

TABLE OF CONTENTS

September & October Meeting Minutes

1. Executive Committee Meeting Minutes – 10.13.2020	2
2. Standing Committee Budget Meeting Minutes – 10.07.2020	4
3. September Standing Committee Meeting Minutes – 9.16.2020	7
4. Youth Advisory Committee Meeting Minutes – 9.14.2020	11
5. Membership Committee Meeting Minutes – 9.17.2020	13
6. Religious Education Committee Meeting Minutes – 10.06.2020	15
7. Social Action & Outreach Committee Meeting Minutes – 10.06.2020	20
8. Youth Advisory Committee Meeting Minutes – 10.15.2020	22
9. Preliminary Balance Sheet FY21	24
10. Preliminary Budgets vs. Actuals FY21	26

Exec Committee 10/13/2020 Agenda and Minutes:

Attendance: James Pidacks and Fritzie Nace, co-chairs; Sue Kiewra and Judy Murray, co-Treasurers; George Wood, Clerk; Thomas Slack, Church Administrator

- Green Sanctuary proposal motion – **A:** Fritzie will compose and send out with SC agenda for vote at 10/21/20 meeting

- Halloween Haunting plans for approval: report sent by organizer Evan Forcucci. Exec Comm response:
A: Fritzie to convey Questions for Evan :
 1. Outdoor lights are on motion sensing – ask Chuck Khuen or Steve F about where switch is and if this is doable?
 2. What happens if it rains? Slippery/mobility issues?
 3. “kid friendliness” – communicate to parents that scariness “intensifies”, help parents gauge scariness with some kind of “meter”
 4. Pumpkin sales at 2nd congo not happening – ½ proceeds can go to indigenous peoples who would normally benefit from their sales. Other ½ “to cover our costs”
 5. Adult supervision: have at least 2, but more better, scheduled for the entire time.
 6. What is the exact time of the event? Clear ending time.
 7. Heather – will be haunted Clara Barton
 8. Marketing – who/how can we get the word out? Eager to make it broad! Can announce on Sunday morning. (Reach out to Heather) School newsletter sent in? Banner across MVP doors.
 9. Thank you!! Love getting the alums involved.

- Building rental planning:
 - Stacey Colella presented a plan to rent space to local “learning pods”
 - Windsor, Chapel, Symmes, maybe Metcalf
 - Chuck K is looking into HVAC/ventilation, size/volume of each room and capacity per room.
 - Steve Milt’s company may be offering use of their device which senses volume of CO2 in a room which extrapolates to volume of virus present (more CO2 indicates poorer ventilation, thus more likelihood of virus accumulating).
 - Thomas would manage rental agreements and payment collection and adherence to PPTF Guidelines for small gatherings in the church.
 - NEED SOMEONE TO TAKE ON PUBLICITY

- Begin grooming new treasurer(s) – Sue and Judy roll off as Treasurers. Need to id potentials and invite them to work with S&J this year to learn the ropes. (Leadership development is one of the goals id’d at retreat)

- Heather's eval/goals: **A:** Fritzie and James will distill the eval from CoSM. Can present to SC/congo –identifying goals for/with Heather/staff for the year. Heather would be willing to complete a self -evaluation. Heather finds input from congregation is minimal and often does not address specific issues that congregants may have with a staff member. We have an intention of encouraging direct conversations in an effort to work things out, but no defined process.

- Exec Comm charges CoSM to come up with a process proposal by Dec 2020. Woody will communicate this back to CoSM. – proposal to Include system and timeline for evaluation of

entire staff, and more formal process to get feedback on staff for Heather to use in their evals.

- Next steps for Goals Process started at retreat:
 - **A:** Woody to send out summary of the finalist goals in order prior to SC meeting.
 - **A:** SC to determine next steps in making use of the goals to guide us, congregation and staff this year.

- Begin skeleton planning for next fundraiser(s): Put on back burner until January

- RE Visioning Report:
 - Hear report and ask clarifying questions at Nov. SC meeting (20 minutes)
 - Request Visioning TF to propose process for SC and Congregational discussion to guide decision-making. Set time-line for process.

MINUTES

Standing Committee Special Budget Meeting

October 7, 2020 (Via ZOOM.)

Present: James Pidacks, Judy Murray, Rev. Heather Janules, Sue Kiewra, Patrick Draine, Robbie Brown, Thomas Slack, Patty Cameron, Sheila Puffer, Ivan Correia, Terry Currier.

Absent: Woody Wood, Fritzie Nace, Mike Hyde.

The meeting was convened at 7:05 p.m, with a reading by James.

A MOTION was made and seconded as follows:

To close out WUS FY20 financial operations with adjustments to Capital Reserves funds on August 31, 2020, as follows:

1. As budgeted, allocate \$1,000 to the Project Escrow fund.
2. As budgeted, allocate \$8,000 to the Sabbatical Escrow fund.
3. Allocate \$6,336.97 to the Stabilization fund (since we saved money on snow removal; this will round out the balance to \$10,000 in the Stabilization fund for use in future years of heavy snowfall).
4. Allocate \$8,000 to the Building Escrow fund (since we saved money on building maintenance).
5. Apply \$14,919.18 from the Fundraising Escrow fund (to make up for not having an auction fundraiser which was budgeted to generate \$25,000 in income).
6. Apply \$16,753.11 from Undesignated Reserves to cover operating deficit and allocations for future expenses (Project Escrow, Stabilization, Sabbatical Escrow, and Building Escrow).
7. Transfer \$278.05 in voided uncashed checks older than one year to Undesignated Reserves.

There was a discussion in which it was noted that the major differences between the Fiscal 2020 Budget as approved and the actual final numbers were: We had budgeted for income of \$20,000 from an auction and other fundraisers that did not occur; but we saved money on professional expenses that also did not occur; the absence of a Faith and Action person, and a lead teacher, lower snow removal expenses and lower building maintenance expenses.

A vote was taken and the MOTION PASSED by unanimous vote.

A SECOND MOTION was made and seconded as follows:

To approve a revised draft of the FY21 budget (September 1, 2020 through August 31, 2021) based on the following changes to the FY21 budget approved at Annual Meeting on May 31, 2020:

- \$37,650 less in income
- \$2,264.15 more in expenses
- Resulting deficit of \$67,372.31

And to present this revised budget for approval by congregational vote at the Special Meeting scheduled for October 18, 2020.

There was a discussion of the major changes since the interim budget adopted in May, 2020. Significant increases in expenses included that there were fewer pledges received than expected, the Chinese school cancelled its rental agreement, and insurance charges went up. Without taking into account any income deriving from the potential forgiveness of our Payroll Protection loan of \$89,000, the resulting deficit would be about \$39,000, instead of the previously projected \$27,000. The revised draft continues to propose no Cost of Living increase for staff, keeping UUA dues at last year's level, and reducing Social Action grants from 5% to 4%.

A vote was taken and the MOTION PASSED by unanimous vote.

i A THIRD MOTION was made and seconded as follows:

To approve the following Draft Warrant for the Special Congregational Meeting to be held on Sunday, October 18, 2020:

DRAFT

Warrant for a Special Congregational Meeting

of the Winchester Unitarian Society

Sunday, October 18, 2020

Meeting convenes at 11:45 a.m.

The Winchester Unitarian Society Special meeting will be held via ZOOM at <https://tinyurl.com/WUSworship> on Sunday, October 18, 2020, following the Sunday service, to consider the following:

Article I To hear and act on a revised budget recommended by the Standing Committee for the fiscal year ending August 31, 2021.

Article II To hear a motion to change the membership requirement of the Social Action and Outreach committee specified in Article 15 Section 2 of the Bylaws from nine elected member to seven.

Article III To hear and act on any other business that may legally come before this meeting.

By order of the Standing Committee, George Wood, Clerk

There was a discussion of this motion in which it was explained that the membership of the Social Action and Outreach Committee could exceed seven members if desired by that committee.

A vote was taken and the MOTION PASSED by unanimous vote.

NEW BUSINESS

At the request of the Music Committee, Sheila put forth a proposal for consideration wherein income from the new virtual concert series to be held in the coming year would be divided with performing musicians via a Share the Plate mechanism. It was suggested that

this would not be an appropriate vehicle because it is designed to benefit approved nonprofit organizations, not individuals. It was also noted that the Standing Committee has not been involved with setting compensation for individual musicians, which has been a Music Committee function. It was agreed that the matter would be referred back to the Music Committee for further exploration of other possible avenues for increasing compensation.

The meeting was adjourned at 7:53 p.m.

Respectfully Submitted,

Robbie Brown

(Acting Clerk)

WUS Standing Committee Meeting Minutes

September 16, 2020

By George "Woody" Wood

Attending – James Pidacks, Fritzie Nace, Rev. Heather Janules, Mike Hyde, Robbie Brown, Patty Cameron, Sheila Puffer, Judy Murray, Thomas Slack, Ivan Corriea, Patrick Draine, Sue Kiewra, Terry Currier and George "Woody" Wood

[my questions/comments in brackets]

Minutes (A=Action item)

- Opening words - Mike Hyde offer an original poem
- Check in
- Consent Agenda
 - Executive Committee Minutes
 - Review of eVotes (sent with agenda)
 - Vote - Unanimously approve consent agenda
- Green Sanctuary present proposal and request (Phil, Lindy, Sue and Sheila)
 - The Green Sanctuary Team (GS) proposes that the Standing Committee:
 - § Support GS exploration of the implications of having the WUS publicly commit to having our church at or near the top in a list of "Key Winchester Carbon Neutral Buildings";
 - § Include in the 2020-21 budget up to \$1,000. from the nascent "Toward Zero WUS CO2 Emissions" account to obtain an initial professional analysis of potential changes to our building's energy use; and
 - § Allow the GS to start a related donations campaign, explicitly separate from and in addition to Church pledges and after the 2020 Church Auction is over.
 - Principle and values - Lindy discuss and present UUA 2006 Statement of Conscience
 - Proposed action items over the long term (Sue Doubler present):
 - § Continuing to use only 100% renewable electricity as we have since 2019.
 - § Minimizing our heating and cooling needs further by more building insulation and air sealing, understanding our room-by-room use and occupancy schedules, a comprehensive room temperature & humidity monitoring and control system; and a real time energy use monitoring system to spot anomalies quickly.
 - § Replacing our gas fired steam, electric space heaters, and current air cooling and dehumidifying systems with electric ground-source or air-source heat pump system(s).

§ Increasing solar energy production and/or green electricity purchases to cover all church heating, cooling, pumping, and lighting needs plus extra to off-set CO2 emissions tied to our church's purchased supplies, services, maintenance, waste, and water use.

§ Replacing the gas stove with induction electric;

- Congregation message - discuss ideas (Phil)
- A - Fritzie will draft motion for evote

· Treasurers Financial Update – Sue & Judy update

- FY 2020 - 60 days to close out this FY 2020
 - § ~\$16,000 deficit projected
 - § Late pledges expectations - remaining show up in FY 2021 (per usual)
- PPP Loan / Grant – Needham Bank has passed its recommendation to US Small Business Association to approve loan forgiveness. SBA has 90 days to respond
- Staff payment - [was this discussed - any action]
- Follow up on FY 2020 pledges - Judy say thanks to SC who reached out to people whose pledges were late
- Chinese School departure - discuss how to replace \$17,000 rental income
 - § A - Sue to draft availability of space announcement for Highlights

· Special Congregational meeting scheduling

§ Oct. 25th is target date

- Vote - Unanimously approve

§ SC will need to make a revision to budget for Oct. 25 vote

· Liaisons from SC - Fritzie lead discussion - assignments below:

- Social action - Patrick
- Membership - Patty
- RE - Terry
- YAC - Woody
- Fellowship - Mike
- Nominating - Ivan
- Music - Sheila
- Pandemic - Fritzie

· RE Visioning Committee Status update - Patty

- Met with UUA consultant recently - Erica Barron

- § Help with job description for future RE position
 - § Erica state that we are not alone
 - § Help with revisioning for future RE
 - YAC interviews - have one more meeting coming up
 - A - Committee Report emailed to SC on November 11
 - § Committee report will address budget requirements
- Status of Building – Thomas
 - Bell work - may not need full budget
 - Painting and staining - Joe will have done by end of next week
 - Floor in Metcalf - Mike completed
 - [other?]
- Update Pandemic Task Force– Fritzie -
 - Signage - thanks to Thomas
 - Polling Congregation - on September 20th
- Retreat Re-envisioned – Scheduling and Planning - Fritzie
 - October 3rd red morning and afternoon sessions - working on getting facilitator
 - October 24th - possible for racial justice task force (that evening is auction)
- Auction
 - Goal is \$10,000
 - Scheduled for Saturday the 24th - live auction
- Heather sabbatical
 - Proposal - All January 2021 and first two weeks of February
 - Move the balance of sabbatical time to the next church year
- New Business
 - Haunted house event (Terry discuss) - October 25th - mainly Youth Group alumni
 - § Motion - Allow Evan to lead the development of a Haunted House on or later than October 25th
 - § Vote - unanimously YES
 - SC member outreach to congregants - idea discussed
- Gratitudes
 - Fritzie discuss ways to express gratitude to staff
 - Outdoor gathering - Fritzie gave rave review

- Soloists at service
- Chat rooms

Next Standing Committee – October 21, 2020 7PM

Adjourn at 9:05 PM

YAC Meeting Notes - 9/14/20

Attendees: Evan Forcucci, Terry Currier, Christine Drane, Patrick Flaherty, Roofus Hoffmann, DYM Sam Wilson, ADYM Haley Wegner

Check-in

Chalice lighting

Looking back

- Wrapped up WUSYG outdoor summer meetings on Aug 30

Looking forward/updates:

- Postcards- mailing today/tmrw
- This Sunday
 - 4:30-6 youth, 7-8 parents!
- Care packages
 - Want to incentivise people to come by tying in specific activities/items with the calendar
 - Hope to get them out next week (after seeing who comes to first meeting)
 - Any time before the 27th
 - Roofus and Christine volunteered to help deliver packages - S&H will email them date when we're ready
- Plan (discussion on dates for care package stuff)
 - Oct 12 - no mtg (Indigenous peoples day)
 - Nov 29 - no mtg (Thanksgiving)
 - Do care package items every 1-2 weeks
- Monthly plan for in-person gatherings: **2-4 pm!**
 - Oct: On the lawn, Halloween/spooky themed - weekend before Halloween - **Oct 25**
 - Nov: **Nov 22** (Sunday before Thanksgiving)
 - Bring back favorite pieces of fall retreat
 - Dec: **Dec 13th**
 - Holiday themed
- Evan's idea: discussion
 - Haunted house (with Evan spearheading plan), following pandemic safety guidelines
 - Would be targeted to halloween-aged kids, week/weekend of halloween, one group at a time
 - Would be a project that recent WUSYG alums are interested in leading with current WUSYGers and adults
 - Not a WUSYG thing, but a recent alum to stay connected to church and community
 - Put out feelers at first WUSYG meeting to see if they're interested in participating/helping
 - Terry bringing to Standing Committee, Evan may pop in to discuss in meeting Wednesday (9/16)
- Service trip:
 - still penciled in with BCPIA - hopeful but not optimistic that it'll happen in April
 - Temporarily suspending worrying about fundraising

- Will bring it up at the parent meeting; will plan to re-discuss in January

Youth temp check

Parent temp check

Next YAC Meeting date: **Thursday October 15**

Winchester Unitarian Society Membership Committee Meeting Thursday, September 17, 2020 6:00 PM Via Zoom

Attendees—Robin, Marilyn Mullane, Rev. Heather Janules, Gloria Legvold, Naomi Dellaire, Deb Eiler, Patty Cameron and Sophia Sid.

Check-in—In lieu of a reading each attendee expressed her appreciation for aspect of WUS for which they are especially grateful.

New member Sunday on November 22—Linda Copeland signed the book today in person in the Meditation Garden with Gloria and Rev. Heather in attendance. Linda has volunteered for several activities since she began her involvement with WUS. Susan Woodward has also agreed to sign the book and Marilyn will secure a date. Sophia will follow up with John Healey to arrange for a book signing as well. It was noted that WUS is trying to keep activities outside as much as possible so we will try to have new members sign the book while the weather is still comfortable. Deb has followed up with Judy Lipperman and has not heard back at this time; she will follow up one more time. Naomi will follow up with Mary English as well in a more informal basis. Marilyn has been in touch with Jen Haefei and had invited her to the Blessing of the Animals; she was very interested in OWL which is not being held this year, but Marilyn expects to see her at services this Fall. Finally Sophia will follow up with visitor Wolfram Neff/Raiann.

Date for the Fall Annual Meeting—has been set for October 25, allowing time for closing the books for FYE 8/31/2020 and reviewing the budget for FYE 8/31/2021. Some people may want to officially join before then to gain the ability to vote at the Annual Meeting and this could be helpful in reaching out now to potential new members.

Bring A Friend (BAF) Sundays - Membership agreed to four for this year-- October 18 (Community Policing), and November 29 (Reflection of Monuments) are scheduled. Sophia and Heather will work on a blurb with help from Marilyn. We also need a pulpit announcement, which does not have to be live; it can be pre-recorded. Gloria will record the pulpit announcement for BAF Community Policing. Other topics for Bring A Friend Sunday will be determined at a future date as the third event will probably occur after the holidays.

Invitations will be offered to other churches (who currently have no minister) to join us such as Lacombe, Louisiana's UU Church, on October 18. The wife of the minister of our Transylvania sister church may give a recorded sermon for us in English at a future date.

Potential Future Banners--Deb had suggested a banner for each of our UU principles and at the last meeting, we approved a banner for the 5th principle. Gloria is in touch with Gordon McIntosh for its design and will report back after SAOC has met at our next meeting. Membership provided a mid- October date for its design.

Gift Bags and Visitor Bags--Gloria is in touch with the Chamber of Commerce concerning gift bags for new residents. Sophia is working on sourcing pens and refrigerator magnets; Deb Eiler will look into votive candle holders to include in the bags. In addition, we have gift bags for visitors to WUS. We would need about 2 dozen visitor bags but a larger number (at least 50) for the Chamber of Commerce. Discussion ensued about the contents of the C of C bag vs the visitor bag, especially given the current online worship and uncertainty about in-person worship.

Pumpkin Carving Community Event?—Deb has been in touch with Tyson Kamikawa, chair of the Fellowship Committee. He will bring the details to his committee when they next meet. If this event were to occur a tentative date would be October 25 with younger kids attending from noon to 2:00 and older ones from 2 - 4 PM with WUSYG. Pumpkins would be left at WUS after carving and people would return after dark for lighting. A “Haunted Yard” in the playground may be included if we think it is possible to enforce social distancing.

The Town’s plan’s for Halloween will impact this, as the status of trick-or-treat is still in flux. September is a busy month because of the auction and Tyson, as our Zoom guru, may be tied up with other projects. RE, Fellowship, WUSYG and Membership can all be potentially involved in making this work. Given COVID restrictions and general bandwidth it might not be possible to pull this together this year, or if we do, we might have to limit it to just our RE families and not open it up to the broader community. It was pointed out that it might be hard to enforce social distancing when kids are seeing their friends in person for the first time in months. If we cannot extend it to the broader Winchester community is there another option to reach out in a meaningful way?

Heather will report our concerns back to the staff; the message is that membership is willing to offer some support to offer an event for our families but we do not think it prudent to offer it to the wider community. Safety is key and not easy. “Trunk or treat” is a possibility if it can be safe and effective given the layout of our parking lot. Patty, Robin and Sophia are potential volunteers.

Agenda Items B and C (COVID mission/possibilities and 2020-2021 goals planning) were deferred until our October meeting.

Meeting adjourned at 7: 40. Next meeting will be October 15 from 6 to 8 on Zoom.

Respectfully Submitted,

Robin Wolf

Used Church zoom link

Committee members present: Karen Caputo, Terry Currier, Erin Graham, Ryan Levering, Naomi Magnoni, Sarah Milt

Non Committee members present: JJ Fowler, Reverend Heather Janules, Rebecca Morgan Kelley

Not Present: Lucille Cannava

Started: 4:30pm Ended: 6:17pm

October 6, 2020 Meeting

Yearly Business

- Rebecca's Eval with Heather for this year: Rebecca identified her goals for what she wishes to work on for the next year.
 - RE specific suggestions were to be flexible and appropriate for the....(See Rebecca for particulars)
 - She is getting ready to depart at the end of the year. "Turn towards the door"
 - Look for collaborators to transition and have deeper relationships.
 - Look for the unexpected.
 - What Rebecca would like is more feedback. Feedback should be Specific, Measurable, Achievable, Reasonable and Timely
 - Elements that work with Zoom and those that do not would be especially useful
- **Vote on Vice Chairperson**
 - **RE Bylaws** states: This Committee shall elect a Chairperson from the members-at-large elected by the Society and a **Vice Chairperson** to assist the Chairperson and act in her or his absence. Ryan Levering has volunteered to take the lead when Naomi Magnoni is absent.
- **Review and Approve Covenant (See covenant below.)**
<https://docs.google.com/document/d/1m0kAiMZWyL-HA6nNKiLdA6ly8tWaawTJBxZ3j84Lj4/edit>
 - Assume goodwill on the part of each committee member.
 - Ask questions if we don't know.
 - Keep it in the "here and now".
 - Keep confidentiality with regard to individuals.
 - Promote spiritual health in the ministry of the congregation.
 - Be honest and take risks.
 - Be responsive to each other; including meeting attendance.
 - Over communicate rather than under communicate due to the pandemic. Personal needs should be honored and voiced, especially in person.
- Committee Chair Meeting: If they have one, Naomi will let you know and then you can let her know before the meeting any of your questions and/or concerns.

Programming

In-Person RE (Pre-K - 5th grade):

- Figure out (RE Registration) change to update contact info: Google form

- Make it simple then add would you like a call from Rebecca for anything of questionable nature
- Naomi will talk with Thomas
- Be sure to stress this is mostly to update contact information
- Run past the committee again to verify everything was asked that needed to be.
- Gather feedback from past Sunday picnic/gatherings
 - Kick-off picnic/Meet and Greet: Date 9/13 then decided by families to do this weekly. The weekly get togethers have been less and less structured which comes as from the decisions of the families which participate.
 - A suggestion was made as we may be noticed by new member families to hav a ritual such as lighting a chalice before play or to use a weekly pew pack idea and encourage participation from the children present to remark on it together..
 - Naomi has been discussing with the Interim Director at Winchester Cooperative Nursery School how well our interaction is going. At this time, the director has found no problems.
 - Naomi will work with Rebecca if something should be added to the RE bag we use which is in the Chapel so that we have access weekly to the new item.
- Detail October event planning
 - 10/25 a Halloween activity: pumpkin carving in-person
 - Change of time to 4:30pm, Bring your own pumpkin and drinks; pizza will be provided by WUS RE on 25th pumpkin carving but WUSYG will have it from 2-4
 - Mascarade with masks
 - Pumpkin lighting at dusk.
 - Dusk will be 6ish.
 - Naomi will let Thomas know & work with Rebecca to put in highlights. All highlight contacts should be rec@winchesteruu.org or a representative who is asked & will follow up within a business day. Naomi at this time is not on email enough to make her contact information available in this manner. Plus it allows us not to change the email and allows all members to be aware of the situation and play an equal role if they wish to.
 - 10/31 RE Cancelled for the evening but will still be there from 12-2pm for our weekly continued learning and picnic.
 - We will not be having a RE event on Halloween. Trunk or Treat is not great says CDC. Also, the Winchester Selectmen said town trick or treating was approved for halloween. Particulars are listed in wicked local and the Star.
 - Haunted Walk: Respond to Evan's Email. He is going forward & Friends & Family are invited. RE families will be glad to do none scary options if they find time that day.
 - Prepare for future events
 - November Martinmas

- Lead by Lia
- Determine the date but likely 15th?
- Naomi will follow up to get a date and idea of how we are to proceed.
- December
 - Advent Spiral - Graham/Bronski lead. No date picked yet
 - Mitten Tree: Reply to Gordy (Naomi did this during our meeting) & the Social Action Committee
 - We will make ornaments but they can create the names & wishes
 - Provide ornaments to children to create & then give ornaments to Gordy
 - Ornaments in the mail
 - Late sunday evening decorating party. Date not yet set.

Remote RE (Pre-K - 5th grade):

(We do family worship remotely. These are all the other events, too.)

- Gather feedback from family worship
 - The storyboard useful but sound of story could be better

For older kids grades 6-8th

- Update on outreach to 6-8th grade families
 - Families may not be as interested.
- Decide on programming offering
 - Crossing Paths:
 - \$225 for program 10 months
 - Program report from Rebecca
 - Run at same time with Crossing Paths. UU church craft. A room in minecraft
 - Partner congregation 150 members. 2-4 people in age group.
 - Start Date Late October for social gathering
 - How to notify the community? What did we hear from the families?
Rebecca and Beth will be notifying the community. Noon to one our time

OWL: Update on status

- Rebecca is trying more investigation on virtual sexual OWL
- Ryan, Rebecca & Karen will talk about this together. Possible write up of summaries of the remaining Owl workshops and share with the participants

Pageant : Preliminary Planning

- Script need to decide which will be done but RE is fine with everything as long as the following two rituals continue:
 - Keep kids involved
 - Child focused
- Invite speakers after
- Naomi & Rebecca will take point for now
- Reach out to Max as he is from WUSYG and stitched their spring zoom together.

Jan Fest

May only do one Sunday in January.

Other

Visioning Committee/New Roles

(Would like to have key takeaways because report is due Nov and Visioning Committee is drafting now)

Gather Feedback on takeaways: here are some below

- Job Description
 - Be clear to all what role the new hire will have: Make a hire wishlist & prioritize as will not get all you want or even need.
 - Do you want a teacher
 - Do you want a collaborator
 - Must be willing to fail
 - Do you want to support Adult Learning
 - Do you want to hire someone with fingers in a lot of pies
 - Balance between vision of program & sustainability and be very clear
 - May want to hire mostly tech savvy vs. need diverse background
 - Be clear on what person will no longer be doing
 - In person teaching or remote
 - Know that the job description will evolve & keep on top of it
- Options
 - Joint running w/other congregations
- Our needs
 - What we tried that she suggested
 - Timing for all these is key
 - RE engagement with cooking and outside
 - Try and find a critical mass
 - If too small must cater to individual kids not the generic group
 - Kids night out (for parents, too)
 - Intergenerational
 - Who plans: Rebecca, Heather & Worship planning committee
 - Sunday School Curriculum
 - Family Worship
 - are children getting too old
 - Who is this serving
 - Getting feedback from parents (How do we do this)
 - Support Together
 - During Covid: at home options
 - Online dwindling

- Do families “feel” they are getting the support they need
 - Do pew packets keep interest of the children?
- What we could try
 - Collaborations with other willing parishes
 - Summit NJ may help us?
- Watch. Was great! This is the end of Naomi’s Notes on Visioning

Minutes Social Action and Outreach October 6, 2020

Present by Zoom: Sue Doubler, Harris Gibson, Gordy McIntosh (chair), Claire McNeill (secretary), Patty Shepard, Martina Werner, Patrick Draine (Standing Committee Liaison), and Rev. Heather Janules.

News: Gordy attended the September 12 rally organized by “Mobilize Youth Medford” and teens for racial equity in Medford Public Schools. Youth talked about ways they felt marginalized in the middle and high schools. The School Committee and local officials attended.

The Thanksgiving Basket project is being managed by Sue and Claire. The announcements in Highlights for 2 weeks have not yielded any donors. Claire is handling publicity, and Sue will coordinate the donors. Other publicity may include a dedicated email to be sent to the office for distribution, announcements for Sunday services, and direct emails to last year’s donors. Gordy will notify the committee chairs; others will tell their covenant groups

1. We may need shoppers, in case people just wish to donate the cost.
2. Boxes—what kind are requested by the Council
3. Claire will do a test of the Stop and Shop on-line ordering and curbside pickup
4. Dates. Boxes could be brought to church the week of Nov. 9.
5. Gordy will organize drivers fore the Monday, Nov 16 delivery to the Council.
6. The Minister’s Discretionary Fund is available if we don’t get 30 donors.

WUS Banner project.

Claire, Sue and Patty recommended that we choose Principle 2: Justice, equity and compassion in human relations, rather than #1 Inherent worth and dignity. They proposed a quotation from Martin Luther King Jr.: "Injustice anywhere is a threat to justice everywhere" Martin Luther King, Jr. 1963. Working for Justice, Equity and Compassion

The text was approved. Claire will notify the Membership comm.

Rank Choice voting

Patty reported on the successful webinar she had arranged in the name of SAOC , the local NAACP, the League WV and later the Network. There was good attendance, and presentation followed by questions and answers. Patty recorded it and plans to make it available more widely—on YouTube and perhaps on WinCam.

Racial Justice Planning Group will give their presentation to the Standing Committee on Sat. Oct 24, and meeting this Sunday to do a practice run.

Mitten Tree for Christmas gifts

RE told Gordy that they did not have a plan to find recipients. The kids could make mittens, but Covid may make it less appropriate for folks to shop for other families. Perhaps we should just do gift cards? Gordy will ask LexRap if they could provide a list of needs. Claire will ask a similar group in Arlington <https://www.arcscluster.org/>.

Honoring Indigenous people

Patty will send links to a free online November conference

Claire will look up the land acknowledgement statements used at GA and LWV

Heather will send us the name of a Navajo organization for STP

The bill to change the MA flag and seal has passed the state Senate.

Other:

- Winchester Coalition for a Safer Community and Winchester Public Schools in our efforts to build and reinforce an Anti-Racist culture. Wednesday, October 14 from 7pm-8pm, we welcome Dr. Adolph Brown to talk with our students, faculty, and community at large about unconscious bias, equity, and diversity issues .
- There was a good response to the request for food donations in Sept. Gordy delivered it. There is no a box for food donations near the door to the kitchen.
- Claire described the book Call Me Aericn, byt the refugee who would have been the speaker at the LexRap event in March. Most of the book is about his life in Somalia. We bought 10 copies—8 are on the Racial Justice shelf in the Michelsen Library.
- LexRap's fund raising Café is now doing dinners to order and take out.
- Claire will send the list of definitions which the RJPG is using to the committee, with the thought that we might discuss some each month.

YAC AGENDA

Welcome!

Check-in

Chalice Lighting As we light the chalice may our souls become it's hearth

May we become lanterns to the world

Lighting the way for all

Looking back -- 20, 22, 16 attendance numbers. No meeting last week.

6-7 freshmen have been at all meetings. Several of the freshmen have older siblings in WUSYG

Packages delivered were used for second and third meetings -

Zen doodling on black canvases, spooky slime,

Youth Member- any ideas? Evan...posted in group chat. No responses. Sam and Haley will directly ask some potential candidates

Looking forward – 10/25 (pumpkin carving) first in-person event -

Fall Theme - looking forward to it!!

2:00-4:00...younger kids coming at 4:30

Should we buy pumpkins ahead of time?- Patrick will take care of getting pumpkins - Over-buy' and extras are for Evan - Haunted House

Anything WUSYG could do to help Evan set up? - 15-20 minutes ... make signs, general help, etc.

10/30 (Haunted Lawn)- around the church -Evan is directing - gave an update

Beatrice McGee - creative director -- idea of haunted lawn

Less-scary version for the first hour-ish (young kids, etc) also, keep in mind the kids going through (scary vs not scary)

Open on 10/31 Halloween also? Could be a nice trick-or-treating alternative..

Youth Temp Check- need a new youth member - Evan put out a note, Sam and Haley will recruit

Parent Temp Check - discussed challenges of zoom such as work schedule conflicts, lower on priority due to zoom, etc

Discussion: (new) parents - thinking of ways to connect with 'new' parents. There are 3 new parents - Marcy will reach out in an email

discord v whatsapp - best way to communicate with WUSYG? Teens are no longer on Facebook. Mixed opinions about which is a better option. Sam will look into Discord

Next YAC Meeting: ____Thursday, Nov 19 7:00 on zoom____

Winchester Unitarian Society

Balance Sheet

As of September 30, 2020

	Total	
	As of Sep 30, 2020	As of Aug 31, 2020
ASSETS		
Current Assets		
Bank Accounts		
1010 Winchester Savings Ops Checking	77,583.45	71,569.23
1015 Needham Bank Payroll Checking	24,500.84	5,896.41
1020 Winchester Savings CDs	85,978.72	85,854.30
1040 Needham Bank CD 2	62,043.11	62,017.68
1050 Winchester Savings MDF checking	7,986.03	7,986.03
1060 Winchester Savings Money Market	120,433.35	120,391.63
1080 Needham Bank Money Market	20,121.88	20,117.75
Total Bank Accounts	\$ 398,647.38	\$ 373,833.03
Total Current Assets	\$ 398,647.38	\$ 373,833.03
TOTAL ASSETS	\$ 398,647.38	\$ 373,833.03
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
3000 Operating Funds		
3010 Payroll Protection Plan Loan	89,500.00	89,500.00
3020 Capital Reserves		
3021 Undesignated Capital Reserves	55,117.72	55,117.72
3022 Project Escrow (Web, Marketing, Audit)	11,350.00	11,350.00
3023 Stabilization (Snow, Utilities, etc.)	10,000.00	10,000.00
3024 Sabbatical Escrow	43,917.01	43,917.01
3025 Fundraising Escrow	0.00	0.00
3026 Building Escrow	8,000.00	8,000.00
Total 3020 Capital Reserves	\$ 128,384.73	\$ 128,384.73
3050 Prepaid Pledges	0.00	60,723.18
Total 3000 Operating Funds	\$ 217,884.73	\$ 278,607.91
3100 Building and Grounds		
3120 Michelson Room Redo	1,427.98	1,427.98
3140 from Stone Window Fund	845.39	845.39
3150 from Meditation Garden Fund	2,142.88	2,142.88
3160 Hardscape Upgrades Fund (Meyer)	7,102.57	7,102.57
3170 Building Security Enhancements	389.00	389.00
Total 3100 Building and Grounds	\$ 11,907.82	\$ 11,907.82
3200 Flower Funds		
3210 Flower Fund	250.15	265.14
3220 from Dawn Kelley Bartlett Fund	904.79	932.39
Total 3200 Flower Funds	\$ 1,154.94	\$ 1,197.53
3300 Memorial Fund	5,025.00	3,720.00
3400 Music Funds		

3450 Concert Series	2,246.41	2,246.41
3470 from Sue Swap Fund	1,884.00	1,884.00
3480 Elora Trump Fund	766.05	766.05
3490 Harpsichord Fund	536.00	536.00
3491 Cerny/Thomas Fund	873.53	873.53
Total 3400 Music Funds	\$ 6,305.99	\$ 6,305.99
3500 Outreach Funds		
3510 Partner Church	1,202.00	2.00
3530 Share the Plate	285.60	285.60
3540 Reach Out	464.88	464.88
3550 Disaster Relief	50.34	50.34
3560 Woburn Council	20.00	20.00
Total 3500 Outreach Funds	\$ 2,022.82	\$ 822.82
3600 RE Funds		
3630 from Nash Nursery Fund	1,996.79	1,996.79
3640 Our Whole Lives - class balance	859.84	859.84
3650 Coming of Age & F8th in Action	466.07	466.07
Total 3600 RE Funds	\$ 3,322.70	\$ 3,322.70
3700 Youth Funds		
3710 WUSYG Service Project Fund	13,473.29	13,473.29
3720 Church School Youth Fund	188.57	188.57
3730 from Sandy Fries Youth Fund	780.91	780.91
Total 3700 Youth Funds	\$ 14,442.77	\$ 14,442.77
3800 Other Funds		
3805 SC Projects Fund (Baldwins)	46,064.84	46,064.84
3820 Pastoral Care Ministry	934.85	934.85
3850 Green Sanctuary Carbon Offset	1,100.00	1,100.00
3870 Yoga Fund	1,445.33	1,245.33
3890 Contra	1,199.44	-3,825.56
3895 Minister Discretionary Fund	7,986.03	7,986.03
Total 3800 Other Funds	\$ 58,730.49	\$ 53,505.49
Total Current Liabilities	\$ 320,797.26	\$ 373,833.03
Total Liabilities	\$ 320,797.26	\$ 373,833.03
Equity		
Net Income	77,850.12	
Total Equity	\$ 77,850.12	\$ 0.00
TOTAL LIABILITIES AND EQUITY	\$ 398,647.38	\$ 373,833.03

Friday, Oct 09, 2020 04:11:43 PM GMT-7 - Cash Basis

Winchester Unitarian Society
FY21 Budget vs Actuals
September 1, 2020 - September 30, 2020

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
4100 Individuals				
4110 Current Year Pledges	91,546.52	340,000.00	-340,000.00	0.00%
4150 Prior Year Pledges (Late Payments)	15,930.00	12,600.00	78,946.52	726.56%
4160 Contributions - non-pledge	584.00	9,000.00	6,930.00	177.00%
4170 Sunday Collection - non-pledge	1,111.50	13,000.00	-12,416.00	4.49%
4180 Sunday Collection - Share the Plate	853.50	15,000.00	-13,888.50	7.41%
4190 Electronic Funds Fees	-115.05	-1,800.00	2,653.50	-47.42%
Total 4100 Individuals	\$ 109,910.47	\$ 387,800.00	-\$ 387,915.05	-0.03%
4200 Investments & Endowments				
4210 Bank Interest	196.78	2,500.00	-2,500.00	0.00%
4220 Downs Income	3,085.00	12,340.00	-12,143.22	1.59%
4230 Meyer Income	4,800.00	57,600.00	-54,515.00	5.36%
4240 Trustees PermFunds - Unrestricted		96,567.00	-91,767.00	4.97%
4250 Trustees PermFunds - Building		716.00	-716.00	0.00%
4260 Trustees PermFunds - Cook Funds		7,310.00	-7,310.00	0.00%
4265 Trustees PermFunds - Baldwins Fund		2,373.00	-2,373.00	0.00%
Total 4200 Investments & Endowments	\$ 8,081.78	\$ 179,406.00	-\$ 179,406.00	0.00%
4300 Building Use				
4310 Winchester Coop Nursery School		30,870.00	-30,870.00	0.00%
4340 Other Building Use		2,000.00	-2,000.00	0.00%
Total 4300 Building Use	\$ 0.00	\$ 32,870.00	-\$ 32,870.00	0.00%
4400 Other Sources				
4410 Fundraising	200.00	10,000.00	-10,000.00	0.00%
4420 Concert Series		8,000.00	-7,800.00	2.50%
Total 4400 Other Sources	\$ 200.00	\$ 18,000.00	-\$ 18,000.00	0.00%
Total Income	\$ 118,192.25	\$ 618,076.00	-\$ 617,876.00	0.03%
Gross Profit	\$ 118,192.25	\$ 618,076.00	-\$ 499,883.75	19.12%
Expenses				
5000 Staff				
5100 Ministerial				
5110 Lead Minister				
5111 Salary	5,158.18	102,056.43	-102,056.43	0.00%
5112 Housing	2,692.30		5,158.18	
5113 Benefits	1,046.97	30,498.11	-27,805.81	8.83%
5114 In Lieu of FICA	600.56		1,046.97	
5115 Professional Expenses		10,200.00	-9,599.44	5.89%
Total 5110 Lead Minister	\$ 9,498.01	\$ 142,754.54	-\$ 142,754.54	0.00%
5119 Substitute during Sabbatical		10,000.00	-501.99	94.98%
5130 Summer Minister		2,153.00	-2,153.00	0.00%
5140 Sunday Speakers		1,000.00	-1,000.00	0.00%
Total 5100 Ministerial	\$ 9,498.01	\$ 155,907.54	-\$ 155,907.54	0.00%

5200 Administration				
5210 Administrator				
5211 Salary	3,700.34	50,000.00	-50,000.00	0.00%
5212 Benefits	671.39	18,500.46	-14,800.12	20.00%
5213 Professional Expenses		1,000.00	-328.61	67.14%
Total 5210 Administrator	\$ 4,371.73	\$ 69,500.46	-\$ 69,500.46	0.00%
5220 Administrative Assistant				
5221 Salary	840.00	20,160.00	-20,160.00	0.00%
5222 Benefits	64.26	1,542.24	-702.24	54.47%
Total 5220 Administrative Assistant	\$ 904.26	\$ 21,702.24	-\$ 21,637.98	0.30%
5230 Sextons				
5231 Salary	2,598.32	36,730.48	-36,730.48	0.00%
5232 Benefits	198.77	2,771.63	-173.31	93.75%
Total 5230 Sextons	\$ 2,797.09	\$ 39,502.11	-\$ 39,303.34	0.50%
Total 5200 Administration	\$ 8,073.08	\$ 130,704.81	-\$ 127,907.72	2.14%
5300 Religious Education				
5310 Director Religious Education				
5311 Salary	5,276.10	65,951.53	-65,951.53	0.00%
5312 Benefits	1,177.97	16,630.93	-11,354.83	31.72%
5313 Professional Expenses		4,500.00	-3,322.03	26.18%
Total 5310 Director Religious Education	\$ 6,454.07	\$ 87,082.46	-\$ 87,082.46	0.00%
5340 RE Program Assistant		813.83	5,640.24	793.05%
5350 RE Teachers and Aides		4,214.50	-4,214.50	0.00%
Total 5300 Religious Education	\$ 6,454.07	\$ 92,110.79	-\$ 92,110.79	0.00%
5400 Youth				
5410 Youth Director				
5411 Salary	2,965.96	38,557.52	-38,557.52	0.00%
5412 Service Trip Stipend		2,000.00	965.96	148.30%
5413 Benefits	526.37	8,746.33	-8,746.33	0.00%
5414 Professional Expenses		2,000.00	-1,473.63	26.32%
Total 5410 Youth Director	\$ 3,492.33	\$ 51,303.85	-\$ 51,303.85	0.00%
5420 Youth Assistant				
5421 Salary	274.38	6,146.00	-6,146.00	0.00%
5422 Service Trip Stipend		2,000.00	-1,725.62	13.72%
5423 Benefits	20.99	623.17	-623.17	0.00%
Total 5420 Youth Assistant	\$ 295.37	\$ 8,769.17	-\$ 8,748.18	0.24%
Total 5400 Youth	\$ 3,787.70	\$ 60,073.02	-\$ 59,777.65	0.49%
5500 Music				
5510 Music Director				
5511 Salary	2,942.12	38,247.64	-38,247.64	0.00%
5512 Benefits	522.26	7,569.21	-4,627.09	38.87%
5513 Professional Expenses		2,100.00	-1,577.74	24.87%
Total 5510 Music Director	\$ 3,464.38	\$ 47,916.85	-\$ 47,916.85	0.00%
5520 Children's Chorale Director				
5521 Salary		3,100.32	-3,100.32	0.00%
5522 Benefits			0.00	
Total 5520 Children's Chorale Director	\$ 0.00	\$ 3,100.32	-\$ 3,100.32	0.00%
5530 Soloists and Section Leaders		14,155.98	-14,155.98	0.00%

5540 Other Musicians		2,000.00	-2,000.00	0.00%
Total 5500 Music	\$ 3,464.38	\$ 67,173.15	-\$ 63,708.77	5.16%
Total 5000 Staff	\$ 31,277.24	\$ 505,969.31	-\$ 474,692.07	6.18%
6000 Building & Grounds				
6110 Grounds	220.00	3,200.00	-2,980.00	6.88%
6120 Snow Removal		14,400.00	-14,400.00	0.00%
6130 Church Maintenance	700.91	35,000.00	-34,299.09	2.00%
6140 Furnishings		1,200.00	-1,200.00	0.00%
6150 Cleaning & Paper Supplies		1,360.00	-1,360.00	0.00%
6160 Gas		17,000.00	-17,000.00	0.00%
6170 Electricity	17.06	8,840.00	-8,822.94	0.19%
6180 Water & Sewer		4,000.00	-4,000.00	0.00%
Total 6000 Building & Grounds	\$ 937.97	\$ 85,000.00	-\$ 84,062.03	1.10%
6500 Operations				
6510 Financial				
6512 Insurance		17,500.00	-17,500.00	0.00%
6513 Pledge Drive		500.00	-500.00	0.00%
Total 6510 Financial	\$ 0.00	\$ 18,000.00	-\$ 18,000.00	0.00%
6520 Office Expenses				
6521 Office Equipment	179.95	3,000.00	-2,820.05	6.00%
6522 Office Operations	140.72	9,200.00	-9,059.28	1.53%
6524 Phone & Internet		5,300.00	-5,300.00	0.00%
6525 Web, Marketing, Publicity		600.00	-600.00	0.00%
Total 6520 Office Expenses	\$ 320.67	\$ 18,100.00	-\$ 17,779.33	1.77%
6540 Staff Hiring & Support				
6541 Staff Meetings, Retreats, Acknowledgements		1,200.00	-1,200.00	0.00%
6542 Search & Transitions		100.00	-100.00	0.00%
Total 6540 Staff Hiring & Support	\$ 0.00	\$ 1,300.00	-\$ 1,300.00	0.00%
6550 Denominational Affairs				
6551 UUA Annual Program Fund	7,518.25	27,339.00	-19,820.75	27.50%
6552 Contributions - other organizations		500.00	-500.00	0.00%
Total 6550 Denominational Affairs	\$ 7,518.25	\$ 27,839.00	-\$ 20,320.75	27.01%
Total 6500 Operations	\$ 7,838.92	\$ 65,239.00	-\$ 57,400.08	12.02%
7000 Programs & Committees				
7212 Chime Playing and Maintenance		500.00	-500.00	0.00%
7215 Organ & Piano Maintenance		800.00	-800.00	0.00%
7217 Choral Music & Supplies		700.00	-700.00	0.00%
7220 RE Supplies & Curriculum		1,500.00	-1,500.00	0.00%
7227 RE Special Programs		250.00	-250.00	0.00%
7228 Growth & Learning		100.00	-100.00	0.00%
7230 WUSYG Supplies & Projects		2,500.00	-2,500.00	0.00%
7240 Worship & Flowers & Candles		750.00	-750.00	0.00%
7250 Fellowship		200.00	-200.00	0.00%
7260 Hospitality		1,500.00	-1,500.00	0.00%
7270 Membership	288.00	1,200.00	-912.00	24.00%
7280 Grief Group & PCAs		200.00	-200.00	0.00%
7285 Small Group Ministry		100.00	-100.00	0.00%
7290 Leadership Development		100.00	-100.00	0.00%

7296 Green Sanctuary	200.00	-200.00	0.00%
7299 Social Action Supplies	100.00	-100.00	0.00%
7610 Standing Committee	220.00	-220.00	0.00%
7620 SC Projects & Initiatives	220.00	-220.00	0.00%
7630 SFC - Planned Giving	100.00	-100.00	0.00%
Total 7000 Programs & Committees	\$ 288.00	\$ 11,240.00	-\$ 10,952.00 2.56%
7800 Social Action Grants			
7810 SOC Committee Grants	13,000.00	-13,000.00	0.00%
7820 SOC Share the Plate Grants	15,000.00	-15,000.00	0.00%
Total 7800 Social Action Grants	\$ 0.00	\$ 28,000.00	-\$ 28,000.00 0.00%
Total Expenses	\$ 40,342.13	\$ 695,448.31	-\$ 655,106.18 5.80%
Net Operating Income	\$ 77,850.12	-\$ 77,372.31	\$ 155,222.43 -100.62%
Other Income			
8020 from Undesignated Capital Reserves	67,372.31	-67,372.31	0.00%
8070 from Sabbatical Escrow	10,000.00	-10,000.00	0.00%
Total Other Income	\$ 0.00	\$ 77,372.31	-\$ 77,372.31 0.00%
Net Other Income	\$ 0.00	\$ 77,372.31	-\$ 77,372.31 0.00%
Net Income	\$ 77,850.12	\$ 0.00	\$ 77,850.12

Friday, Oct 09, 2020 03:58:33 PM GMT-7 - Cash Basis