

# Parish Committee Minutes

## First Parish Unitarian Universalist of Arlington

### January 19, 2021

Attending: Marie Meter, Sara Galantowicz, David Klingsberg, Celia Wcislo, Anne Quaadgras, Paul Hollings, Marta Flanagan, Erica Richardson, tom Estabrook, Maggie Carey, Steve McMullin, Alan Linov, John Anderson, Lois Fine.

Call to Order (Marie)

Two minutes of silence (let us bring our best selves to this meeting)  
Reading and Chalice Lighting. (Rev. Erica)

Financial Report: (David Klingsberg)

- We are still in good shape re: budget.
- Pledges still overbudget, and salaries under-budget. Plate is on budget also.
- Pledges high because we have a decent number of donations that were never made as pledges. Over \$10,000 already.
- Last year we came in 5% over pledges.
- A special Xmas service collection raised \$3,400 for Renewal House.
- David is happy Carolyn Hodges is on board as the Assistant Treasurer. She is working on a spread sheet for Parcom to track major areas of the budget.
- Salaries are low because the office is closed; no day care or sexton services on Sundays.
- Food Link is leaving in mid-February.

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

Stewardship summary, recommendation for kickoff event, plan for better numbers for HVAC/Airflow and Audio/Video streaming

- Marie presented the draft budget to a stewardship meeting.
- They are not sure the costs of HVAC/Audio should come out of the operating budget for next year.
- Marie recommended that they aim for the entire amount, and we can discuss as we move along in the budget process. The Trustees need to be spoken to about any capital costs.

Survey & communications (Sara)

- Sara let Parcom have a copy of the Communication Survey, which will be going out at the end of the month. Suggestion made by Marta that the survey be a part of an online service (end of January).
- We are trying to find out how members best like to interact and get communicated with.
- Celia: Parcom members were each assigned two committee chairs to reach out to after the service on Sunday. We want you to encourage them to get their committee members to fill out the survey, and to check in for any "good news" or accomplishments of that committee.

## Public Witness and banner discussion (Marie, Alan Linov, John Anderson)

- Policy of the month: [Public Witness](#)

The Climate Action Working Group has been encouraging congregants to opt-in to 100% renewable energy sources. The Town of Arlington is also running a program to get the community to sign up for renewable energy. Alan/John are asking that the Town be able to hang a 23-foot sign on the side of First Parish Mass Ave. wall. After a long discussion and review of existing policies, Parcom recommended:

- To support the idea of this program with a banner on our wall for 3 months.
- That we need to cover up the town logo, so it is clear that First Parish is supporting the program. Identification of the building as First Parish must be incorporated in part of the banner, or an add on banner. This will be sent to the Climate Action group to make these changes.
- We will need to develop a new policy for the use of our outside wall and be clear of the difference between FP and whatever signs are put up in the future. Need to limit its use.

**Vote 2: Vote on whether to allow the town to display the “opt in” banner on the church wall facing Massachusetts Ave and ensure that they align with First Parish values.** Motion made by Maggie, seconded by Steve. Motion passed unanimously, with Sara G. abstaining.

## State of the church (Marta)

- The last 5 weeks have been defined by the insurrection at the Capital, and the impact of the COVID-19 pandemic.
- Holiday services and policing issues have taken up a lot of time. There have been 5 additional services in the last month.
- This all was only able to happen with the hard work of staff and lay leaders!

## Rev. Erica's First 150 Days (Erica and the 2<sup>nd</sup> minister transition committee)

- Marta opened by telling Parcom what a pleasure it has been to have Erica here, and the place seems less lonely because of it.
- Erica reports that it has been a wild fall & winter.
- She feels incredibly welcomed and her staff (Sara Hidalgo and Sara DeLong) are a wonderful team.
- She is surprised at how many people turn up for events, services, and other discussions.
- There are high expectations from members and lay leaders, and we often do not celebrate what we have done well.
- She has found the various social justice groups (social justice, climate action, RJCC, Arcs cluster, UU the Vote) as needing to be more intentional and she finds the structure murky. There is not as much of a congregational focus because of this.
- Erica misses working with kids and is looking forward when RE is in-house again.
- Worship feels very tightly run.
- Maybe we need to lower our expectations of perfection and empower people to experiment.
- Committees have both welcome this new ministerial input, and some have resisted it a little. LDC is surprised that she keeps coming to their meetings. Social Justice moved their meeting time so she could participate.

- Social Justice work could use some prioritization from leadership. This could be an issue for discussion at the February Parcom retreat. Talk about committees, standing/non-standing committees, and organizational issues.
- Celebrations could become a regular agenda item.
- Parcom is thankful to the 2<sup>nd</sup> minister committee for the last six months of work.

Motion to adjourn was made at 9:00 by Maggie, seconded by Steve. Motion passed unanimously!

## **MOTIONS**

1. I move that we adopt the consent agenda.
2. I move that we do approve the display of the Arlington "Opt-in" banner on the church wall facing Mass Ave. and ask the Climate action Group to make the recommended alterations.

## **Lead Minister Report**

**December 9 – January 15, 2020**

Rev. Marta Morris Flanagan

First Parish in Arlington Massachusetts

The largest matters before our congregation this last month included:

### **A Riotous insurrection in Washington DC**

In response while the insurrection was still in progress on Wednesday, January 6, Rev. Erica and I sent out an email to the congregation about an online worshipful gathering at 7 pm. More than seventy people attended. News continued to unfold through the ensuing days. Sunday morning worship was adapted the sermon theme changed in response to the pressing matters before our country.

### **Increasing COVID cases in the nation and in Massachusetts**

I am happy to report the Carolyn White, Chair of Stewardship, who tested positive for COVID-19 on Jan 4 is doing better as she recuperates at home. Others continue to work on the front line of health care. Some have received the vaccine. Our families with children at home continue to muddle along in a hybrid or strictly at home schooling. All are sticking as much in their home as they can. But I note that I began my report last month saying that COVID-19 cases in Massachusetts had increased by more than 50% in the last four weeks. On December 9 the seven-day average number of cases in Massachusetts was 4791. On January 15 it was 5364. That same Day, January 15 the CDC reported that a new variant of the virus would mean higher numbers at least through March.

### **Policing issues nationally and locally**

Since my last report there was a one-time meeting for the congregation to debrief policing issues on December 9. On January 7 Rev. Erica Richmond and Rev. Bill Gardiner began a policing book discussion group that will meet through much of February. 49 people attended. With the exception of racial justice programming over these last several years, I cannot recall a justice issue receiving as much interest in our congregation.

### **Marking the holidays in our communities, our families, our homes**

Marking the holidays provided challenges to everyone in this time of pandemic. Here at First Parish, we provided additional programming as part of "Holiday Happening" hoping to help remember joy and connect people, young and not so young, with one another in this time of isolation. Much thanks to the staff and the volunteers who provided extra music, cooking and other programming for December.

I note also that this month much of the attention of the ministers, religious education and music programs, as well as the Worship Associates, went to worship with an extra four services offered in the last month. Details about those worship services are below.

But of course, those are not the only matters. Several members of our congregation have lost family members as well as friends to death in these last four weeks. And several are grappling with the medical and psychiatric issues of loved ones. People are bringing their grief and their worry to their ministers, lay ministers, and speaking of it in Spirit Talks, Covenant Groups, Youth Group, discussion groups and lectio divina and other gatherings. We are a community which holds one another through times of uncertainty and loss.

We look ahead and pray for the safety of all in anticipation of the presidential inauguration on January 20. We look ahead to continued spiritual, social and materials needs in this time of increasing risk of infection. And we look ahead to being good stewards of this community in terms of an upcoming pledge drive, and capital needs post pandemic, most especially in terms of ventilation and communication technology.

I so appreciate the staff and the many lay leaders who make this sustaining community possible!

*In gratitude and in faith,  
Marta*

What follows is a more detailed accounting of my activities this month.

### **Worship**

Dec 13 “Annunciations Aplenty” (226) (# online screens >30minues)  
Rev. Marta Flanagan preaching

Dec 20 “Learning from the Earth” (224)  
Rev. Erica Richmond preaching

Dec 27 Poetry Reading for the Ending and Beginning of a New Year (130)  
Elizabeth Hunger, Worship Associate

Jan 3 “A Leap of Faith” (192)  
Rev. Erica Richmond preaching

Jan 10 “Precarities of Our Time” (221)  
Rev. Marta Flanagan preaching

Average Mean online screen attendance: 199  
Perhaps the number of individuals is 1.25 x or 248

Note: The average mean for the previous four Sundays was 191 screens.  
Average Sunday attendance for these 5 Sundays last year was 194 individuals.

During this same time there were four special worship services:

Friday, Dec 11 Embracing the Darkness (118 attending)

Led by Marta Flanagan and a cast of wonderful volunteers  
In 2020 85 attended in the sanctuary

Friday, Dec 18 Vespers  
Led by Rev. Erica Richmond (58)

Thursday, Dec 24 Christmas Eve Candlelight Service (293)  
Led by Marta Flanagan  
In 2020 727 people attended three services in the sanctuary

(71) Wednesday, Jan 6 Worship Gathering in the Wake of the Insurrection  
Led by Marta Flanagan and Rev. Erica Richmond

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

Pastoral appointments and visits:

Online: 8

Outside: 4

(themes: grief, end of life, discernment, spirituality)

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

Appointments with lay leaders regarding projects and committee work: 3

Committee meetings attended:

(in addition to Worship meetings and Adult Programming Committees):

ParCom Exec 12/16, 1/13

ParCom 12/15

Committee on Ministry 12/16

Weekly individual meetings with Parish Minister Rev. Erica and DRE Tina Schultz

Biweekly weekly meetings with Music Director Jonathan Brennand

Weekly Program Staff Meetings (Ministers, DRE, Office Manager, Music Director

Monthly meeting with Rev. Erica and Consultant Larry Peers

### **Adult Programming Activities of Lead minister**

Lead Lectio Divina: twice a week (attendance 14-25)

Attended meeting of Spirit Talk Conveners weekly

### **Professional Development and Continuing Education of Lead Minister**

Attended monthly women minister support group "Follen Women," 12/17

Attended first two of a five session seminar on Maria Reiner Rilke,  
led by Dr. Mark Burrows, a former professor of mine at Andover Newton  
Theological School, 1/1/12

Dear Parish Committee,

Gosh- what a whirlwind my arrival at First Parish has been. We have faced many challenges- many significant losses for folks in our community and the continued uncertainty and fear that has come with COVID. Not to mention a very fraught election cycle. The pastoral care needs have been understandably high and it has been truly an honor to minister through all of this. As I embark on the second half of my first year with you, I wanted to share some of my reflections.

I have been blown away by the warm and thoughtful welcome I have received. It is not easy to make room for a second minister, there are questions of trust and trepidation that naturally arise. Will she get along with our lead minister? Will new dynamics within the staff team make things harder? Will the congregation want to listen to and follow the lead of a new minister? There are many potential pitfalls. Yet, from my perspective, things have gone so well! I am so grateful to Marta and for the ways she approaches team ministry. We have worked hard and well together. I again lift up gratitude for the ways that the congregation, and specifically my transition team, has invested in the ministerial partnership, working with a clergy coach and taking the time to perfect our covenant has been invaluable. The staff team here is really collaborative and not competitive, fostering a sense of camaraderie and even delight. The congregation on both a holistic and individual level has reached out to me and respected the voice I bring to my ministry.

I have been surprised at how much our folks show up. Every time I expect 10-20 people to attend a program, I am always wrong and there are usually 40-100 people at any given event. It is a testament to our community's vibrancy and commitment. I was told of such things during the search process but it has been such a joy to see in actuality. This is a congregation that is still truly thriving and I hope everyone here takes great pride in that. This does translate to a congregation of high expectations. The staff and lay leaders seem to have very high standards of what a faith community looks like and acts like. I share a lot of those expectations so, in that sense, it is a very good fit. Nevertheless, I think we would benefit from institutional grace and a willingness to play in the land of imperfection. What would it mean to model experimentation? What happens if we assume some initiatives will

fail and that is okay? I wonder if that could breed more initiative and creativity among our community.

As you know, Marta and I split up who is the point minister for various committees for this programmatic year. For 2020-2021, I work with Membership, Leadership Development, Lay Ministry, Stewardship, Social Justice, Racial Justice, and Property. That final one is admittedly laughable but I try my best to supportively nod when our awesome volunteers talk about roofs and pipes. In general though, the areas of ministry feel like a good fit. Beyond my obvious building management ignorance, I have been most struck by the unwieldy and sometimes diffuse structures within our social justice work. During the search process I heard a desire for ministerial leadership in this area. This is an issue of both administration and content. There are many committees that pay attention to the work of justice but often I have found the structure lacks clarity and these leads to multiple,

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sometimes, competing agendas- not because they are oppositional but people have limited time and energy. So far, in my role, I have noticed that congregants have showed up impressively for Climate Action, Racial Justice, specifically around policing, and UU the Vote. All of these demonstrate how wonderfully responsive our community is. Claiming this more intentionally will help consolidate the work of our volunteers and will help us navigate some of the town politics a little more easily. For example, when outsiders have asks of First Parish, it would be helpful to name concrete our current priorities- it is strategic to say we cannot to X, Y, Z at this time because our congregation has momentum and intention around A, B, C. I have been surprised at how challenging Arlington politics seem to be these days. Whether we like it or not, I think this is something we need to be honest about and perhaps create some strategy around. I would love for the Parish Committee to provide some of that leadership.

Let me end by reiterating, how grateful I am to be here. It truly does feel like the right fit and even in just a few short months, I have grown to love you all. At the risk of waxing on too much, I really do feel blessed to be part of what First Parish is doing. I will be forever

grateful to the search committee for all their hard work.

Yours in this wild and aching and yet beautiful world,

Rev. Erica

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Appendix:

Rev. Erica Richmond, start-up with First Parish

Submitted by: Parish Minister Transition Committee,

John Anderson, Lois Fine, Carolyn Hodges, and Tina Silberman

January 14, 2021

- Despite disruption caused by COVID, Rev. Erica embraced First Parish, taking a number of concrete steps to quickly get to know members of the congregation.
- Rev. Erica arrived at First Parish at a time of need. Our community experienced a significant number of deaths and many are in critical circumstances.
- Many issues and sensitivities emerged locally from the intensifying socio-political climate in 2020. A case in point was the Alliance meeting scheduled for December 2020; a planned guest speaker drew heightened reactions, requiring significant time for both ministers and FP leadership to navigate.
- Ministers' committee involvement is a welcome improvement, anticipated with additional ministerial support. Some committees are accustomed, while others are unaccustomed, to regular involvement and communication with a Minister.

Strengths:

- Rev. Erica arrived excited for ministry with First Parish. Her initial worship service at First Parish was a "home-run." and ongoing sermons have been well-received.

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- Rev. Erica and Marta coordinate worship seamlessly, worship services are well-attended and gratefully received.

- Rev Erica, with the support of leadership, remains diligent to get to know members of the community and begin building trust. In a relatively short time frame, she has established connections with many congregants.
- Rev. Erica's approach to ministry has been very well received. This is notable because there had been some concern that Rev. Erica has similarities to Marta. While that remains true, Rev. Erica brings a different style and voice from Marta's.
- Rev. Erica is directly involved in several social justice issues with First Parish providing support grounded in Unitarian-Universalist principles and values.
- Rev. Erica really enjoys working with Marta and other staff. She is incredibly grateful that the congregation is so invested in team-ministry.

#### Surprises/Unexpected:

- Rev. Erica is getting what may be a limited view of the community due to the adverse impact of COVID. For example, she has not yet led services in our sanctuary and has yet to experience many aspects of being present within our community.
- Rev. Erica's strengths and prior experience (chaplancy, community organizing) have added support to our community at a critical time. While additional ministerial support was identified as a congregational priority, the expanded scope, fueled by ongoing national and local events, was not fully anticipated at the time of the search.
- US and State political reverberations are influencing our community and calling for ministerial support of the First Parish community. The reality of Arlington politics has made the direction of our congregation's social justice efforts complex.

#### Opportunities:

- The social justice efforts within the congregation covers a large set of issues. Rev Erica has noted that while broad, the structure to support efforts lacks focus or prioritization from leadership. While all efforts are valued, overall impact may be diluted.
- Improve pathways to help people coming to FP for the first time to engage and

participate in meaningful ways. Rev. Erica is hearing that newcomers really want to connect. It remains challenging to find ways for new people in the community to offer their talents and attend to the needs of our community.

- It seems unclear which committee is primarily responsible for improving this (LDC, Lay Ministry, Membership, Program Council?)

- Guidance to initiate connection may require updating. What are ways we can encourage initiative in lay-led offerings?

- Members hosting discussion groups using zoom

- A member working with STAR to initiate a motivational walking group

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Rev Erica Introduction/ statistics-- Transition Committee Events and other outreach

- AUGUST:

- Meet the staff, including a two-day staff retreat

Sue Maple (raffle winner) - meet-up

- SEPTEMBER:

- 9/23 - courtyard meetups (11/12 appointments/attendees)

- 9/30 - courtyard meetups (11/13 appointments/attendees)

- Pastoral Care Visits: 10

- Committee Outreach- 10 meetings

- Worship - 9/13/20 and family worship on 9/20 with Tina

- OCTOBER:

10/15 - Narthex meet-ups (6 appointments/attendees)

- 10/20 - Narthex Meet-ups (9 appointments/attendees)

- 10/29 - Meet the Choir (12-15 attendees)

- Pastoral Care visits: 10

- Committee Outreach - 8 meetings
- Worship - 10/4/20; 10/11; 10/18
- NOVEMBER:
  - 11/17- ZOOM meet-ups (8/9 appointments/attendees)
  - Pastoral Care visits: 9
  - Committee Outreach: 6
  - Worship - 11/8 (post-election worship)
  - FP offerings
  - Added service on Nov 4, post-election
  - Safe Protest Training (11/1)
  - Attended Sunday night youth group session
- DECEMBER
  - 12/16 - Zoom meetups (7 appointments/attendees)
  - Pastoral Care visits: 6
  - Committee Outreach - 7 meetings
  - Worship - 12/6; 12/20
  - FP offerings:
  - special Advent service 12/18
  - Vespers/Embracing the Darkness
  - Intro to Policing workshop
- JANUARY, 2021
  - FP offerings
  - Added service on evening of Jan. 6, 2021, post Capitol Insurrection events
  - Co- leading "The End of Policing" book group with Rev. Bill Gardner
  - Initiated Wednesday evening worship of poems and meditation

## **POLICY ON PUBLIC WITNESS AND SOCIAL ACTION**

—Adopted by the Parish Committee May 10, 2011

As a religious community, First Parish seeks to provide and promote opportunities for members to live out their faith in concrete acts. Such opportunities may include charitable works, as well as acts of moral witness. Standing committees and *ad hoc* groups of First Parish may inspire, coordinate, and facilitate the actions of members of our religious community. Any such activities or positions taken by First Parish must be in keeping with our religious tradition as stated in the purposes and principles of First Parish and the Unitarian Universalist Association.

There are some matters of moral witness about which members may believe that there is a compelling reason for First Parish to speak or act as a whole, associating the name and identity of the church with the statements or actions. Aware that moral and political stands can involve differences of opinion among our members and that any public position of the church affects each member's sense of belonging and their standing in the broader community, statements or actions of public witness may invoke the name or identity of First Parish only under either of the following circumstances:

- The statements or actions are entirely consistent with

a resolution of public witness adopted by a Congregational Meeting according to the bylaws of First Parish, with the additional provisions that the proposed resolution has been mailed to each member at least 30 days prior to the Congregational Meeting and the resolution is approved by at least 75% of the members present, or

the outcome of another process that is at least as rigorous and inclusive as is stated above for a resolution of public witness.

The authority to determine whether a specific proposed statement or action meets the criteria described above is delegated to the Executive Committee of the Parish Committee. Approval of the Executive Committee is required before any such public statement or action is made by any member, friend, or staff member of First Parish. The Executive Committee is expected to consult with other members of the First Parish community before making a decision to the extent that there is the likelihood of controversy regarding the judgment and in relation to the urgency of the statement or action. The objectives of the consultation may be to clarify the level of controversy, to seek alternative options, to promote learning about the issue, or simply to give congregants a chance to be aware of the public witness before it becomes more broadly public. In case of disapproval by the Executive Committee, the First Parish members proposing the public statement or action may appeal the decision to the Parish Committee as a whole.

- The statements or actions are determined by the Parish Committee to be apt to be regarded by a large majority of First Parish members as entirely consistent with core principles and purposes of First Parish.

A statement or action will not be approved if it would jeopardize the qualification of First Parish

A statement or action will not be approved if it would jeopardize the qualification of First Parish to accept tax-exempt financial contributions. Social actions should be done in consultation and coordination with the Social Justice Committee, regardless whether they are publicly associated with the name or identity of the church.

## Appendix: Examples

The status of First Parish as a Welcoming Congregation can be the basis for statements or actions of public witness in favor of GLBT equal rights, because the process by which we became a Welcoming Congregation is considered to qualify as sufficiently rigorous and inclusive.

Examples of activities that are considered to invoke the name or identity of First Parish are:

- Carrying a banner with the name of First Parish or a committee or group of First Parish at an event identified with an issue of public policy
- Making public statements as a representative of First Parish, or a committee or group of First Parish

Examples of activities that would not require approval of the Executive Committee are:

- A committee organizing First Parish members and friends to attend a protest rally
- Identifying oneself as a member, friend, or staff member of First Parish when making a statement as long as it is clear that the person is expressing their own views and not those of First Parish

Factors that should be taken into account when considering a congregational resolution of public witness include:

- How central is the issue to the identity and core values of the congregation?
- Is there a compelling reason for the resolution that serves an articulated long-term goal of First Parish?
- Is there a plan for taking actions that use the resolution to pursue the goal?
- What is the level of controversy within the congregation? Will discussion of the proposal promote spiritual development or divisiveness?

Is there a commitment for a multi-month process of open discussion and education about the issue before a vote is taken, with respect for diverse points of view?

<b>First Parish Unitarian Universalist of Arlington</b>					
<b>Budget vs. Actuals: FY21 P&amp;L</b>					
<b>July - December, 2020</b>					
<b>Major areas of sensitivity:</b>	<b>Pledges</b>	<b>Plate</b>	<b>Salary expense</b>	<b>Properties - Maint &amp; repair</b>	<b>Properties - Heat, util.</b>
	4100	4200	5110	5520,5530	5510
December YTD budget	352,575	19,000	243,990	11,574	14,183
December YTD actual	418,536	20,542	213,193	14,686	6,138
Actual over/(under) budget	65,961	1,542	(30,796)	3,112	(8,044)
%	15.76%	7.51%	-14.45%	21.19%	-131.06%
FY21 Full year budget	629,600	38,000	488,000	23,150	34,850
FY21 Year end projection	629,600	38,000	430,000	30,000	34,850
Projection over/(under) budget	0	0	(58,000)	6,850	0
%	0.00%	0.00%	-11.89%	29.59%	0
December FY21 YTD results favorable, pledges (acct 4110) well over budget according to seasonality trending established in prior years.					
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 21% over budget YTD, possible area of concern					
					<b>Annual</b>
	<b>Actual</b>	<b>Budget</b>	<b>Over(Under) Budget</b>	<b>% of Budget</b>	<b>budget</b>
<b>Income</b>					
<b>4100 Pledges</b>					
<b>4110 Current Year Pledges</b>	418,536	352,575	65,961	118.71%	629,595
<b>Total 4100 Pledges</b>	<b>418,536</b>	<b>352,575</b>	<b>65,961</b>	<b>118.71%</b>	<b>629,595</b>
<b>4200 Plate Offerings</b>	20,542	19,000	1,542	108.12%	38,000
<b>4300 Fundraisers</b>					
<b>4310 Fair</b>	(63)	5,250	(5,313)	-1.20%	10,500
<b>4330 Other Fundraisers</b>		750	(750)	0.00%	1,500

<b>Total 4300 Fundraisers</b>	<b>(63)</b>	<b>6,000</b>	<b>(6,063)</b>	<b>-1.05%</b>	<b>12,000</b>
<b>4400 User Donations (Building Fees)</b>					
4410 Mariposa rent	25,638	26,500	(863)	96.75%	53,000
4420 Other building use	6,000	7,000	(1,000)	85.71%	14,000
<b>Total 4400 User Donations (Building Fees)</b>	<b>31,638</b>	<b>33,500</b>	<b>(1,863)</b>	<b>94.44%</b>	<b>67,000</b>
<b>4500 Other Contributions</b>					
4510 Parking revenue	3,000	3,000	0	100.00%	6,000
4520 One-Time Gifts	35,920	35,000	920	102.63%	70,000
4525 Social Justice	1,640	1,500	140	109.33%	3,000
4530 Insurance reimb, other	7,274		7,274		0
4540 Non-recurrent income	24,000	24,000	0	100.00%	48,000
<b>Total 4500 Other Contributions</b>	<b>71,834</b>	<b>63,500</b>	<b>8,334</b>	<b>113.12%</b>	<b>127,000</b>
4600 Interest	832	750	82	110.94%	1,500
4730 Trust Fund-Wellington	10,000	10,000	0	100.00%	10,000
<b>Total 4700 Trust Fund Contributions</b>	<b>10,000</b>	<b>10,000</b>	<b>0</b>	<b>100.00%</b>	<b>10,000</b>
4900 Other Income	13,000	13,000	0	100.00%	13,000
<b>Total Income</b>	<b>566,318</b>	<b>498,325</b>	<b>67,993</b>	<b>113.64%</b>	<b>898,095</b>
<b>Expenses</b>					
<b>5100 Personnel</b>					
5110 Salary	213,193	243,990	(30,796)	87.38%	487,979
5120 FICA	12,695	18,309	(5,614)	69.34%	36,618
5130 Workers Comp	2,068	1,941	127	106.56%	3,881
5140 Pension (UUA)	19,947	20,424	(478)	97.66%	40,849
5150 Health Insurance	20,606	20,250	356	101.76%	40,500
5160 Life Insurance	843	1,227	(385)	68.67%	2,455
5170 Disability Insurance	2,201	2,476	(275)	88.90%	4,952
5190 Prof Expenses	8,816	12,258	(3,442)	71.92%	24,517
5193 Recruitment expenses	442		442		0
<b>Total 5100 Personnel</b>	<b>280,812</b>	<b>320,876</b>	<b>(40,064)</b>	<b>87.51%</b>	<b>641,751</b>
<b>5200 Contractors &amp; Consultants</b>					
5240 Consultants (HR,Finance,Prof)	3,413	4,000	(588)	85.31%	8,000
<b>Total 5200 Contractors &amp; Consultants</b>	<b>3,413</b>	<b>4,000</b>	<b>(588)</b>	<b>85.31%</b>	<b>8,000</b>
<b>5300 Office Expenses</b>					
5320 Postage		250	(250)	0.00%	500
5340 Telephone & Internet	1,560	2,000	(440)	78.00%	4,000
5350 Office Supplies & Repairs	1,053	3,650	(2,597)	28.86%	7,300

5360 Office Equip Lease & Maintenance	2,161	3,350	(1,189)	64.50%	6,700
5397 Computer software/hardware	6,155	4,250	1,905	144.83%	8,500
<b>Total 5300 Office Expenses</b>	<b>10,929</b>	<b>13,500</b>	<b>(2,571)</b>	<b>80.96%</b>	<b>27,000</b>
5400 General Church Expenses					
5405 Cleaning Services	5,983	0	5,983		0
5410 Housekeeping Supplies & Repairs	233	1,850	(1,617)	12.57%	3,700
5415 Treasurer's Expenses	2,765	3,250	(485)	85.07%	6,500
5420 Coffee/Friendship Hour Supplies		1,250	(1,250)	0.00%	2,500
5430 Worship Supplies, etc.		500	(500)	0.00%	1,000
5435 Sound, Tapestry, Linens Fund		500	(500)	0.00%	1,000
5440 Stipends/Honoraria Guest Ministers	600	600	0	100.00%	1,200
5445 Sign Language Interpreter		250	(250)	0.00%	500
5470 Staff Development		100	(100)	0.00%	200
5483 Insurance	6,613	5,964	648	110.87%	11,929
5484 General Composting	648	500	148	129.61%	1,000
<b>Total 5400 General Church Expenses</b>	<b>16,841</b>	<b>14,764</b>	<b>2,077</b>	<b>114.07%</b>	<b>29,529</b>
5500 Property Expenses - Main Building					
5510 Utilities					
5511 Heating Fuel Oil & Gas	2,248	6,482	(4,234)	34.69%	19,446
5512 Water & Sewer	795	2,500	(1,705)	31.81%	5,000
5513 Electricity		1,294	(1,294)	0.00%	2,588
5514b Power Options Membership		125	(125)	0.00%	250
5514c Solar Power Purchase Agreement	3,095	3,782	(687)	81.84%	7,563
<b>Total 5510 Utilities</b>	<b>6,138</b>	<b>14,183</b>	<b>(8,044)</b>	<b>43.28%</b>	<b>34,847</b>
5520 Heating Maintenance & Repair	715	1,000	(285)	71.50%	2,000
5521 Elevator Inspection and Maintenance		2,340	(2,340)	0.00%	4,679
5530 Main Building Maintenance & Repair	13,971	10,574	3,398	132.13%	21,147
5535 Main Building Capital Exp.	26,000	26,000	0	100.00%	26,000
5550 Groundskeeping	199	600	(401)	33.20%	1,200
5560 Snow Removal	1,540	1,028	512	149.81%	5,128
<b>Total 5500 Property Expenses - Main Building</b>	<b>48,563</b>	<b>55,724</b>	<b>(7,160)</b>	<b>87.15%</b>	<b>95,001</b>
5600 Religious Education					

5610 Children/Youth	2,641	3,525	(884)	74.93%	7,050
5630 Youth Group Service Trip Coordinator		750	(750)	0.00%	1,500
<b>Total 5600 Religious Education</b>	<b>2,641</b>	<b>4,275</b>	<b>(1,634)</b>	<b>61.79%</b>	<b>8,550</b>
5700 Music					
5750 Music Committee	4,483	5,054	(571)	88.71%	10,107
5760 Piano Repair	1,125	1,125	0	100.00%	2,250
5790 Organ Fund Set-aside	1,000	1,000	(0)	99.97%	2,000
<b>Total 5700 Music</b>	<b>6,608</b>	<b>7,179</b>	<b>(571)</b>	<b>92.05%</b>	<b>14,357</b>
5800 Other Committees					
5801b STAR/Adult RE		225	(225)	0.00%	450
5802 Committee on Ministry		90	(90)	0.00%	180
5807 Lay Ministry		68	(68)	0.00%	135
5808b Leadership Development		90	(90)	0.00%	180
5809 Membership Committee	311	450	(139)	69.11%	900
5810 Parish Committee	694	2,750	(2,055)	25.25%	5,512
5812 Racial Justice Committee		1,350	(1,350)	0.00%	2,700
5812b Social Justice Committee	402	1,500	(1,098)	26.81%	3,000
5815 Stewardship Committee	15	1,000	(985)	1.50%	2,000
5818 Turning Outward		1,350	(1,350)	0.00%	2,700
<b>Total 5800 Other Committees</b>	<b>1,423</b>	<b>8,873</b>	<b>(7,450)</b>	<b>16.03%</b>	<b>17,757</b>
5900 Outreach					
5910 UUA	18,000	18,000	0	100.00%	36,000
5920 MBD		150	(150)	0.00%	300
5930 Partnership Church Council		175	(175)	0.00%	350
5940 Giving First	11,599	9,500	2,099	122.09%	19,000
5962 UU Urban Ministry		125	(125)	0.00%	250
5965 Mass. Interfaith Power & Light	250	125	125	200.03%	250
<b>Total 5900 Outreach</b>	<b>29,849</b>	<b>28,075</b>	<b>1,774</b>	<b>106.32%</b>	<b>56,150</b>
<b>Total Expenses</b>	<b>401,078</b>	<b>457,265</b>	<b>(56,186)</b>	<b>87.71%</b>	<b>898,095</b>
<b>Net Income</b>	<b>165,240</b>	<b>41,060</b>	<b>124,180</b>		<b>0</b>

Terms expiring 2010:

Treasurer	David Klingsberg -First term
Asst. Treasurer	Carolyn Hodges
Auditor	Pamela Linov
Parcom	Sara Galantowicz-1 <sup>st</sup> term
Parcom	Maggie Carey-2 <sup>nd</sup> term
Finance	David Dreyfus-2 <sup>nd</sup> term
Finance	Julian Chu-2 <sup>nd</sup> term
Finance	Rob Meire-1 <sup>st</sup> term
Finance	David Klingsberg-1 <sup>st</sup> term
Human Resources	Lauren Melton=2 <sup>nd</sup> term
Human Resources	Kay Snowden-1 <sup>st</sup> term
Leadership	Georgia Critsley-1 <sup>st</sup> term
Leadership	Amy Fardella-1 <sup>st</sup> term
Leadership	Aaron Kitzmiller-2 <sup>nd</sup> term
Leadership	Julius Pereli-1 <sup>st</sup> term
Membership	Susan Moore-1 <sup>st</sup> term
Membership	Steve Piasecki-1 <sup>st</sup> term
Membership	Mary McCartney-1 <sup>st</sup> term
Membership	Rachael Lewellen-1 <sup>st</sup> term
Music	Robin Baker-2 <sup>nd</sup> term
Music	James Fleming-1 <sup>st</sup> term
Music	Joe Ttry-1 <sup>st</sup> term
Property	Mike Birenbach-2 <sup>nd</sup> term
Property	John Galantowicz-1 <sup>st</sup> term
Property	Kurt Vanderpile-1 <sup>st</sup> term
Property	Chanh Phan-1 <sup>st</sup> term
Religious Education	Ellen Robie-2 <sup>nd</sup> term
Religious Education	Sarah Short-1 <sup>st</sup> term
Religious Education	Anne Ehlert-1 <sup>st</sup> term
Religious Education	Anthony Fernandez-1 <sup>st</sup> term
Religious Education	Melina Vanderpile-1 <sup>st</sup> term
Social Justice	Jamie Aronson-1 <sup>st</sup> term
Social Justice	Sue Sheffler-1 <sup>st</sup> term
Trustees	Jeff Keffer-2 <sup>nd</sup> term
Trustees	Sue Sheffler-1 <sup>st</sup> term
Trustees	Phil Speare-1 <sup>st</sup> term
Lay Ministry	Ebonie Smithe-Cooper-1 <sup>st</sup> term
Lay Ministry	Al Tosti-1 <sup>st</sup> term
Comm on Shared Ministry	Amy Hadley-2 <sup>nd</sup> term
Comm on Shared Ministry	Kit Hayes-1 <sup>st</sup> term
Comm on Ministry	John Anderson-2 <sup>nd</sup> term
Comm on Ministry	Sue Costello-1 <sup>st</sup> term
Comm on Ministry	Elizabeth Hunter-1 <sup>st</sup> term
Comm on Ministry	Alan Schweitzer-2 <sup>nd</sup> term
Comm on Ministry	Kate Tranquada-1 <sup>st</sup> term