

Board of Trustees (BOT) Monthly Meeting Minutes

Tuesday, July 22, 2025

Mission Statement: Rooted in a community of love, the mission of ASUUC is to cultivate compassion, foster spiritual connection, and enact transformative justice to heal ourselves and the world.

BOT Covenant: With love and mutual respect, we promise to come prepared, listen with empathy, communicate with honesty, and honor the decisions we make together. Use Democratic Rules of Order and BOT meeting protocols policy.

Attendees: BOT Members: Glen Day (President), Lynn Hughes (Vice President), Linda Nicks (Past President), Stan Kidder (Treasurer), Gay Harrison (Secretary), Dale Young (At Large) and Julie Caballero (At Large). Reverend Ron Phares also attended. Visitors: Ben Wallace, Bart Weinberger, Joan Hoffer, Sonya Hill-Smith and Pat Zeddes. Attending via Zoom: Jenn Keating

Quorum: Seven of eight BOT Members were in attendance, so a quorum was achieved for all votes made during this meeting.

1. Chalice Lighting; Intention and Blessing: Glen Day welcomed everyone and started the meeting at 6:34 pm. This meeting marked the first gathering of the new 2025-2026 ASUUC BOT. Glen shared a blessing and lit the chalice. All attendees were invited to check-in around the table by briefly sharing whatever was going on with them.

2. Visitor Business Items: In an effort to honor the BOT meeting visitors in attendance, Glen put their items at the front of the meeting so they could choose whether to remain for the full meeting after their presentation.

- A. **Request for ASUUC BOT Seminary Sponsorship:** Jenn Keating spoke to the BOT from Saint Paul MN, where she is a seminary student. Jenn made an official request for ASUUC Congregational Sponsorship as a minister aspirant. Jenn shared her background and reasons to want to become a minister. She displayed her dedication to service by teaching Our Whole Lives classes at All Souls. Jenn will complete a three-year seminary program. Stan made the motion “the at BOT provide congregational sponsorship to Jenn Keating as an aspirant”. Linda seconded the motion. All present voted “aye”, so the motion passed. Please see all BOT Motions at Attachment 2, the BOT Motion Tracker.
- B. **8th principal banner:** Members of our Social Justice Team, Sonya and Joan presented their recommendation for the 8th Principle Banner. The congregation accepted the 8th Principle at the June 2025 Congregational Meeting and agreed that the banner we’d display at ASUUC should have shortened verbiage, similar to other banners on display. The Dismantling Racism Team proposed the verbiage: “Dismantle Racism and Other Oppressions”. Sonya and Joan displayed the banner and it’s planned colors to the approval of the BOT. All work creating the banner is being done by volunteers at no cost to the church. It was agreed that the team could design a framed notice giving credit to the banner creators for BOT review/approval. The goal is to have the banner completed by the 17 Sept “Dismantling Racism” sermon. Dale moved that “the BOT accept the banner verbiage and design as presented.” Julie seconded the motion and all present voted “aye”, so the motion passed.
- C. **Building and Grounds’ (B&G) Motions:**
 - 1) **Native grass:** Pat Zeddes presented B&G’s proposal to replace the lawn along Dale Street with native grass species. The current lawn is bluegrass and requires watering three times a week and mowing weekly. Native species (once established) would be mowed twice a year and watered monthly. The existing bluegrass would be killed using the minimal possible herbicide. Once the planting area is ready, Colorado Springs Utilities will provide grass seed, new high-efficiency sprinkler heads, and design support to get grass established. This request for BOT approval is time sensitive as seed needs to be sown in July to establish the lawn this year. After discussions of other options and concerns, Gay moved that “the BOT approve the B&G team’s plan to replace the Dale Street side grass with native species as described”. Lynn seconded the motion and all present voted “aye”—the motion passed.

- 2) **Lift Installation:** Gary Harrison presented the details of B&G's research on the engineering and cost of building a vertical lift in the church. The study done on the project was presented to the BOT and is not a problem with our historical building designation (interior work does not impact historical designation. Based on an engineer's input, the potential vertical lift system (something like a small elevator but a different mechanism) would go from the main floor library down into the RE Director's office. This lift would allow accessibility to both floors to church members and visitors unable to navigate stairs. The project is a major one and the estimated cost is \$101,500. The B&G group does not have a funding source for this proposal, but improving church building accessibility was the top issue for the congregation in the 2024 survey. Gary asked if the BOT wants B&G to pursue this option? Discussions covered other projects needing funding (e.g.: leveling the floor in the main hall), the disruption to services this project would cause and what funding mechanism could be used. Holding a capital campaign or looking for other grants were the main funding ideas. The BOT agreed B&G should pursue the lift project but requested some recommendations on how best to fund the project. Gary Harrison will check on possible grant options and report back to the BOT with additional information.
- 3) **State Historical Fund (SHF) Grant:** Gary presented the B&G proposal that the team be allowed to submit a proposal to the State Historic Fund to repair entrances of the church. The project's ASUUC cost is estimated to be \$30,000 with the SHF grant covering \$70,000 of the total project expenses of \$100,000. The B&G group is proposing to fund ASUUC portion from the 30-year Restoration Fund (as they did for the last SHF grant). This is a time-sensitive request as the consultant needed to prepare this grant would need to have the SHF input ready by 1 August. Dale moved that "The BOT approve the B&G to have a consultant prepare and submit, to the State Historical Fund, our request for repairing the church's entrances. Linda seconded the motion, and all present voted "aye", so the motion passed.

3. Consent Business Items

- A. ***June BOT Monthly Board Meeting Minutes** were approved prior to the meeting. Gay has posted them to the website and the front office will print them for display on the church bulletin board.
- B. ***Draft minutes of 2025 Annual Congregational Meeting (1 June 2025)** were also approved prior to the meeting. Gay has posted them to the website and the front office will print them for display on the church bulletin board. The Congregational Meeting Minutes remain as a "draft" until final approval in next year's Annual Congregational Meeting.
- C. ***June Minister's Report:** Rev Ron provided updates (see attachment 3)
 - 1) Church Administrator: The BOT held a discussion about the request for a 2-year contract with the Church Administrator position for Nike Meyer. Nike is moving to Colorado Springs and wants to ensure some job stability. They plan to arrive on 3 Aug and will start work/transition training with Kat, on 5 Aug. The BOT agreed to update the job verbiage to reassure Nike that we intend to employ her for at least 2 years, pending her performance meeting standards. Dale made the motion "the BOT approved updating the Letter of Hiring for Nike Meyer to include the statement that we are offering the position of Church Administrator for a minimum of 2 years." Linda seconded the motion and all present voted in favor. The motion passed and is posted to the BOT Motion Tracker (see attachment 2).
 - 2) Matthew Brown was offered and accepted our Audio-Visual position. The BOT approved his hiring on 24 June.
 - 3) Plans for Kat's retirement farewell during the August 17th service were discussed. We will celebrate her service!
- D. ***May Treasurer's Report:** Stan provided financial updates and the latest (May) report available from the UU Association. The UUA is now routinely late with financial reports, so we hold BOT meetings with only the month before last's report. To ensure Stan doesn't have to explain this every meeting, Glen recommended we make it regular policy that we have a 2-month lag on the financial reporting at each BOT monthly meeting. Gay made a motion to make this official: "I move that the BOT accept the UUA Treasurer report from 2 months prior as what our BOT reviews at monthly meetings". Dale seconded the motion, and all present voted "aye", the motion passed. The Treasurer's report is attachment 4. Stan shared exciting news that ASUUC has a new member that is a CPA and has volunteered to help us develop an audit proposal. We know an audit is overdue, so this is good news indeed. The Finance Team will work with this member to create a way forward to conducting a 2025 audit.

4. Team Reports Received

- A. **Personnel Committee:** Dale is overseeing final paperwork now that Nike Meyer has accepted our Church Administrator job offer. Nike will be moving to Colorado Springs in time for a short training overlap period with our out-going Administrator, Kat Lane. As discussed earlier and moved on, we will add wording into Nike's hiring letter to assure them we expect the position to be for a minimum of 2 years.
- B. ***Governance Committee:** Dale provided the BOT with the new "Using Church Space Policy and Procedures" for review prior to the meeting. Dale made the motion that "the BOT approve the "Use of Church Space Policy and Procedures" with content as provided, but to be re-formatted by the BOT Secretary". Stan seconded the motion and all present voted "aye". Gay will re-format the approved P&P using the format just agreed upon by the Governance Committee.
- C. **Current Rentals/Use of Church Space:** Bart explained that the UCCS Evangelical Studies group is looking for space, but their requested dates conflict with Black Rose renting our space. Bart will check to see if either group has flexibility to change their dates. Will be checking to see if either can shift dates. An existing contract with a day care organization conflict with the dates the BOT offered lodging to our in-bound Church Administrator, Nike Meyer. Many solutions were discussed. Reverend Ron will put out an e-blast to request additional lodging options for Nike and their family for the dates in conflict, 3-14 Aug.
- D. **Membership/Care Team:** Linda updated us on the team's leadership. Additional volunteers will be requested during the upcoming volunteer fair.
- E. **Interim Digital/IT Team:** Ben Wallace is taking care of immediate IT needs and setting up new Google files. He provided BOT with a Spreadsheet with links to begin training on the new file plan. Ben also offered to set up access via personal BOT emails.

5. New Business

- A. **Second service update:** Rev Ron had a meeting on 21 July and will meet again with the Council to decide 2nd service agenda/plans that will begin in October.
 - B. **After Action Report Recommendation:** Linda will draft a new BOT policy to assign any "chair/lead" for an event to provide the BOT with an "After Action Report" to document positive and/or "room for improvement" outcomes to improve future such events. Linda will clarify details about what events are included.
 - C. **Photo Help:** Linda briefed that Becky Harrison offered help with the software for new BOT member photos for posting in the small hall whenever you want to schedule that. Ron will talk with the photographer about any new photos needed.
 - D. **Council update:** Linda shared that 7 Sept will be the Volunteer Fair co-chaired by Linda Nicks and Andy Walker.
6. **Final Comments:** Glen gave special thanks for the work of the Hiring Team, Building and Grounds, those setting up the Volunteer Fair and to the new board members joining us. Sue Neufeld is the BOT member in charge of writing thank-you cards, and many in these groups will be recognized. There was no more business, so Glen adjourned the meeting at 9:00 pm.
7. **Next BOT meetings:** BOT Retreat is Saturday, Aug 16, 2025. The next monthly BOT meeting is Tuesday, September 23.
8. **Administration:** 29 July – 3 Aug: Draft minutes available for BOT review/changes
4 Aug: Final Minutes sent to President for approval to post.
6 Aug: Date Secretary posts minutes to ASUUC Website and sends copy to Church Administrator

Attachments:

- 1. Jenn Keating Congregational Sponsorship Request
- 2. BOT Motion Tracker
- 3. Building and Grounds Monthly Report
- 4. June Minister's Report
- 5. Treasurer's Report

Attachment 1: Jenn Keating Seminary Sponsorship Request

Ministerial Fellowship Committee
Unitarian Universalist Association



Statement of Congregational Sponsorship

Applicants to Unitarian Universalist fellowship must be sponsored by a UU congregation. Congregations govern our ministry and authorize its conditions of membership. The purpose of this requirement is to ensure familiarity on the part of our UU ministers with UU congregational life and encourage congregations to take a responsible role in the recruitment, preparation, and assessment of ministers.

Sponsorship of an applicant indicates confidence in the applicant's potential and suitability for UU ministry. The Ministerial Fellowship Committee and the Ministries and Faith Development Staff Group will regard congregational sponsorship as evidence that the person seeking fellowship is actively committed to Unitarian Universalism and the institutions which uphold our faith tradition.

In most instances, sponsorship of an applicant will be approved by the congregation's governing body, and not by congregational vote.

It is expected that the sponsoring congregation is a member of the Unitarian Universalist Association.

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Affirming these responsibilities, we, the _____
Name of congregation

elect to sponsor _____ as an aspirant for ministerial fellowship.
Name of applicant

Name of applicant _____

Name of congregation president or board chair _____

Name of congregation _____

Address of congregation _____

Return this form by email to: mco@uua.org

Attachment 2: BOT Motion Tracker:

All Souls UU Church Board of Trustee (BOT) Motion Tracker					Updated 29 July 2025
As of 1 Oct 2024, this tracker will log all motions put before the BOT and voted on. Vote results will be captured here.					
Color Key:		Green = Motion Passed by BOT	BOT Names/Positions:		
		Yellow = Passed in Congregational Meeting	2024-2025: P=Linda Nicks, VP=Glen Day, Past P=Becky Harrison		
Orange=Motion Table			T=Stan Kidder, S*=Gay Harrison, At Large= Sue Neufeld, Andy Walker and Dale Young		
Red=Motion Failed		Purple = Online BOT Motion Vote			
		*Document maintained by BOT Secretary	Link to Doc:	2025.1.31 BOT Motion Tracker.xlsx	
Motion #	Date of Action (MM/DD/YYYY)	Motion Title	Moved By/Seconded By	Motion Description	Outcome
67	6/24/2025	Hiring of new Audiovisual Employee	Dale Young/Andy Walker	"that we hire Matthew Brown as ASUUC Audio Visual coordinator beginning 16 July."	Motion Passed
68	6/24/2025	Review of Rental Contracts	Becky Harrison/Glen Day	"that the Rental Contracts review be done annually and no later than April each year, so rental income can be considered as part of the annual budget creation."	Motion Passed
69	6/24/2025	BOT Approval of Fundraisers	Dale Young/Glen Day	"that until a fundraising policy is written, all fundraising plans should be presented to the BOT for approval."	Motion Passed
70	7/14/2025	Approval to offer job of Church Administrator	Dale Young/Linda Nicks	Move that the BOT approve the hiring committee to move forward with offering the Church Administrator Position, with annual salary of \$58,240, to chosen applicant and, should 1st choice applicant not accept position, to the second choice applicant.	Motion Passed
71	7/14/2025	Approve use of ASUUC Visitor Space	Dale Young/Sue Neufeld	Move that the BOT approve use, should it be needed, of the ASUUC's visitor spaces by our newly hired Office Administrator from out of state, for a time not to exceed 2 months.	Motion Passed
72	7/22/2025	Approve Congregational Sponsorship	Stan Kidder/Linda Nicks	ASUUC approved Congregational Sponsorship of Jenn Keating as aspirant	Motion Passed
73	7/22/2025	8th Principal Banner/Verbiage	Dale Young/Julie Caballero	Move that the BOT accept the 8th Principle banner verbiage and design as presented.	Motion Passed
74	7/22/2025	Plant Native Grasses	Gay Harrison/Lynn Hughes	Move that the BOT approve Building and Grounds proposal to replace Dale Street grass with native species	Motion Passed
75	7/22/2025	Prepare State Historical Fund request	Dale Young/Linda Nicks	Move the BOT approve Building and Grounds to hire a consultant to prepare and submit, to the State Historical Fund , our request for repairing church entrances	Motion Passed
76	7/22/2025	Update Letter of Hire for Nike Meyer	Dale Young/Linda Nicks	Move that the BOT approve updating the Letter of Hire for Nike Meyer to include the statement that we are offering the position of Church Administrator for a minimum of 2 years	Motion Passed
77	7/22/2025	UUA Treasurer Report lags 2 months	Gay Harrison/Dale Young	Move that the BOT accept the UUA treasurer reports from 2 months prior as what our BOT reviews at each monthly meeting.	Motion Passed
78	7/22/2025	Use of Church Space P&P	Dale Young/Stan Kidder	Move that the BOT approve the "Use of Church Space Policy and Procedures" with content as provided but to be reformatted by BOT Secretary	Motion Passed

Attachment 3: Building and Grounds (B&G) Monthly Report:

**B
&
G**

AGENDA
All Souls B&G Team Meeting
5:30 PM July 3, 2025
LIBRARY/NEW MEETING ROOM



Project Lists & Finances

1. Financials for FY25

B&G Maintenance 4430 ~\$54

Custodial 4450 (\$ 200)

Souls for Solar ~ \$15,000

Kate and Gary will update 30-year Restoration Fund tracking spreadsheet.

2. Financials for FY26

B&G Maintenance 4430 \$6600

Custodial 4450 \$ 550

Souls for Solar ~ \$15,000

30-year Restoration Fund \$

3. Projects completed in June

1. Door to minister's office - hardware and finishing

2. Glazing Peace Pole tiles

3.

4. July Tasks

1. Mowing: To July 5 = Jenn; July 6-19 = Aaron; July 20-Aug 2 = Gary

2. Building walk-thru: Jenn

3. Test alarm system (AJ's Security)

4. Ream out and scope main sewer line as necessary

5. Minister's door

6. AV desk ventilation

7. Replace chancel speaker cloths

8. Updates to new library - lightbulbs and rethinking shelving

9. Wasp control

5. B&G Forum Sunday, July 13, 11am - 12pm!

1. Jenn will send updated slides

2. Confirmation for speakers?

3. What if Jenn is out?

6. Grounds Update
 1. Peace Pole project -
 - 2.
 3. Workdays Saturday and Wednesday each week.
7. SHF Grant - Gary
 1. Old and new!
8. Trex planks for ramp -
9. Vertical lift update/next steps -
10. Select day to work on playground?
11. Tax Exempt Certificate - where to get? How to look up?
12. Painting schedule:
 1. Interior downstairs - which day(s) of the week?
 2. Exterior misc. - Gary
13. Stained glass piece - Jenn is still tracking down options
14. Backup B&G files from SharePoint/Teams - Kate
15. Items for BOT / Council
 1. Second Service constraints and options - please provide input
 2. Native Grass proposal
 3. SHF Grant proposal
 4. Original electric panel proposal to display in SH
 5. Rearranging bookshelves in library - remove built-ins, replace with shelves on blue wall?
16. Important dates:
 1. Next B&G Meeting: Thursday, August 7
 2. B&G Forum July 13
 3. Council discuss Second Service July 21
 4. BOT Meeting for proposals July 22
 5. Fall workday Saturday, Sept. 27

Building Team	Dan and Dana Hall, Henry Reitwiesner, Jay Hatfield, Janice Black, Jenn DeWoody, Mike Brabec, Mark Nordstrom, Kate Harrison, Gary Harrison, Maria Candiloros, Gay Harrison, John D'Alessandro, Aaron Whittington
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Page 2

Garden Team	Pat Zeddies, Janice Black, Becky Harrison, Jenn DeWoody, Charmaine D'Alessandro, Heather Ashbee
Friendly Copy	Kat Lane

Attachment 4: Ministers Monthly Report

Minister's Report June 2025

Congregational Meeting etc

Congratulations to the board (and Kat and Ben Wallace) for pulling off a jam-packed General Meeting. I imagine that as we continue to grow in numbers and mature administratively/institutionally we will continue to see very full General Meeting agendas. It may be wise to have a serious conversation on the board regarding holding two congregational meetings a year: one in January, one in June. This would make for shorter meetings and, possibly, more engagement.

In other scheduling notes, Linda and I have talked about rotating (roughly) council meetings and town halls on a monthly basis throughout the church year, with town halls taking place after church on Sundays. This is still in pencil, but I think it is a good idea.

Staff News

As you can see from the agenda, we have made a decision on who to hire for the A/V position. Matthew Brown has experience running AV in a UU setting and comes with praise from Rev. Beth Elliot. We do need a board vote to make it official. Matthew starts July 16.

Kat has informed us that her last day will be August 15. She is prepared and ready for retirement. So, this is great news for her. It is also an opportunity for us. We've put together a search team and are soon to put out the call. We imagine a combination of office admin and production coordinator. The job may move us into the full-time range. The salary would not have a big impact as it's more or less shuffling compensation from one spot (AV) to another (admin). However, there will be a benefits budget impact.

Info Puzzle

We're in a weird spot vis a vis the newsletter. With the Production Coordinator's resignation we did not have a designated newsletter producer. This is somewhat complicated by Kat's impending departure as I am hesitant to add to her plate as she tries to wrap things up and train her replacement.

Our social media and tech team intend to have a teaching seminar to let team/committee/affinity leads learn how to upload their need-to-know items to the newsletter. That should take place in the next two weeks, I hope.

2nd Service

I am not certain that a task force is the right approach. I am thinking that we effectively have a council meeting and identify puzzles and solutions in that fashion. That feels more efficient. However, I want your counsel on that.

Incidentally, I am thinking that we will start the experiment in October. That gives us a bit more time to plan and also allows us to come together and feel the pinch and need of it for a month. It also splits the experiment into 3 months prior to and after the new year. Nice balance. It also saves us a month of salaries if the experiment is successful and we want to continue it through May.

Important Dates

Service Leader Retreat July 5

I will be on leave for two weeks from July 7-20

Bone Story Retreat (tentative) July 25-26

I will be on leave for two weeks from July 28- Aug 10

Board Retreat Aug 16

Attachment 5: July BOT Meeting Treasurer's Report

6:57 AM
07/04/25
Cash Basis

All Souls Unitarian Universalist Church Balance Sheet As of May 31, 2025

ASSETS			
Current Assets			
Checking/Savings			
Ent Bank Accounts			
General Fund Savings 00			201.15
Operating Account 10			18,177.75
State Historical 13			36,823.10
Total Ent Bank Accounts			55,202.00
Lay Leadership Development Fund			103,115.13
Total Checking/Savings			158,317.13
Other Current Assets			
Endowment Long Term Investment			1,318,224.45
Total Other Current Assets			1,318,224.45
Total Current Assets			1,476,541.58
Fixed Assets			
15000 · Furniture and Equipment			10,000.00
16000 · Stained Glass Windows			324,000.00
18000 · Building			2,157,000.00
Total Fixed Assets			2,491,000.00
TOTAL ASSETS			3,967,541.58
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
20001 · Minister Discretionary			832.56
20002 · Westside Cares			-211.31
20003 · Souls for Solar			15,175.10
20004 · Share The Plate			6,481.71
20005 · Child RE			492.65
20006 · Youth RE			2,873.63
20007 · BuildingGroundsFund/Donations			
20007.1 · Plant Sale			178.86
20007 · BuildingGroundsFund/Donations - Other			558.16
Total 20007 · BuildingGroundsFund/Donations			737.02
20008 · Lay Leadership Development			103,115.13
20009 · Elliot Ordination Fund			2,646.78
20111 · Second Service Fund			1,363.08
2200 · Payroll Liabilities			9,528.14
Total Other Current Liabilities			143,034.49
Total Current Liabilities			143,034.49
Total Liabilities			143,034.49
Equity			
Retained Earnings			47,659.55
30000 · Opening Balance Equity			3,575,272.32
32000 · Unrestricted Net Assets			203,358.21
Net Income			-1,782.99
Total Equity			3,824,507.09
TOTAL LIABILITIES & EQUITY			3,967,541.58

1:29 PM
07/07/25
Cash Basis

All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
May 2025

						May 25	Budget	Jul '24 - May 25	YTD Budget	Annual Budget
Ordinary Income/Expense										
					Income					
					Fund Raisers					
					3210 - Church Rental - General	727.00	750.00	4,953.00	8,250.00	9,000.00
					3420 - Grocery / Scrip Cards	0.00		316.11		
					3440 - Auctions	293.74	0.00	21,448.13	13,000.00	13,000.00
					3450 - Other Fundraisers	222.83	333.00	-39.31	3,667.00	4,000.00
					Total Fund Raisers	1,243.57	1,083.00	26,677.93	24,917.00	26,000.00
					Regular Contributions					
					3110 - One Time Online	0.00	0.00	1,167.34	0.00	0.00
					3115 - Pledges Payments					
					3115.6 - Pledges 23-24	0.00		3,996.46		
					3115.7 - Pledge Payments 24-25	15,206.39		199,067.68		
					3115.8 - Pledge Payments 25-26	8,560.61		21,524.02		
					3115 - Pledges Payments - Other	0.00	17,287.00	0.00	190,160.00	207,447.00
					Total 3115 - Pledges Payments	23,767.00	17,287.00	224,588.16	190,160.00	207,447.00
					3120 - Non Pledge	250.00	1,000.00	6,807.76	11,000.00	12,000.00
					3320 - Collection Plate	763.98	885.00	9,915.53	10,394.00	11,500.00
					Total Regular Contributions	24,780.98	19,172.00	242,478.79	211,554.00	230,947.00
					Total Income	26,024.55	20,255.00	269,156.72	236,471.00	256,947.00
					Gross Profit	26,024.55	20,255.00	269,156.72	236,471.00	256,947.00
					Expense					
					ask David.	-2,036.53		-2,036.53	0.00	0.00
					Board of Trustees					
					4542 - Discretionary Fund	0.00	0.00	3,621.47	0.00	0.00
					Total Board of Trustees	0.00	0.00	3,621.47	0.00	0.00
					Employee Expense					
					Payroll Expense					
					4805 - Payroll Taxes (Employer FICA)	718.45	529.00	7,832.47	5,820.00	6,349.00
					4825 - Workers Compensation Insurance	0.00	101.00	2,152.50	1,109.00	1,210.00
					4835 - Payroll Processing					
					66000 - Payroll Processing	109.30	70.00	1,146.60	772.00	842.00
					Total 4835 - Payroll Processing	109.30	70.00	1,146.60	772.00	842.00
					Total Payroll Expense	827.75	700.00	11,131.57	7,701.00	8,401.00
					Senior Minister					
					4110 - Salary	2,566.66	2,566.66	28,233.26	28,233.34	30,800.00
					4115 - Housing Allowance	4,766.66	4,766.66	52,433.26	52,433.34	57,200.00
					4120 - Retirement	366.66	635.00	7,699.86	6,986.00	7,621.00
					4125 - Medical, Dental, Life Ins.	4,055.92	2,253.00	21,687.70	24,779.00	27,032.00
					4130 - Disability	190.66	87.00	1,048.63	962.00	1,049.00
					4135 - Professional Expense	0.00	733.00	1,976.60	8,067.00	8,800.00
					4145 - FICA Reimbursement	561.00	561.00	6,171.00	6,171.00	6,732.00
					Total Senior Minister	12,507.56	11,602.32	119,250.31	127,631.68	139,234.00
					Youth Program	-50.00		-50.00		
					Total Employee Expense	13,285.31	12,302.32	130,331.88	135,332.68	147,635.00
					Fundraiser Expense					
					4724 - Event Coordinator	75.00	100.00	250.00	1,100.00	1,200.00
					4730 - Rental Expense	0.00		43.88		
					4740 - Auction	0.00	167.00	1,358.51	1,833.00	2,000.00
					Total Fundraiser Expense	75.00	267.00	1,652.39	2,933.00	3,200.00
					Outreach					

1:29 PM
07/07/25
Cash Basis

All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
May 2025

					May 25	Budget	Jul '24 - May 25	YTD Budget	Annual Budget
				4732 - Social Justice Team	315.68	331.00	2,926.79	3,638.00	3,969.00
				4733 - Communications	0.00	167.00	0.00	1,833.00	2,000.00
				Total Outreach	315.68	498.00	2,926.79	5,471.00	5,969.00
				Religious Exploration Expense					
				4153 - Adult Programs	0.00		7.88		
				4154 - RE Team Lead Prof Expenses	64.95	125.00	884.95	1,375.00	1,500.00
				4156 - Nursery Care Providers	280.72	271.00	2,987.92	2,977.00	3,248.00
				4158 - RE Team Lead Salary	1,081.26	1,081.00	11,893.86	11,894.00	12,975.00
				4241 - RE Supplies	229.14	183.00	497.67	2,017.00	2,200.00
				4251 - RE Activities	0.00	117.00	167.92	1,283.00	1,400.00
				4254 - OWL Expenses	5.56	42.00	594.07	458.00	500.00
				4256 - OWL Program Specialist Salary	529.26	0.00	5,821.86	0.00	0.00
				4257 - Navigating Adulthood	48.74	500.00	2,302.54	5,500.00	6,000.00
				Total Religious Exploration Expense	2,239.63	2,319.00	25,158.67	25,504.00	27,823.00
				Resource Development					
				4717 - Stewardship Drive	171.49	42.00	342.98	458.00	500.00
				Total Resource Development	171.49	42.00	342.98	458.00	500.00
				Service Expense					
				4710 - Guest Ministers	0.00	317.00	2,306.44	3,483.00	3,800.00
				4711 - Liturgical Supplies	400.38	100.00	798.66	1,100.00	1,200.00
				4714 - Fellowship / Hospitality	62.50	25.00	979.80	275.00	300.00
				4725 - Choir Music & Supplies	0.00	128.00	199.96	1,407.00	1,535.00
				4726 - Special Music / Musicians	0.00	50.00	710.00	550.00	600.00
				4739 - Production Expense	0.00		20.99		
				4807 - Accompanist Salary	1,061.66	1,062.00	7,431.62	11,678.00	12,740.00
				4820 - Music Director Salary	1,865.62	1,866.00	20,521.82	20,522.00	22,388.00
				4821 - Music Director Retirement	0.00	153.00	0.00	1,688.00	1,841.00
				4823 - Sunday Service Coordinator	1,988.00	1,820.00	25,193.00	20,020.00	21,840.00
				4824 - Production Assistant	0.00	103.00	1,260.00	1,127.00	1,230.00
				4827 - Music Staff Prof Expense	0.00		1,356.51	525.00	525.00
				Total Service Expense	5,378.16	5,624.00	60,778.80	62,375.00	67,999.00
				Soul Care					
				4700 - Caring Team Expense	0.00	8.00	5.38	92.00	100.00
				4713 - Membership and Visitors	91.63	108.00	770.45	1,182.00	1,290.00
				Total Soul Care	91.63	116.00	775.83	1,274.00	1,390.00
				Sustaining Operations					
				Property and Office Related					
				4410 - Waste Disposal	0.00	117.00	1,190.70	1,283.00	1,400.00
				4411 - Safety Team	0.00		17.59		
				4420 - Utilities	1,021.18	1,083.00	7,645.90	11,917.00	13,000.00
				4475 - Government Dues/Fees	0.00	8.00	123.24	92.00	100.00
				4490 - Contracted Building Services	467.64	592.00	5,144.04	6,508.00	7,100.00
				4531 - Telephone & Internet	86.42	92.00	1,005.95	1,008.00	1,100.00
				4532 - Office Supplies	83.25	125.00	1,350.71	1,375.00	1,500.00
				4534 - Technology Fees	429.00	116.00	2,923.47	1,277.00	1,393.00
				4550 - Bank and Credit Card Fees	0.00	8.00	25.90	92.00	100.00
				4551 - Merchant Fees	310.68	125.00	2,032.57	1,375.00	1,500.00
				4727 - Technology	0.00	25.00	20.00	275.00	300.00
				4801 - Subscriptions and Memberships	0.00		914.07		
				Total Property and Office Related	2,398.17	2,291.00	22,394.14	25,202.00	27,493.00
				4430 - General Maintenance	187.64	550.00	5,070.41	6,050.00	6,600.00

1:29 PM
07/07/25
Cash Basis

All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
May 2025

					May 25	Budget	Jul '24 - May 25	YTD Budget	Annual Budget
				4450 - Custodial Supplies	64.96	46.00	728.79	504.00	550.00
				4460 - Structure and Liability	1,025.04	1,031.00	10,250.40	11,344.00	12,375.00
				4610 - UUA Fairshare	1,025.00	1,025.00	11,275.00	11,275.00	12,300.00
				4803 - Administrator Salary					
				4803.2 - Administrator Retirement	129.75	162.00	2,718.76	1,776.00	1,938.00
				4803 - Administrator Salary - Other	2,595.00	2,595.00	28,545.00	28,545.00	31,140.00
				Total 4803 - Administrator Salary	2,724.75	2,757.00	31,263.76	30,321.00	33,078.00
				4804 - Administrator Professional Exp	0.00		100.00		
				4808 - Accounting / Bookkeeping	819.00	727.00	8,694.00	7,999.00	8,726.00
				Total Sustaining Operations	8,244.56	8,427.00	89,776.50	92,695.00	101,122.00
				64700 - Miscellaneous Expense	0.00	0.00	215.00	0.00	0.00
				Total Expense	27,764.93	29,595.32	313,543.78	326,042.68	355,638.00
				Net Ordinary Income	-1,740.38	-9,340.32	-44,387.06	-89,571.68	-98,691.00
				Other Income/Expense					
				Other Income					
				NetRealized/UnrealizedGain/Loss	39,823.83	0.00	85,232.53	0.00	0.00
				Other Revenue					
				Interest Income	0.00		52.15		
				State Historical Income	0.00		48,694.00		
				3810 - Other Income					
				Interest Income	5.28		24.63		
				Total 3810 - Other Income	5.28		24.63		
				Total Other Revenue	5.28		48,770.78	0.00	0.00
				Total Other Income	39,829.11	0.00	134,003.31	0.00	0.00
				Other Expense					
				Other Expense					
				3824 - State Historical Expense	0.00		80,029.90		
				3825 - 30 Yr Project	2,230.69	0.00	9,546.39	0.00	0.00
				3826 - Infrastructure - B&G	0.00	0.00	1,208.71	0.00	0.00
				3827 - Infrastructure - AV/Tech	0.00	0.00	614.24	0.00	0.00
				Total Other Expense	2,230.69	0.00	91,399.24	0.00	0.00
				Total Other Expense	2,230.69	0.00	91,399.24	0.00	0.00
				Net Other Income	37,598.42	0.00	42,604.07	0.00	0.00
				Net Income	35,858.04	-9,340.32	-1,782.99	-89,571.68	-98,691.00



UU Common Endowment Fund (UUCEF)
July 01, 2024 Through May 31, 2025

Account Number: 611296
Account Name: All Souls Common Endowment Fund

UU Common Endowment Fund
24 Farnsworth Street
Boston, MA 02210-1409
Phone 617-948-4306

Account Activity Summary

Beginning Balance - Close of Business Jun 30, 2024	\$1,354,230.92
Additions	0.00
Withdrawals	(121,239.00)
Realized Gains / Losses	19,557.89
Change in Market Value	65,674.64
Ending Balance - Close of Business May 31, 2025	\$1,318,224.45

Asset Details

Asset Description	Shares	Market Price	Market Value	Net Cost	Unrealized Gain (Loss)
UUCEF_POOL	102,744.6750	\$ 12.830100	\$ 1,318,224.45	\$ 1,050,846.88	\$ 267,377.57
		Grand Total	\$1,318,224.45	1,050,846.88	267,377.57

Cash Clearing Detail

Description	Date	Amount
Sold UUCEF Shares	07/01/2024	\$ 46,239.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist Church	07/03/2024	(46,239.00)
Sold UUCEF Shares	08/01/2024	30,000.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist Church	08/02/2024	(30,000.00)
Sold UUCEF Shares	09/01/2024	20,000.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist Church	09/03/2024	(20,000.00)
Sold UUCEF Shares	04/01/2025	25,000.00
UUCEF611296-All Souls Common Endow Fd All Souls Unitarian Universalist Church	04/09/2025	(25,000.00)
		\$ 0.00

Buy and Sale Details

Sale Details	Date	Price	Shares	Amount
UUCEF_POOL	07/01/2024	\$ 12.017700	(3,847.5748)	\$ 46,239.00
UUCEF_POOL	08/01/2024	12.198000	(2,459.8229)	30,000.00
UUCEF_POOL	09/01/2024	12.408600	(1,611.7854)	20,000.00
UUCEF_POOL	04/01/2025	12.360800	(2,022.5065)	25,000.00
Total Sales				\$121,239.00



UU Common Endowment Fund (UUCEF)
July 01, 2024 Through May 31, 2025

Account Number: 611435

Account Name: Lay Leadership Development Fund

UU Common Endowment Fund
24 Farnsworth Street
Boston, MA 02210-1409
Phone 617-948-4306

Account Activity Summary

Beginning Balance - Close of Business Jun 30, 2024	\$0.00
Additions	100,000.00
Withdrawals	0.00
Realized Gains / Losses	0.00
Change in Market Value	3,115.13
Ending Balance - Close of Business May 31, 2025	\$103,115.13

Asset Details

Asset Description	Shares	Market Price	Market Value	Net Cost	Unrealized Gain (Loss)
UUCEF_POOL	8,036.9701	\$ 12.830100	\$ 103,115.13	\$ 100,000.00	\$ 3,115.13
		Grand Total	\$103,115.13	100,000.00	3,115.13

Cash Clearing Detail

Description	Date	Amount
Purchase UUCEF Pool	05/01/2025	\$(100,000.00)
Withdrawal From Cash / Cash Equivalents	05/31/2025	100,000.00
		\$ 0.00

UUCEF Cash / Equivalent

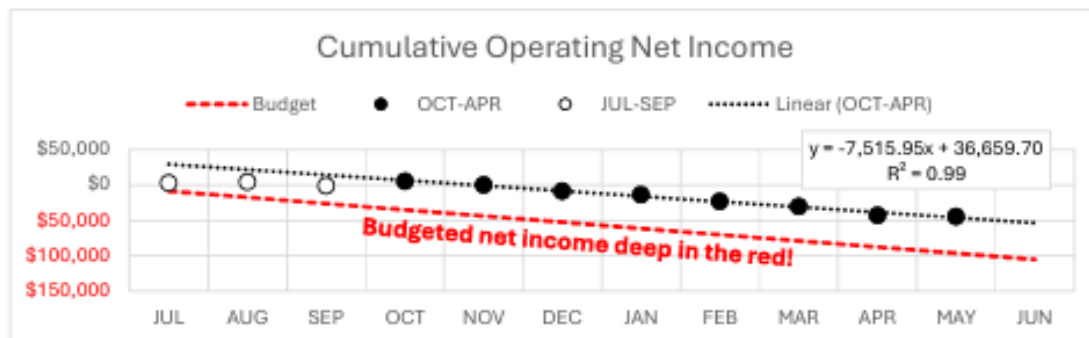
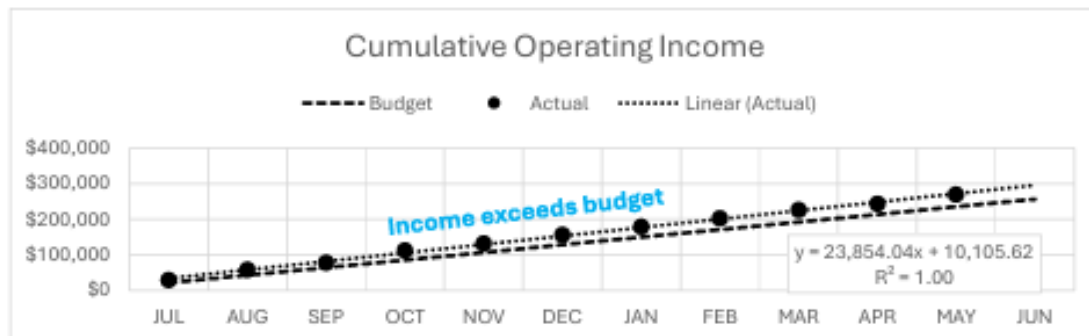
Description	Date	Amount
Cash Receipts	04/30/2025	\$ 100,000.00
Withdrawal From Cash / Cash Equivalents	05/31/2025	(100,000.00)
		\$0.00

Buy and Sale Details

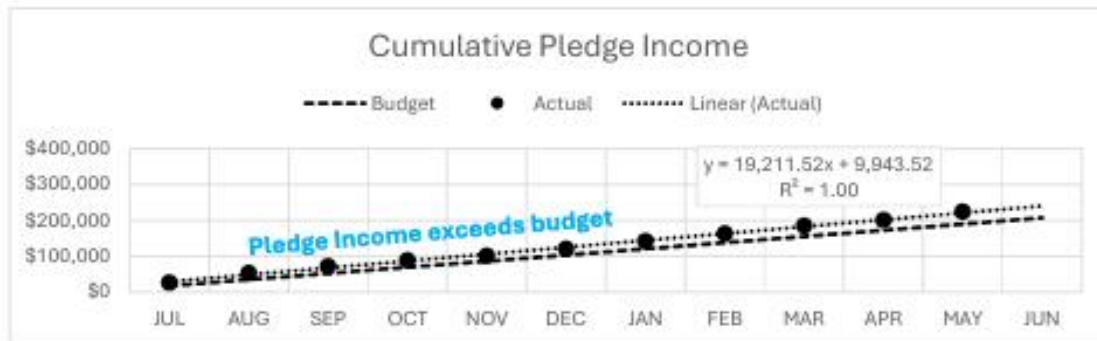
Purchase Details	Date	Price	Shares	Amount
Cash / Cash Equivalents	04/30/2025	\$ 1.000000	100,000.0000	\$ 100,000.00
UUCEF_POOL	05/01/2025	12.442500	8,036.9701	100,000.00
Total Purchases				\$200,000.00

The Report

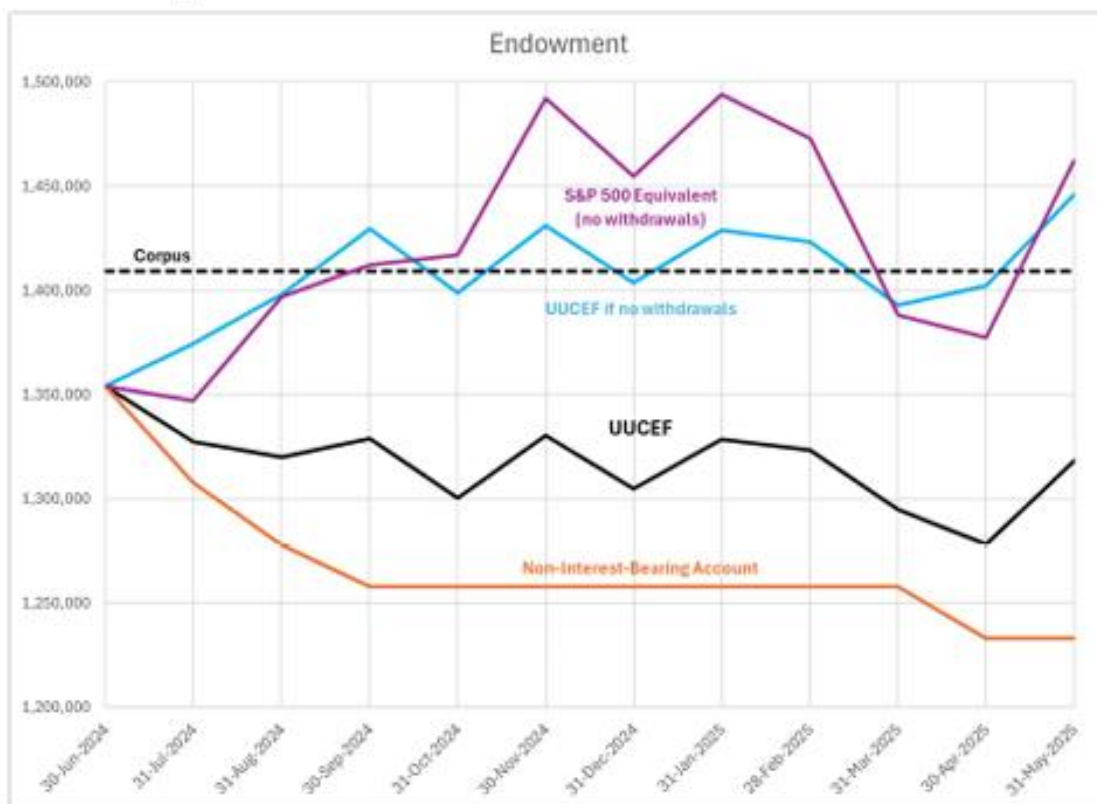
1. The Treasurer's report was late again this month. The May UUCEF Statements arrived June 26, two days after the June Board Meeting. C'est la vie.
2. Eleven months into the fiscal year, the Operating Fund continues to experience income exceeding budget and expenses slightly less than budget. Extrapolating to the end of the fiscal year, it appears that we will end up with a deficit of about \$53,500, or about 51% of the budgeted deficit of \$105,000.



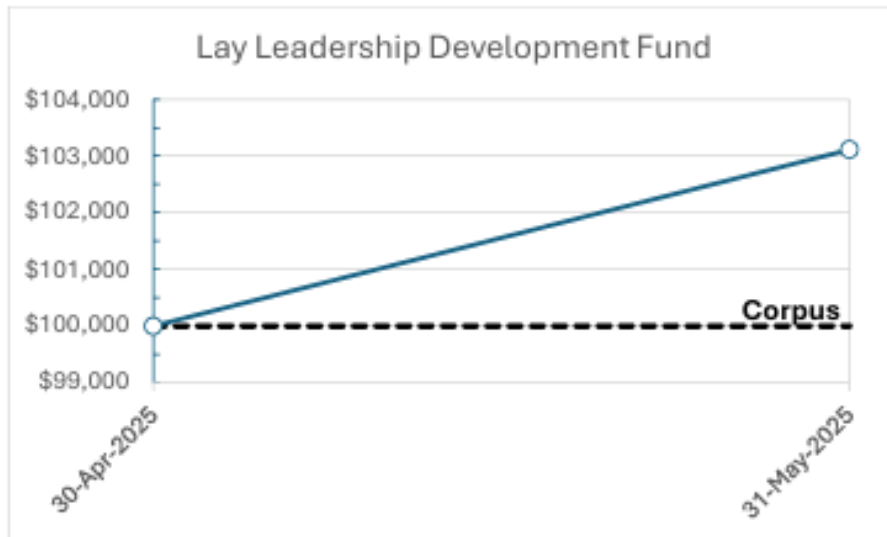
3. Pledge income through May is 18% above budget. Extrapolating to the end of the fiscal year, it appears that we may have \$240,000 in pledge income versus a budgeted \$207,000 (+16%).



4. The Endowment gained 3.1% (\$39,824) in May! There were no withdrawals in May, but another \$25,000 withdrawal will occur in June. This is what happens when we have a deficit budget.



5. The Lay Leadership Development Fund (LLDF) was established April 30, 2025. It is invested in the Unitarian Universalist Common Endowment Fund (UUCEF) in an account separate from the Endowment. The LLDF earned the same 3.1% as did the Endowment—not bad for its first month!



Respectfully submitted July 7, 2025, by Stan Kidder, Treasurer.

Resubmitted July 9, 2025, to correct the omission of the right-most column (Annual Budget) in the Profit and Loss (pages 3-5).