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WUS - Executive Committee Minutes - DRAFT

1/12/2021 at 10:00 AM via zoom

Attending: James, Fritzie, Sue, Judy, Thomas and Woody (Rev. Heather on Sabbatical)

● TOPICS, ACTION ITEMS AND VOTES

- Opening Words offered by James
 - “How to be a UU Leader” by Denise Taft Davidoff
- Staff Attendance at Jan or Feb SC meeting – discuss and remain open to schedule according to staff availability.
- Set Agenda for January Standing Committee meeting – January 20, 2021 - 7pm
 - Visioning report – ask SC to vote to distribute to congregation for review
 - Plan 2 Cottage Meetings in Jan/Feb to discuss Visioning Report – suggestion for approach: ask each attendee to id what they liked/supported in the recommendations and what they did not like or have concerns about in the recommendations. Then, if there’s time, ask for suggestions.
 - UU Certification filing – status report
 - Thomas did upload of membership and printed PDF’s of last year’s report
 - Membership updated recently by Thomas (232 total voting members)
 - Use estimated #’s from last year’s report for “Friends of the congregation” and people of color.
 - Review last year’s survey answers w/ SC and vote to submit same to UUA. ; fewer changes this year than last
 - Volunteer recruitment update – seeking volunteers for budget buddies, pledge drive, new SC members, fall survey; ask SC for possible candidates; report on recent progress and outreach
 - Staff reports and alignment w/goals – add to agenda
 - Goals project – add to agenda; Woody to distribute most recent copy to SC to comment on process and vote (may hold until Feb. if staff comes to Jan SC mtg.
 - EOPSS training from Commonwealth – James looking for 1 - 2 volunteers to attend the webinar training on Emergency Preparedness.
 - PPP second round update – appears we do not qualify
 - Capital projects gifts– recent generous gifts for front landscape, lower level accessible bathroom and recent addition of donation for HVAC improvements.
 - Treasurers Financial Update – Sue & Judy
- WUS By-laws
 - James and Thomas filed updates g with State –;
- Fritzie to review By-Laws to assess our SC liason appointments, annual committees and need to evaluate potential improvements in collaboration and communication, particularly as pertaining to proposed Goals process. Electric bill – discuss lower than average electric bill; Thomas to follow-up (?) Woody to follow up with Phil Coonley (Green Sanctuary) on solar panels age and production levels.
- New Business – no new business

Meeting Adjourn

WUS Standing Committee Meeting – DRAFT

December 16, 2020

Minutes by George 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, and George “Woody” Wood; Terry Carrier absent due to surgery

Notes, Action Items and Motions

1. Opening Words – Robbie offered – Elie Wiesel – We Gather Together
2. Check-in
3. Consent Agenda
 - a. Executive Committee Minutes
 - b. November SC meeting minutes
 - c. Staff reports – comment – request uniformity in format
 - i. **VOTED** to accept consent agenda – unanimous
4. Treasurers Financial Update – Sue & Judy
 - a. Report on: grant for restroom (\$50,000); Amazon smile program; carry forward part of auction funds; forecast FY 2022 of \$40,000 deficit; caution suggested regarding budget on hiring replacement for Rebecca
 - i. **VOTED** – accept treasures report - unanimous
5. Personnel Policy Manual updates
 - a. Background check clarification – 2.1.3 – background information still collected and put in file but not reported to SC
 - i. **VOTED** – to accept changes in personnel policies - unanimous
6. Announcement of Virnelli Family gift in memory of Judy Virnelli
 - a. Donation is meeting the budgeted cost of the project
7. RE Visioning Status update - Patty
 - a. Patty presented revised document with executive summary
 - b. SC OK with distribution and request for feedback to staff, personnel committee, Employee Relations Committee, RE committee, parents interviewed and COSM
 - c. Next steps is to have “cottage meetings” with congregation at large where feedback is obtained and report revised as necessary – due by Feb. SC meeting
 - d. RE Director Search Team – discuss composition – names may emerge during meetings
8. WUS Goals and Action project – Rev. Heather and Woody – summary of feedback below:
 - a. Q - Are monthly check-ins to SC really necessary – could we do less often; suggestion for staff reports and committee minutes to include progress on goals that month? Some will have monthly actions, many may not.
 - b. Mission and Vision Statement – suggest reviewing to see how we are currently acting on these statements ; what is old? What is new (not in Mission/Vision)?
 - c. Q – is this process appropriate for all committees
 - d. SC members requested more time to review the proposal
 - e. New people in town want a place to come to contribute to social justice and other causes -

- how do we access these membership opportunities?
- f. It would be good to assist Heather and committees in setting goals
 - g. Congregational check-in needed about this proposed general process of goal-setting
 - h. Action items: SC to review and discuss at next meeting; SC invited to email or call in comments
9. Goal #1: maintaining connection through the pandemic - update
 - a. Heather report on the outreach efforts during the pandemic – limited attendance
 - b. Request feedback on how to offer more opportunities to get together
 - c. Discuss the divisions between new and old members - encouraged SC to reach out to newer members as “ambassadors of welcome”
 10. Search for Volunteers:
 - a. Pledge drive – Robbie report and ask for help – drive occurs between mid Feb and mid-March; current volunteers do not want to do again (have done for three years) but willing to teach new people; several names suggested
 - b. Treasurer(s) for next term starting June 2021 – still need volunteers
 - c. Next year’s budget team – Judy – Patrick stepped forward to volunteer, need one more
 - d. Next year’s SC class (need 4) – everyone please email your suggestions to James and Fritzie
 11. Status of Building/Use - Thomas report on recent activities
 12. Sabbatical planning: request to vote to hire Kye Flannery – Heather
 - i. **VOTED** – move to hire Kye Flannery as sabbatical minister – unanimous
 13. New Business:
 - a. Music committee proposing to have Jan 30th Jazz concert with musicians in sanctuary. They will wear masks and maintain distance – Sheila
VOTED to allow concert to take place - unanimous
 - b. Statues auctioned
 - i. **VOTED** – approve the sale of two donated bronze statues and that Sioux Brokaw be intermediary - unanimous
 - c. Social Action committee – new member candidate
 - i. **VOTED** - John Healey to be a new member – unanimous
 - d. Program staff come to January SC to offer update
 - i. **VOTED** – invite staff to Jan meeting - unanimous
 - ii.
 14. Gratitudes – many offered – we are so fortunate

Next Standing Committee – January 20th, 2021 7PM

Winchester Unitarian Society
 Social Action and Outreach Committee
 Minutes December 1, 2020

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

Gordy welcomed John Healey, who has just become a member of the congregation and would like to be on the committee. Gordy will ask Standing Committee to make it official.

We opened with people reading sections of the land acknowledgement.

Thanksgiving Baskets for the Council of Social Concern were a great success this year. The new arrangement with Stop and Shop, and the increase in food insecurity resulted in 46 donors: of \$50 of food and a \$20 gift card. The local grocery store was happy to work with us, using the standard food list and the boxes, which Sue had purchased. They even added some Thanksgiving themed paper goods. Gordy coordinated a large number of drivers, on Nov. 16, picking up 15 boxes from the church and then 30 more from the local store. S&S would be happy to work with us any time.

Mitten Tree. Gordy and Naomi Magnoni asked staff at the Council about the best way to make donations this year. It wasn't clear which committee would coordinate the effort, and due to the short time frame for giving gift cards, it was decided (by RE?) to ask WUS members to send money to the church, which will be then donated to the Council. When we work with another committee, we need to clarify roles.

Patty gave report on the Racial Justice Planning Group.

The RJTPG continues to meet approximately once a month. Now that Claire has sent special links to the SC for Widening the Circle of Concern, we are moving on to contacting 12 other committees/groups within WUS to have a similar conversation sometime this winter.

- Religious Education. Vicky and Claire gave a 5-minute introduction at their November 3 meeting. They asked that we not meet with them until January. They shared our introductory letter as a model for others.
- Visioning.

Members of the planning group are contacting the other 12 committees to make dates for the 45-minute conversation.

Refugee Assistance. Gordy had asked LexRAP, the refugee assistance program in Lexington, if they could provide recipients for our usual Mitten tree project. They are meeting less frequently and didn't reply. LexRAP is now supporting a total of 83 adults and children. The only program open to the public is the Hand-in-Hand lunch fundraising

project, which this year is now take-out only. He will put an announcement in Highlights. The refugee family in Winchester may not be supported by the group any more. Highlights each week includes a note on how to help.

Working against racism as a committee. Before the meeting Claire had sent quotes and ideas from the UUA Widening report to facilitate discussion on what we might do as a committee: “Widening the Circle examples of suggested actions” Discussion:

1. Three of us are members of the NAACP. Gordy is working on a fund-raising project to enable the group to send a copy of a book on Reparations to every member of Congress. He will put an article in Highlights. But first, we'll share the title with SAOC so we can check out the book, before committing the church to it. Then we could do an email vote.
2. Royall House. Learning about slavery and its effects in our local area would be an important part of educating the congregation. Patrick will make contact.
3. When we think about our grant recipients, we could prioritize groups that work together with those led by people of color. We tend to give in a “paternalistic” way. Fortunately, the whole Widening Circle report is based on concerns and views shared by people of color. Claire will send links to the whole report again, as well as to John Healey.
4. “If we fail to address our own injustices, we are not only hypocritical, but we are probably *working out of an outdated, paternalistic model of “helping others”* rather than acting out of the recognition that our lives are interdependent with those of our neighbors.” How would that change our grant decisions? Claire will send a report on last year’s grants. We can look for local groups led by POC to collaborate with.
5. Patty reported on Ujima. Ujima Project is a democratic investment vehicle raising capital to finance small businesses, real estate and infrastructure projects in Boston's working-class Black and Indigenous communities, and other communities of color. www.ujimaboston.com. Tallie at UU Mass Action is working with several area UU congregations which are considering investment with Ujima. Let's think about ways to educate our congregation and Winchester about the group. [Note: They are posting Resources in time of Covid at: [ATTEND/COVID-19 | Ujima \(ujimaboston.com\)](https://www.ujimaboston.com/attend/covid-19)]
6. UU Urban Ministry. Gordy will be meeting with Heather and Patty Cameron next week to think about ways to involve WUS.

Think about the proposed “8th Principle.” Many UUs wish to establish our commitment to working against racism: ... “building a diverse, multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.” Heather recommended we read the article that Sam Wilson has written in the current Mystic Messenger on the 8th principle.

7. Think about working with Green Sanctuary on “environmental justice issues.” ACE is a Boston group that empowers youth on green issues.
8. “Paternalistic actions” can be a problem for any marginalized group
9. It’s good that we are looking inward at our own congregation

Claire reported that she has joined Jennifer Edwards on the Denominational Affairs committee.

GRANTS PROCESS

- We might change our priorities, perhaps asking the congregation for groups hurt by the economic downturn, and other problems related to Covid 19. Or set priorities to increase donations in certain categories. Patty and Claire will suggest language. [ex. collaboration vs. helping]

Thinking of the RE position we'll be hiring this year: Although the UUA has procedures (Claire will investigate) to broaden our job search we might need to go outside. Would that person need to be a UU? Harris has contacts with the Urban League. [ULEM.org]

PERSONNEL COMMITTEE – December 16, 2020

Attending via Zoom: Pete Baldwin, Sue Kiewra, Kathy Richardson; Rev. Heather Janules

1. Mid-year compensation changes: Sue to draft a proposal on process for changes to compensation in the middle of a fiscal year.
2. Compensation equity review for FY22 budget: no timeline yet for budget development as team has yet to be named.
3. Soloists' letters of agreement: in the works, Sue tracking
4. Video technician: student in training, may need job description
5. Sabbatical details: functioning of Minister's Discretionary Fund has yet to be figured out
6. New issues from staff: Staff are interested in reading the summary of the report from the Visioning Team, not yet released by Standing Committee.
7. Policy manual update: Executive Committee is fine with the draft proposed by Personnel Committee. It is on the agenda for Standing Committee.
8. Computer section of policy manual
 - a. Reviewed UUA model policy with slight terminology changes to make it relevant to WUS. The UUA will have had the policy reviewed for legal issues, which is a reason to stick close to its wording.
 - b. With respect to approval/permission: define by position
 - c. With respect to outstanding questions, Pete suggested that we ask the UUA to resolve them, then adopt those recommendations.
 - d. Heather will ask staff to review the draft and then meet with Personnel to discuss. Staff meetings are from 12:30 to 1:30 on Tuesdays except the fourth Tuesday of the month. Kathy will follow up mid-January.
 - e. To be determined later: any changes to current forms or letters of agreement. Are new forms required?
9. Next meeting: January 20, 9:30. First hour will be with Sandy Thompson and Phil Coonley on issues of diversity. Recommended reading: the report at [The Commission on Institutional Change | UUA.org](https://www.uua.org/institutional-change)

Green Sanctuary Committee meeting

1. Chalice lighting: Phil
2. Check-ins: All
3. Review and approve minutes of last meeting: All
4. Award submission to Cool Challenge: Fritzie and Phil submitted under the “Inspiring the Community” on 100% Green Electricity campaign
5. Up-date on preparation of IFP&L assessment: Sue & Phil
 - a. Funding for the assessment \$895 will come from the Zero CO2 fund;
 - b. Phil is working on filling out the form with lots of very specific data about the building’s energy and water use and space usage.
6. Up-date on MA climate bills: Sue
 - a. Climate bill still in committee in MA legislature. Will it get stuck in committee and have to start over in new legislative session? (Dec 21st is the deadline for votes. 8 progressive bills have been around for a number of years. Rep Day is not on any of the committees that have oversight of these bills. There is not much transparency in the House about what happens to the votes, who votes for what in order to protect incumbents. Phil reported on new rules being proposed that focus on transparency.
 - b. UUMassAction – very good at keeping track of progressive legislation and making things happen – both environmental and social action. Phil encouraged us all to read their emails
7. Visits to climate meetings at Church of Epiphany. Phil attended a meeting there last month a kick-off for their congregation’s “green sanctuary” group. A Rev. _____ from PA spoke about how important stewardship of nature is a religious responsibility – she suggested that churches/ministers should spend 25% of their time focused on addressing climate issues. Epiphany had 42 zoom attendees, including children. The minister encouraged the young boy to be part of the green team. Phil suggested we reach out to our youth and ask Heather and Sam to be more involved with us in environmental work. Sue suggested that we have 15 minutes of our meeting sharing their expertise around climate, could we bring more people in? Who in our community might we reach out to as a way to gain insight into who is in our community?
8. UU Climate Justice Collaborative. Sue attended UUCJC last month on a Tuesday. This is a collaboration of Green UU groups from surrounding communities. Very thoughtful and helpful group; sharing what their congregations are doing – ie films/presentations. Opportunities to collaborate: Phil is suggesting that we all take turns attending this monthly meeting (3rd Tues of the month). Sue is interested in attending regularly. She will send the info to all of us if we want to attend.
9. Planning and assignments for fundraising for “Zero C02 WUS Church”:
 - a. When? Avoid overlapping announcements w/ pledge drive and memorial brick campaign
 - b. Lindy asked if we’ve clarified what our message is? Cynthia was going to begin working on the messaging. Phil will share the “homework” involved and help Cynthia.
 - c. Lindy suggests an educational campaign or presentation to kick off the campaign – perhaps Earth Day service.

- d. Phil – we should have an assessment from IPL that would help us have a more concrete idea of what the funds might be needed for.
 - e. Cynthia will work on “branding”/logo etc.
 - f. We need to explore more calculators for folks to assess their CO2 footprint and how to determine a carbon off-set.
10. Preparing a brand new “Environmental Responsibility” section for the WUS.org website:?
 11. Heads-up on guest presentations for next GS meeting: Phil
 - a. Sandy Thompson of Racial Justice Team;
 - b. John Keller of Citizens Climate Lobby on Federal CO2 pricing legislative outlook Phil said John can’t stay long. Should we reschedule John? Have a 2nd January meeting for this.
 12. Can we reach out to Shealagh to see if she wants to continue the collection of recyclable items as a drop-off. Sheila – maybe people could be a collection point for others in their circle? Maggie will follow up in January.
 13. Lindy and Sheila will see if there are any recycling updates to share with the congregations.
 14. Sheila gave update on her research around concrete which has become a problem since sand is not a renewable resource. Concrete is a contributor to GHG as well as using up a limited resource.
- Regrets and Appreciations
 - Thanks to Phil for showing us all your beautiful Christmas decorations and leading our meeting! Phil told us about the family of swans he and Marilyn watched from 8 eggs in the nest to babies swimming along.

Winchester Unitarian Society
Membership Committee Meeting Minutes
Thursday, December 17, 2020
6:00 - 8:00 PM Meeting Via Zoom

Attending: Rev. Heather Janules, and 2020-21 Membership Committee: Chair Marilyn Mullane (4th); **Members:** Naomi Delairre (3rd), Gloria Legvold (3rd), Deb Eiler (2nd) and **Co-Chair** Robin Wolf (2nd), Sophia Sid (1st); **SC Liaison** Patty Cameron
 The meeting began at 6:00 PM. Marilyn read "A Snow Day Reflection by Manoj Jain, MD after a brief check-in.

I. 2020 - 2021 Planning

A. Lessons Learned

1. Consensus is that the November 22nd **New Member Sunday** was a success despite being on Zoom. There were videos of the new members signing the book and their bios were provided. Sophia has received the magnets for the visitor and Chamber of Commerce kits and may send them to the new members as well. Reaching out to friends and associates of the new members welcomed on New Member Sunday is a feature that we can continue even after in-person worship resumes.
2. November 29 Reflection of Monuments **Bring A Friend Sunday**—It is uncertain as to whether any friends were brought this year. John Kramer suggests that this is a lower attendance Sunday due to its proximity to Thanksgiving, and we might also use the next occasion in February to encourage current members to attend who might not have been attending services as often. Good idea from Sophia for the future—we should send emails to our current members reminding them when we do Bring a Friend Sunday. We will include an email that members can forward to their friends to make it easy for them to extend the invitation.

B. Recurring Tasks

1. **"The Good Place" Bring a Friend Service** -We need to determine final date, pulpit announcement and highlight—The Good Place service originally planned for February has been moved to April 18th. The theme for February is "Beloved Community". The last Sunday (the 28th) in February is virtual General Assembly. February 21 is focusing on Covenant. Valentine's Day is taken up with the launching of the pledge drive which is probably not appropriate for Bring a Friend Sunday. February vacation is also a potential source of conflict.

The March 7 service will feature a speaker from our partner church in Marosvasarhely. March 14 is Peacemaking, March 21 is Commitment—widening the circle of concern, March 28 is Music Sunday and then we get to April, Easter and Earth Day

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It was agreed that there are a number of good options in March and April, so we will defer the decision, having decided that those months are better than February.

Gloria and Marilyn have done pulpit announcement and Sophia and Marilyn have done highlights in the past so it is hoped that others will step up when the date and topics are decided.

2. Status of **Winchester Chamber of Commerce gift bags** for new homeowners (50) and visitors (24)—the magnets are ready from Sophia and Deb will fill the gift bags and drop the bags off, in the office for the visitors and to Marilyn or Gloria for the Chamber. There are cards that Sophia can print out and Robin will see if we have the wallet cards and membership brochure. New members will also get the bags. Deb will also get some small pieces of chocolate to add.

3. **2nd Principle Banner** Discussion and Resolution—After discussion, we agreed that the next banner will be "Compassion is the answer". It is short, broad and to the point and easier than trying to come up with a banner that represents all three concepts of

justice, equity and compassion. (And compassion is a prerequisite for the other two.) It was decided to go with “Compassion is the Answer” with the hope that it will be ready for the week leading up to the inauguration on January 20.

4. Checking the **virtual visitor card log**. With Rev. Heather on sabbatical from 1/1/2021 to 2/14/2021. Heather has also checked with the four visitors to date and she will resend the link. Robin will check virtual visitor log after each Sunday service.

5. Still need **banners** for the following Principles – 1, 3, 4 and 6—tabled until the next meeting. Earth Day is probably a priority banner topic for April. The idea will go to Green Sanctuary to ask them if they want to work on an Earth Day banner.

C. Mission and New Possibilities based on COVID

1. **First Parish of Bedford benchmarking** - Marilyn talked to the membership co-chair at Bedford and discovered that we are all struggling a little. Bedford makes phone calls to encourage new members and also looks for people who normally attend who have stopped attending. They call those people and refer them to their care network if needed. They are also updating their member photo directory and have even offered to come to members’ houses to take/update their photos. One member does socially-distanced visits. They are not doing any UU newcomer workshops this year and they have not had a lot of visitors.

Marilyn will benchmark with Follen to see if they have any insights.

2. **Update on 1 - 1 Conversations** - Heather and Patty report this has not yet moved forward but may come up at a future meeting. The Visioning Team is working on RE and children’s programming and they will be doing two cottage meetings in January as a part of their study. So 1-1s are deferred pending further action by the Standing Committee. Contacting December 17, 2020 Meeting Minutes 3

people who usually attend church who have not attended lately is a great idea. We could focus on the people who we wrote notes to earlier this year. Note that Thomas has updated the directory and it is important to work from the up-to-date list. Marilyn will send out the lists reminding us who we wrote to earlier.

3. Update on **all Committees engaging members** -- This came out of Heather’s suggestion to provide a regular time for folks to connect virtually over a meal. Various Committees have reached out such as the Auction Team and RE. The liaisons are going to each committee to encourage them to reach out and engage members. “Coffee and a Bagel” is happening on Zoom on December 22 at 9:30 AM. This will be a chance to catch up with members. It is hosted by the Pastoral Care associates and staff.

Sophia has the idea to engage members by interest—for example, dog walkers, choir people. Gloria has the idea to have informal morning meetings before the work day gets started. She is a member of a successful breakfast group which meets (previously in-person; now on Zoom) to discuss topics of interest. Gloria can send a Zoom invite to anyone who wants to see how it works. We discussed whether we should we provide info on similar community events that might be appealing to our congregation. But we also need ways to connect to each other. One thought is that it would be fun to have an old-fashioned “quilting party” where people could virtually do crafts or something creative.

We would need to involve Fellowship Committee in some of these engagement projects. One virtual opportunity may be from Denominational Affairs and would be more UU-centered.

Sophia mentioned how the past year has proven how important our UU principles are and the new year might be an opportunity to come together to discuss how UU has kept us together during these times. When Rev. Heather comes back from her sabbatical we can explore the options—a principles class for existing members, perhaps?

The **next meeting** is scheduled for January 21 from 6 - 8 PM via Zoom.

Respectfully submitted,

Robin Wolf

Used Church zoom link

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

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

Not Present: Lucille Cannava, Standing Committee Member

Started: 4:32pm Ended: 6:46pm

January 5, 2021 Minutes

Programming

Pageant

- How did it go? *Feedback was that it was wonderful but a lot of work to do it. Volunteers, costumes, filming, assembling film clips and stills to create a watchable pageant Sunday worship service. (editing took 42 hours) A special thank you to the Leverings for all the last minute filming and acting contributions.*

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

- **Gather feedback from past Sunday picnic/gatherings**
 - Still have a few families each week? No. People can still show up.
 - December
 - Advent Spiral: How did it go? It was amazing and it could not have gone better. Thank Bronski/Grahams.
 - Mitten Tree: How did it go? Okay for a Covid year.
 - Ornament exchange: How did it go? All blanks taken. But a mixed bag. Was confusing for some as to how we should do it. Another family loved it and was able to give 4 and take 2 home as at least 3 other families participated.

Remote RE (Pre-K - 5th grade)

- **Gather feedback about family worship, Sunday morning printable materials and home delivered packets?**
 - How to gather more feedback: (except for 3 families who are on the Committee).
 - Should we make an online survey? No
 - Sunday morning breakout room/Zoom room with Juanita feedback: *fewer stories, more social intelligence building and a break for parents rkm*
 - Animated pieces: This is awesome for all. Should we make this accessible on the website? Yes
- **Decide on future remote programming expansions**
 - Distributed packages pivoting into a Potluck Theology geared for all ages.
 - Make Valentines for the Community for February 7th from 4:30-5:30ish
 - Have a bin like the ornaments for card making supplies to be picked up at the church by those interested
 - Put in Highlights.

- Sunday Announcement
 - Reserve a zoom link
 - Potluck Theology discussion about Love
- March 21st Egg Dying 4:30-5:30
 - Discuss at February Meeting month

Jan Fest (24th) : Covid Style

- Could we do more of a kid share?
 - Delegate to RE Committee members: Erin, Sarah and if need more Ryan and Naomi
- One zoom link with breakout rooms
 - How many? one blast email to ask for people to join janfest & find out about how to participate.
 - What time/date Jan 24th from 5:15-6 to accommodate WUSYG's check in rkm
 - Highlights for 2 weeks then reach out. Then Rebecca will reach out to Erin and Sarah with as much communication as possible via email.
- To do list created by group above if when decided
 - Spreadsheet: Columns by difficulty level, zoom link or use breakout rooms, materials. Thank you to Rebecca for setting up google doc and populating it in the google drive.
 - Deadline to respond to REC@wus. By date then reach out to others
 - Erin will be reaching out now. And will let them know that there is a google doc.

For older kids grades 6-8th

- **Crossing Paths** This is really needed and thank you. Great to connect with people from another area in the US (Chicago).
 - One family still likes this

OWL

- **Update on status and plans to finish:** Final letter to go families, hard copy, signed by RKM and teachers. Those who did not get the book will have their letter inside the book *Letter completed rkm - not yet mailed*

Yearly Business

- Committee Chair Meeting: Cancelled and not yet have new date
- Racial Justice meeting next week **Jan 12 from 4pm to 4:45pm**
- Standing Committee: How are we doing?
 - Expand leadership development: For children and adults is needed (Terry Currier will present) *Adult Leadership Development course, Harvest the Power - began in November and will continue through the spring - 6 sessions. RKM, lifespan program.*
 - Newcomers to RE leadership receive an orientation process
 - Continue and expand racial justice advocacy: 6-8th graders in Chicago & we can talk more with Social Justice in winter. It is part of our curriculum.
 - Review the needs of and further develop programming for youth ministry: we are always doing.
 - Continue to nurture spiritual growth: We do this but should think to be more explicit.

- Expand environmental practices and advocacy: We started with Water this year. Lucille read a book on ecology. How to do this from home? *Jan Fest offering from Green Sanctuary? rkm*
- Kye office hours

YAC Meeting Notes 1/14/21

Check-in, chalice lighting

Looking back:

- Virtual meetings recently
- Gift giving gnome
- Pass the gnome

Looking forward:

- Youth-led worship service on Jan 31st
- Upcoming Valentine's Day Virtual Brunch with alums
- Jakob Barton (alum) working with an org to make desks for low-income families and WUSYGers are volunteering to construct desk kits at home (akin to Ikea assembly)

Update: Communicating with youth

- Safe Congregation policy: adults from congregation should cc: Sam & Haley on any email communication

Discussion

Next in-person meeting

- Wait until at least March and think about this again at next YAC meeting - then maybe do a Fells hike?

Youth temp check

- Group of people coming regularly seem to connect well
- Want more time to check in, talk about feelings, vent

Service Trip: April vaca?

- Not going to be able to go to West Virginia in April
- We will continue to allow youth who are graduating (last year, this year) to joining whenever we are able to finally go to WV
- Idea: Doing a local service week thing with some service action item each day, likely outdoors, social distance / masks - farms, food production, helping plant outside church, fells or mystic trash cleanup, aberjona river cleanup, etc.
 - Wouldn't want to do the whole week, but could do a few days
 - Survey teens on what they'd want to do

Year arc

- Sam & Haley will be brainstorming on a theme to focus on for possible April break week activities and will build arc around specific topic

- Teens feel bonded/comfortable checking in and we're hoping to go a bit deeper in meetings in immediate future, not using as many props/gift bags going forward

Covid Rainbows - what are things we can ONLY do this year?

- Virtual guests - could bring in alums, talk about college experiences and growth and things to look forward to past WUSYG - how are our alums making a difference in the world?
- Big book of family games - many have been tailored to be done over Zoom
 - Mark Shepherd might be able to get author to lead a group game/activity, Sydney might be able to explain a few of them
- This year's seniors:
 - WUSYG prom for last year's and this year's seniors in June at Buffalo Hill Farm? Underclassmen could be servers and help out to make something special for the seniors - or summer fall retreat remix whenever it is possible

Haley's replacement, etc - subcommittee?

- Hope to start looking for a transitional replacement sooner rather than later (possibly even to be on board by April-ish)
- Subcommittee: Need 1-2 YACers, plus SC liaison, youth, etc.
 - Marcy volunteered (not leadership role)
 - Sam will talk to personnel committee to think through hiring process

Visioning committee report overview

- Major new takeaway: Possibility for a new junior youth group
- No other major changes that impact WUSYG; staffing plan will remain similar

Next meeting date

- Thursday, February 11 @ 7pm

From: Judy Murray and Sue Kiewra
Date: Monday, January 11, 2021
To: WUS Standing Committee
Subject: Month-end financial reports for December 2020

Dear Standing Committee members,
 Hope you and yours are doing well. Included are a Budget vs. Actuals Report for FY21 and Balance Sheet as of December 31st.

On the Budget vs. Actuals report:

- We have an operating surplus of \$189,873.72.
- Income highlights:
 - Fundraising income (line 4410) includes over \$30K in auction donations/sales plus soap sales and Amazon Smile - all good news.
 - Forgiveness of the Payroll Protection Program (PPP) loan by the US Small Business Association is shown in line 8100 as \$89,500 in PPP Grant income.
 - WCNS has paid most of its annual rental amount (line 4310).
- Expenses:
 - We have had 8 of 26 payroll periods thru 11/30, or 33%.
 - We're investigating why the cost of electricity (line 6170) is so low.
 - Chimes repairs (line 7212) weren't factored in when we revised the budget in the fall. Recall the terms of the Downs endowment fund where annual disbursements are made to pay for chimes maintenance and any remaining funds go toward church operating costs, so we're satisfying the conditions of the trust. Because of auction and PPP income, this will expense not be a budget buster.

On the Balance Sheet:

- Needham Payroll checking account 1015 shows a negative balance which was rectified via a January transfer from the Needham Money Market account before any checks were cashed, so this is merely a report timing issue.
- Line 3010 shows the PPP loan "paid" as of October 15.
- Line 3180 shows the anonymous donation of \$25K for a new accessible restroom.
- Line 3190 shows donations from Frank Virnelli honoring the memory of Judy Virnelli and from Pastoral Care Associates for the Mystic Valley Parkway upgrade project.
- Line 3191 shows a donation from Mark and Maria Shepherd towards recommended COVID improvements to the church air ventilation system.
- Line 3510 shows the traditional Christmas Eve donations as of 12/31 to our Partner Church. More contributions arrived in early January for a total of \$1,842.21.

With the new/additional COVID Relief bill recently passed by Congress, there will be another round of the Paycheck Protection Program. While most of the criteria for applying and approval are the same as in the first round that WUS participated in, there is one very significant addition to be able to apply this time around. Applicants must have experienced at least a 25% reduction in gross receipts in the 1st, 2nd, 3rd, or 4th quarters of 2020 relative to the same 2019 quarter. Based on this additional requirement, WUS will not qualify for another PPP loan. We will continue to monitor developments and clarifications of the Relief Bill, but do not anticipate applying at this time.

We are in great shape this fiscal year due to the forgiven PPP loan and the amazing Auction Fundraiser but want to repeat our warnings from last month. We urge caution as we head into the pledge drive season, start our budget process, strategize on RE staffing, and lay our plans for FY22 when our income picture may be very different.

Questions and comments welcome.
 Judy and Sue

Winchester Unitarian Society
FY21 Budget vs Actuals
September - December, 2020

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
4100 Individuals				
4110 Current Year Pledges	166,331.16	340,000.00	-173,668.84	48.92%
4150 Prior Year Pledges (Late Payments)	19,730.00	12,600.00	7,130.00	156.59%
4160 Contributions - non-pledge	4,376.00	9,000.00	-4,624.00	48.62%
4170 Sunday Collection - non-pledge	5,440.30	13,000.00	-7,559.70	41.85%
4180 Sunday Collection - Share the Plate	6,756.30	15,000.00	-8,243.70	45.04%
4190 Electronic Funds Fees	-760.19	-1,800.00	1,039.81	42.23%
Total 4100 Individuals	\$ 201,873.57	\$ 387,800.00	-\$ 185,926.43	52.06%
4200 Investments & Endowments				
4210 Bank Interest	822.52	2,500.00	-1,677.48	32.90%
4220 Downs Income	6,170.00	12,340.00	-6,170.00	50.00%
4230 Meyer Income	14,400.00	57,600.00	-43,200.00	25.00%
4240 Trustees PermFunds - Unrestricted	24,000.00	96,567.00	-72,567.00	24.85%
4250 Trustees PermFunds - Building	716.15	716.00	0.15	100.02%
4260 Trustees PermFunds - Cook Funds	7,310.70	7,310.00	0.70	100.01%
4265 Trustees PermFunds - Baldwins Fund	2,373.20	2,373.00	0.20	100.01%
Total 4200 Investments & Endowments	\$ 55,792.57	\$ 179,406.00	-\$ 123,613.43	31.10%
4300 Building Use				
4310 Winchester Coop Nursery School	25,000.00	30,870.00	-5,870.00	80.98%
4340 Other Building Use	350.00	2,000.00	-1,650.00	17.50%
Total 4300 Building Use	\$ 25,350.00	\$ 32,870.00	-\$ 7,520.00	77.12%
4400 Other Sources				
4410 Fundraising	30,534.68	10,000.00	20,534.68	305.35%
4420 Concert Series		8,000.00	-8,000.00	0.00%
Total 4400 Other Sources	30,534.68	\$ 18,000.00	\$ 12,534.68	169.64%
Total Income	\$ 313,550.82	\$ 618,076.00	-\$ 304,525.18	50.73%
Gross Profit	\$ 313,550.82	\$ 618,076.00	-\$ 304,525.18	50.73%
Expenses				
5000 Staff				
5100 Ministerial				
5110 Lead Minister				
5111 Salary	23,964.28	104,301.67	-80,337.39	22.98%
5112 Housing	12,115.35		12,115.35	
5113 Benefits	6,496.30	30,942.45	-24,446.15	20.99%
5114 In Lieu of FICA	2,735.57		2,735.57	
5115 Professional Expenses	1,204.94	10,400.00	-9,195.06	11.59%
Total 5110 Lead Minister	\$ 46,516.44	\$ 145,644.12	-\$ 99,127.68	31.94%
5119 Substitute during Sabbatical		10,000.00	-10,000.00	0.00%
5130 Summer Minister		2,153.00	-2,153.00	0.00%

	Actual	Budget	over Budget	% of Budget
5140 Sunday Speakers	364.62	1,000.00	-635.38	36.46%
Total 5100 Ministerial	\$ 46,881.06	\$ 158,797.12	-\$ 111,916.06	29.52%
5200 Administration				
5210 Administrator				
5211 Salary	17,469.72	51,100.00	-33,630.28	34.19%
5212 Benefits	5,475.56	18,718.15	-13,242.59	29.25%
5213 Professional Expenses	195.00	1,000.00	-805.00	19.50%
Total 5210 Administrator	\$ 23,140.28	\$ 70,818.15	-\$ 47,677.87	32.68%
5220 Administrative Assistant				
5221 Salary	7,296.64	20,600.00	-13,303.36	35.42%
5222 Benefits	562.01	1,575.90	-1,013.89	35.66%
Total 5220 Administrative Assistant	\$ 7,858.65	\$ 22,175.90	-\$ 14,317.25	35.44%
5230 Sextons				
5231 Salary	12,817.98	37,527.55	-24,709.57	34.16%
5232 Benefits	990.13	2,832.61	-1,842.48	34.95%
Total 5230 Sextons	\$ 13,808.11	\$ 40,360.16	-\$ 26,552.05	34.21%
Total 5200 Administration	\$ 44,807.04	\$ 133,354.21	-\$ 88,547.17	33.60%
5300 Religious Education				
5310 Director Religious Education				
5311 Salary	24,264.80	67,402.47	-43,137.67	36.00%
5312 Benefits	5,776.33	16,918.07	-11,141.74	34.14%
5313 Professional Expenses	14.31	4,500.00	-4,485.69	0.32%
Total 5310 Director Religious Education	\$ 30,055.44	\$ 88,820.54	-\$ 58,765.10	33.84%
5340 RE Program Assistant		813.83	-813.83	0.00%
5350 RE Teachers and Aides	334.66	4,255.42	-3,920.76	7.86%
Total 5300 Religious Education	\$ 30,390.10	\$ 93,889.79	-\$ 63,499.69	32.37%
5400 Youth				
5410 Youth Director				
5411 Salary	13,666.53	39,405.78	-25,739.25	34.68%
5412 Service Trip Stipend		2,000.00	-2,000.00	0.00%
5413 Benefits	2,808.51	8,862.86	-6,054.35	31.69%
5414 Professional Expenses	480.99	2,000.00	-1,519.01	24.05%
Total 5410 Youth Director	\$ 16,956.03	\$ 52,268.64	-\$ 35,312.61	32.44%
5420 Youth Assistant				
5421 Salary	1,962.74	6,281.21	-4,318.47	31.25%
5422 Service Trip Stipend		2,000.00	-2,000.00	0.00%
5423 Benefits	152.06	633.51	-481.45	24.00%
Total 5420 Youth Assistant	\$ 2,114.80	\$ 8,914.72	-\$ 6,799.92	23.72%
Total 5400 Youth	\$ 19,070.83	\$ 61,183.36	-\$ 42,112.53	31.17%
5500 Music				
5510 Music Director				
5511 Salary	13,530.86	39,089.09	-25,558.23	34.62%
5512 Benefits	2,575.63	7,687.26	-5,111.63	33.51%
5513 Professional Expenses		2,150.00	-2,150.00	0.00%
Total 5510 Music Director	\$ 16,106.49	\$ 48,926.35	-\$ 32,819.86	32.92%
5520 Children's Chorale Director				

	Actual	Budget	over Budget	% of Budget
5521 Salary	1,106.00	3,100.32	-1,994.32	35.67%
5522 Benefits	76.10		76.10	
Total 5520 Children's Chorale Director	\$ 1,182.10	\$ 3,100.32	-\$ 1,918.22	38.13%
5530 Soloists and Section Leaders	5,857.25	14,155.98	-8,298.73	41.38%
5540 Other Musicians		2,000.00	-2,000.00	0.00%
Total 5500 Music	\$ 23,145.84	\$ 68,182.65	-\$ 45,036.81	33.95%
Total 5000 Staff	\$ 164,294.87	\$ 515,407.13	-\$ 351,112.26	31.88%
6000 Building & Grounds				
6110 Grounds	780.00	3,200.00	-2,420.00	24.38%
6120 Snow Removal	1,685.00	14,400.00	-12,715.00	11.70%
6130 Church Maintenance	3,520.99	35,000.00	-31,479.01	646.00
6140 Furnishings		1,200.00	-1,200.00	49.27
6150 Cleaning & Paper Supplies	234.45	1,360.00	-1,125.55	17.24%
6160 Gas	5,394.87	17,000.00	-11,605.13	31.73%
6170 Electricity	566.07	8,840.00	-8,273.93	6.40%
6180 Water & Sewer	235.00	4,000.00	-3,765.00	5.88%
Total 6000 Building & Grounds	\$ 12,416.38	\$ 85,000.00	-\$ 72,583.62	14.61%
6500 Operations				
6510 Financial				
6512 Insurance	4,506.50	17,500.00	-12,993.50	25.75%
6513 Pledge Drive		500.00	-500.00	0.00%
Total 6510 Financial	\$ 4,506.50	\$ 18,000.00	-\$ 13,493.50	25.04%
6520 Office Expenses				
6521 Office Equipment	869.80	3,000.00	-2,130.20	28.99%
6522 Office Operations	2,144.25	9,200.00	-7,055.75	23.31%
6524 Phone & Internet	1,928.46	5,300.00	-3,371.54	36.39%
6525 Web, Marketing, Publicity		600.00	-600.00	0.00%
Total 6520 Office Expenses	\$ 4,942.51	\$ 18,100.00	-\$ 13,157.49	27.31%
6540 Staff Hiring & Support				
6541 Staff Meetings, Retreats, Acknowledgements	98.74	1,200.00	-1,101.26	8.23%
6542 Search & Transitions		100.00	-100.00	0.00%
Total 6540 Staff Hiring & Support	\$ 98.74	\$ 1,300.00	-\$ 1,201.26	7.60%
6550 Denominational Affairs				
6551 UUA Annual Program Fund	15,036.50	30,073.00	-15,036.50	50.00%
6552 Contributions - other organizations		500.00	-500.00	0.00%
Total 6550 Denominational Affairs	\$ 15,036.50	\$ 30,573.00	-\$ 15,536.50	49.18%
Total 6500 Operations	\$ 24,584.25	\$ 67,973.00	-\$ 43,388.75	36.17%
7000 Programs & Committees				
7212 Chime Playing and Maintenance	4,990.00	500.00	4,490.00	998.00%
7215 Organ & Piano Maintenance		800.00	-800.00	0.00%
7217 Choral Music & Supplies		700.00	-700.00	0.00%
7220 RE Supplies & Curriculum	67.00	1,500.00	-1,433.00	4.47%
7227 RE Special Programs	83.73	250.00	-166.27	33.49%
7228 Growth & Learning		100.00	-100.00	0.00%
7230 WUSYG Supplies & Projects	961.07	2,500.00	-1,538.93	38.44%
7240 Worship & Flowers & Candles	120.00	750.00	-630.00	16.00%

	Actual	Budget	over Budget	% of Budget
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	175.00	220.00	-45.00	79.55%
7620 SC Projects & Initiatives		220.00	-220.00	0.00%
7630 SFC - Planned Giving		100.00	-100.00	0.00%
Total 7000 Programs & Committees	\$ 6,684.80	\$ 11,240.00	-\$ 4,555.20	59.47%
7800 Social Action Grants				
7810 SOC Committee Grants		18,000.00	-18,000.00	0.00%
7820 SOC Share the Plate Grants	5,196.80	15,000.00	-9,803.20	34.65%
Total 7800 Social Action Grants	\$ 5,196.80	\$ 33,000.00	-\$ 27,803.20	15.75%
Total Expenses	\$ 213,177.10	\$ 712,620.13	-\$ 499,443.03	29.91%
Net Operating Income	\$ 100,373.72	-\$ 94,544.13	\$ 194,917.85	-106.17%
Other Income				
8070 from Sabbatical Escrow		10,000.00	-10,000.00	0.00%
8100 US SBA Payroll Protection Program Grant	89,500.00	89,500.00	0.00	100.00%
Total Other Income	\$ 89,500.00	\$ 99,500.00	-\$ 10,000.00	89.95%
Other Expenses				
9070 to Sabbatical Escrow		4,955.87	-4,955.87	0.00%
Total Other Expenses	\$ 0.00	\$ 4,955.87	-\$ 4,955.87	0.00%
Net Other Income	\$ 89,500.00	\$ 94,544.13	-\$ 5,044.13	94.66%
Net Income	\$ 189,873.72	\$ 0.00	\$ 189,873.72	

Sunday, Jan 10, 2021 01:28:27 PM GMT-8 - Cash Basis

Winchester Unitarian Society

BALANCE SHEET

As of December 31, 2020

	TOTAL	
	AS OF DEC 31, 2020	AS OF AUG 31, 2020 (PP)
ASSETS		
Current Assets		
Bank Accounts		
1010 Winchester Savings Ops Checking	275,040.47	71,569.23
1015 Needham Bank Payroll Checking	-9,823.78	5,896.41
1020 Winchester Savings CDs	86,361.57	85,854.30
1030 Needham Bank CD 1	0.00	0.00
1040 Needham Bank CD 2	62,135.89	62,017.68
1050 Winchester Savings MDF checking	7,418.76	7,986.03
1060 Winchester Savings Money Market	120,554.81	120,391.63
1080 Needham Bank Money Market	15,148.69	20,117.75
Total Bank Accounts	\$556,836.41	\$373,833.03
Total Current Assets	\$556,836.41	\$373,833.03
TOTAL ASSETS	\$556,836.41	\$373,833.03

Winchester Unitarian Society

BALANCE SHEET

As of December 31, 2020

	TOTAL	
	AS OF DEC 31, 2020	AS OF AUG 31, 2020 (PP)
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
3000 Operating Funds		
3010 Payroll Protection Plan Loan	0.00	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
3060 Prepaid Close the Gap	0.00	0.00
Total 3000 Operating Funds	128,384.73	278,607.91
3100 Building and Grounds		
3120 Michelson Room Redo	1,427.98	1,427.98
3130 Donald Ellis Fund	0.00	0.00
3140 from Stone Window Fund	845.39	845.39
3150 from Meditation Garden Fund	2,784.63	2,142.88
3160 Hardscape Upgrades Fund (Meyer)	6,922.57	7,102.57
3170 Building Security Enhancements	389.00	389.00
3180 Accessible Restroom	25,000.00	
3190 Mystic Valley Pkwy Project	86,375.00	
3191 HVAC project	10,000.00	
Total 3100 Building and Grounds	133,744.57	11,907.82
3200 Flower Funds		
3210 Flower Fund	699.60	265.14
3220 from Dawn Kelley Bartlett Fund	2,019.74	932.39
Total 3200 Flower Funds	2,719.34	1,197.53
3300 Memorial Fund	6,050.00	3,720.00
3400 Music Funds		
3450 Concert Series	11,329.91	2,246.41
3460 from Parkhurst Organ Fund	306.65	0.00
3470 from Sue Swap Fund	4,094.45	1,884.00
3480 Elora Trump Fund	766.05	766.05
3490 Harpsichord Fund	536.00	536.00
3491 Cerny/Thomas Fund	1,530.73	873.53

Winchester Unitarian Society

BALANCE SHEET

As of December 31, 2020

	TOTAL	
	AS OF DEC 31, 2020	AS OF AUG 31, 2020 (PP)
Total 3400 Music Funds	18,563.79	6,305.99
3500 Outreach Funds		
3510 Partner Church	627.00	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	0.00	20.00
3590 Outreach - other	0.00	0.00
Total 3500 Outreach Funds	1,427.82	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	13,273.29	13,473.29
3720 Church School Youth Fund	209.17	188.57
3730 from Sandy Fries Youth Fund	780.91	780.91
Total 3700 Youth Funds	14,263.37	14,442.77
3800 Other Funds		
3805 SC Projects Fund (Baldwins)	46,064.84	46,064.84
3810 Equal Exchange	0.00	0.00
3820 Pastoral Care Ministry	934.85	934.85
3840 from Student Minister Fund	0.00	0.00
3850 Green Sanctuary Carbon Offset	1,100.00	1,100.00
3870 Yoga Fund	1,730.33	1,245.33
3880 from Downs Fund	0.00	0.00
3890 Contra	1,237.59	-3,825.56
3895 Minister Discretionary Fund	7,418.76	7,986.03
Total 3800 Other Funds	58,486.37	53,505.49
3900 Uncleared WSB Checks in ChWindows	0.00	0.00
Total Other Current Liabilities	\$366,962.69	\$373,833.03
Total Current Liabilities	\$366,962.69	\$373,833.03
Total Liabilities	\$366,962.69	\$373,833.03
Equity		
Opening Balance Equity	0.00	0.00
Retained Earnings	0.00	0.00

Winchester Unitarian Society

BALANCE SHEET

As of December 31, 2020

	TOTAL	
	AS OF DEC 31, 2020	AS OF AUG 31, 2020 (PP)
Net Income	189,873.72	
Total Equity	\$189,873.72	\$0.00
TOTAL LIABILITIES AND EQUITY	\$556,836.41	\$373,833.03