

First Unitarian Church of Portland
Board of Trustees Meeting - December 3, 2020 – Agenda
Board (only) Deepening 6:30, Board Meeting - 7 - 9pm - Zoom call – link

Join Zoom Meeting

<https://us02web.zoom.us/j/82930223125?pwd=TDdrckx1T0lSTG1KT3BFWGx5MmQyZz09>

Meeting ID: 829 3022 3125

Passcode: 398649

One tap mobile

+16699006833,,82930223125# US (San Jose)

+12532158782,,82930223125# US (Tacoma)

Board Meeting

6:30 Deepening/Check-in

7:00 **Convene**
Opening Words – Barbara
Determine Quorum
Process Observer Review
Review Agenda
Review and Approve Previous Meeting Minutes

Board Roles
Timekeeper – Leila
Process Observer – ?

7:05 **Congregant Comment Period**

7:15 **Updates**
Note: Committee updates – reports attached

Note: Dates to Calendar
Susan Beaumont meeting – Jan. 11, 2021, 9:00-11:00. First hour with Susan, second hour board discussion.

ET Update

7:40 **Generative Discussion**
• 8th Principle reflection conversations

8:20 **Board Holiday Gathering**

8:50 **Meeting Wrap-up**
Communications Check
Process Observations
Closing Words –

9:00 Adjourn

Our Mission:

The mission of First Unitarian Portland is to create a welcoming community of diverse individuals; to promote love, reason and freedom in religion; to foster lifelong spiritual growth; and to act for social justice.

Our Vision:

First Unitarian Portland is a beacon of hope for us and for our community, a spiritual center in the heart of our city that helps each of us to find our moral compass, calling and challenging us to build the beloved community with an ever deepening sense of spirit, diversity and inclusion.

Goals for First Unitarian Church

Five Year Church Goals are created in collaboration with the congregation and Executive Team and adopted by the Board. They reflect the mission and vision of our church. Church goals are primarily carried out by the Executive Team and staff, collaborating with the Board.

Board 1-3 Year Goals are created by the Board and Executive Team at our yearly Retreat. Board goals may draw from the 5 Year Church goals yet reflect work within the purview of the Board.

First Unitarian Church Five Year Goals

At the Board meeting on May 6, 2016, the Board adopted five-year goals for the church.

From 2016-2021, First Unitarian Church of Portland will:

- Focus on collaborative governance, revising policies for clarity and brevity and creating linkages between the Congregation, the Board, and the Executive Team.
- Increase church funding through enhanced giving, including goal to reduce or retire the Buchan Building mortgage.
- Make a cultural transition from program-focused church to mission-driven church, with priority to building beloved community between generations.
- Develop a long-term plan for development and sustainability of church campus given changing dynamics of West End and downtown Portland.

Board 1-3-Year goals

The Board adopted its 1-3-year goals at the October meeting. They are:

1. Continue to examine the ways in which power, privilege and White supremacy culture affect our church, including our board work, to include:
 - a) Educating ourselves on the issues, such that we can support the development of this work in the congregation.
 - b) Taking steps to improve our practices and model antiracist behavior. This will include:
 - i. Evaluating how we enact policy-based governance in a manner that actively dismantles White supremacy culture in our board and in our congregation.
 - ii. Exploring and considering endorsing the adoption of the 8th Principle through its addition to our bylaws.

2. Holding the mission of the church, engage in ongoing, generative conversations with the Executive Team and the congregation to:
 - a) Develop understanding of the church that's emerging, as well as the pastoral needs and continuing connections among congregants in the church that is
 - b) Approve a revenue plan to sustain the mission of the church in current and emerging contexts
 - c) Lead the congregation in development of 5-year church goals
 - d) Consider viable options for maintenance of our current physical plant and future development of the campus to meet the needs of the emerging church
3. Governance committee will review and possibly recommend changes to the bylaws as they relate to size of Board, and definition of pledging member in board policies.
4. Continue to support the Ministerial Search Committee and the transition to a new Senior Minister.

**First Unitarian Church Portland Oregon
Board of Trustees Meeting Minutes – DRAFT
November 5, 2020
(Conducted via zoom meeting)**

Board members present: Mindy Clark, Alan Comnes, Cindy Cumfer, Ryan Deibert, Theo Harper, Caitlynn Hill, Adam House, Marilyn Mays, Barbara Morrison, Brad Taylor, Andy Wilson,

Board members absent: Leila Wrathall

Ex officio board members present: Kathy Ludlow

Ministers and staff present: Rev. Bill Sinkford, Rev. Tom Disrud, Kathryn Estey, Stacey Mitchell

Timekeeper: Marilyn Mays

Process Observer: Alan Comnes

Congregants present: Randy Russell

The board meeting convened at 7:08 PM.

Opening words: Brad Taylor read a poem by Jane Hirschfield, “Today when I could do nothing”

Mindy Clark determined there was a quorum.

Process observer review:

No notes to share from last month.

Review agenda:

Agenda was reviewed. Nothing added or changed.

Review and approve previous meeting’s minutes:

Cindy Cumfer moved and Barbara Morrison seconded a motion to approve the September minutes. The motion carried with a unanimous vote.

Adam House moved and Marilyn Mays seconded a motion to approve the October minutes. The motion carried with a unanimous vote.

Congregant Comment:

None.

Dates to calendar

- November 15: Bill’s first Q&A and Finance Committee quarterly update
- November 22: Board Forum (11:45 AM); Review assessment of ministry and open Q&A

ET updates

- Annual Fund Drive Update:
 - In the last couple of weeks, drive has been moving slowly with follow up to people we haven’t yet heard from (via program leaders).
 - At this point, numbers are very close to last report. Pledge reports at 98.5% of goal, plus

- \$44K in one-time gifts. This puts us approximately 0.5% over goal.
- Next step is a final email ask going out from Tom to families and people we haven't yet heard from. The email will be a combination of direct ask with additional ministerial outreach.
 - Learning of more families who are struggling financially, but had a large number of people increase their pledges.
 - Budget reforecast: ET will begin the process of reforecasting the budget for this church year next week. They will start by revisiting assumptions, and plan to deliver the updated forecast by the holidays.
 - Lawsuit:
 - Outcome was a victory for us (plaintiffs) which resulted in an injunction against federal police officers, limiting their ability to conduct plenary policing to a defined geography surrounding the courthouse.
 - Government has appealed, but the injunction remains in effect. Government additionally asked for an emergency stay to remove the injunction during appeal. The judge refused the stay, and the injunction stands.
 - Through this lawsuit, the church is making a contribution to the case law, and is providing a template to other Unitarian Universalist congregations across the country.
 - 8th Principle next steps:
 - At this point in the process, trying to move information out to the communities of communities within the church (board, family ministries, lay ministers, etc.).
 - "8XTeam" (formerly Continuing Conversations group) acting as an accountability structure as the conversations move out to the congregation.
 - Trying to have at least 50% of the congregation exposed to the 8th Principle in a meaningful way prior to this spring.
 - Current focus of the ministry is transitioning to preparation for the holidays. Anticipate that many people will experience a sense of loss of traditions, but staff is working with great creativity to help support a strong holiday season within the church, despite online worship.

Committee Reports are included in the board packet and included here by reference.

Consent Agenda:

- No items submitted for Consent Agenda.

Action Items:

- No action items submitted.

Generative Discussion: 8th Principle introduction and initial discussion

- The board reviewed an approximately 44-minute video of a presentation that Paula Cole Jones gave as the first of a two-part workshop attended by approximately 65 congregants earlier in September.
- Rev. Sinkford shared some background: The presentation is intended to give the board a shared language for continued conversation. The impulse of the 8th Principle is to add an explicit commitment to anti-racist, anti-oppressive, multicultural practices to the existing Seven Principles. It is very difficult to sustain energy around this work if it is not a part of the

foundational language that shapes our religious identity. The intent is that the board will conduct a faithful discernment regarding whether the congregation should review the principle for adoption to our congregational bylaws. The UUA is undergoing a similar, multi-year process to consider adoption to the bylaws of the UUA as part of a broader review of Article 2 (mission, principles, sources).

- Following the video, board members offered comments, asked questions and shared responses. Many of those questions and comments centered around how to create brave/supportive spaces to help congregants come meaningfully to this conversation and about concepts of accountability in dominant culture contexts versus in loving community.
- In December, the board will have additional generative discussion to discuss the 8th Principle in relation to the existing Seven Principles.

Communication Check:

- Develop a slide for the church on the Finance report piggy backing with Bill's Q&A.

Process Observations:

- Much of process observation focuses on whether we're taking the time to support broad, inclusive dialogue. Having a full meeting dedicated to shared learning and dialogue around the 8th Principle helped to do that.

Closing Words: Brad Taylor read poem by Frankie Taylor (10 y.o.): "Trance"

Meeting adjourned at 8:53 pm.

Minutes respectfully submitted: Ryan Deibert, board secretary

FIRST UNITARIAN CHURCH OF PORTLAND - BOARD OF TRUSTEES
Communications Committee Meeting Minutes
October 13th, 2020, 7:00- 8:30 - Zoom Room

The meeting convened via Zoom.

Present: Barbara Morrison, Kathy Ludlow, Theo Harper, Mindy Clark, Brad Taylor

Opening words

The September meeting minutes were approved as written.

Discussion of 8th principle process, including considering groups to conduct outreach to; in December the board may discuss placing the 8th principle on a ballot.

The October Moderator Letter was discussed. Topics to be addressed: process of consideration of the 8th principle; recognition of the family services; update on the status of giving (formally “fund drive”); and describing the Board’s 1-3 year.

The October 25th forum was discussed. It was suggested that it may be best to move the forum to a date after the November 3rd election. The general format was discussed. It was proposed that we develop slides to convey information and guide the conversation, with board members presenting for 20-25 minutes and reserving the final 20-25 minutes for questions and answers. Possible topics mentioned included: the ministerial evaluations and the boards 1-3 year goals.

There was further discussion of engaging congregants through coordinated Board Dialogs and having board members share the responsibility of reaching out the groups. Barbara is maintaining a list.

The group considered topics that will be important for further consideration and discussion, such as keeping the congregation updated on block development conversations and reexamining the search timeline.

It was suggested that we reach out to the Search Committee and invite them to present to the board. It was suggested that the Communication Committee poll the BOT regarding questions for the Search Committee and then send those questions to the SC in advance to inform their presentation and preparation. Themes discussed included: how did this year’s process go (how many congregations engaged in a search process successfully)? How did the number of candidates this year compare to past years. Is there a way to guess how many candidates will be available this coming year? Is there a guess of how many congregations will be searching?

We continued discussion around sending out the zoom links and publishing them widely so that congregants can find out how to attend board meetings

Closing words

Respectfully submitted,
Brad Taylor

GOVERNANCE COMMITTEE MINUTES

Chair: Cindy Cumfer

Secretary: Caitlynn Hill

Committee Members: Mindy Clark, Ryan Deibert, Adam House, Kathy Ludlow

Guest: Theo, Marilyn

DATE AND PLACE: Wednesday, November 11, 2020, 7-9 p.m.

Zoom Link: Below

Light Virtual Chalice

Opening Words—Mindy - Practicing the Complex Yes, Kim Stafford

Next Meeting: Ryan Deibert

Check In with Pronouns

Announcements: none

Acceptance of Last Meetings Minutes: accepted

Report on To Do list on Last Meetings Minutes:

- Mindy will talk to other large churches to see what their experience is about large Board sizes. Mindy will also talk to Susan Beaumont to get her ideas and check resources at the UUA.
 - Update: Kathy and Mindy met with board president of Foothills of Ft. Collins church of CO. They transitioned from about 11 board members to 7 members.
 - Susan Beaumont: 1 hour left of her time until 2020. Mindy feels in Jan we will schedule a board work session – she will talk about board size (1hour) and 1 hour after for small group conversations/other. Susan can share with us how the board work will change when the number of members change.

Additions/Changes to Agenda? None

Agenda Items:

Board Forum: Ryan and Cindy presenting the assessment of ministry with pre and post COVID bullet points. 11/22 at 11:45.

- Topics: Evaluation of ministry first then sharing board 1 – 3 year goals and Congregation question time. 10 to 15 minutes of presentation and 10 minutes of Q&A. Cindy will lead

with: what is the evaluation and how does it relate to the role of the board. Theo reminded us starts at 11:45 – the board should be present at 11:35.

1. Orientation re: (1) what this committee does;
 - Cindy: reviewing bylaws and policies and articles of incorporation (governing documents) to see if things need to be changed or reviewed. This as lead us to the question of changing the board size.
 - (2) invitation to re-imagine how we do our work (esp. Board self-evaluation; Evaluation of Ministry; Congregational survey) and who is interested in working on these major projects
 - Around March/April we look at the board self-evaluation, followed closely by the ministry evaluation (to be finished in June).
 - No congregational survey this year or last year because of search committee survey and we don't have to do one every year.
 - Cindy: invites us to imagine if there is a better way to accomplish our goals.
 - Ryan: Assessment of ministry and a board self evaluation rely heavily on online results. There are opportunities to look at ways to gather information using tools other than, or in addition to, online surveys (qualitative data). Online survey data loses data about outliers and more marginalized voices. Reframing assessment of ministry to center the marginalized voices will require a new type of data collection and study.

2. Bylaws Issues

- Reducing Board size (Art. IV, Sect. 1)? What does Board need to know to explore this? Mindy's report on what she learned. Gov Comm recommendation.
- Mindy: working to connect with one or more larger congregation. Smaller boards focus majority of work on monitoring, visioning, and policy – like the work of Gov Comm.
- Smaller boards have no treasurer because all board members need to be well versed in the financial pieces of the church.
- greater pressure to be prepared for the meeting (in larger boards some members can do less work than others).
- Using BaseCamp (all messaging goes out through the platform. Able to locate threads and emails in the platform, can collaborate on documents, and can get close to voting.
- Requirement that members check in 2 or 3 times a week.
- Have congregants on committees – like we do with finance committee now.
- They are really happy with the drop from 11 to 7 and find that it is more effective.
- Also reporting that they are having trouble finding people who are willing to be on the board.

Discuss phasing in of any changes.

- Cindy: thinking about timing and a workshop for members before it goes to a vote.
 - Mindy: Susan Beaumont can come in early January (to separate it from the holidays). Need to announce that we are going to vote on this in March (sending the ballots out so that congregants can consider in order to have a valid vote this year).
 - Mindy will send a note to board members to get people to commit to some days with Susan in early January.
 - Present to the congregation in February in a forum (put out info in the e-news, links on the webpage).
 - Mindy doesn't need anything from this committee at this time.
- 7 to 9 is typical number for board members for a church of our size.
 - Ryan: this committee in a future meeting should come up with some alternative proposals (just 7, just 9, between 7 and 9) for consideration.
 - Theo: How to reduce the number we currently have?
 - Mindy: can do by attrition – no one new is coming onto the board this year.
- Sketching out the language of how the new bylaws would read – have this to show to Susan when she meets with us to get her feedback.

- Limitation on spiritual authority of ministers (Art. 8, Sect. 2)? Should we clarify this?
 - Worship Duties of Ministers
 - Cindy: should say Spiritual Authority of Ministers – not just about worship duties but also about the minister's roles of spiritual leadership.
 - In the past, the ministers have always had the spiritual authority of the life of the church.
 - This discussion first came up when the church entered the lawsuit.
 - Board members asked at the time if it was the role of the ministers or of the board.
 - Cindy: worship duties is too limiting to what this section actually says/outlines. It doesn't say anywhere that ministers are responsible for the spiritual leadership of the church.
 - Do ministers need to get Board consent for certain actions that may affect the reputation of the church?
 - We need to be clear on where the decision authority lies.
 - Kathy: concerns about how [entering the lawsuit] was done was regarding financial implications - that would be a divider of the issue.
 - There already are existing limitations (money can't be spent over a certain threshold).
 - Theo: is there some sort of insurance that we have to allay cost if something came up/a person who wants to sue the church? Cindy: lets look at the insurance policies about what that covers.
 - Ryan: worries about how a lot of white supremacy culture shows up in the legalization/risk of entering into some actions.

- A board can focus on the risk of action at the detriment of allowing the ministers to take the church where we need to go.
- Theo: What does it take to make a decision about [changing the bylaws]?
- Mindy: the board votes to change the language and then the congregants vote on it. Can be put on the January agenda for a board vote. Adam: Is our hope to clarify what worship activities are (is a lawsuit an act of
- Ryan: Policies outline a covenantal and collaborative relationship between ET and board for the board to affirm (section 2.1; 2.3; 2.4).
- Ryan: Members have expressed concern about financial implications of some decision making. Members would like to have some time for conversation about this.
- Ryan: volunteers to walk through the policies and bylaws as an illustration of how we saw the policies coming together in this scenario. “This is why we’re recommending the change in title because we think we have strong policies to protect finances and the covenantal relationship.”

Process Observation (comments by all) Caitlynn: Ryan bringing up communities of communities and how our fear may be from white supremacy culture.

Closing Words—Mindy read “He God Who Only Knows Four Words”; Hafiz

Prepared by: Caitlynn Hill

BLT MEETING 10/20/2020

- Check in enter reading – Cindy Cumfer
- Update on 8th principle – *goal is intentional, slow process to become familiar and allow for reflection.*
 - Board members will watch video of Paula Cole Jones presentation for discernment during Nov. board meeting.
 - In December we will come back to look at the 8th Principle in relationship to the other principles
 - It may be too ambitious to expect the adoption of the 8th Principle in one year.
 - Mindy spoke of her meeting with Religious educators.
 - Other congregations utilized repeated conversations and reflections.
 - It's important to adopt the new principle through real change and not just intellectually.
 - This will be a difficult process for some due to our values regarding reason, debate, etc. [dominant culture paradigm]
 - Suggested readings for educating the congregation
 - *Waking Up White*
 - *So You Want to Talk About Race*
 - *White Fragility*
 - Other readings discussed
 - Margaret Wheatly *A Simpler Way*
- Closing reading – Cindy Cumfer

**First Unitarian Church
Finance Committee Minutes
November 24, 2020**

Attending:

Committee Members: Leila Wrathall, Andy Wilson, Marilyn Mays

Non-Voting Board Members, Committee Members and Congregants: Ed McClaran, Stan Jewett, Linda Craig, Dev Dion, Jo Ann Foor, Matt Schieve, Mindy Clark

Staff: Kathryn Estey, Zaida Cooper

Call to Order: 5:05 pm

Reading: Mindy provided a reading.

Date and Time for Next Regular Meeting: December 29, 2020; 5:00 – 6:30 PM

Announcements and Reports:

Leila reviewed Agenda.

Motions/Approval:

M/S/C: Approved October minutes with two typos corrected

September 2020 Financial Review - Discussion

Pledge receipts are running over budget.

Q. When we receive a contribution, do we know what goes toward which pledge year (2020 or 2021)?

A. No, we can't track that

Q. Do reported contributions include the plate?

A. Yes.

Q. cash flow over the year – are there preferred times for contributions, in terms of church cash flow?

A. Not really. Also, many pledges are now paid monthly using auto pay.

Rental income \$25K below budgeted (no surprise). One-time anonymous contribution of \$25K for the music program gratefully received.

Updates – Kathryn Estey

Our Path Forward: 2021:

AFD Stats this year vs last year (see Note below):

AFD 2021 as of 11/18/2020 (i.e., end of campaign)

#of Pledges	Avg. Pledge	Total Pledges	Goal	Amt under goal	% of goal
775	1,930.37	1,496,038	1,535,000	-38,962	97.56%

AFD 2020 as of 2/9/2020 (i.e., end of campaign)

862	1,689.91	1,456,701	1,500,000	-143,299	91.04%
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Note: keep in mind that even though the above compares the end of each year's campaign, the timing of this year's and last's isn't really apples to apples.

Almost at goal. Number of pledges received down, average pledge up. We do not expect to see that many more new pledges, so the fund drive is effectively completed.

Suggestion: when we do have final numbers, it would be good to know the median pledge amount in addition to the mean. Even better, to know the distribution of pledging amounts across our contributors. Kathryn can obtain this information and will add it to the agenda when staff time permits.

Finance Comm. will have a December meeting 12/29 to review budget revisions with the ET.

Capitalization and fixed assets draft policy review – Jo Ann and Leila:

Brief description of the purpose: Need a clear policy about what gets capitalized and depreciated; what is expensed; and who can authorize purchase of fixed assets; who can authorize disposal of fixed assets; what must be inventoried.

Clarifications proposed – Jo Ann will note and circulate a revised draft.

Re: inventory. We have not done a physical inventory of fixed assets in the past. Nor do we have a set policy regarding sale or other disposal of capital assets. Perhaps a good volunteer activity to create an inventory of our art and archive holdings. Might make video inventory in part. Having an inventory is desirable for insurance claims.

Will be reviewed again in the January meeting.

Other business:

Motion to thank the entire staff who worked on Our Path Forward: Passed unanimously.

Linda Craig agreed to do open and closing reading next meeting.

Leila read closing words.

Meeting adjourned at 6:20 p.m.

First Unitarian Church							
Year-To-Date Operating Summary							
9/30/2020							
	ACTUAL OPERATIONS YEAR TO DATE 9/30/2020	ACTUAL OPERATIONS YEAR TO DATE 9/30/2009	ACTUAL VARIANCE FY 2021 TO 2020	BUDGET YEAR TO DATE 9/30/2020	BUDGET VARIANCE 9/30/2020	ANNUAL BUDGET FY21	
Church Operations							
Operating Income							
Pledge Income	343,289	254,093	89,196	232,124	111,165	1,437,509	
Contributions	24,668	14,512	10,156	21,864	2,804	87,457	
Program Income	39,991	24,404	15,588	19,750	20,241	120,600	
Rental Income	90,159	106,176	(16,017)	115,152	(24,993)	404,109	
Other Income	1,025	20,341	(19,316)	7,000	(5,975)	28,000	
Gift from Foundation						69,000	
Total Operating Income	499,132	419,526	79,606	395,891	103,242	2,146,675	
Operating Costs							
Payroll Expenses	370,263	395,617	25,354	405,835	35,572	1,599,736	
Reimbursible Expenses**	1,099	-	(1,099)	-	(1,099)		
Occupancy Expense	40,728	48,779	8,051	62,200	21,472	255,001	
Program Expense	31,332	42,341	11,009	58,158	26,826	266,037	
Rental Expense	239	5,966	5,726	4,680	4,441	18,720	
Administration Expense	12,007	10,864	(1,144)	14,671	2,664	55,885	
Other Expense	-	183	183	425	425	1,700	
Total Operating Costs	455,668	503,749	48,080	545,969	90,301	2,197,079	
Net Church Operations	43,464	(84,222)	127,686	(150,079)	193,542	(50,404)	
Reserve Account Deposits							
Annual Operating Reserve	10,733	11,574	841	10,733	-	42,933	
Total Reserve Deposits	10,733	11,574	841	10,733	-	42,933	
Net Church Operations After Reserve Deposits	32,730	(95,797)	128,527	(160,812)	193,542	(93,337)	
Investment Income							
Dividend & Interest Income	699	64	635	-	699		
Net Investment Income (Loss)	699	64	635	-	699		
Operating Surplus (Deficit)	33,429	(95,732)	129,162	(160,812)	194,241		
Reserve Account Transfers						93,337	
Total Reserve Deposits	-	-	-	-	-		
Net Church Operations After Reserve Deposits	33,429	(95,732)	129,162	(160,812)	194,241	-	
Reimbursible Expenses **	1,099						
Net Cash Effect	34,528						

First Unitarian Church						
Monthly Operating Summary						
9/30/2020						
		ACTUAL OPERATIONS CURRENT	ACTUAL OPERATIONS PREVIOUS	OPERATIONS MO to MO VARIANCE	BUDGET CURRENT MONTH	BUDGET VARIANCE
Church Operations						
	Operating Income					
	Pledge Income	178,809	71,935	106,874	77,375	101,434
	Contributions	10,749	5,897	4,852	7,288	3,460
	Program Income	28,822	5,758	23,065	8,450	20,372
	Rental Income	26,586	26,886	(300)	35,217	(8,631)
	Other Income	25	-	25	2,333	(2,308)
	Special Donations	-	1,000	(1,000)	-	-
	Total Operating Income	244,991	111,475	133,516	130,664	114,327
	Operating Costs					
	Payroll Expenses	122,323	122,046	(277)	135,278	12,956
	Occupancy Expense	12,819	16,532	3,713	20,733	7,914
	Program Expense	12,248	16,320	4,072	20,562	8,315
	Rental Expense	195	-	(195)	1,560	1,365
	Administration Expense	4,110	3,653	(457)	4,907	797
	Other Expense	-	-	-	142	142
	Total Operating Costs	151,694	158,551	6,857	183,183	31,489
Net Church Operations		93,297	(47,076)	140,373	(52,519)	145,816
	Reserve Account Deposits					
	Annual Operating Reserve	3,578	3,578	-	3,578	-
	Total Reserve Deposits	3,578	3,578	-	3,578	-
Net Church Operations After Reserve Deposits		89,719	(50,654)	140,373	(56,097)	145,816
Investment Income						
	Dividend & Interest Income	198	203	5	-	198
Net Investment Income (Loss)		198	203	5	-	146,014
Operating Surplus (Deficit)		89,917	(50,451)	140,378	(56,097)	146,014
	Reserve Account Deposits					
	Total Reserve Deposits	-	-	-	-	-
Net Church Operations After Reserve Deposits		89,917	(50,451)	140,378	(56,097)	146,014
	Reserve Account Transfers					
	Total Reserve Deposits	-	-	-	-	-
Net Church Operations After Reserve Deposits		89,917	(50,451)	140,378	(56,097)	146,014

First Unitarian Church					
Dashboard Report					
September 2020					
CAMPAIGN MONTHLY TRACKING					
Pledge Drive Statistics	2021 AFD	2020 AFD	2019 AFD	2018 AFD	
As Of	09/30/20	09/30/19	09/30/18	09/30/17	
All Members--					
Pledge Goal	1,535,000	1,600,000	1,506,750	1,459,000	
Pledges Received	259,560	4,368	7,200	2,700	
Percent of Goal	16.91%	0.27%	0.48%	0.19%	
Pledging Households	100	1	2	3	
Average Pledge Received	2,596	4,368	3,600	900	
Payments Received	12,000	-	1,500	719	
Percent of Pledge	4.6%	0.0%	20.8%	26.6%	
Attendance	Sep-20	Sep-19		9/1/2018**	Sep-17
For the month (in sanctuary + livestream)	2,628	3,136	-16.20%	3,550	2,906
Total LiveStream (included above)	2,628	441	495.92%	517	322
Total for the Fiscal Year	7,321	6,286	16.47%	7,911	7,107
Average per Sunday for month	657	784	-16.20%	710	727
Average per Sunday YTD	563	524	7.51%	565	547
** = 5-Sunday month					
Christmas Eve/Solstice					
New Members	Jul '20 -Jun'21		Jul 19 - Jun '20		
Enrolled	8	60.00%	5		
Number of Pledges Received	6	50.00%	4		
Total Amount of Pledges Received	2,080	37.75%	1,510		
Average Pledge	347	-8.17%	378		
Plate Contributions	FY21	Recipient(s)		FY21	Recipient(s)
Jul	3,156	Portland Freedom Fund		Jan	
Aug	3,269	Black Lives UU		Feb	
Sep	7,730	Various (See breakdown below)		Mar	
Oct				Apr	
Nov				May	
Dec				Jun	
				Fiscal YTD	14,155
Sept Half Plate Recipients					
Rogue Valley UU Fire		3,050			
College Dreams		2,174			
UU Vote					
New Florida Majority Education Fund		835			
New Georgia Project		835			
Ohio Organizing Collaborative		835			

First Unitarian Church of Portland
Cash/Securities Balances
September 30, 2020

		August 31, 2020		September 30, 2020								
Dept	Fund Name	General Ledger Fund Balance	Change from Prior Month	General Ledger Fund Balance	01010 Beneficial State Bank	Beneficial Unrestricted Funds	Beneficial Restricted Funds	1020 UBS Investment	0012-10 Bene SUI	1060 Federated & Franklin	1060-42 Chas Schwab (MJS Lecture)	1016-46 On Point Anniversary
10	Cash for Operation	259,625.60	109,801.68	369,427.28				3,626.34				
	Sub-Total Operating Fund	259,625.60		369,427.28	328,427.19	37,741.25	(364.50)	3,623.34		-	-	-
3412	Annual Operating Reserve	57,714.37	3,577.79	61,292.16		61,292.16						
3414	Major Donor Reserve Fund	111,144.90	-	111,144.90		111,144.90						
3415	Sabbatical Reserve	1,000.00	-	1,000.00		1,000.00						
3423	Special Projects Reserve	27,105.06	-	27,105.06		27,105.06						
3430	Major Repairs & Equipment Reserve	189,934.63	1,000.00	190,934.63		190,934.63						
3413	Safety Reserve	140,235.22	-	140,235.22		140,235.22						
1011-40	Commemoration	9,281.89	-	9,281.89		9,281.89						
1012-10	Required Loan Reserve	30,718.41	-	30,718.41		30,718.41						
1015-10	Justice Begins at Home	14,310.67	-	14,310.67		14,310.67						
1018-10	Rental Income Reserve	60,032.50	-	60,032.50		60,032.50						
3424	Reserve Tax Rebate	48,935.00	-	48,935.00		48,935.00						
1010-49	Program Designated	184,362.41	2,625.75	186,988.16	186,988.16							
	Sub-Total Reserve Funds	690,412.65	4,577.79	694,990.44		694,990.44		-	-	-	-	-
30	General Capital											
34	Buchan Bldg Capital	1,668.00	588.00	2,256.00	2,256.00							
	Sub-Total Capital Funds	-	-	-		-		-	-	-	-	-
41	Chesney-Deale (Intern Minister)	75,046.09	(226.30)	74,819.79			58,531.44			16,288.35		
42	MJS Lecture Series	155,851.16	(3,726.08)	152,125.08		-					152,125.08	
43	Hessler-Deale (Women in Ministry)	22,049.61	103.32	22,152.93			11,180.11			10,972.82		
46	Anniversary	15,171.53	0.63	15,172.16								15,172.16
50	Slegers Fund for Music Ministry	32,599.10	-	32,599.10			32,599.10					
1035-10	State Unemployment Insurance	23,588.03	0.97	23,589.00					23,589.00			
	Sub-Total Restricted Funds	323,998.29	(3,904.56)	320,093.73			101,946.32	-	23,589.00	27,261.17	152,125.08	15,172.16
	Total All Funds	1,274,036.54	110,474.91	1,384,511.45	517,671.35	732,731.69	101,958.89	3,623.34	23,589.00	27,261.17	152,125.08	15,172.16
	Per Bank Rec.	\$1,460,374.35	110,474.91	1,574,132.68	517,671.35	732,731.69	101,958.89	3,623.34	23,589.00	27,261.17	152,125.08	15,172.16
	Petty Cash	500.00		500.00								
		1,460,874.35	\$113,758.33	\$1,574,632.68								

First Unitarian Church

Statement of Cash Flows		
For the Month Ending 9/30/2020		
Beginning Cash & Equivalents Balance		1,460,874.35
Receipts		
Pledges & Contributions Received		189,557.46
Rents Received		26,586.30
Program Receipts		31,909.50
Miscellaneous Receipts		25.00
Interest/Gain-Loss on Investments		(3,650.56)
Buchan Building Receipts		2,256.00
Total Receipts		246,683.70
Payments		
Payroll/Taxes/Benefits		(122,322.74)
Operating Expenses		(27,521.74)
Program Expenses		(2,400.87)
Increase/Decrease Prepaid Expenses		1,608.08
Acquisition of Property & Equipment		380.00
Increase/Decrease Accounts Payable		19,103.20
Miscellaneous Expenses		(103.30)
Charles Schwab Burn the Mortgage		(1,668.00)
Total Payments		(132,925)
Net Cash In/(Out)		113,758.33
Ending Cash & Equivalents Balance		1,574,632.68

First Unitarian Church			
Notes to Financials September 2020 (department transactions greater than \$2,000)			
OPERATING INCOME			
Pledge income	YTD income exceeded budget		111,165
	exceeded budget for the month		101,434
	**2020 pledge payments rec'd = 119,000		
	**2121 pledge payments rec'd = 60,000		
Non-pledge contributions	YTD receipts above budget		2,804
	exceeded budget for the month		3,460
Rental Income			
Tenants			26,586
Other Income			
Sexton reimbursement from renters' events			-
Social Justice	class registrations		3,540
Music	includes \$25K anonymous donation		26,080
OPERATING COSTS			
Occupancy			
Computer Equipment	AV upgrades		3,694
Utilities			6,049
Repairs & Maintenance			4,029
DASHBOARD			
New members			4
New pledges received			3
CASH/SECURITIES BALANCE			
Buchan Building Capital (Burn the Mortgage)	payments received in Aug		1,668.00
		Balance as of 08/30/2020	1,668.00
	transferred to Foundation		(1,668)
	payments received in Sep		2,256
		Balance as of 09/30/2020	2,256
MJS Lecture Series	investment loss		(3,726)
Fund 49 (Designated)	Active Accounts		
Auction			10,790
YRUU			16,084
Emergency Fund			38,626