

First Unitarian Church of Portland
Board of Trustees Meeting – December 2, 2021 – 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: +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**
Committee updates – reports attached

Dates to Calendar

Board Forum on new Church goals – November 14

ET Update

Consent Agenda

- None

Short Discussion Items

- None

7:40 **Generative Discussion**

- TBD

8:45 **Meeting Wrap-up**

Closing comments, items for future agendas
Communications Check
Process Observations
Closing Words – Barbara

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.

First Unitarian Church Goals

3- or 5-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 its yearly Retreat. Board goals may draw from the 3-5 Year Church goals yet reflect work within the purview of the Board.

Provisional First Unitarian Church Three Year Goals

Provisional Church goals for 2021-2024 were approved on 10/7/2021 and will be verified by the congregation in a Board Forum on 11/14/2021.

As we work to embrace our call as a justice-seeking community in the emerging post-pandemic era, we recognize the unique value First Unitarian Church and liberal religion bring to Portland and the larger community. We will:

- Successfully complete the ministerial transition and establish covenantal relationships among the new minister, the congregation, staff, and Board.
- Take the next steps toward living into the 8th Principle by examining all parts of the church structure to ensure we are accountably creating a multicultural and anti-racist environment where each person is welcomed and finds connection.
- Create a long-term plan for development and sustainability of the church campus given congregational needs and resources, community needs, and the evolving dynamics of downtown Portland.
- Enhance and promote an ever-growing culture of generosity and financial sustainability.

Board 1-3-Year goals (need be updated when new Church goals are approved)

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
November 4, 2021
(Conducted via Zoom meeting)

Board members present: Mindy Clark, Alan Connes, Cindy Cumfer, Ryan Deibert, Theo Harper, Caitlynn Hill, Adam House, Barbara Morrison, Leila Wrathall, Marilyn Mays

Board members absent: Andy Wilson

Ministers and staff present: Rev. Bill Sinkford, Rev. Tom Disrud, Kathryn Estey, Intern Minister Carter Smith

Timekeeper: Marilyn

Process Observer: None

Congregants present: Julie Grice [Observing for Nominating Committee]

The board meeting convened at 7:03 PM.

Opening words: Cindy Cumfer read words on heroism from Arthur Ashe.

Mindy Clark determined there was a quorum.

Process observer review:

No additional reflection.

Review agenda:

Agenda was reviewed, no additional items added.

Review and Approve previous meeting's minutes:

Theo Harper moved and Barbara Morrison seconded a motion to approve the minutes. The motion carried with a unanimous vote.

Congregant Comment:

None.

Dates to calendar

- Board Forum on new Church goals – November 14, 1:00 - 2:15 PM
- BOC meeting for review and approval of compensation for new Senior Minister

ET updates

- Regathering:
 - For the first time in 18 months, welcoming congregants to sanctuary this Sunday.
Components of opening:
 - Numerical limit on number of congregants with guidance from Public Health Team - up to 200 congregants, Parker Bells, ushers, greeters, quartet and musicians. Reserving 10 seats for walk-ups. Opened reservation system last Thursday, and now have 118 people who have signed up online.
 - Vocal choirs will be rare through the fall, with some choirs not yet comfortable returning to sing from the chancel. This will be a phased reopening.
 - Ushers will not be receiving offertory directory - will use boxes a in narthex and cards with QR codes to collect both offering and pledges.

- Staff are excited and anticipate that it will be an iterative process of learning.
- Meeting the New Day fundraising
 - As of today (3 weeks in) at 74% of goal
 - At same point last year, were at 80% of goal, but still within range
 - Program leaders will be reaching out to communities in coming week
 - Video appeal during this week's service
 - Celebration Sunday will be 11/14
 - No dancing down the aisle, but congregants will have reflection period to write down hopes and intentions for the renewal of the church that they bring to the front, where ministers will receive them and offer a brief blessing for each person. Will likely include a similar online method of engagement.

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

- No additional committee updates were offered.

Consent Agenda

- Approve Evaluation of Ministry

Marylin Mays moved and Theo Harper seconded a motion to approve the Consent Agenda. The motion carried with a unanimous vote.

Discussion Items:

- The board had some brief preparatory conversation for the upcoming discussion on Nov. 15 regarding data sources for comparable salary and benefits to consider for approval for new Senior Minister compensation. Leila provided related information to Mindy via email to share at upcoming meeting. [No related action.]
- Postponing conversation on Board size to next year
 - Mindy summarized prior conversations regarding potential for board size change, noting that if we were looking to make a change, it would occur through congregational ballot in May.
 - A minimum of three board members will be leaving the board this year, and those positions would be refilled by Nominating Committee.
 - If delaying, we would put proposal on the ballot in 2023, which would change the size in the 2023-24 church year and would require a larger conversation about how to achieve that board size (attrition, etc.).
 - Discussion:
 - Sense that we have discussed this at length. May be time to call the question.
 - Concern that prior discussion might be lost if we postpone.
 - With new minister, returning to in-person church, etc., we may be in the midst of so much change that we may need to postpone discussion. It may need more attention and thought.
 - Valuable to discuss with new minister.

- In the process of evaluating the work of the board relative to the 8th Principle, which would behoove our waiting to discuss about board size: What does the 8th principle have to say about board size?
- Will require a lot of education with congregation, and could get easily lost in the noise and not well understood, given all else in congregation's attention.
- Proponent of a smaller board, that said, need to think about how to resource functions that board holds (e.g. congregants on finance committee). As part of letter to new minister, signal that we are open to changing our leadership structure and size of board to improve inclusion.
- Informal poll: Seven in favor of postponing board size conversation, three in favor of having conversation this church year.
- It may be helpful to have a couple of hours of conversation this church year - BOC will discuss and provide proposal.

Action Items:

- Replacing Brad Taylor
 - Brad Taylor has resigned from the board. Mindy reached out to other board members who might be interested in serving as Secretary. No standing board members were interested. Following conversation with the Board Officers Committee and the Executive Team, Mindy was encouraged to reach out to former board members who might be willing to serve the remainder of Brad's term.
 - Mindy spoke to Ameena Amdahl Mason, who is willing to take on the role for the remaining 9 months of Brad's term.
 - Mindy Clark moved and Adam House seconded a motion to elect Ameena Amdahl-Mason to Board of Trustees and elect her as Secretary of the Board. The motion carried with a unanimous vote.

Generative Discussion: Revising Board goals to align with Church goals

- Current 1-3 year church goals:
 - As we work to embrace our call as a justice-seeking community in the emerging post-pandemic era, we recognize the unique value First Unitarian Church and liberal religion bring to Portland and the larger community. We will:
 - Successfully complete the ministerial transition and establish covenantal relationships among the new minister, the congregation, staff, and Board.
 - Take the next steps toward living into the 8th Principle by examining all parts of the church structure to ensure we are accountably creating a multicultural and anti-racist environment where each person is welcomed and finds connection.
 - Create a long-term plan for development and sustainability of the church campus given congregational needs and resources, community needs, and the evolving dynamics of downtown Portland.

- Enhance and promote an ever-growing culture of generosity and financial sustainability
- Current board goals:
 - 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.
 - Questions for small group discussion:
 - Look at your goal relative to Church goals. Decide if the goal should be kept. If so, does it need to be updated, revised?
 - Are there other goals we need to add?
- Discussion:
- Group 3:
 - Goal 3 is complete.
 - Consider what we know from our covenantal relationship with the ET to model similar relationship among the board and congregation. Focus on inclusion with respect to 8th Principle.

Closing comments, items for future agendas

- None noted

Communication Check:

- Plug for Board Forum on November 14
- Election of Ameena to Board (Moderator Letter)
- Mindy to email Ameena to welcome her

Process Observations:

- At some point, we digressed a bit, but we returned to order, with space allowed for the digression to go where it needed to go
- Seemed like a low-key meeting, people are being gentle with one another and kind
- Maybe there's a way to have difficult conversations and still be kind and gentle and thoughtful with each other.
- Appreciate Bill's reflections
- Acknowledge the trust that we've built together which allows for easier decision making together

Closing Words: Cindy Cumfer read from *Braiding Sweetgrass* by Robin Wall Kimmerer.

Meeting adjourned at 8:50 pm.

Minutes respectfully submitted: Ryan Deibert, substituting as Secretary

GOVERNANCE COMMITTEE MINUTES - DRAFT

Chair: **Ryan Deibert**

Committee Members: **Mindy Clark, Cindy Cumfer, Caitlynn Hill**, Adam House

DATE AND PLACE: Wednesday, November 10, 2021, 7-9 p.m.

Light Virtual Chalice

Opening Words—Cindy

Acceptance of [Last Meetings Minutes](#) - **accepted**

Report on To Do list on Last Meetings Minutes

- Mindy final formatting of 2021 Bylaws revisions and coordination with Kathryn on posting location – **completed in meeting**
- Ryan to invite ET into discussion regarding three-year ET review
- Ryan to complete final draft of Evaluation of Ministry for board review and adoption (Completed: see [final adopted evaluation report here](#))
- Cindy to review safe church policy and make recommendations (Completed: see [draft revisions here](#))

Agenda Items:

1. **Centering practice to transition to generative work** (Ryan)
2. **Generative discussion, part 1 - Questions for other boards.** At the October BLT meeting, several of you began a conversation regarding [questions that we might like to explore](#) in conversation with boards of other congregations who have adopted the 8th Principle. BLT asked that we continue the conversation at GovComm.

-How has adopting the 8th Principle effected leadership, leadership training, and development?

3. **Generative discussion, part 2 - 8th Principle and Pillars of Gov. Comm.: Implications for Board Policies and Church Bylaws.** This is an open time to begin developing questions, early leanings, and potential action that we may be called to pursue as we begin to evolve and adapt our [board policies](#) and [church bylaws](#) to better embody the [8th Principle](#). Cindy has provided an [excellent summary](#) of a recent conversation led by Paula Cole Jones with six other congregations, including Cindy's reflections on how some of our policy-based governance model may already be reflecting 8th Principle-oriented practice.

-Questions & Wonderings

- o We use the Carver Model for policy based governance – we have not always governed this way.
- o How do we build in accountability to our policies and bylaws?
 - Who holds the power?
 - Should a body hold power of accountability?
- o Can we frame policies and bylaws with covenant language instead of law language? (lots of energy around this one)
 - Builds in accountability.

4. **Plan December agenda** - Our next meeting will be Wednesday, December 8.

a. Mindy is scheduled for words

b. Someone to lead deepening/opening practice? – **reach out to Ryan with ideas for deepening practice.**

c. Continue generative discussion on 8th Principle and Pillars of Gov. Comm. with focus on Evaluation of the Ministry and/or Board Self-Evaluation?

Closing Words—Cindy

FIRST UNITARIAN CHURCH OF PORTLAND BOARD OF TRUSTEES
Communications Committee November 9, 2021
Meeting Minutes (DRAFT)

The meeting convened via Zoom at approximately 6:30 pm.
Attending were Theo Harper (Chair), Mindy Clark, Barbara Morrison

Opening and closing words were shared by Barbara (Words by Nikki Giovanni and John O'Donohue).

October Minutes were accepted as written.

Items for November Moderator Letter

Opening of Church
Summary of Board Forum-(thank you to participants)
Upcoming possible Church holiday celebrations
Ministerial Transition plans are moving forward

Preparation for Board Forum

Zoom room will open at 12:45 for Board, 1:00 for participants
Short introduction by each Board member who will in turn choose next member to speak.
Theo to send out message to Board members concerning time for forum
Discussion concerning possible disgruntled questions from congregants
Discussion of questions for break-out groups.
Answers to the questions will be put in the Moderator Letter
Theo suggested 5 break-out groups
Link will be in the e-News and QR code on screen slides
Theo will document the process we used to generate the Church goals.

How to be more engaged in our work with the 8th Principle

What can we do to be more actively engaged-people who want direction
Preliminary decision to have a retreat next March to include;
Assignment for the Board to read 60 pages from *How to be and Antiracist*
BLT to contact other churches as to their actions concerning the 8th Principle
Barbara will glean actions expressed in *Widening the Circle*

Plans for Ministerial Transition and Bill's retirement

A committee will be formed with more concrete plans to begin in January

Meeting was adjourned about 7:50PM.

Respectfully submitted,
Barbara Morrison

**First Unitarian Church
Portland Oregon
Finance Committee Minutes
11/23/2021 5:00pm**

Attending Board of Directors committee members: Leila Wrathall, Andy Wilson, Mindy Clark, Marilyn Mays

Non-Voting Board members, committee members, and Congregants: Ed McClaran, Stan Jewett, Jo Ann Foor, Linda Craig

Staff: Kathryn Estey, Zaida Cooper

Call to Order at 5pm

Opening words from Jo Ann Foor

{Mother Theresa passage}

Agenda reviewed by Andy Wilson

M/S/C approval of October minutes

Follow-up from Pledge Process Audit (Andy)

Andy and Pat Malone held a Zoom call with the congregant who initially reported a problem with pledge processing. We shared the executive summary of the committee report. Pat did an excellent job of summarizing the findings and answering questions about how pledges and payments are processed. The congregant seemed satisfied that their input had been taken seriously.

October financials (Kathryn)

2022 pledge drive results to date are running at \$1,434K toward a goal of \$1,575K, i.e., we are at 91% of goal. Very similar to last year where we were at 92% of goal at the same point in the pledge drive. There are approximately 150 LYBUNTs (Last Year BUt Not This) who are yet to pledge. Bill, Tom, and the Board will reach out to contact people.

Q. Why do we show such a big difference in year-to-date program income this year versus 2020? A. We may have held pre-Covid events with donations in 2020, e.g. Seminary for a Day. Katherine to check.

Suggestion that the monthly report would be easier to understand if the reconciliation for PPP income is shown only at bottom line. Kathryn agrees.

Question whether we find the ancillary information in the monthly finance report (new membership, attendance, plate contributions) useful. Consensus answer is yes, it is a good way to take the temperature of the congregation.

ET report (Kathryn)

Zaida will retire at the end of the church year. Katherine is working with the Accounting Advisory Committee on a transition plan. The plan will be reviewed with Finance Committee (especially any operational impact) and presented to the Board.

Opens

Discussed the need for the regularly scheduled December committee meeting. End of year reports will not be ready. However, Kern Thompson, our auditors, will have released the audit of the previous church year and will want to present them at the January 2022 Board meeting. Decision is to have Finance Committee review the audit report (expected presently) via email before the Board meeting. Therefore, the standing December meeting is conditionally cancelled unless new agenda items arise.

No other new business.

Andy to provide January words.

Closing Words (Jo Ann)

{Martin Luther King Jr. passage}

Meeting adjourned at 6:20

Submitted by ATW

First Unitarian Church
Year-To-Date Summary
For the 4 periods ending October 31, 2021
Operating Fund

	ACTUAL OPERATIONS YEAR TO DATE 31-Oct-21	ACTUAL OPERATIONS YEAR TO DATE 31-Oct-20	ACTUAL VARIANCE FY 2022 TO 2021	BUDGET YTD 31-Oct-21	BUDGET VARIANCE 31-Oct-21	ANNUAL BUDGET FY22
Church Operations						
Operating Income						
Pledge Income - 2020	-	349,118	(349,118)	-	-	-
Pledge Income - 2021	363,441	127,997	235,444	268,934	94,507	641,622
Pledge Income - 2022	38,777	-	38,777	75,446	(36,669)	832,573
Contributions	19,649	31,554	(11,904)	34,000	(14,351)	102,000
Program Income	4,845	42,004	(37,159)	15,773	(10,928)	43,000
Rental Income	121,441	117,645	3,795	118,544	2,897	336,632
Other Income	2,459	2,402	57	833	1,626	2,500
Special Donation	-	1,000	(1,000)	-	-	-
Transfer from Foundation	-	-	-	-	-	73,000
PPP Funding	275,421	-	275,421	-	275,421	-
Total Operating Income	826,033	671,720	154,313	513,530	312,503	2,031,326
Operating Costs						
Payroll Expenses	479,082	499,527	(20,445)	520,446	(41,364)	1,564,313
Reimbursible Expenses	-	2,786	(2,786)	-	-	-
Occupancy Expense	57,662	52,092	5,570	68,133	(10,471)	204,400
Program Expense	40,009	45,673	(5,663)	63,763	(23,754)	244,868
Rental Expense	1,258	1,046	211	1,507	(249)	4,520
Administration Expense	21,202	17,189	4,013	21,050	152	63,150
Interest Expense	-	-	-	-	-	-
Other Expense	-	-	-	467	(467)	1,400
Total Operating Costs	599,213	618,312	(19,100)	675,366	(76,153)	2,082,651
Net Church Operations	226,820	53,407	173,413	(161,836)	388,656	(51,325)
Reserve Account Deposits						
Annual Operating Reserve	13,542	14,311	(769)	13,542	-	40,627
Total Reserve Deposits	13,542	14,311	(769)	13,542	-	40,627
Net Church Operations After Reserve Deposits	213,277	39,096	174,181	(175,379)	388,656	(91,952)
Investment Income						
Net Property Income (Expense)	-	-	-	-	-	-
Dividend & Interest Income	630	945	(315)	-	630	-
Realized Stock Gain (Loss)	-	-	-	-	-	-
Unrealized Stock Gain (Loss)	-	-	-	-	-	-
Net Investment Income (Loss)	630	945	(315)	-	630	-
Operating Surplus (Deficit)	213,908	40,041	173,867	(175,379)	389,286	(91,952)
Reserve Account Transfers						
Justice Begins At Home	0	0	0	0	0	14,311
Hessler-Deale Women in Ministry	0	0	0	0	0	2,000
Chesney-Deale Intern Minister Fund	0	0	0	0	0	15,000
Anniversary Fund OnPoint	0	0	0	0	0	2,500
Major Donor Reserve	0	0	0	0	0	29,527
Tax Rebate -Ministers/Staff Transitions	0	0	0	0	0	28,614
Total Reserve Deposits	0	0	0	0	0	91,952
Net Church Operations After Reserve Deposits	213,908	40,041	173,867	(175,379)	389,286	-
PPP Funding Adjustment	275,421	-	275,421	-	275,421	-
Adjusted Net Operations	(61,513)	40,041	(101,554)	(175,379)	113,865	-

First Unitarian Church
Monthly Operating Summary
For the 4 periods ending October 31, 2021
Operating Fund

	ACTUAL OPERATIONS CURRENT MONTH	ACTUAL OPERATIONS PREVIOUS MONTH	OPERATIONS MO to MO VARIANCE	BUDGET CURRENT MONTH	BUDGET VARIANCE
Church Operations					
Operating Income					
Pledge Income - 2020	-	-	-	-	-
Pledge Income - 2021	109,138	94,294	14,844	67,233	41,905
Pledge Income - 2022	38,777	-	38,777	90,802	(52,025)
Contributions	7,554	4,963	2,591	8,500	(946)
Program Income	4,195	300	3,895	3,058	1,137
Rental Income	28,186	27,572	613	27,261	925
Total Operating Income	187,850	127,129	60,721	197,063	(9,213)
Operating Costs					
Payroll Expenses	124,919	120,793	4,126	130,112	(5,192)
Reimbursible Expenses	-	-	-	-	-
Occupancy Expense	9,123	14,726	(5,603)	17,033	(7,910)
Program Expense	10,705	12,361	(1,656)	17,144	(6,439)
Rental Expense	-	300	(300)	377	(377)
Administration Expense	6,507	3,118	3,389	5,263	1,244
Interest Expense	-	-	-	-	-
Other Expense	-	-	-	117	(117)
Total Operating Costs	151,254	151,298	(44)	170,045	(18,791)
Net Church Operations	36,595	(24,169)	60,765	27,018	9,578
Reserve Account Deposits					
Annual Operating Reserve	3,386	3,386	-	3,386	-
Total Reserve Deposits	3,386	3,386	-	3,386	-
Net Church Operations After Reserve Deposits	33,210	(27,555)	60,765	23,632	9,578
Investment Income					
Net Property Income (Expense)	-	-	-	-	-
Dividend & Interest Income	148	155	(7)	-	148
Realized Stock Gain (Loss)	-	-	-	-	-
Unrealized Stock Gain (Loss)	-	-	-	-	-
Net Investment Income (Loss)	148	155	(7)	-	148
Operating Surplus (Deficit)	33,357	(27,400)	60,758	23,632	9,725
Reserve Account Transfers					
Justice Begins At Home	0	0	0	0	0
Hessler-Deale Women in Ministry	0	0	0	0	0
Chesney-Deale Intern Minister Fund	0	0	0	0	0
Anniversary Fund OnPoint	0	0	0	0	0
Major Donor Reserve	0	0	0	0	0
Tax Rebate -Ministers/Staff Transitions	0	0	0	0	0
Total Reserve Deposits	0	0	0	0	0
Net Church Operations After Reserve Deposits	33,357	(27,400)	60,758	23,632	9,725

First Unitarian Church					
Dashboard Report					
September 2021					
CAMPAIGN MONTHLY TRACKING				**FOR REVISION	
Attendance	**Oct 21	'Oct 20		'Oct 19	'Oct 18
For the month (in sanctuary + livestream)	2,253	2,639	-14.63%	2,418	2,863
Total LiveStream (included above)	2,253	2,639	-14.63%	354	455
Total for the Fiscal Year	7,255	9,884	-26.60%	10,204	10,774
Average per Sunday for month	451	660	-31.70%	605	716
Average per Sunday YTD	403	581	-30.68%	600	634
** = 5-Sunday month	**Easter included	**Easter included		**Easter included	**Easter included
Christmas Eve/Solstice (Livestream)					
New Members	Jul '21 -Jun'22		Jul 20 - Jun '21		
Enrolled	0	-100.00%	10		-
Number of Pledges Received	0	-100.00%	6		
Total Amount of Pledges Received	0	-100.00%	2,080		
Average Pledge	0	-100.00%	347		
Plate Contributions	FY22	Recipient(s)		FY22	Recipient(s)
Jul	1,353	Black & Beyond Binary Collaborative		Jan	
Aug	2,015	Various UU groups		Feb	
Sep	3,072	GCCLP; SOAR		Mar	
Oct	2,047	Honor the Earth		Apr	
Nov				May	
Dec				Jun	
				Fiscal YTD	8,487
Aug 2021 recipients					
TRUUsT (Transgender Religious Professional UUs Together)		794			
AUUMM (Assn for UU Music Ministries)		437			
UU-UNO (Office of the United Nations)		437			
DRUUMM (Diverse & Revolutionary UU Multicultural Ministr		346			

<i>First Unitarian Church</i>		
Statement of Cash Flows		
For the Month Ending 10/31/2021		
Beginning Cash & Equivalents Balance		1,651,221.00
Receipts		
Pledges & Contributions Received		155,469.12
Rents Received		28,185.70
Program Receipts		8,769.00
Interest/Gain-Loss on Investments		10,099.75
Increase/Decrease Accounts Receivable		(205.00)
Restricted Fund Receipts		250.00
Total Receipts		202,568.57
Payments		
Payroll/Taxes/Benefits		(124,919.32)
Operating Expenses		(20,561.85)
Program Expenses		(8,044.62)
Special Events		(225.00)
Increase/Decrease Prepaid Expenses		2,311.47
Acquisition of Property & Equipment		380.00
Increase/Decrease Accounts Payable		7,692.30
Total Payments		(143,367)
Net Cash In/(Out)		59,201.55
Ending Cash & Equivalents Balance		1,710,422.55

First Unitarian Church			
Notes to Financials October 2021 (department transactions greater than \$2,000)			
OPERATING INCOME			
Pledge income	YTD pledge income above budget		57,838
	Month pledge income below budget		(10,102)
Non-pledge contributions	YTD receipts below budget		(14,351)
	Month receipts below budget		(946)
Music	Music & Worship Sunday		1,455
Ministry	Wellspring		2,600
Rental Income			
Tenants			27,887
OPERATING COSTS			
Occupancy			
Contract services			2,173
Utilities			4,195
General & Administration	Audit/Accounting fees		2,637
Music	Guest musicians + substitute for Signe when on med leave		5,650
DASHBOARD			
New members			0
New pledges received			0
CASH/SECURITIES BALANCE			
MJS Lecture Series	investment gain		9,739
Fund 49 (Designated)	Active Accounts		
Auction			10,840
YRUU			18,907
Emergency Fund			32,242
Alliance			14,798
13 Salmon Shelter			13,721
Social Justice (Police Accountability)			10,775