

**All Souls Church Unitarian Annual Meeting Minutes**  
**June 5, 2022, 1:30 pm, on Zoom**

**Convening**

- At 1:31, Donna Olsen announced that we had reached quorum.
- Moderator Julia Washburn called the meeting to order and welcomed the participants.
- Rev. Kathleen Rolenz opened the meeting with a prayer.
- Julia explained how to vote, and how to speak or ask a question.
- Jana confirmed that we have a quorum.
- *Motion to adopt the consent agenda.*
  - *Seconded.*
  - *Motion is approved.*
  - Items on the consent agenda:
    - 2021 Annual Meeting Minutes

**Report from the Board of Trustees**

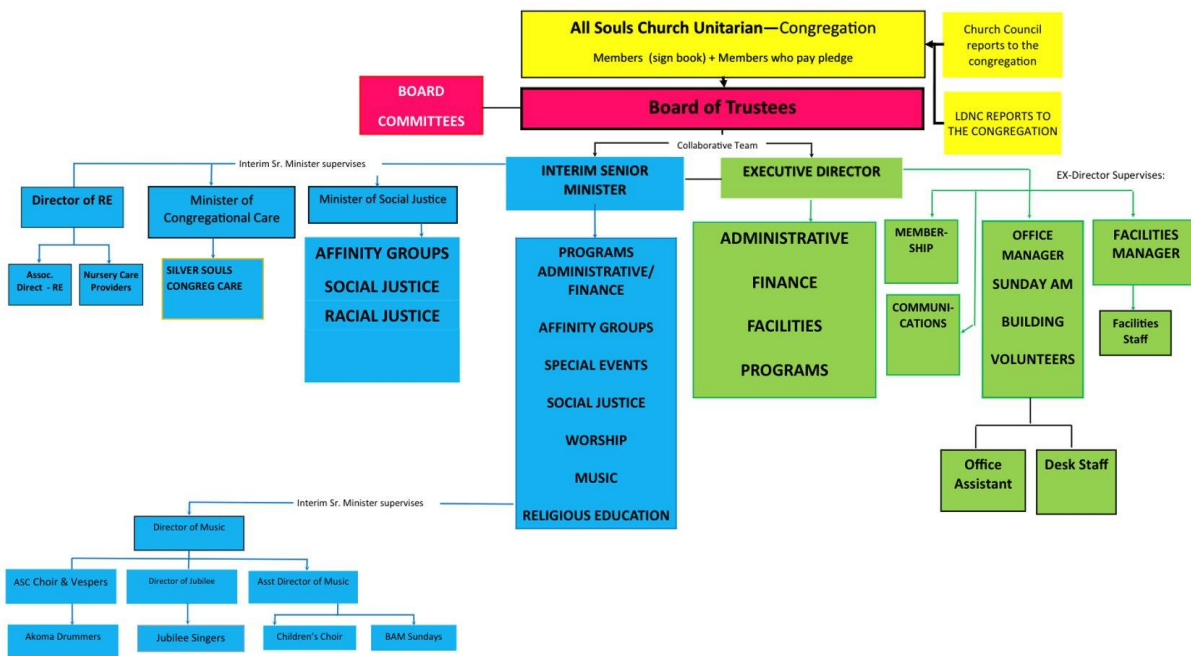
- For more detail - see the Annual Report from the Board of Trustees at [all-souls.org/about-us/governance/2022-congregational-meeting/](https://all-souls.org/about-us/governance/2022-congregational-meeting/)
  - Especially Rev. Kathleen's report on the interim period and the section from Rev. Bill's contract detailing his hopes for the coming year.
- Imagining our Future
  - Board's primary responsibility is to make sure the church has and is pursuing current Church Goals.
  - This fall: 300+ participants, 1200 pieces of data.
  - This spring: 97% vote to adopt new Church Goals.
  - The people of All Souls Church will use our time, talent, and treasure to:
    - 1. Become a multi-cultural, multi-racial, multi-generational spiritual community that is grounded in authentic relationships, trust, and belonging.
    - 2. Welcome all people of good will with radical hospitality and inclusion.
    - 3. Deepen our spiritual lives through learning and creative expression.
    - 4. Act accountably to dismantle racism and other oppressions in ourselves and our institutions.
    - 5. Connect with each other and our neighbors in new ways and in a well-maintained historic building.
    - 6. Serve the needs of those in our city in partnership with local organizations.
    - 7. Love and care for one another across the lifespan in times of joy, sorrow, and transition.
- Ministerial Search committee
  - Used a democratic process recommended by UUA
  - Contacted every member of the church to ask for nominations
  - Received 650 nominations for 200 different members
  - Created a ballot of 13 people who'd been nominated repeatedly
  - Asked congregation to vote
    - Vote was tough! Not everyone on the ballot ended up on the Committee.

- Formed and charged a search committee of 9 members
  - Nadine Bowden, Morgan Duncan, Mark Ewert, Gregory Ford, Carolynn Fowler-Smith, Paula Cole Jones, Jen Keller, Erika Landberg, T Vatnick, and Traci Hughes-Trotter (ex officio).
  - You will hear a LOT from them next year!
- Transformation Team
  - Temporary Board committee, formed in 2018 to assist with “aligning the institutional framework of the Church” with the 8th Principle.
  - Team has helped shape and transform the church.
  - Led during past years by Paula Cole Jones, Ken Ambrose, Pam Sparr, and Derek Robinson.
  - Provided numerous policy recommendations, chances for reconciliation and trust-building, and a road map for future 8th Principle work.
    - Transformation Sundays and reconciliation circles.
  - Bylaws: congregation adopted 8th Principle (Dec. 2017)
  - Policies: Board wrote policies related to 8th Principle (past two years and ongoing)
  - Implementation: we practice the 8th Principle in our programs, communities, and lives
    - The practice of the 8th Principle - should not led by the Board.
    - This last step obviously ongoing already! Steps don’t fit cleanly into those lines.
  - Board worked with Transformation Team co-chairs to sunset Team as a Board committee, as well as the 8th Principle Task Force
  - Asked Executive Team to create new staff/lay-led team to implement the principle
  - Rev. Rob Keithan and Bill Rice co-leading this new team.
- Looking forward
  - Ministerial Search - One year from now, we will have voted to call our next settled ministry. Process required engagement!
  - Understanding how we’ve changed - a hybrid community
  - A full review of the bylaws - legal expressions of our values. Clunky in a number of areas!
    - This year, the LDNC noted many ways that the bylaws about leadership development and nominating are not serving them well, which has
      - The bylaws create a church Council - not clear what their role is, and figuring that out is a bylaws question.
- Neil ended the presentation with a call to say thank you to staff and members who serve our community.
- Julia called for questions, but there were no questions on this section of the meeting.

### **Executive Team Reports**

- Review of Executive Team roles:
  - Rev. Kathleen Rolenz, Interim Senior Minister
    - Ministry & Programs
      - Co-Head of Staff

- Worship & Music
  - Religious Education
  - Congregational Care
  - Social Justice
- Traci L. Hughes-Trotter, Executive Director
    - Co-Head of Staff
    - Membership
    - Communications
    - Finance
    - Facilities
    - Transformative Justice Consultation
  - Charge
    - The Executive Team is led by the Senior Minister and Executive Director, who have a collaborative and co-equal relationship in authority and salary.
    - The Executive Team is responsible for the day-to-day operations of the Church and for guiding the Staff and volunteers.
    - The Executive Team defines the areas of responsibility each member of the Executive Team focuses on and informs the Board of what those areas are. The Executive Team works collaboratively with one another and the rest of the Staff, with the Board, committees, lay leader volunteers, and the congregation as a whole in the spirit of shared ministry.
    - When Rev. Kathleen started, co-equal team very much in process.
  - Organizational chart

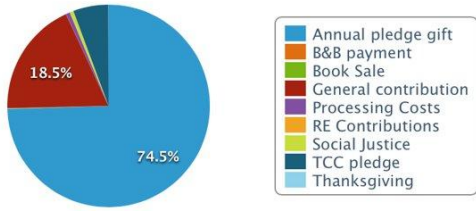


- Interim Senior Minister Report

- Developmental Tasks of Interim Ministry
  - History
    - 200th Anniversary
    - Completion of Eaton Room renovation
    - Sermons & ASD programs reflecting on history
  - Identity
    - Imagining the Future
    - New Church Goals
    - Multi-platform church
  - Leadership Development
    - Changes to the LDNC
    - Volunteerism & leadership need rebuilding - a task for the year ahead.
  - Denominational Connections
    - Consultations included
      - Rev. Megan Foley (2x)
      - Rev. Evin Carville-Ziemer
      - Laura Park of Unity Consulting
      - Christine Purcell; Transitions Coach
    - Collaboration with DC-area churches for summer worship (2021 & 2022)
  - Preparing for the Future
    - Search Committee
    - New Transitional Minister for Year 3
    - Creation of congregational record sheet
    - Understanding church post-pandemic
    - Leadership development
    - Staffing & stewardship
- Rev. Kathleen highlighted two initiatives
  - Rev. Dr. Bill Sinkford, Minister-in-residence
    - Pulpit presence each month
    - Focused conversations on theological, spiritual, & institutional topics
    - Additional insight & resources from similar-sized, urban congregation
    - Will move into Transitional Minister role – Year 3
  - The A. Powell Davies Intern
    - Creation of a paid internship for Masters of Leadership Studies Program – Meadville Lombard Theological School Graduate Ebony Peace
    - Learning goals included worship, adult spiritual development, social justice; multi-cultural learnings; engagement with large church system
    - Paved the way for possible future internships
    - Continued tradition of ASC as a teaching congregation

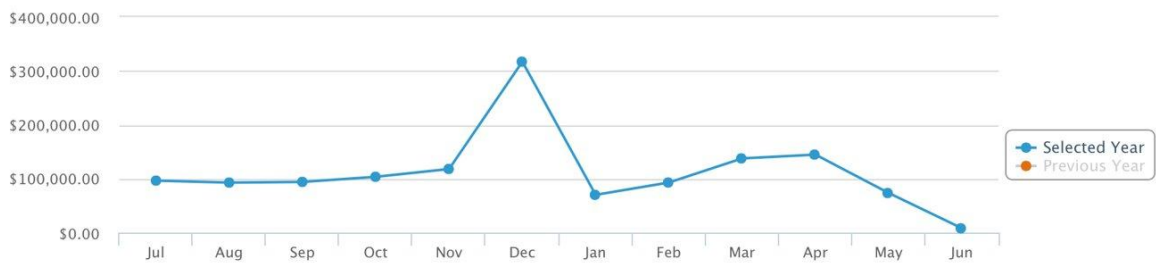
- Oversaw leadership for ASD in January 2022
  - Monitoring the Work of the 8th Principle - Executive Limitation #5
    - Bringing on Rev. Bill and Ebony - asking them about their experience with the 8th Principle
    - Vendor for courtyard - minority owned, woman owned business
  - Offering thanks for several programmatic highlights
    - 200th Anniversary Celebration: thanks to Kerry Reichs & Steven Stichter
    - Eaton Room Weekend Celebration: thanks to the Silver Souls
    - All Souls Choir, Jubilee Singers, BAM Sundays: thanks to Jen Hayman, Lenard Starks, Rochelle Rice
    - Transformative Justice: thanks to Committee on Right Relations & Rev. Rob Keithan
    - Creative and Engaging Religious Education: thanks to Dolores Miller & James Ploeser
    - Transformation Team to 8th Principle Advisory Team: thanks to Derek Robinson, Pamela Sparr, Paula Cole Jones, 8th Principle Task Force and ADORE & Jubilee
  - Worship attendance
    - Based on very preliminary analysis, All Souls is still “in process” of regathering. Most members and friends continue to “attend” worship, most of the time, on-line. This is a pattern shared by most UU churches.
    - We assume each “device” (which is what can be counted on-line) is being watched by more than 1 person: assumption 1.5 persons/device.
    - We estimate that 2 - 2.5 times as many individuals are attending on-line vs in-person. All Souls still in the process of re-gathering
      - Gary Penn noted that 182 devices connected to Zoom for this morning’s service.
    - Current attendance almost 30% less than pre-Covid levels.
    - Too early to predict where the balance between in-person and on-line will settle.
    - Total attendance, however, makes rebuilding connection and outreach a clear priority.
- **Executive Director Report**
  - Graphic representation of where we are as of today with FY22 giving

### Funds



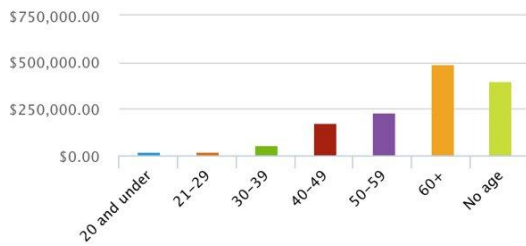
### Payment Type Summary

Check	\$820,649.87
Cash	\$1,597.00
Credit	\$0.00
Non-cash Gift	\$1,775.50
Loose Cash	\$0.00
Other Online	\$0.00
Realm Online	\$524,428.96



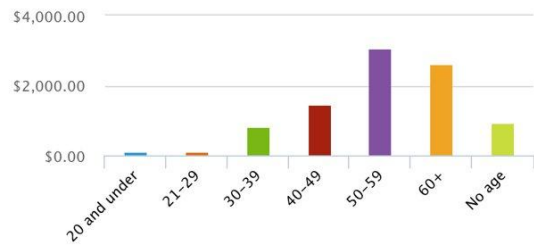
### Total Giving by Age

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### Average Gift by Age

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### Campaign Progress for Annual pledge gift (Jul 1, 2021 - Jun 30, 2022)

\$1,280,000.00 goal

\$1,150,470.20 pledged

\$1,045,818.75 received

Total Pledges: 469

Amount Forgiven: \$10,942.50

Amount Needed: \$234,181.25

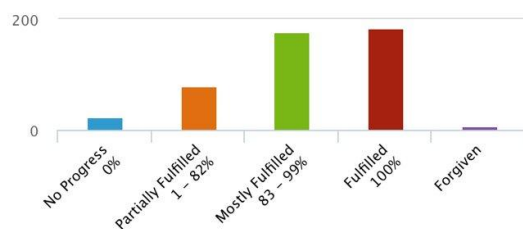
### Gifts Received over Time

Jul 1, 2021 - Jun 30, 2022



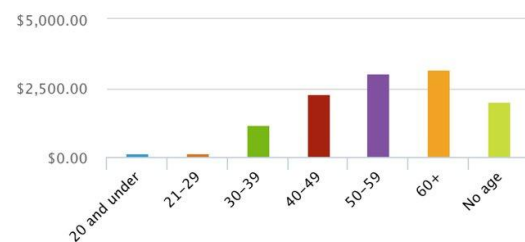
### Fulfillment Status

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### Average Pledge by Age

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- Grants
  - \$25,000 Sherman Fairchild Grant – Social Justice
  - \$90,000 National Capital Security Grant
    - Split 50/50 between FY 2022 and FY 2023
- Facilities
  - Courtyard repair completed in December 2021. Underground drains were never connected for some reason.
    - Now connected and basement flooding halted.
    - Likely need - installing new large drains around building
  - Capital Needs/Facility Assessment. Kerns Group Architects engaged February 2022 to assess ongoing building repairs.
    - Same architectural firm that worked with the church previously.
    - All of the areas of repair that were identified then, still some of the areas that will show up in this coming assessment.
- **Membership Secretary Report**
  - This chart shows the church membership for the last ten years, 2012-2022.

Year	Total Members	Voting Members	% of Total	New Members	Resigned	Deaths
2012	1330	990	74	110	31	7
2013	1344	967	72	110	94	8
2014	1348	958	71	137	84	4
2015	1406	956	68	97	9	12
2016	1257	1028	82	140	65	5
2017	1429	1082	76	141	17	3
2018	1387	948	68	73	120	11
2019	1428	848	59	53	19	5
2020	1134	880	78	33	166	6
2021	1148	792	69	36	19	6
2022	1010	726	73	35	40	4

- A member is someone who has signed the book and has attended a class/session discussing the mission/vision/goals of our church.
  - This is the number we report to the UUA. It is the number used by other UU churches to understand our size. It is the number we use to describe ourselves when we partner with other organizations.
  - So far this year we have added 35 members and we will have at least one more new member class this year in September.
- A voting member is a member as I just defined, plus who has given a financial contribution of record within the last 15 months.
  - This is who we are internally - who is eligible to vote, to make decisions for our church, as we call a new senior minister/ministerial team.
- The gap, averaged over the ten year period represents 31% of our membership.
  - Given our new goals we passed in April, we are asking our members to give their time, talent, and treasure to work towards the beloved community.
- The congregation and the board may want to focus on our membership patterns and their relationship to who we want to be as a congregation as we move forward this year.
- Questions
  - How do we count resignations? Often those who moved, or during our recent membership audit, those who didn't respond to 4 attempts to contact by email, phone, and mail.



- Areas of potential work on facilities: courtyard, Pierce Hall, steeple, drains.
- Co-equal Executive Team - further information available in this document: <https://all-souls.org/wp-content/uploads/2022/04/2022-04-Co-Equal-Executive-Team-v3.pdf>

## Nominations

- Taquiena Boston presented the following nominations
  - Maya Hermann - 3 years
  - Clair Null - 3 years
  - Gretta Goodwin - 2 years
  - Sophia Fisher - Secretary
  - Brian Petruska - Assistant Treasurer
  - Julia Washburn - Moderator
  - Donna Olsen - Membership Secretary
- Voting on the slate
  - *Motion to approve this slate of nominees.*
    - *Seconded*
    - *Motion passed.*

## Governance Changes

- Bylaw Updates
  - The Board's Governance Committee is responsible for reviewing the bylaws each year and working with the Board to propose updates for Congregational approval.
  - This year, the Committee reviewed with LDNC their bylaw recommendations, and the Board now proposes the Congregation adopt some of those as well as two other updates.
  - Next year, there will likely be a full bylaws review, with an extensive number of changes, including additional changes recommended by LDNC.
  - Researched other churches, UUA recommendations and our own actual practice to arrive at these changes.
- Bylaw Updates Proposed for Congregational Approval
  - Substantive recommendations originally from the LDNC:
    - Convert Assistant Secretary to a Board-appointed position (Art. VIII, Sec. 1 and 2; Art. IX, Sec. 3; Art. XIII, Sec. 3-5)
    - Reduce LDNC size from 15 to 7 members (Art. XIII, Sec. 2)
    - Change LDNC terms from 3 to 2 years (Art. XIII, Sec. 2)
  - Substantive recommendations originally from the Governance Committee:
    - Modify mission statement to reflect April 2022 Congregational vote (Art. II, Sec. 1)
      - "to create a diverse, spirit-growing, justice-seeking, Beloved Community that transforms ourselves and our world into one great family of all souls."
    - Require 25% quorum for a meeting to call a minister, and an 80% affirmative vote to call a minister (Art. X, Sec. 1; Art. VI, Sec. 3)
    - Update Assistant Treasurer description (Art. VIII, Sec. 3)

- Filling in gaps - monitor plate collection, secures valuables in the building, and assists Treasurer with their responsibilities.
  - Technical recommendations originally from the LDNC:
    - Clarify bylaws language regarding annual nominations (Art. VI, Sec. 1; Art. VIII, Sec. 1)
      - replace muddy confusing paragraph with simple statement
    - Designate the President, Vice President, Secretary and Treasurer as officers for legal purposes (Art. VIII, Sec. 7)
      - Specifically designate all four - doesn't change anything, just more clear
    - Eliminate Assistant Secretary role regarding the LDNC (Art. XIII, Sec. 2)
      - LDNC already meeting on its own - doesn't need to be convened
  - Not valuing the perfect over the good - still work to be done, but these are good changes, clearer language, bringing the bylaws in line with practice.
- *Motion to approve bylaws changes as recommended by the Governance Committee.*
  - *Seconded*
  - Discussion:
    - Have we ever had 25% quorum for a meeting? Yes, for meetings on specific topics. UUA recommends 40%/90%.
      - Are these percentages too low? A bit lower than UUA recommendations, higher than some other churches of our size.
      - Some would prefer to see higher percentages.
    - Senior minister hires and fires other ministers?
      - They have the authority to hire and fire hired ministers, but sometimes other ministers are called.
        - Rev. Susan Newman-Moore was called, although her contract gave the senior minister the authority to let her go.
        - Rev. Shana Lynngood was also a called associate minister - in 2002.
      - All Souls' history reflects history of Unitarian Universalism - a shift away from calling ministers other than senior ministers, to offer greater clarity within staff.
      - Is it Senior Minister or Executive Team? Senior minister, in consultation with Executive Director.
    - Reduced number on the LDNC - will this impact its ability to meet 8th Principle goals?
      - More in line with actual participation, other congregations, UUA consultant's recommendation.
      - Makes more leaders available to serve in other roles, especially on the Board.
      - LDNC has the authority to appoint members to fill gaps in its own committee between Annual Meetings.
  - *Motion approved.*

## Budget Presentation - the Budget and the Church Goals

- Focus on Regathering
  - For worship so that Sunday morning can embody "who we are" and "what we care about."
  - The RE Community.
  - Resources to support the ministry of the church within and beyond the walls of the sanctuary.
  - Congregants. Re-establishing connections and creating new connections.
  - Around the mission of All Souls and the vision of Beloved Community in this diverse, spirit-growing, justice-seeking community
- The Church Goals determine what is prioritized in the budget. What does this budget fund?
  - "...Become a multi-cultural, multi-racial, multi-generational spiritual community that is grounded in authentic relationships, trust, and belonging."
    - A full-time Minister of Social Justice
      - Formation & Staffing of New 8th Principle Advisory Team
      - Line #267 – designates 5K towards 8th Principle/Adore/Work
      - Staffing & Accountability – Transformative Justice Process
    - A full-time Director of Religious Education AND
    - 35 hour a week Associate Director of Religious Education for Children and Youth
    - And supports
      - All Children's RE Program
      - OWL Training
      - Coming of Age Program & Expenses
  - "Welcome all people of good will with radical hospitality and inclusion."
    - A Full-Time Membership Manager (Line 158)
      - Monthly Getting-to-Know UU Orientation Classes
      - Quarterly New Member classes
      - Follow-up with Gifts and Talents
      - Support for Geo-Groups
      - Re-investment in Covenant Groups and Support Groups
    - Increase in visitors & guests b/c:
      - New minister w/national reputation
      - Increased comfort with returning in person.
    - Support Multi-Platform Services
      - On-line members continue to be in the 120-150 range
      - Now expected
      - Justice & Accessibility Issue
      - Expansion of our radical hospitality and inclusion
  - "Deepen our Spiritual Lives through Learning and Creative Expression"
    - Music and the arts continue to be a primary spiritual entrée to deeper spirituality.
    - Sunday AM Music program, children's choir, guest musicians
    - More robust programming for Adult Spiritual Development

- New funding for part-time Director of Adult Spiritual Development
  - “Act accountably to dismantle racism and other oppressions in ourselves and our institutions”
    - New Board Focus on Implementing the 8th Principle through Executive Limitations
    - Creation of 8th Principle Advisory Team
    - Support funding for BIPOC/API members – Line #276 - \$5,000.
  - “Connect with each other and our neighbors in new ways and in a well-maintained historic building”
    - Connecting with each other through Geo Groups; currently supported by one volunteer;
    - Part-time volunteer coordinator currently not in budget – wish list
    - Support for all covenant groups & others currently not in budget – wish list
    - The Building – no more kicking the can!
    - Safe, Clean, Well-Maintained Building & Grounds
  - “Love and care for one another across the lifespan in times of joy, sorrow and transition.”
    - Increase hours of Minister of Congregational Care + increase Congregational Care Team to provide more outreach & support
    - Transition: funding the Search Committee, 20K
    - Enough \$ for Celebration of New Minister!
- Wish List: What Does All Souls Need?
  - Development Director (P-T)
  - Assist with grant-writing; Oversight of Capital Campaign; Develop Legacy Society; Nurture bequests & the endowment
  - Religious Education Assistant
  - Sunday mornings; assist RE director with detail, set-ups
  - Neighborhood Liaison and Outreach (Homeless ministry)
  - Interaction with our neighbors; unhoused persons; support Homelessness Task Force; work with Social Justice Minister/Teams on local issues of homelessness;
  - Human Resources & Personnel Manager (P-T)
  - Personnel is complex & time consuming
  - Volunteer Coordinator & Database Manager
  - Could use focused attention on identifying, supporting, equipping, training, and connecting volunteers

## **Budget Summary**

- FY Budget Highlights – Reasons for the Deficit
  - \$97K FY 2023 vs. \$88K FY 2022
  - Projected Core Donations & Program Revenues Are Lower
  - Values of Endowments Are Lower Due to Stock Market Fluctuations
  - Reduced Investment Income
  - Reduced Percentage Transfer based on 13 Quarter Average
  - Inflation: Increased Utility Costs
  - Personnel Costs Have Increased / Onboarding Transition Minister

- Denominational Support Has Increased
- Ministerial Search Cost
- Not ideal to have a deficit, but we are coming out of a pandemic that increased expenses while impacting revenue. Have to work on building revenue.
- 72% personnel costs if you include consultants (accountants, bookkeepers, musicians).

	2022 Annual Projected	2022 Annual Budget	2023 Annual Budget	Change 2022 Projected	Change 2022 Budget
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
4000 · Core Donations	1,504,649	1,557,000	1,540,000	35,351	(17,000)
4100 · Contributions	10,275	17,250	7,000	(3,275)	(10,250)
4300 · Investment Income	118,176	174,594	100,934	(17,242)	(73,660)
4400 · Facilities Usage	258,205	226,529	284,288	26,083	57,759
4500 · Core Program Revenues	17,667	65,300	27,000	9,333	(38,300)
4600 · Other Program/Committee Revenue	5,027	33,090	29,560	24,533	(3,530)
4700 · Fundraisers	-	3,300	25,800	25,800	22,500
4800 · Grant Revenue	25,000	87,713	224,270	199,270	136,557
4900 · Endowment Distributions	165,663	167,831	165,421	(242)	(2,410)
<b>Total Income</b>	<b>2,104,661</b>	<b>2,332,607</b>	<b>2,404,273</b>	<b>299,612</b>	<b>71,666</b>
<b>Gross Profit</b>	<b>2,104,661</b>	<b>2,332,607</b>	<b>2,404,273</b>	<b>299,612</b>	<b>71,666</b>
<b>Expense</b>					
5000 · Personnel	1,532,485	1,631,144	1,574,997	(42,512)	56,147
6000 · Building Expenses	194,957	191,200	316,180	(121,223)	(124,980)
6500 · Operating Expenses	216,488	246,500	251,043	(34,555)	(4,543)
6800 · Denominational Support	60,000	60,000	80,000	(20,000)	(20,000)
7000 · Core Program Expenses	96,204	154,275	170,395	(74,191)	(16,120)
8100 · Other Programs/Activities Exps	43,087	66,650	49,630	(6,543)	17,020
8600 · Fundraising Expenses	-	10,700	2,700	(2,700)	8,000
9500 · Special Grant Expenditures	3,250	-	-	3,250	-
9700 · Transfer Clearing Acct	-	-	-	-	-
9800 · Third Century Campaign	46,188	50,000	46,050	138	3,950
9808 · Capital Reserve	10,000	10,000	10,000	0	-
<b>Total Expense</b>	<b>2,202,659</b>	<b>2,420,469</b>	<b>2,500,995</b>	<b>(298,336)</b>	<b>(80,526)</b>
<b>Net Ordinary Income</b>	<b>(97,998)</b>	<b>(87,862)</b>	<b>(96,722)</b>	<b>1,276</b>	<b>(8,860)</b>
<b>Net Income</b>	<b>(97,998)</b>	<b>(87,862)</b>	<b>(96,722)</b>	<b>1,276</b>	<b>(8,860)</b>

Expenses		Ministries	Music	Religious	Operations	Facilities
Total 5020 · Salaries	\$1,279,208	416,250	141,854	138,053	464,355	118,696
Total 5050 · Employment Taxes	\$105,801	37,559	11,215	11,003	36,423	9,601
Total 5060 · Benefits	\$189,988	35,178	26,328	26,729	80,691	21,062
Total 5000 · Personnel	\$ 1,574,997	\$ 488,987	\$ 179,397	\$ 175,786	\$ 581,469	\$ 149,359
Total 6000 · Building Expenses	\$ 316,180					\$ 316,180
Total 6500 · Operating Expenses	\$ 251,043				\$ 251,043	
Total 6800 · Denominational Support	\$ 80,000	\$ 80,000				
Total 7110 · Social Justice Ministry Exps	\$ 110,420	\$ 110,420				
Total 7300 · Music Program Costs	\$ 50,975		\$ 50,975			
Total 7500 · Children's Religious Education	\$ 9,000			\$ 9,000		
8106 · Ushers	\$ 200	\$ 200				
8107 · Lunch Program Expenses	\$ 1,000	\$ 1,000				
8108 · Fellowship/ Cafe	\$ 1,000	\$ 1,000				
8110 · Silver Souls	\$ 3,000	\$ 3,000				
8112 · Special Event Expenses	\$ 1,000	\$ 1,000				
8113 · Weekend on the Bay	\$ 25,000	\$ 25,000				
81171 · Flowers	\$ 150	\$ 150				
81172 · Guest Ministers	\$ 3,850	\$ 3,850				
8118 · Wedding Expenses	\$ 300	\$ 300				
8120 · Interpreter Services	\$ 4,480	\$ 4,480				
8151 · Archives & Treasures Expenses	\$ 300	\$ 300				
8152 · Vespers Expenses	\$ 700	\$ 700				
8200 · Board Contingency	\$ 500	\$ 500				
8220 · Caring Committee	\$ 50	\$ 50				
8225 · Church Council	\$ 100	\$ 100				
8235 · LDNC	\$ 500	\$ 500				
8262 · Sabbatical RESERVE	\$ 7,500	\$ 7,500				
Total 8600 · Fundraising Expenses	\$ 2,700				\$ 2,700	
Total 9800 · Third Century Campaign	\$ 46,050					\$ 46,050
9808 · Capital Reserve	\$ 10,000					\$ 10,000
Total Expense	\$ 2,500,995	\$ 729,037	\$ 230,372	\$ 184,786	\$ 835,212	\$ 521,589
Surplus (Deficit)	(\$96,722)					

	DRAFT FY '23 Budget Jul 1 - Jun 30 WITH GEO 6 MIN	NOTES
<b>Income</b>		
Total 4000 · Core Donations	\$1,540,000	
Total 4100 · Contributions	\$7,000	
Total 4300 · Investment Income	\$100,934	
Total 4400 · Facilities Usage	\$284,288	
Total 4500 · Core Program Revenues	\$27,000	
Total 4600 · Other Program/Committee Revenue	\$29,560	
Total 4700 · Fundraisers	\$25,800	
4800 · Grant Revenue		
Total - Grants	\$224,270	
Total 4900 · Intra-Fund Transfers	\$165,421	
<b>Total Income</b>	<b>\$2,404,273</b>	
<b>Expenses</b>		
5000 · Personnel		
Total 5011 · Senior Minister Compensation Pk	\$199,314	
Total 5010 · Ministers' Compensation	\$416,250	
Total 5030 · Program Salaries	\$279,907	
5040 · Operations Salaries		
50401 · Executive Director	\$167,100	
Total 5000 · Personnel	\$1,574,997	
Total 6000 · Building Expenses	\$316,180	
Total 6500 · Operating Expenses	\$251,043	
Total 6800 · Denominational Support	\$80,000	
Total 7000 · Core Program Expenses	\$170,395	
Total 8100 · Other Programs/Activities Exps	\$49,630	
Total 8600 · Fundraising Expenses	\$2,700	
Total 9800 · Third Century Campaign	\$46,050	
9808 · Capital Reserve	\$10,000	
<b>Total Expense</b>	<b>\$2,500,995</b>	
<b>Surplus (Deficit)</b>	<b>(\$96,722)</b>	
Mortgage Principal		
Annual Revenues less Annual Expenses	(\$96,722)	
Current Pledge Deficit		
<b>Projected Deficit</b>	<b>(\$96,722)</b>	

- The Board of Trustees Recommends the FY 2023 Budget to the Congregation for approval based on FY 2022 pledge fulfillment. The Board will review the budget in December 2022 to determine if the budget should be adjusted based on fluctuations in church size and pledge fulfillment between July 1, 2022-December 2022.
- Questions and comments
  - How is the deficit handled? Cash reserves depleted? Loans?
    - Comes out of the accumulated income (surplus) from previous years.
  - Traci successfully applied for emergency funding/relief during the pandemic. Were those loans that need to be repaid, and if so when? Or were they gifts or grants?
    - The forgivable loans were forgiven, which was reflected in the FY22.
  - How many zeros do we add to the numbers on this screen, say for example "Wedding Expenses" is \$300. So is that \$300,000?
    - The budget is in whole numbers, so \$300 is three hundred
  - How many years have we run a negative budget at the end of year?
    - At least 2.
  - Comment - unusually difficult to predict what's going to happen this year given COVID fatigue, people coming back, Rev. Bill coming on as Interim Minister.
  - It starts at the top line - there's been incredible wealth generated in this country in the past few years (though inflation may counterbalance) and anything anyone in the congregation can do to share the wealth - that's what we need to balance the budget.
  - Also bring in new members.
- *Motion to pass the budget as proposed.*
  - *Seconded.*
  - *Motion passed.*

### **Closing**

- Rev. Bill closed the meeting with a prayer.
- *Motion to adjourn at 3:58 pm.*
  - *Seconded*
  - *Motion passes - meeting adjourned at 4 pm.*

Respectfully submitted,

MJ Crom,  
Secretary