



**EAST SHORE UNITARIAN UNIVERSALIST CHURCH**  
**Board of Trustees Meeting Agenda**  
**Sunday February 14, 2021– 1:30pm via Zoom**

Item	Notes
<b>Chalice Lighting</b> <b>Centering</b> <b>Check In</b> <b>Agenda Updates</b>	Centering: Board Covenant or quote Monitor: TBD  Official membership count:
<b>Secretary’s Report</b> Minutes –Jan. 10, 2021 Board Meeting	
<b>Reports</b> A. Chair B. Minister C. DRE D. Building and Grounds E. Membership F. Treasurer G. Financial Secretary H. Committee on Ministry	
<b>Unfinished Business/Action Plan</b> Review Action Plan (see attached)	
<b>New Business</b> <ol style="list-style-type: none"> <li>1. Ad Hoc Committee for Organizational Restructuring – update</li> <li>2. Ad Hoc Committee for Potential Reopening East Shore – update</li> <li>3. Committee for Developmental Minister search – update</li> <li>4. Building/Lightning Strike – update</li> <li>5. PPP Funding 2021 (round 2)</li> <li>6. Executive Session (end of meeting)</li> </ol>	
<b>Old Business</b> <ol style="list-style-type: none"> <li>1. What does church membership looks like in a remote environment?</li> <li>2. Stewardship Campaign 2021/2022</li> <li>3. ESUUC Blood Drives</li> </ol>	
<b>Action Plan</b> Add action items from today’s meeting	
<b>Next Meeting: Sunday, March 14, 1:30 pm</b>	Centering: Board Covenant or quote Monitor: _____

**Love, Revere, Discover, Connect**

East Shore UU Board of Trustees Meeting  
Feb 14, 2021

**Board of Trustees**

Mary Stewart-McGovern	x	Julia Kotowski	x
Mary Mason	x	Diana Jackson	x
Shirley Hairston	x	Minna Zelch	x
Mark Guizlo	x	Clark Waite	x
Maggie Calkins	x		

**Attending**

Rev Denis Letourneau Paul	x	Halcyon Domanski	x
Patrick McGovern (part of time)		Lynne Kilgore	x

Meeting called to order by Mary Stewart-McGovern at 1:37 pm. Centering led by Rev Denis, from Lifting our Voices hymnal supplement. Check-in of members present.

**Motion made by Shirley to dispense with reading of the December 2020 minutes. Minna seconded and motion passed. Motion made by Clark to approve the minutes of December 13, 2020. Motion seconded by Mary. Motion passed as amended.**

**Reports:**

- A. Chair – No written report. It includes a few links from UUA to discuss at March meeting about reopening. Also online discussion re: adding an 8<sup>th</sup> principle. Halcyon asked that New Day Rising information link be sent out.
- B. Minister- Report sent previously, in dropbox. Nothing more to add.
- C. DRE & Faith development report – Report sent previously, in drop box.
- D. Building and Grounds – no written report.
- E. Membership – Report sent previously, in dropbox. Congregational certification is done and submitted. Still at 148
- F. Treasurer Report- Report sent previously, in dropbox. Nothing unusual. All settled with Church Mutual re: lighting strike. Checked with Sievers about fire alarm system- working to get a permit.
- G. Financial Secretary: Report sent, in dropbox. Sent out a revised income statement that included interest in December. In January report – on property damage account need cleaning out. Mark asked that we not approve the report at the moment to get that corrected, and approve it in March. Everything else in the budget looks good.
- H. Committee on Ministry. No report sent. All focus is on Developmental Minister search- see below.

**Reviewed Action Items List**

Shirley Hairston	Listserv/Email Problems (with Laura Solomon)- will be completed by end of January. Still have a PowerChurch issue and a few email addresses to correct. In process	C
Shirley Hairston	Paypal – loose offerings – in process	OG
Mary Stewart-McGovern	What does membership look like in a remote environment? (with Patrick McGovern) – on-going	C
Board	Maggie with follow-up with Jen about doing a wine tasting- as kick-off with stewardship (turning sour grapes into wine) in March.  Halcyon to work on book binding class  Mary M: asked 1 person who said know. She is also exploring other cooking classes, will ask Michael again. Could also investigate some online game nights.	OG  OG  OG
Shirley & Mark	List of items/processes that need to be addressed differently with new structure. Linda needs help setting up Outlook on Linda Work's computer. Ken Schmidt was the last person who set things up. In process. (combine with item 1). waiting for the new structure to be in place.  Shirley will do this along with router.	OG  C
Mary SM	Send Red Cross insurance to Church Mutual for review	C
Maggie	Follow-up with Nancy re: developmental minister team meeting.	C
Mary SM	Follow-up with Dan and Marten about wood/paint cans at building by recycle bins	OG
Mary SM	Mary to ask Rickie and Nominating committee to work on identifying people for the 3 financial positions sooner rather than later so they can start shadowing current people.	OG

### New Business:

1. Ad Hoc Committee on Organizational Restructuring. 3 committees functioning, 2 waiting for when we can meet in person, 1 not functioning at all (Building and Grounds). Nominating needs at least 3 finance people, (and maybe also identify the 2022 finance people so they can be trained), as well as other typical positions (Vice Chair, Secretary).
2. AD Hoc Committee on reopening. No meeting. Maggie asked about planning for outdoor gathering, when the 3 counties are not in “the red” but are at orange threat level. Indoor gatherings must wait for the fire alarm system to be fixed.

3. Committee for Developmental Minister search: Progressing on the questionnaire. Had hoped to publish it by today, not quite ready. Question about health insurance for incoming minister. Part of Rev's Denis includes money for health insurance – minister can choose UUA or own their own insurance. Congregational gathering: Halcyon has notes from brainstorming gatherings. Also discussed the 4 goals -moved to executive session.
4. Building/Lightning Strike – Last issues are scheduled (weather dependent) and Sievers is in process. Many thanks to Shirley.
5. PPP round 2 funding update – Shirley has applied, bank has accepted application. Board will vote once we hear back.
6. **Executive committee -after meeting.**

**Old Business:**

- 1) What does church membership look like in a remote environment? It looks like this.
- 2) ESUUC Stewardship campaign – Mary M is beginning to work on this, getting a committee together. Planning for kick-off early/middle of March. Denis and Jared are putting together a documentary called “PEW – church life in stinky times.” Could be used for stewardship.
- 3) ESUUC Blood drives – Next drive is March 14<sup>th</sup>. Sign Up!!!!

**Shirley moved that we move into Executive Session, Mary seconded.**

**Maggie moved to adjourn, Mary M seconded. Meeting Adjourned: 2:46**

**Back in regular meeting at 3:43 pm.**

**Maggie made a motion that use the \$45,000-\$50,000 unless Rene and Christine can give the search committee an absolute reason why we should not use a range, and we explain in the next questions why we are offering a range and what else is included in the package (including professional expenses), and if they convince the committee to use a single number, we use the \$47,775 amount that was previously approved. Mary SM seconded. Motion passed.**

The 4 goals that the committee has come up with were presented. Rev Denis says the best goals are ones that are reasonably achievable and have metrics. Mary SM pasted the 3 goals in an email to the board. People will review and send comments back to Maggie, Minna and/or Diana.

**Shirley moved to adjourn, Mary M seconded. Meeting Adjourned: 3:46**

**Next Meeting: March 14, 1:30**

Submitted by Maggie Calkins

## Board Chair Report February 14, 2021

The following items have been completed by the Board Chair since the January 10, 2021 meeting:

Reviewed 01/10/2021 board meeting minutes as prepared by Maggie Caulkins.

Prepared a written summary of board activity for publishing on Listserv and in the Beacon newsletter.

Watched several CER & UUA video presentations on reopening churches, in light of the current status of COVID:

- Policymaking and Leadership During COVID-19 (<https://vimeo.com/509774173>)
- UUA President on COVID-19, our Values, and Plans for Regathering (<https://vimeo.com/509774643>)

Participated in CER online discussion relating to the possibility to the UUA adding/adopting the 8<sup>th</sup> Principle (see below for proposed addition, which I happen to support and am open to discussing with the Board):

“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

Registered to attend (online) UUA’s “New Day Rising Conference: Identifying Your Congregation’s Next Steps in the Struggle with White Supremacy Culture” program on Saturday 02/27/2021.

Provided information to Developmental Minister Search Committee, as requested and relating to last year’s Stewardship campaign.

Kind Regards,  
Mary Stewart-McGovern  
Board Chair, ESUUC





Mary Stewart-McGovern <mary.stewart.mcgovern@gmail.com>

## Ministers Report to the Board

1 message

**RevDenis Paul** <revdenispaul@gmail.com>

Sat, Feb 13, 2021 at 10:02 AM

To: Margaret Calkins <mcalkins@ideasinstitute.org>, Linda Work <esuucoffice@gmail.com>

Cc: Shirley Hairston <swh9421@gmail.com>, Mary Stewart-McGovern <mary.stewart.mcgovern@gmail.com>, Mary Mason <mbrinesmason@icloud.com>, Mark Guizlo <markguizlo@gmail.com>, Clark Waite <cwaite9855@aol.com>, Diana Jackson <ddjacks66@gmail.com>, Halcyon Domanski <halcyond@yahoo.com>, Minna Zelch <mzelch@gmail.com>, Julia Talsma <juliatalsma@yahoo.com>, "Ruth P. Troup" <rdltroup@sbcglobal.net>, Daniel Waite <dcwaite@att.net>, Marten Schreiber <star.offgrid.engineer@gmail.com>

**East Shore Unitarian Universalist Church  
Kirtland, Ohio  
Minister's Report to the Board of Trustees  
February 14, 2021**

Dear Members of the Board,

After five years of chaos, it's feeling very strange to wake up in the morning without first thinking "I have to look at the news to find out what kind of tumult is going on in the federal government today." The tweets have stopped, and despite the ongoing impeachment trial of the recently vacated president, things feel sort of normal again. At least as normal as things can feel during a pandemic.

The good news is that many of the retirement-age members and friends of East Shore have had at least their first round of COVID-19 vaccinations. Some have had both, and many others are doing their best to get some of the very limited shots. The bad news is that Ohio has only vaccinated 10% of residents so far, and the governor is talking about starting what many are calling an "open season" on vaccinations beginning April 1. That means there will be no more preferences for elders, first responders, teachers, and those with serious medical conditions. We'll all be fighting for places in line, and it will take months to get the vaccine to everyone who wants it. Meanwhile, there is mounting evidence that the vaccine is significantly less effective on the new strains of the virus that are popping up around the world, including here in Ohio.

The bottom line is that it still seems unlikely we will be reopening any time soon, and in the last couple weeks, for the first time, I've heard two members (a couple) express a strong opinion that we should be re-opening very soon, allowing people to make their own decisions about the risks they are willing to take. What this doesn't take into account is staff: how willing are we to expose ourselves, when we may not be vaccinated for months? Most people are still committed, it seems, to seeing this through, remaining closed to gatherings until large venues are giving the official all-clear.

**Worship Services since the last Board Meeting:**

- 1/10 "*Planting Trees*," with Halcyon Domanski
- 1/17 "*Imagining Ministry*," with Halcyon Domanski
- 1/24 "*Heart and Hearth*," assisting Rev. Renee Ruchotzke and Jared Hammond
- 2/7 "*Building Beloved Community*," with Jessie Jones and others
- 2/14 "*Love Letters*," with Halcyon Domanski and many others

We continue to have Michael Czubaj play the new piano to provide music for services. Halcyon continues to do a great job editing YouTube videos, with help from Jared about once a month. I continue to do most of the Facebook Live portions of the service from home, though I am thinking about doing it from the sanctuary.

Halcyon and I brainstormed a dozen or so viable ideas for "movies" within the services, Continuing to try our best to make the most of the media we have available for worship. The Worship Arts Team is on board and helping in creation and production.

We have guest preachers scheduled through the late winter into the early spring. The budget is looking good.

The folks gathering on Zoom through the fall and into the winter for Social Justice Cafes have organized a 1619 Project study group, whose first meeting included over 30 adults, including me and the organizers.

I worked with Maggie Calkins and my friend Mike Jones, "The Culinary Tech," to delivery an online cooking class from East Shore's kitchen. With over 20 households participating, it was a tidy little FUNdraiser, and folks expressed an interest in doing it again.

2/13/2021

Gmail - Ministers Report to the Board

The Prayer Circle, Beverages and Banter, and Ministerial Hiring all continue as expected. The Organizational restructuring seems to have stalled, after many fits and starts, because of the number of natural leaders in the congregation who have not been participating online. As I said in our December Board meeting, I'm wondering if it might make more sense to begin putting the new structure into place only after worship resumes in the sanctuary. It just seems that if everyone isn't involved in the rollout, it will just have to start all over again.

I continue to meet regularly with my mentees, both of whom are struggling with the pandemic and the changing nature of lay and professional ministry. Joe's search is going well, with two precandidating weekends scheduled for the next three weeks.

Respectfully Submitted,  
Rev. Denis Letourneau Paul

Rev. Denis Letourneau Paul  
East Shore UU Church, Kirtland, OH  
Love. Revere. Discover. Connect.

## **RE Faith Development Report to the Board**

*Love, Revere, Discover, Connect*

### **EAST SHORE UNITARIAN UNIVERSALIST CHURCH**

Director of RE Faith Development – Halcyon Domanski

RE Faith Development Chair – Minna Zelch

January 13, 2021

*~And how is the congregation?*

#### **WORSHIP**

Halcyon edited January 10<sup>th</sup> and 17<sup>th</sup> as well as February 7<sup>th</sup> and 14<sup>th</sup>

#### **FAITH DEVELOPMENT CLASSES**

FD classes have been every Sunday except for Valentines's Day. FD is working on the creation of the Easter Service.

#### **SOCIAL JUSTICE**

- Halcyon and Maxon delivered the mittens to Women's Safe

#### **RE CLASSES OR GROUPS**

Spirituality of Art

Faith Development Class

Circle of Mom

First Wednesday Night

Movie Night

Theme Tuesday

#### **MEETINGS**

Daily phone meetings with Rev Denis

Board meeting

Chaplain members of the congregation

Worship Arts Meeting

Coffee Hour monitor after Sunday services

#### **OTHER**

Worked on Safety and Security policy for RE Faith Development

Beacon Article

Beverage and Banter

Edited and help write "U&U Love Letters"

Participated in SOGI zoom conference

1619 Project



# **Membership Committee Report**

February 14, 2021

- ⊕ Our membership count continues to be 148.
- ⊕ As we continue our remote church gatherings, ideas for how to engage current and prospective members remotely are welcome. We are working on a few ideas for doing so.
- ⊕ We still plan on hosting a Pancake Breakfast sometime shortly after returning to live services. We are going to keep putting that in here every month until we have it.

Respectfully submitted,

Patrick McGovern

Membership Committee Chair

East Shore Unitarian Universalist Church  
Treasurer's Report to Board  
February 14, 2021

Name of Account	Balance as of 01-31-21
First Nat. Bank Checking Account <b>per Bank</b>	\$29,674.82
Fidelity Account	\$27,196.34
Building Fund (3768)	\$147,195.61
Memorial Garden (1844)	\$14,926.84
Kluth Fund (1847)	\$ 7,934.79
Ropog Fund (1850)	\$ 6,629.70
Fahr Fund (6078)	\$ 20,543.10
Music Fund per books 01-2313	\$ 4,615.00

The following major bills and transfers will be paid and/or completed later this month:

- Building fund donations January, 2021; \$1,725
- December 2020 mortgage payment - \$2,850.3 (\$1,800 interest) Balance 370,800
- December 2020 payroll – \$8,000 (estimate)
- December Loose offerings:
  - Hands on NorthEast Ohio \$85
  - Ministers Fund: \$300

Disbursements from the Capital fund, Current Projects as of 12-31-20

- House Next Door (authorized \$15,000) Spend \$7,540.00
- Lightning Strike, 10-21-20 Received final payment from Church Mutual, \$2,900 added to building fund. Currently working on fire alarm system.

Respectfully submitted,  
Shirley Hairston, Treasurer

## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

## Income and Expense Statement

December 2020 Statement (revised 01-27-2021)

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>INCOME</b>					
<b>CONTRIBUTIONS</b>					
<b>PLEDGES</b>					
Pledges 2020-2021	\$20,462.50	\$86,939.50	\$82,656.00	\$165,312.00	52.59%
<b>LOOSE OFFERINGS</b>					
Loose Offerings	210.00	840.00	1,500.00	3,000.00	28.00%
<b>GIFTS</b>					
General & Memorial	0.00	0.00	4,399.98	8,800.00	0.00%
Subtotal Contributions	20,672.50	87,779.50	88,555.98	177,112.00	49.56%
<b>RENT</b>					
Church Rental Misc.	0.00	0.00	600.00	1,200.00	0.00%
<b>FUND RAISING</b>					
Auction	0.00	0.00	3,000.00	6,000.00	0.00%
Spec. fundraising events					
St. Pauly Textile	0.00	122.66	349.98	700.00	17.52%
Environmental Action Grp					
Amazon Smile Donations	0.00	0.00	40.02	80.00	0.00%
Subtotal Fund Raising	0.00	122.66	3,390.00	6,780.00	1.81%
<b>OTHER</b>					
Interest earned	0.43	3.31	49.98	100.00	3.31%
Other	1,162.55	4,653.23	600.00	1,200.00	387.77%
Infusion - PPP loan 2020	20,000.00	20,000.00	20,000.00	20,000.00	100.00%
Subtotal Other	21,162.98	24,656.54	20,649.98	21,300.00	115.76%
<b>TOTAL INCOME</b>	<b>41,835.48</b>	<b>112,558.70</b>	<b>113,195.96</b>	<b>206,392.00</b>	<b>54.54%</b>

## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

## Income and Expense Statement

December 2020 Statement (revised 01-27-2021)

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>EXPENSES</b>					
<b>MINISTERIAL</b>					
<b>MINISTER</b>					
Salary	\$3,236.88	\$19,421.28	\$17,051.22	\$34,102.38	56.95%
End of contract bonus	0.00	0.00	1,000.02	2,000.00	0.00%
Housing	800.00	4,800.00	5,448.84	10,897.62	44.05%
Min Health Ins Allowance	335.09	2,010.54	2,010.54	4,021.08	50.00%
Professional Expenses	799.05	1,683.92	2,250.00	4,500.00	37.42%
Pension	375.00	2,250.00	2,250.00	4,500.00	50.00%
MINISTER, OTHER EXPENSES	0.00	0.00	1,721.28	3,442.50	0.00%
Minister - Workers Comp	0.00	52.00	107.22	214.40	24.25%
Contract Pastoral Care	0.00	0.00	124.98	250.00	0.00%
Subtotal Minister - Workers Comp	0.00	52.00	232.20	464.40	11.20%
Ministerial Search Cte.	0.00	0.00	250.02	500.00	0.00%
Subtotal Ministerial	5,546.02	30,217.74	32,214.12	64,427.98	46.90%
<b>ADMINISTRATION</b>					
<b>OFFICE EXPENSES</b>					
Office Expenses	211.86	211.86	250.02	500.00	42.37%
Copier Expenses	403.66	1,174.91	1,150.02	2,300.00	51.08%
Postage	0.00	110.00	75.00	150.00	73.33%
Bank Fees/Supplies	0.00	0.00	150.00	300.00	0.00%
Subtotal Office Expenses	615.52	1,496.77	1,625.04	3,250.00	46.05%
<b>SECRETARY</b>					
Sec Compensation	848.00	4,558.00	5,167.50	10,335.00	44.10%
Sec FICA Employer Exp	64.88	348.68	395.34	790.63	44.10%
Sec Worker's Compensation	0.00	0.00	46.62	93.20	0.00%
Subtotal Secretary	912.88	4,906.68	5,609.46	11,218.83	43.74%
Subtotal Administration	1,528.40	6,403.45	7,234.50	14,468.83	44.26%
<b>ORGANIZATION</b>					
<b>EXTERNAL</b>					
UUA /CRE Prog Fund Pledge	0.00	3,190.00	3,190.02	6,380.00	50.00%
<b>INTERNAL</b>					
Board Discretionary Fund	0.00	0.00	49.98	100.00	0.00%
Subtotal Organization	0.00	3,190.00	3,240.00	6,480.00	49.23%
<b>WORSHIP</b>					
Worship Arts	0.00	363.04	925.02	1,850.00	19.62%
Music & Musicians	525.00	525.00	1,000.02	2,000.00	26.25%
<b>Worship Experience</b>					
Audio	0.00	0.00	49.98	100.00	0.00%
Artwork and Podium Decor	0.00	0.00	100.02	200.00	0.00%
Subtotal Worship Experience	0.00	0.00	150.00	300.00	0.00%
Subtotal Worship	525.00	888.04	2,075.04	4,150.00	21.40%
<b>REL. EDUCATION</b>					
<b>D R E</b>					

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

December 2020 Statement (revised 01-27-2021)

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
DRE Compensation	1,916.67	11,500.02	11,500.02	23,000.00	50.00%
DRE FICA Employer Exp	146.62	879.72	879.78	1,759.50	50.00%
DRE Worker's Comp	0.00	0.00	83.16	166.32	0.00%
DRE Pension	124.34	746.04	1,150.02	2,300.00	32.44%
DRE Prof Expenses	0.00	0.00	499.98	1,000.00	0.00%
<b>Subtotal D R E</b>	<b>2,187.63</b>	<b>13,125.78</b>	<b>14,112.96</b>	<b>28,225.82</b>	<b>46.50%</b>
<b>R E COMMITTEE</b>					
Curriculum/Supplies	0.00	501.21	750.00	1,500.00	33.41%
Young Adults 19-25					
Teens	0.00	0.00	300.00	600.00	0.00%
Library	0.00	0.00	49.98	100.00	0.00%
<b>Subtotal Young Adults 19-25</b>	<b>0.00</b>	<b>0.00</b>	<b>349.98</b>	<b>700.00</b>	<b>0.00%</b>
Sunday Lunch					
Event Childcare	0.00	0.00	49.98	100.00	0.00%
Adult RE	0.00	0.00	75.00	150.00	0.00%
<b>Subtotal Sunday Lunch</b>	<b>0.00</b>	<b>0.00</b>	<b>124.98</b>	<b>250.00</b>	<b>0.00%</b>
Sunday child care	0.00	0.00	850.02	1,700.00	0.00%
<b>Subtotal R E Committee</b>	<b>0.00</b>	<b>501.21</b>	<b>2,074.98</b>	<b>4,150.00</b>	<b>12.08%</b>
<b>Subtotal Rel. Education</b>	<b>2,187.63</b>	<b>13,626.99</b>	<b>16,187.94</b>	<b>32,375.82</b>	<b>42.09%</b>
<b>MEMBERSHIP</b>					
<b>MEMBERSHIP</b>					
Membership Coordinator					
Membership Committee	0.00	299.88	250.02	500.00	59.98%
Growth Task Force					
Pancake Breakfast	0.00	0.00	0.00	50.00	0.00%
<b>Subtotal Membership</b>	<b>0.00</b>	<b>299.88</b>	<b>250.02</b>	<b>550.00</b>	<b>54.52%</b>
<b>PROMOTION</b>					
Publicity/Promotion	0.00	0.00	75.00	150.00	0.00%
<b>CARE</b>					
Journey Committee	0.00	0.00	49.98	100.00	0.00%
Pastoral Care	0.00	0.00	49.98	100.00	0.00%
<b>Subtotal Care</b>	<b>0.00</b>	<b>0.00</b>	<b>99.96</b>	<b>200.00</b>	<b>0.00%</b>
<b>Subtotal Membership</b>	<b>0.00</b>	<b>299.88</b>	<b>424.98</b>	<b>900.00</b>	<b>33.32%</b>
<b>SOCIAL JUSTICE</b>					
Social Justice Com	0.00	0.00	151.02	302.00	0.00%
<b>FACILITIES</b>					
<b>SERVICES AND SUPPLIES</b>					
Cleaning Service	552.00	1,805.50	3,600.00	7,200.00	25.08%
Cleaning Supplies	0.00	0.00	250.02	500.00	0.00%
<b>Subtotal Services And Supplies</b>	<b>552.00</b>	<b>1,805.50</b>	<b>3,850.02</b>	<b>7,700.00</b>	<b>23.45%</b>
<b>UTILITIES</b>					
Electricity	572.99	4,337.76	4,500.00	9,000.00	48.20%
Internet & Telephone	179.97	898.86	850.02	1,700.00	52.87%

## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

## Income and Expense Statement

December 2020 Statement (revised 01-27-2021)

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
Waste Disposal Service	186.19	1,075.61	1,000.02	2,000.00	53.78%
Natural Gas	186.57	480.61	1,249.98	2,500.00	19.22%
Water	172.62	1,002.20	1,099.98	2,200.00	45.55%
Sewer	0.00	1,000.00	1,000.02	2,000.00	50.00%
Stormwater Management	0.00	0.00	700.02	1,400.00	0.00%
Insurance	0.00	5,541.00	2,800.02	5,600.00	98.95%
Subtotal Utilities	1,298.34	14,336.04	13,200.06	26,400.00	54.30%
BUILDING LOAN PAYMENTS					
Mortgage Payments	2,850.38	17,102.28	17,102.28	34,204.56	50.00%
Subtotal Facilities	4,700.72	33,243.82	34,152.36	68,304.56	48.67%
FACILITIES COMMITTEE					
BLDG MAINTENANCE					
Building Maintenance	0.00	2,172.71	1,200.00	2,400.00	90.53%
Security	24.50	725.00	375.00	750.00	96.67%
Equip Inspection/Fees	58.00	359.00	1,549.98	3,100.00	11.58%
Equipment Repair - Audio					
Pest Control	0.00	0.00	450.00	900.00	0.00%
Subtotal Bldg Maintenance	82.50	3,256.71	3,574.98	7,150.00	45.55%
GROUNDS MAINTENANCE					
Snow Plowing	800.00	1,600.00	2,674.98	5,350.00	29.91%
Lawn Mowing	0.00	318.31	100.00	200.00	159.16%
Grounds Maintenance	0.00	0.00	649.98	1,300.00	0.00%
KITCHEN					
Kitchen	0.00	0.00	75.00	150.00	0.00%
Coffee	-22.00	-195.40	165.00	330.00	-59.21%
Subtotal Kitchen	-22.00	-195.40	240.00	480.00	-40.71%
Subtotal Grounds Maintenance	778.00	1,722.91	3,664.96	7,330.00	23.50%
Subtotal Facilities Committee	860.50	4,979.62	7,239.94	14,480.00	34.39%
FINANCE					
Stewardship	0.00	0.00	250.02	500.00	0.00%
2020 Property Damage	1,712.36	1,641.30	0.00	0.00	0.00%
Subtotal Finance	1,712.36	1,641.30	250.02	500.00	328.26%
TOTAL EXPENSES	17,060.63	94,490.84	103,169.92	206,389.19	45.78%
EXCESS INCOME\EXPENSES	\$24,774.85	\$18,067.86	\$10,026.04	\$2.81	0.00%

## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

## Income and Expense Statement

January 2021 Statement - Operations

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>INCOME</b>					
<b>CONTRIBUTIONS</b>					
<b>PLEDGES</b>					
Pledges 2020-2021	\$6,398.50	\$93,338.00	\$96,432.00	\$165,312.00	56.46%
<b>LOOSE OFFERINGS</b>					
Loose Offerings	85.00	925.00	1,750.00	3,000.00	30.83%
<b>GIFTS</b>					
General & Memorial	0.00	0.00	5,133.31	8,800.00	0.00%
Subtotal Contributions	6,483.50	94,263.00	103,315.31	177,112.00	53.22%
<i>Budgeted</i>	6,483.50	94,263.00	103,315.31	177,112.00	53.22%
<i>Non-Budgeted</i>	0.00				
<b>RENT</b>					
Church Rental Misc.	0.00	0.00	700.00	1,200.00	0.00%
<b>FUND RAISING</b>					
Auction	0.00	0.00	3,500.00	6,000.00	0.00%
Spec. fundraising events	180.00	180.00	0.00	0.00	0.00%
St. Pauly Textile	50.00	172.66	408.31	700.00	24.67%
Subtotal Spec. Fundraising Events	230.00	352.66	408.31	700.00	50.38%
<i>Budgeted</i>	50.00	172.66	408.31	700.00	24.67%
<i>Non-Budgeted</i>	180.00	180.00			
<b>Environmental Action Grp</b>					
Amazon Smile Donations	0.00	0.00	46.69	80.00	0.00%
Subtotal Fund Raising	230.00	352.66	3,955.00	6,780.00	5.20%
<i>Budgeted</i>	50.00	172.66	3,955.00	6,780.00	2.55%
<i>Non-Budgeted</i>	180.00	180.00			
<b>OTHER</b>					
Interest earned	0.59	3.90	58.31	100.00	3.90%
Other	94.97	4,748.20	700.00	1,200.00	395.68%
Infusion - PPP loan 2020	0.00	20,000.00	20,000.00	20,000.00	100.00%
Subtotal Other	95.56	24,752.10	20,758.31	21,300.00	116.21%
<i>Budgeted</i>	95.56	24,752.10	20,758.31	21,300.00	116.21%
<i>Non-Budgeted</i>	0.00				
<b>TOTAL INCOME</b>	<b>6,809.06</b>	<b>119,367.76</b>	<b>128,728.62</b>	<b>206,392.00</b>	<b>57.84%</b>
<i>Budgeted</i>	6,629.06	119,187.76	128,728.62	206,392.00	57.75%
<i>Non-Budgeted</i>	180.00	180.00			

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

January 2021 Statement - Operations

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>EXPENSES</b>					
<b>MINISTERIAL</b>					
<b>MINISTER</b>					
Salary	\$3,236.88	\$22,658.16	\$19,893.09	\$34,102.38	66.44%
End of contract bonus	0.00	0.00	1,166.69	2,000.00	0.00%
Housing	800.00	5,600.00	6,356.98	10,897.62	51.39%
Min Health Ins Allowance	335.09	2,345.63	2,345.63	4,021.08	58.33%
Professional Expenses	47.15	1,731.07	2,625.00	4,500.00	38.47%
Pension	375.00	2,625.00	2,625.00	4,500.00	58.33%
MINISTER, OTHER EXPENSES	0.00	0.00	2,008.16	3,442.50	0.00%
Minister - Workers Comp	0.00	52.00	125.09	214.40	24.25%
Contract Pastoral Care	0.00	0.00	145.81	250.00	0.00%
Subtotal Minister - Workers Comp	0.00	52.00	270.90	464.40	11.20%
<i>Budgeted</i>	0.00	52.00	270.90	464.40	11.20%
<i>Non-Budgeted</i>	0.00				
Ministerial Search Cte.	0.00	0.00	291.69	500.00	0.00%
Subtotal Ministerial	4,794.12	35,011.86	37,583.14	64,427.98	54.34%
<i>Budgeted</i>	4,794.12	35,011.86	37,583.14	64,427.98	54.34%
<i>Non-Budgeted</i>	0.00				
<b>ADMINISTRATION</b>					
<b>OFFICE EXPENSES</b>					
Office Expenses	99.98	311.84	291.69	500.00	62.37%
Copier Expenses	99.00	1,273.91	1,341.69	2,300.00	55.39%
Postage	56.00	166.00	87.50	150.00	110.67%
Bank Fees/Supplies	0.00	0.00	175.00	300.00	0.00%
Subtotal Office Expenses	254.98	1,751.75	1,895.88	3,250.00	53.90%
<i>Budgeted</i>	254.98	1,751.75	1,895.88	3,250.00	53.90%
<i>Non-Budgeted</i>	0.00				
<b>SECRETARY</b>					
Sec Compensation	795.00	5,353.00	6,028.75	10,335.00	51.79%
Sec FICA Employer Exp	60.82	409.50	461.23	790.63	51.79%
Sec Worker's Compensation	0.00	0.00	54.39	93.20	0.00%
Subtotal Secretary	855.82	5,762.50	6,544.37	11,218.83	51.36%
<i>Budgeted</i>	855.82	5,762.50	6,544.37	11,218.83	51.36%
<i>Non-Budgeted</i>	0.00				
Subtotal Administration	1,110.80	7,514.25	8,440.25	14,468.83	51.93%
<i>Budgeted</i>	1,110.80	7,514.25	8,440.25	14,468.83	51.93%
<i>Non-Budgeted</i>	0.00				
<b>ORGANIZATION</b>					
<b>EXTERNAL</b>					
UUA /CRE Prog Fund Pledge	0.00	3,190.00	3,721.69	6,380.00	50.00%
<b>INTERNAL</b>					
Board Discretionary Fund	0.00	0.00	58.31	100.00	0.00%
Subtotal Organization	0.00	3,190.00	3,780.00	6,480.00	49.23%
<i>Budgeted</i>	0.00	3,190.00	3,780.00	6,480.00	49.23%



## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

## Income and Expense Statement

January 2021 Statement - Operations

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<i>Non-Budgeted</i>	0.00				
<b>WORSHIP</b>					
Worship Arts	0.00	363.04	1,079.19	1,850.00	19.62%
Music & Musicians	260.00	785.00	1,166.69	2,000.00	39.25%
Worship Experience					
Audio	0.00	0.00	58.31	100.00	0.00%
Artwork and Podium Decor	0.00	0.00	116.69	200.00	0.00%
Subtotal Worship Experience	0.00	0.00	175.00	300.00	0.00%
<i>Budgeted</i>	0.00	0.00	175.00	300.00	0.00%
<i>Non-Budgeted</i>	0.00				
Subtotal Worship	260.00	1,148.04	2,420.88	4,150.00	27.66%
<i>Budgeted</i>	260.00	1,148.04	2,420.88	4,150.00	27.66%
<i>Non-Budgeted</i>	0.00				
<b>REL. EDUCATION</b>					
<b>D R E</b>					
DRE Compensation	1,916.67	13,416.69	13,416.69	23,000.00	58.33%
DRE FICA Employer Exp	146.62	1,026.34	1,026.41	1,759.50	58.33%
DRE Worker's Comp	0.00	0.00	97.02	166.32	0.00%
DRE Pension	124.34	870.38	1,341.69	2,300.00	37.84%
DRE Prof Expenses	0.00	0.00	583.31	1,000.00	0.00%
Subtotal D R E	2,187.63	15,313.41	16,465.12	28,225.82	54.25%
<i>Budgeted</i>	2,187.63	15,313.41	16,465.12	28,225.82	54.25%
<i>Non-Budgeted</i>	0.00				
<b>R E COMMITTEE</b>					
Curriculum/Supplies	0.00	501.21	875.00	1,500.00	33.41%
Young Adults 19-25					
Teens	0.00	0.00	350.00	600.00	0.00%
Library	0.00	0.00	58.31	100.00	0.00%
Subtotal Young Adults 19-25	0.00	0.00	408.31	700.00	0.00%
<i>Budgeted</i>	0.00	0.00	408.31	700.00	0.00%
<i>Non-Budgeted</i>	0.00				
Sunday Lunch					
Event Childcare	0.00	0.00	58.31	100.00	0.00%
Adult RE	0.00	0.00	87.50	150.00	0.00%
Subtotal Sunday Lunch	0.00	0.00	145.81	250.00	0.00%
<i>Budgeted</i>	0.00	0.00	145.81	250.00	0.00%
<i>Non-Budgeted</i>	0.00				
Sunday child care	0.00	0.00	991.69	1,700.00	0.00%
Subtotal R E Committee	0.00	501.21	2,420.81	4,150.00	12.08%
<i>Budgeted</i>	0.00	501.21	2,420.81	4,150.00	12.08%
<i>Non-Budgeted</i>	0.00				
Subtotal Rel. Education	2,187.63	15,814.62	18,885.93	32,375.82	48.85%
<i>Budgeted</i>	2,187.63	15,814.62	18,885.93	32,375.82	48.85%

## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

## Income and Expense Statement

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<i>Non-Budgeted</i>	0.00				
<b>MEMBERSHIP</b>					
<b>MEMBERSHIP</b>					
Membership Coordinator					
Membership Committee	0.00	299.88	291.69	500.00	59.98%
Growth Task Force					
Pancake Breakfast	0.00	0.00	0.00	50.00	0.00%
Subtotal Membership	0.00	299.88	291.69	550.00	54.52%
<i>Budgeted</i>	0.00	299.88	291.69	550.00	54.52%
<i>Non-Budgeted</i>	0.00				
<b>PROMOTION</b>					
Publicity/Promotion	0.00	0.00	87.50	150.00	0.00%
<b>CARE</b>					
Journey Committee	0.00	0.00	58.31	100.00	0.00%
Pastoral Care	0.00	0.00	58.31	100.00	0.00%
Subtotal Care	0.00	0.00	116.62	200.00	0.00%
<i>Budgeted</i>	0.00	0.00	116.62	200.00	0.00%
<i>Non-Budgeted</i>	0.00				
Subtotal Membership	0.00	299.88	495.81	900.00	33.32%
<i>Budgeted</i>	0.00	299.88	495.81	900.00	33.32%
<i>Non-Budgeted</i>	0.00				
<b>SOCIAL JUSTICE</b>					
Social Justice Com	0.00	0.00	176.19	302.00	0.00%
<b>FACILITIES</b>					
<b>SERVICES AND SUPPLIES</b>					
Cleaning Service	0.00	1,805.50	4,200.00	7,200.00	25.08%
Cleaning Supplies	0.00	0.00	291.69	500.00	0.00%
Subtotal Services And Supplies	0.00	1,805.50	4,491.69	7,700.00	23.45%
<i>Budgeted</i>	0.00	1,805.50	4,491.69	7,700.00	23.45%
<i>Non-Budgeted</i>	0.00				
<b>UTILITIES</b>					
Electricity	837.78	5,175.54	5,250.00	9,000.00	57.51%
Internet & Telephone	119.99	1,018.85	991.69	1,700.00	59.93%
Waste Disposal Service	186.16	1,261.77	1,166.69	2,000.00	63.09%
Natural Gas	564.04	1,044.65	1,458.31	2,500.00	41.79%
Water	218.43	1,220.63	1,283.31	2,200.00	55.48%
Sewer	500.00	1,500.00	1,166.69	2,000.00	75.00%
Stormwater Management	0.00	0.00	816.69	1,400.00	0.00%
Insurance	0.00	5,541.00	3,266.69	5,600.00	98.95%
Subtotal Utilities	2,426.40	16,762.44	15,400.07	26,400.00	63.49%
<i>Budgeted</i>	2,426.40	16,762.44	15,400.07	26,400.00	63.49%
<i>Non-Budgeted</i>	0.00				
<b>BUILDING LOAN PAYMENTS</b>					
Mortgage Payments	2,850.38	19,952.66	19,952.66	34,204.56	58.33%
Subtotal Facilities	5,276.78	38,520.60	39,844.42	68,304.56	56.40%

## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

## Income and Expense Statement

January 2021 Statement - Operations

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<i>Budgeted</i>	5,276.78	38,520.60	39,844.42	68,304.56	56.40%
<i>Non-Budgeted</i>	0.00				
<b>FACILITIES COMMITTEE</b>					
<b>BLDG MAINTENANCE</b>					
Building Maintenance	0.00	2,172.71	1,400.00	2,400.00	90.53%
Security	24.50	749.50	437.50	750.00	99.93%
Equip Inspection/Fees	0.00	359.00	1,808.31	3,100.00	11.58%
Equipment Repair - Audio					
Pest Control	0.00	0.00	525.00	900.00	0.00%
Subtotal Bldg Maintenance	24.50	3,281.21	4,170.81	7,150.00	45.89%
<i>Budgeted</i>	24.50	3,281.21	4,170.81	7,150.00	45.89%
<i>Non-Budgeted</i>	0.00				
<b>GROUNDS MAINTENANCE</b>					
Snow Plowing	1,100.00	2,700.00	3,120.81	5,350.00	50.47%
Lawn Mowing	0.00	318.31	100.00	200.00	159.16%
Grounds Maintenance	0.00	0.00	758.31	1,300.00	0.00%
<b>KITCHEN</b>					
Kitchen	0.00	0.00	87.50	150.00	0.00%
Coffee	0.00	-195.40	192.50	330.00	-59.21%
Subtotal Kitchen	0.00	-195.40	280.00	480.00	-40.71%
<i>Budgeted</i>	0.00	-195.40	280.00	480.00	-40.71%
<i>Non-Budgeted</i>	0.00				
Subtotal Grounds Maintenance	1,100.00	2,822.91	4,259.12	7,330.00	38.51%
<i>Budgeted</i>	1,100.00	2,822.91	4,259.12	7,330.00	38.51%
<i>Non-Budgeted</i>	0.00				
Subtotal Facilities Committee	1,124.50	6,104.12	8,429.93	14,480.00	42.16%
<i>Budgeted</i>	1,124.50	6,104.12	8,429.93	14,480.00	42.16%
<i>Non-Budgeted</i>	0.00				
<b>FINANCE</b>					
Stewardship	0.00	0.00	291.69	500.00	0.00%
2020 Property Damage	-12,658.06	-11,016.76	0.00	0.00	0.00%
Subtotal Finance	-12,658.06	-11,016.76	291.69	500.00	-2,203.35%
<i>Budgeted</i>	-12,658.06	-11,016.76	291.69	500.00	-2,203.35%
<i>Non-Budgeted</i>	0.00				
<b>TOTAL EXPENSES</b>	2,095.77	96,586.61	120,348.24	206,389.19	46.80%
<i>Budgeted</i>	2,095.77	96,586.61	120,348.24	206,389.19	46.80%
<i>Non-Budgeted</i>	0.00				
<b>EXCESS INCOME\EXPENSES</b>	\$4,713.29	\$22,781.15	\$8,380.38	\$2.81	0.00%
<i>Budgeted</i>	4,533.29	22,601.15	8,380.38	2.81	0.00%
<i>Non-Budgeted</i>	180.00	180.00			



**EAST SHORE UNITARIAN UNIVERSALIST CHURCH**  
**Board of Trustees**  
**Action Plan from Sunday, January 11, 2021 Meeting**

Person Responsible	Action/To Do	
Shirley Hairston	Listserv/Email/Outlook/Paypal Issues (with Laura Solomon)	
Shirley Hairston	Paypal – loose offerings	
Rev Denis	Talk with Mike about teaching a class	
Board Maggie Halcyon Mary M	Come up with ideas for other classes Maggie will coordinate wine tasting class for March Halcyon to work on book binding class Cupcake decorating class	
Shirley and Mark	List of items/processes that need to be addressed differently with new structure (on-going)	
Mary SM	Send Red Cross insurance to Church Mutual for review	
Maggie	Follow-up with Nancy re: developmental minister team meeting.	
Mary SM	Follow-up with Dan and Marten about wood/paint cans at building by recycle bins	
Mary SM	Mary to ask Rickie and Nominating committee to work on identifying people for the 3 financial positions sooner rather than later so they can start shadowing current people.	

*STATUS: C = Complete, NC = Not Complete*

**Love, Revere, Discover, Connect**