

Unitarian Universalist Church of the Monterey Peninsula

Annual Report
May 2023



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Agenda

UUCMP Annual Meeting

May 7, 2023– 11:30 a.m.

1. Check In
2. Chalice Lighting, Revs. Axel & Elaine
3. Quorum call
4. Call to order, Mike Lovell, President-Elect
5. Agenda Review and Approval
6. President-Elect's Remarks, Mike Lovell
7. Motion on Voting Procedure
8. Approval of Minutes: Annual Meeting - May 1, 2022
9. Nominations and vote on board membership
 - Nominees to fill Board positions:
 - a. Warren Finch, Trustee (3-year term)
 - b. Meredith Harrill, Trustee (3-year term)
 - c. Robert Brunson, Treasurer (3-year term)
 - Nominating Committee:
 - a. Carol Greenstreet (3-year term)
10. Approval of Operating Budget for 2023-2024 fiscal year
11. Adjournment

Minutes

UUCMP Annual Meeting, May 1, 2022, live and on Zoom

Chalice Lighting: Rev Axel and Elaine

Quorum Call: Meeting attendees, live and on Zoom, formed a quorum.

Meeting called to order at 11:35 AM by Board of Trustees President, Bud Smith

Motion on Voting Procedure:

Motion: It was moved that voting be by acclamation, with a show of hands: it was so moved and seconded. APPROVED by acclamation.

Agenda Review and Approval:

Motion: It was moved to approve the agenda. It was so moved and seconded. APPROVED by acclamation.

President's Remarks, Bud Smith: "...It was fitting that the choir's anthem was "Give Us Hope" because we finally have reason to hope and believe that all of the dislocations caused by the pandemic be finally behind us...and we will be beginning to fashion normal lives again. The church has continued to survive and thrive because of all of you." He then enumerated the activities that have continued during Covid. He thanked the many people who have done the many tasks that needed to be done.

Approval of Minutes, Annual Meeting – May 2, 2021:

Motion: It was moved to approve the minutes. It was so moved and seconded. APPROVED by acclamation.

Nomination and Vote of Board members and Nominating Committee member, presented by Page Galloway, Chairperson of the Nominating Committee.

Nominees to fill Trustee positions:

Susan Holland, Trustee - three-year term

Bjorn Nilsen, Trustee - three-year term

Mibs McCarthy, Program Council Moderator, two-year term

Nominee to fill Nominating Committee position: is:

Kent Weinstein, three-year term

Motion: It was moved to vote for the entire slate in one vote. It was so moved and seconded. APPROVED by acclamation.

Motion: It was moved to elect the entire slate. It was so moved and seconded. APPROVED by acclamation.

Approval of Operating Budget for 2022 -2023 fiscal year: A discussion of the proposed budget was led by Robert Brunson. Robert reported that we have a healthy budget and we have weathered the Covid storm quite well thanks to everyone's continuing support. The attendees thanked Robert and his team for all their hard work. Several questions from the attendees were answered.

Motion: It was moved to approve the budget for 2022-2023. It was so moved and seconded. APPROVED by acclamation.

Approval of Proposed Bylaws: A explanation of proposed changes to the by-laws was given by Steve Johnson. Steve clarified that with heightened awareness of our desire to be fully inclusive, some verbiage changes to the bylaws are being proposed. Steve thanked previous bylaws editors for their thorough work.

Motion: It was moved to approve the proposed changes to the bylaws. It was so moved and seconded. APPROVED by acclamation.

Announcement of Board changes:

Bud announced that Carol Greenstreet will be the new Board president starting in July and thanked the three Board members who are leaving the Board: Jon Czarnecki, Lauren Keenan and Kent Weinstein for their contributions.

Thanks to Bud Smith for a wonderful year of leadership.

Chalice Extinguishing: Rev Axel and Elaine

Motion: It was moved to adjourn the meeting. It was so moved and seconded. APPROVED by acclamation.

Meeting adjourned at 12:04 AM

Respectfully submitted by Kathleen Craig, Board of Trustees Secretary on May 5, 2022

Nominations

Board of Trustees (three-year term)

Warren Finch

I grew up a UU in Arlington, Virginia, but drifted away from the church as a teen and in fact first moved out to California to study Zen Buddhism at the San Francisco Zen Center. I majored in philosophy at Oberlin College and then studied political theory at UC Berkeley. Carmel became my home in 1995 and I joined UUCMP in 2004, when my older daughter turned six.

At UUCMP, I first helped out in what was then called the Religious Education classes for many years, served on a Ministerial Search Committee, then briefly on the Board of Trustees. I then returned to RE for several more years, where I helped teach high school classes and middle school OWL classes. Pre-pandemic, I served as a Worship Associate for a time and joined the choir. I'm currently back in the RE wing.

I work as an editor and my wife, Michelle and I enjoy parenting our younger daughter, Khaela. In my free time I like to hike, keep up with news and current events, and sleep.

Board of Trustees (three-year term)

Meredith Harrill

I have lived most of my life on the Monterey Peninsula and worked as a Registered Nurse for forty plus years. My two sons went to Sunday School here at UUCMP and now are happily married and I am a proud grandmother of one grandson. Formerly I was on the RE Committee and taught on Sunday mornings. I was also on the Membership Committee for many years. I now serve as a Pastoral Care Associate.

I love reading, time with family and friends, cooking and the outdoors where I spend as much time as possible camping, hiking, gardening and birdwatching.

I feel gratitude every day for this church being part of my life. The older I become, the more I realize how and why UUCMP is important to me. Here I find how to live with more harmony in our complex and quickly changing world. I think the ideals expressed in our eight principles are worthy of our support. After all I have received from this special place it feels appropriate and an honor to serve on our board.

Board of Trustees, Treasurer (three-year term)

Robert Brunson

I was born quite a while back in Florida and grew up in California's high desert. I went to college at the University of the Pacific in Stockton, where I met my wife, Corey. We were married in Pacific Grove in 1984. (Full disclosure: It was at the Methodist Church!) We lived in Pacific Grove and then bought a house in Seaside – during which time we were periodically present at UUCMP (Corey much more than I!). In the early nineties, I transferred with my job to Hartford, Connecticut. Later, I worked in Boston and then eventually transferred to Dallas. Living in Texas was certainly a bit of a culture shock and took some getting used to, but we found our own political and religious bubble, attending both Horizon UU Church (where Dennis Hamilton was serving as the minister at the time) and First Unitarian Church of Dallas. Both our sons, Case and Fletcher, grew up in Dallas and were raised in the UU tradition and seem to be turning out none the worse for wear, at least so far! In the fall of 2016, we returned to the Monterey Peninsula and, shortly afterwards, I decided to retire early (which I highly recommend!).

We also quickly became reacquainted with UUCMP, but in a more serious and committed way. In January of 2018, I joined the Finance Committee as the chair right after the retirement of many stalwart church members who'd served for years, some even for decades! I have since created six annual budgets for UUCMP and prepared hundreds of weekly church bank deposits! My previous experience in human resources and payroll, information systems, and project management and with planning and managing business operations brings a certain familiarity with the world of accounting and financial management, including budgeting and cash flow analysis, and I am fairly well attuned to UUCMP's fiscal operations. As treasurer, I would have exposure to more of the daily financial activity of the church and take on an enhanced role in our strategic direction beyond the operating budget, including capital planning, risk management and financial controls, and communication and reporting.

Lest you get the impression that I am simply a creature exclusively of UUCMP, I have been involved in Scouting since the turn of the century, and more recently, have become involved in also serving Monterey (especially kids) as a member, as past president, and now as treasurer of the Kiwanis Club of Monterey.

In short, I am not an accountant and probably know just enough to drive our bookkeeper and our CPA around the bend; my objective when it comes to the finances of our church is to have a clear understanding of where things stand and what's ahead of us in the future – and to be able to explain it in a way that makes sense to all church members who inquire. It is my intention to continue to provide this same service to you and the church as your treasurer and as a member of the UUCMP Board of Trustees.

Nominating Committee (three-year term)

Carol Greenstreet

Carol and her husband Randall May joined the Unitarian Universalist Church in early 2012. Carol joined the Life Enrichment Committee around 2015 and was involved until recently. Some of her fondest memories in high school were in the youth group at her Congregational Church, but she had not been affiliated with any denomination until Randy discovered the UUCMP.

Carol was born in Nebraska but grew up in New Hampshire when her father was transferred when she was 8. She received her B.A. in Zoology from the University of Vermont and was hired by IBM in 1979 in its Kingston, NY laboratory. She worked on an MSCS with Union College and wrangled a transfer to San Jose, CA in 1985, finishing her MSCS remotely and then earning an MBA from Santa Clara University. She spent most of her career at IBM in various roles in software development, project management, and product planning and marketing. She and Randy met in 1989, married in 1991, and lived in Los Gatos. Randy's parents moved to Pacific Grove in 1995, and they fell in love with the Monterey Bay area while visiting them. They moved here permanently in 2008, and she worked remotely until her 2012 retirement. Her two brothers are both married and live in New Jersey.

Not surprisingly, Carol loves projects of all sizes whether they are sketching, photography, continuing education, book clubs, or baking. Her other interests include hiking, birding, traveling, reading, and volunteering at Point Lobos.

Carol is completing her three years as a member of the Board of Trustees at UUCMP, this past year she has served as President of the Board.

Motions

Approval of the Operating Budget for 2023-2024 fiscal year

One-Page Summary and Prior-Years Comparison

2023-2024 Operating Budget Proposed to the Congregation						
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	Fiscal Year Actuals	Fiscal Year Actuals	Fiscal Year Actuals	Fiscal Year Actuals	Fiscal Year Budget	Fiscal Year Budget
Income						
41000 · Contribution Income	369,419	364,068	406,062	378,275	376,760	427,875
42000 · Investment Income	-	-	-	-	-	-
43000 · Fundraising Income	27,420	29,959	18,330	2,311	20,300	23,300
44000 · Endowment Disbursement	14,326	18,518	21,099	28,189	31,000	34,590
46000 · Facilities Donations	14,646	38,618	47,375	64,250	62,000	34,003
47000 · Miscellaneous Income	1,575	70	2,975	190	-	-
48000 · Other Income & Disbursements						
48200 · Reserve Funding Disbursements	50,903	6,253	8,000	5,000	93,000	-
48206 · Sabbatical Minister Fund Disbursement	-	-	-	15,000	-	-
48207 · Operating Surplus Disbursement	-	-	-	-	-	132,000
48300 · Strategic Plan Support Funding Disbursement	-	83,329	74,791	83,333	83,333	28,539
Total 48000 · Other Income & Disbursements	50,903	89,582	82,791	103,333	176,333	160,539
Total Income	478,289	540,815	578,632	574,548	666,393	680,307
Expenses						
50000 · ADMINISTRATION						
50500 · Bank Service Charges	247	199	61	247	120	50
50510 · E-Giving Service Charges	-	284	1,077	1,014	2,000	1,490
51000 · Communications	13,180	10,250	11,009	11,650	13,825	16,482
52000 · Postage & Shipping	867	1,026	748	1,032	834	635
53000 · Office Expense	10,970	9,701	12,859	7,146	8,730	9,781
54000 · Property Expense						
54100 · Facility Services	17,374	18,026	12,440	13,135	18,240	21,940
54200 · Maintenance/Repair	7,903	6,848	4,606	25,716	11,640	9,870
54299 · Property Systems / Taxes / Insurance	9,934	11,395	13,494	20,120	32,747	42,701
Total 54000 · Property Expense	35,211	36,269	30,540	58,971	62,627	74,511
55000 · Utilities Expense	9,853	12,223	9,640	12,147	10,014	14,791
57000 · Professional Fees	15,554	9,000	15,661	9,672	10,420	10,304
58000 · Contingencies, Miscellaneous, & Capital Reserve	23,499	-	59	20	5,000	-
Total 50000 · ADMINISTRATION	109,381	78,952	81,654	101,899	113,570	128,044
60000 · PROGRAMS/COMMITTEES						
60100 · Communications	-	1,797	2,755	1,094	3,500	3,500
60201 · UUA Annual Program Fund Support	20,706	22,777	25,054	27,100	27,100	28,714
60300 · Leadership Development	6,323	1,290	5,320	5,250	17,000	7,000
61000 · Lifelong Learning						
61100 · Life Enrichment	-	140	191	-	180	180
61300 · Religious Exploration	1,495	1,924	1,466	2,436	5,630	8,787
Total 61000 · Lifelong Learning	1,495	2,064	1,657	2,436	5,810	8,967
62000 · Congregational Life						
62100 · Membership	678	290	61	85	925	1,220
62300 · Caring Network	198	171	154	77	550	600
62400 · Building & Grounds	4,906	-	-	1,827	2,500	7,800
62500 · Events and Fellowship	2,739	1,745	369	1,012	4,157	4,157
Total 62000 · Congregational Life	8,521	2,206	584	3,001	8,132	13,777
63000 · Social Justice	2,821	5,507	7,050	6,550	12,400	7,500
64000 · Worship						
64100 · Music Programs	7,032	26,659	5,718	9,577	9,910	10,000
64200 · Worship Expenses	1,515	2,356	935	4,218	1,650	1,855
Total 64000 · Worship	8,547	29,015	6,653	13,795	11,560	11,855
65000 · Stewardship & Fundraising Expenses	1,242	5,899	1,194	1,918	8,650	7,740
Total 60000 · PROGRAMS/COMMITTEES	49,655	70,555	50,267	61,143	94,152	89,053
70000 · EMPLOYEE COMPENSATION & BENEFITS						
71000 · Staff Benefits	1,759	1,759	162	1,098	1,200	1,147
72000 · Payroll						
72100 · Minister Pay & Benefits	182,724	221,419	229,475	233,714	257,136	268,914
72150 · Intern Minister Compensation	15,984	-	16,206	-	-	-
72158 · Sabbatical Minister Compensation	-	-	-	27,479	-	-
72161 · Guest Worship Speakers Compensation	-	-	910	[See Worship Expenses]	[See Worship Expenses]	[See Worship Expenses]
72200 · RE Employees	25,566	26,177	25,226	29,451	44,850	54,425
72300 · Music Employees	48,901	53,265	53,685	53,946	62,651	51,518
72400 · Administrative Employees	34,129	37,108	41,322	59,449	80,374	75,497
72500 · Payroll - Other	-	-	-	-	-	-
Total 72000 · Payroll	307,304	337,969	366,824	404,038	445,011	450,354
73000 · Payroll Taxes	8,831	8,243	9,567	11,542	12,460	11,709
Total 70000 · EMPLOYEE COMPENSATION & BENEFITS	317,894	347,971	376,553	416,679	458,671	463,210
Total Expenses	476,930	497,478	508,474	579,721	666,393	680,307
Net Operating Budget Surplus or (Shortfall):	\$ 1,359	\$ 43,337	\$ 70,158	\$ (5,173)	\$ 0	\$ 0
	0.3%	8.7%	13.8%	0.9%	0.0%	0.0%

2023-2024 Operating Budget
Approved by Board of Trustees and Proposed to the Congregation

Five Prior-Years Comparison Detail

2023-2024 Operating Budget Proposed to the Congregation						
	2018-2019 Fiscal Year Actuals	2019-2020 Fiscal Year Actuals	2020-2021 Fiscal Year Actuals	2021-2022 Fiscal Year Actuals	2022-2023 Fiscal Year Budget	2023-2024 Fiscal Year Budget
Income						
41000 · Contribution Income						
41005 · Cash Offering	9,992	7,315	910	105	-	4,800
41006 · Donations	33,631	45,658	51,907	32,573	20,000	40,000
41018 · 2017-2018 Fiscal Year Pledges	26,613					
41019 · 2018-2019 Fiscal Year Pledges	299,183	9,341				
41020 · 2019-2020 Fiscal Year Pledges		301,754	19,527			
41021 · 2020-2021 Fiscal Year Pledges			348,718	3,175		
41022 · 2021-2022 Fiscal Year Pledges				350,423	3,000	
41023 · 2022-2023 Fiscal Year Pledges					353,760	10,000
41024 · 2023-2024 Fiscal Year Pledges						373,075
Less: 41100 · 2020-2021 Pledges Allocated to Sabbatical Minister Reserve			(15,000)			
Less: 2021-2022 Pledges Allocated to Intern Minister Reserve				(8,000)		
Total 41000 · Contribution Income	369,419	364,068	406,062	378,276	376,760	427,875
42000 · Investment Income						
42100 · Interest Income	-	-	-	-	-	-
Total 42000 · Investment Income	-	-	-	-	-	-
43000 · Fundraising Income						
43010 · Cultural Events	1,698	3,193	1,308	1,045	1,500	1,500
43020 · Miscellaneous Fundraisers	6,830	4,862	99	359	-	-
43030 · Annual Auction	14,020	17,277	16,883	-	13,000	16,000
43040 · Super Flea Fundraising	4,194	-	-	-	3,300	3,300
43060 · Equal Exchange	678	1,658	-	-	1,500	1,500
43080 · Life Enrichment Activities		2,969	40	907	1,000	1,000
Total 43000 · Fundraising Income	27,420	29,959	18,330	2,311	20,300	23,300
44000 · Endowment Disbursement	14,326	18,518	21,099	26,189	31,000	34,590
46000 · Facilities Donations						
46100 · Facilities Use Donations	14,646	38,618	47,375	64,250	62,000	34,003
Total 46000 · Facilities Donations	14,646	38,618	47,375	64,250	62,000	34,003
47000 · Miscellaneous Income						
47100 · Art Sales	562	70		190	-	-
47200 · Miscellaneous Income	1,013	-	2,975	-	-	-
Total 47000 · Miscellaneous Income	1,575	70	2,975	190	-	-
48000 · Other Income & Disbursements						
48200 · Reserve Funding Disbursements	-					
48201 · Intern Fund Disbursement	8,000		8,000			
48202 · Adult Life Enrichment Fund Disbursement (21651)	7,657	5,968				
48203 · OWL Fund Disbursement	2,863					
48204 · Board Reserve Funds Disbursement	4,606			5,000	93,000	
48205 · Big Gift #1 Disbursement	27,777					
48206 · Sabbatical Minister Fund Disbursement				15,000		
48207 · Operating Surplus Disbursement				15,000		132,000
48210 · Bookstore Fund Disbursement (21655)		285				
Total 48200 · Reserve Funding Disbursement	50,903	6,253	8,000	35,000	93,000	132,000
48300 · Strategic Plan Support Funding Disbursement						
48305 · Expanded Benefits Funding		6,306	9,348	7,765	16,208	3,397
48310 · Ministerial Compensation Funding		63,828	55,415	66,652	65,590	25,142
48315 · Outreach/Communication/Membership Expansion		13,195	10,028	8,916	1,535	-
Total 48300 · Strategic Plan Support Fund Disbursement	-	83,329	74,791	83,333	83,333	28,539
Total 48000 · Other Income & Disbursements	50,903	89,582	82,791	118,333	176,333	160,539
Total Income	478,289	540,815	578,632	589,549	666,393	680,307

2023-2024 Operating Budget
Approved by Board of Trustees and Proposed to the Congregation

Five Prior-Years Comparison Detail

	2018-2019 Fiscal Year Actuals	2019-2020 Fiscal Year Actuals	2020-2021 Fiscal Year Actuals	2021-2022 Fiscal Year Actuals	2022-2023 Fiscal Year Budget	2023-2024 Fiscal Year Budget
Expenses						
50000 · ADMINISTRATION						
50500 · Bank Service Charges	247	199	61	247	120	50
50510 · E-Giving Service Charges		284	1,077	1,014	2,000	1,490
51000 · Communications						
51100 · Advertising	958	515	341	991	1,440	2,087
51200 · Comcast Business Services	1,901	1,970	2,012	1,733	1,800	3,040
51300 · Phone System	1,085	1,112	1,026	1,026	1,026	1,140
51400 · Web Site	2,798	153	630	150	1,150	595
51500 · Hearing Impaired Systems	6,438	6,500	7,000	7,750	8,409	9,620
Total 51000 · Communications	13,180	10,250	11,009	11,650	13,825	16,482
52000 · Postage & Shipping	867	1,026	748	1,031	834	635
53000 · Office Expense						
53100 · Computers	3,378	2,371	5,302	480	1,200	1,200
53200 · Software	549	1,057	1,433	1,400	1,471	2,194
53300 · Office Equipment Rental	2,311	2,507	2,534	2,874	2,653	2,653
53400 · Office Supplies	2,362	1,644	1,084	1,663	2,400	720
53500 · Printing/Reproduction	2,370	2,122	2,506	712	992	1,399
53600 · Administrative Background Screening (Non-RE)	-	-	-	17	14	1,615
Total 53000 · Office Expense	10,970	9,701	12,859	7,146	8,730	9,781
54000 · Property Expense						
54100 · Facility Services						
54110 · Sexton and Cleaning Services	16,115	15,450	12,000	12,000	16,800	20,500
54120 · Janitorial Supplies	1,259	1,101	440	556	1,440	1,440
54130 · Set Up Helper		1,475		[See Employee Payroll]	[See Employee Payroll]	[See Employee Payroll]
Building COVID-19 Re-Opening Expenses				579		
Total 54100 · Facility Services	17,374	18,026	12,440	13,135	18,240	21,940
54200 · Maintenance/Repair						
54201 · Interior Maintenance/Repair	5,615	6,812	4,606	8,438	8,040	8,070
54202 · Exterior Maintenance/Repair	2,288	36	-	17,277	3,600	1,800
Total 54200 · Maintenance/Repair	7,903	6,848	4,606	25,715	11,640	9,870
54299 · Property Systems / Taxes / Insurance						
54300 · Sound System/Video Equipment	-	-	-	8,441	400	400
54400 · Fire Systems	1,523	3,164	1,981	3,106	2,035	2,341
54500 · Property Taxes	321	272	267	260	312	360
54600 · Property/Liability Insurance	8,090	7,959	11,246	8,315	30,000	39,600
Total 54299 · Property Systems / Taxes / Insurance	9,934	11,395	13,494	20,122	32,747	42,701
Total 54000 · Property Expense	35,211	36,269	30,540	58,972	62,627	74,511
55000 · Utilities Expense						
55100 · Electric Service	701	675	300	1,812	1,062	1,513
55150 · Solar System Repairs and Maintenance				-	-	-
55200 · Gas Service	1,960	1,654	2,579	1,982	1,440	2,885
55300 · Waste Management Service	1,284	1,358	1,498	1,627	1,730	1,902
55400 · Water Service	1,007	775	944	976	1,007	1,016
55450 · Well Monitoring & Repair	4,901	7,761	4,319	5,750	4,775	7,475
Total 55000 · Utilities Expense	9,853	12,223	9,640	12,147	10,014	14,791
57000 · Professional Fees						
57100 · Payroll Service Fees	2,201	2,441	2,189	2,408	2,220	2,910
57200 · Temporary Employment Services	982			-	-	-
57300 · Legal Fees	5,267	486	5,672	58	-	-
57400 · Accounting Services	7,084	6,073	6,000	5,388	6,300	5,400
57500 · Licenses and Permits	20	-	1,800	1,818	1,900	1,994
Total 57000 · Professional Expenses	15,554	9,000	15,661	9,672	10,420	10,304
58000 · Contingencies, Miscellaneous, & Capital Reserve						
58100 · Contingency Expense Reserve	22,048	-	-	-	-	-
58200 · Miscellaneous Expenses	1,250		59	20	-	-
58300 · Intern Expenses	201					
58300 · Capital Replacement Revolving Reserve					5,000	-
Total 58000 · Contingencies and Miscellaneous	23,499	-	59	20	5,000	-
Total 50000 · ADMINISTRATION	109,381	78,952	81,654	101,899	113,570	128,044

2023-2024 Operating Budget
Approved by Board of Trustees and Proposed to the Congregation

Five Prior-Years Comparison Detail

	2018-2019 Fiscal Year Actuals	2019-2020 Fiscal Year Actuals	2020-2021 Fiscal Year Actuals	2021-2022 Fiscal Year Actuals	2022-2023 Fiscal Year Budget	2023-2024 Fiscal Year Budget
60000 · PROGRAMS/COMMITTEES						
60100 · Communications		1,797	2,755	1,094	3,500	3,500
60201 · UUA Annual Program Fund Support	20,706	22,777	25,054	27,100	27,100	28,714
60300 · Leadership Development						
60301 · Board Visioning				5,000	5,000	-
60302 · Strategic & Long-Term Planning Initiative	4,323	-	5,320	250	10,000	5,000
60320 · Leadership Training & Development	2,000	1,290	-	-	2,000	2,000
Total 60300 · Leadership Development	6,323	1,290	5,320	5,250	17,000	7,000
61000 · Lifelong Learning						
61100 · Life Enrichment	-	140	191	-	180	180
61300 · Religious Exploration						
61310 · RE Supplies	533	382	1,348	1,270	1,370	4,890
61315 · Curricula		86	36	510	365	756
61320 · RE Training	535	760	-	-	1,425	1,000
61330 · RE Travel	-	313	-	-	330	-
61341 · RE Food	46	96	-	381	740	1,590
61351 · RE Background Screening	314	287	82	164	600	441
61360 · RE Recognition/Appreciation	-	-	-	111	800	110
61370 · RE Special Events	67					
Total 61300 · Religious Exploration	1,495	1,924	1,466	2,436	5,630	8,787
Total 61000 · Lifelong Learning	1,495	2,064	1,657	2,436	5,810	8,967
62000 · Congregational Life						
62100 · Membership	678	290	61	85	925	1,220
62300 · Caring Network	198	171	154	77	550	600
62400 · Building & Grounds						
62410 · B & G Inside Improvements	3,512	-	-	-	1,200	6,000
62420 · B & G Outside Improvements	1,394	-	-	1,827	1,300	1,800
Total 62400 · Building & Grounds	4,906	-	-	1,827	2,500	7,800
62500 · Events and Fellowship	2,739	1,745	369	1,012	4,157	4,157
Total 62000 · Congregational Life	8,521	2,206	584	3,001	8,132	13,777
63000 · Social Justice						
63100 · Social Justice Outreach	821	507	2,050	1,550	7,400	2,500
63105 · COPA Membership	2,000	5,000	5,000	5,000	5,000	5,000
Total 63000 · Social Justice	2,821	5,507	7,050	6,550	12,400	7,500
64000 · Worship						
64100 · Music Programs						
64110 · Music Equipment	355	18,980	600	1,238	1,000	1,000
64120 · Music Supplies	852	3,287	2,273	3,639	3,410	3,500
64130 · Musicians--Occasional	5,300	4,392	2,645	4,700	5,000	5,000
64140 · Choir Enrichment Activities	525	-	200	-	500	500
Total 64100 · Music Programs	7,032	26,659	5,718	9,577	9,910	10,000
64200 · Worship Expenses						
64220 · Worship Speaker Expenses	1,449	1,713	-	3,831	1,300	1,455
64230 · Worship Supplies	66	643	935	386	350	400
Total 64200 · Worship Expenses	1,515	2,356	935	4,217	1,650	1,855
Total 64000 · Worship	8,547	29,015	6,653	13,794	11,560	11,855
65000 · Stewardship & Fundraising Expenses						
65100 · Stewardship Expenses	1,242	1,055	60	1,418	3,650	3,100
65300 · Cultural Events Expenses		2,189	834	200	900	900
65400 · Annual Service Auction Expenses		1,910	300	300	2,000	440
65500 · Super Flea Expenses		-	-	-	300	300
65600 · Equal Exchange Expenses		745	-	-	1,800	1,800
65700 · Endowment Expenses		745	-	-	1,800	1,200
Total 65000 · Stewardship & Fundraising Expenses	1,242	5,899	1,194	1,918	8,650	7,740
68000 · Finance Committee Expenses						
Total 60000 · PROGRAMS/COMMITTEES	49,655	70,555	50,267	61,143	94,152	89,053

2023-2024 Operating Budget
Approved by Board of Trustees and Proposed to the Congregation

Five Prior-Years Comparison Detail

	2018-2019 Fiscal Year Actuals	2019-2020 Fiscal Year Actuals	2020-2021 Fiscal Year Actuals	2021-2022 Fiscal Year Actuals	2022-2023 Fiscal Year Budget	2023-2024 Fiscal Year Budget
70000 · EMPLOYEE COMPENSATION & BENEFITS						
71000 · Staff Benefits						
71600 · Workers Compensation Insurance	1,759	1,759	162	1,098	1,200	1,147
Total 71000 · Staff Benefits	1,759	1,759	162	1,098	1,200	1,147
72000 · Payroll						
72100 · Minister Pay & Benefits						
72101 · Minister Housing Allowance	39,172	53,654	54,000	55,044	58,385	63,230
72102 · Minister Bonus					8,212	-
72103 · Minister Salary	73,975	94,049	98,794	101,345	105,852	114,638
72104 · Minister Professional Expenses	16,028	15,958	15,190	15,491	16,424	17,787
72106 · Minister Benefits						
72107 · Minister Retirement Contribution	13,882	14,770	15,190	15,506	17,245	17,787
72108 · Medical Insurance	28,536	28,776	31,082	32,590	34,381	38,186
72109 · In-Lieu of FICA/Medicare 7.65% (Base Cap)	8,392	11,382	11,410	11,845	13,192	13,607
72111 · Dental Insurance	890	(242)	1,320	1,217	1,152	1,152
72113 · Life & AD&D Insurance	734	1,224	1,276	676	680	748
72114 · LTD Insurance	1,115	1,848	1,213	-	1,612	1,780
Total 72106 · Minister Benefits	53,549	57,758	61,491	61,834	68,263	73,260
Total 72100 · Minister Pay & Benefits	182,724	221,419	229,475	233,714	257,136	268,914
72150 · Intern Minister						
72160 · Intern Minister Compensation	15,550		15,739			
72165 · Intern Minister Professional Expenses	434		467			
Total 72150 · Intern Minister	15,984	-	16,206	-	-	-
72158 · Sabbatical Minister Compensation				27,479		
72161 · Guest Worship Speakers Compensation			910	[See Worship Expenses]	[See Worship Expenses]	[See Worship Expenses]
72200 · RE Employees						
72210 · RE Director	20,731	20,481	20,970	21,907	22,000	25,400
72211 · DRE Retirement Contribution	565	747	-	288	2,200	2,540
72212 · DRE Retirement Contributions in Arrears				3,018		
72212 · DRE Medical Insurance				1,648	6,248	9,190
72213 · DRE Life & AD&D Insurance				31	185	214
72214 · DRE LTD Insurance	147	84	-	48	260	330
72215 · DRE Professional Expenses	-	255	800	-	2,200	2,540
72216 · DRE Dental Insurance				87	288	288
72220 · RE Team Members	4,123	4,610	3,456	2,424	11,469	13,921
72224 · RE Director Bonus						
Total 72200 · RE Employees	25,566	26,177	25,226	29,451	44,850	54,425
72300 · Music Employees						
72310 · Music Director	27,023	27,565	27,583	28,658	30,416	29,240
72311 · Music Director Retirement Contribution	3,040	2,757	2,758	2,869	3,194	1,237
72312 · Music Director Medical Insurance	2,904	5,905	5,482	5,934	7,401	-
72313 · Music Director Life & AD&D Insurance					256	244
72314 · Music Director LTD Insurance					390	390
72315 · Music Director Professional Expense	1,626	2,147	1,378	980	3,042	2,924
72316 · Music Director Dental Insurance		310	305	288	288	-
72324 · Music Director Bonus					1,521	-
72320 · Staff Accompanist	14,308	14,581	14,871	15,217	16,143	17,483
72325 · Occasional Musicians Compensation			1,308	[See Music Expenses]	[See Music Expenses]	[See Music Expenses]
Total 72300 · Music Employees	48,901	53,265	53,685	53,946	62,651	51,518
72400 · Administrative Employees						
72410 · Administrator	28,415	21,602	20,963	23,661	23,400	23,400
72411 · Administrator Retirement Contribution	-	-	1,092	2,275	2,380	2,340
72412 · Administrator LTD Insurance	430	(186)	-	-	260	-
72413 · Administrator Life & AD&D Insurance					197	-
72414 · Administrator Bonus					1,170	-
72415 · Admin Professional Expense					400	450
72420 · Office Assistant	5,284	15,692	17,317	16,730	20,238	20,238
72421 · Office Assistant Life & AD&D Insurance					168	193
72422 · Office Assistant LTD Insurance					264	302
72423 · Office Assistant Retirement Contribution				1,318	2,125	2,024
72424 · Office Assistant Bonus					1,012	-
72425 · Other Office Assistance						
72430 · Set-Up Assistance			1,950	1,800	1,200	1,200
72431 · Videographer				13,665	27,560	25,350
Total 72400 · Administrative Employees	34,129	37,108	41,322	59,449	80,374	75,497
72500 · Payroll - Other						
Total 72000 · Payroll	307,304	337,969	366,824	404,038	445,011	450,354
73000 · Payroll Taxes	8,831	8,243	9,567	11,542	12,460	11,709
Total 70000 · EMPLOYEE COMPENSATION & BENEFITS	317,894	347,971	376,553	416,679	458,671	463,210
Total Expenses	476,930	497,478	508,474	579,721	666,393	680,307
Net Operating Budget Surplus or (Shortfall):	\$ 1,359	\$ 43,337	\$ 70,158	\$ (5,172)	\$ 0	\$ 0
	0.3%	8.7%	13.8%	-0.9%	0.0%	0.0%

2023-2024 Fiscal Year Operating Budget Detail by Month - Proposed to the Congregation

	July	August	September	October	November	December	January	February	March	April	May	June	2023-2024 Fiscal Year Budget
INCOME													
41000 · Contribution Income													
41005 · Cash Offering	450	360	360	450	360	480	360	360	450	360	360	450	4,800
41006 · Donations	4,000	4,500	1,600	1,300	800	7,000	8,000	2,500	800	3,000	5,000	1,500	40,000
41023 · Pledges for 2022-2023 Fiscal Year	6,000	4,000											10,000
41024 · Pledges for 2023-2024 Fiscal Year	75,000	21,000	35,000	29,000	20,000	44,000	34,000	24,000	24,000	22,000	20,000	25,075	373,075
Total 41000 · Contribution Income	85,450	29,860	36,960	30,750	21,160	51,480	42,360	26,860	25,250	25,360	25,360	27,025	427,875
42000 · Investment Income													
42100 · Interest Income													-
Total 42000 · Investment Income	-	-	-	-	-	-	-	-	-	-	-	-	-
43000 · Fundraising Income													
43010 · Cultural Events Income					500		500			500			1,500
43020 · Miscellaneous Fundraising Income													-
43030 · Annual Auction Income					12,000	4,000							16,000
43040 · Super Flea Fundraising Income			3,300										3,300
43060 · Equal Exchange Income			125	150	200	200	125	125	150	150	150	125	1,500
43080 · Life Enrichment Activities Income			50	75	125	125	125	150	125	125	100	125	1,000
Total 43000 · Fundraising Income	-	-	3,475	225	12,825	4,325	750	275	275	775	250	125	23,300
44000 · Endowment Disbursement	34,590												34,590
46000 · Facilities Donations													
46100 · Facilities Use Donations	5,000	5,750	5,000	5,250	5,250	5,000	400	400	500	500	500	453	34,003
Total 46000 · Facilities Donations	5,000	5,750	5,000	5,250	5,250	5,000	400	400	500	500	500	453	34,003
47000 · Miscellaneous Income													
47100 · Art Sales													-
47200 · Miscellaneous Income													-
Total 47000 · Miscellaneous Income	-	-	-	-	-	-	-	-	-	-	-	-	-
48000 · Other Income & Disbursements													
48200 · Reserve Funding Disbursements													
48201 · Intern Funding Disbursement													-
48207 · Operating Surplus Disbursement	132,000												132,000
Total 48200 · Reserve Funding Disbursement	132,000	-	-	-	-	-	-	-	-	-	-	-	132,000
48300 · Strategic Plan Support Funding Disbursement													
48305 · Expanded Benefits Funding	980	980	458	980	-	-	-	-	-	-	-	-	3,397
48310 · Ministerial Compensation Funding	5,433	5,433	8,097	5,433	745	-	-	-	-	-	-	-	25,142
48315 · Outreach/Communication/Membership Expansion	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 48300 · Strategic Plan Support Fund Disbursement	6,413	6,413	8,555	6,413	745	-	-	-	-	-	-	-	28,539
Total 48000 · Other Income & Disbursements	138,413	6,413	8,555	6,413	745	-	-	-	-	-	-	-	160,539
Total Income	263,453	42,023	53,990	42,638	39,980	60,805	43,510	27,535	26,025	26,635	26,110	27,603	680,307

2023-2024 Fiscal Year Operating Budget Detail by Month - Proposed to the Congregation

	July	August	September	October	November	December	January	February	March	April	May	June	2023-2024 Fiscal Year Budget
EXPENSES													
50000 · ADMINISTRATION													
50500 · Bank Service Charges	50												50
50510 · E-Giving Service Charges	80	80	80	80	495	175	80	100	80	80	80	80	1,490
51000 · Communications													
51100 · Advertising	837	112	112	112	112	112	116	116	116	116	116	116	2,087
51200 · Comcast Business Services	245	245	245	245	245	245	245	245	270	270	270	270	3,040
51300 · Phone System	95	95	95	95	95	95	95	95	95	95	95	95	1,140
51400 · Web Site				595									595
51500 · Hearing Impaired Systems	908	726	726	908	726	908	726	726	908	726	726	908	9,620
Total 51000 · Communications	2,084	1,178	1,178	1,954	1,178	1,359	1,182	1,182	1,388	1,207	1,207	1,388	16,482
52000 · Postage & Shipping	20	20	20	45	20	20	20	240	20	20	100	90	635
53000 · Office Expense													
53100 · Computers			300			300			300			300	1,200
53200 · Software	361	329	513	89	89	89	89	89	89	129	239	89	2,194
53300 · Office Equipment Rental	221	221	221	221	221	221	221	221	221	221	221	221	2,653
53400 · Office Supplies	60	60	60	60	60	60	60	60	60	60	60	60	720
53500 · Printing/Reproduction	112	112	112	112	132	112	132	132	112	112	112	112	1,399
53600 · Administrative Background Screening					1,425			95		95			1,615
Total 53000 · Office Expense	754	722	1,206	482	1,927	782	502	597	782	617	632	782	9,781
54000 · Property Expense													
54100 · Facility Services													
54110 · Sexton and Cleaning Services	1,250	1,250	1,250	1,250	4,000	1,250	1,250	1,250	1,250	1,250	4,000	1,250	20,500
54120 · Janitorial Supplies	120	120	120	120	120	120	120	120	120	120	120	120	1,440
Total 54100 · Facility Services	1,370	1,370	1,370	1,370	4,120	1,370	1,370	1,370	1,370	1,370	4,120	1,370	21,940
54200 · Maintenance/Repair													
54201 · Interior Maintenance/Repair	510	510	510	1,160	510	510	510	1,160	510	510	510	1,160	8,070
54202 · Exterior Maintenance/Repair	150	150	150	150	150	150	150	150	150	150	150	150	1,800
Total 54200 · Maintenance/Repair	660	660	660	1,310	660	660	660	1,310	660	660	660	1,310	9,870
54299 · Property Systems / Taxes / Insurance													
54300 · Sound System/Video Equipment			400										400
54400 · Fire Systems	242	92	92	242	92	92	251	101	101	251	683	101	2,341
54500 · Property Taxes	40			160				160					360
54600 · Property/Liability Insurance	3,300	3,300	3,300	3,300	3,300	3,300	3,300	3,300	3,300	3,300	3,300	3,300	39,600
Total 54299 · Property Systems / Taxes / Insurance	3,582	3,392	3,792	3,702	3,392	3,392	3,551	3,561	3,401	3,551	3,983	3,401	42,701
Total 54000 · Property Expense	5,612	5,422	5,822	6,382	8,172	5,422	5,581	6,241	5,431	5,581	8,763	6,081	74,511
55000 · Utilities Expense													
55100 · Electric Service	58	58	58	60	60	60	60	860	60	60	60	60	1,513
55150 · Solar System Repairs and Maintenance													-
55200 · Gas Service	75	60	70	80	70	350	600	430	550	350	150	100	2,885
55300 · Waste Management Service	453			453			498			498			1,902
55400 · Water Service	79	79	79	87	87	87	87	87	87	87	87	87	1,016
55450 · Well Monitoring & Repair	600	600	600	600	600	600	600	600	600	600	600	875	7,475
Total 55000 · Utilities Expense	1,264	796	806	1,279	817	1,097	1,845	1,977	1,297	1,595	897	1,122	14,791
57000 · Professional Fees													
57100 · Payroll Service Fees	200	200	300	200	200	200	220	400	330	220	220	220	2,910
57300 · Legal Fees													-
57400 · Accounting Services	450	450	450	450	450	450	450	450	450	450	450	450	5,400
57500 · Licenses and Permits	50				100			69				1,775	1,994
Total 57000 · Professional Expenses	700	650	750	650	750	650	670	919	780	670	670	2,445	10,304
58000 · Contingencies, Miscellaneous, & Capital Reserve													
58100 · Contingency Expense Reserve													-
58200 · Miscellaneous Expenses													-
58300 · Capital Replacement Revolving Reserve													-
Total 58000 · Contingencies, Miscellaneous, & Capital Reserve	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 50000 · ADMINISTRATION	10,564	8,868	9,862	10,872	13,358	9,504	9,879	11,255	9,778	9,769	12,348	11,988	128,044

2023-2024 Fiscal Year Operating Budget Detail by Month - Proposed to the Congregation

	July	August	September	October	November	December	January	February	March	April	May	June	2023-2024 Fiscal Year Budget
60000 · PROGRAMS/COMMITTEES													
60100 · Communications	600	250	250	1,050	250	250		250	250	250	50	50	3,500
60201 · UUA Annual Program Fund Support	2,393	2,393	2,393	2,393	2,393	2,393	2,393	2,393	2,393	2,393	2,393	2,393	28,714
60300 · Leadership Development													
60301 · Board Visioning													-
60302 · Strategic & Long-Term Planning Initiative	5,000												5,000
60320 · Leadership Training & Development	42	42	42	42	42	42	42	42	42	42	640	940	2,000
Total 60300 · Leadership Development	5,042	42	42	42	42	42	42	42	42	42	640	940	7,000
61000 · Lifelong Learning													
61100 · Life Enrichment Expenses	15	15	15	15	15	15	15	15	15	15	15	15	180
61300 · Religious Exploration													
61310 · RE Supplies	175	670	200	100	100	100	100	100	725	645	875	1,100	4,890
61315 · Curricula			125			125			125		256	125	756
61320 · RE Training			1,000										1,000
61330 · RE Travel													-
61341 · RE Food	133	133	133	133	133	133	133	133	133	133	133	133	1,590
61351 · RE Background Screening					315			63		63			441
61360 · RE Recognition/Appreciation											110		110
Total 61300 · Religious Exploration	308	803	1,458	233	548	358	233	296	983	841	1,374	1,358	8,787
Total 61000 · Lifelong Learning	323	818	1,473	248	563	373	248	311	998	856	1,389	1,373	8,967
62000 · Congregational Life													
62100 · Membership	33	33	133	108	283	33	133	33	33	133	228	33	1,220
62300 · Caring Network	50	50	50	50	50	50	50	50	50	50	50	50	600
62400 · Building & Grounds													
62410 · B & G Inside Improvements	500	500	500	500	500	500	500	500	500	500	500	500	6,000
62420 · B & G Outside Improvements	150	150	150	150	150	150	150	150	150	150	150	150	1,800
Total 62400 · Building & Grounds	650	650	650	650	650	650	650	650	650	650	650	650	7,800
62500 · Events and Fellowship	325	260	460	325	560	317	325	360	260	445	260	260	4,157
Total 62000 · Congregational Life	1,058	993	1,293	1,133	1,543	1,050	1,158	1,093	993	1,278	1,188	993	13,777
63000 · Social Justice													
63100 · Social Justice Outreach	25	525	125	225	225	225	525	25	525	25	25	25	2,500
63105 · COPA Membership	5,000												5,000
Total 63000 · Social Justice	5,025	525	125	225	225	225	525	25	525	25	25	25	7,500
64000 · Worship													
64100 · Music Programs													
64110 · Music Equipment	250			250			250			250			1,000
64120 · Music Supplies	210	210	210	210	210	210	635	765	210	210	210	210	3,500
64130 · Musicians—Occasional	400	400	400	400	400	600	400	400	400	400	400	400	5,000
64140 · Choir Enrichment Activities	500												500
Total 64100 · Music Programs	1,360	610	610	860	610	810	1,285	1,165	610	860	610	610	10,000
64200 · Guest Worship Expenses													
64220 · Guest Worship Speaker Expenses	485	485										485	1,455
64230 · Worship Supplies	12	12	12	12	12	12	12	12	12	12	268	12	400
Total 64200 · Worship Expenses	497	497	12	12	12	12	12	12	12	12	268	497	1,855
Total 64000 · Worship	1,857	1,107	622	872	622	822	1,297	1,177	622	872	878	1,107	11,855
65000 · Stewardship & Fundraising Expenses													
65100 · Stewardship Expenses	50	50	50	50	50	550	50	2,050	50	50	50	50	3,100
65300 · Cultural Events Expenses					300			300		300			900
65400 · Annual Service Auction Expenses				55						385			440
65500 · Super Flea Expenses		300											300
65600 · Equal Exchange Expenses	150	150	150	150	150	150	150	150	150	150	150	150	1,800
65700 · Endowment Expenses	100	100	100	100	100	100	100	100	100	100	100	100	1,200
Total 65000 · Stewardship & Fundraising Expenses	300	600	300	355	600	800	300	2,600	300	985	300	300	7,740
68000 · Finance Committee Expenses													
Total 68000 · Finance Committee Expenses	-	-	-	-	-	-	-	-	-	-	-	-	-
Total 60000 · PROGRAMS/COMMITTEES	16,598	6,728	6,498	6,318	6,238	5,955	5,963	7,891	6,123	6,701	6,863	7,181	89,053

2023-2024 Fiscal Year Operating Budget Detail by Month - Proposed to the Congregation

	July	August	September	October	November	December	January	February	March	April	May	June	2023-2024 Fiscal Year Budget
70000 · EMPLOYEE COMPENSATION & BENEFITS													
71000 · Staff Benefits													
71600 · Workers Compensation Insurance	84	84	126	84	84	84	92	92	139	92	92	92	1,147
Total 71000 · Staff Benefits	84	84	126	84	84	84	92	92	139	92	92	92	1,147
72000 · Payroll	July	August	September	October	November	December	January	February	March	April	May	June	Annual
72100 · Minister Pay & Benefits													
72101 · Minister Housing Allowance	4,864	4,864	7,296	4,864	4,864	4,864	4,864	4,864	7,296	4,864	4,864	4,864	63,230
72102 · Minister Bonus													-
72103 · Minister Salary	8,818	8,818	13,227	8,818	8,818	8,818	8,818	8,818	13,227	8,818	8,818	8,818	114,638
72104 · Minister Professional Expenses	17,787												17,787
72106 · Minister Benefits													
72107 · Minister Retirement Contribution	1,368	1,368	2,052	1,368	1,368	1,368	1,368	1,368	2,052	1,368	1,368	1,368	17,787
72108 · Medical Insurance	3,089	3,089	2,739	3,089	3,089	3,089	3,398	3,398	3,013	3,398	3,398	3,398	38,186
72109 · In-Lieu of FICA/Medicare 7.65% (Base Cap)	1,047	1,047	1,570	1,047	1,047	1,047	1,047	1,047	1,570	1,047	1,047	1,047	13,607
72111 · Minister Dental Insurance	98	98	87	98	98	98	98	98	87	98	98	98	1,152
72113 · Minister Life & AD&D Insurance	67	67	38	67	67	67	67	67	38	67	67	67	748
72114 · Minister LTD Insurance	152	152	131	152	152	152	152	152	131	152	152	152	1,780
Total 72106 · Minister Benefits	5,821	5,821	6,618	5,821	5,821	5,821	6,129	6,129	6,892	6,129	6,129	6,129	73,260
Total 72100 · Minister Pay & Benefits	37,289	19,503	27,141	19,503	19,503	19,503	19,812	19,812	27,415	19,812	19,812	19,812	268,914
72150 · Intern Minister													
72151 · Intern Minister Compensation		-											-
72155 · Intern Minister Professional Expenses													-
Total Intern Minister	-	-	-	-	-	-	-	-	-	-	-	-	-
72200 · RE Employees													
72210 · RE Director	1,954	1,954	2,931	1,954	1,954	1,954	1,954	1,954	2,931	1,954	1,954	1,954	25,400
72211 · DRE Retirement Contribution	195	195	293	195	195	195	195	195	293	195	195	195	2,540
72212 · DRE Medical Insurance	814	814	309	814	814	814	895	895	339	895	895	895	9,190
72213 · DRE Life & AD&D Insurance	18	18	18	18	18	18	18	18	18	18	18	18	214
72214 · DRE LTD Insurance	28	28	28	28	28	28	28	28	28	28	28	28	330
72215 · DRE Professional Expenses	2,540												2,540
72216 · DRE Dental Insurance	27	27	10	27	27	27	27	27	10	27	27	27	288
72220 · RE Team Members	1,071	1,071	1,606	1,071	1,071	1,071	1,071	1,071	1,606	1,071	1,071	1,071	13,921
Total 72200 · RE Employees	6,646	4,106	5,194	4,106	4,106	4,106	4,187	4,187	5,225	4,187	4,187	4,187	54,425
72300 · Music Employees													
72310 · Music Director	2,249	2,249	3,374	2,249	2,249	2,249	2,249	2,249	3,374	2,249	2,249	2,249	29,240
72311 · Music Director Retirement Contribution								225	337	225	225	225	1,237
72312 · Music Director Medical Insurance													-
72313 · Music Director Life & AD&D Insurance	20	20	20	20	20	20	20	20	20	20	20	20	244
72314 · Music Director LTD Insurance	33	33	33	33	33	33	33	33	33	33	33	33	390
72315 · Music Director Professional Expense	2,924												2,924
72316 · Music Director Dental Insurance													-
72324 · Music Director Bonus													-
72320 · Staff Accompanist	1,345	1,345	2,017	1,345	1,345	1,345	1,345	1,345	2,017	1,345	1,345	1,345	17,483
Total 72300 · Music Employees	6,571	3,647	5,444	3,647	3,647	3,647	3,647	3,872	5,781	3,872	3,872	3,872	51,518

2023-2024 Fiscal Year Operating Budget Detail by Month - Proposed to the Congregation

	July	August	September	October	November	December	January	February	March	April	May	June	2023-2024 Fiscal Year Budget
72400 · Administrative Employees													
72410 · Administrator	1,800	1,800	2,700	1,800	1,800	1,800	1,800	1,800	2,700	1,800	1,800	1,800	23,400
72411 · Administrator Retirement Contribution	180	180	270	180	180	180	180	180	270	180	180	180	2,340
72412 · Administrator LTD Insurance													-
72413 · Administrator Life & AD&D Insurance													-
72414 · Administrator Bonus													-
72415 · Admin Professional Expense	450												450
72420 · Office Assistant	1,557	1,557	2,335	1,557	1,557	1,557	1,557	1,557	2,335	1,557	1,557	1,557	20,238
72421 · Office Assistant Life & AD&D Insurance	16	16	16	16	16	16	16	16	16	16	16	16	193
72422 · Office Assistant LTD Insurance	25	25	25	25	25	25	25	25	25	25	25	25	302
72423 · Office Assistant Retirement Contribution	156	156	234	156	156	156	156	156	234	156	156	156	2,024
72424 · Office Assistant Bonus													-
72430 · Set-Up Assistance	100	100	100	100	100	100	100	100	100	100	100	100	1,200
72431 · Videography Team	1,950	1,950	2,925	1,950	1,950	1,950	1,950	1,950	2,925	1,950	1,950	1,950	25,350
Total 72400 · Administrative Employees	6,234	5,784	8,605	5,784	5,784	5,784	5,784	5,784	8,605	5,784	5,784	5,784	75,497
72500 · Payroll - Other													
Total 72000 · Payroll	56,740	33,039	46,384	33,039	33,039	33,039	33,429	33,654	47,026	33,654	33,654	33,654	450,354
73000 · Payroll Taxes	1,475	859	1,206	859	859	859	869	875	1,223	875	875	875	11,709
Total 70000 · Employee Compensation & Benefits	58,299	33,982	47,716	33,982	33,982	33,982	34,391	34,622	48,388	34,622	34,622	34,622	463,210
Total Expenses	85,461	49,577	64,075	51,172	53,578	49,441	50,233	53,767	64,288	51,091	53,832	53,790	680,307

Net Operating Budget Surplus or (Shortfall):

\$	0
	0.0%

Comments and Notes for 2023-2024 Operating Budget Proposed to the Congregation

Budget Notes for 2023-2024 Operating Plan		
Income		
Category	Account	Comments & Notes
41000 · Contribution Income		
	41005 · Cash Offering	Cash receipts from the Sunday services collection are split with half donated to the monthly shared-plate recipient.
	41006 · Donations	Primarily donations from unpledged individuals and families and contributions from individuals and families in excess of pledged amounts for 2023-2024.
	41023 · Pledges for 2022-2023 Fiscal Year	Runout for the congregation's pledge commitments for the prior 2022-2023 fiscal year.
	41024 · Pledges for 2023-2024 Fiscal Year	Income from the congregation's pledge commitments for the new 2023-2024 fiscal year.
42000 · Investment Income		
	42100 · Interest Income	No interest income is retained in the church's annual operating plan.
43000 · Fundraising Income		
	43010 · Cultural Events	Includes primarily ticket sales for music events sponsored by the Music Committee. See <i>Cultural Events Expenses</i> line under 65300.
	43020 · Miscellaneous Fundraisers	Special, ad hoc, or one-time fundraising activities or events.
	43030 · Annual Auction	Gross receipts from annual service auction. See <i>Annual Service Auction Expenses</i> line under 65400.
	43040 · Super Flea Fundraising	Gross receipts from Super Flea fundraising event. See <i>Super Flea Expenses</i> line under 65500.
	43060 · Equal Exchange	Gross receipts collected through sale of Equal Exchange products and merchandise. See <i>65600 · Equal Exchange Expenses</i> for cost of goods sold and any other related expenses.
	43080 · Life Enrichment Activities Income	Donations received from participants in periodic and ongoing Adult Life Enrichment classes and activities sponsored by UUCMP. This is the calculated disbursement from the Endowment Fund for program enhancement according to the adopted formula.
44000 · Endowment Disbursement		
46000 · Facilities Donations		
	46100 · Facilities Use Donations	Includes donation agreement with CHOMP for parking lot project providing non-holiday weekday parking at \$250.00 per day through at least December 2023.
47000 · Miscellaneous Income		
	47100 · Art Sales	Proceeds from art sales cannot be reliably forecasted.
	47200 · Miscellaneous Income	No significant miscellaneous income is anticipated.
48000 · Other Income & Disbursements		
	48200 · Reserve Funding Disbursements	
	48201 · Intern Funding Disbursement	Since there will be no intern minister this year, no distributions are being made through this account.
	48207 · Operating Surplus Disbursement	Distributions of operating reserve funds usually accumulated by positive net operating income and approved by the Board of Trustees are recorded under this line item. For the 2023-2024 fiscal year, a distribution of \$132,000 in church surplus operating reserve funds is required to supplement pledges, donations, and other fundraising income in order to achieve a balanced operating plan budget.
	48300 · Strategic Plan Support Funding Disbursement	<i>(Allocation of remaining Anonymous Gift #2 funds for Strategic Plan initiatives approved by the congregation in January 2019.)</i>
	48305 · Expanded Benefits Funding	This is the remaining offset funding from Big Gift #2 to support expanded benefits for church staff approved by Board of Trustees in September 2018.
	48310 · Ministerial Compensation Funding	This is the remaining offset funding from Big Gift #2 to support increased expenses associated with expanded ministerial commitment to 1.5 FTE.
	48315 · Outreach/Communication/Membership Expansion	Offset funding to support enhanced communications and outreach effort to underwrite Strategic Plan goals and objectives has been exhausted.

Comments and Notes for 2023-2024 Operating Budget Proposed to the Congregation

Expenses		
Category	Sub-Category	Comments & Notes
	Account	
	Sub-Account	
Operations		
50000 · Administration		
	50500 · Bank Service Charges	Account maintenance, stop payment, insufficient funds, and wire transfer fees paid to Mechanics Bank.
	50510 · E-Giving Service Charges	Transaction fees incurred for debit card, credit card, and text-to-give donations and payments not offset by donors and payers.
	51000 · Communications	Includes spending priorities adjustments based on the charge, direction, and membership of the Communications Committee and strategic plan.
	51100 · Advertising	Expenses incurred for <i>MailChimp</i> email management system, for <i>Monterey County Weekly</i> , and for various job postings. Also includes \$725 for advertising OWL classes for Fall 2023.
	51200 · Comcast Business Services	Extended <i>Comcast</i> business internet service contract.
	51300 · Phone System	Monthly rate with <i>Telco Automation</i> is anticipated to increase to about \$95/mo.
	51400 · Web Site	Includes \$430 to <i>InMotionHosting</i> for website hosting and \$165 to <i>Byte Technology</i> for Prograde SSL Certificate, both in October.
	51500 · Captioning Systems	Invoicing from <i>Caption Pros</i> for captioning during the first service on Sundays runs ~\$160/service. Also provides \$16.50 for Spanish translation of each worship service.
	52000 · Postage & Shipping	
	52100 · Postage & Shipping	Includes \$20/mo. for routine mail and church monthly newsletters, \$25 for service auction materials in October, and \$220 for mailing pledge-campaign materials in February. Use of electronic delivery of various church-related materials is aggressively encouraged to reduce postage and mailing costs.
	53000 · Office Expense	
	53100 · Computers	Includes \$300 quarterly for periodic computer servicing of three office workstations, the DRE's laptop, and two A/V laptops.
	53200 · Software	Includes \$67/mo. for new Breeze Church Management System software license as well as \$40/mo. for PowerChurch license (only through September 1 closeout) and \$22/mo. for Adobe Acrobat Pro. Also includes in July \$100 for annual MS Office license and \$132 for a Dropbox subscription and \$200 in August for a Zoom "Business" annual license. For September, includes \$110 for MeetUp annual fee, \$100 for Akismet anti-spam license, \$79 for WordPress BackItUp annual fee, \$20 for Google, and \$115 for WordFence license (WordPress security plug-in). Also provides \$40 in April for library cataloging software annual license fee and \$150 in May for a WordPress annual license fee.
	53300 · Office Equipment Rental	The copier lease contract rate is fixed at \$221.11/mo. until August 2026.
	53400 · Office Supplies	General office supply purchases expected to average about \$60/mo.
	53500 · Printing/Reproduction	Monthly contract of \$41.55 (\$27.08 + \$10.95 SMILE Support + \$3.52 sales tax) for photocopier maintenance with <i>Smile/Tri-County Business Systems</i> . Also includes \$70-90 per month contingency for excess-copies penalties.
	53600 · Administrative Background Screening (Non-RE)	Covers the \$100 cost of one-time state-mandated (AB 506) Live Scan background and fingerprint screening by 01/01/2024 for each existing church <i>employee</i> , plus a contingency for screening two new hires.
54000 · Property Expense		
	54100 · Facility Services	
	54110 · Sexton and Cleaning Services	Includes \$1,250 monthly charge for janitorial services and some sanctuary and church event setup and \$5,500 for semiannual carpet cleaning.
	54120 · Janitorial Supplies	Janitorial and cleaning supplies run approximately \$120/mo.
	54200 · Maintenance/Repair	
	54201 · Interior Maintenance/Repair	Includes estimated expenses for inside maintenance items, including pest control (\$130 per mo.) and septic repairs and service (\$650 per trimester) as well as \$380 per month for painting, plumbing, and kitchen appliance repairs.
	54202 · Exterior Maintenance/Repair	Includes estimated expenses for outside maintenance items such as external pest control, plumbing and lighting repairs, and playground maintenance.

Comments and Notes for 2023-2024 Operating Budget Proposed to the Congregation

Expenses		
Category	Sub-Category	Comments & Notes
	Account	
	Sub-Account	
54299	Property Systems / Taxes / Insurance	
	54300 · Sound System/Video Equipment	Includes annual iZotope media-editing licensing fee and the annual fall audio/visual tune-up and preventive maintenance servicing by <i>Independent Audio of the Monterey Peninsula</i> .
	54400 · Fire Systems	Includes \$150 quarterly fire-sprinkler-system-monitoring fee along with the \$132 annual fire alarm test charge by <i>All-Safe Integrated Systems</i> and the \$450 for an annual fire extinguisher service by <i>Carlson's Fire and Safety Sales & Service</i> , both in May. Also, \$92.01/mo. base billing account charge [increasing to \$101.21(e) in January] for a second <i>California American Water</i> account required for wet fire sprinkler system connection.
	54500 · Property Taxes	Monterey County property taxes in two installment of \$130 (Building: 008-141-002-000) + \$30 (Land: 008-141-014-000) in October 2023 and February 2024 and a personal property tax of \$40 (Unsecured: 810-013-912-000) in July 2023 for the leased photocopier.
	54600 · Property/Liability Insurance	Anticipates a very substantial increase in premium costs for church multiple-peril property through the California Fair Plan and for liability insurance coverage following recent policy non-renewals due primarily to geographic fire hazards because of the location of the church facilities. The church continues to explore the best balance between cost and coverage in the insurance options available.
55000	Utilities Expense	
	55100 · Electric Service	Includes \$27.60 monthly account charge, increasing in October to \$30(e). Also includes \$800 for estimated <i>Central Coast Community Energy</i> true-up assessment for non-solar electricity grid consumption which may be applied in February 2024. Electricity-generation and -usage charges are averaging \$30/mo. Expenses are rising as activities return to the facility.
	55150 · Solar System Repairs and Maintenance	Account for tracking repair and maintenance expenses of the church's solar system electric plant. <i>No budget allocation made.</i>
	55200 · Gas Service	Estimated natural gas expenses based on historical PG&E billing. Expenses are rising as activities return to the facility.
	55300 · Waste Management Service	Estimated waste disposal expenses based on historical <i>Waste Management</i> billing and anticipated January fee increase.
	55400 · Water Service	Includes current \$79 base account billing charge for <i>California American Water</i> as backup service to church water well service. Anticipated fee increase to \$87 in October.
	55450 · Well Monitoring & Repair	Covers periodic invoicing by <i>Cypress Water Company</i> for monitoring, repairing, and maintaining the church's water well system, plus \$275 for mandatory Monterey County water-well permit testing in June.
57000	Professional Fees	
	57100 · Payroll Service Fees	Covers the \$100 bi-weekly processing fee to <i>ADP</i> (our payroll vendor) and \$180 charge for annual production and filing of IRS Form W-2s.
	57300 · Legal Fees	Church legal expenses; none are anticipated.
	57400 · Accounting Services	Expenses for bookkeeping services (\$450/mo.)
	57500 · Licenses and Permits	Includes the Monterey County Health Department Annual Water System Health Permit fee (June), the <i>Aguaquito Property Owners Association</i> membership dues, and California Secretary of State fees as well as occasional liquor-serving permits as required.
58000	Contingencies and Miscellaneous	
	58100 · Contingency Reserve	Contingency fees for sewer emergencies and other unexpected events requiring financial outlay. <i>No allocation made.</i>
	58200 · Miscellaneous Expenses	No Miscellaneous Expenses are anticipated in fiscal year 2023-2024.
	58300 · Capital Replacement Revolving Reserve	Separate budget allocation made to cover the cost of replacement of <u>capital</u> equipment that fails or reaches the end of its useable life each fiscal year. <i>No allocation made.</i>

Comments and Notes for 2023-2024 Operating Budget Proposed to the Congregation

Expenses		
Category	Sub-Category	Comments & Notes
	Account	
	Sub-Account	
60000 · PROGRAMS/COMMITTEES		
	60100 · Communications	Includes funding for increased signage as well as banners, posters, and logo wear for community events. Support is included for outreach advertising for church events along with printing and translation honoraria for Sanctuary outreach.
	60201 · UUA Annual Program Fund Support	The Annual Program Fund is a program support payment to <i>Unitarian Universalist Association (UUA)</i> in an amount determined annually by a percentage-of-budget assessment formula and paid monthly.
	60300 · Leadership Development	
	60301 · Board Visioning	No allocation.
	60302 · Strategic & Long-Term Planning Initiative	Allocation of up to \$5,000 for consulting services related to the development of a new strategic plan for UUCMP, including travel expenses.
	60320 · Leadership Training & Development	Includes \$1,500 for expenses to attend the 2024 General Assembly, and \$500 for the Leadership/Nominating Committee to sponsor attendees at training and workshops.
61000 · Lifelong Learning		
	61100 · Life Enrichment	Covers the cost of light food and reference materials for the adult series of Life Enrichment programs.
	61300 · Religious Exploration	
	61310 · RE Supplies	Includes classroom crafts, office products, room décor items, baby-care supplies, and nursery toys for the RE year as well as supplies related to RE course curricula. Also includes supplies and stipends for UUCMP Summer Camp 2024 and \$420 for updated children's books for the RE library.
	61315 · Curricula	Expenses related to acquisition of Religious Exploration course curricula, including \$256 in May for Soul Matters subscription (half the subscription cost shared with the Worship Associates).
	61320 · RE Training	Includes \$300 for supplies and food for in-house RE-wide teacher training orientation session at reopening.
	61330 · RE Travel	Chaperone expenses for three district retreats and travel expenses for three teachers to participate in facilitator certification training.
	61341 · RE Food	Includes kids' snacks every Sunday, meals for youth at fall and spring overnight events, and entrees for four family potlucks.
	61351 · RE Background Screening	Covers the \$65 cost of one-time state-mandated (AB 506) Live Scan background and fingerprint screening by 01/01/2024 for each existing church <i>volunteer</i> who has direct contact with, or supervision of, children for more than 32 hours per year, plus a contingency for screening two new volunteers.
	61360 · RE Recognition/Appreciation	Celebration and recognition for OWL, COA, and Bridging Seniors and their families and a year-end teacher luncheon and token appreciation gifts.
62000 · Congregational Life		
	62100 · Membership	Includes \$300 for expenses associated with three UU newcomer orientation sessions and \$120 for a new-member joining ceremony in May, \$250 for the fall ushers and greeters appreciation luncheon, and \$75 for each of two other potluck events sponsored by the Membership Committee. Also provides \$400 for producing or acquiring newcomer brochures.
	62300 · Caring Network	Includes greeting, birthday, and get-well-soon cards; postage; and supplies for Caring Network table. Also \$150 for simple refreshments for church memorial services.
	62400 · Building & Grounds	
	62410 · B & G Inside Improvements	For tracking interior improvements to church facilities, including, for example, furniture, new window treatments, additional fixtures, and apartment improvements.
	62420 · B & G Outside Improvements	For tracking exterior improvements to church facilities, including, for example, new plants and trees, additional planters and fixtures, and additional hardscape.

Comments and Notes for 2023-2024 Operating Budget Proposed to the Congregation

Expenses		
Category	Sub-Category	Comments & Notes
	Account	
	Sub-Account	
62500	Events and Fellowship	Includes \$65/service for coffee and supplies for Sunday services, \$200 for Program Council Committee Fair (September), \$300 fee for Christian Video Licensing International (CVLI) for movies and videos (November), \$100 to <i>CHOMP</i> for annual AED training (February), and \$120 for UU World congregation bulk subscription (April).
63000	Social Justice	
63100	Social Justice Outreach	Includes \$500 for support of the California Poor People's Campaign, \$100 for the Peace Coalition of Monterey County, and \$200 each to Monterey Peninsula Pride, to NAACP, and to the United Farm Workers' Foundation. Also provides \$500 for <i>Pasta With the Pastors</i> tickets, \$500 for the Center for Farmworker Families, and \$300 for food assistance for <i>I-Help Men</i> and <i>I-Help Women</i> .
63105	COPA Membership	Funding for the suggested 1%-of-church-budget annual membership fee for <i>Communities Organized for Relational Power in Action (COPA)</i> as part of the church's commitment to the sanctuary movement. Fee is \$5,000 for 2022-2023.
64000	Worship	
64100	Music Programs	
64110	Music Equipment	Includes \$250 for semi-annual piano tuning service for each of two pianos.
64120	Music Supplies	Allocates \$2,519 for purchasing new sheet music and hymnals for the church's choir and instrumental performances for Sunday services as well as \$425 for a One License annual licensing agreement in January and \$555 for <i>Christian Copyright Solutions</i> licensing agreement in February.
64130	Musicians--Occasional	Provides for guest musical soloists at church services on 25 Sundays (includes two services each Sunday @ \$200/Sunday).
64140	Choir Enrichment Activities	Includes \$500 for enrichment and community building activities for active choir members.
64200	Worship Expenses	
64220	Guest Worship Speaker Expenses	For honoraria and limited travel-expense reimbursements for worship guest speakers, primarily for summer (July 2023 and June 2024).
64230	Worship Supplies	Includes \$144 for occasional worship supplies and \$256 for Soul Matters subscription (half the subscription cost shared with the RE) in May.
65000	Stewardship & Fundraising Expenses	
65100	Stewardship	Provides \$3,500 for costs associated with the 2023-2024 canvass pledge campaign, including \$2,000 for kickoff luncheon and \$500 for printing and materials. Also includes \$600 for miscellaneous church fundraising efforts approved by the Board of Trustees.
65300	Cultural Events Expenses	Includes cultural-event staging costs.
65400	Annual Service Auction Expenses	Expenses associated with conducting the annual church service fundraising auction, including auction software, fixtures, decorations, child care, and payment transaction fees.
65500	Super Flea Expenses	Includes \$300 for Super Flea-staging costs.
65600	Equal Exchange Expenses	Cost of goods sold and promotion for Equal Exchange.
65700	Endowment Expenses	Includes up to \$1,200 for acquiring and engraving donation recognition blocks or bricks.
68000	Finance Committee Expenses	For any Finance Committee expenses incurred; none are anticipated.

Comments and Notes for 2023-2024 Operating Budget Proposed to the Congregation

Expenses			Comments & Notes
Category	Sub-Category	Account	
		Sub-Account	
70000 · Employee Expenses			
71000 · Staff Benefits			
	71600 · Workers Compensation Insurance		Represents estimated annual premium charges for <i>Travelers Insurance Company</i> through <i>ADP Insurance Agency (ADPIA)</i> ; includes coverage for janitorial and setup workers.
72000 · Payroll			
	72100 · Minister Pay & Benefits		
	72101 · Minister Housing Allowance		<i>Per the Ministerial Compensation Recommendations from Personnel Committee.</i>
	72102 · Minister Bonus		
	72103 · Minister Salary		
	72104 · Minister Professional Expenses		
	72106 · Minister Benefits		
	72107 · Minister Retirement Contribution		
	72108 · Medical Insurance		
	72109 · In-Lieu of FICA/Medicare 7.65% (Base Cap)		
	72111 · Dental Insurance		
	72113 · Life & AD&D Insurance		
	72114 · LTD Insurance		
	72150 · Intern Minister		
	72151 · Intern Minister Compensation		<i>Since there will be no intern minister this year, there are no payroll expenses being budgeted for these line items.</i>
	72155 · Intern Minister Professional Expenses		
	72200 · RE Employees		
	72210 · RE Director		<i>Per Staff Compensation Recommendations from Personnel Committee.</i>
	72211 · DRE Retirement Contribution		
	72212 · DRE Medical Insurance		
	72213 · DRE Life & AD&D Insurance		
	72215 · DRE LTD Insurance		
	72215 · DRE Professional Expenses		
	72216 · DRE Dental Insurance		
	72220 · RE Team Member		
	72300 · Music Employees		
	72310 · Music Director		<i>Per Staff Compensation Recommendations from Personnel Committee.</i>
	72311 · Music Director Retirement Contribution		
	72312 · Music Director Medical Insurance		
	72313 · Music Director Life & AD&D Insurance		
	72314 · Music Director LTD Insurance		
	72315 · Music Director Professional Expense		
	72316 · Music Director Dental Insurance		
	73224 · Music Director Bonus		
	72320 · Staff Accompanist		Payroll compensation for staff accompaniment for choir rehearsals, Sunday services, and Christmas performances.

Comments and Notes for 2023-2024 Operating Budget Proposed to the Congregation

Expenses		
Category	Sub-Category	Comments & Notes
	Account	
	Sub-Account	
72400	Administrative Employees	
	72410 · Administrator	Per Staff Compensation Recommendations from Personnel Committee.
	72411 · Administrator Retirement Contribution	
	72412 · Administrator LTD Insurance	
	72413 · Administrator Life & AD&D Insurance	
	72414 · Administrator Bonus	
	72415 · Admin Professional Expense	
	72420 · Office Assistant	Per Staff Compensation Recommendations from Personnel Committee.
	72421 · Office Assistant Life & AD&D Insurance	
	72422 · Office Assistant LTD Insurance	
	72423 · Office Assistant Retirement Contribution	
	72423 · Office Assistant Bonus	
	72425 · Other Office Assistance	No payroll expenses for additional office assistance are anticipated this fiscal year.
	72430 · Set-Up Assistance	Payroll expenses for set up assistance.
	72431 · Videography Team	Payroll expenses for church videography team coordinating and producing media for the hybrid church services.
	72500 · Payroll - Other	As in past years, no net "Payroll - Other" expenses are anticipated in the 2023-2024 fiscal year.
73000	Payroll Taxes	Category to track statutory payroll tax expenses related to compensation.

Staff Reports

Ministers' Report

Co-ministers Rev. Axel & Elaine Gehrmann

8 Years

This marks the eighth year we have been privileged to serve as your co-ministers – and it has been **another busy and eventful year!** And it has been another very unusual year, in that we have been slowly emerging from the complications and constraints of the pandemic that descended upon the world – and congregational life - in March of 2020.

After two years of “virtual” worship and Zoom gatherings, we **resumed in-person gatherings** in March of 2022, offering multi-platform, hybrid services which allowed for Zoom as well as in-person (masked, socially distanced) attendance. After a few months, we relaxed our mask mandate at church events, only to resume the mandate in the summer of 2022, as COVID numbers in Monterey County rose, and then relaxing the mandate again as numbers dropped in the course of the year.

Initially approximately half of our members and friends joined us in person at church. Now, after more than a year of hybrid services, **three-quarter of worship attendees are in person**, and the sanctuary is once again often full-to-overflowing. In the year to come, in order to better accommodate members and new-comers, we will likely return to a two-service format, as was offered prior to the pandemic.

Staff & Transitions

In January 2023, our beloved Music Director, **Camille Hatton**, brought her time at UUCMP to a close, after nine years of service, with a memorable worship service and celebration. We joined together in wishing her the very best for her further pursuits, which initially involved attending a graduate program in Auckland, New Zealand.

We were very happy to welcome **Jorge Torrez** as our new Music Director. A native of Salinas, Jorge has a degree in Music and Vocal Performance, and is currently also director of choral activities at both Soquel High School and Santa Cruz High School. We greatly appreciate his abundant musical talents and skills. And we are also grateful for the on-going exceptional musical contributions of our wonderful accompanist, **Lucy Faridany**.

Also in January **Elizabeth Granado**, our Director of Religious Exploration, became a mother. We were very happy to welcome her daughter, **Paix**, to our congregation. During Elizabeth's three-month maternity leave, we were fortunate to have **Sharyn Routh** take on leadership of our RE

program as Acting DRE. Sharyn did a wonderful job keeping things moving during Elizabeth's absence, and also launching several new events and initiatives.

This year we have also further refined the duties of our Sunday morning "Tech Team," the folks who run the computer setup for our current hybrid worship services. Our Tech Team includes **Alex Parra**, **Alberto Vazquez**, and joining us in March, **Axel Duarte**. (John Flores was a part of the team from April 2022 to February 2023.) We remain enormously grateful to **Fred Hamilton**, for all his expertise and assistance, designing and helping maintain our tech setup!

Ray Krise has continued serving as Church Administrator, with grace and competence. **Karina Briseno** has served ably as Office Assistant, distributing weekly and monthly communications, updating our website, database and assisting with other key communications and social media postings.

Finances

This year the Board made a concerted effort to **gain a clearer understanding** of UUCMP's financial situation. In order to balance the 2022-2023 operating budget, we drew from operating reserves that had accumulated over past years. Simply continuing this practice every year is not indefinitely sustainable.

The Board formed a "**Financial Solutions Workgroup**" that conducted a thorough study of our financial records and history, identifying trends and developing several worthwhile recommendations. In order to maintain current levels of programming and staffing, we will need to manage our assets wisely, consider new fundraising ideas and sources of income, and be more thoughtful in our spending.

We are grateful for the efforts of our **Stewardship Committee**. Thanks to their good work, this year's annual pledge drive saw a substantial increase in pledged contributions.

An Unusual Year

This year was very successful, but also in many ways **surprisingly challenging**. We are relieved that the most severe and disruptive period of the pandemic seems to be behind us. However, lingering effects of this three-year experience remain with us.

Currently, most staff meetings, Board meetings, and several committee meetings and classes are conducted via **Zoom**. On the one hand this is an easy and convenient way to gather. And yet Zoom also has unique challenges, and doesn't allow for the same quality of connection and communication as in-person meetings.

Hybrid meetings are also a worthwhile addition to church life, which in some ways makes meetings more accessible to a greater variety of participants. However, facilitating equal participation and engagement, while managing the technological challenges of computers and

audio/visual equipment, and being attentive to interpersonal needs and dynamics, is quite a task.

In the course of the past year, we have not yet re-established our pre-pandemic church **office hours**, and have been spending more of our time working from our home offices, with more conversations on the phone and via Zoom.

It is impossible to convey **all of the worthwhile events** and activities that have taken place at UUCMP this past year. But we would like to highlight just three experiences that we remember fondly and appreciatively:

We are grateful that this year we were able to resume our **Annual All Church Campout** at Santa Lucia campground in Big Sur in August – after a three-year hiatus. (With special thanks to our **Kerry Sisseem**, our camp coordinator extraordinaire!)

We are grateful for our **Congregational Covenant**, which began with an all-church workshop in October, facilitated via Zoom by our UUA regional field staff, **Annie Scott**. After many discussions we collectively affirmed the Congregational Covenant during a worship service in February.

We are grateful for the resilience and support of all, as we weathered an unusually **wet and windy winter**, that led to power outages and inconveniences to many of us in the Monterey area, and the loss of many tall pine trees on our property, and – thankfully – only minor damage to our building. (An extra special Thank You to **Brian Jacobson**, who provided MANY days of diligent tree-removal, keeping our church safe and accessible to all!)

Ministerial Duties

The two of us have continued to divide **various areas of church life**, with one of us serving as primary ministerial liaison to each. Elaine has been serving as the ministerial liaison to: Program Council, Leadership/ Nominating, Building & Grounds, Social Justice, COPA, Personnel, Intern Committee, Communications, Reopening Task Force and Auction Committee. Axel has been the ministerial liaison to: Membership, Finance, Stewardship, Life Enrichment, Family Ministry, Caring Network, and Music, and has provided leadership for our Pastoral Associates and Chalice Circles. We have both been equally involved in our work with: Board of Trustees, Committee on Ministry, Worship Associates, and staff supervision.

As contributions to our **Life Enrichment** programs, Axel led a 6-session discussion of “How to Do Nothing” by Jenny Odell. Elaine led a 6-session discussion of “Braiding Sweetgrass” by Robin Wall Kimmerer. In conjunction with the local group Whites for Racial Equity, Elaine has also been leading a monthly Anti- Racism Book & Film Group.

In the larger community, Elaine has continued her work as member of the chaplain team at CSUMB, going to campus weekly, and as Board member of the local chapter of the ACLU. And she continues to be involved with the local NAACP branch, and Whites for Racial Equity. Axel

continues to serve as a part-time chaplain at Pacific Grove Senior Living (formerly Forest Hill Retirement Community).

We have been conducting a single multi-platform Sunday **worship service** at 10:30 a.m.. Average Sunday worship attendance this year (from April 1, 2022 to March 31, 2023) has been 31 devices on Zoom, and 68 in-person participants.

Sadly, our congregation suffered several **losses** this year. We will miss Peggy Olsen, Val Gottesman, Becky Hetter, and Bill Anderson. Since April 1 of last year 12 **new members** have joined the church. In January the official membership figure submitted to the UUA was 196, and is now 200.

We have continued to be actively involved in **district, regional and denominational activities**. We attended the June 2022 UUA General Assembly and UUMA Ministry Days online, and the Pacific Central District UU ministers’ gatherings in October 2022 and March 2023. We also attended the Poor People’s Campaign March on Washington. D.C. in June 2022. We will attend this year’s UUA General Assembly in Pittsburgh, PA, in June.

We continue to meet monthly with our colleague at our closest neighbor UU congregation, Rev. Russ Menk at the UUSCC in Aptos, and his wife Jackie, who is our bookkeeper. To support our **professional development**, we have again attended a 9-session monthly seminar on Bowen Family Systems Theory, this year virtually.

Looking back on the past year, we are filled with **a sense of gratitude** and admiration for the spirit, the generosity, the energy, the resilience, and the commitment of all of you-- our Board and committee members, active volunteers, as well as dedicated staff members.

We are looking forward to the coming year, and **a new strategic planning process** that will begin in the fall, which will allow us to imagine a “new normal” for UUCMP – articulating new congregational goals, and the steps we need to take to accomplish them – continuing our ongoing effort to come together with loving hearts and open minds, striving to change ourselves as we change the world.

Sunday Services

May 2022 Theme: Nurturing Beauty		
May 1	The Wisdom of Wildflowers (followed by Annual Meeting)	Rev. Axel & Micah Forstein
May 8	The Multiple Meanings of Motherhood	Rev. Elaine & Corey Brunson
May 15	Trampling Through Paradise	Rev. Elaine & Bjorn Nilson
May 22	Celebrating All Ages	Rev. Axel & Erin Forstein & Elizabeth Granado
May 29	Beauty in the Religious Context of Love	Ray Krise & Kathleen Craig

June 2022 Theme: Celebrating Blessings		
June 5	Music Sunday: A Celebration of Our Community	Rev. Elaine, Camille Hatton, Lucy Faridany
June 12	Empty, Half-Full, or Overflowing?	Rev. Axel & Sue Ellen Stringer
June 19	The Blessings and Burdens of New Knowledge	Rev. Elaine, JT Mason & Ann Jacobson
June 26	Blessings of Hard Times	Rev. Craig Scott, Ann Jacobson & Corey Brunson
July 2022 Theme: No Theme		
Jul 3	Spirituality for Agnostics	Rev. Dennis Hamilton, Bjorn Nilson and Corey Brunson
July 10	Roads We Have Traveled	Micah Forstein & Lauren Keenan
July 17	Sermon on the Mound	Robin Jensen & Jon Czarnecki
July 24	Negotiating the Balance Beam of Life's Journey	Ray Krise & Bjorn Nilson
July 31	Deep Listening	Sue Ellen Stringer, Mary Kay Hamilton & Lauren Keenan
August 2022 Theme: No Theme		
August 7	My Life Flows On in Endless Song...and Other Life-Saving Acts	Rev. Ben Meyers & Ann Jacobson
August 14	Water Communion	Revs. Axel & Elaine Gehrmann & Elizabeth Granado
August 21	Telling Our Stories	Corey Brunson & Micah Forstein
August 28	Camp Out	Revs. Elaine & Axel, Ray Krise, Lauren Keenan
September 2022 Theme: Belonging		
September 4	Belonging in a Family	Rev. Elaine & Lauren Keenan
September 11	No Place Like Home	Rev. Axel & Corey Brunson
September 18	A Constellation of Communities (& Connections Fair)	Rev. Elaine & Ann Jacobson & Sue Ellen Stringer
September 25	Birds of a Feather Flock Together	Ray Krise & Kathleen Craig
October 2022 Theme: Courage		
October 2	Courage, Covenant & Mission	Rev. Elaine, Annie Scott & Bjorn Nilson
October 9	Holy Rage & Sacred Joy	Rev. Axel & Lauren Keenan
October 16	We Are the Cowardly Lion of Oz	Ray Krise & Micah Forstein
October 23	It's Hard to Say I'm Sorry	Rev. Elaine & Corey Brunson
October 30	Of Serenity and Courage	Rev. Axel & Ann Jacobson
November 2022 Theme: Change		
November 6	The Seasons They Go Round and Round	Rev. Elaine & Lauren Keenan
November 13	If Change Were Inevitable	Rev. Axel & Kathleen Craig

November 20	Our Changing Celebrations	Rev. Elaine & Ann Jacobson
November 27	Small Change, the Nickels and Dimes of Transformation	Ray Krise & Bjorn Nilson
December 2022 Theme: Wonder		
December 4	The Wonder of a Child	Rev. Axel & Corey Brunson
December 11	Little Drummer	Revs. Axel & Elaine & Elizabeth Granado
December 18	Winter Dreaming Music Service	Rev. Elaine & Camille Hatton
December 24	Christmas Eve Candlelight Service	Revs. Axel & Elaine, Ray Krise & Robin Jensen
January 2023 Theme: Finding Our Center		
January 1	Service cancelled – no electricity	
January 8	Ring Out the Old, Ring in the New	Revs. Axel & Elaine
January 15	White Antiracist Spirituality: Lessons from the Lives of MLK's Friends & Comrades	Rev. Elaine & Lynn Burnett
January 22	Body & Soul	Rev. Axel & Ann Jacobson
January 29	Finding Your Center	Camille Hatton, Lauren Keenan & Shannon Morrison
February 2023 Theme: Love		
February 5	Love Languages	Rev. Elaine & Ann Jacobson
February 12	When Love is a Verb	Rev. Axel & Lauren Keenan
February 19	What's Love Got to Do With It?	Rev. Elaine & Ray Krise
February 26	Unconditional Love	Corey Brunson, Shannon Morrison and Sue Ellen Stringer
March 2023 Theme: Vulnerability		
March 5	Risking Vulnerability	Rev. Axel & Page Galloway
March 12	This Bittersweet Life	Rev. Elaine & Simona Bartl
March 19	Salvation for Ourselves and the Earth	Rev. Axel, Rev. Dr. Jay Atkinson & Lauren Keenan
March 26	Sharing Our Vulnerability	Kathleen Craig, Maren Martin & Bjorn Nilson
April 2023 Theme: Resistance		
Apr 2	Resistance is Futile, Or Is It?	Rev. Elaine & Ann Jacobson
April 9	Turning the Other Cheek	Rev. Axel & Corey Brunson
April 16	Rest as Resistance	Rev. Elaine & Shannon Morrison
April 23	Overcoming Our Resistance	Rev. Axel & Kathleen Craig
April 30	Going With the Flow	Rev. Dennis Hamilton, Bjorn Nilson & Christina Zaro

Church Administrator's Report

Ray Krise, Administrator, reporting
Karina Briseno, Office Assistant

What a difference a year makes! Last year at this time we were just barely emerging from the throes of a second year of pandemic restrictions and now, as I write this, our Church is again meeting for in-person worship, while continuing to employ what we have learned about presenting our services via Zoom as an important element of our Church's outreach to the community at large. About 25% of our Sunday attendance is gleaned from those who sign on via Zoom each week.

It has been fascinating to adjust administratively to support the change in the way we worship post pandemically. For example, in support of worship the office used to spend a great deal of time preparing the paper bulletins for hand out at Sunday services. Now we email out the order of service each Friday and the ministers and tech team place details about the order on the projection screen in the Sanctuary on Sundays. The same needs are now met but in different ways. What's old is new again.

And Zoom, though thought of at first simply to be a temporary pandemic solution to meeting, has proven to be useful in the endemic world. It's more convenient and productive to have some meetings via Zoom. Certain Church groups have returned to the use of the Church building, (Men's and Women's I-HELP, certain Chalice Circle groups, Tai Chi Chih, for example), but others continue to employ Zoom, either on its own or in combination with in person meeting.

Since joining our staff in October 2020 Karina Briseno, our office assistant, has proven to be very capable updating our website, revamping our weekly newsletter, and proving to be well versed in the use of today's many computer programs that make administration possible.

Here is a more complete list of Karina's responsibilities:

- editing and emailing the Wednesday Weekly Newsletter, the Friday Order of Service and Zoom information email, and printing and emailing links to the Monthly Nuusletter, when it is received from Carol Collin,
- keeping our member database information up to date, and generating updated directories
- sending letters of greeting to new members and those who submit visitor cards at our worship services,
- monitoring our website and generally keeping us up to date on the several computer programs upon which administration depends these days,

- coordinating all Church major mailings,
- preparing to convert our Church database from PowerChurch to a new software called Breeze.
- helping us maintain a more consistent approach to social media.

Hard as it seems to grasp, we are now entering the homestretch of another Church year. A year of post pandemic change, to be sure, but also a year of perseverance and achievement for UUCMP. I have a unique vantage point to make that judgment as I review the reports of committees, staff, finance, and affinity and special interest groups for the Annual Report. Working in administration quickly confirms what a busy, vibrant, and value-oriented place our Church continues to be, in person and virtually. Both Karina and I are grateful for the support of our Co-Ministers and all of you as we do our best to provide administrative support wherever it is needed and helpful.

For the past year, the Church office has been open Wednesdays and Fridays from 10 a.m. until 1 p.m. Both Karina and I continue to work at home with some time in the Office. We receive email notifications of voicemails left at the office phone number. We attend weekly staff meetings via Zoom.

A few of the duties (some weekly, monthly, or annually) I continue to do on a regular basis or as needed include:

- Maintaining the church calendar of events and the Zoom calendar.
- Monthly Board Information Packet preparation.
- Opening mail and directing invoices and contributions for payment or deposit.
- ⊖ Bookkeeping support, printing checks, petty cash maintenance.
- Sending payments to Shared Offering recipients.
- Writing the Welcome and Announcements script for weekly worship services
- Once a year: Annual Report preparation.
- Contract renegotiation as called upon: Comcast, Smile copier and printer.
- Committee support if needed.
- Coordinating interface with contractors: plumbers, electricians, telephone repair.
- Administration of community groups facility use.
- Providing administrative support to worship service preparation as needed.

Facility rentals are again open to community groups, but non-Church groups meeting at our facility have been slow to return. For example, the League of Women Voters will meet at UUCMP only twice this year, instead of the usual six. C.H.O.M.P. continues to rent our lower-level parking spaces on Monday through Friday, as they have now for the last three and one-half years. That agreement expires December 31, 2023, but the Hospital has expressed an interest in continuing beyond that date.

I am most grateful to the Board of Trustees and our Ministers to be able to continue to work in administrative support of the Church, which is so important to me and to all its members.

Director of Religious Exploration's Report

Elizabeth Granado, Director of Religious Exploration, reporting
Sharyn Routh, Acting Director

This past church year was a year of many transitions—Elizabeth Granado transitioned from being the kids' RE teacher to the DRE, RE classes transitioned from being 100% virtual to a hybrid format to being 100% in person, and Elizabeth took parental leave with Sharyn Routh taking over as Acting DRE for three months until Elizabeth returned in April 2023 to resume her position. Getting families to return to in-person classes and activities was an ongoing challenge, but with the help of a few dedicated families and volunteers, we worked to build back up our RE community.

Some of the highlights of the past year were the multigenerational services, particularly the holiday pageant at Christmas time, and the fun and laughter as we joined together again for in-person activities such as the First Friday Game Nights. The Committee on Family Ministry also mobilized numerous volunteers to help redecorate the nursery with a fresh coat of paint to help make it ready for babies and toddlers.

Spring 2022 Session

The church opened back up to in-person worship and activities in Spring 2022. For several months, Zoom RE classes continued with Erin Forstein teaching virtually, Elizabeth Granado teaching in-person classes for kids and Warren Finch teaching in-person classes for teens. Because of the small number of children and youth attending classes, they continued to be combined (both in-person and on zoom) – there was one kids' class for ages 5-12 and one teens' class for ages 12-18.

Some of the in-person spring activities included the annual Easter egg hunt, herb-planting for Earth Day, and flower crown and basket making for May Day. The kids' class celebrated Mother's Day by making cards, while the teens discussed the idea of God as a mother or a father. The teens discussions in the spring also focused on nurturing beauty and coping with stress. In May, the ministers and Erin worked hard to prepare the multigenerational service to celebrate the RE volunteers and teachers. Erin prepared activities for all the congregants to participate in creating a board of rainbow hearts. The children also passed out prisms to everyone in person.

Summer 2022 Session

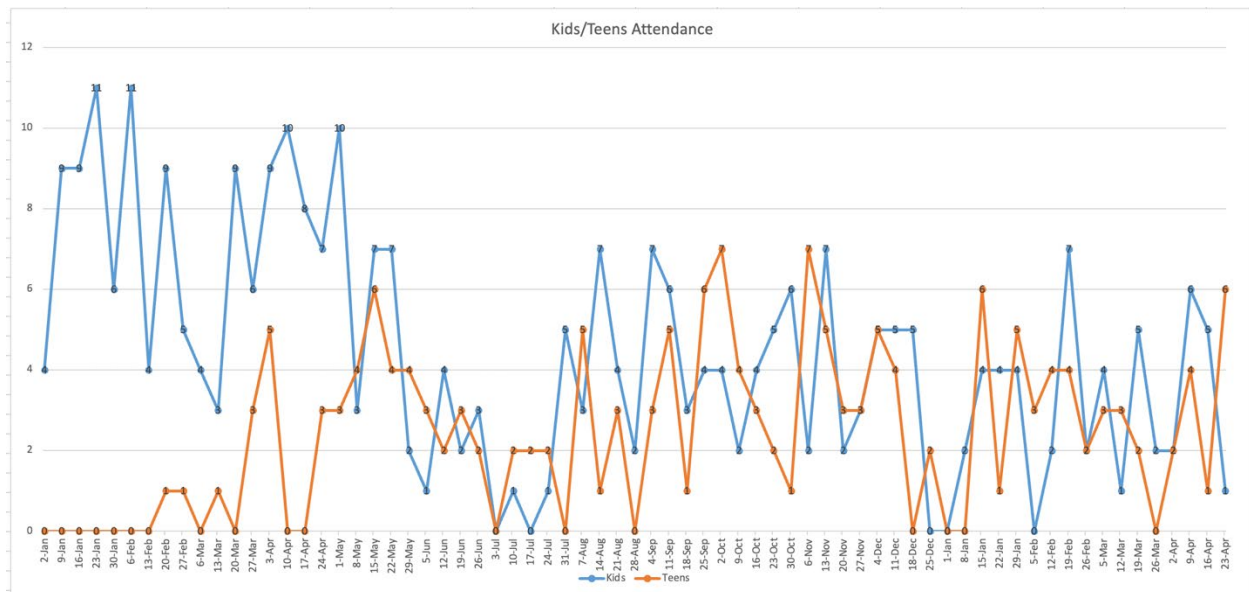
During the summer, kids' and teens' classes focused on the Soul Matters curriculum that corresponded with the monthly themes of adult worship services. The summer themes included celebrating blessings and love connecting us. The teens' class focused on discussions related to the themes, while the kids' class did hands-on activities such as creating blessings journals and friendship bracelets. Altaira Hatton also officially joined the RE team to co-teach the teens' class alongside Warren Finch.

Fall 2022- Spring 2023 Session

For fall and spring, the RE classes continued to focus on the Soul Matters monthly themes. These themes included belonging, courage, change, wonder, finding our center, love, vulnerability, and resistance. The kids' RE class often read a story and created a craft related to theme, while the teens' class focused on theme-related discussions. Some of the kids' class crafts included making ourselves courage medals to recognize our everyday courage, creating worry stones with polymer clay, and making magic wands to help us notice the wonder and beauty of things all around us. The kids' class also learned about Diwali and painted diyas in the fall and put together care packages for the I-HELP women in February as a way to show love to our community. In addition to the Soul Matters themes, the teens' class also started learning about World Religions in the spring. They started by learning about Hinduism and welcomed two UUCMP members who grew up Hindu into their class to share about their experiences.

Attendance in RE Classes

Attendance numbers were small this year, as we transitioned from a hybrid model back to 100% in-person RE classes. On some Sundays, there were no teenagers, on other Sundays, only the children of the RE teacher attended. We had a handful of kids/teens who attended regularly, with an average of 4 kids in the children's class and 4 youth in the teens' class. While the classes are small, the children and teens who regularly attend are happy to see each other and do activities!



Staff and Volunteers

Elizabeth Granado officially became DRE in June 2022 after being involved with the RE program for many years. Erin Forstein, the former DRE who moved to Kansas during the pandemic, taught RE classes over Zoom until those classes were phased out due to low participation. With schools and UUCMP completely open to in-person gatherings, RE classes returned to being fully in-person during the summer of 2022. Elizabeth Granado taught the kids' class in addition to being the DRE until Sharyn Routh took over the children's teacher position in October 2022. Sharyn taught the class alongside various parent volunteers until a nursery assistant, Becky Gutshall, was hired in February 2023. Without many babies or toddler attending church services, Becky served as the 2nd adult in the kids' classroom. When Elizabeth went on parental leave from January – April 2023, Sharyn transitioned from being a volunteer teacher to being the Acting DRE in addition to teaching the kids' RE class.

Altaira Hatton was hired as a teens' teacher in August 2022. She was joined by volunteer Warren Finch, along with various other parents who filled in as the 2nd adult with the teens in the classroom. Altaira moved away in the spring of 2023 and Rebecca Irwin was hired to take over the teens' class in partnership with Warren Finch.

We are fortunate to have a paid teacher in the teens' class and in the nursery / kids' class, but we still do rely on our volunteers to help out, and several wonderful people have stepped up to the plate to help out! Our volunteers this year were Sundeep Gupta, Martin Levi, Corey Brunson, Don Reynolds, Christina Zaro, Patty Pai, Lance and Jeanne Pratt, Bill and Lauren Keenan, Michelle Finch, and last but not least, Warren Finch. We also had numerous church members donate snacks for our teens to eat during their classes on Sundays. Our paid staff also contributed many hours of unpaid labor to help ensure the RE program ran smoothly!

Special Events

First Friday Game Night

Our First Friday Game Night transitioned back into an in-person event. Andrea Rivas volunteered to be the game host for most months and the ministers attended as well. In the spring, we tried various ways to increase attendance, such as ensuring that the event was included in Sunday announcements, handing out colorful ¼ page flyers on the Sunday before the event, posting on social media, and scheduling the event at 6:30pm instead of 7pm to accommodate families with young kids.

Big Sur Camp Out

Corey, Warren, and Elizabeth met after the church services with Kerry Sissem, our Camp Out coordinator. We discussed kids activities to prepare for the camp out. Warren gathered material for the kids to make personalized T-shirts. Kids were able to use paints and design their own shirts and were able to take them home with them as a memento for that year's Big Sur Camp Out.

Multigenerational Services

The RE community took part in several multigenerational services over the course of the year, including the Water Communion Service that kicked off the start of the RE church year. Elizabeth and a group of volunteers created rainbow chalice keychains that RE kids handed out at the Water Communion Service to church members. We also had a Halloween multigenerational service. Kids presented on the topic of the month which was courage. The kids dressed up in their costumes and trick or treated around the sanctuary as some of the congregants handed out candy. Another multigenerational service was the annual holiday pageant. This year's pageant was titled, "The Little Drummer Boy," and was an interactive retelling of Jesus's birth that included both children and teens, as well as participation from the congregation.

Committee on Family Ministry

The Committee on Family Ministry continued to meet virtually, as that seemed to work best for parents. A core group of committee members met monthly to brainstorm and plan activities to try and attract new families to UUCMP and bring back pre-COVID families. In the fall of 2022, the committee planned an apple picking outing to an orchard in Watsonville. In the spring of 2023, the committee mailed out postcards to former RE families with personal notes. There were also many discussions about organizing OWL classes, but the logistics proved to be too challenging this year. The Committee on Family Ministry also organized a monthly parent lunch with childcare on the 2nd Sunday of each month, where parents could connect with one another. While attendance was small, the parents who attended were positive about the experience and thought it should continue. Finally, the committee sent out an e-survey in early 2023 to learn more about what kinds of activities were of interest to families. Families were

most interested in enrichment activities on Sunday afternoons after church. They were interested in classes/events on a variety of topics, ranging from nature to cooking to art. The Committee on Family Ministry is hoping to focus efforts on creating more fun opportunities for families to engage with the UUCMP community and to advertise these events out to the wider community.

Music Director's Report

Jorge Torrez, Music Director, reporting
Camille Hatton, Director Emeritus

The UUCMP music department continued serving every service with a variety of musical selections, ensembles, and guest musicians throughout the year. We offered several opportunities for musical participation. Our ensembles include the UUCMP Community Choir, the Children's Choir, the Handchime ensemble, the Sing Along with Shawn, and the Jam Session.

Changing of Music Directors

After 9 years, Camille Hatton resigned from her position in order to pursue a PhD in Music at the University of Auckland, New Zealand. She informed the congregation of this resignation in September. Rev. Elaine Gehrmann led the search committee (Carl Christenson, Molly Lewis, Patty Pai, Bud Smith) in identifying Jorge Torrez as our new Music Director, announced at the end of November. Jorge shadowed Camille in mid-January and took over as the official Music Director on February 1st.

UUCMP Community Choir

This year, the choir was featured in several services, including Christmas Eve. The choir provided music at the annual winter music Sunday service.

The choir sang various songs during services. Attendees of the choir rehearsals and services included: Be Astengo, Laurie Bulgier, Lulu Coffey, Carol Collin, Liz DeGoursac, Warren Finch, Page Galloway, Marty Goldman, Michael Grimmer, Elizabeth Granado, Dennis Hamilton, Altaira Hatton, Ann Jacobson, Brian Jacobson, Robin Jensen, Molly Lewis, Mike Lovell, Mibs McCarthy, Deb Miller, Erica Nagel, Harry Nagel, Laura Nagel, Patty Pai, Sarah Parton, Ted Raabe, Andrea Rivas, Helen Shamble, Bud Smith, Kathleen Sullivan, and Kent Weinstein.

This year's repertoire included, but was not limited to:

Brymer Dream On, Bullock-Wilson Love is the Spirit of This Church, Dalglish Great Trees, Dilworth When Dreams Take Flight, Emerson Brave, Miller Creation of Peace, Jennings Sweet Water, Huff This is Me, Lauridson O Magnum Mysterium, Papoulis Give Us Hope, Papoulis We Can Plant a Forest, Patterson Secrets of the Wind, Podd This Time, Stroope Omnia Sol, Tate Connected,

The choir year was hybrid all year. This option allowed choir members to continue meeting remotely if they wanted to and be included in the services irrespective of their personal covid safety precautions.

Children's Choir

This year's participants have included first grade through eighth grade students. The ensemble performed Emerson *Brave*, Huff *This is Me*, and Jennings *Sweet Water* with the adult choir. Participation has varied from 2 children at the lowest attendance and participation to 4 children at the highest attendance and participation levels. The choir simultaneously included a multigeneration handchime choir.

Handchime Choir

This year the handchime choir restarted, prompted by the interest of a couple of children's choir participants. The ensemble played Jingle Bells, Dance of the Sugar Plum Fairy, Come and Find a Quiet Center.

Sing Along with Shawn

The group was led by Shawn Kraut and usually meets once a month. Participants sing songs along with YouTube videos. Participants have included Carol Collin, Marty Goldman, Lisa Goldman, and Altaira Hatton. The group tried hybrid sing along sessions from July through September. The group took a break beginning in October.

Jam Session

Rodney Smith started a casual Jam Session in November. This group meets once a month to play popular music from the 50s through today. Rodney provides the group with songbook binders he compiles. The sessions included a special Christmas set list for the December jam session. Participants have included Laurie Bulgier, Carol Collin, Warren Finch, Dennis Hamilton, Fred Hamilton, Katie Hamilton, Camille Hatton, Robin Jensen, Rodney Smith. As of April 2023, Jam Sessions have not been happening consistently.

Guest Musicians

This year we have hosted several guest musicians to either help support the choir, or to enhance the services with their music. Our relationship with these musicians both enriches our worship while deepening our ties in the larger community. Some are members of the Bach Festival or the Monterey Symphony. Others are freelance musicians from the area, or are talented church members. This year saw a particularly high number of guest musicians because the pandemic services allowed musicians from all over the country to participate with greater ease than they might otherwise. These participants include: Alyssa Beltran, Rick Chelew, Noah Gehrmann, Janneke Hoogland, Sarah Jebian, Tim Krol, Jody Lee, Laura McShane, Omar Naranjo, Patty Pai, Yousif Pettigrew, Kiefer Taylor, Logan Thorstenson, Dawn Walker.

The Association for Unitarian Universalist Music Ministries

Camille attended the hybrid conference via Zoom in July. In addition, she continues to volunteer on the Professional Development team. She works with Benjie Messer and Matt Meyer under the direction of Martha Swisher and Joel Chapman. Her work includes bringing professional development opportunities year-round to the larger association and creating an AUUMM YouTube Playlist for professional development.

Jorge took on the AUUMM membership in February.

Other Tasks

As the Music Director, I am responsible for facilitating music on Sunday mornings. Sometimes this includes serving as the song leader or accompanist in services, other times I will work with singers, youth, guest musicians, or small ensembles outside of our regularly scheduled rehearsal times to learn extra music for services. I also regularly collaborate with the Worship Associates. This includes attending the monthly meetings and the biannual worship planning retreats. It also means suggesting and/or affirming hymns or special musical choices for services. I also collaborate with the ministers, the accompanist, and DRE in monthly meetings to support multi-generational services, or other musical needs as they arise.

Leadership Reports

President's Report

Carol Greenstreet

Bud Smith started last year's report with the phrase "The Storm is Passing Over", from the lyrics of one of the Choir's songs. As I started to write this, the sun popped out multiple times after torrents of rain which waxed and waned for 2 days. As well as for five or six months. And the pandemic storm continued to threaten for three full years. I am trying to figure out my "new normal" life: venturing out to restaurants, concerts, and other indoor events and wearing a mask when a place is crowded. I am pleased to say that UUCMP and its congregants were able to find our collective "new normal" and accomplish many projects this year.

Under the leadership of our co-ministers, the Board members Kathleen Craig, Susan Holland, Steve Johnson, Mike Lovell, Mibs McCarthy, Harry Nagel, Bjorn Nilson, Bud Smith and I completed or set in motion several significant projects. None were possible without the effort, skills, and contributions from the congregation, and the committee chairpersons and their members.

For worship services, the Church was able to graduate from Zoom-only services to multi-platform services, giving flexibility to both those wishing to remain at home able to participate, and those wishing a more personal experience in the Sanctuary. Thanks to Fred Hamilton and our technical team, the hybrid services have been prepared and executed with minimal problems. We sang farewell to our long-time Music Director, Camille Hatton, and welcomed Jorge Torrez, who has already demonstrated his talents. Interim Director of Religious Exploration, Sharon Routh is engaging the children with creative projects while Elizabeth Granado is on maternity leave. Additional thanks go to Ray Krise and Karina Briseno who work behind the scenes making sure the daily needs of the Church and congregation are met.

Other accomplishments this year include the development and approval of a Congregational Covenant. A Covenants are commonly used in UU Congregations as aspirational descriptions of how "wish to be together, treat one another, and do the work of building Beloved Community together."

In late 2023, the Board began reading the book *Mistakes and Miracles: Congregations on the Road to Multiculturalism*, by Nancy Palmer Jones and Karen Lin (2019), the 2022-2023 UUA Common Read selection. Each month we read and discuss a chapter. The Board hopes to learn from the experience of other congregations as it revises the 2019-2022 Strategic Plan. In the interim, the Board made financial commitments towards some of its Social Justice goals in Monterey County. The Shared Plate is now contributed at 100% to each of the monthly chosen recipients. UUCMP made a \$5000 contribution to The Village Project, Inc., which provides services to the underserved African American community.

The spiritual interior of the Church has fared better than the physical exteriors. The multitude of storms brought high winds and significant rains, bringing down many trees and damaging the building, roof, and skylights. Many people jumped into actions to address the issues. Brian Jacobson and Iverson's Tree Service were instrumental in addressing the fallen trees. Building repairs are beginning as contractors are engaged. On the plus side, the Landscaping project is proceeding and looks amazing; new sidewalks, seating areas and retaining walls are taking shape. While the Church's finances still appear solid, the Board is focusing on greater understanding of the specifics and is gathering information and discussing options for future consideration.

Program Council Report

Mibs McCarthy, Moderator

The UUCMP Program Council promotes effective interdependent and collaborative leadership in assuring the delivery of church programs and services, under authority of the Board of Trustees. The council consists of a representative from each committee. We meet monthly on the first Tuesday at 12:30 by Zoom. Before each meeting, committees submit written reports to the Program Council which are distributed to all committee chairs and are submitted to the board for its monthly meeting. The Program Council moderator is elected by the congregation, is a member of the church board of trustees and serves for two years with a possible second term.

In September of 2022, the council organized the church-wide Connections Fair. At this event congregants learn what the committees do and are encouraged to join according to their interests. We also helped to coordinate participation in the October annual auction and talent show. In October, we reported on the successful Covenant Building Workshop and the decision to hire a landscaping company to re-design the front of the church and make it ADA-compliant. In November, we urged committees to submit nominations for the shared plate for 2023 and to support the UU Service Committee's Guest at Your Table program. In December, we heard from UUCMP's insurance broker about our liability and property insurance. He explained this year's changes. In January, we learned about the upcoming Canvass and were urged to get our pledges in early, and we planned participation in the MLK Day Parade.

In succeeding months, we were asked to prepare for Super Flea in September 2023 and to support RE's summer day camp. We learned about the Financial Concerns Working Group and their efforts to increase church funding. We were reminded to spend the money that was budgeted to carry out our programs and to plan our budgets for the 2023-2024 year. We also learned about the UUA Article II Study Report.

Financial Reports

Treasurer's Report – April 2023

Budget vs. Actual, Income & Expense Statement, Balance Sheet by Class

Financial Solutions Working Group Report to the Board of Trustees

Treasurer's Report
April 2023

- **CASH FLOW.** As shown in the table below, we have \$402K in our Operating Fund (OF), \$64K less than last month, \$127K less than last year. Exclusive of Restricted Funds we have \$317,192 in our OF, enough to cover expenses for less than 7 months at our current average budgeted spending rate. However, it covers less than 6 months based on our proposed 2023-2024 budget.

CASH	3/31/2023	2/28/2023	Difference
Operating Fund	\$402,358	\$466,506	(\$64,148)
Capital Fund	\$482,185	\$479,616	\$2,569
Endowment Fund	\$701,008	\$721,818	(\$20,810)
Total Cash	\$1,585,551	\$1,667,940	(\$82,389)

- **INCOME & EXPENSE.** Total Income for the month was down by \$15K (40%). There was a large decrease in 2022-2023 Fiscal Year Pledge (Line 41023) and a decrease in Facilities Use Donations (Line 46100).
- Total Expense for the month is \$6K (9%) under budget. There were decreases in Property/ Liability Insurance (Line 54330) and Music Director Medical Insurance (Line 72312).

INCOME & EXPENSE	Mar 2023 Actual	Mar 2023 Budget	Difference
Total Income	\$23,078	\$38,285	(\$15,207)
Total Expense	\$53,180	\$58,720	(\$5,540)
Net Ordinary Income	(\$30,102)	(\$20,435)	(\$9,667)

- **YTD** (year-to-date) our Total Income is 4% over budget and our Total Expense is 10% under budget. We are 75% through our budget cycle and our income is at 89% of our annual budget.

INCOME & EXPENSE	Jul-Mar Actual	Jul-Mar Budget	Difference
Total Income	\$589,993	\$569,138	\$20,855
Total Expense	\$470,412	\$521,082	(\$50,670)
Net Ordinary Income	\$119,581	\$48,056	\$71,525

Unitarian Universalist Church of the Monterey Peninsula Budget vs Actual Income & Expense Statement March 2023

	Mar 23	Budget	\$ Over Budget	Jul '22 - Mar 23	YTD Budget	\$ Over Budget	Annual Budget
Ordinary Income/Expense							
Income							
41000 · Contribution Income							
41006 · Donation	805	1,000	-195	55,044	16,500	38,544	20,000
41022 · 2021-2022 Fiscal Year Pledge	0			10,485	3,000	7,485	3,000
41023 · 2022-2023 Fiscal Year Pledge	8,204	23,000	-14,796	270,462	297,000	-26,538	353,760
Total 41000 · Contribution Income	9,009	24,000	-14,991	335,991	316,500	19,491	376,760
42000 · Investment Income							
42100 · Interest Income--Investments	0			1			
Total 42000 · Investment Income	0			1			
43000 · Fundraising Income							
43010 · Cultural Events Income	0	0	0	1,233	1,000	233	1,500
43020 · Misc. Fundraising Income	0			98			
43030 · Annual Auction Income	95			11,977	13,000	-1,023	13,000
43040 · Super Flea Fundraising Income	0			0	3,300	-3,300	3,300
43060 · Equal Exchange Income	0	150	-150	0	1,075	-1,075	1,500
43080 · Life Enrichment Activities	66	125	-59	873	775	98	1,000
Total 43000 · Fundraising Income	161	275	-114	14,181	19,150	-4,969	20,300
44000 · Endowment Disbursement							
44001 · Annual Endowment Disbursement	0			32,123	31,000	1,123	31,000
Total 44000 · Endowment Disbursement	0			32,123	31,000	1,123	31,000
46000 · Facilities Donations							
46100 · Facilities Use Donations	4,750	5,750	-1,000	49,209	46,250	2,959	62,000
Total 46000 · Facilities Donations	4,750	5,750	-1,000	49,209	46,250	2,959	62,000
47000 · Miscellaneous Income							
47100 · Art Sales	0			450	0	450	0
47200 · Misc Income	0			903	0	903	0
Total 47000 · Miscellaneous Income	0			1,353	0	1,353	0
48000 · Other Income & Disbursements							
48200 · Reserve Funding Disbursements							
48207 · Operating Surplus Disbursement	0			93,000	93,000	0	93,000
Total 48200 · Reserve Funding Disbursements	0			93,000	93,000	0	93,000
48300 · Strategic Plan Support Disburse							
48305 · Expanded Benefits Funding	1,554	656	898	12,440	11,542	898	16,204
48310 · Ministerial Comp Funding	7,476	7,476	0	50,542	50,542	0	65,590
48315 · Outreach/Comm/Mbrshp/Expansion	128	128	0	1,154	1,154	0	1,539
Total 48300 · Strategic Plan Support Disburse	9,158	8,260	898	64,136	63,238	898	83,333
Total 48000 · Other Income & Disbursements	9,158	8,260	898	157,136	156,238	898	176,333
Total Income	23,078	38,285	-15,207	589,993	569,138	20,855	666,393
Gross Profit	23,078	38,285	-15,207	589,993	569,138	20,855	666,393

Unitarian Universalist Church of the Monterey Peninsula Budget vs Actual Income & Expense Statement March 2023

	Mar 23	Budget	\$ Over Budget	Jul '22 - Mar 23	YTD Budget	\$ Over Budget	Annual Budget
Expense							
50000 · Administration							
50500 · Bank Service Charges	0	10	-10	52	90	-38	120
50510 · E-Giving Service Charges	94	150	-56	726	1,500	-774	2,000
51000 · Communications							
51100 · Advertising	0	120	-120	266	1,080	-814	1,440
51200 · Comcast Business Services	171	155	16	1,342	1,335	7	1,800
51300 · Phone System	86	86	-1	770	774	-5	1,032
51400 · Web Site	0	250	-250	543	900	-357	1,150
51500 · Hearing Impaired Systems	625	635	-10	5,594	6,347	-753	8,409
Total 51000 · Communications	882	1,246	-364	8,515	10,436	-1,921	13,831
52000 · Postage & Shipping							
52100 · Postage & Shipping	0	90	-90	354	635	-281	834
Total 52000 · Postage & Shipping	0	90	-90	354	635	-281	834
53000 · Office Expense							
53100 · Computers	0	300	-300	79	900	-821	1,200
53200 · Software	122	55	67	1,233	1,270	-37	1,471
53300 · Office Equipment Rental	221	221	0	1,769	1,990	-221	2,653
53400 · Office Supplies	0	200	-200	449	1,800	-1,351	2,400
53500 · Printing/Reproduction	93	76	17	1,020	744	276	992
53600 · Background Checks - Not RE	0	0	0	0	7	-7	14
Total 53000 · Office Expense	436	852	-416	4,549	6,711	-2,162	8,730
54000 · Property Expense							
54100 · Facility Services							
54110 · Sexton and Cleaning Services	1,000	1,000	0	11,650	12,600	-950	16,800
54120 · Janitorial Supplies	235	120	115	993	1,080	-87	1,440
Total 54100 · Facility Services	1,235	1,120	115	12,643	13,680	-1,037	18,240
54200 · Maintenance/Repair							
54201 · Interior Maintenance	545	520	25	6,483	5,880	603	8,040
54202 · Exterior Maintenance	0	300	-300	0	2,700	-2,700	3,600
Total 54200 · Maintenance/Repair	545	820	-275	6,483	8,580	-2,097	11,640
54300 · Property Systems/Taxes/Insuranc							
54310 · Sound System/Video Equipment	0			2,966	400	2,566	400
54320 · Fire Systems	227	90	137	1,344	1,510	-166	2,035
54330 · Property Taxes	0	0	0	237	312	-75	312
54340 · Property/Liability Insurance	0	2,500	-2,500	29,424	22,500	6,924	30,000
Total 54300 · Property Systems/Taxes/Insuranc	227	2,590	-2,363	33,972	24,722	9,250	32,747
Total 54000 · Property Expense	2,007	4,530	-2,523	53,097	46,982	6,115	62,627
55000 · Utilities Expense							
55100 · Electric Service	120	26	94	1,238	984	254	1,062
55200 · Gas Service	417	210	207	1,690	1,140	550	1,440
55300 · Waste Management Service	0	0	0	1,283	1,280	3	1,730
55400 · Water Service	79	85	-6	730	752	-22	1,007
55450 · Well Monitoring & Repair	633	375	258	5,021	3,375	1,646	4,775

Unitarian Universalist Church of the Monterey Peninsula Budget vs Actual Income & Expense Statement March 2023

	Mar 23	Budget	\$ Over Budget	Jul '22 - Mar 23	YTD Budget	\$ Over Budget	Annual Budget
Total 55000 · Utilities Expense	1,248	696	552	9,961	7,531	2,430	10,014
57000 · Professional Services							
57100 · Payroll Service Fees	338	180	158	2,115	1,680	435	2,220
57300 · Legal Fees	60			60			
57400 · Accounting Services	624	475	149	3,726	4,725	-999	6,300
57500 · Licenses and Permits	0	25	-25	63	125	-63	1,900
Total 57000 · Professional Services	1,022	680	342	5,964	6,530	-566	10,420
58000 · Contingencies/Misc/Cap Reserv							
58200 · Miscellaneous Expenses	0			-4			
58400 · Cap Replacement Revolving Rsrv	0	417	-417	0	3,749	-3,749	5,000
Total 58000 · Contingencies/Misc/Cap Reserv	0	417	-417	-4	3,749	-3,753	5,000
Total 50000 · Administration	5,688	8,671	-2,983	83,214	84,164	-950	113,576
60000 · PROGRAMS/COMMITTEES							
60100 · Communications	475	250	225	750	3,150	-2,400	3,500
60200 · Association Support Payments							
60201 · UUA Annual Program Fund	2,383	2,258	125	21,447	20,326	1,121	27,100
Total 60200 · Association Support Payments	2,383	2,258	125	21,447	20,326	1,121	27,100
60300 · Leadership Development							
60301 · Board Visioning							
60302 · Strategic Long Trm Planning Ini	0			0	10,000	-10,000	10,000
60303 · Board Designated Gift Vill Proj	0			0	5,000	-5,000	5,000
Total 60301 · Board Visioning	0			0	15,000	-15,000	15,000
60320 · Leadership Training & Develop	0	42	-42	0	378	-378	2,000
Total 60300 · Leadership Development	0	42	-42	0	15,378	-15,378	17,000
61000 · Lifelong Learning							
61100 · Life Enrichment	0	15	-15	0	135	-135	180
61300 · Religious Exploration							
61310 · RE Supplies	0	10	-10	248	1,340	-1,092	1,370
61315 · RE Curricula	0	0	0	50	365	-315	365
61320 · RE Training	0			0	1,425	-1,425	1,425
61330 · RE Travel	0	0	0	0	270	-270	330
61341 · RE Food	0	70	-70	585	480	105	740
61351 · RE Background Screening	82			164	600	-436	600
61360 · RE Recognition/Appreciation	0	0	0	0	100	-100	800
Total 61300 · Religious Exploration	82	80	2	1,046	4,580	-3,534	5,630
Total 61000 · Lifelong Learning	82	95	-13	1,046	4,715	-3,669	5,810
62000 · Congregational Life							
62100 · Membership	0	25	-25	229	634	-405	925
62300 · Caring Network	0	25	-25	232	475	-243	550
62400 · Building & Grounds							
62410 · B&G Inside Improvements	0	100	-100	2,747	900	1,847	1,200
62420 · B&G Outside Improvements	0	110	-110	0	974	-974	1,300

Unitarian Universalist Church of the Monterey Peninsula Budget vs Actual Income & Expense Statement March 2023

	Mar 23	Budget	\$ Over Budget	Jul '22 - Mar 23	YTD Budget	\$ Over Budget	Annual Budget
Total 62400 · Building & Grounds	0	210	-210	2,747	1,874	873	2,500
62500 · Events and Fellowship	186	260	-74	-228	3,192	-3,420	4,157
Total 62000 · Congregational Life	186	520	-334	2,980	6,175	-3,195	8,132
63000 · Social Justice							
63100 · Social Justice Outreach	0	208	-208	5,550	6,076	-526	7,400
63105 · COPA Membership	0			5,000	5,000	0	5,000
Total 63000 · Social Justice	0	208	-208	10,550	11,076	-526	12,400
64000 · Worship							
64100 · Music Programs							
64110 · Music Equipment	0	0	0	1,125	750	375	1,000
64120 · Music Supplies	0	200	-200	1,494	2,810	-1,316	3,410
64130 · Musicians--Occasional	250	400	-150	2,445	3,800	-1,355	5,000
64140 · Choir Enrichment Activities	0			0	500	-500	500
Total 64100 · Music Programs	250	600	-350	5,064	7,860	-2,796	9,910
64200 · Worship Expenses							
64210 · Worship Associates	0			50	0	50	0
64220 · Guest Worship Speaker Expenses	0	0	0	855	1,100	-245	1,300
64230 · Worship Supplies	120	14	106	120	308	-188	350
Total 64200 · Worship Expenses	120	14	106	1,025	1,408	-383	1,650
Total 64000 · Worship	370	614	-244	6,089	9,268	-3,179	11,560
65000 · Stewardship & Fundraising Exp							
65100 · Stewardship Expenses	0	0	0	1,962	3,650	-1,688	3,650
65300 · Cultural Events Expense	0	0	0	1,157	600	557	900
65400 · Annual Auction Expenses	0			302	2,000	-1,698	2,000
65500 · Super Flea Expenses	0			0	300	-300	300
65600 · Equal Exchange Expenses	0	150	-150	0	1,350	-1,350	1,800
Total 65000 · Stewardship & Fundraising Exp	0	150	-150	3,421	7,900	-4,479	8,650
Total 60000 · PROGRAMS/COMMITTEES	3,496	4,137	-641	46,283	77,988	-31,705	94,152
70000 · Employee Expenses							
71000 · Staff Benefits							
71600 · Workers Compensation Insurance	133	100	33	882	900	-18	1,200
Total 71000 · Staff Benefits	133	100	33	882	900	-18	1,200
72000 · Payroll							
72100 · Minister Pay & Benefits							
72101 · Minister Housing Allowance	6,736	6,737	-1	45,835	44,912	923	58,385
72102 · Minister Bonus	0			8,212	8,212	0	8,212
72103 · Minister Salary	12,404	12,214	190	82,461	81,426	1,035	105,852
72104 · Minister Professional Expenses	0			11,779	16,424	-4,645	16,424
72106 · Minister Benefits							
72107 · Minister Retirement Contrib	1,895	1,895	0	14,357	13,456	901	17,245
72108 · Minister Medical Insurance	2,844	2,713	131	25,533	25,204	329	34,381
72109 · In-Lieu of FICA 7.65% Base Cap	1,450	1,450	0	9,665	10,294	-629	13,192
72111 · Minister Dental Insurance	87	87	0	858	858	0	1,152

Unitarian Universalist Church of the Monterey Peninsula Budget vs Actual Income & Expense Statement March 2023

	Mar 23	Budget	\$ Over Budget	Jul '22 - Mar 23	YTD Budget	\$ Over Budget	Annual Budget
72113 · Minister Life Insurance	35	35	0	505	497	8	680
72114 · Minister LTD Insurance	-62	119	-181	1	1,202	-1,201	1,613
Total 72106 · Minister Benefits	6,249	6,299	-50	50,919	51,511	-592	68,263
Total 72100 · Minister Pay & Benefits	25,389	25,250	139	199,206	202,485	-3,279	257,136
72200 · RE Employees							
72210 · RE Director	2,538	2,538	0	17,256	16,924	332	22,000
72211 · DRE Retirement Contrib	0	254	-254	0	1,693	-1,693	2,200
72216 · DRE Medical Insurance	1,226	248	978	5,781	4,433	1,348	6,248
72213 · DRE Life & ADD Insurance	15	15	0	139	140	-1	185
72214 · DRE LTD Insurance	24	22	2	214	194	20	260
72215 · DRE Professional Expenses	0			0	2,200	-2,200	2,200
72217 · DRE Dental Insurance	60	10	50	291	207	84	288
72220 · RE Team Member	476	1,323	-847	1,736	8,823	-7,087	11,469
Total 72200 · RE Employees	4,339	4,410	-71	25,416	34,614	-9,198	44,850
72300 · Music Employees							
72310 · Music Director	3,115	3,510	-395	24,632	23,396	1,236	30,416
72311 · Music Director Retirement Contr	0	351	-351	2,024	2,492	-468	3,194
72312 · Music Director Med Insurance	-1,235	223	-1,458	2,699	5,208	-2,509	7,401
72313 · Music Director Life & ADD Insur	0	21	-21	0	193	-193	256
72314 · Music Director LTD Insurance	0	33	-33	0	291	-291	390
72315 · Music Director Professional Exp	0			15	3,042	-3,027	3,042
72316 · Music Director Dental Insurance	-60	10	-70	149	207	-58	288
72324 · Music Director Bonus	0			1,521	1,521	0	1,521
72320 · Staff Accompanist	1,863	1,863	-0	12,385	12,417	-32	16,143
72321 · Staff Accompanist Bonus	0			807			
Total 72300 · Music Employees	3,683	6,011	-2,328	44,232	48,767	-4,535	62,651
72400 · Administrative Employees							
72410 · Administrator	3,004	2,700	304	20,602	18,000	2,602	23,400
72411 · Administrator Retirement Contr	300	270	30	2,177	1,840	337	2,380
72412 · Admin LTD Insurance	0	22	-22	0	194	-194	260
72413 · Administrator Life & ADD Ins	0	16	-16	0	149	-149	197
72414 · Administrator Bonus	0			1,170	1,170	0	1,170
72415 · Admin Professional Exp	0			0	400	-400	400
72420 · Office Assistant	2,189	2,335	-146	15,830	15,567	263	20,238
72421 · Office Asst Life & ADD Ins	0	14	-14	0	126	-126	168
72422 · Office Asst LTD Insurance	0	22	-22	0	198	-198	264
72423 · Off Asst Retirement Contributio	219	234	-15	1,684	1,657	27	2,125
72424 · Office Assistant Bonus	0			1,012	1,012	0	1,012
72430 · Set Up Assistance	225	100	125	1,500	900	600	1,200
72431 · Videography Team	3,240	3,180	60	18,480	21,200	-2,720	27,560
Total 72400 · Administrative Employees	9,177	8,893	284	62,455	62,413	42	80,374
Total 72000 · Payroll	42,588	44,564	-1,976	331,309	348,279	-16,970	445,011
73000 · Payroll Taxes	1,274	1,248	26	8,723	9,751	-1,028	12,460
Total 70000 · Employee Expenses	43,995	45,912	-1,917	340,914	358,930	-18,016	458,671
Total Expense	53,180	58,720	-5,540	470,412	521,082	-50,670	666,399

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04/13/23

Cash Basis

**Unitarian Universalist Church of the Monterey Peninsula
 Budget vs Actual Income & Expense Statement
 March 2023**

	<u>Mar 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>Jul '22 - Mar 23</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
Net Ordinary Income	-30,101	-20,435	-9,666	119,582	48,056	71,526	-6
Other Income/Expense							
Other Income							
41540 · Other Income Unbudgeted	300			600			
41520 · Prior Year Pledge Payments	0			-0			
Total Other Income	300			600			
Other Expense							
50551 · Suspense	0			-24			
Total Other Expense	0			-24			
Net Other Income	300			624			
Net Income	<u>-29,801</u>	<u>-20,435</u>	<u>-9,366</u>	<u>120,206</u>	<u>48,056</u>	<u>72,150</u>	<u>-6</u>

Unitarian Universalist Church of the Monterey Peninsula
^Balance Sheet by Class
As of March 31, 2023

	<u>Capital Fund Phase III</u>	<u>Endowment Fund</u>	<u>Operating Fund</u>	<u>TOTAL</u>
ASSETS				
Current Assets				
Checking/Savings				
12100 · Petty Cash	0	0	147	147
12305 · Checking RB 8780	0	180	25,954	26,134
12405 · Savings RB 5590	0	0	10,000	10,000
Total Checking/Savings	0	180	36,100	36,280
Other Current Assets				
16112 · Vanguard Mutual Fnd VWIAX	425,034	0	149,200	574,233
16200 · Vanguard Settlement Fund MM	57,152	0	217,058	274,210
Total Other Current Assets	482,185	0	366,258	848,443
Total Current Assets	482,185	180	402,358	884,724
Fixed Assets				
15000 · Furniture and Equipment	0	0	17,383	17,383
15100 · Phase III CIP				
15110 · Consulting	15,008	0	0	15,008
Total 15100 · Phase III CIP	15,008	0	0	15,008
Total Fixed Assets	15,008	0	17,383	32,391
Other Assets				
16400 · UUA Endowment Fund	0	700,828	0	700,828
16505 · Outdoor Safety Improvements	0	0	54,835	54,835
Total Other Assets	0	700,828	54,835	755,663
TOTAL ASSETS	497,193	701,008	474,576	1,672,778
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Credit Cards				
20060 · VISA Biz Card UUCMP #2579	0	0	122	122
Total Credit Cards	0	0	122	122
Other Current Liabilities				
21101 · Future FY Pledge Payments	0	0	26,952	26,952
21200 · Payroll Liabilities--Rstd				
21210 · Federal Tax Withheld	0	0	528	528
21220 · CA Tax Withheld SIT	0	0	60	60
21225 · CA Tax Withheld SDI	0	0	0	0
21230 · FICA Tax Withheld--Employee	0	0	285	285
21240 · Medicare Tax Withheld--Employee	0	0	66	66

Unitarian Universalist Church of the Monterey Peninsula
^Balance Sheet by Class
As of March 31, 2023

	Capital Fund Phase III	Endowment Fund	Operating Fund	TOTAL
Total 21200 · Payroll Liabilities--Rstd	0	0	938	938
21300 · Benefit Accounts--Rstd				
21310 · LTD Withheld	0	0	69	69
21330 · Health Insurance	0	0	1,584	1,584
21340 · Dental Insurance	0	0	60	60
Total 21300 · Benefit Accounts--Rstd	0	0	1,713	1,713
Total Other Current Liabilities	0	0	29,603	29,603
Total Current Liabilities	0	0	29,725	29,725
Total Liabilities	0	0	29,725	29,725
Equity				
21150 · Temporarily Restricted Funds				
21100 · Minister's Discretion--Rstd	0	0	12,031	12,031
21706 · Big Gift #2	0	0	26,668	26,668
21710 · Scheduled Maint. Trees - Rstd	0	0	10,300	10,300
21750 · Disaster Relief Funds from UUA	0	0	5,500	5,500
21600 · Program Funds--Rstd				
21625 · KAZU Underwriting - Rstd	0	0	378	378
21630 · Shared Plate--Restricted	0	0	2,347	2,347
21635 · I-HELP Support Fund-Rstrd	0	0	-1,837	-1,837
21638 · Guest at Your Table	0	0	55	55
Total 21600 · Program Funds--Rstd	0	0	943	943
Total 21150 · Temporarily Restricted Funds	0	0	55,441	55,441
16410 · Investment Net Income				
16411 · Endowment Cap Gains/Losses	0	28,014	0	28,014
16412 · Vanguard Dividend Brokerage	0	0	48,006	48,006
16413 · Vanguard Mutual Fund Gains/Loss	-27,133	0	903	-26,230
Total 16410 · Investment Net Income	-27,133	28,014	48,909	49,790
21400 · Memorial Funds--Rstd				
21410 · Memorial Funds	132,138	229,316	0	361,454
Total 21400 · Memorial Funds--Rstd	132,138	229,316	0	361,454
49017 · Capital Contributions OLD	44,734	0	0	44,734
49510 · Gifts to Capital Fund Phase III	424,695	0	0	424,695
21751 · Board Restricted Funds				
31000 · Board Designated Reserve	0	0	15,968	15,968
21760 · Cap Replacement Revolving Fund	0	0	0	0
Total 21751 · Board Restricted Funds	0	0	15,968	15,968

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Accrual Basis

Unitarian Universalist Church of the Monterey Peninsula

^Balance Sheet by Class

As of March 31, 2023

	Capital Fund Phase III	Endowment Fund	Operating Fund	TOTAL
32000 · Operating Reserves	-77,240	443,678	204,327	570,765
Net Income	0	0	120,206	120,206
Total Equity	497,193	701,008	444,851	1,643,053
TOTAL LIABILITIES & EQUITY	497,193	701,008	474,576	1,672,778

UNITARIAN UNIVERSALIST CHURCH OF THE MONTEREY PENINSULA (UUCMP)

**FINANCIAL SOLUTIONS WORKING GROUP
REPORT TO THE BOARD OF TRUSTEES**

April 19, 2023

Working Group Members	Konny Murray, Chair Rev. Axel Gehrmann Robert Brunson Gretchen Hausmann Steve Johnson Mike Lovell Harry Nagel Ted Raabe	konnymbuck@gmail.com minister@uucmp.org brunsonr@swbell.net grethaus@comcast.net jhnsn@att.net lovellmike50@hotmail.com harryenagel@gmail.com traabe1@comcast.net
Executive Summary	<p>UUCMP’s ambitious goals for congregational outreach and building expansion, described in the January 2019 Strategic Plan, were hamstrung by the COVID-19 pandemic and related restrictions on church activity. UUCMP responded to the pandemic with positive steps for technology-based program delivery. Unlike many other churches, we substantially retained membership. However, many of our congregants are still recovering emotionally, spiritually, and financially from the disruption, even as they return to participation in worship services and other church events.</p> <p>“Big Gift” supplemental donations which allowed UUCMP to increase staff compensation beginning in 2019, with the intent of supporting Strategic Plan outreach and program activities, have, as anticipated, been consumed in the ensuing 4.5 years. It will take imagination and courage to increase various sources of income, to compensate for the expiring Big Gift funds and allow UUCMP to continue the programs and staffing currently enjoyed by our congregants. Thanks to years of surplus accumulated in the Operating Reserves, we have a financial cushion with which to manage the transition.</p> <p>This report analyzes the factors contributing to a potential long-term budget deficit (Operating expenses exceeding Operating income), and identifies measures the church can take to achieve long-term financial sustainability.</p> <p>In particular, the Working Group supports a new Strategic Planning process for the 2023/2024 fiscal year. This process should fully engage the congregation in defining and affirming our shared priorities, as well as our shared commitment to the ambitious objectives described herein. The UUCMP community has an opportunity to demonstrate, as we have done several times in the past, the dedication and tenacity needed to overcome financial challenges.</p>	

<p>Background</p>	<p>For several years, UUCMP has enjoyed a balance in Operating Reserve funds (a combination of checking account, savings account, and mutual fund holdings) far in excess of the minimum required by church policy (i.e., three months' worth of routine expenses). However, the church balanced its Operating Budget for fiscal year 2022-2023 by diverting \$93,000 from the Operating Reserve. If recent trends continue unchanged, the budget in future fiscal years will also reflect expenses substantially exceeding income.</p> <p>Here is a graphic depiction of the projected result from “status quo” trends in income and expenses, showing an eventual complete consumption of the Operating Reserve:</p> <p>The UUCMP Board of Trustees, during its January 18, 2023, meeting, appointed a Working Group (whose members are listed on page 1) to propose actions for UUCMP to generate enough income to cover expenses.</p>
<p>Findings</p>	<p>The Working Group found these historical factors to be relevant to UUCMP’s financial situation and prospects:</p> <ol style="list-style-type: none"> 1. After overcoming a period of financial distress, in 2012 the UUCMP Board of Trustees approved Finance Policy #15 (renewed in 2019). This requires the church to “maintain Operating Reserves equivalent to at least three months of normal operating expenditures.” 2. In August 2015, Reverends Elaine and Axel Gehrmann began their tenure as UUCMP’s called co-ministers, working jointly under compensation allotted for 1.0 Full Time Equivalent (FTE). <p style="text-align: right;"><i>Continued on next page</i></p>

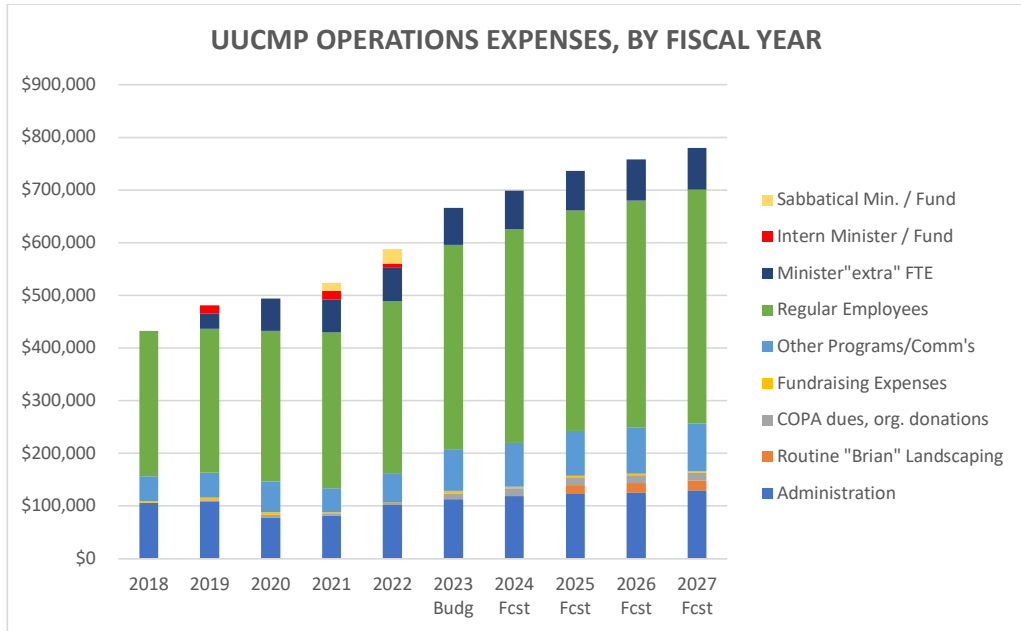
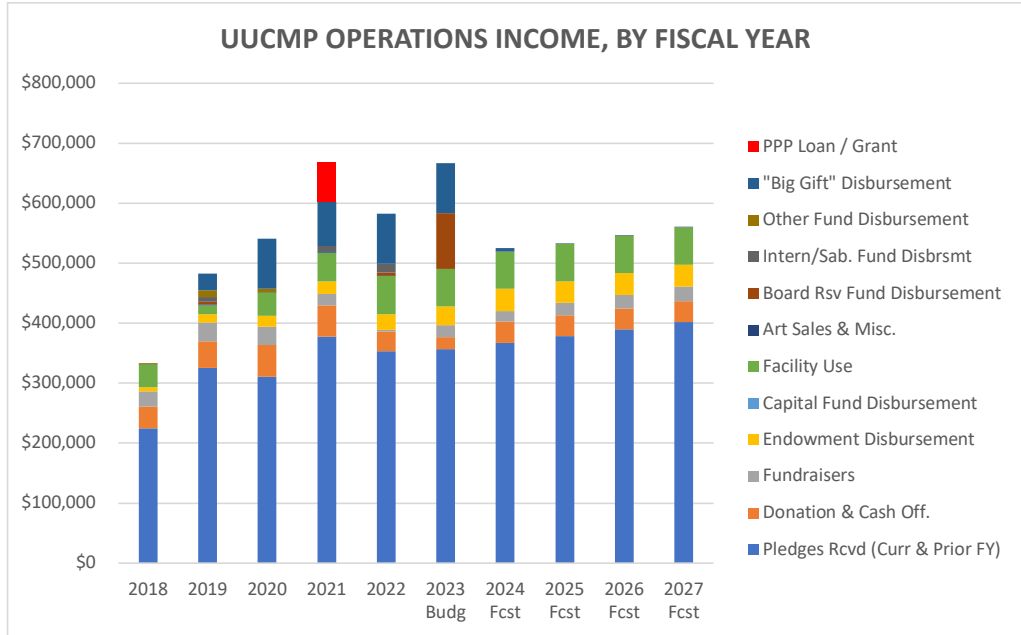
<p>Findings, continued</p>	<ol style="list-style-type: none"> 3. In August 2018, the Gehrmanns advised the Board that, due to a changed housing situation, they would need to augment their UUCMP compensation with part-time employment elsewhere. This would likely reduce hours available for their service to UUCMP, which already exceeded the 2,080 hours per year recognized in the U.S. as full-time for any position (1.0 FTE). 4. In January 2019, after five months of facilitated conversations, the congregation approved UUCMP’s Strategic Plan. The Plan envisioned UUCMP pursuing community engagement as a recognized presence supporting moral, environmental, and social justice objectives, and potentially expanding membership. Simultaneously, UUCMP would conduct a Capital Campaign for “Phase III” building construction. This construction would provide a larger sanctuary to accommodate the anticipated increased attendance at Sunday services. 5. To support 2019 Strategic Plan objectives, an anonymous UUCMP member donated \$250K as a one-time gift. The funds augmented regular church income, allowing increase of the co-ministers’ compensation to 1.5 FTE (thus removing their need to seek outside employment), and funding staff and committees to conduct an outreach campaign. In 2021, another anonymous UUCMP member added to the first “Big Gift” a one-time donation of \$107K. 6. In March 2020, the COVID-19 pandemic prompted cessation of in-person activities at UUCMP. Sunday services, Religious Exploration classes, and church meetings were conducted remotely, using Zoom. 7. In late spring 2020, UUCMP applied for federal funding under the Payroll Protection Program (PPP). The \$66,462 loan, intended to partially fund employee costs during a period of ostensibly reduced income, was converted to a grant (no repayment) in July 2020. 8. Under controlled conditions, the church opened for small group meetings (up to 12 people) in October 2020. Between spring 2021 and winter 2021/2022, following updated guidance from federal and state agencies and the Unitarian Universalist Association, UUCMP installed enhanced ventilation systems for the sanctuary and Fireplace Room, procured equipment for internet-livestreaming events in the sanctuary, and developed procedures to minimize virus exposure in the church building. With these preparations, UUCMP resumed in-person Sunday services on March 13, 2022. <p style="text-align: right;"><i>Continued on next page</i></p>
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<p>Findings, continued</p>	<p>9. The number of active members at UUCMP has been declining since its high point of 273 in 2014. Pandemic-induced restrictions in personal contact may have accelerated that trend; as of March 2023, UUCMP membership stands at 196. The number of “pledging units” among those members and pledging friends of the church also reduced from a high of 161 in 2016 to 97 as of spring 2022. The reduced number of pledging units has, so far, been offset by an increase in the average annual pledge amount, from \$2,085 in 2016 to \$3,662 for fiscal year 2022/2023. Additionally, we have seen a refreshing increase in both the number of pledgers and the total amount pledged in the canvass for the 2023/2024 fiscal year.</p> <p>10. Administrative expense categories represent 17% of the Operating budget; most of that is consumed by unavoidable expenses such as utilities, insurance, and emergency repairs. Roughly half of the 14% of the budget devoted to Programs is our annual “dues” contribution to the UUA. Employee compensation accounts for 69% of the budget.</p> <p>11. Big Gift funds were allocated for designated expenses beginning in mid-2019/2020, and will be entirely consumed by August 2023. Even with the Big Gift augmentation, the 2022/2023 Operating Budget required diversion of \$93K from Operating Reserves to achieve balance. Pledge campaign results (about a 3.7% increase for 2023/2024) are encouraging, but not enough to cover the gap.</p> <p>A condensed itemization of the above and other financial-impact events is contained in the Financial Event Recap section below.</p>
<p>Financial Objectives</p>	<p>The Working Group identified two principal objectives for UUCMP:</p> <ul style="list-style-type: none"> • With regard to the Operating Budget, live within our means. Either obtain enough income to meet preferred levels of expense, cut expenses to meet anticipated limits on income, or some combination of both. Recognize that a current surplus of Operating Reserve funds is at best a short-term cushion for spending more than we receive in revenue, and that we have an obligation to preserve enough Operating Reserves to be able to reliably make payroll and pay the church’s bills month to month (c.f. Finance Policy #15). • Preserve staffing which maintains church program success. Pay church employees at a “living wage” rate, suitable for life in the Monterey metro area. This is both consistent with recent salary guidance published by the UUA, and is the right thing to do for our employees. Unfortunately, meeting this objective will increase expenses and thus exacerbate UUCMP’s budgetary quandary.

<p>Financial Event Recap</p>	<p>Here are some of the more significant income and expense items which have impacted UUCMP recently, as well as some expected soon (italicized). This list highlights non-routine items. Most listed items were Budget-approved.</p> <table border="0" style="width: 100%;"> <thead> <tr> <th style="text-align: left;"><u>ITEM & [TIMEFRAME]</u></th> <th style="text-align: right;"><u>REVENUE / (EXPENSE)</u></th> </tr> </thead> <tbody> <tr> <td>Big Gift #1 [2019 – 2022]</td> <td style="text-align: right;">\$250,000</td> </tr> <tr> <td>Big Gift #2 [2022 – 2023]</td> <td style="text-align: right;">\$107,000</td> </tr> <tr> <td>PPP loan/grant [July 2020]</td> <td style="text-align: right;">\$66,462</td> </tr> <tr> <td>Facility use: CHOMP parking [2021 - ?????]</td> <td style="text-align: right;">\$60,000 per year</td> </tr> <tr> <td>Missing Service Auction, due to pandemic [2021/2022]</td> <td style="text-align: right;">(\$13,000)</td> </tr> <tr> <td>Missing Super Flea sales, due to pandemic [2020 – 2023]</td> <td style="text-align: right;">(\$12,000)</td> </tr> <tr> <td>0.5 FTE “extra” minister [2019 - ?????] (avg thru 2022)</td> <td style="text-align: right;">(\$64,278) per year</td> </tr> <tr> <td>Intern Minister compensation (2) [2018/19 & 2020/21]</td> <td style="text-align: right;">(\$32,191)</td> </tr> <tr> <td>Sabbatical Minister compensation [2021/2022]</td> <td style="text-align: right;">(\$27,479)</td> </tr> <tr> <td>Minister & staff retention bonuses [2022/2023]</td> <td style="text-align: right;">(\$9,178)</td> </tr> <tr> <td><i>“Living Wage” compensation increases [2023/24 - ?????]</i></td> <td style="text-align: right;">(\$8,456) per year</td> </tr> <tr> <td>Ventilation systems: sanctuary & FP Room [2021/2022]</td> <td style="text-align: right;">(\$20,536)</td> </tr> <tr> <td>Video live-stream equipment & cabling [2022 & 2023]</td> <td style="text-align: right;">(\$12,365)</td> </tr> <tr> <td>Videographer team compensation [2021 - ?????] (avg)</td> <td style="text-align: right;">(\$26,500) per year</td> </tr> <tr> <td><i>FP Room ventilation system noise reduction [2023]</i></td> <td style="text-align: right;">(\$TBD)</td> </tr> <tr> <td><i>Emergency generator (natural gas) & installation [2023/24]</i></td> <td style="text-align: right;">(\$30,000)</td> </tr> <tr> <td>100% of Shared Plate to beneficiary org. 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<p>Financial Forecast</p>	<p>Referencing UUCMP historical data since 2018, the Working Group used a financial modeling spreadsheet to evaluate potential impacts of various factors. The chart on page 2 shows what may happen with church finances if budget deficits (expenses exceeding income) are funded solely from the Operating Reserve. [For brevity, FY’s are labeled by their end year (June 30).]</p> <p style="text-align: right;"><i>Continued on next page</i></p>																																																				

Financial Forecast, continued

The chart on page 2 is derived from the data reflected in these two “status quo” charts, which provide more detail about the categories of income and expense.



The model data includes all of the past-FY data in the “Financial Events” list above; as-budgeted data for the current FY; and, for future FY’s, the introduction of landscaping expenses in 2025, with annual inflation increases for all expenses.

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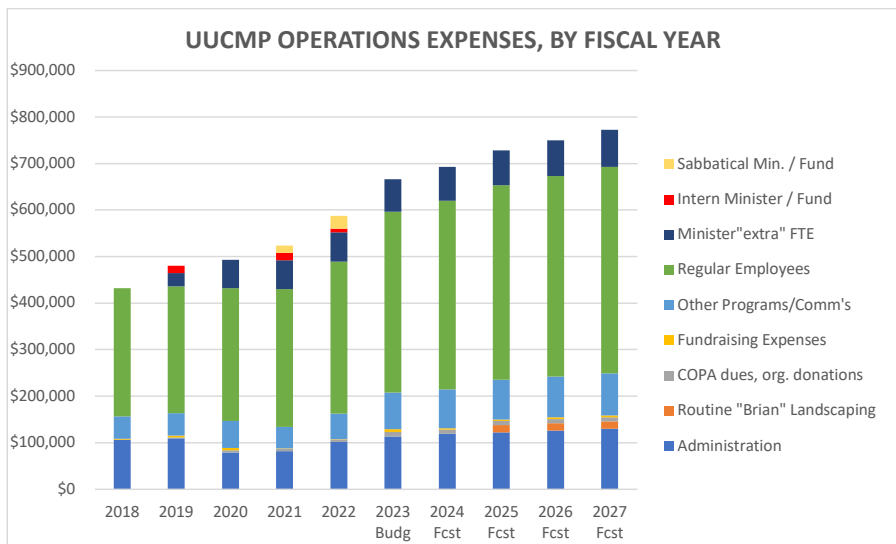
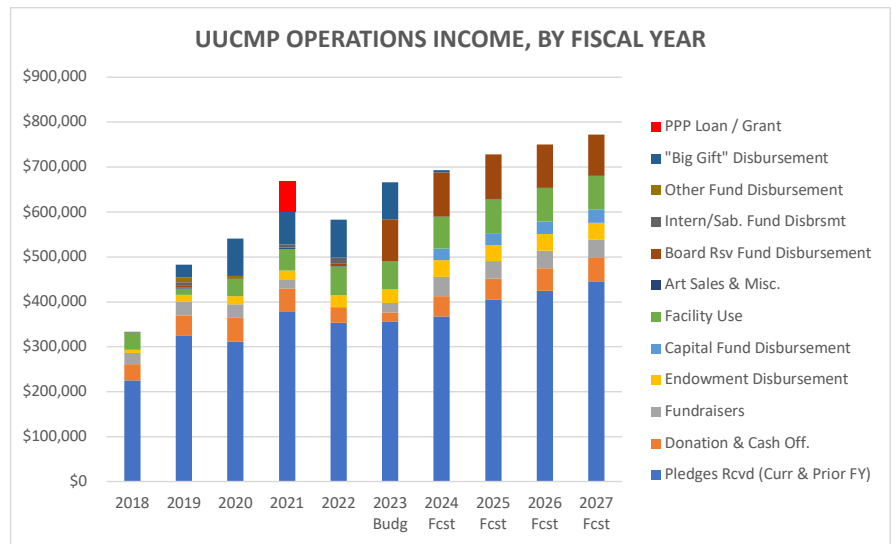
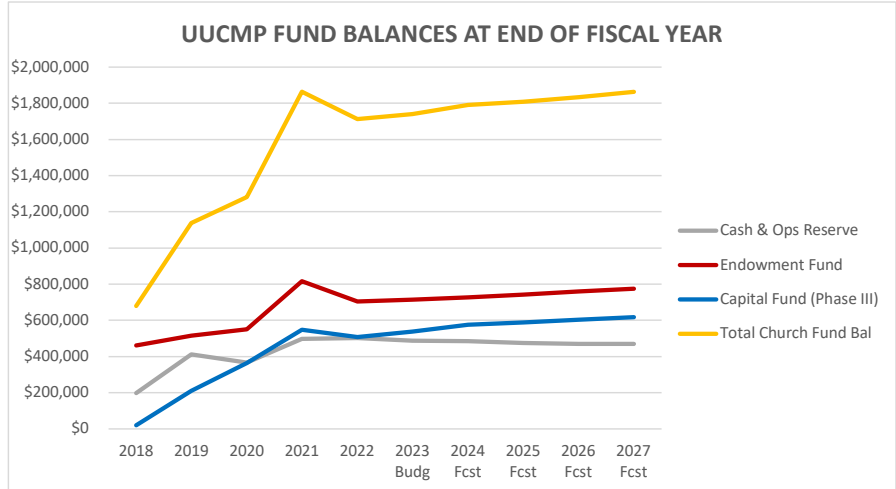
<p>Financial Forecast, continued</p>	<p>As noted, data for fiscal year 2022/2023 is from the Operating Budget approved by the congregation in May 2022. Once end-of-year financial reports are available, the model data will be updated with actual values for the year. These will include the expenses on page 5 that were unbudgeted.</p> <p>The main message communicated by these charts is that <i>continuing current patterns of income and expense will be unsustainable for UUCMP</i>. The “status quo” charts on pages 2 and 6 are a baseline, against which comparable charts, reflecting the Working Group’s recommended changes, may be compared. These appear on pages 9 and 10.</p>
<p>Recommendations</p>	<p>The Financial Solutions Working Group majority recommends the following (with minority alternative perspectives noted):</p> <p>FOR FISCAL YEAR 2023/2024</p> <ol style="list-style-type: none"> 1. Clearly explain to the congregation the nature of the gap between Operations income and expenses. This should be done in tandem with presentation of the proposed Operating Budget for Fiscal Year 2023/2024. At the Board’s discretion, this Report may be circulated ahead of the Congregational Meeting scheduled for May 7, 2023. 2. Cover any Operations funding gap projected in the 2023/2024 and subsequent budgets with allocation from Operating Reserve funds, not to exceed an amount that would leave less than three months of expected church expenses in Reserves, per Financial Policy #15. [Note 1: an alternative preference in the group is to, more prudently, reserve 6 months’ worth of likely expenses.] [Note 2: as of 03/31, \$85,166 of Ops Reserve funds are pre-committed as liabilities or Restricted Funds, thus unavailable to offset any gap.] 3. Preserve 1.5 FTE for co-ministers. [Minority view: prior to 2019, UUCMP received acceptable service from the co-ministers, when they shared salary for 1.0 FTE.] 4. Increase staff salaries, pro-rated for hours worked, to living-wage levels. The Working Group reviewed the MIT Living Wage Calculator and UUA geo-referenced salary standards in identifying a minimum “living wage” for the Monterey area. UUCMP Personnel Committee recommendations for 2023/2024 already meet these guidelines. [Minority view: based on personal situations of current and past UUCMP employees, and housing-cost calculations from local social-justice organizations, the MIT-based Living Wage is inadequate for a decent standard of living on or near the Monterey Peninsula.] <p style="text-align: right;"><i>Continued on next page</i></p>

<p>Recommendations, continued</p>	<p>FOR FISCAL YEAR 2023/2024, continued</p> <ol style="list-style-type: none"> 5. Continue to provide hybrid (live-streamed) Sunday worship. 6. Finance Policy #7, as approved by the Board of Trustees in 1988 and reaffirmed in 2019, states that, “The Fund Balance at the end of a fiscal year will be carried forward to the following fiscal year. This amount may be a debit or credit.” The Finance Committee should propose for Board approval a formal process to achieve this. 7. After results of the current pledge campaign are known, reduce the need to allocate Operating Reserve funds by one or more of: <ol style="list-style-type: none"> a. Special fundraising events; one suggested theme: Appreciation for Pandemic Response at UUCMP b. Establish on-going fundraisers; example: allow “purchase” of engraved paver bricks in the new patio, to commemorate a family member or someone of past importance to UUCMP. c. Identify opportunities for more facility-use income (e.g., advertise as a destination venue for weddings). d. Annually, transfer to Operations some or all of the dividends and realized capital gains in the Capital Fund (the mutual-fund accounts held for future Phase III building expenses). [Applying the formula used for annual disbursements from the Endowment Fund - 5% of the 3-year average balance - this would provide annual income of around \$27,000.] e. Reduce UUCMP’s annual payment to UUA, to less than 100% of the calculated/billed amount. [Minority view: UUCMP should seek to completely meet obligations such as this; recall UUA’s \$20K emergency grant.] f. Reduce charitable donations to outside groups; resume the 50/50 split of each Sunday’s Shared Plate cash collections. g. Investigate offering Short Term Rental stays in the church apartment during high-demand local events (AT&T Pro-Am golf tournament, Car Week, etc.). [This would require limited-duration residency riders on our liability insurance, compliance with STR policies and registration for Monterey County, declaration of Other Business Income on tax returns, and costs for apartment preparation and cleaning.] 8. Reinvigorate efforts to increase church attendance and membership, with a particular focus on families and young adults. <p style="text-align: right;"><i>Continued on next page</i></p>
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<p>Recommendations, continued</p>	<p>FOR FISCAL YEAR 2023/2024, continued</p> <ol style="list-style-type: none"> 9. Task the Stewardship Committee, or charter a new group under Stewardship’s guidance, to focus on supplemental fundraising efforts, in addition to and coordinated with the pledge canvass. 10. Conduct targeted fundraising events or short-term campaigns to address specific, one-time needs, as was successfully done for the Steinway piano refurbishment. Example candidate: an emergency power generator for the church. 11. Follow a process, fully involving the congregation, to update the Strategic Plan; specifically address both desired staffing levels at UUCMP and the intent/capacity for Phase III building construction. 12. Improve transparency with regular, easily-understood financial status reporting to the entire congregation. <p>FOR SUBSEQUENT FISCAL YEARS</p> <p>Use allocations from Operating Reserve funds to cover funding gaps anticipated during the budget process, but with great reluctance. Instead, cut expenses to meet expected income, pursue extra fundraising, or both.</p>
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<p>Revised Financial Forecast</p>	<p>Following the recommendations above, and applying model assumptions detailed on page 11, here are the charts showing the potential change in direction for UUCMP. (In the first one, outyear Income and Expense curves coincide – a balanced budget – but only one color appears on the chart.)</p> <div data-bbox="493 1268 1463 1787" data-label="Figure"> <table border="1"> <caption>UUCMP OPS INCOME VS. OPS EXPENSES, END OF FISCAL YEAR</caption> <thead> <tr> <th>Year</th> <th>Total Ops Income</th> <th>Total Ops Expense</th> <th>Cash & Ops Rsv Bal</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>\$330,000</td> <td>\$430,000</td> <td>\$200,000</td> </tr> <tr> <td>2019</td> <td>\$480,000</td> <td>\$480,000</td> <td>\$400,000</td> </tr> <tr> <td>2020</td> <td>\$550,000</td> <td>\$490,000</td> <td>\$360,000</td> </tr> <tr> <td>2021</td> <td>\$660,000</td> <td>\$520,000</td> <td>\$490,000</td> </tr> <tr> <td>2022</td> <td>\$580,000</td> <td>\$580,000</td> <td>\$500,000</td> </tr> <tr> <td>2023 (Budg)</td> <td>\$660,000</td> <td>\$660,000</td> <td>\$490,000</td> </tr> <tr> <td>2024 (Fcst)</td> <td>\$680,000</td> <td>\$680,000</td> <td>\$480,000</td> </tr> <tr> <td>2025 (Fcst)</td> <td>\$720,000</td> <td>\$720,000</td> <td>\$470,000</td> </tr> <tr> <td>2026 (Fcst)</td> <td>\$750,000</td> <td>\$750,000</td> <td>\$470,000</td> </tr> <tr> <td>2027 (Fcst)</td> <td>\$780,000</td> <td>\$780,000</td> <td>\$470,000</td> </tr> </tbody> </table> </div> <p style="text-align: right;"><i>Continued on next page</i></p>	Year	Total Ops Income	Total Ops Expense	Cash & Ops Rsv Bal	2018	\$330,000	\$430,000	\$200,000	2019	\$480,000	\$480,000	\$400,000	2020	\$550,000	\$490,000	\$360,000	2021	\$660,000	\$520,000	\$490,000	2022	\$580,000	\$580,000	\$500,000	2023 (Budg)	\$660,000	\$660,000	\$490,000	2024 (Fcst)	\$680,000	\$680,000	\$480,000	2025 (Fcst)	\$720,000	\$720,000	\$470,000	2026 (Fcst)	\$750,000	\$750,000	\$470,000	2027 (Fcst)	\$780,000	\$780,000	\$470,000
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Revised Financial Forecast, continued



<p>Assumptions in Revised Financial Forecast</p>	<p>The charts in the previous section represent data in the “Minister 1.5 FTE” scenario. The below discussion of model assumptions also addresses the “Status Quo” and “Minister 1.0 FTE” models. Assumption changes are the same in the “1.5 FTE” and “1.0 FTE” versions – the “revised models” – with the only distinction being the difference in Minister FTE.</p> <ol style="list-style-type: none"> 1. The 2023/2024 Pledge amount is settling out just under \$368K, a 3.7% increase over the prior fiscal year’s pledges. The Status Quo model projects a 3% annual increase in pledges for subsequent years. The revised models project a 10% increase in 2024/2025, and 5% annual increases thereafter. [The average year-to-year change in pledging between 2017/2018 and 2022/2023 was a 1.3% increase.] 2. All models assume return to the 50/50 split of Shared Plate cash collections, valued at \$5K per year for church revenue. Status Quo shows a flat \$35K in annual Donation and Cash Offering income; revised models increase those amounts to \$45K, \$47.5K, \$50K and \$52.5K in successive years. The high-water mark here was \$52,973 in 2019/2020. 3. Facility Use income, which is highly dependent on continued receipt of \$60K in annual donations from CHOMP for use of our parking lot, is shown in Status Quo as continuing this year’s budget level of \$62K through each successive year. The two revised models show this revenue to increase to \$70K in 2023/2024, and to \$75,000 in each year thereafter. High-water mark for Facility Use income was \$64,250 in 2021/2022, which included the CHOMP donations. 4. The cost of routine landscaping services, predicated on a new contract needed after Brian Jacobsen’s expected retirement in 2023/2024, decreases from \$17K in Status Quo to a more optimistic \$15K in the revised models. Both amounts are rough estimates. 5. In the revised models, the church’s donations to the Ohlone/Essalen Nation and The Village Project are reduced from \$5,000 to \$2,000 each; full dues to COPA and the UUA are preserved. 6. Operations income from Capital Fund value is added, following the same calculation used for Endowment Fund disbursements: 5% of the rolling three-year average value of mutual fund investments. 7. There are no expenditures projected for Intern or Sabbatical Ministers in any of the models. <p style="text-align: right;"><i>Continued on next page</i></p>
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<p>Assumptions in Revised Financial Forecast, continued</p>	<p>8. Fundraising income is assumed to increase across all itemized categories. Net Fundraising (Income less Expenses) in revised models increases from the \$15,120 budgeted in 2022/2023 to \$39.4K, \$35.4K, \$36.2K and \$37K in subsequent years. Besides returning each effort (e.g., Auction, Super Flea) to near their high-water marks from prior years, this assumes supplemental, speculative fundraising from sources yet to be identified, amounting to \$20K in 2023/2024 and \$15K in each subsequent year.</p> <p>9. <i>In both the Status Quo and 1.5 FTE models, projected expenses exceed projected revenues.</i> The Status Quo model shows no specific diversion of funds from Operating Reserves into budgeted “income” after 2022/2023, but, by calculation, infers that deficits are necessarily covered by reductions in the Operating Reserves. This results in all Operating Reserve funds being depleted early in FY 2027/2028.</p> <p>Both revised models specifically show transfers from Operating Reserves to budgeted “income,” as was the case in 2022/2023, thus achieving balanced budgets by spending from our past-year accumulated savings.</p> <ul style="list-style-type: none"> • In the 1.5 FTE model, this results in a gradual reduction of the Operating Reserves; where the year-end balance in 2022/2023 is estimated to be 10.0 months’ worth of prior-year expenses, this is down to 7.5 months’ worth in 2026/2027. The model would need to be extended to determine when the Operating Reserves would reach the 3.0 months’ minimum retention level required by UUCMP policy, after which such transfers would be prohibited; a rough guess puts that in FY 2041/2042. • For the 1.0 FTE model, Operating Reserves <i>increase</i> from 10.0 months’ worth of prior year expenses in 2022/2023 to 12.3 months’ worth in 2026/2027. All other assumptions in the two revised models (e.g., pledging increases, extra fundraising) remain the same, for the sake of isolating the impact of FTE reduction in the comparison. In the 1.0 FTE scenario, those very optimistic assumptions could thus be tempered without adverse impact to the current balance in Operating Reserves. <i>More plainly, if the church cannot meet new fundraising objectives, reducing minister compensation to the pre-2019 level (1.0 FTE) may become necessary.</i>
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<p>Conclusion</p>	<p>The COVID-19 pandemic severely disrupted UUCMP’s plans for community outreach and membership expansion, as articulated in the January 2019 Strategic Plan. The church is still in the process of returning to “normal” operations (with retained new features, such as hybrid worship services). Recent increases of in-person attendance at Sunday services are encouraging, even though attendance of Religious Exploration classes for children and youth remains subdued.</p> <p>The majority of the Working Group thinks that the congregation, once informed of UUCMP’s financial prospects, should be given further opportunity to increase pledge income, participate in supplemental fundraisers, and volunteer to support concerts and other activities which can increase external donation revenues. Taking advantage of currently excess Operating Reserve funds to self-finance the expected income/expense gaps in coming years would provide that opportunity. Involving the congregation in a renewal of the UUCMP Strategic Plan will be their chance to clearly articulate the church’s priorities (including staffing level and compensation), and commit to achieving ambitious goals.</p> <p>As the Board recognized in creating this Working Group, UUCMP’s financial prospects are serious, but fortunately not yet a crisis. We are in an enviable financial position, with strong Endowment and Capital Funds, and an Operating Reserve well above the three-months-expenses minimum required by our financial policy. We can use that accumulated cushion to get us through a period of adjustment to our desired future.</p> <p>Will we have to confront unpleasant expense cuts in some future budget? Would that entail trimming the co-ministers to 1.0 FTE in compensation, to the detriment of the service they provide to church programs, or to be partially replaced by someone in a lower pay grade? Those answers depend on how well the entire congregation responds to this challenge. We have a track record of doing remarkable things for each other, for the wider community, and for the planet - just peruse any Annual Report to the Congregation for evidence. This is another chance to demonstrate that profound strength of character.</p> <p>COVID-19 took some wind out of UUCMP’s sails, and pushed us closer to the rocks. We can turn this ship back toward deep water, as long as we do it together.</p>
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Committee Reports

Art Committee

Karen Hunting

The purpose of having art on the Welcome Hall walls is to provide a visually pleasing backdrop to the events held there, to provide income from the sales of the artists' work and to widen the community interest and knowledge of the church through the artists' promotions and receptions.

With the passing of Peg Olsen, who led this committee for at least two decades, Karen Hunting, who served as Peggy's assistant, took the lead in the Spring of 2022.

Valued committee members who help hang the shows and assist at receptions include JT Mason, Lauren Keenan, Gail Skidmore and Skip Kadish.

Letters to artists, legal forms and instructions for prepping, hanging and promoting shows were created. A committee reference binder containing documents, instructions, history and signed forms for each artist has been created to guide future art committee chairs and members.

During the past year, seven different artists, with an eighth scheduled, have shown their art for a period of one to two months each. Many of them have donated 20% of their sales to the church. The opportunity to give tours and talk about the church's principles and goals has increased awareness of Unitarian Universalism and particularly in UUCMP.

Buildings and Grounds

Lauren Keenan

Buildings and Grounds is, at this point, a loosely formed group led by Lauren Keenan with huge support from Brian Jacobson, Lance Pratt, Skip Kadish, and Rev. Elaine. There are also numerous church members who are ready and willing to help on any given project.

The inspiring mosaic created and donated by JT Mason was hung earlier this year and JT has now created a second mosaic that will be hung very soon.

This Spring we plan to do touch up painting in the Welcome Hall and our downstairs apartment. Outdoors we will be planting native plants to enhance our new pathways and seating areas.

We have facilitated the replacement of a broken oven in the kitchen, re-hung cabinet doors and reattached a floor molding on the island in the kitchen. We have cleaned out and reorganized the closets in the Welcome Hall and near the RE classrooms. We have facilitated the replacement of a broken water faucet in the men's restroom, re-hung the mirror above that faucet and repaired the door to that restroom so that it closes and stays closed. One of the stalls in the women's restroom now has improved disability access. The drinking fountain near the kitchen was also repaired.

The major ADA improvements and beautification project taking place at this time also has had direct input from this committee.

Additionally, repairs to the roof and foyer skylight have had input from Buildings and Grounds. We plan to purchase more seat cushions to use in the sanctuary throughout the coming year as well as to update/replace the shades on the windows at the front of the sanctuary.

All ideas for improvement are welcome and so is your participation.

Caring Network

Carol Collin

The mission of the Caring Network Steering Committee is to care for members and friends of the church in times of crisis and to acknowledge celebrations or sorrows. We enlist the aid of others in the congregation to offer a caring presence, an immediate response, a friendly hand, personal contact, emotional support, and guidance to other sources of support when needed.

The Caring Network follows the Vision statement, "We are a sanctuary of love: providing emotional, spiritual, and intellectual support; offering comfort and challenge that emboldens us to continue our work in the world."

Current members of the Caring Network Steering Committee include Carol Collin, Mibs McCarthy and Rev. Axel Gehrmann.

During the year we have tried to keep up communication with and among congregants. We have:

- ✚ Sent cards to a number of different people, some of them more than once. We sent get well cards, sympathy cards, congratulatory cards for a variety of reasons, birthday cards for those 80 and older, and birthday cards for children and youth 18 and younger.
- ✚ Organized calls to congregants who were housebound, in the hospital, or in nursing homes.

- ✚ Organized rides for congregants to various medical appointments; during the year different congregants provided transportation, meals, companionship, and other assistance to those in need.
- ✚ Communicated congregational joys and concerns by submitting items to be shared in the Joys and Sorrows portion of Sunday services, strengthening UUCMP's community spirit,

Anyone is welcome to help out with visits, food, transportation, and any other activities. We are working together to increase the sense of loving community in our church and in our world. The Caring Network wishes to give many thanks to all those who helped out during the last year. If you wish to be of assistance providing rides, meals, calls, or other services, please contact the Caring Network at caringnetwork@uucmp.org

Chalice Circles/Covenant Groups

Rev. Axel Gehrman

We currently have five active Chalice Circles/ Covenant Groups devoted to small group ministry. The leaders and facilitators of these groups included: Carol Greenstreet, Peggy Hansen, Rose and Mike Lovell, Sharon Miller, and Kerry Sisse.

The groups provide opportunities for members and friends of the church to develop deeper connections and wider service within our community. Meetings usual focus on a particular issue or our monthly worship theme as their point of departure or use changing topics for discussion. Groups consist of 5-12 people who meet once or twice a month for about two hours to explore meaningful topics together. A typical meeting begins with opening words and a check-in, followed by sharing and discussion. The meeting concludes with a check-out and closing words. The leaders/ facilitators of the groups met with Rev. Axel every month or two for support, coordination, resources, training, and identifying potential new leaders and launching new groups.

Committee on the Ministry

Carl Christensen

Members: Mary Kay Hamilton, Peggy Hansen, Kent Weinstein, Carl Christensen

The Committee on Ministry (CoM) works to strengthen the quality of ministry in the congregation and serves as an additional communication channel between the ministers and the congregation.

The during the first half of 2022, the Committee continued to meet monthly via Zoom with the Ministers.

- Meeting topics and tasks have included:
 - Facilitating communication between the congregation and staff.
 - Evaluating the ministry of the church during the pandemic.

During the second half of 2022 the Committee did not meet but has resumed meeting during Spring 2023.

Communications

Rev. Elaine Gehrmann

The Communications efforts at UUCMP have benefitted greatly this year from the contributions of Wanda Sue Parrott, and Sharyn Routh. Wanda has done an amazing job with creatively publicizing UUCMP services on Nextdoor and Facebook week after week. Sharyn has created a number of eye-catching flyers and had additional creative ideas about outreach and events to publicize. We have continued to enlist the social media skills of our Office Assistant Karina Briseno, and increased our FB, Twitter and Instagram presences with regular postings and occasional boosted posts (ads). Karina also does a great job keeping the website up to date, and incorporating changes suggested by members. We continue to conduct periodic KAZU underwriting campaigns, and have advertised in the MCWeekly student issue, holiday issue and wedding directory.

COPA – Communities Organized for Relational Power in Action

Laura Nagel

CA IAF Virtual Meeting Sun, Apr 3. About 100 leaders from across CA met to hear presentations on CA politics and its economy and to discuss fundraising for Industrial Areas Foundation (IAF) organizations in California. The focus of the meeting overall was to strengthen IAF organizations in CA to more effectively advocate for working families across the state. There are now seven IAF organizations in CA with the most recent addition of a prospective organization in Fresno, the largest city in the San Joaquin Valley.

Following is a list of the CA IAF organizations



Central Valley, Fresno County; Common Ground, Solana and Napa Counties; COPA, Central Coast, Santa Cruz, Monterey, and San Benito Counties; ICON, north LA County; MOC, Marin Organizing Committee, San Francisco and Marin Counties; One LA-IAF, Los Angeles County; and Silicon Valley, Santa Clara County

COPA Leaders Meeting, Wed, May 18

More than 25 COPA Clergy and Executive Directors met for lunch and program at First United Methodist Church in Watsonville, co-chaired by Rev. Vicky Elder and Rev. Elaine Gehrman, and hosted by Rev. John Song. Supervising Organizer Tim McManus led a teaching on organizing teams, and stories were shared about a recent Housing Civic Academy, the Catholic Synod Process, the Project Vida Extension, and the upcoming Santa Cruz Candidate Accountability Assembly. The Clergy and Executive Directors plan to meet three times a year, to stay updated and connected, to hear one another's stories, and to strengthen their COPA ties.

July—COPA Bids Farewell to Lead Organizer Arturo Aguila

In July, COPA bid farewell to Lead Organizer Arturo Aguila at the end of June. Arturo led COPA through two of the most challenging years for our community and the world. COPA has been on the forefront of responding to the pandemic and all of its impacts to our region and continues to be a force for advancing the common good. Arturo and his wife moved to be closer to their daughter and their grandchild, and he will continue his career in organizing there.

August COPA Investment Campaign Planning Begins

Several UUCMP members were involved in helping to plan the COPA Investment Campaign planning for which began in August. We discussed the future of COPA's Investment Campaign strategy (individual donors, large gifts, business leader meetings, etc.). This work was also viewed as an opportunity to get into conversations with powerful people in the region - learning about their interests, telling them stories about our work, and seeking out possible alignment that could lead to their investment in what we do. These meetings are an opportunity to broaden COPA's perspective and help gain a clearer perspective on our organizing. They are also a means of developing our ability to talk about what we do and why we care about it. We met with local officials and business leaders to familiarize them with COPA's work and solicit their support. A major fundraiser is now in planning stages. Money can be a touchy subject for a lot of us. Developing our own confidence around it is a way we can become more powerful - as leaders and as an organization. Part of this development is expanding our imagination about existing resources. We read the theologian Walter Brueggemann, ["The liturgy of abundance, the myth of scarcity,"](#) and shared our reflections. As part of this initiative the Community Foundation agreed to include COPA as a beneficiary of the Monterey County Gives initiative through which COPA raised \$19, 270.

Oct 21, 2022 Leaders of the West/Southwest Industrial Areas Foundation visit Pope Francis at the Vatican. An interfaith delegation of 20 leaders and organizers from the West/Southwest Industrial Areas Foundation met with him to share our collective work of broad-based

organizing at a time when the Pope is guiding the global church in a historic Synod listening process.

October 24th UUCMP members attended Santa Cruz and Monterey County Supervisor Candidates' Accountability Assembly

Monterey County Housing Task Force Reactivated. In 2023 we reactivated our Monterey County Housing Task Force that had last been active before the pandemic and in which UUCMP members had worked to promote development of affordable housing in Monterey. We were successful in gaining City Planning Commission approval for a development at 2200 North Fremont, which is expected to be built this coming year.

Update on 2200 North Fremont, Monterey. Three years ago, a group of us from UUCMP were successful in obtaining City Planning Commission approval of a 40-unit housing development at 2200 North Fremont that will have eight units set aside for low income households. This is now on the City's 2022-23 Action Plan.

UUCMP Co-Sponsored a Housing Civic Academy, Sat, Apr 1 @ 10 AM to 12 PM, St. Mary's By-the-Sea, 146 12th Street, Pacific Grove. COPA leaders from the Peninsula worked to co-sponsor a Housing Civic Academy with two other COPA institutions on the Peninsula, Unity of Monterey Bay and St. Mary's by the Sea Episcopal Church in Pacific Grove. We also worked to involve COPA member institutions St. Francis Xavier and San Pablo in Seaside. The civic academy was a face-to-face meeting. It was timed to coincide with the statewide affordable housing planning process in which jurisdictions complete housing plans and goals for their areas. We had 60 people in attendance including eight from UUCMP. In addition, we had the mayors of Monterey, Seaside and Pacific Grove all of whom committed to work with COPA in the future to build affordable housing.

Mar 26, 2023. CA IAF Organizations Meet to Develop Strategies for Low Income Families Facing California's Broken Economy. On March 26, 2023, there was an important gathering of California IAF Organizations to learn about the economy in California and its impact on many families throughout the state. This statewide session was held in Fresno City College with warm words of welcome in Spanish from its President Dr. Robert Pimentel. By the end of the event, he also encouraged all the participants to keep the enthusiasm they showed in this event to continue helping our communities. Among the participant IAF organizations, One LA and COPA provided a critical analysis of the state of the economy in words of their Lead Organizers Robert Hoo and Tim McManus, respectively: the economy is broken! The agenda included two plenary sessions and three workshops on housing, jobs and workforce, as well as neighborhood infrastructure. At the end, as it is usual in all IAF events, there was a Call to Action that was supported by the national leader of IAF, Joe Rubio.

UUCMP's COPA Core Team is co-chaired by Laura Nagel and Karen Judkins. During the year 10 other UUCMP members have participated in COPA actions. We welcome others to join us who

are interested in helping with this work that has such a direct impact on the lives of families living and working in our communities.

Endowment Committee Report

Steve Johnson, Gregg McKee

The Endowment Fund for UUCMP is invested in socially-responsible mutual funds, managed as an investment pool with other UU congregations by the UU Common Endowment Fund (UUCEF). Donations to the UUCMP Endowment are initially deposited in the church's checking account, before being transferred to UUCEF. Fees and overhead charged by UUCEF on this account amount to 0.08% of the average balance per year. Quarterly Zoom conferences conducted by UUCEF discuss how our joint investments are progressing and being managed. Investment objectives seek a consistent return with moderate risk. UUCEF engages with the companies with which we invest, as guided by UU principles to support racial equity, climate stewardship, sustainability, and social justice, particularly for indigenous peoples.

Once each fiscal year (July to June), with approval from the UUCMP Board of Trustees and as specified in the church Bylaws, Section 13.06, up to 5% of the three-year average balance may be withdrawn from UUCMP's account at UUCEF. The Board specifies to what purposes that withdrawal will be applied to benefit the church and our programs. The disbursement request to UUCEF is made in early June, for a disbursement in early- to mid-July, at the beginning of the fiscal year. UUCMP withdrew a disbursement of \$32,122.95 for fiscal year 2022/2023, which was applied to the church's Operating Fund.

UUCEF balance information as of this annual report's preparation (early April) comes from the most recent UUCEF reports available, dated February 28, 2023. Between March 1, 2022, and February 28, 2023, UUCMP's account balance at UUCEF decreased from \$751,385.49 to \$700,828.11. Although generous donors provided \$43,243.16 during that year, stock market conditions resulted in a value loss of \$59,578.31. In this fiscal year, since July 1, conditions have improved. Despite a few rough months in the stock market, our fund value increased \$32,277.83, an annualized rate of 6.6% before overhead fees (5.7% with fees included); this covered the July disbursement within the first eight months of the fiscal year.

As a matter of due diligence, the Endowment Committee has begun research on alternative investment vehicles which are consistent with the church's investment approach: low- to moderate-risk funds which meet our objectives of dependable returns, reporting transparency, and social and environmental awareness.

Environmental Justice

Mibs McCarthy

Members: Lauren Keenan, Carol Collin, Kathleen Craig, Sylvia Zack, Jane Foley, and Mibs McCarthy. Meetings are second Tuesdays at 3:30 p.m. by Zoom

As a result of the committee's recommendation, Reverend Elaine led a bi-weekly Zoom discussion of the book, *Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants* by Robin Wall Kimmerer.

Based on our reading of *Regeneration: Ending the climate crisis in one generation* by Paul Hawken, we created a "Punch List" for actions in and around the church. This book was also behind many of our monthly Environmental Justice newsletter articles. Article topics included "Creating a Fire Resilient Landscape," UUCMP kitchen practices using reusable items as much as possible, voting with UU principles in mind, oak moths, Buy Nothing and Free Cycle, reducing and reusing giftwrap, recycling batteries, composting food waste, the effects of storms on trees, and removing Genista. We also began printing a vegetarian recipe each month in the newsletter and promoting vegetarian restaurants.

Committee members attended a UUA Green Sanctuary orientation by Zoom.

Family Ministry Committee

See the report in DRE Elizabeth Granados's Religious Exploration Staff Report.

Finance Committee

Robert Brunson

Purpose: The Finance Committee is a standing committee of the church and reports directly to the Board of Trustees. The Finance Committee coordinates with and advises the Board of Trustees, the Ministers, and the Church Treasurer on financial policies and matters related to administrative management, budgeting, and contracts. The Finance Committee reviews policies to ensure the security and accountability of the church's finances as well as proposes to the Board and the Congregation the annual operating budget and then oversees its execution.

Meetings: Meetings are conducted monthly (historically at the church, but recently via Zoom) and at other times as needed; meetings are listed in the church calendar. *Visitors are always welcome!*

Finance Committee Members:

Robert Brunson, Chair

Steven Johnson

Theodore Raabe

Jaya Bajpai

Ministerial Liaison: Rev. Axel Gehrman

Actions

1. **Financial Condition:** This committee is overseeing the execution of the \$666,393 operating budget for the 2022-2023 fiscal year (July 1, 2022 through June 30, 2023), projected to end with a substantial surplus, depending on full-year pledge fulfillment, and despite the lingering effects of the coronavirus pandemic. The expenses of increased ministerial commitment to 1.5 full-time equivalents, expanded benefits, and other activities in support of the strategic plan approved by the congregation is in the final year offset by an allocation of funds from anonymous gifts. These enhancements will require offsetting revenues to sustain this level in upcoming fiscal years.
2. **Budget Preparation:** The Finance Committee proposed and the Board of Trustees approved and recommended adoption by the Congregation a balanced operating budget of \$680,307 for the 2023-2024 fiscal year (July 1, 2023 through June 30, 2024).

Opportunities and Challenges

1. **Budgeting Process:** As a part of the budget development process, the Finance Committee requests details about committee plans and anticipated timing of expenditures to enable better cash planning by the church. In addition, we track separately the gross income and associated expenses for the church's various fundraising activities.
2. **Financial Education:** The Finance Committee conducts with the Program Council and committee leaders periodic reviews of the church's monthly financial reports to enhance tracking of income, expenses, and fundraising results.
3. **Finance Policies:** The Finance Committee completes the weekly bank deposit preparation and reviews the church's finance-related policies and proposes action on recommended updates.
4. **Finance Committee Membership:** We are always eager to add to the size and diversity of our committee and would welcome your active participation! *No fancy credentials or even special financial expertise necessary!*

Intern Committee

Carol Galginaitis

Members: Laurie Bulgier, Lauren Keenan, JT Mason

The Intern Committee is responsible for recruiting and supporting a ministerial intern for the purpose of offering real-life experience to a UU seminary student. Historically, UUCMP has invited a qualified student every other year. Unfortunately, our recruitment efforts were unsuccessful for the 2022-2023 church year. As a result, we decided to repeat the recruitment process for 2023-2024.

Toward this end, we edited our church profile and posted our vacancy in the fall of 2022. We received one application. This candidate had excellent recommendations and a strong resume, so we interviewed and offered her the position. Unfortunately, she decided to go to a different church. Although we reopened our application profile and extended our application deadline, we did not receive any additional applications for the 2023-2024 church year.

Rev. Elaine has reported that other churches have had similar difficulty finding applicants, due, in part to the drop in the number of students going to seminary and to the need for many students to complete an internship close to where they live. Our high cost of living is another hurdle over which we have little or no control.

As a result, the Intern Committee will meet in the fall to evaluate its current practices. This discussion will include tweaking our recruitment efforts as well as identifying other possible ways to support ministerial candidates.

Life Enrichment Committee

Carol Greenstreet

The mission of the Life Enrichment Committee (LEC) is to plan programming for the religious education and spiritual growth of young adults to seniors in UUCMP and the larger community.

Currently the LEC is on hiatus. Former members are highly engaged in other critical Church business such as the Board of Trustees and I-HELP for Women.

For 2022 the LEC's roster of classes and events have been managed by the co-Ministers, Affinity Groups, and Committee Chairs and their members. All were very creative and conducted both in-person and web-based solutions to conduct a variety of classes and events. The members generated awareness of their activities via the monthly Newsletter and weekly e-blast to the community.

Membership Committee

Maren Martin

Members: Maren Martin (Chair), Carol Collin, Rose Lovell, Martin Skerritt, Axel Gehrman.

Purpose: The Membership Committee works to serve the needs of UUCMP members, friends and visitors by offering activities for connecting and creating a welcoming environment.

The actions of the Membership Committee over the past 12 months included

- All visitors who completed a visitor card received a welcome call by a member of the MC.
- Participated in the Connections Fair in September with a table and video.
- An in-person new member and visitor orientation is planned for April 16th.
- We are in-process with getting a Talents, Experience & Interest Inventory out to the membership in order to support involvement and community contributions.
- We have discussed resuming in-person social activities such as potlucks and Circle Suppers. We plan to make this happen by finding ways that are safe and acceptable to the congregation given the continued pandemic concerns.
- Continue to seek ways and institute changes in order to make our congregation even more warmly welcoming to visitors.

Twelve (12) new members joined UUCMP in the past 12 months.

Music Committee

Carol Collin

The charge to the Music Committee is to work in close coordination with the music staff to deepen the spiritual experience of the congregation through a wide variety of music of the highest quality.

Music Committee members include Jorge Torrez, Carol Collin (chair), Elizabeth Granado, Deb Miller, Bud Smith, and Kent Weinstein. In addition to assisting the Music Director, the Music Committee has presented three live concerts during the time period since the last Annual Meeting.

The purpose of these concerts is two-fold: to share music and to build community for both the congregants and guests. We welcome attendees to the concert each time, telling them about UUCMP, what principles it espouses, and something about current church activities.

The usual agreement with the performers has been to divide the money from the ticket sales evenly between UUCMP and the performers, though we pay a base amount for a karaoke concert.

The concerts included: October 8, 2022 - Bay Belles and Cypressaires, January 28, 2023 – Zoom Karaoke with Dana Morigan, May 6, 2023 - Michael Allen Martinez.

Pastoral Associates Team

Rev. Axel Gehrmann

Members of our Pastoral Associates Team included: Rev. Dennis Hamilton, Mary Kay Hamilton, Peggy Hansen, Meredith Harrill, Karen Jenkins, Darold Skerritt, and Rev. Axel.

Our Pastoral Associates serve the congregation by offering caring and spiritual support to members and friends of the church in times of need. This includes members who cannot attend church for some reason, and those who are ill or grieving or facing other difficulties in their lives. Pastoral Care is offered through personal visits and, as appropriate, by telephone and written contact, including email. These conversations are held in confidentiality and are not shared outside the Pastoral Care Team. The entire team meets monthly with Rev. Axel to share information and resources and to support one another in their work.

Services Auction Committee

Lauren Keenan, Steve Johnson

The 2022 Services Auction, with a theme of “Stargazing,” was conducted from Saturday, October 15 through Sunday evening, October 23 (the Silent Auction portion), with a Live Auction for special donations on Saturday evening, October 22. Planning began in late August. Committee members were Lauren Keenan, Karen Araujo, Karen Brown, Carol Collin, Fred Hamilton, Steve Johnson, Karen Judkins, JT Mason, Mibs McCarthy, and Rev. Elaine Gehrmann.

45 winning bidders enjoyed the food, goods, services, and get-togethers offered by 53 donors. Total auction income was \$11,957 (\$265 of which came as supplemental donations), against expenses totaling \$671, netting \$11,286 for the church. For comparison, here is the net income for previous auctions: 2018 - \$13,687; 2019 - \$15,542; 2020 – no auction; 2021 - \$16,720.

After the success of the April 2021 “Hope Springs Eternal” event, we once again used the Auctria on-line auction service to register and display catalog items, receive bids, and communicate with donors and bidders. Paper auction catalogs were printed and mailed to UUCMP members and friends who normally receive printed monthly newsletters. Those catalogs and forms available at the church leading up to the event, provided a Proxy bidding service for anyone who preferred to not use the technological approach, or who would not be available for bidding on Live Auction items. The Live Auction was broadcast over Zoom, allowing both remote participants and in-person attendees in the church sanctuary to bid during the event. Pre-recorded Talent Show segments were interspersed in the Live Auction proceedings.

The Committee would like to thank our generous donors, bidders, and Talent Show participants. This event is a major fundraiser for the church, made possible only by your enthusiastic participation.

Social Justice Committee

Mibs McCarthy

The Social Justice Committee participated in the Fourth of July Parade and the Monterey Peninsula Pride Parade and tabled at both.

We contributed \$300.00 to the I-HELP fundraiser, Pasta with the Pastors, by purchasing ten tickets at \$30.00 each.

Several UUCMP members participated in a discussion of the book *The Indigenous Peoples' History of the United States* over two months by Zoom.

In August, we co-sponsored the Protect Juristac rally in Gilroy.

We sponsored and tabled at the United Nations International Day of Peace in September.

We participated in the UUCMP Connections Fair in September,

In November and December, we supported and publicized the UU Service Committee's Guest at Your Table Program

In December we voted for the Shared Plate recipients for 2024 below:

I-HELP for Women, January, Nellie Jane Ryder
BLAAC – Black Leaders and Allies Collaborative, February, Harry Nagel
Door to Hope women's shelter, March, Don Reynolds
Community Human Services Shuman Hearthouse, April, Konny Murray
Parenting Connection of Monterey County, May, Stephanie McMurtrie Adams
Epicenter, June, JT Mason
Commission on Human Concerns, July, Don Reynolds
K.I.N.D. Fund, August, Bjorn Nilson
CSUMB Basic Needs Initiative, September, Konny Murray
MEarth, October, Elaine Gehrmann
Ohlone Costanoan Esselen Nation, November, Elaine Gehrmann
Hijos del Sol, December, JT Mason

In February Karen Brown organized and facilitated, and UUCMP hosted, an Indigenous Land Acknowledgement Workshop with Louise Miranda Ramirez, Chair of the Ohlone, Costanoan, Esselen Nation (OCEN) with 35 participants.

To show our support for community organizations that share our values we donated:

\$5000.00 to the Ohlone Costanoan Esselen Nation (OCEN)

\$100.00 to the Peace Coalition of Monterey County.

\$200.00 (in addition to the \$300 mentioned above) to I-HELP

\$200.00 too NAACP Monterey County
\$200.00 to Monterey Peninsula Pride
\$200.00 to United Farm Workers' Foundation
\$100.00 to Protect Juristac

We also supported Communities United for Relational Power in Action (COPA) with a donation of \$5000.00.

Stewardship Committee

Konny Murray

Congratulations to this wonderful community for pledging \$367,455 (102 pledgers) as of this writing. This is for the fiscal year that begins July 1, 2023 and ends June 30, 2024.

Thank you, all pledgers! Our theme this time was All WE NEED IS LOVE. We pledgers showed our love with our generosity. It's our funds combined that keeps this place going.

Special thanks to treasurer Harry Nagel for keeping us on our toes in tracking, and to our stewards for reaching out to everyone to remind them to get their pledges in and to connect with people to find out how everyone is doing as we work our way back to a new normal now that COVID is not as scary as it was.

The stewards this time were: Celia Barberena, Carl Christensen, Carol Collin, Jon Czarnecki, Warren Finch, Rev. Axel Gehrman, Peggy Hansen, Gretchen Hausmann, Lee Hulquist, Paul Jessen, Lauren Keenan, Mike Lovell, Maren Martin, Mibs McCarthy, Konny Murray, Harry Nagel, Wanda Parrott, Don Reynolds, and Darold Skerritt. Most of these stewards were experienced hands. Kudos to Wanda Sue Parrott for saying yes to take it on for the first time. A couple of stewards stepped up to help after having taken a break (Jon Czarnecki and Paul Jessen) for a couple years and we're most appreciative of them. Applause for all, please! And for the entire congregation!

During the campaign we had six informative testimonials from fellow congregants on why they love UUCMP, why they pledge, and why this community matters so much to them.

It truly takes "a village" to do the canvass every year. We had a great team. Only 15 of you pledged online this time. This was fewer than last year. Please be ready to access online pledging next year. The committee is looking to increase our efficiency by doing much of our mailing online and asking you to help us become paperless by pledging online. We will, of course, continue to have a stellar cadre of stewards to be your reminders, to find out how you are, and to find out what you are thinking of the UUCMP. There will of course be paper copies for those who really need them.

This time, our February kick off after service was a success with finger foods prepared by caterer Rima Crow and her staff, and serving help from volunteers Karen Araujo, Lauren Keenan, Rose Lovell, Meredith Harrill among others. Thanks to them too.

We celebrated our success with a decorated cake in early April. The campaign was successful because of all of you. This place is successful because of all of you! Times are still tough financially for many of us, but we made supporting this church a priority.

The committee is already beginning to plan for our paperless campaign next year. Stay tuned! More information will be coming your way soon.

Your Stewardship Committee:

Konny Murray, Chair; Steve Johnson, Secretary; Carol Collin, Gretchen Hausmann, Judy Lind, Jo Ann Novoson, and Treasurer Harry Nagel with spiritual advice from Rev. Axel Gehrman

Super Flea

Mibs McCarthy

This is our annual flea market sale – cleanout your closet and benefit the Church’s bottom line! We haven’t had Super Flea for a few years because of Covid, and we are looking forward to it on September 1 and 2. We hope everyone will start saving their best stuff and prepare to host individual boutiques within the church. We will need volunteers to help others and to cashier. Contact Mibs McCarthy for additional information.

Worship Associates

Molly Lewis

Worship Associates meet monthly and hold twice yearly retreats to plan worship themes and topics. Worship Associates this past year have included: Molly Lewis, Kathleen Craig, Ann Jacobson, Corey Brunson, Lauren Keenan, Micah Forstein, Ray Krise, Shannon Morrison, Bjorn Nilson, Christina Zaro, Page Galloway and Sue Ellen Stringer. Staff members who met with WAs included Revs. Axel and Elaine Gehrman, Camille Hatton, Erin Forstein, Elizabeth Granado and Sharyn Routh.

Affinity Groups, Classes and Special Interest Programs and Events Leaders' Year End Reports

Antiracism Book and Film Discussions

Rev. Elaine Gehrmann and JT Mason

UUCMP co-sponsored an antiracism book or film discussion with Whites for Racial Equity on the first Tuesday evening of every month via Zoom or in person.

Books discussed include:

The Trees by Percival Everett

You Are Your Best Thing: Vulnerability, Shame, Resilience, and the Black Experience by Tarana Burke & Brene Brown

Do the Work! An Antiracist Activity Book by W. Kamau Bell and Kate Schatz

The Parable of the Sower by Octavia Butler

Braiding Sweetgrass by Robin Wall Kimmerer

Films discussed include:

“Who We Are: A Chronicle of Racism”

“Nope”

“Hari Kondabolu’s Warn Your Relatives”

“Time”

A Course in Miracles

Will Bullock

Beginning in November 2022 the Course resumed its in-person meetings in the Conference Room at UCCMP Wednesday evenings at 6:30 p.m. Contact Will Bullock for additional information.

Buddhist Sangha

Dennis Hamilton

The Buddhist sangha meets each Wednesday at 7 PM on Zoom. We will soon return to meeting in person but will remain on Zoom for those who cannot attend in the flesh. There are no requirements for attending, but the sangha encourages all to develop a commitment to Buddhist practice. We are all beginners in Buddhism and continue to be even as we wake up to the world. Attendance varies between eight and twelve.

The sangha does not adhere to any school, but closely resembles Vipassana with Zen elements. Rev. Dennis Hamilton who hosts the sangha has had a Buddhist practice for over fifty years. A former member of Upaya Zendo in Santa Fe, he has devoted his life to waking up.

To attend or receive dharma talks, email Dennis at Hamilton-dennis@att.net or call 831-643-5093.

Dances of Universal Peace

Barbara Bullock-Wilson

Dances of Universal Peace is a UUCMP affinity group that, before the COVID pandemic, met in the Sanctuary on the 3rd Sundays of the month from 5-7pm. Co-hosted by Barbara Bullock-Wilson and Suzy Worcester, this monthly activity brought in dance leaders and musicians from the central California Sufi Community to guide participants in simple songs and circle dances drawn from many of the world's faith traditions. The Dances offered both church members and friends from the wider community a joyful, multi-cultural way to connect with each other heart to heart, and to bring peace into our lives and the world.

Sadly, no Dances have been held in our Sanctuary since the spring of 2020. We are now in conversation with a Monterey-based dance leader about the possibility of resuming the Dances either at UUCMP or another local venue this fall. Whether the Dances continue to be a UUCMP sponsored activity remains to be seen. More information will be available as decisions are made.

Men's Breakfast Group

Mike Lovell

All men are invited to the UUCMP Men's Breakfast. We meet from 8:30 to 10:30 on the second Saturday morning of each month. The meeting is now hybrid. Those of us meeting in person gather at 8:30 in the fireside room, and those choosing Zoom join us at 9 o'clock. Our breakfast is somewhat potluck, as coffee is made at the church and volunteers bring pastries, fruit, bagels, juice, or whatever they choose. We each check in and talk for 5 minutes or so on whatever subject we wish and then we have an open discussion. We enjoy meeting together and look forward to new members.

Men's I-HELP

Steve Smaby

The social justice Men's I-Help sheltering program continues to provide shelter and meals to homeless men. We currently serve about twelve homeless men on the second and fifth Sunday,

if there is one. We prepare full meals for the men in the kitchen at UUCMP. We always need food contributions. We continue to look for volunteers to work in the kitchen to prepare food. Recently we received feedback from the men. They really like the dinners and appreciated what we have provided.

This would not be possible without the congregation's generous contributions. Thanks to everyone who has supported our social justice Men's I-Help program.

People of Color Group

Patty Pai

The UUCMP POC Group was officially established in May 2021. After more than two years of online meetings, this year, we transitioned to one in-person and one online meeting every month.

In-person meetings take place after the third service of every month and are potluck style. These meetings are informal and allow attendees the opportunity to connect and discuss issues related to POC experiences. Online meetings begin with a screen share of our group agreements adapted from the Diverse & Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) meeting covenant, to facilitate shared awareness of purpose and communicative intent. There is also a brief monthly e-newsletter with info and links related to matters of interest to the POC community.

Soil Mates

Lauren Keenan

Soil Mates meets in the morning on the third Saturday of each month.

Our goal is to learn from and be inspired by one another as we explore new ways of gardening that benefit the soil, our climate and the web of life of which we are all a part.

By email, we share information about talks, articles, and local resources and events that may be of interest to the group.

We take turns hosting our gatherings in the gardens of our members, weather permitting, to tour the host's garden as they share their successes and/or any challenges they may be having and to learn from one another.

This year we had a new project. We donated a spring garden tour to the church auction where the lucky bidders will visit several member's gardens this Spring, enjoying snacks at each garden.

Tai Chi Chih

Mary Kay Hamilton

Our ongoing Tai Chi Chih group is extremely grateful to be able to meet in the spacious sanctuary. We gather each Tuesday at 4 p.m. to participate in this gentle moving meditation through a series of easy to learn movements. We request an optional \$5.00 donation to the Church each session. We encourage drop ins. For questions, contact Mary Kay Hamilton at marykayhamilton2@gmail.com

Women's I-HELP

Lee Hulquist

Church volunteers provide a nutritious meal, a warm welcome, and an evening socializing with the women in the I-HELP program on the 4th Sunday of each month.

If you would like to participate, please contact Lee Hulquist, lmhulquist@gmail.com, 831-917-3179.