5 pm Saturday, May 22nd** to receive the Zoom access code. Members may register at: <https://us02web.zoom.us/meeting/register/tZlldeisqj0iGdXMe5yuwm9gEZjQ-n3yy8Dy>

Members empowered to vote by our bylaws are asked to decide the following at this meeting:

- I. To receive the reports of the Officers, the Minister, other staff, and the committees and organizations of the church.
- II. To elect members of the Parish Committee, officers, and standing committee members whose terms have expired.
- III. To see if the members will make such appropriations as are recommended by the Parish Committee in a proposed budget for the 2021-2022.
- IV. To see if the members will authorize expenditures under the control and direction of the Parish Committee, in accordance with the budget adopted.
- V. To see if the members will authorize the Parish Committee to appoint lay and ministerial delegates to represent First Parish at meetings of the Unitarian Universalist Association and any other organizations requiring representation of the church.
- VI. To see and act upon any other business that may legally come before the meeting.

By vote of the Parish Committee, **May 23, 2021**: Marie Meteer (Chair), Sara Galantowicz (Vice-Chair), Celia Wcislo (Clerk), David Klingsberg (Treasurer), Maggie Carey, Anne Quaadgras, Tom Estabrook, Paul Hollings, Steve McMullin

This notice to all members of First Parish Unitarian Universalist of Arlington, Massachusetts, complies with our bylaws, as amended through May 15, 2016.

By: Celia Wcislo - First Parish Clerk

Parish Minister Report
March 15-April 20th 2021

Rev. Erica F Richmond
First Parish in Arlington Massachusetts

Hello again!

What a month it has been. The world continues to be a place of heartache and violence, especially racialized violence and harassment. I am grateful to RJCC providing a timely debrief the recent events and to our emergent issues task force for quickly getting a banner up about standing against Asian hate.

In good news, we have exceeded our Stewardship goal! Now we are wrapping up thank you notes and the like. A huge shout out to the Stewardship Committee and Marie for their work. I appreciate the re-opening conversations we all continue to have. Beyond the airflow and tech logistics, Marie's workshop raised for me the reality that all of us will have to model what it means to be non-anxious in the face of anxiety provoking realities.

And, a thank you to each of you for engaging in the ministerial evaluations. It is an honor to serve this congregation.

- Rev. Erica

Worship:

I preached on March 21 about the one-year COVID lockdown- this included themes of Passover and the Jewish tradition of ritual immersion.

I provided the prayer and Stewardship ask on March 28th.

I preached on Easter Sunday, April 4th. I was joined by guest musician Matt Meyer. I was off Alliance Sunday, April, 11th.

I am providing the prayer and Stewardship celebration on April 18th.

I continue to lead Wednesday evening chapel, this has been an ongoing experiment since January. I am planning on continuing it until at least the end of April and might pause it at that point until the Fall.

Pastoral Care Provided by Minister

I continue to provide spiritual care to individuals and families. Themes include anticipatory grief and family support.

Individual pastoral care sessions: 6, in addition Marta and I had 9 1:1 pastoral appointments with folks who just did new UU
1:1 Committee leadership support: 6

Not for a FP member, but just of note, I did a graveside burial service for a local family through the DeVito Funeral home. They had reached out to us looking for a Unitarian minister per the deceased's wishes and I was able to do that on 3/25.

Lay Ministry:

Monthly meeting on April 7th. This group of people continues to do amazing work. I am so glad that the retirement transitions peer group went so well- they are offering a second session in April! And the grief group also continues to meet monthly and that

is also facilitated by two lay ministers. The work of this committee continues to be deepen and is doing a great service to our congregation.

Page 1 of 2

Staff and Lay Leadership Support Provided by Minister

The programmatic full-time staff team continues to meet weekly.

Committee meetings attended:

ParCom Exec: 3/24 and 4/14

Committee on Ministry: 3/17, 3/24, 3/30, 4/14

Membership Committee: missed this month, but did do 9 one-on-one meetings with new UU participants

Lay Ministry: 4/7

Leadership Development Committee: 4/19

Racial Justice, 4/8 and 4/13 (8th Principle)

Social Justice: missed this month

Stewardship: 3/21, 3/28, 4/6, 4/13

Adult Programming: Education, Spiritual Deepening, Community Building

I attended the Coming of Age class on 3/21- it was a great opportunity to meet that group of teens and see the mentors in action.

I attended Marie Meeter's workshop on reopening on 4/8.

In terms of community building, I supported the pinwheel project- I am very grateful to Tina and Sara DeLong for shepherding that. It was such a joy filled thing! Marta and I also did 30 minute meetings with the 11 folks who came through the March new UU class. It was wonderful to hear the journeys of these individuals and think about how they will fold into our community.

Social Justice / Turning Outward

- I attended the statewide and town of Arlington town halls in response to violence against Asian women in Atlanta. I also supported RJCC as they hosted a debrief about in on 3/21.
- I also continue to organize with Boston Immigration Justice Accompaniment Network- I answered the hotline on Mondays during the month of March. • I spoke on a panel about spiritual care for the UMASS medical school on March 23rd. It was an honor to represent Unitarian Universalism to them.
- I represented FP on the Arlington Cable news in speaking about celebrating Easter in a COVID year. :)
- I also attended the first meeting on the Arlington Police chief's advisory committee on April 6th.

Professional Development and Continuing Education

Attended women minister support group "Follen Women," missed this month Attended a "young" queer clergy support group: 3/22

Coaching session with Larry Peers, professional clergy coach, and Marta:
3/17 Spiritual Direction Session: 4/14
Continue monthly UUA mentor meeting as well.

DRE Report to Parish Committee April 2021

Dear Friends,

Here is a summary of what's been happening in the RE area since we last met:

Highlights:

Sunday Programming

March 21: Facing Fear Amidst Uncertainty and COVID and coping strategies led by Ellen Robie and me

March 28: Celebrating Passover and a Seder Meal with Andee Rubin, Sara Lamm Barton and me

April 4: Spring Interactive Story, "How March Got An Extra Day" (an Italian folktale). Offered by Wendy Fields and me with musical guest Anne Goodwin and actors Zibbi Kloss (grade 3) and Nola Bright (grade 2)

April 11: Family Hike at Habitat Wildlife Sanctuary, led by Luchy Roa and Tim Keefe

April 18: Earth Day and Gnome Yoga, led by Peggy Gardiner and me

Fun Connections:

We offered an on-line Easter Egg Hunt, along with many other UU Congregations

Pinwheels of Hope were gathered and displayed on the FP lawn

A Gnome Hunt has been set up around the FP campus during school vacation week (fyi: my colleagues like this idea so much that two others are borrowing the gnomes and format for their congregations, too.)

Coming of Age Group:

Reverend Erica joined with a meet and greet session, and talked about spirit homes.

Seth Botos, Youth Group Advisor, met with the class to discuss our Youth Group and to have a musical evening of group percussion.

A Labyrinth Walk and Meditation at Bethany House of Prayer took place last weekend.

Credo writing will begin in earnest following school break.

Youth Group:

Rose offered an outdoor hike, as well as evening programming. We were pleased that six youth who dislike Zoom were present along with eight other teens.

Weekly meetings include topics about race, expression of feelings through art, and ways to support others during COVID.

Youth will be holding a drive to support Rosie's Place during school break. Supplies for health and safety will be gathered in the FP parking lot.

Worship Services:

I organized Time for All Ages on the themes of listening with love as we reconnect, racial justice and recognizing we make mistakes, names for God, and hope.

RE Committee:

I meet weekly with Ellen Robie to review morning and evening programs. The Committee provided input for the program and my evaluation (which will happen later this month).

Ellen has completed her annual report.

We have begun teacher recruiting! As of this writing we have 13 volunteers willing to help with either Phase 1 (most probably outside) and Phase 2 (more probably indoors later in the fall)

Pastoral Outreach:

Reverend Erica and I will lead a Parenting Support Group for those with children of chronic illness or mental challenges on April 26.

I have had zoom meetings and phone conversations with six parents this month on the subjects of anxiety, stress, adjusting back to school, and summer camps for children of color.

Meetings:

I meet weekly with Marta, Rev. Erica, Rose and Ellen Robie, as well as our regular staff meetings.

I am the Zoom host for our Sunday morning programs, as well as the Coming of Age group.

I meet weekly with local DRE colleagues to share information and to learn what other congregations are doing.

I attended the Returning to Worship workshop led by Marie, the Planning for HMF/Yard Sale, Art Show, and Garden/Outdoor Spaces Meetings.

Upcoming Events:

Morning Programming topics will include: Family Worship with Reverend Erica (UU Heritage), Family Walk at Mt Auburn Cemetery, Planting A Rainbow/Earth Worms, Celebrations of Family, and guest story teller Elisa Perman (Parent's Day).

I have organized the Time for All Ages for the next month.

I will collaborate with Reverend Erica, Ellen Robie and Sara Hidalgo, as we begin to strategize reclaiming the RE wing following a year of Mariposa usage.

Respectfully Submitted by: Tina Schultz, Director of Religious Education

“Outdoor Property” A committee to manage the grounds

Our gardens have been managed by dedicated individuals, however that work is not “institutionalized”, in that there is no formal committee with succession planning or chain of responsibility or way of funding the necessary items like plants and mulch. Specific individuals have taken on specific areas, such as the Pleasant Street garden and the Memorial Garden, but there is no formal communication between these groups. The property committee, which handles the building and has done the lawn mowing, cannot take on managing the gardens, including watering and planting, much less the larger planning, such as replacing the Mass Ave trees.

We are proposing a new committee, the “Outdoor Property Committee” to work alongside the existing property committee to:

- Develop policies for the grounds are in line with our UU values, for example in the choice of plants to facilitate pollination.
- Facilitate communication among those focussed on specific areas
- Continue the close connection between the Religious Education program and those managing the gardens to continue to involve our children and families in tending our little “First Parish earth”
- Provide for succession planning so new people are brought in to keep the committee live and not burn out the current contributors
- Come up with alternative means of funding that involve the community, such as families contributing “memorial trees” or connect with the town tree planning programs.

We propose a committee reporting to ParCom for 3 years with a small core set of members and a set of “mentors” who have been tending the gardens, and provide a budget of \$300 for mulch, plants and other necessities. It should be appreciated that previously these funds were paid by individuals and the RE budget has contributed significantly as well.

First Parish Unitarian Universalist of Arlington

Budget vs. Actuals: FY21 P&L

July 2020 - March 2021

Major areas of sensitivity:	Pledges	Plate	Salary expense	Properties - Maint & repair	Properties - Heat, util.
	4100	4200	5110	5520,5530	5510
March YTD budget	484,791	28,500	365,984	17,360	27,756
March YTD actual	585,959	34,375	323,526	20,946	18,064
Actual over/(under) budget	101,168	5,875	(42,458)	3,586	(9,692)
%	20.87%	20.61%	-11.60%	20.66%	-34.92%
FY21 Full year budget	629,600	38,000	488,000	23,150	34,850
FY21 Year end projection	629,600	40,000	430,000	30,000	34,850
Projection over/(under) budget	0	2,000	(58,000)	6,850	0
%	0.00%	5.26%	-11.89%	29.59%	0

March FY21 YTD results favorable, pledges (acct 4110) over budget according to seasonality trending established in prior years,

current month payments of 77,400 comparable to January (73,648) and December (78,504)

Mariposa February and March rent have been paid. Foodlink has moved out, payments have ended.

Second minister funds being drawn down each month, \$70k spread out over the current year or \$5.8k per month.

PPP loan being written off gradually each month, \$48k spread out over the current year (1/2 of total loan) or \$4k per month.

Salaries (offset by 5405 cleaning services) continuing below budget due to limited building use, no in-person services.

Maintenance & repair 20.7% over budget YTD, however see reimbursement received (acct #4530),

also additional \$42k insurance pmt in reserve (balance sheet acct #2402)

	Actual	Budget	Over(Under) Budget	% of Budget	Annual budget
Income					
4100 Pledges					
4110 Current Year Pledges	585,959	484,791	101,168	120.87%	629,595
Total 4100 Pledges	585,959	484,791	101,168	120.87%	629,595
4200 Plate Offerings	34,375	28,500	5,875	120.61%	38,000

4300 Fundraisers					
4310 Fair	(63)	7,875	(7,938)	-0.80%	10,500
4330 Other Fundraisers		1,125	(1,125)	0.00%	1,500
Total 4300 Fundraisers	(63)	9,000	(9,063)	-0.70%	12,000
4400 User Donations (Building Fees)					
4410 Mariposa rent	39,538	39,750	(212)	99.47%	53,000
4420 Other building use	8,000	10,500	(2,500)	76.19%	14,000
Total 4400 User Donations (Building Fees)	47,538	50,250	(2,712)	94.60%	67,000
4500 Other Contributions					
4510 Parking revenue	4,500	4,500	0	100.00%	6,000
4520 One-Time Gifts	53,420	52,500	920	101.75%	70,000
4525 Social Justice	1,640	2,250	(610)	72.89%	3,000
4530 Insurance reimb, other	7,274		7,274		0
4540 Non-recurrent income	36,000	36,000	0	100.00%	48,000
Total 4500 Other Contributions	102,834	95,250	7,584	107.96%	127,000
4600 Interest	1,384	1,125	259	123.02%	1,500
4730 Trust Fund-Wellington	10,000	10,000	0	100.00%	10,000
Total 4700 Trust Fund Contributions	10,000	10,000	0	100.00%	10,000
4900 Other Income	13,000	13,000	0	100.00%	13,000
Total Income	795,027	691,916	103,111	114.90%	898,095
Expenses					
5100 Personnel					
5110 Salary	323,526	365,984	(42,458)	88.40%	487,979
5120 FICA	19,145	27,463	(8,318)	69.71%	36,618
5130 Workers Comp	2,902	2,911	(9)	99.69%	3,881
5140 Pension (UUA)	30,218	30,637	(419)	98.63%	40,849
5150 Health Insurance	31,674	30,375	1,299	104.28%	40,500
5160 Life Insurance	1,434	1,841	(407)	77.89%	2,455
5170 Disability Insurance	3,514	3,714	(200)	94.61%	4,952
5190 Prof Expenses	15,221	18,388	(3,167)	82.78%	24,517
5193 Recruitment expenses	442		442		0
Total 5100 Personnel	428,076	481,313	(53,237)	88.94%	641,751
5200 Contractors & Consultants					
5240 Consultants (HR,Finance,Prof)	5,135	6,000	(865)	85.58%	8,000
Total 5200 Contractors & Consultants	5,135	6,000	(865)	85.58%	8,000

5300 Office Expenses					
5320 Postage		2 375	(373)	0.53%	500
5340 Telephone & Internet	2,952	3,000	(48)	98.40%	4,000
5350 Office Supplies & Repairs	778	5,475	(4,697)	14.21%	7,300
5360 Office Equip Lease & Maintenance	3,089	5,025	(1,936)	61.47%	6,700
5397 Computer software/hardware	8,485	6,375	2,110	133.10%	8,500
Total 5300 Office Expenses	15,306	20,250	(4,944)	75.59%	27,000
5400 General Church Expenses					
5405 Cleaning Services	10,471	0	10,471		0
5410 Housekeeping Supplies & Repairs	1,187	2,775	(1,588)	42.77%	3,700
5415 Treasurer's Expenses	4,482	4,875	(393)	91.94%	6,500
5420 Coffee/Friendship Hour Supplies		1,875	(1,875)	0.00%	2,500
5430 Worship Supplies, etc.		750	(750)	0.00%	1,000
5435 Sound, Tapestry, Linens Fund		750	(750)	0.00%	1,000
5440 Stipends/Honoraria Guest Ministers	600	900	(300)	66.67%	1,200
5445 Sign Language Interpreter		375	(375)	0.00%	500
5470 Staff Development		150	(150)	0.00%	200
5483 Insurance	10,052	8,947	1,105	112.35%	11,929
5484 General Composting	648	750	(102)	86.40%	1,000
Total 5400 General Church Expenses	27,440	22,147	5,293	123.90%	29,529
5500 Property Expenses - Main Building					
5510 Utilities					
5511 Heating Fuel Oil & Gas	9,141	16,205	(7,064)	56.41%	19,446
5512 Water & Sewer	1,168	3,750	(2,582)	31.15%	5,000
5513 Electricity	3,926	1,941	1,985	202.27%	2,588
5514b Power Options Membership		188	(188)	0.00%	250
5514c Solar Power Purchase Agreement	3,829	5,672	(1,843)	67.51%	7,563
Total 5510 Utilities	18,064	27,756	(9,692)	65.08%	34,847
5520 Heating Maintenance & Repair	1,624	1,500	124	108.27%	2,000
5521 Elevator Inspection and Maintenance	4,214	3,509	705	120.09%	4,679
5530 Main Building Maintenance & Repair	19,322	15,860	3,462	121.83%	21,147
5535 Main Building Capital Exp.	26,000	26,000	0	100.00%	26,000
5550 Groundskeeping	199	900	(701)	22.13%	1,200
5560 Snow Removal	3,160	4,112	(952)	76.85%	5,128

Total 5500 Property Expenses - Main Building	72,583	79,637	(7,054)	91.14%	95,001
5600 Religious Education					
5610 Children/Youth	3,166	5,287	(2,121)	59.88%	7,050
5630 Youth Group Service Trip Coordinator		1,125	(1,125)	0.00%	1,500
Total 5600 Religious Education	3,166	6,412	(3,246)	49.38%	8,550
5700 Music					
5750 Music Committee	6,450	7,580	(1,130)	85.09%	10,107
5760 Piano Repair	1,687	1,688	(1)	99.94%	2,250
5790 Organ Fund Set-aside	1,500	1,500	0	100.00%	2,000
Total 5700 Music	9,637	10,768	(1,131)	89.50%	14,357
5800 Other Committees					
5801b STAR/Adult RE		338	(338)	0.00%	450
5802 Committee on Ministry		135	(135)	0.00%	180
5807 Lay Ministry		101	(101)	0.00%	135
5808b Leadership Development		135	(135)	0.00%	180
5809 Membership Committee	311	675	(364)	46.07%	900
5810 Parish Committee	1,532	4,125	(2,593)	37.14%	5,512
5812 Racial Justice Committee		2,025	(2,025)	0.00%	2,700
5812b Social Justice Committee	560	2,250	(1,690)	24.89%	3,000
5815 Stewardship Committee	2,059	1,500	559	137.27%	2,000
5818 Turning Outward		2,025	(2,025)	0.00%	2,700
Total 5800 Other Committees	4,462	13,309	(8,847)	33.53%	17,757
5900 Outreach					
5910 UUA	27,000	27,000	0	100.00%	36,000
5920 MBD		225	(225)	0.00%	300
5930 Partnership Church Council		263	(263)	0.00%	350
5940 Giving First	16,667	14,250	2,417	116.96%	19,000
5962 UU Urban Ministry		187	(187)	0.00%	250
5965 Mass. Interfaith Power & Light	250	187	63	133.69%	250
Total 5900 Outreach	43,917	42,112	1,805	104.29%	56,150
Total Expenses	609,723	681,948	(72,225)	89.41%	898,095
Net Income	185,304	9,968	175,336		0

First Parish Unitarian Universalist of Arlington MA

Balance Sheet

As of March 31, 2021

	03/31/21	06/30/20	Change
ASSETS			
Bank Accounts			
1010 Treasurers Checking	339,100	430,049	(90,949)
1012 Treasurers Money Market			0
1013 Cambridge Savings	453,458	253,172	200,286
1021 Organ Reserve Passbook Savings			0
1022 Shinn Savings			0
1023 Fair Savings	1,648	1,648	0
Total 1-Church	794,206	684,869	109,337
1030 Alliance Operating	10,930	15,145	(4,215)
1031 Alliance Trustees	0	0	0
Total 2-Alliance	10,930	15,145	(4,215)
Total Bank Accounts	805,136	700,014	105,122
Other current assets			
1130 Alliance Investments	494,166	448,686	45,480
1140 Trust Fund Investments	2,274,109	1,931,036	343,073
1150 Agnes Whitman Damon Wellington Fund	957,386	819,964	137,422
Total Other current assets	3,725,661	3,199,686	525,975
Total Current Assets	4,530,797	3,899,700	631,097
Fixed Assets			
1310 Church Property	4,170,100	4,170,100	0
1320 Organ & Pianos	618,090	618,090	0
1330 Equipment and Furnishings	50,000	50,000	0
1340 Misc Assets - Vault, etc.	27,870	27,870	0
Total Fixed Assets	4,866,060	4,866,060	0
TOTAL ASSETS	9,396,857	8,765,760	631,097
LIABILITIES AND EQUITY			
Current Liabilities			
Accounts Payable (A/P)	0	0	0
Total Accounts Payable	0	0	0
Credit Cards			

Chase Credit Card	1,805	2,671	(866)
Total Credit Cards	1,805	2,671	(866)
Other Current Liabilities			
2100 Accounts Payable	0	0	0
2120 Payroll Tax Payable	4,072	5,708	(1,636)
2121 401K Employee Salary Reduction Contribution	(53,268)	(27,471)	(25,797)
2122 401K Contributions	57,478	31,144	26,334
2123 Pre-Tax Health Insurance	513	(1,467)	1,980
2300 Restricted-Designated Purpose Funds			
2301 Ferry Beach	3,563	3,563	0
2306 Shinn Fund			0
2305 Renewal House	325	0	325
2307 Social Justice	768	768	0
2315 Racial Justice Committee			0
2316 Artwall	477	477	0
2317 Second Minister Fund **	166,275	218,275	(52,000)
2321 Linen reserve	1,648	1,648	0
2333 Youth Group Coord Reserve	1,500	1,500	0
2334 Ministerial Discretionary Fund	20,883	8,028	12,855
2335 Youth Group	8,649	8,349	300
2337 Religious Ed Reserve	7,605	7,961	(356)
2339 Second Minister Search Fund reserve***	18,451	21,901	(3,450)
2311 Memorial Garden	1,068	468	600
2340 Remembrance Corner	2,135	2,135	0
2342 Kitchen Registry	0	15	(15)
2341 Giving First Fund	2,794	8,361	(5,567)
2400 Music Fund	29,560	26,348	3,212
2401 Sanctuary fund			0
2402 Property Committee - Flood Ins reimb reserve	41,988	0	41,988
2403 STAR	2,595	2,595	0
2405 Sabbatical Reserve	40,082	34,007	6,075
2407 Transylvania Fund	330	330	0
2410 General Reserve Contingency Fund	123,749	75,543	48,206
2411 Property Maintenance Contingency Fund	7,080	14,423	(7,343)
2412 Meetinghouse Restricted Fund			0
2414 Parish Committee Contingency Fund	122	122	0

2416 Other current liabilities & salary accruals	6,934	(502)	7,436
Total 2300 Restr.-Designated Purpose Funds	488,581	436,315	52,266
2800 Restricted-Future Years			
2801 Pledges for Future Year	48,275	90,725	(42,450)
2802 PPP Loan Reserve	63,582	99,582	(36,000)
2803 Prepaid housing allowance	0	0	0
Total 2800 Restricted-Future Years	111,857	190,307	(78,450)
Total Other Current Liabilities	609,233	634,536	(25,303)
Total Liabilities	611,038	637,207	(26,169)
Equity			
3100 Trust Funds Balances			
3101 Founders Fund	0	0	0
3102 Tobey Fund	28,818	22,055	6,763
3103 Maintenance Funds	23,815	18,226	5,589
3104 Social Investment Fund	6,792	5,241	1,551
3105 Agnes Whitman Damon Wellington Fund	957,384	819,963	137,421
3106 Minister's Housing	10,096	15,096	(5,000)
3107 Capital Infrastructure	71,070	48,364	22,706
3190 General Trust Funds	2,133,520	1,822,055	311,465
Total 3100 Trust Funds Balances	3,231,495	2,751,000	480,495
3200 Alliance Funds	505,096	463,831	41,265
3900 Unrestricted Equity			
3910 Fixed Assets Equity	4,866,060	4,866,060	0
3920 Cash and Securities Unrestricted	0	0	0
Total 3900 Unrestricted Equity	4,866,060	4,866,060	0
Opening Balance Equity	0	0	0
Retained Earnings	0	0	0
Net Income	183,168	47,662	135,506
Total Liabilities and Equity	9,396,857	8,765,760	631,097
1010 Treasurers Checking	339,100	430,049	
1013 Cambridge Savings	453,458	253,172	
1023 Fair Savings	1,648	1,648	
Total cash	794,206	684,869	
Liabilities	611,038	637,207	
Unrestricted cash (current year net income)	183,168	47,662	

A/C Loan - Original amount	45,000.00		
FY17-FY20 payments (\$5k/year)	-20,000.00		
FY18 transfer of unused capital campaign money	-17,337.11		
FY20 ending balance	7,662.89		
2317 Second Minister Fund **			
Total pledged	216,158.00		
06/30/20 Balance	218,275.00		
March 2021 YTD budgeted withdrawal & other	-52,000.00		
3/31/21 Balance	166,275.00		
2339 Second Minister Search Fund reserve***			
Opening balance	26,000.00		
FY20 travel & hosting, workshops, etc	(4,100.00)		
Office air conditioner, furnishings, relocation, etc	(1,383.00)		
Lawrence Peers consulting	(3,466.00)		
UUA contribution	1,400.00		
3/31/21 Balance	18,451.00		