

First Unitarian Church of Portland
Board of Trustees Meeting – April 7, 2022 – 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 – Marilyn
Determine Quorum
Process Observer Review
Review Agenda
Review and Approve Previous Meeting Minutes

Board Roles
Timekeeper – Ameena
Process Observer –

7:05 **Congregant Comment Period**

7:15 **Updates**

- Committee updates – reports attached
- Comm Com on Board Forum

Dates to Calendar

- 4/10/22 – Board/MSC Forum on transition

ET Update

7:40 **Consent Agenda**

- Approve Resolution to confer Minister Emeritus status on Rev. Bill Sinkford
- Approve 2022-2023 Church budget
- Endorse slate of BOT and Nom Com candidates

7:45 **Discussion Items**

- Approve charter for the 8th Principle Transition Team
- Role of the BLT going forward

- 8:45 **Meeting Wrap-up**
Closing comments, items for future agendas
Communications Check
Process Observations
Closing Words – Marilyn
- 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.

Church Goals 2021-2024

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:

1. "Continue, and enhance as we are able, our vibrant ministries in worship, music, adult and young people's spiritual education, and social justice."
2. Successfully complete the ministerial transition and establish covenantal relationships among the new minister, the congregation, staff, and Board.
3. 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.
4. 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.
5. Enhance and promote an ever-growing culture of generosity and financial sustainability.

Board Goals for 2021/24

1. Take action to improve our practices and model antiracist behavior as called for in the 8th principle. Continue to educate ourselves on the issues so that we can support the development of this work in with the congregation.

2. Holding the mission of the church, engage in ongoing, generative conversations with the Executive Team and the congregation to:
 - a) Develop an understanding of the post-pandemic church that's emerging, as well as the pastoral needs and continuing connections among congregants.
 - b) Approve a revenue plan to sustain the mission of the church during this evolving period.
 - c) Consider viable options for maintenance of our current physical plant and future development of the campus as is feasible.
3. Continue to support the Ministerial Search Committee and the transition to a new Senior Minister.
4. Develop and nurture a covenantal relationship with the new Senior Minister.
5. Consider the appropriate size for the board and, if a change is decided upon, refer a recommendation to the congregation for a vote.

First Unitarian Church of Portland Board of Trustees Meeting - March 2, 2022 held via Zoom

Board Members present: Alan Comnes, Cindy Cumfer, Ryan Deibert, Theo Harper, Caitlynn Hill, Adam House, Leila Wrathall, Andy Wilson, Ameena Amdahl-Mason, Marilyn Mays, Mindy Clark, Barbara Morrison

Board Members Absent: None

Ministers and Staff Present: Rev. Bill Sinkford, Rev. Tom Disrud, Kathryn Estey, Carter Smith

Congregants present: Laura Jones (Nominating Committee)

The meeting was convened at 7:06

Opening Words – Barbara “For Whom the Bell Tolls”

Determine Quorum - we have one

Process Observer Review - none

Process Observer: Adam

Review Agenda

Theo Harper moved to approve the previous meeting minutes motion. Leila seconded. It passed unanimously. The new goal that was added was not moved to number one in the list, the agenda will be updated, and Alan will check on online.

Congregant Comment Period: None

Updates

Comm Com on Board Forum - everyone is invited to March 8 Comm Comm meeting to plan

Dates to Calendar

4/10/22 – Board Forum on transition

ET Update

- We will be re-gathering the community on March 13. The ET met with the public health team and reviewed the progress of the pandemic. The public health team has been appropriately conservative, but they are willing for us to move out of COVID times, willing to stop the registration process, have no limits on numbers, and lift the mask mandate with Oregon in the sanctuary (different in RE), ready to stop the requirement for vaccination in the future, but how do we do it in our regathering is in process; the current plan is for worship on March 13 with vaccination checked at the door and continuing to require masks even though Oregon will have lifted the mandate. There will be a transition period with staff capacity to manage a family service at 10 and a sanctuary service at 11. We will wait for in-person family worship until March 27. Masks required in RE for under 5 working on. Classes will begin for K-6, YRUU, and OWL. We can start coffee hour but aren't quite ready yet. Fuller hall will be available on March 13 for conversation without coffee.
- Budget: giving has remained remarkably stable which will fund the church that is emerging. The budget presented to finance is not quite balanced and is using more reserves than in the past. We are lucky to be flush with reserves. The budget will be presented at the next finance committee and all board members encouraged to attend
- We have negotiated leases for the green house and needle exchange with Outside In, rent for the house increased at a rate of 10% for the house and 3% on the needle exchange. The Finance committee approved this modest increase.
- Right now we are only budgeting for NW Academy and Outside In as renters.

Consent Agenda

Ryan moved that we approved the consent agenda (Approve April 4, 2022, as the date of record for church membership, Approve the leases with Outside In, Doing a review instead of an audit). Barbara seconded and it passed unanimously.

Note: The Finance committee believes that a review would be better with the new minister coming and the accounting advisory team also recommended this. The last full audit was four years ago. We changed auditors two years ago, which was a major improvement. The first year

review took a long time and we waited on the pandemic for audit and now we are waiting for a new minister. We have an accounting advisory team keeping an eye more closely. Some changes requested in the last review have been on hold,

Information Sharing/ Generative Discussion

BLT report-back on 8th Principle conversations with other congregations

- Generative discussion prompts: What thoughts came up for you about our process while hearing about the work of other boards? Where do we want and need to go with our 8th Principle work?
- Connected with other large churches who adopted the 8th principle: River Road Unitarian Universalist Congregation (Bethesda, MD – near DC), Cedar Lane Unitarian Universalist Church (Bethesda, MD – near DC), Beacon Unitarian Universalist Congregation (Summit, NJ – new NYC), All Souls Church, Unitarian (Washington, DC)
- We are in line with other churches doing this work
- All Souls lost pledges when they adopted the 8th principle
- POC waiting are to see what happens at All Souls DC before engaging
- All Souls has a different Board structure
- We are in a similar place to All Souls DC
- Beacon UU is interested in building community with other boards
- Ryan - NJ reminded me of conversations with Randall Wright, work with antiracist leadership development, the commitment of leadership
- Cindy - Useful to involve Nom Comm
- Laura Jones - Nom Comm has working on this for three years, discussion, podcasts, etc.
- Theo - what actions should we do to make the 8th principle a living thing within our church
- Mindy - where are we in the process of thinking about the transition team
- Theo - BOC talked about the transition team - how to get that to Dana and Ethel - need a second proposal for the charge
- Ryan - we had a thoughtful review of an initial draft of a charge for the transition team, took suggestions from a number of people, generated questions in the BOC, the charge will come back to the board for review
- Cindy - appreciate a review of PBG from a legalistic way, recentered to a covenantal model, look at that when moving forward
- Theo - we are ahead of All Souls with PBG
- Alan - transition team? Accountability?

- Theo - transition team will be a group involved in all programs, focused on how are we accountably following through with the 8th principle, making a report to board and congregation, engaging with programs
- Ameena - there will be reps from the community of communities
- Ryan - BOC has been working on this, working on bringing this to the Board, trying to bring a well-rounded set of ideas to the whole board, embodying resonated as a mindset
- Alan - like embodying, also living into the 8th principle, accountability in other congregations
- Theo - All Souls has a transition team going,
- Mindy - accountability through transition team
- Theo - the team would be advisory not punishing
- Alan - transition team maybe should be renamed embodiment team, or “living into” team
- Theo - looking at a lot of quiet in this conversation, what can we do as a board? Be quiet and breathe to get centered
- Caitlynn - the way we do our board meetings would be different, with less formality, less constraint
- Mindy - explore different ways of doing the meetings and sharing leadership of the meetings
- Barbara - do we look at the bank we work with and see if there are POC, are we engaged in our community with black owned and POC businesses, are we engaged in our personal lives?
- Caitlynn - we are trying to change things from the position, things could look radically different in the type of governance we have, do policies and bylaws make sense in radical beloved community, let go of attachments to traditions, what we think of as given
- Theo - we all are taking responsibility for moving this work forward, reducing hierarchy
- Andy - success metric as a church lies in making a positive difference in peoples lives in our membership and our community, organizational structure, flattening hierarchy, we get very intellectual and abstract very quickly
- Ameena - we need to stop highlighting the same POC, what intersections are making voices not heard, how do we make the diversity we want to happen
- Marilyn - all committee spend some time thinking about this question, is hierarchy the right way, where are the other people of color? Where to start and reach out and be helpful? We are just at the beginning, every meeting touches on dismantling racism in some way

- Adam - starting every board meeting with a reflection on antiracism was a lesson we learned from Beacon, we could weave antiracism into our deepening, what might our board look like - thinking about accessibility, why are we not recording board meetings, we could have an automated transcript, would not be hard to flip a couple of switches
- Caitlynn - appreciate the space we had for each other, special thank you to Theo, Bill, and Ameena

Communications Check

- Invited to join on March 8 for forum planning
- BLT outreach will be in the moderator's letter

Process Observations

- Appreciate participation and lively conversation
- People got really frank about their concerns
- Caitlynn - we should think about finding ways to record the conversation when we don't have a note taker
- Ryan - Theo sensing in the moment a way to encourage deeper conversation
- Theo - appreciate the engagement

Closing Words – Mary Oliver of the Empire - Barbara

Adjourn 9:05

GOVERNANCE COMMITTEE MINUTES

Chair: Ryan Deibert

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

DATE AND PLACE: Wednesday, March 9, 2022, 7-9 p.m.

Light Virtual Chalice

Opening Words—Ryan

Check Ins

Acceptance of [Last Meetings Minutes](#)

Review agenda: Additions/Changes?

To Do: send out doc link in email - **Caitlynn**

Agenda Items:

1. Finalize planning for evaluation of ministry/congregational survey

- a. Review draft congregational survey
 - i. Adding a prompt regarding justice/bringing our values into the world
 1. Ways our church has helped me live our principles in the larger community:
 - ii. Specify: “Our/The church” community
 - iii. What to share with the congregation:
 1. Document in a yearbook form the responses
 2. Discuss as GOV COMM to identify themes and/or areas of action
 - a. Share this with the congregation?

- b. Dreaming of a future word cloud to present the responses
 - b. Clarify next-steps
 - i. Keep the survey open for folks to respond to up until April 11th (3 weeks to respond)
 - 1. **Adam** to monitor response rate.
 - ii. Board members to make announcements to groups and the board forum
 - iii. Send email to Nikki for announcements - **Adam and Mindy**
 - iv. Check in with Tom re: ET report timeline - **Ryan**
 - v. Check in with Alliance, Foundation, Nom Com, and MSC - **Cindy**
 - c. Timeline:
 - i. Discussion at the **April** Gov Comm Meeting
 - ii. Draft report due at the **May** Gov Comm meeting
 - iii. **June (6/2)** board meeting - assessment of the ministry
2. **Begin planning for board self-evaluation**
 - a. Review [last year's survey questions and results](#)
 - b. Clarify next steps and timeline
 - i. Present it in the May meeting?
3. **Other items?**
 - a. Recommendation to confer Minister Emeritus status for Bill (for referral to ballot)
 - i. Unanimously recommended

Future Meeting Logistics

- 4. **Process Observation:** (comments by all)

Closing Words—Ryan

FIRST UNITARIAN CHURCH OF PORTLAND
BOARD OF TRUSTEES
Communications Committee Meeting Minutes
March 8, 2022

The meeting convened via Zoom at 6:30 p.m.

Present: Theo Harper (Chair), Barbara Morrison, Alan Comnes, Caitlynn Hill, Mindy Clark, Mark Woodlief, member of MSC, and Chris Jakel, member of MSC

Reading: Alan:

The corrected February meeting minutes were approved.

The March Moderator Letter was discussed.

Possible subjects:

Return to Church/RE

April 4th "Day of Record" signing of membership book-need to vote to call new minister and to vote for the annual election of Board Members, etc.

Reminder that MSC work is ongoing.

Board Forum will be April 10th at 1:30 p.m.

Preparations for upcoming Forum.

Will it be Zoom or hybrid or at Church?

How will we handle the vote? Drive by or electronic.

New minister will preach for 2 consecutive Sundays, then vote.

Alan has made slides.

Theo suggested two areas of preparation:

Logistics:

June 12th will be the last service for Bill.

June 19th Reverend Gray will be in the pulpit. There will be a celebration of Bill's ministry after.

Tom says congregants will want to know days.

Questions about Candidating Week.

Alan's slides starting with "A Good Departure".

What are we doing for Bill? W.G Sinkford Fund for ministerial students of color.

Bill will receive the Distinguished Service Award at GA.

Bill will be live streaming from All Souls in Washington DC.

Bill is also transitioning.

Pain of transition

Theo discussed William Bridges "Transition Model for Change" and his emphasis on 3 parts: letting go, period of uncertainty, and moving on (experience grief in parts 1 and 3)

What to expect personally.

Will there be enough time for people to process.

Tom suggested that we should encourage groups to process and talk about Transition.

Perhaps ask Lay Ministers to facilitate-journey with people and be good listeners. Give people structure of conversation and perhaps open meetings.

Figuring final presentation for Forum:

Theo suggests it be run like a regular meeting with lighting of chalice, readings, etc. Short introduction of Board Members and MSC members.

Barbara suggested not having readings, etc. in order to have more time for discussion. Alan's slides will be assigned (11 slides).

Other assignments will be made soon.

2 weeks before someone will notify Kathryn or Kerry about promotional slides for Sunday Service, promotion from the pulpit and Front Steps. Theo suggested we meet before the Forum to go over the agenda.

Closing reading: Quotes on Humility by Charles Colton

Meeting Adjourned at 8:05

Barbara Morrison, Secretary

**First Unitarian Church
Portland Oregon
Finance Committee Minutes
01/25/22 5:00pm**

Attending Board of Directors committee members: Leila Wrathall, Andy Wilson, Mindy Clark, Alan Comnes

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

Staff: Kathryn Estey, Zaida Cooper

Call to Order at 5pm

Opening words from Andy:

{E. O. Wilson "On Human Nature"}

Agenda reviewed by Andy Wilson

M/S/C approval of November minutes

Consent agenda item: Kern Thompson report fiscal year ending June 30 2021 (Accounting Advisory subcommittee)

We want solid information going into an audit year. Kathryn recommends approval. Approval concurred by AA subcommittee. M/S/C: Sent to the Board for final approval.

Consent agenda item: Sewell Lecture (Kathryn, Ed)

Proposal is to memorialize the understanding about the relationship between the Foundation and the ET as a Policy for the Church. No effective changes to the relationship itself are proposed. Suggested wording to clarify that all Sewell designated funds belong to the Church and not the Foundation. Tabled, will be addressed again when Ed can do a revised draft of the document.

Outside In update (Kathryn)

Outside In lease renews in 2022. Previous leases included an automatic year to year 3% cost of living increase in rents. Do we continue increases this year, or do we stand pat? Kathryn to contact a congregant with commercial real estate expertise for a 2022 downtown rental market update. Noted that Outside In's rents are much lower for the free-standing house versus the syringe exchange office. Suggestion from the committee of perhaps bringing up the rate on the house over time while holding a rate on the exchange office? Kathryn to update in a future meeting.

ET update (Kathryn)

Seminary for a Day registration is now closed with 180 online participants (!). Will use new

broadcast tech which should increase quality. Meanwhile, the Foundation gift for next year will be 5% of its trailing 13 quarter asset balance (=\$82K), up from \$73K this year.

A matching gift will be provided by a generous donor to double any new pledges for this year's fund drive. There will also be a gentle reminder to the congregation that the cutoff for being a pledging member and voting for the new minister is April 3rd.

Zaida to retire in July after being here since 2001. ET, Pat Malone, Leila, Linda and Jo Ann have been consulting how to staff finance, administration, and stewardship functions as we go forward.

Public Health team meets on Thursday 1/27. Will follow their guidance on re-opening in person.

Request for someone who is good with spreadsheets to analyze the Church's energy usage patterns over time given variables such as in-person versus remote operations, lighting upgrades, new solar panels, & etc. Alan volunteered to look at the numbers. If there are other volunteers, please contact Kathryn directly. Q. Given how unusual the Covid years have been, can we glean anything meaningful from this usage data? A. To be seen.

A large and very generous one-time gift was received in December. Q. do we know if new post-Covid congregants are pledging? A. Work in progress.

Opens

No other new business.

Leila to provide February words.

Closing Words (ATW)

{E. O. Wilson}

Meeting adjourned at 6:25

Submitted by ATW

First Unitarian Church
Year-To-Date Summary
For the 8 periods ending February 28, 2022
Operating Fund

	ACTUAL OPERATIONS YEAR TO DATE 28-Feb-22	ACTUAL OPERATIONS YEAR TO DATE 28-Feb-21	ACTUAL VARIANCE FY 2022 TO 2021	BUDGET YTD 28-Feb-22	BUDGET VARIANCE 28-Feb-22	ANNUAL BUDGET FY22
Church Operations						
Operating Income						
Pledge Income - 2020	-	605,055	(605,055)	-	-	
Pledge Income - 2021	677,221	498,195	179,027	537,867	139,354	641,622
Pledge Income - 2022	462,234	3,011	459,224	438,653	23,582	832,573
Contributions	60,495	79,530	(19,035)	68,000	(7,504)	102,000
Program Income	27,772	48,229	(20,457)	31,167	(3,395)	43,000
Rental Income	232,885	244,019	(11,135)	227,588	5,297	336,632
Other Income	4,573	4,281	292	1,667	2,907	2,500
Special Donation	62,500	1,000	61,500	-	62,500	
Transfer from Foundation	-	-	-	-	-	73,000
Total Operating Income	1,527,682	1,483,320	44,361	1,304,941	222,740	2,031,326
Operating Costs						
Payroll Expenses	980,085	986,113	(6,028)	1,041,514	(61,428)	1,564,313
Reimbursible Expenses	-	5,636	(5,636)	-	-	
Occupancy Expense	130,174	104,687	25,487	136,267	(6,093)	204,400
Program Expense	109,191	90,571	18,620	131,106	(21,915)	244,868
Rental Expense	2,674	3,147	(473)	3,013	(340)	4,520
Administration Expense	40,344	38,900	1,444	42,100	(1,756)	63,150
Interest Expense	-	-	-	-	-	
Other Expense	-	-	-	933	(933)	1,400
Total Operating Costs	1,262,469	1,229,054	33,415	1,354,933	(92,465)	2,082,651
Net Church Operations	265,213	254,266	10,946	(49,992)	315,205	-51,325
Reserve Account Deposits						
Annual Operating Reserve	27,085	28,622	(1,538)	27,085	-	40,627
Total Reserve Deposits	27,085	28,622	(1,538)	27,085	-	40,627
Net Church Operations After Reserve Deposits	238,128	225,644	12,484	(77,077)	315,205	-91,952
Investment Income						
Net Property Income (Expense)	-	-	-	-	-	
Dividend & Interest Income	1,222	1,701	(479)	-	1,222	
Realized Stock Gain (Loss)	-	-	-	-	-	
Unrealized Stock Gain (Loss)	-	(475)	475	-	-	
Net Investment Income (Loss)	1,222	1,226	(4)	-	1,222	
Operating Surplus (Deficit)	239,350	226,870	12,480	(77,077)	316,427	
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	239,350	226,870	12,480	(77,077)	316,427	0
Special Donation (unbudgeted)	(62,500)	\$ (1,000)				
Reimbursible Expenses		\$ 5,636				
Net Cash Effect - Operating	176,850	231,506	12,480	\$ (77,077)	316,427	
PPP funding	275,421					
Adjusted Net Cash Effect with PPP Funding	452,271					

First Unitarian Church
Monthly Operating Summary
For the 8 periods ending February 28, 2022
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 - 2021	5,021	9,616	(4,595)	67,233	(62,212)
Pledge Income - 2022	115,559	105,446	10,113	90,802	24,758
Contributions	3,386	6,878	(3,492)	8,500	(5,114)
Program Income	385	4,035	(3,650)	3,533	(3,148)
Rental Income	27,872	27,942	(70)	27,261	611
Other Income	-	-	-	208	(208)
Total Operating Income	152,224	153,917	(1,693)	197,538	(45,314)
Operating Costs					
Payroll Expenses	127,030	127,201	(171)	130,112	(3,081)
Reimbursible Expenses	-	-	-	-	-
Occupancy Expense	15,904	21,949	(6,045)	17,033	(1,129)
Program Expense	17,993	11,734	6,259	17,144	849
Rental Expense	-	300	(300)	377	(377)
Administration Expense	4,052	5,263	(1,211)	5,263	(1,210)
Interest Expense	-	-	-	-	-
Other Expense	-	-	-	117	(117)
Total Operating Costs	164,980	166,448	(1,468)	170,045	(5,065)
Net Church Operations	(12,756)	(12,531)	(225)	27,493	(40,249)
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	(16,142)	(15,916)	(225)	24,107	(40,249)
Investment Income					
Net Property Income (Expense)	-	-	-	-	-
Dividend & Interest Income	179	121	58	-	179
Realized Stock Gain (Loss)	-	-	-	-	-
Unrealized Stock Gain (Loss)	-	-	-	-	-
Net Investment Income (Loss)	179	121	58	-	179
Operating Surplus (Deficit)	(15,963)	(15,795)	(168)	24,107	(40,071)
Reserve Account Transfers					
Justice Begins At Home	0	0	0	0	0
Special Donations	0	0	0	0	0
Music Children & Youth	0	0	0	0	0
Ostroff fund	0	0	0	0	0
Anniversary Fund	0	0	0	0	0
Total Reserve Deposits	0	0	0	0	0
Net Church Operations After Reserve Deposits	(15,963)	(15,795)	(168)	24,107	(40,071)

First Unitarian Church						
Dashboard Report						
February 2022						
CAMPAIGN MONTHLY TRACKING						**FOR REVISION
Attendance	Feb 22	Feb 21		'Feb 20	Feb 19	
For the month (in sanctuary + livestream)	1,687	2,698	-37.47%	2,611	2,595	
Total LiveStream (included above)	1,687	2,698	-37.47%	437	479	
Total for the Fiscal Year	15,084	21,246	-29.00%	20,840	19,112	
Average per Sunday for month	422	675	-37.47%	653	649	
Average per Sunday YTD	431	607	-29.00%	632	579	
** = 5-Sunday month	**Easter included	**Easter included		**Easter included	**Easter included	
Christmas Eve/Solstice (Livestream)	810	1,005				
New Members	Jul '21 -Jun'22		Jul 20 - Jun '21			
Enrolled	6	-66.67%	18		-	
Number of Pledges Received	3	-70.00%	10			
Total Amount of Pledges Received	3,600	-48.42%	6,980			
Average Pledge	900	28.94%	698			
Plate Contributions	FY22	Recipient(s)		FY22	Recipient(s)	
Jul	1,353	Black & Beyond Binary Collaborative		Jan	3,933	Religious Coalition for Repro Choice
Aug	2,015	Various UU groups		Feb	1,832	Black Food Sovereignty Coalition
Sep	3,072	GCCLP; SOAR		Mar		
Oct	2,047	Honor the Earth		Apr		
Nov	2,170	Immigrant Mutual Aid Coalition		May		
Dec	3,451	Seeding Justice; Outside In		Jun		
				Fiscal YTD	19,873	
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 Ministri		346				

First Unitarian Church

Statement of Cash Flows

For the Month Ending 2/28/2022

Beginning Cash & Equivalents Balance	2,095,145.98
Receipts	
Pledges & Contributions Received	123,966.74
Rents Received	27,642.40
Program Receipts	565.00
Interest/Gain-Loss on Investments	(4,180.23)
Total Receipts	147,993.91
Payments	
Payroll/Taxes/Benefits	(127,015.55)
Operating Expenses	(32,741.75)
Program Expenses	(6,542.27)
Increase/Decrease Prepaid Expenses	2,038.75
Acquisition of Property & Equipment	380.00
Increase/Decrease Accounts Payable	5,102.59
Miscellaneous Expenses	(63.96)
Total Payments	(158,842)
Net Cash In/(Out)	(10,848.28)
Ending Cash & Equivalents Balance	2,084,297.70

First Unitarian Church			
Notes to Financials February 2022 (department transactions greater than \$2,000)			
OPERATING INCOME			
	Pledge income	YTD pledge income above budget	162,936
		Month pledge income below budget	(37,454)
	Non-pledge contributions	YTD receipts below on budget	(7,504)
		Month receipts below budget	(5,114)
	Rental Income		
	Tenants		27,642
OPERATING COSTS			
	Occupancy		
	Contract services		4,225
	Utilities		7,119
DASHBOARD			
	New members		0
	New pledges received		0
CASH/SECURITIES BALANCE			
	MJS Lecture Series	investment loss	(4,040)
	Fund 49 (Designated)	Active Accounts	
	Auction		10,840
	YRUU		18,757
	Emergency Fund		25,709
	Alliance		14,466
	13 Salmon Shelter		13,821
	Social Justice (Police Accountability)		10,775
	Children's Religious Education		31,550
	Music & Arts		40,250