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WUS - Executive Committee Minutes - DRAFT

2/9/2021 at 10:00 AM via zoom

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

Minutes – [Items in Bold for SC Agenda]

1. **Opening Words** – Fritzie – Sharon Salzberg – Loving Kindness
2. **Check in** –
3. **Agenda for February Standing Committee** meeting (below) – 2/17/21 - 7pm
 - a. **Accessible bathroom project** – discuss process for briefing and decision making
 - i. Path forward – James will set up a separate bathroom briefing meeting to be set PRIOR to SC meeting; SC request is for vote on current project (not to brief on project)
 - b. **RE Visioning** – path forward for hiring a Director of Religious Education
 - i. Report to SC on cottage meetings
 - ii. RE Visioning status report – charge RE team with final recommendations for March EC and SC
 - iii. Search Committee - agree to establish search committee – discuss process; some committee members already identified; UU Salary Recommendations = 0.75 FTE = \$37,000 plus benefits
 - c. **Pledge drive** – Robbie offer update
 - d. **Goals Process** – Woody
 - i. Woody offer status report
 - ii. Discuss path forward – comments below
 1. Some ready to proceed with May 2021 goals/actions
 2. Suggest that connect work of SC with other committees
 3. Suggested that SC set priorities – less focus on specifics
 4. Agree that a goals approach has been tried in the past
 5. Discuss role of by-laws
 6. Very important to have goals and action items – easy to feel unmoored at times; staff needs more definition in roles and responsibilities
 7. Lean toward planning only process (Option 1) – start after annual meeting
 8. Share this with the congregation
 - iii. Action items – Woody to present SC with a shortlist of three goals with their respective action items and ask them to vote on two action items per goal (from list)
 - iv. Staff report and alignment to Goals
 - e. **NLDC committee work tracking forms**
 - f. **Governance Task force report 2013**
 - g. **Update on seeking volunteers** – Fritzie
 - i. New SC members 2021-22, Treasurer, Clerk
 1. Fritzie report on potential volunteers
 2. Specifically discuss recruiting for co-treasurers
 - ii. Fall survey – suggest we do one in the Fall

1. Action – ask for one SC member to lead effort
- h. **IFPL Environmental Assessment request sent.** Assessment and report should be back to us by mid-March.
- i. **Treasurers Financial Update** – Budget buddies, Financial Review plans? and Long-term Giving work (Brad Steele) - Sue & Judy
- j. **Regular monthly items:** SC & EC minutes, staff reports and committee minutes
- k. **New Business**
 - l. **Gratitude's**
4. Discuss Capital Planning – who? When? Part of Goals?
 - a. Discuss making a goal for SC
5. EOPSS training from Commonwealth – James started the training and offered status; voluntary activity;
6. Updated Bylaws have been sent to Massachusetts Secretary of State - thanks to James for leading this effort; Thomas reports that no need to submit to state
7. Congregational report finished and sent to UUA
8. When do we set next Fundraiser date/plan?
 - a. Agree we need set a date in next FY
 - b. Ask SC about planning for next year – have plan by May 2021
9. Assistant Director of Youth Ministry – EC feel it is OK to hire someone to replace Hailey before she leaves
10. Flower or Plant for Kye – James taking lead (thanks)
11. New /other business

WUS Standing Committee Meeting – DRAFT

January 20, 2021

Minutes by George Wood

Attending: James Pidacks, Fritzie Nace, Rev. Kye, Mike Hyde, Robbie Brown, Patty Cameron, Sheila Puffer, Judy Murray, Ivan Corriea, Patrick Draine, Sue Kiewra, and George “Woody” Wood; Terry Currier; Staff attending included - Sam Wilson, Rebecca Kelly-Morgan, John Kramer, Thomas Slack

Notes, Action Items and Motions

- 1) Opening Words – Youth Poet laureate, Amanda Gorman poem “The Hill we climb” from Joe Biden’s inauguration today - read by Reverend Kye
- 2) Check-in – Biden Presidency brought feelings of hope, relief and shining light
- 3) Program Staff updates and questions:
 - a) Rebecca comments
 - i) Report on success of several programs;
 - ii) Notice zoom fatigue and lack of energy from not being with each other;
 - iii) Questions for SC
 - (1) How do we support the Society when Rebecca leaves?
 - (2) How will it look like when we are back together?
 - (3) What lessons have we learned from this COVID time?
 - b) Sam comments:
 - i) Have had a steady attendance at Youth Group – 15+; Several new members this past year
 - ii) Thinking about a service trip – likely local
 - iii) Continuing to connect with alumni
 - iv) Questions
 - (1) Is there someone who could assist Sam with Youth Group?
 - (2) What ways do we envision re-entering and using the new energy?
 - (3) What are people’s thoughts on middle school youth group – could we merge ministries?
 - (4) Could we hire Hailey’s replacement earlier and have overlap with Hailey?
 - c) John comments:
 - i) Feeling the absence of being with each other in person; it’s been tough on some people
 - ii) Hard for some singers to listen to themselves on zoom
 - iii) Participation in choir is strong and consistent
 - iv) Bright spot has been children’s and youth choir – participation strong
 - v) Concert series has been great – Jan. 30 is next one; they will wear masks
 - vi) There is zoom fatigue – see it in the church attendance numbers
 - d) Kye comments:
 - i) Great to get to know people in the congregation – feeling gratitude for community
 - ii) Staff has been very responsive to needs of Society
 - iii) Jan 10 after-service gathering – great for people to share feelings
 - iv) Discuss safety policies for youth
 - v) Pastoral care meeting went well
 - vi) Discuss having another combined church service like recent one with DC church
 - vii) Talk about Wildflower Church in Austin and their racial justice work
 - viii) Question
 - (1) Do we want another after-service sharing?
 - e) Thomas

- i) Feeling that” “Everything is the same (tasks) but everything is different (only one in office)”
 - ii) Feeling new energy, a new light within me in January
 - iii) Sextons and Jenny doing great work
- 4) Consent Agenda
 - a) Executive Committee Minutes
 - b) November SC meeting minutes
 - c) **VOTED** to accept consent agenda – unanimous
- 5) RE Visioning report and cottage meetings
 - a) Erica Barron from central UU will be facilitator at about two cottage meetings
 - b) ACTION - Patty and Terry will distribute most recent draft to SC and ask for comments
- 6) Update on seeking volunteers
 - a) Co-Treasurers – not found anyone yet – continuing to reach out
 - b) Budget buddies – Brad Steele and Patrick
 - c) Pledge drive – Liz Scott considering; need one more person
 - d) SC members in spring, fall survey
 - i) Four people rolling off committee
 - ii) Need a Clerk
- 7) Goals process – Woody
 - a) Not enough time in meeting to adequately address so propose following (and SC agreed):
 - i) SC ACTION – Ask SC to pick two goals and email to Woody
 - ii) SC ACTION – Ask to list two action items under each goal and email
- 8) Treasure update
 - a) Lots of project specific funds but about average working capital
 - b) WUS will NOT apply for second PPP program for reasons of qualifications and on principle
- 9) New Business
 - a) Pledge team – two questions
 - i) What is goal for drive? Last year goal \$400,000 and receive under \$350,000
 - (1) Tentative agreement that goal to be \$375,000
 - ii) Should we ask members to pledge more than last?
 - b) WUS Vision Statement (voted about 5 years ago; on website)
 - i) Note that current Vision statement not include recently agreed upon Racial Justice Statement
 - ii) ACTION – Patrick to get language to EC and then vote then likely put up on website with qualifier that voted on only by SC
- 10) Gratitudes
 - a) Thanks to Thomas for ringing bell on New Year
 - b) Thanks to Shepard’s for contribution

Adjourn

Next Standing Committee – February 17th, 2021 7PM

Winchester Unitarian Society
 Building and Grounds Committee
 Zoom Meeting Minutes
 January 11, 2021 7:00 p.m.

The meeting began with a farewell to Sam Berliner III who will be missed but we are sure has become part of the great facilities management team in the sky. We also welcomed Randell Drane as a visitor who has offered to become an on-call resource for BGC.

1. Recently completed projects
 - a. Final security camera install (chapel door)– Completed and operational
 - b. Finishing repair of big bell in tower – Final installation happened in December and all is well with the bell
 - c. Replace un-matched mixing faucet in downstairs bathroom – Joe completed the swap and the new faucet is working and looking good
2. Update re on-going projects
 - a. HVAC upgrade for sanctuary and chapel
 1. Results of detailed investigation – A new, highly recommended company came in for a detailed analysis in early January, their report is due soon
 2. Options & next steps – to be determined
 - b. Music Directors office front of sanctuary
 1. Clean out & paint – The clean out will happen when the new cabinet and shelves are ready, as they will provide a place to put the choir folders and various piles of music. Upon inspection the paint in the room is current and in great shape, so no painting necessary
 2. Add requested shelving and cabinet – The base cabinet has been acquired and is being refurbished. The shelves have been designed and Chuck is working with Joe to build. A sample shelf will be shown to John and others interested to make sure all will work.
 - c. Anonymous donor funding first floor accessible bathroom
 1. Potential location identified – Basically we would take some of the space in the ground floor vestibule adjacent to the Metcalf kitchen, as the soil pipe is right along that wall
 2. Architect drawing and contractors – Sally DeGan has developed and drawn a plan for the bathroom and we are proceeding to get quotes
 3. Next steps – Get two quotes, review with the donor then with BGC and SC.
3. To be addressed
 - a. Braiding end cap on bell pull rope – Matthew, Tyson (Still open to be done)
 - b. Water damage in dungeon - (Still open to be done)
4. Projects not to be forgotten but on hold for now
 - a. Future exterior painting (wood trim and windows)? – on hold
5. Larger items to remember for capital campaign:
 - a. Sound absorption in Metcalf and Symmes - James to add in the extra panels we received after Chuck gets notified the nursery school director
 - b. Refurbish Metcalf Hall - on hold
6. Other business
 - a. Donor funded MVP side, major landscape upgrade status – All proceeding nicely. Plans essentially complete and quoted, work to begin this spring/summer
 - b. Other?
 - i. Gordy expressed interest in briefing the BGC on systemic racism and racial injustice. Since taking committee time to do this is not workable, Matthew to discuss with Gordy off line James to fix the connector on the hourly bell motor that is showing wear

Notes from NLDC Meeting (via Zoom)

January 19, 2021

Attendees: Fritzie Nace, Kristine Kamikawa, Liz Lintz, Phil Coonley

1. Chalice Lighting Peter Scott Lee (adapted)
 - This chalice is lit today in honor of all those who have served in the ministry of our congregation. May it be to us a symbol of the shared faith and hope they have brought and remind us of time and love they have given on the altar of service and truth.
2. Discussion re: Co-Treasurers
 - Sue and Judy placed an announcement in Highlights that new Co-Treasurers are sought for next year. No one has responded yet. They are happy to train anyone who steps forward, but that needs to happen soon. Brad Steele had offered to take on the planned giving work Don Landing had been handling. He also agreed to be a “budget buddy” to help Sue and Judy with the budget process this year. Patrick Draine is joining this effort.
 - For the Co-Treasurers, we need two people who can work together and are comfortable with budgeting software. It is not clear who the prospects are for this important role.
3. Congregation, Committee Chairs and Individual Outreach
 - **Email to Committee Chairs. Liz will refurbish a past communication and send it do our group by Thursday, 1/21 for review.** This will ask committee chairs to check in with the members of their committees to confirm they will serve next year and ask them for their input re: potential new members. When the email is ready, we will divide sending it to, and following up with, the committee chairs among us as follows:
 - **Fritzie:** Standing and Officers
 - **Phil:** Membership, Employee Relations, Social Action and Outreach
 - **Liz:** Trustees, Music, Religious Education
 - **Kristine:** Fellowship, Youth Advisory
 - **Congregation-wide email. Phil will prepare an initial draft and send it to our group by Monday, 1/25.** It needs to go out soon to avoid conflicting with the launch of the Pledge effort, which will begin in February. This will describe the mission of the various committees and opportunities to participate. The message will welcome new people into the fold and invite them to think about how they might be involved in the contexts of the needs we have.
 - **Phil** – individual outreach in the near term
 - Marilyn re list of new members from past couple of years to see there are new people we can involve. Also to ask her how she will want to be involved after her term on Membership is done (see additional notes below in no. 4)
 - Karen Hirschfeld (see additional notes below in no. 4)
 - Gloria Legvold (see additional notes below in no. 4)
 - **Kristine** – individual outreach in the near term
 - to speak with Dan Hermes and Ginger Hanson to see how they might want to get involved (see additional notes below in no. 4)
 - to speak with Tyson about whether Fellowship can plan a social event this year or even just have a meeting to create community within their small group (see additional notes below in no. 4)
4. Notes from General Discussion of the Task Ahead
 - John Healy joined SAOC
 - RE: When is search starting? RE visioning team put together report with recommendations. This has been passed by SC and people who were part of their information gathering. Tomorrow night, SC will talk about it. Plan is to release to congregation at large and plan meetings for feedback. There will be a search committee that will need to solidify the job description. We need to get the search going soon or determine that we will have an interim or acting person, as spring is when people usually put out job notices.

- Ryan, do he and Terrill want to trade places in RE, or will Ryan continue on the committee? The RE liaison is Terry Currier. They had asked Sarah to chair, and she didn't feel ready, as she was newly on the committee. She might be willing to chair next year. Naomi is super enthusiastic and does a lot. Lucille has maybe not been quite as involved, as there was a family health-related issue. Karen Caputo is really outstanding and competent as a committee member. She has been on RE visioning. She may want a break but perhaps she is at least open to finishing her term. She has been mentioned as a possible SC candidate.
- Woody is interested in being on SC. It's a little tricky because he has been in Maine a lot. This has worked out fine with meetings being Zoom. If there is an option to do Zoom meetings going forward, this could continue. We will need a new clerk if Woody is on SC. Fritzie will ask SC for ideas. Gordy also has expressed an interest in SC. Fritzie thinks that if we are adding Gordy and Woody, we might want to look for 2 women. Even a couple of the newer people who have been at UU churches before might be good options.
- Kristine might do YAC next year. Evan will be starting college, so we will need to fill his place on YAC.
- We need to focus on NLDC from the outset. Sheila Puffer is really good at getting people to do stuff. You have to be comfortable cold calling for this role. Marilyn Mullane is really good at this, but she has done it many times before.
- Fritzie asked if Marilyn would be interested in the pledge drive. Phil noted that she has been very focused on League of Women Voters fundraising and is good at it. He does not think she is looking for a sabbatical from WUS work.
- Dan Hermes: Kristine knew Ginger before they got involved and has gotten to know Dan. He is Fritzie's neighbor. He stepped forward last year and said he is interested in doing something with the church. He ended up doing tech support for our Zoom services. Would he help with pledge, perhaps with the data piece given his quiet nature? Would he be up for clerk or co-Treasurer. COSM? Ginger: Kristine thinks she has a lot going on personally w. her daughter, etc. but will touch base with her.
- Fellowship: staff has created opportunities for virtual gatherings. Fellowship could look at doing something to create community. The Pastoral Care associates are hosting a bagel breakfast in response to people looking for social opportunities. The staff organized the virtual tree trimming and other social events. We will be online through summer. If Fellowship wanted to come up with ways to get together during this period, that would be great. A game over Zoom or perhaps an outdoor event when the weather is warmer.
- Membership: Lindy Brown
- Alison Kirchgasser for SC.
- Patty Shepard. Coming off SAOC. She may be willing to re-up, and it seems like the best fit for her.
- Naomi DeLairre for SC.
- Karen Hirschfeld. Involved in many of things we care about. Goes to temple once in a while. Has moved to Beverly. Still active but not situated here. SAOC is most obvious but she would need to become a member.
- Gloria Legvold—SAOC. Very wise. Scaling back on Network. A real worker and has a lot of wisdom/perspective. We should ask her what she would like to do.
- Nancy Scott and Martin Newhouse are both trying to retire. Nancy: does she want to do another term on ERC?
- Heather Hannon—If Fellowship is not going to be active, should we consider her for RE?
- Lia and Leo O'Donnell (Lia and Leo): It would be wonderful if we could draw them in more. Lia was chair of the board of directors of Wright-Locke Farm. They moved to Lexington, but the kids have been attending RE programming.
- Brad Steele: he is not interested in Co-Treasurer. He ran a non-profit for 35 years and is used to decision making and conversations around that.

5. Next meeting: February 9, 7 p.m.



**Winchester Unitarian Society
Membership Committee Meeting Minutes
Thursday, January 21, 2021
6:00 - 8:00 PM Meeting
Via Zoom**

Attendees: 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;
Invited Guest Claire McNeill

1. Introduction

Welcome and Check-in---We noted that the Sunday service jointly held with All Souls Church in Washington DC church was a success, and the breakout groups' discussions were very meaningful.

Reading & Lighting of Chalice--Gloria read material she had written which was presented by the Racial Justice Planning Group to the Steering Committee.

Robin volunteered to take minutes

2. Anti-Racism and Widening the Circle of Concern

Racial Justice Planning Group members Gloria Legvold and Claire McNeill presented the work of the RJPG and how individual committees can further the congregation's racial justice goals. The Vision Statement approved by the Standing Committee states that:

"[w]e dedicate ourselves to moving forward in transforming our Beloved Community...from a multiculturally-aware congregation committed to racial justice to an intentionally proactive, radically-inclusive multicultural anti-racism congregation. We proclaim social justice and racial equality as a natural outgrowth of our Unitarian Universalist religious values. We envision this goal as being integrated into everything we do together; our spiritual growth, worship services, committee work, discussions, decisions and internal and public actions. We promise an annual review process to assess and adjust our efforts on this journey."

Claire discussed the efforts of the racial justice planning group and how it coincides with a major effort of the UUA as a denomination. "Widening the Circle of Concern" is a report written by a committee of the UUA after three years of internal evaluation. Among the conclusions of the report is that we as a denomination are not as welcoming as we thought we were. Material from the report was provided to the Membership Committee in advance of the meeting. (The link to the

complete report is <https://www.uua.org/uuagovernance/committees/cic/widening>.) Claire attended the Virtual General Assembly GA in June where the report was discussed. Specific recommendations included:

- Appoint someone to be a liaison to the UUA
- Training for those involved in membership, greeting, ushering and worship planning
- Budget for anti-oppression work every year.
- Provide scholarships to attend GA, especially for people who need to connect based on identity.
- Form justice partnerships with appropriate groups.

We have access to a number of resources online. The racial justice group will offer a series of workshops and discussions to the congregation in the next few months.

How does this affect the Membership Committee?—We have done a number of things we are proud of over the past few years but we need to be intentional in our racial justice focus. Brainstorming resulted in a number of ideas which are included as an attachment to these minutes. All were encouraged to continue thinking about ways to “widen the circle” and all ideas will be considered at our February meeting.

3. 2020 - 2021 Planning

A. Recurring Tasks

1. Bring a Friend Services
 - a. April 18th “The Good Place” - pulpit announcement and highlight, perhaps assigned reaching out to members not attending virtual church
 - b. Last and final BAF – will be selected upon Rev. Heather’s return in February

2. Status of Winchester Chamber of Commerce gift bags for new homeowners (50) and visitors (25) - Deb showed us the bag and two versions of the welcome letter. “Dear Friend” for the visitors includes a candle and “Dear Neighbor” for the Chamber of Commerce does not. Both bags include information on services, family worship, “What do Unitarian Universalists believe?”, a magnet, and our brochure and directs people to the web site. Labels were printed by Sophia for the outside of the bags. Deb will deliver to the Chamber of Commerce. The Michelson Room might have room for storage for the visitors bags. We discussed whether we should we deliver bags to anyone now but decided not to at this time. We will revisit at the February meeting.

3. Banners
 - a. Earth Day/7th Principle - Respect for the Interdependent Web of all Existence of which we are a part. Handed off to Green Sanctuary with February due date.
 - b. Remaining banners - 1, 3, 4, 6

4. Checking the virtual visitor card log - Robin reported two people signed the log since Rev. Heather went on sabbatical—one affiliated with UU Church in Marblehead and one in Austin Texas. They have both received “welcome” emails from Robin and have been subscribed to Highlights.

5. Follen benchmarking - Marilyn to report –Follen has a membership director but Marilyn has not heard back from him. She will follow up.

B. New Business

1. We discussed encouraging those who have not been recently attending to come to the next BAF Sunday (John Kramer's suggestion.) We would need to get our postcards out with a note by the end of March for the April BAF date. Marilyn will provide assignments from the directory and Patty Cameron will look for an updated photo to create a postcard. Will be discussed further at the February meeting.
2. We need to redesign the membership brochure as, at a minimum, the cover photo is dated. The text would also benefit from being re-examined through the anti-racism lens.

The next meeting is scheduled for February 18 from 6 - 8 PM.

Respectfully submitted:

Robin Wolf

Membership Committee brainstorming ideas attached, provided by Gloria Legvold.

BRAINSTORMING IDEAS FOR MEMBERSHIP COMMITTEE EFFORTS

to become an increasingly pro-active, radically inclusive, multicultural, anti-racism congregation

1. Bring-A-Friend Sunday—postcards of the building with flags and spring flowers, “a good place” to be on April 18 for online service—underway. Send with personal note to all members and friends.
2. How do we specifically target/ include/encourage BIPOC (Black, Indigenous, People of Color) to join us online to “try on” a UU service?
3. How to use town website, Facebook pages, what radio stations reach groups of people, organizations in town such as School of Chinese Culture.
4. Should we consider including sentences, for example, in Spanish?
5. What relationship do congregants have with ABC House—host families?
6. Could ABC scholars and resident parents be invited to our spaghetti dinners as guests when they resume?
6. Another later mailing/contact with congregation just to check in/touch base – Valentine’s Day seemed a possibility but coming too quickly on the calendar.
7. An earlier idea, in December, of forming small interest groups to meet around a craft/activity to share or a topic to examine with an informal guest “expert” (modeled around the Wednesday group Gloria attends)—how might this look, now viewed through a lens of anti-racism.
8. So inspiring to be part of a more diverse congregation around the celebration of MLK, Jr. with All Souls’ Church—could we share a service with another more local UU congregation? Worcester and Springfield were suggested. Marblehead? Rev. Kye’s connection in Austin, Texas?
9. Bring a speaker to an occasional Membership Committee meeting. Patty’s friend Kim was suggested.
10. Not to place further onus on Rev. Heather yet from the pulpit she sets out themes of justice and brings in speakers...Jon Swan, Winchester resident and Native American; sermon based on “Letters from Birmingham Jail,” etc. Justice themes especially tied with a holiday, like MLK, would allow us to advertise in local newspapers (Star and Woburn Times) as well FB resident pages.
11. Note all the contributions in music, concerts that John Kramer is bringing to us.
12. Patty mentioned Luncheon Learning from her workplace as a possible model. People would gather virtually and discuss social justice issues. People may be more comfortable in discussing difficult topics when sitting in their own home
13. Could we arrange a service around anti-racism and encourage members of our congregation to make a pledge? At DFCI in celebration for MLK they asked every staff

member to submit a commitment of 10-words or less, and a photo about what commitment they will make to anti-racism. This could translate well in an online format (either late spring/summer or sometime next year...) We did something similar for Earth Day a few years ago... that everyone would make a commitment to the Environment for 30 days, and this was a very powerful and a way that we came together as a community. (Gloria will send the invitation from DFCl to the group)—Sophia (please see her email with “pledge card”)

14. Another aspect of the pledge—write and address a postcard to oneself with that promise, held by “facilitator,” and sent one month, six weeks later as a reminder of personal accountability. --Gloria
15. At MGH, they launched an online thing called Humans of MGHRI. This is kind of like the idea of Humans of NYC, where they have an online profile of someone from the community. I wonder if we can do something similar where we can highlight different members of our community? Maybe on a quarterly basis? Patty talked about how nice it was to hear about people's backstories, this might be a nice way to showcase the diversity of backgrounds and experiences of our congregation? --Sophia (please see her email with examples)
16. Revision of Welcome Brochure, basic confidence/appreciation in current wording— while also using new photographs (perhaps vigil for George Floyd on church lawn). Consider pulling phrases from worship associate's Sunday worship welcome statement, phrases found within congregational vote in support of BLM and Standing Committee approved vision and mission of Racial Justice Planning Group

Invite a non-Membership Committee person to read through our materials, perhaps a non-UU person, perhaps a person of color—what do they notice that we may have missed?
17. Check out our website and the membership materials we use--what is their appeal/welcome to diverse groups?
18. Reconsider, congregation-wide, our name since our church membership and friends list includes many towns. Suggestion to make the membership directory searchable by town or add a section where members are listed by town to facilitate out-of-Winchester connections.
19. Recognition that in our discussion of banners, we have already begun to apply the lens of anti-racism.
20. Try to create more experiences encouraging diverse participation. Think of topics that would appeal to more people. (Many UUA activities provide this, especially the Annual General Assembly.) Perhaps a paid speaker with breakout groups.

February 2, 2021 Minutes

Gathering/Setup

- Check in

Programming

In-Person RE (Pre-K - 5th grade): Sunday picnic/gatherings Continuing but no planned events.

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

- Pivoting into a Potluck Theology geared for all ages. Haley announced at last week Worship (thank you!); Action Item: Rebecca will put in Highlights and Announcements; Naomi will check tomorrow to make sure bins are shoveled out; Rebecca will do theology piece, start with Round Robin, Working with the Beloved Community- why are we making Valentines? Valentines returned to the church by the following week Friday 12th deadline; will be distributed to seniors- Rebecca will coordinate. Naomi will have Thomas reserve Zoom link.
 - Make Valentines for the Community for February 7th from 4:30-5:30ish
 - With a bin like the ornaments- Naomi shovel out if needed
 - Highlights- Rebecca
 - Sunday Announcement- Rebecca
 - Pick up materials at the church
 - Reserve a zoom link- Naomi will email Thomas
 - Potluck about Love- Rebecca
 - March 21st Egg Dying 4:30-5:30
 - Rebecca will take care of Highlights and Announcements
 - Rebecca can provide some limited decorating materials (stickers etc.) but not dye and eggs (bring your own eggs); not distributing eggs. Pick up materials at the church: Glitter glue, etc. (You Bring to your Zoom Dye & Eggs)
 - Naomi will ask Thomas to reserve zoom link
 - Theology- March theme is "Becoming" Rebecca will coordinate with Rev. Heather because Rev. Heather may do the theology portion.

Jan Fest (24th) : Covid Style

- How did it go? Debrief- very good feedback; initially concerned no one would show up, but 20 guests; it was good to see a non-RE Committee affiliate offer one of the four sessions; Rebecca managed rooms and that went smoothly; Naomi is already thinking of offerings for next year (pasta anyone?)! Action Item: Erin will write a thank you to Linda from the RE Committee.
 - Ryan Bread Making
 - Sarah Crocheting
 - Matthew Collage
 - Linda Tarot

2020-2021 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). Another new person from WUS checked it out a few weeks ago. Still working for one WUS family. **Rebecca recommends keeping for the program next year and the connection with the Chicago congregation.** (2021-2022) The program lends itself well to being remote. Question- will things change when people are no longer "trapped?" Maybe will be an issue with extracurriculars starting up again, and visiting other faith communities will still have its challenges. The information works well remotely, but the personal connections with other faiths not so much. Rebecca will ask if Chicago is interested in next year to see what thoughts are.

OWL

- **Update on status and plans to finish:**

Letter completed rkm - mailed

2021-2022 For older kids grades 6-8th

- Birth thru 6th: Start planning for younger kids next month spring
- Start planning with 6th-8th graders; Next month registration; leadership now

OWL

- Important to start promoting OWL programming now for next year.
- **Who is OWL for 2021-2022?**
 - 2019-2020 didn't quite finish OWL? Do you want to straddle 8th-9th grade? WUSYG will cover what was missed- They missed consent, making decisions, relationships, which is covered in WUSYG. Will there be pent up demand? Building committee has been working on better air circulation. Who are we marketing to? We already told the next year ninth grader; middle school curriculum 7-9th; high school 10-12th (responsible behavior & decision making).
 - But if doing a youth group for 8th graders do we need OWL for 8th graders? Could intersperse? F8th in Action still a work in progress. The catch up year after COVID will look different. So could include 8th graders.
 - WUS Members reach out to those 7th graders and 8th next year plus the list that was started with those interested in the program since Covid started.
 - Can reach out to students in spring. Karen suggests posting on Winchester FaceBook page. Do we want to offer outside of Winchester? It is opened to all, but we have limited resources. Terry volunteered to post on FaceBook. Karen can post on the Stoneham page.
 - Don't forget to reach out to the person who contacted Rebecca after the Parent to Parent program last fall (Excel spreadsheet of contacts on shared drive). <https://docs.google.com/spreadsheets/d/1LxmeDaSiAkPMwLoJt5IVIGTowSzdwhbumzrTTWHmcME/edit#gid=0>
 - reach out to all 2019-2020 OWL participants
- Need four leaders for OWL; Rebecca usually recruits the trained leaders and puts together a team; usually asks last year's leaders and people teach 2 years or so in a row; Rebecca- this month start recruiting four teachers for next year with the idea that we will be starting the small group gatherings (including OWL) when we get the ok.
- Rebecca suggests having both a fall start plan and a winter start plan (fewer sessions that are longer).
- Should we charge? Balance- need to show importance so that participants return for all the sessions, but don't want to make a barrier; better to have participants than charge money.

8th Graders F8th in Action (Rename)

- Need two (paid) leaders for "F8th in Action"
- Kye will send contact information and resources for youth social justice work; can be put on shared drive.
- Do we want to rename F8th? Yes! Maybe Create Change, or something like that. Action Item- everyone come up with a name and we can choose next month.

Leader Transition: Rebecca Leaving in June/August

More info about this at Cottage Meetings. Monday, Feb 8 at 7:00PM and Sunday, Feb 14 at 12:30PM

Yearly Business

- Submission for annual report: April date- Naomi takes lead; Ryan offered to support
- Who will be coming back next year (Erin & Karen). Naomi will ask if those whose terms are up; Karen and Erin will be rolling off. There will be two open spots. Ryan is confused as to his term. Please note that Naomi was confused and Ryan and Erin are coming off. Karen is also interested in coming off.

Winchester Unitarian Society
 Social Action and Outreach Committee
 Minutes February 2, 2021 7:00 pm by Zoom

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

Qu: *Whether the new Vision being used by the Racial Justice Planning Group (RJPG) should be posted on the church website?* There was recently Some confusion. Patrick explained the background. Claire noted that it was developed by the RJPG and has not been adopted by the congregation.

1. The NAACP raffle raised \$1800 out of their goal of \$9400 to cover the cost of sending books to Congress. (Our local NAACP is working on a fund-raising project to enable the group to send a copy of a book, From Here to Equality: Reparations for Black Americans in the Twenty-First Century to all the members of the 117th U.S.) Congress. Gordy and Patty have been working on this project.
2. Royall House and Slave Quarters will be holding virtual talks and tours this month. Patrick provided the link, and Claire included info in Highlights this week.
3. UU Mass Action. Patty reported on Ujima, which supports black-owned businesses, and is holding on-line events this month. We could learn more about opportunities to invest with them to reduce inequalities in the Boston area, and educate the congregation. She will share info.
4. UU Mass Action is helping UU congregations form regional teams both for Climate Justice, as well as more general justice issues.
5. Alternatives for Community and Environment. Sue is waiting for a response. They offer Toxic tours for groups from April -October for a fee, as well as talks and legislative advocacy.
6. RJPG. members of this group (including Gordy, Patty and Claire) have participated in conversations with most of the committees. The brainstorming of ways to expand their committee work with an anti-racism goal has been fruitful. Two committees may combine their initial conversation on 2/13. Next RJPG meeting will be Feb. 27 at 9 AM.
7. A subcommittee of RJPG is working on ways to use the “Widening the Circle Study/Action Guide” to hold sessions this spring open to all WUS members.
8. The Grants Process for 2021 was adopted. In order to facilitate the review of applications by SAOC members we’ll request that all applications be sent virtually.
 - a. Members should notify Sue Doubler about what group they plan to sponsor **by Feb. 28**
 - b. SAOC on Mar.2 will determine what areas need to be further addressed, and will assign SAOC members to review the applications. SAOCCommittee members will tell the sponsors the grants for which they will be the reviewer.
 - c. Sponsors will notify the organization about the grant, to learn about any possible special project to which the grant might contribute, obtaining contact information.
 - d. Sponsor will complete Section I and II, email the application form to the organization. Request the application be returned to the sponsor—electronically, if possible. Simple financial statements are appreciated.
 - e. On receipt of application, sponsor will make sure it is complete, and then send it to the designated reviewer on the SAOC.
 - f. Complete applications must be submitted by the sponsor to the reviewing SAOC member by March 31.
 - g. The committee members will review the applications between April 1 and 5. The committee will *make* its decisions at the April 6 meeting (and Apr 8 if needed)

Follow up:

- Claire will ask Thomas, office administrator to send out a special email. She will continue putting announcements in Highlights.
- Gordy will email previous Grant sponsors.

- **All of us** should look for organizations that are working to change systems and policies, as well as direct assistance.

Other:

1. Important “cottage meetings” will be held Feb 8 and 14 for congregation to learn more about the recommendations of the RE Visioning team. The office sent the report, with excellent 7 page summary, to all.
2. Gordy reported on the Winchester refugee family—things are going well, no special needs. English tutoring on-line is successful.
3. Donations to Food Pantry continue. Thomas Slack is taking them to Woburn. Claire will ask for an estimate of the amount.
4. Claire received a copy of the *Congregational Survey* from the UUA. It asks what work we are doing on racial justice. WUS has not been involved with this process for many years. We agreed for Claire to write a draft and send it to this committee and RJPG for review, before submitting it.
5. Today, Thomas forwarded us an email from a man publicizing his book, calling it the Big Read. This seems to be an individual effort.

Next meeting will be March 2, at 7 pm Meeting adjourned at 8:04 Claire McNeill

YAC Meeting Notes 2/11/21

1. In-person meetings next month?

- Numbers have been decreasing in the area
- We'd love to have an opportunity to meet in person before the big April event
- Wait until after possible uptick post-Feb vacation
- **March 21 possible in-person meeting date**

2. April Vacation trip

- More details still need to be nailed down
- Probably 3-4 days, overlapping last weekend of April vacation (Thu-Sat)

3. New YACers

- Michelle Kingdon & Isabelle Kamikawa interested; possibly want to nominate Riley Simpson's mom, Marie
- Christine, Patrick, Roofus all willing to stay on; Evan will be in college

4. New ADYM process

- Ivan Correia will guide us with the process
- Marcy, Patrick, Haley, and Sam will be on committee
- Sam will reach out to Rachel Whitehouse to see if she's interested in chairing

5. Conversation with Gloria and Gordy - Racial Justice Planning Group

Next meeting date: March 11, 7pm

From: Judy Murray and Sue Kiewra
Date: Friday, February 5, 2021
To: WUS Standing Committee
Subject: Month-end financial reports for January 2021

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

On the Budget vs. Actuals report:

- We have an operating surplus of \$200,686.21. Crazy.
- In Income, there is nothing noteworthy for January.
- In Expenses, we are 5 out of 12 months through the year or 42%. Because the building is closed, spending for Building and Grounds is low. Snow removal bills are just starting to come in.

On the Balance Sheet:

- Money market accounts 1060 and 1080 are where we're keeping donated big project money to earn higher interest until bills for project work are submitted for payment.

We continue to be in great shape this fiscal year due to the forgiven PPP loan and the amazing Auction Fundraiser.

Other news:

- Thomas was trained to produce the Breeze giving reports for calendar year 2020 which were mailed out to all donors.
- Adjustments for 2021 staff insurance rates and minimum wage hourly rates were made prior for the first payroll period of the new calendar year.
- An email was sent to project champions Chuck and Julie Khuen with an update on balances in 3100 Building and Grounds accounts and 3200 Flower accounts available for project use.
- The Budget team (Patrick Draine, Brad Steele, Sue Kiewra, Judy Murray) held a kickoff meeting on 2/3. We plan to have a draft FY22 budget ready to present for review by Standing Committee at the March meeting. First pass shows a deficit of \$80K. Yup, without another PPP bailout, we've got serious issues to discuss.

Questions and comments welcome.
Judy and Sue

Winchester Unitarian Society
FY21 Budget vs Actuals
September 2020 - January 2021

| | Total | | | |
|--|----------------------|----------------------|-----------------------|----------------|
| | Actual | Budget | over Budget | % of Budget |
| Income | | | | |
| 4100 Individuals | | | | |
| 4110 Current Year Pledges | 215,450.74 | 340,000.00 | -124,549.26 | 63.37% |
| 4150 Prior Year Pledges (Late Payments) | 19,730.00 | 12,600.00 | 7,130.00 | 156.59% |
| 4160 Contributions - non-pledge | 4,910.00 | 9,000.00 | -4,090.00 | 54.56% |
| 4170 Sunday Collection - non-pledge | 6,372.30 | 13,000.00 | -6,627.70 | 49.02% |
| 4180 Sunday Collection - Share the Plate | 7,955.30 | 15,000.00 | -7,044.70 | 53.04% |
| 4190 Electronic Funds Fees | -947.75 | -1,800.00 | 852.25 | 52.65% |
| Total 4100 Individuals | \$ 253,470.59 | \$ 387,800.00 | -\$ 134,329.41 | 65.36% |
| 4200 Investments & Endowments | | | | |
| 4210 Bank Interest | 1,065.85 | 2,500.00 | -1,434.15 | 42.63% |
| 4220 Downs Income | 6,170.00 | 12,340.00 | -6,170.00 | 50.00% |
| 4230 Meyer Income | 19,200.00 | 57,600.00 | -38,400.00 | 33.33% |
| 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 | \$ 60,835.90 | \$ 179,406.00 | -\$ 118,570.10 | 33.91% |
| 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 | 32,444.64 | 10,000.00 | 22,444.64 | 324.45% |
| 4420 Concert Series | | 8,000.00 | -8,000.00 | 0.00% |
| Total 4400 Other Sources | 32,444.64 | \$ 18,000.00 | \$ 14,444.64 | 180.25% |
| Total Income | \$ 372,101.13 | \$ 618,076.00 | -\$ 245,974.87 | 60.20% |
| Gross Profit | \$ 372,101.13 | \$ 618,076.00 | -\$ 245,974.87 | 60.20% |
| Expenses | | | | |
| 5000 Staff | | | | |
| 5100 Ministerial | | | | |
| 5110 Lead Minister | | | | |
| 5111 Salary | 29,295.18 | 104,301.67 | -75,006.49 | 28.09% |
| 5112 Housing | 14,807.65 | | 14,807.65 | |
| 5113 Benefits | 8,320.95 | 30,942.45 | -22,621.50 | 26.89% |
| 5114 In Lieu of FICA | 3,349.35 | | 3,349.35 | |
| 5115 Professional Expenses | 1,731.50 | 10,400.00 | -8,668.50 | 16.65% |
| Total 5110 Lead Minister | \$ 57,504.63 | \$ 145,644.12 | -\$ 88,139.49 | 39.48% |
| 5119 Substitute during Sabbatical | 1,920.00 | 10,000.00 | -8,080.00 | 19.20% |
| 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 | \$ 59,789.25 | \$ 158,797.12 | -\$ 99,007.87 | 37.65% |
| 5200 Administration | | | | |
| 5210 Administrator | | | | |
| 5211 Salary | 21,401.42 | 51,100.00 | -29,698.58 | 41.88% |
| 5212 Benefits | 6,963.37 | 18,718.15 | -11,754.78 | 37.20% |
| 5213 Professional Expenses | 195.00 | 1,000.00 | -805.00 | 19.50% |
| Total 5210 Administrator | \$ 28,559.79 | \$ 70,818.15 | -\$ 42,258.36 | 40.33% |
| 5220 Administrative Assistant | | | | |
| 5221 Salary | 9,335.34 | 20,600.00 | -11,264.66 | 45.32% |
| 5222 Benefits | 717.97 | 1,575.90 | -857.93 | 45.56% |
| Total 5220 Administrative Assistant | \$ 10,053.31 | \$ 22,175.90 | -\$ 12,122.59 | 45.33% |
| 5230 Sextons | | | | |
| 5231 Salary | 15,773.21 | 37,527.55 | -21,754.34 | 42.03% |
| 5232 Benefits | 1,216.18 | 2,832.61 | -1,616.43 | 42.93% |
| Total 5230 Sextons | \$ 16,989.39 | \$ 40,360.16 | -\$ 23,370.77 | 42.09% |
| Total 5200 Administration | \$ 55,602.49 | \$ 133,354.21 | -\$ 77,751.72 | 41.70% |
| 5300 Religious Education | | | | |
| 5310 Director Religious Education | | | | |
| 5311 Salary | 29,656.98 | 67,402.47 | -37,745.49 | 44.00% |
| 5312 Benefits | 7,139.71 | 16,918.07 | -9,778.36 | 42.20% |
| 5313 Professional Expenses | 14.31 | 4,500.00 | -4,485.69 | 0.32% |
| Total 5310 Director Religious Education | \$ 36,811.00 | \$ 88,820.54 | -\$ 52,009.54 | 41.44% |
| 5340 RE Program Assistant | | 813.83 | -813.83 | 0.00% |
| 5350 RE Teachers and Aides | 429.74 | 4,255.42 | -3,825.68 | 10.10% |
| Total 5300 Religious Education | \$ 37,240.74 | \$ 93,889.79 | -\$ 56,649.05 | 39.66% |
| 5400 Youth | | | | |
| 5410 Youth Director | | | | |
| 5411 Salary | 16,697.73 | 39,405.78 | -22,708.05 | 42.37% |
| 5412 Service Trip Stipend | | 2,000.00 | -2,000.00 | 0.00% |
| 5413 Benefits | 3,471.64 | 8,862.86 | -5,391.22 | 39.17% |
| 5414 Professional Expenses | 593.51 | 2,000.00 | -1,406.49 | 29.68% |
| Total 5410 Youth Director | \$ 20,762.88 | \$ 52,268.64 | -\$ 31,505.76 | 39.72% |
| 5420 Youth Assistant | | | | |
| 5421 Salary | 2,231.90 | 6,281.21 | -4,049.31 | 35.53% |
| 5422 Service Trip Stipend | | 2,000.00 | -2,000.00 | 0.00% |
| 5423 Benefits | 172.66 | 633.51 | -460.85 | 27.25% |
| Total 5420 Youth Assistant | \$ 2,404.56 | \$ 8,914.72 | -\$ 6,510.16 | 26.97% |
| Total 5400 Youth | \$ 23,167.44 | \$ 61,183.36 | -\$ 38,015.92 | 37.87% |
| 5500 Music | | | | |
| 5510 Music Director | | | | |
| 5511 Salary | 16,537.72 | 39,089.09 | -22,551.37 | 42.31% |
| 5512 Benefits | 3,164.80 | 7,687.26 | -4,522.46 | 41.17% |
| 5513 Professional Expenses | | 2,150.00 | -2,150.00 | 0.00% |
| Total 5510 Music Director | \$ 19,702.52 | \$ 48,926.35 | -\$ 29,223.83 | 40.27% |
| 5520 Children's Chorale Director | | | | |

| | Actual | Budget | over Budget | % of Budget |
|---|----------------------|----------------------|-----------------------|---------------|
| 5521 Salary | 1,382.00 | 3,100.32 | -1,718.32 | 44.58% |
| 5522 Benefits | 97.23 | | 97.23 | |
| Total 5520 Children's Chorale Director | \$ 1,479.23 | \$ 3,100.32 | -\$ 1,621.09 | 47.71% |
| 5530 Soloists and Section Leaders | 6,649.49 | 14,155.98 | -7,506.49 | 46.97% |
| 5540 Other Musicians | | 2,000.00 | -2,000.00 | 0.00% |
| Total 5500 Music | \$ 27,831.24 | \$ 68,182.65 | -\$ 40,351.41 | 40.82% |
| Total 5000 Staff | \$ 203,631.16 | \$ 515,407.13 | -\$ 311,775.97 | 39.51% |
| 6000 Building & Grounds | | | | |
| 6110 Grounds | 780.00 | 3,200.00 | -2,420.00 | 24.38% |
| 6120 Snow Removal | 3,857.50 | 14,400.00 | -10,542.50 | 26.79% |
| 6130 Church Maintenance | 3,754.06 | 35,000.00 | -31,245.94 | 646.00 |
| 6140 Furnishings | 1,101.17 | 1,200.00 | -98.83 | 49.27 |
| 6150 Cleaning & Paper Supplies | 320.44 | 1,360.00 | -1,039.56 | 23.56% |
| 6160 Gas | 5,394.87 | 17,000.00 | -11,605.13 | 31.73% |
| 6170 Electricity | 981.12 | 8,840.00 | -7,858.88 | 11.10% |
| 6180 Water & Sewer | 235.00 | 4,000.00 | -3,765.00 | 5.88% |
| Total 6000 Building & Grounds | \$ 16,424.16 | \$ 85,000.00 | -\$ 68,575.84 | 19.32% |
| 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 | 1,099.75 | 3,000.00 | -1,900.25 | 36.66% |
| 6522 Office Operations | 2,925.88 | 9,200.00 | -6,274.12 | 31.80% |
| 6524 Phone & Internet | 2,421.93 | 5,300.00 | -2,878.07 | 45.70% |
| 6525 Web, Marketing, Publicity | | 600.00 | -600.00 | 0.00% |
| Total 6520 Office Expenses | \$ 6,447.56 | \$ 18,100.00 | -\$ 11,652.44 | 35.62% |
| 6540 Staff Hiring & Support | | | | |
| 6541 Staff Meetings, Retreats, Acknowledgements | 1,059.74 | 1,200.00 | -140.26 | 88.31% |
| 6542 Search & Transitions | | 100.00 | -100.00 | 0.00% |
| Total 6540 Staff Hiring & Support | \$ 1,059.74 | \$ 1,300.00 | -\$ 240.26 | 81.52% |
| 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 | \$ 27,050.30 | \$ 67,973.00 | -\$ 40,922.70 | 39.80% |
| 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 | 1,010.33 | 2,500.00 | -1,489.67 | 40.41% |
| 7240 Worship & Flowers & Candles | 140.75 | 750.00 | -609.25 | 18.77% |

| | 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 | 9.20 | 200.00 | -190.80 | 4.60% |
| 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 | \$ 6,764.01 | \$ 11,240.00 | -\$ 4,475.99 | 60.18% |
| 7800 Social Action Grants | | | | |
| 7810 SOC Committee Grants | | 18,000.00 | -18,000.00 | 0.00% |
| 7820 SOC Share the Plate Grants | 7,045.29 | 15,000.00 | -7,954.71 | 46.97% |
| Total 7800 Social Action Grants | \$ 7,045.29 | \$ 33,000.00 | -\$ 25,954.71 | 21.35% |
| Total Expenses | \$ 260,914.92 | \$ 712,620.13 | -\$ 451,705.21 | 36.61% |
| Net Operating Income | \$ 111,186.21 | -\$ 94,544.13 | \$ 205,730.34 | -117.60% |
| 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 | \$ 200,686.21 | \$ 0.00 | \$ 200,686.21 | |

Friday, Feb 05, 2021 06:16:45 AM GMT-8 - Cash Basis

Winchester Unitarian Society

BALANCE SHEET As of January 31, 2021

| | TOTAL | |
|--------------------------------------|---------------------|-------------------------|
| | AS OF JAN 31, 2021 | AS OF AUG 31, 2020 (PP) |
| ASSETS | | |
| Current Assets | | |
| Bank Accounts | | |
| 1010 Winchester Savings Ops Checking | 55,526.57 | 71,569.23 |
| 1015 Needham Bank Payroll Checking | 35,435.08 | 5,896.41 |
| 1020 Winchester Savings CDs | 86,482.65 | 85,854.30 |
| 1030 Needham Bank CD 1 | 0.00 | 0.00 |
| 1040 Needham Bank CD 2 | 62,165.43 | 62,017.68 |
| 1050 Winchester Savings MDF checking | 6,868.49 | 7,986.03 |
| 1060 Winchester Savings Money Market | 270,635.32 | 120,391.63 |
| 1080 Needham Bank Money Market | 55,159.30 | 20,117.75 |
| Total Bank Accounts | \$572,272.84 | \$373,833.03 |
| Total Current Assets | \$572,272.84 | \$373,833.03 |
| TOTAL ASSETS | \$572,272.84 | \$373,833.03 |

Winchester Unitarian Society

BALANCE SHEET As of January 31, 2021

| | TOTAL | |
|---|--------------------|-------------------------|
| | AS OF JAN 31, 2021 | 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 | 1,000.00 | 60,723.18 |
| 3060 Prepaid Close the Gap | 0.00 | 0.00 |
| Total 3000 Operating Funds | 129,384.73 | 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 | 89,575.00 | |
| 3191 HVAC project | 9,284.00 | |
| Total 3100 Building and Grounds | 136,228.57 | 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 | 6,075.00 | 3,720.00 |
| 3400 Music Funds | | |
| 3450 Concert Series | 10,919.91 | 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

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BALANCE SHEET As of January 31, 2021

| | TOTAL | |
|--|---------------------|-------------------------|
| | AS OF JAN 31, 2021 | AS OF AUG 31, 2020 (PP) |
| Total 3400 Music Funds | 18,153.79 | 6,305.99 |
| 3500 Outreach Funds | | |
| 3510 Partner Church | 1,942.21 | 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 | 2,743.03 | 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 | 1,600.00 | 1,100.00 |
| 3870 Yoga Fund | 1,990.33 | 1,245.33 |
| 3880 from Downs Fund | 0.00 | 0.00 |
| 3890 Contra | 1,237.59 | -3,825.56 |
| 3895 Minister Discretionary Fund | 6,868.49 | 7,986.03 |
| Total 3800 Other Funds | 58,696.10 | 53,505.49 |
| 3900 Uncleared WSB Checks in ChWindows | 0.00 | 0.00 |
| Total Other Current Liabilities | \$371,586.63 | \$373,833.03 |
| Total Current Liabilities | \$371,586.63 | \$373,833.03 |
| Total Liabilities | \$371,586.63 | \$373,833.03 |
| Equity | | |
| Opening Balance Equity | 0.00 | 0.00 |
| Retained Earnings | 0.00 | 0.00 |

Winchester Unitarian Society

BALANCE SHEET

As of January 31, 2021

| | TOTAL | |
|-------------------------------------|---------------------|-------------------------|
| | AS OF JAN 31, 2021 | AS OF AUG 31, 2020 (PP) |
| Net Income | 200,686.21 | |
| Total Equity | \$200,686.21 | \$0.00 |
| TOTAL LIABILITIES AND EQUITY | \$572,272.84 | \$373,833.03 |