



Warrant and Annual Reports 2022-2023

Covenant

In devotion to truth, searching along many spiritual paths,
We honor the living legacy of our faith in the human
Potential for goodness and in the God of limitless love, in
whom we are one.

We unite in faith,
To celebrate the sacred as it reveals itself within and
Among us;
To promote spiritual growth and to care for those in need;
To honor and protect the natural world, which inspires
Wonder and sustains life;
To walk together in peace, committed to justice and
compassion in our world.

First Parish in Milton, Unitarian Universalist
535 Canton Avenue, Milton, MA 02186
617-698-6329 – www.fpmilton.org

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**Warrant /Notice of the ANNUAL MEETING of the Parish,
Scheduled for MAY 21, 2023**

To the Members of First Parish in Milton:

Please be advised that the Annual Meeting of the members of First Parish in Milton who are eligible to vote on Parish affairs will be held in the Parish Hall of First Parish Milton at 535 Canton Ave, Milton, MA 02186 on Sunday, May 21, 2023 starting at 11:45am, to consider the following:

Article 1: To read together the Covenant of the Church.

In devotion to truth, searching along many spiritual paths,
We honor the living legacy of our faith in the human potential for goodness and
in the God of limitless love, in whom we are one.

We unite in faith:

To celebrate the sacred as it reveals itself within and among us;
To promote spiritual growth and to care for those in need;
To honor and protect the natural world, which inspires wonder and
sustains life;
To walk together in peace, committed to justice and compassion in our
world.

Article 2: To hear the reading of the call for the meeting.

Article 3: To hear the reading of the roll of new members elected to membership by the Parish Committee since the last Annual Meeting, and to record the names of all members present at this Annual Meeting.

Article 4: To read the minutes of the May 15, 2022, Annual Meeting and to secure the approval thereof.

Article 5: To hear and act upon the report of the Nominating Committee, and to elect Officers, Parish Committee, and other Committee members.

Article 6: To hear and act upon the annual reports of:

- the Minister,
- the Parish Committee,
- the Treasurer,
- the Trustees of the Parish Funds,
- the Milton Residents' Fund and Parish Members' Fund Coordinator,
- the Music Director,

-
- and all standing Committees as listed in the order of the Annual Report.

Article 7: To hear and adopt the proposed Budget for the fiscal year ending in June 2024, as submitted by the Finance Committee.

Article 8: To hear and act upon a proposal that First Parish in Milton adopt the 8th principle as stated below:

We covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

Article 9: To hear and act upon such other business as may properly come before the meeting.

This Notice shall be given at least seven (7) days before the 21st day of May, 2023, by mailing a copy hereof, electronically or postage prepaid, to each member of the Parish at the last known address of such member, together with a copy of the Treasurer's Report, the proposed budget for the next fiscal year and the report of the Nominating Committee.

Respectfully,
Tracey Robinson, Clerk

for the PARISH COMMITTEE
Jennifer Pinkus, Chair
Glenn Pavlicek, Vice Chair
Cathy Sheedy-McGonagle, Treasurer
Tracey Robinson, Clerk
Nancy Devine
Ruth Hannon
Jim May
Karl Pastore
Guy Pugh
Becky Stiles
Lisa White

Vital Statistics Report

In Memoriam

Christopher Pitt, December 2022

Natalie Albers, February 2023

New Members

June 2022

Robert Dahl

Joanna Dahl

First Parish in Milton, Unitarian Universalist

Annual Meeting Minutes: May 15, 2022

Attendance

Joe Ayoub, Ellen Barr , Jonah Beukman, Mary Blanchette, Robert Buckland, Paul Casaz, Mallory Digges, Tony Dutzik, Charlie Franich, Leah Gallivan, Pat Gallivan, Beth Gray-Nix III, Walt Hagenbuch, Elise Henricks, Robert Johnson, Amy Kavadlo, Tom Kemp, Leslie MacPherson, Andrew Maloney, Jim May, Pat Neves, Amy Norton, Jennifer Pinkus, Chris Pitt, Dottie Pitt, Guy Pugh, Tracey Robinson, Peter Schneider, Catherine Sheedy-McGonagle, Bridget Sitkoff, Lynne Stack, Tim Steele, Rebecca Stiles, Jeff Stoodt, Katie Vhay, Claudia Wellington, Lisa White, Bebe Williamson, Steven Yakutis, Allison Zippay

Nonmembers present: Rev. Lisa Ward, Susan DeMinico

Meeting started at 12:03, with 34 people in attendance

Article 1: To read together the Covenant of the Church.

Article 2: To hear the reading of the call for the meeting.

Article 3: To hear the reading of the roll of new members since the last Annual Meeting, and to record the names of all member present at this Annual Meeting.

Motion to waive the reading of names. Motion seconded. No discussion. Motion was approved.

Article 4: To read the minutes of the May 16, 2021 Annual Meeting and to secure approval thereof. Motion to waive the reading of the minutes. Motion was seconded. Motion approved. Note that there are corrections to the list of attendees. Add Steve Yakutis and Guy Pugh to the members present at the last Annual Meeting. Note: the minutes were not approved at this time, just waiving of reading the minutes. The minutes were voted on and approved at the end of this meeting.

Article 5: To hear and act upon the report of the Nominating Committee, and to elect Officers, Parish Committee and other Committee members.

Paul Casaz presented the report. The report stands but there are a couple of late additions.

- Mallory Digges will be Moderator next year, 2 yr. term.
- Mallory Digges will join Stewardship Committee, 2 yr. term
- Paul Casaz will join Religious Exploration, 2 yr. term
- Lisa White will join Worship Committee, 2 yr. term

The updated committee slates are at the end of the minutes. - Added 6/9/22.

Motion to approve the nominated Officers, Parish Committee and standing committees.
Motion was seconded and approved.

Article 6: To hear and act upon the annual reports of:

- Minister – Rev. Lisa Ward. The report stands. Rev. Lisa thanks people who have given their time and expertise to the Parish over many years, and the staff of the church.
- Parish Committee – Lisa White. The report stands. Echo thanks to staff, PC members and volunteers.
- Treasurer – Cathy Sheedy-McGonagle. Combined with report of the Finance Committee.
 - The report stands. We ended the year with a small surplus in FY2021. Due to COVID pandemic there was no rental income. However the PPP loan helped a lot and pledges were about \$10,000 more than budgeted. Lots of expenses were down (committees, utilities).
 - In FY2022, ending in June, there will also be a \$20-30,000 surplus. Utilities were down due to the solar panels, which will generate about \$12,000 of credits. There is a new rental using the building. Carriage house nursery school is open again, and Sunday collection is over budget. Endowment was strong.
 - FY2023 budget. Endowment income again should be strong (but we have to consider what to do if it is not, it directly affects the operating budget), estimated at \$220,000. Pledges are \$222,000. Rental back to normal, fundraiser is possible (yard sale is being planned). Salary expenses have not been as high as expected. New youth advisor and a new RE coordinator would be about the same cost as a new DRE, and the sabbatical minister salary was less than anticipated. Overall for the whole year there is a budget deficit of \$4774.
- Trustees of the Parish Funds – Andrew Maloney. The report stands. Endowment was at about \$9M on Dec 31, 2021, \$6M unrestricted and \$3M restricted. 88% equity and 12% fixed income. 2021 was a good year for both asset classes, an unusual occurrence.
- Milton Residents Fund and Parish Members Fund Coordinator – Andrew Maloney. Noreen Dolan is the social worker who runs the fund, for people in Milton who need financial help. Some of the funding comes from First Parish restricted endowment (\$50,000 - \$60,000) and the rest from other sources, total of \$220,000.
- Director of Religions Education/Exploration – Bridget Sitkoff. The RE committee report stands. Small group of youth in OWL this year.
- Music Director and Music Committee.
 - Pat Neves - The Music Committee report stands. New soloists, more diverse musical styles, and music from underrepresented composers.
 - Milton Community Concerts and Music Director – Tim Steele. Report stands. MCC was prevented from regular concerts by COVID for part of the year so there are a couple 2wks apart at the end of the year, encourage people to attend. Benefits for Renewal House, Bridge Over Trouble Waters, and Milton Food Pantry and Milton Residents Fund.
- All Standing Committee

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- Building and Grounds – Beth Gray-Nix. The report stands. Leak in the basement has been repaired. Climate Action Team will help set priorities in the future.
 - Caring – Amy Norton. The report stands. Thanks to a great committee, needs were fulfilled quickly.
 - Hospitality – Amy Kavadlo. The report stands. Highlighted Harvest Supper. Outdoor social hour is on again, looking for volunteers to host so that the committee doesn't have to always do it. New co-chair is Natalie Monroe.
 - Membership – Leslie McPherson. The report stands. Shout out to the team and new member Ellen Barr. Focus on asking what does it mean to be a Unitarian Universalist?
 - Committee on Ministry – Dottie Pitt. The report stands. Clarify that new members of the COM are not elected/approved by the congregation. Rather they are selected by the Minister and Parish Committee. Laura Reis will be a new member as of the June Parish Committee meeting.
 - Personnel – Roberta Williamson. The report stands. It was a busy year, thanks to the other members. Working on updating the personnel policy manuals and have engaged an employment lawyer to help.
 - Religious Exploration – the report was given earlier by Bridget Sitkoff.
 - Social and Environmental Justice – Pat Gallivan. The report stands. Thank you to the office and to lunch makers for all their help, and to Fair Food volunteers. The Mother's Day Walk for Peace this year raised \$1950, above the \$1500 goal. Jim May spoke about the work of the Racial Justice group. 10-15 people meet to talk about Racial Justice in the context of Unitarian Universalism, at local and national levels. Reading Widening the Circle of Concern, a report dealing with how to focus more effectively on racial justice and to look at the lack of diversity within UU. The proposed 8th UU principle was read. The group will be looking to some decision about presenting the principle to the congregation next year.
 - Stewardship – Dottie Pitt. The report stands. The pledge drive did not meet its aggressive goal, to day pledges are \$222,709, still time to pledge. There are 105 households who are members and 90 have pledged or otherwise donated. Some of the remaining households still want to be involved. Some additional nonmembers contribute as well.
 - Worship – Joe Ayoub. The report stands. Thank the other committee members. It was a challenging year and the committee is lucky to have an all-star team.
 - Ad Hoc Committees
 - Adaptive Change – Steve Yakutis. The report stands. Remind everyone that anyone can attend the meeting. There will be a Zoom meeting with Lily Rappaport, RE specialist, on June 4, 4:00 – 5:30.
 - Communications – Ellen Barr. The report stands. Since the report was submitted the committee has finalized the criteria for a redesigned web site, ready to request bids.
 - Heritage – Charlie Franich. The report stands. Some paper and objects without clear use have been cleaned up. Examine historical records more carefully. Determine monetary and historical value.
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- Youth visionaries – Charlie Franich. The report stands. Thanks to committee members. The committee is going into retirement for the time being.

There was a motion to approve the reports of all the standing committees. Motion was seconded. No further discussion. The reports were approved by unanimous vote.

Article 7: To hear from the Climate Action Team (CAT) on plans to act on the Climate Change Commitment

The CAT started with the climate commitment passed at the 2021 Annual Meeting. Recommendations based on research. Massachusetts Interfaith Power and Light (MIPL) has been engaged to perform an assessment of our building energy usage. Options for landscaping will be evaluated and a procedure to measure CO2 footprint is being developed.

Three ad hoc teams will break the work down. One will work with our facilities to lower carbon use on the campus. This group will work with MIPL, work on ways to “tighten the envelope” of the buildings. A second group will focus on the grounds and landscaping. Is there a way to reduce carbon emissions generated during landscaping, and could carbon sequestration be helpful? The third group is education and advocacy. Get people involved, educate on what needs to be done, also out in the world. Engage First Parish committees.

Article 8: To hear from the Legacy Giving Committee

Future donations, through estate planning or wills, to support First Parish. Any amount is welcome. To support the Endowment, mission of the church, the campus. The program will be launched in summer of 2022.

Article 9: To hear and adopt the proposed Budget for the fiscal year ending in June 2023, as submitted by the Finance Committee.

Highlights of the FY2023 budget were presented.

- Revenue like rent and fundraisers should be back to normal
- Value of the Endowment is high, draw is 4.5%.
- Charitable contributions were increased due to second Sunday collection for charities.
- Salaries will be about the same as last year but divided up in a different way. For example a sabbatical minister is included but not an RE Director. Include two youth advisors.
- For buildings and grounds, painting the link and depreciation for capital expenses.
- Deficit will be lower than last year.

A motion was made to approve the FY2023 budget. The motion was seconded. No further discussion. Budget was approved unanimously.

Article 10. Any other business

It was noticed that the minutes of the last annual meeting were not voted on after the reading was waived. Add names to attendees for the 2021 Annual Meeting

Motion was made to approve the May 2021 Annual Meeting minutes. The motion was seconded. The minutes were approved unanimously.

Meeting adjourned at 1:46.

FIRST PARISH IN MILTON Standing Committee Rosters FY24			
Committee	Name	Title	Term Ends
Parish	Jennifer Pinkus	Chair	2024
Parish	Nancy Devine	Vice-Chair	2025
Parish	Guy Pugh	Treasurer	2024
Parish	Glenn Pavlicek	Clerk	2024
Parish	Jim May		2024
Parish	Ruth Hannon		2024
Parish	Deb Larson-Venable		2026
Parish	Mike Bello		2026
Parish	Jeff Della Rovere		2026
Moderator	Joe Ayoub	Moderator	2024
Building & Grounds	Beth Gray-Nix	Chair	2025
Building & Grounds	Karl Pastore		2024
Building & Grounds	Richard Venable		2025
Building & Grounds	Henry MacLean		2025
Building & Grounds	Heather Scranton		2025
Caring	Laura Reis	Co-Chair	2025
Caring	Lisa White	Co-Chair	2024
Caring	Marie-Laure Brown		2024
Caring	Suzanne Glazer		2025
Caring	Emma Jean Moulton		2024
Caring	Heather Scranton		2025
Finance	Guy Pugh	<i>ex officio</i>	2024
Finance	Cathy Sheedy-McGonagle		2024
Finance	Hale Smith		2025
Finance	Steve Kruskall		2024
Finance	Craig Perzan		2024
Hospitality	Natalie Monroe		2024
Hospitality	Jennifer Pinkus		2024
Hospitality	Amy Kavadlo		2025
Hospitality	Marie-Laure Brown	Co-Chair	2024
Hospitality	Anita Penta	Co-Chair	2024
Hospitality	Allison Zippay	Co-Chair	2024
Hospitality	Andy Strang		2025

Hospitality	Didi Emmons		2024
Hospitality	JR Sousa		2025
Hospitality	Deb Kelly		2025
Hospitality	Owen McGonagle		2025
Hospitality	Cathy McGonagle		2025
Membership	Leslie MacPherson	Chair	2024
Membership	Steve Yakutis		2024
Membership	Deb Alsebai		2024
Membership	Diana Wilson		2024
Membership	Julie Blackburn		2025
Music	Claudia Wellington	Co-Chair	2024
Music	Pat Neves	Co-Chair	2025
Music	Tim Steele	<i>ex officio</i>	2025
Music	Patricia Ostrem		2025
Music	Bebe Williamson		2025
Music	Jeff Stoodt		2025
Music	Penny Knight		2025
Music	Guy Pugh		2025
Music	Rosemary Zander		2024
Music	Owen Hartford		2024
Music	Jennie Mulqueen		2025
Music	Atticus D'Alessandro		2025
Music	Franc Graham		2025
Nominating	Paul Casaz	Chair	2024
Personnel	Bebe Williamson	Chair	2025
Personnel	Mary Blanchette		2024
Personnel	Joe Ayoub		2024
Personnel	Michael Chinman		2025
Personnel	Tom Kemp		2025
Religious Exploration	Bridget Sitkoff	Chair	2025
Religious Exploration	Director of Family Ministries	<i>ex officio</i>	
Religious Exploration	Becky Stiles		2025
Religious Exploration	Trista Marquez		2025
Religious Exploration	Jennifer Lofgren		2025
Religious Exploration	Paul Casaz		2025

Social & Environmental Justice	Pat Gallivan	Chair	2025
Social & Environmental Justice	Tucker Smith		2024
Social & Environmental Justice	Tony Dutzik		2025
Social & Environmental Justice	Cynthia Guise		2025
Social & Environmental Justice	Tracey Robinson		2025
Social & Environmental Justice	Mary Blanchette		2024
Social & Environmental Justice	Deb Larson-Venable		2024
Social & Environmental Justice	Jennifer Grant		2025
Social & Environmental Justice	Lynne Stack		2024
Social & Environmental Justice	Ellen Barr		2024
Social & Environmental Justice	Natalie Monroe		2024
Stewardship	Charlie Franich	Chair	2025
Stewardship	Eric Miller		2024
Stewardship	Mark Ostrem		2025
Stewardship	Mallory Digges		2024
Stewardship	Rob Dahl		2025
Stewardship	OPEN		
Trustees	Hale Smith	Chair	2024
Trustees	Guy Pugh	<i>ex officio</i>	2024
Trustees	Roger Gray		2025
Trustees	Elise Henricks		2024
Trustees	Andrew Maloney		2025
Trustees	Cathy McGonagle		2025
Worship	Elise Henricks	Chair	2024
Worship	Rev. Lisa Ward	<i>ex officio</i>	
Worship	Lisa White		2024
Worship	Tom Kemp		2025
Worship	Chris Clifford		2024
Worship	Amy Kavadlo		2025
Worship	Dottie Pitt		2024
Worship	Katie Vhay		2024
Worship	Steve Yakutis		2025
Worship	Owen McGonagle		2025
Worship	Brigitte Miller		2025

Non-Elected Committee			
Committee on Ministry			
Committee on Ministry	Jeff Stoodt	Chair	2023
Committee on Ministry	Laura Reis		2025
Committee on Ministry	Karl Pastore		2023
Committee on Ministry	Andrea Geyling-Moore		2024
Ad Hoc Committees			
Adaptive Change	Steve Yakutis	Chair	
Adaptive Change	Dottie Pitt		
Adaptive Change	Leslie MacPherson		
Adaptive Change	Becky Stiles		
Adaptive Change	Patricia Ostrem		
Adaptive Change	Sue Korman		
Adaptive Change	Ruth Hannon		
Adaptive Change	Bill Kelley		
Communication	Dottie Pitt	Chair	
Communication	Penny Knight		
Communication	Ellen Barr		
Communication	Owen Hartford		
Legacy Giving Campaign	Allison Zippay	Chair	
Legacy Giving Campaign	Andrew Maloney		
Legacy Giving Campaign	Bebe Williamson		
Legacy Giving Campaign	Mike Bello		
Youth Visionary	Deb Larson-Venable		
Youth Visionary	Tony Dutzik		
Youth Visionary	Charlie Franich		
Climate Action Facilities Team	Henry MacLean	Facilitator	
Climate Action Facilities Team	Hale Smith		
Climate Action Facilities Team	Richard Venable		
Climate Action Facilities Team	Beth Gray-Nix		
Climate Action Landscaping	Mary Blanchette	Facilitator	
Climate Action Landscaping	Beth Gray-Nix		
Climate Action Landscaping	Marie-Laure Brown		
Climate Action Landscaping	Deb Larson-Venable		

Climate Action Education & Advocacy	Tracey Robinson	Facilitator	
Climate Action Education & Advocacy	Tony Dutzik		
Heritage	Charlie Franich	Chair	
Heritage	Beth Gray-Nix		
Heritage	Glenn Pavlicek		
Racial Justice Task Force	Ellen Barr	Co-Chair	
Racial Justice Task Force	Pat Neves	Co-Chair	
Racial Justice Task Force	Dottie Pitt		
Racial Justice Task Force	Debbie Alsebai		
Racial Justice Task Force	Elise Henricks		
Racial Justice Task Force	Jim May		
Racial Justice Task Force	Katie Vhay		
Racial Justice Task Force	Pat Gallivan		

ANNUAL REPORT OF THE MINISTER, FY 2022-2023
Rev. Lisa Ward

This last year I would characterize as a congregation practicing adaptive change. Many thanks to Steve Yakutis for keeping that sensibility alive as chair of the Adaptive Change Group.

We navigated a five month sabbatical, to which I am grateful for the much needed time of renewal. Leadership stepped up, worship was strong, Rev. Tricia Brennan was well received and provided a wonderful presence as sabbatical minister for three months. We also spent most of this church year without an RE Professional. The RE Committee stepped up in remarkable ways, with admirable resilience. Bridget Sitkoff, especially, continues to amaze me with the depth of dedication and follow through to keep the program alive. We shifted some responsibilities, including adding administrative hours for our stalwart Susan DeMinico, organizing monthly multi-age workshops with guest leaders and giving the Story For All Ages primarily to the minister.

As I write this report, we are in the midst of interviewing candidates for the ¾ time position of Family Ministries Director. We are hopeful that this new position will increase our focus on providing a vibrant faith community for people of all ages, supporting families in their journeys and facilitating the sharing of multigenerational wisdom in worship, education and play.

Eric Miller continues his invaluable service as our volunteer audio-visual engineer and mentor to the audio visual team. Our hybrid worship services and committee meetings have been the life blood of these past years, and we've come to the discovery of the gift of more consistent attendance among membership with the offering of hybrid and remote engagement.

It has been a pleasure to work with this year's Parish Committee, chaired by Jen Pinkus: a wealth of wisdom and expertise that has upheld the life of the church. The Committees this year have stepped up to our growing revitalization out of the constant COVID cloud over us. Do read the committee reports to see the scope of service within this congregation.

Along with the wonderful care and creativity of this congregation comes solid, generative social and environmental justice advocacy: from sharing the plate two Sundays a month to incrementally implementing environmental justice, both structurally and in outreach. A beautiful social justice pamphlet was redone by Ellen Barr, available every Sunday in our pews. We are walking the talk. Keep on keeping on.

Our Staff team remains strong and supportive of each other. I feel so privileged to be working with a team that is deepening in trust and interdependence. I'd like to give a special shout out to Susan DeMinico, who navigates the administrative stream with such grace: from building management, sabbatical coverage to fiscal expertise. She is a true treasure for this congregation and a lovely presence in the office.

Here are some highlights of this year's Congregational Life:

- † Increased all church gatherings, with the decrease of COVID concerns
- † Hybrid worship services all year round, with a trained staff of youth audio engineers.
- † Continued outstanding musical presence with a diversity of musical styles and guest musicians, and vibrant outreaching Milton Community Concerts. Thank you, Tim Steele!
- † Strong social and environmental justice initiatives continued with Fair Foods, Mainspring, immigrant and refugee assistance, the racial justice task group, the 11th hour stand out, and net-zero carbon initiatives.
- † Coming of Age program for our youth
- † Continued Link Hallway displays of artwork by congregants: photography, quilts, and writings.

Here are some highlights of my Public Ministry:

- † I serve on the Mass Bay UUMA Chapter Leadership Team
- † I continue to serve on the Leadership Team for "Courageous Conversations Toward Racial Justice", a town-wide coalition (two meetings a month).
- † I continue to serve on MICA (Milton Interfaith Clergy Association)
- † I have been asked to serve as Minister of The Week at the Union Conference on Star Island
- † I have been asked to serve as Minister of the Week for the UU Fellowship at Chautauqua Institute in August

The more I hear from colleagues of the difficulties of navigating these highly disruptive times, not only in routines, but periods of isolation, loss, and illness, I am uplifted by the grace and courage this congregation has shown and shared. I hope you know that you are a treasure.

Respectfully Submitted, Rev. Lisa Ward

The Parish Committee 2022-2023

The Parish Committee (PC) is the governing board of First Parish. It's responsible for managing the affairs of the church, including, but not limited to, business interests, administration, and finances. We work collaboratively with the staff and the First Parish committees to facilitate the amazing work that they do.

There were several important initiatives at First Parish this year that were spearheaded by other committees. The Parish Committee ensured that the financing as well as the process and administrative support were in place to support their work.

- Climate Action Team (CAT)/Getting to Zero initiative: The Interfaith Power and Light contract was executed, and the report has been received. The CAT will review the report more deeply, but with their input, the PC approved the first two projects, ensuring that we can take advantage of the Mass Save financial incentives before they expire.
- The 8th Principle: The Racial Justice Task Force (RJTF) has done wonderful work engaging the congregation in conversation and discernment around the 8th principle and getting us ready for a vote at our annual meeting. The RJTF ensured that the PC was informed about and approved of their strategic plan as it was developed.
- Religious Education: The RE committee had to plan for a year without an RE professional. This small, but dedicated, group found creative solutions, instituted monthly workshops, responded with agility to changes in attendance and provided creative programming for children and youth all year long. The PC held our annual retreat when Rev Lisa returned from sabbatical and determined that RE was a top priority. We proposed the creation of a Family Ministries Director position. Rev. Lisa organized a search committee which received resumes from many qualified candidates. We're completing the interview process at this writing.
- Financial matters: We continued to work with the trustees, the finance committee and Susan DeMinico to strengthen and make more transparent our financial records.

We started this church year, with Rev. Tricia Brennan as our sabbatical minister. The congregation welcomed her and took good care of each other while Rev. Lisa was away. As she was saying good-bye, Rev. Brennan commended all of us for the strength of this community. The initiatives highlighted above are just a subset of all the work that has been accomplished this year by that strong, hard-working community. The Parish Committee thanks all of you.

Finally, we give a heartfelt thanks to the wonderful staff at First Parish. They work tirelessly on our behalf. The church could not operate without them.

Respectfully submitted,
Jennifer Pinkus, Chair
Glenn Pavlicek, Vice-Chair
Tracey Robinson, Clerk
Cathy Sheedy-McGonagle, Treasurer
Nancy Devine
Ruth Hannon
Becky Stiles

Jim May
Karl Pastore
Guy Pugh
Becky Stiles
Lisa White

To: First Parish Milton

From: Catherine Sheedy-McGonagle, Treasurer

Re: Treasurer's Report and Finance Committee's Report- for May 21, 2023 Annual Meeting

Per Section 4.3 (D) (3) of First Parish's Bylaws, attached hereto:

1. First Parish's Balance Sheet as of March 31, 2023;
2. Profit and Loss Statement from July 1, 2022 through March 31, 2023; and
3. Finance Committee's proposed FY 2024 Budget, approved by Parish Committee on April 27, 2023 and up for Parish vote today.

1. Account Balances as of 4/30/2023

Operating Account	\$163,230
Major Repairs	\$7,810
Milton Comm. Concerts	\$595

2. Pledge Comparisons for FY 2022 thru FY2023

Operating Account Pledges:

Pledges collected by 3/31/22:	\$185,290
Pledges collected by 3/31/23:	\$179,686

Solar Panels Legacy Campaign Pledge Comparison:

Total Pledged for Solar by 3/31/21:	\$77,510
Remaining receivables as of 3/31/2023:	\$4,124

3. Current Fiscal Year's Budget Highlights (June 30, 2023- present)

- a. Pledge collections have remained steady throughout the present fiscal year.
- b. The Chocolate Auction raised \$3,700, which will be applied to upgrades of audio-visual equipment to improve worship services.
- c. It is anticipated that FP will end FY2023 with a surplus, largely due to budgeted religious education positions that remained unfilled.
- d. Partly due to the anticipated surplus, the Silent Auction has been moved to FY24 to reduce anticipated budget deficit.
- e. Since the installation of solar panels at FPM, we have spared our environment **215,497 pounds of CO2 emissions, which is the equivalent of the planting of 1,629 trees.**
- f. Eversource has returned over \$19,000 in credits to FPM, since the solar panels first became operational; thus, drastically reducing utilities expenditures.

4. Summary of Proposed FY2024 Budget Approved by Parish Committee on April 27, 2023

Total Projected Revenues for FY2024	\$569,737
Total Projected Expenses for FY2024	\$589,908
Budget Deficit (including depreciation expense)	\$20,171

Proposed Budget Notes:

- a. With Stewardship Committee’s diligence, as of the writing of this report, next fiscal year’s pledges are currently at \$213,815.
- b. FP will still benefit from the twelve-quarter average method for funding the endowment. Next year’s 4.5% draw will be \$220,000; however, in the future it is anticipated that this draw will be reduced when it accounts for the past year’s downturn in the market.
- c. FPM is at capacity for rentals from our long-term renters, i.e.; the Carriage House Nursery School, Music Together and AA; as well as a new renter, a Tae Kwon Do school. Single event rentals, i.e.; weddings and Parish Hall rentals- hopefully will increase now that it appears COVID is behind us.
- d. The FY2024 Budget restored line items pertaining to FPM’s large fundraising events, i.e., the silent auction and yard sale. We moved the auction to FY24, given that we project a large surplus in FY 23.
- e. The Parish Committee voted to continue the popular practice of allocating two (2) monthly Sunday Collections towards groups identified by the Social and Environmental Justice Committee, which comports with our mission and doesn’t significantly impact our revenue line.

5. Conclusion

Despite the downturn in the stock market, FPM’s financial outlook remains strong. The hiring of a family minister to oversee our religious education programming will hopefully attract more young families to the Parish. The Finance Committee has begun working on a Capital Budget, which will be in full-swing by next fiscal year.

I’d like to thank Finance Committee members Hale Smith, Craig Perzan, and Steve Kruskall, as well as Congregational Administrator, Susan DeMinico, for their tireless work refining the budget. Lastly to comport with good financial practices, the Treasurer’s baton will be passed to Guy Pugh, who will assume the role next fiscal year. In closing, I thoroughly enjoyed my time as treasurer of First Parish Milton, and look forward to its continued financial success.

Respectfully submitted,
Catherine Sheedy-McGonagle, Treasurer and Finance Committee members Hale Smith, Craig Perzan, and Steve Kruskall

Report of the Trustees of Parish Funds Calendar Year Ended 12/31/2022

Mission:

The Trustees of Parish Funds (“Trustees”) are responsible for overseeing the management of the Church endowment. The investments of the Endowment are for the exclusive benefit of the Church and donor-restricted purposes or beneficiaries.

2022 Investment Performance:

Total market value of \$6,818,752 at 12/31/2022 was \$2,230,322 below the prior year value of \$9,049,074. The change represents an overall 24.6% decrease, including withdrawals from both unrestricted and restricted funds. The endowment’s total market value was comprised of \$4,481,200 in unrestricted funds and \$2,237,552 in restricted monies. Unrestricted and restricted funds fell by 25.3% and 23.2% respectively.

Domestic market indices in 2022 were down 19.4% and 33.1% for the S&P 500 and Nasdaq respectively. The developed international markets (as measured by the MSCI EAFE index - Europe, Asia, and Far East) returned a negative 14.5%. The endowment’s overall investment loss, including fees but before spending was 21.8%.

The FY2022 unrestricted endowment draw was \$215K or 4.9% of endowment based on the trailing twelve-quarter market value average for the period ended 12/31/2020. Restricted endowment draw, also based on the twelve-quarter average market value, was \$64K or 3.2%, yielding an overall total spending rate of 4.4%. Manager fees (\$57.0 net of 2021 fees) and custodial fees (\$13.3K) represented 1.0% of 2022 average endowment.

The portfolio’s asset allocation at 12/31/2022 was 86% in equities and 14% in fixed income and cash.

The charts below depict endowment year-end asset mix and the change in market values for the 15 month period from 12/30/2021 through 4/5/2023.

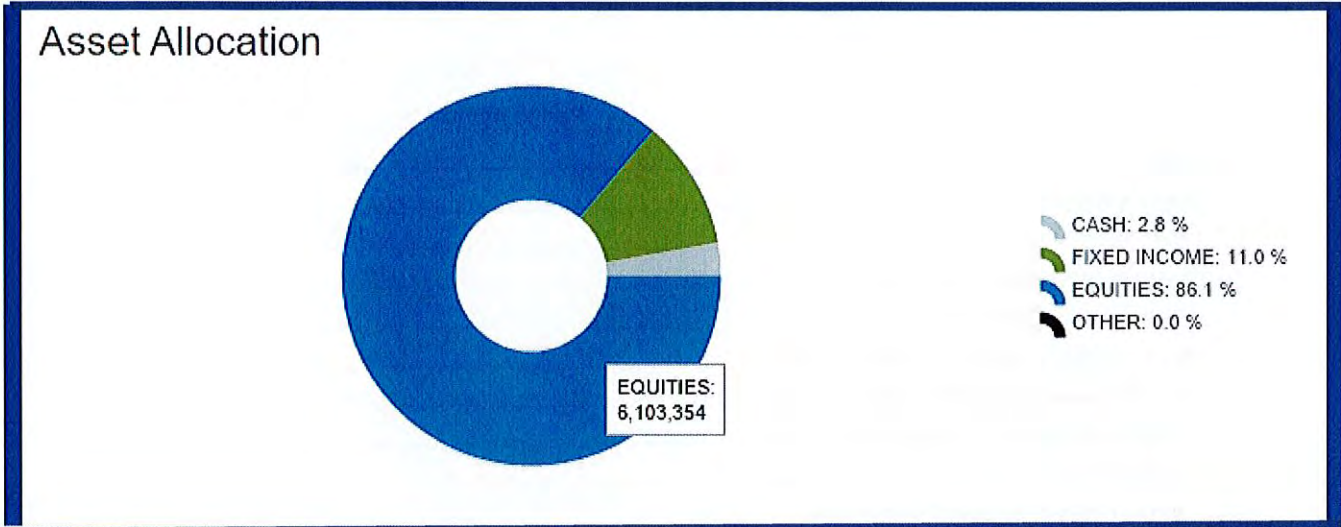
Other 2022 Activities:

Trustees and the Parish Committee continued efforts to define an endowment spending policy based on the church’s long-term operating target of 4.5%. The goal is to create a policy that both promotes financial discipline while also allowing flexibility to address major market disruptions and FPM’s long-term capital needs.

Signed: Hale Smith, Chair of The Trustees

Members: Roger Gray, Elise Henricks, David Leggett, Andrew Maloney, Catherine Sheedy (ex. officio)

Asset Allocation as of 12/31/2022



Endowment Market Value 12/31/2021 – 4/5/2023



Milton Residents Fund	
Profit and Loss - Parish Members Fund	
January - December 2022	
	Parish members
Income	
Donation Income	
Fiduciary Deposit	14,877.96
Governor Stoughton Fund Income	
Individual Donation Income	
Milton Residents Fund Community Donations	
East Congregational Church Income	
Friends of Council on Aging Income	
Fuller Village Donation	
Milton Police Charitable Fund Income	
Other Donation Income	
St. Michaels Church Income	
Tim's Concert Income	
Total Milton Residents Fund Community Donations	\$ 0.00
Total Income	\$ 14,877.96
Gross Profit	\$ 14,877.96
Expenses	
Accounting fees	
Bank Charges & Fees	
Henry B. Martin gifts to clients	
Quarterly grants	
Total Henry B. Martin gifts to clients	\$ 0.00
Legal & Professional Services	
MRF Gift to Client	
Copeland Foundation Distributions	
Fuel/heat assistance	
Housing	
Medical	
Utilities/non-heating	
Total Copeland Foundation Distributions	\$ 0.00
Gov. Stoughton Distributions	
Education/Advancement	
Heating assistance	
Housing assistance	
Medical	
Other	
Summer Camps	

Utilities	
Total Gov. Stoughton Distributions	\$ 0.00
Other MRF Distributions	
Auto	
Clothing	
Education	
Fuel	
Holiday Gifts	
Housing	
Medical	
Other	
Summer Camp	
Utilities	
Total Other MRF Distributions	\$ 0.00
Total MRF Gift to Client	\$ 0.00
Office Phone	
Office Supplies & Software	
Other Business Expenses	
Payroll Expense	
Payroll fee	
Payroll taxes	
QuickBooks Payments Fees	
Swift Fund gifts to clients	
Quarterly grants	
Total Swift Fund gifts to clients	\$ 0.00
Taxes & Licenses	
Total Expenses	\$ 0.00
Net Operating Income	\$ 14,877.96
Other Expenses	
Reconciliation Discrepancies	
Total Other Expenses	\$ 0.00
Net Other Income	\$ 0.00
Net Income	\$ 14,877.96

Milton Residents Fund			
Profit and Loss by Division			
January - December 2022			
	Copeland	Gov Stoughton	MRF General
Income			
Donation Income			3,225.00
Fiduciary Deposit			13,927.32
Governor Stoughton Fund Income		85,000.00	
Individual Donation Income			42,315.00
Milton Residents Fund Community Donations			282.00
East Congregational Church Income			750.00
Friends of Council on Aging Income			1,500.00
Fuller Village Donation			1,475.00
Milton Police Charitable Fund Income			3,200.00
Other Donation Income			282.00
St. Michaels Church Income			300.00
Tim's Concert Income			261.18
Total Milton Residents Fund Community Donations	\$ 0.00	\$ 0.00	\$ 8,050.18
Total Income	\$ 0.00	\$ 85,000.00	\$ 67,517.50
Gross Profit	\$ 0.00	\$ 85,000.00	\$ 67,517.50
Expenses			
Accounting fees			3,600.00
Bank Charges & Fees			
Henry B. Martin gifts to clients			
Quarterly grants			
Total Henry B. Martin gifts to clients	\$ 0.00	\$ 0.00	\$ 0.00
Legal & Professional Services			
MRF Gift to Client			
Copeland Foundation Distributions			
Fuel/heat assistance	4,176.25		
Housing	10,686.00		
Medical	5,243.69		
Utilities/non-heating	4,999.06		
Total Copeland Foundation Distributions	25,105.00	\$ 0.00	\$ 0.00
Gov. Stoughton Distributions			
Education/Advancement		1,923.63	
Heating assistance		28,059.33	
Housing assistance		33,638.76	
Medical		3,190.00	
Other		1,231.22	

Summer Camps		54,838.18	
Utilities		13,720.30	
Total Gov. Stoughton Distributions	\$ 0.00	136,601.42	\$ 0.00
Other MRF Distributions			
Auto			8,907.18
Clothing			2,263.99
Education			39,645.28
Fuel			7,875.49
Holiday Gifts			2,924.81
Housing			6,175.65
Medical			4,744.09
Other			5,120.02
Summer Camp			3,982.28
Utilities			2,211.69
Total Other MRF Distributions	\$ 0.00	\$ 0.00	\$ 83,850.48
Total MRF Gift to Client	\$ 25,105.00	\$ 136,601.42	\$ 83,850.48
Office Phone			1,454.70
Office Supplies & Software			253.30
Other Business Expenses			346.00
Payroll Expense			
Payroll fee			161.25
Payroll taxes			
QuickBooks Payments Fees			
Swift Fund gifts to clients			
Quarterly grants			
Total Swift Fund gifts to clients	\$ 0.00	\$ 0.00	\$ 0.00
Taxes & Licenses			
Total Expenses	\$ 25,105.00	\$ 136,601.42	\$ 89,665.73
Net Operating Income	\$ 25,105.00	\$ 51,601.42	-\$ 22,148.23
Other Expenses			
Reconciliation Discrepancies			-0.10
Total Other Expenses	\$ 0.00	\$ 0.00	-\$ 0.10
Net Other Income	\$ 0.00	\$ 0.00	\$ 0.10
Net Income	\$ 25,105.00	\$ 51,601.42	-\$ 22,148.13

Religious Exploration 2022-23- Please see RE Committee Report

First Parish of Milton – Music Committee, 2022-23

The goal of the music committee is to assist the music director in providing support and guidance to the music program at First Parish. This year we were able to resume our regular choir schedule (for the most part) following two years of disruption due to the pandemic. Our three Hunsaker soloists, guest musician Dzidzor Amorin, and numerous members of our congregation contributed a rich and diverse offering of musical selections throughout the year with the goal of enhancing our worship. A special shout-out to the members of the Meetinghouse Choir who regularly went the extra mile to prepare and rehearse their anthems, singing beautifully as a result, and usually wearing masks while doing it due to COVID protocols. We'd like to thank all musicians and technical assistants, music committee members, and Pastor Lisa and our supportive administrative staff for a challenging but successful year of music-making.

Signed, Timothy Steele, Music Director

Committee chairs: Pat Neves, Claudia Wellington; Committee members: Penny Knight, Guy Pugh, Rosemary Zander, Patricia Ostrem, Jeff Stoodt, Bebe Williamson, Penny Partridge & Owen Hartford

First Parish of Milton – MCC Committee, 2021-22

The goal of the MCC Committee is to produce four concerts for the enjoyment and benefit of the town of Milton and neighboring communities, while celebrating diversity and community. This year we produced four successful concerts: "Sharing Ourselves, Reuniting Our Voices: Music by Carol Koffinke" which featured professional vocal and instrumental soloists along with a combined choir of local churches; "Let's Celebrate: Living Holiday Traditions in America", a co-production with White Snake Projects of four world premiere musical dramas celebrating diverse cultures and holiday traditions; "Tunes and Tosses: An afternoon with Virtuoso Musician and Juggler Stuart Ryerse (and Friends)"; and the eighth annual "Sing For Their Supper" benefit concert. A significant amount of money was raised to support the Milton Food Pantry, Milton Residents Fund, and the Boston Chinatown Neighborhood Center. We thank our committee members and church administrative staff for their invaluable help.

Signed, Timothy Steele

Committee Chair: Patricia Ostrem; Committee members: Bebe Williamson, Lisa White, L. Tucker Smith, Jeff Stoodt, Claudia Wellington, Laurie Macintosh, Keith Brinkley, Cynthia Harmon & Brother Dennis Slaughter

Committee Reports 2022-2023

Building & Grounds Annual Report

It's been another busy year as B&G works with Climate Action to determine projects to decrease our Carbon Footprint.

Large projects include: The link was painted. The Clapboards on 2 sides of the Parish Hall were replaced with cement board. This rids the area of lead paint near the Nursery School which was a priority. A security camera was installed to oversee the back parking lot. This will increase security and is appreciated by our local police. The biggest project of the season was due to extensive flooding in the Activity room. The damage included floor being pulled up, heating elements needing to be replaced and a need for a way to stop future flooding. A sump was installed. In consultation with Climate Action, we agreed that installing a heat pump was a better idea than replacing the old system. It had the advantage of adding AC to a busy rental space and beginning to address our climate needs. The space was also upgraded by new flooring and paint. If anyone is interested in a complete list of B&G work please e-mail Beth Gray-Nix. Tudorbgn@comcast.net. B&G would like to issue a huge thankyou to Church Staff Susan and Kevin.

Respectfully submitted,
Beth Gray-Nix
Henry McLean
Heather Scranton
Richard Venable

Caring Committee Annual Report

The Caring Committee currently has six members. The committee meets monthly from September through June, and remains in contact with each other, with the minister, and with church administration as needs arise. The function of the committee is to facilitate parishioner response to needs within the First Parish community, with the goal of both meeting the needs and of developing a deeper sense of community among parishioners. This vision has been particularly critical as we have weathered the pandemic.

As of the time of writing this report, fifty-eight acts of service were met throughout the past year. These include meal deliveries, rides, filling errands, sending cards, and checking in to connect and offer support. In addition, with support of the First Parish Community, care packages containing gift cards were sent to thirteen college-aged youth from First Parish families. The decision to send gift cards rather than packages this year was made to ensure a more efficient use of the funds raised. This project is designed to ensure that our youth know they are not forgotten in our community.

The work of this committee would not be possible without the generous responses from the First Parish community, whose members are consistently quick to fill any requested needs.

Respectfully submitted by

Amy Norton and Laura Reis, Co-Chairs

Members: Marie-Laure Brown, Suzanne Glazer, Lisa White & Emma Jean Moulton

Finance Committee Annual Report

Please see joint Finance-Treasurer report above.

Hospitality Committee Annual Report

The Hospitality Committee is responsible for overseeing social hour, the kitchen, as well as hosting some of our congregational events.

We were able to return to in-person social hour that was more in line with pre-COVID times. The committee has recommended simplified hosting to encourage people to sign up.

Some highlights this year were:

- A reprise of the outdoor harvest supper on a beautiful autumn night with wonderful entertainment provided by our talented First Parish singers and musicians.
- Two joint Membership/Hospitality brunches: welcome back in the fall and mid-winter in February.
- We will be hosting the luncheon at our annual meeting to be held in person for the first time since 2019!

Many, many thanks to everyone on the committee for their creative contributions, all those who hosted a social hour, the Harvest Supper musicians, and to Susan, Sherri and Kevin for all their support throughout the year!

Amy Kavadlo, co-chair; Natalie Monroe, co-chair; Jen Pinkus, co-chair; Marie-Laure Brown, Didi Emmons, Anita Penta, Andy Strang & Allison Zippay

Membership Committee Annual Report

The Membership Committee's goal this year was to engage deeply with members of our community, both prospective and current. This year, we held events to give people the opportunity to deepen their understanding of what it means to join and be part of our UU denomination. We offered both the UU Elevator Speech group again as well as two other

virtual courses through the “Faith Forward” programming. We worked with Hospitality on two welcoming brunches and offered a socializing evening to connect members who have joined within the last five years to be sure they are feeling connected. Having in-person activities this year has been joyful, and we plan to wrap up the church year by reaching out to members who have not been in attendance to see if we can draw them back into the fold. We will end the church year with a pot luck picnic. We lost one committee member during the year, but the creative energy of the group kept us able to continue programming. We look forward to continuing these connected activities in the coming year. I am grateful to serve with such a dedicated group.

Respectfully submitted,

Leslie C MacPherson, Membership Chair

Committee Members: Debbie Asebai, Chris Hart, Jeff Stoodt, Dianna Wilson, Steve Yakutis

Committee on Ministry Annual Report

The goal of the Committee on Ministry is to support the minister by confidentially consulting on church affairs monthly. This year, we helped smooth the transition from our sabbatical minister to our settled minister. We also considered matters such as membership and the spiritual health of our community. We'd like to thank Committee members for their listening and keen insights.

Signed, Jeff Stoodt, Chair of Committee on Ministry

Committee Members: Karl Pastore, Laura Reis, Andrea Geyling Moore, Lisa Ward

The Committee on Ministry is appointed jointly by the Parish Committee and the Minister.

Personnel Committee Annual Report

Our committee this year included Tom Kemp, Michael Chinman, Mary Blanchette, Joe Ayoub and myself.

We met usually monthly, by zoom on some occasions and in person when COVID restrictions allowed. Rev. Lisa Ward joined us occasionally.

Issues discussed included the development of a new Personnel Policies and Procedures manual, and the Religious Exploration position.

We engaged Liam O’Connell, an employment attorney with Nutter, McLennan and Fish who wrote a new Handbook and provided a training session for leadership at First Parish. Joe Ayoub is to be commended for his hard work in bringing this to fruition. The Handbook was adopted by the Parish Committee.

In the course of discussions about an employee turning 65 and going on Medicare, we discovered that there was no clear practice as to where documents are kept, including First Parish contracts. We anticipate addressing these issues, and others, in the year ahead.

During this difficult time of COVID 19 crisis, the Personnel Committee is grateful for the extraordinary commitment and creativity our entire staff has shown, particularly Rev. Lisa. Their dedication to our faith community is greatly appreciated.

Respectfully submitted,
Bebe Williamson Chair, Personnel Committee

The Religious Exploration Committee

The religious exploration committee supports and fosters the community life of the children and families of our congregation. This has been a year of working and growing in liminal space, as we ran lay-led programming and envisioned the new role of Director of Family Ministries. In planning this year, the committee worked with RE consultant Lily Rappaport and benefitted from her extensive experience.

This year, we ran four RE classes - serving approximately 21 children and youth, including several new children and their families. We offered Spirit Play to our youngest members, in preschool through grade 1, featuring Montessori-based storytime. Our upper elementary group participated in Holidays and Holy Days, learning about world religions through a lens of celebrations (and some cooking lessons too!). Our middle school group started the year with Neighboring Faiths. After the Sunday morning schedule proved challenging, we pivoted to an occasional Sunday evening youth group model for this age group, and early signs suggest this will be more successful. Our high school youth worked with mentors to complete the Coming of Age program. We are incredibly grateful to everyone who taught and mentored in these programs.

Outside of weekly classes, we held monthly workshops for children and youth, bringing outside groups and speakers to our program. A racial justice workshop with Wee the People, a yoga workshop, and an interactive conservation program on turtle habitats were highlights of these workshops. In addition, we enjoyed another successful Christmas Pageant. A huge thank you to Steve Yakutis and all of the pageant performers. The Easter egg hunt and a child-hosted social hour were other highlights of our year together. We look forward to sharing more about our year with the congregation during RE Sunday, on May 21st.

We thank Dana and Susan for all their service to RE as they finish their terms and we welcome Trista to the committee.

Signed, Bridget Sitkoff, Chair of Religious Exploration

Committee Members: Paul Casaz, Dana Clancy, Susan Korman, Jenny Lofgren

Social & Environmental Justice Committee 2022-2023

The goal of the S&EJ committee is to organize and facilitate opportunities for church members and friends to advance social and environmental justice, provide support for communities in need, and advocate for legislative and community change.

Social Justice Work

- Provided Monthly volunteer support for Fair Foods (Roxbury Food Pantry) and bimonthly lunch making for MainSpring (Brockton)
- Conducted a clothing/household goods collection for the Haitian refugees residing in Mattapan and Dorchester and supported the families from Syria that were sponsored through the Milton Interfaith Clergy Association (MICA)
- Coordinated the FPM participation in the Luis D Brown Mother's Day Walk for Peace and was active in support of Black Lives Matters Stand outs and the newly established FP Racial Justice Task Force. Blessing bags were also filled and delivered over MLK Weekend

Environmental Justice Activities

- Supported the Climate Action Team with the implantation of the Climate Action Plan for First Parish with the goal of "Getting to Zero" by 2035.
- Continued to support the nationwide stand out effort in support of the need to address the climate crisis. On the 11th Day of each month, FP members and friends stood out in front of FP ringing bells and holding signs bringing attention to the climate crisis.
- Have begun to look at the work of "Third Act" an organization hoping to shift investments from banks supporting the Pol/Gas industries to banks with more sustainable energy investment practices.

The Social & Environmental Justice informational brochure was updated to reflect current projects and activities.

Share the Plate: Coordinated by S&EJ, the FPM Share the Plate program has raised more than \$13,000 from out bimonthly congregation wide collections. Donations supported a variety of nonprofit organizations, including: UU Urban Ministry, Fair Foods, Right Question Institute,

Prison Book Program, THRIVE-GULU, AFAB-Association of Haitian Women, Dorchester YMCA, UU Mass Action, Immigrant Family Services Institute, Fund for Global Human Rights, International Institute of New England, Stone House, Milton Coalition, Reclaim our Vote, Sunflower of Peace, Syrian Refugee Program-MICA, Mass Interfaith Power & Light, Louis D. Brown Peace Institute, White Helmets, and Courageous Conversations.

The committee would like to thank the office staff at FP (Sherri and Susan), all the volunteer lunch makers and Fair foods volunteers for their efforts over the last year. Special thanks also to Rev. Lisa for her active participation both at community meetings and as a volunteer in service projects. Finally, we really appreciate the support of the Parish Committee in allowing us to coordinate a very successful Share the Plate Effort that supported so many worthy programs. Committee Members: Pat Gallivan (Chair), Tucker Smith, Tony Dutzik, Peter Schneider, Cynthia Guise, Tracey Robinson, Mary Blanchette, Deb Larson-Venable, Jennifer Grant, Lynne Stack, Ellen Barr, and Natalie Monroe.

Stewardship Committee Annual Report

This year's Stewardship Committee has consisted of Charles Franich (chair), Mallory Digges, Eric Miller, and Mark Ostrem.

The primary task of the Stewardship Committee is to conduct each year's Annual Budget Drive by soliciting financial commitments from our membership to meet the needs of the following fiscal year's Operating Budget, which begins each July 1st. We have also worked very hard over the past several years to increase the congregation's understanding of what it takes financially each year to keep First Parish thriving.

The Committee has continued the use of email and our online pledge form this year, which significantly improves our ability to more efficiently chart our progress as the Drive unfolds. Much of this technical improvement has been driven by the prodigious IT skills of Eric Miller on the Committee and Susan DeMinico in the Office for which we are very grateful. Anecdotal feedback from members suggest that our approach has also meant greater efficiency for our members, the end-users. However, we also recognize that it reduces the opportunities for members to give feedback about how they are feeling about the status and welfare of our community, which used to be a more robust feature in the days when we did face-to-face interviews. Members are invited to let the Committee know their opinions about that.

This year the Committee chose to change our past tradition of holding a January Thank-You gathering for our Sustaining Donors in favor of an event for the entire congregation. We had originally scheduled this as a January kick-off for the Budget Drive, but due to renewed concerns about a possible January COVID spike following the Christmas/New Year's holidays, we re-scheduled it as a celebration of the completion of the Budget Drive for Commitment Sunday on March 19th. Our inaugural event, which we called "A Gathering in Gratitude," served a multi-course meal to more than 60 of our members, included some lively

entertainment, and provided the opportunity for members to publicly express their appreciation for anyone whose efforts on behalf of First Parish they wanted to recognize. By all accounts, the event was a success and thankfully did not result in any reported spreading of illness.

The Committee reached out to 113 households during this year's Drive, and as of April 12, we have received some form of financial commitment from **87 households** totaling **\$212,935**, for an average pledge of approximately **\$2,448**. This year's total represents an approximately **6% drop** from last year's April total of \$221,959.

Several households who pledged last year have not yet pledged this year. If you have not yet done so, **it is never too late**, and a financial commitment of any amount would be much appreciated. Please remember that it is an expectation of membership in the First Parish community that each member make some kind of annual financial contribution of record. The amount is always up to you.

The chair would like to express his sincere gratitude for the hard work of each of the Committee members throughout the last several months. Our collaboration has been thoroughly enjoyable. And finally, many thanks to each of the members of our congregation for all your efforts, financial and otherwise, to keep First Parish in Milton a thriving beacon of hope in our world.

Respectfully submitted,

Charles Franich, Chair
Mallory Digges,
Eric Miller
Mark Ostrem

Worship Committee Annual Report

The Worship Committee works with Reverend Lisa to create and support meaningful spiritual experiences for the congregation. We seek to sustain and grow our faith community by helping to lead Sunday worship, supporting lay-led and Guest Minister services, and working to create sacred space in the Meetinghouse. We also coordinate the summer services, led by members of our congregation.

At our retreat this year, we generated "*authenticity, silence, storytelling and connection*" as guiding words for worship. We worked with our sabbatical minister Tricia Brennan to get a smooth start to the church year, and continued to connect by having regular faith reflections by community members. Our summer services were diverse, thought-provoking and fun due to

the many contributions from our lay-leaders and participants. We worked to pay attention to sound issues in the Meetinghouse to try to improve audio accessibility for all.

Kudos to departing members Penny Partridge, the enthusiastic driving force behind the success of our summer services, and Franc Graham, who brought creativity and spark to every meeting. We are also grateful to Rev Tricia Brennan for making the sabbatical period feel so easy and seamless, and to Rev Lisa Ward for guiding us with compassion and a spirit of fun.

Chair, Elise Henricks

Committee Members: Amy Kavadlo, Franc Graham, Tom Kemp, Chris Clifford, Dottie Pitt, Lisa White, Penny Partridge, Katie Vhay; ex-officio Rev Lisa Ward

Youth Action Committee-No Report Submitted.

AD Hoc Committee Reports

Ad Hoc Adaptive Change Committee

Our Goal: to re-imagine how we might connect and strengthen our Faith Community while sustaining and growing the congregation by examining the assumptions and culture of FPM.

Our work this year:

- Meeting w/ RE Transition Specialist, Lily Rappaport – attendees included RE teachers and FPM members as well as ACT (*June*)
- Working w/ RE, Worship & Parish Committee Chairs to share ideas and observations generated by ACT including possible future projects for FPM – see below (*Summer*)
- Leading an adaptive change Discernment exercise w/ All Church Council @ FMP Identity statements to model the work we have been engaged in and encourage committees to think beyond the box (*October*)

At our September Retreat (and in subsequent conversations and emails) we acknowledged that our charge was to “imagine” possibilities and not to “implement” change; the Team felt that the work of adaptive change needed to move out into the Faith Community through committee work and Projects, such as:

- Communications
 - Supporting the Communications Committee’s on-going work

- Assisting in creating templates for “getting the word out” so that committees don’t have to “re-invent the wheel” for every event (internal or public)
- Reducing inter-committee overlap & redundancy by encouraging cross-communication (this connects w/ Structural Overlap a.k.a “The Octopus”)
- The Narthex Renewal! The entrance to the Meetinghouse is our public welcome mat and should reflect who we are as a Faith Community and all the incredible work that we do...
- Continued work w/ RE as that program evolves

At this point the consensus is that the work of this ad-hoc committee is done.

Members: Steve Yakutis (facilitator), Jonah Beukman, Bill Kelley, Sue Korman, Leslie MacPherson, Patricia Ostrem, Dottie Pitt, Becky Stiles, Lisa White & Rev. Lisa Ward

Report of the Ad Hoc Climate Action Team

The Ad Hoc Climate Action task group was charged with preparing a multi-year plan for our “Getting to Zero” initiative (G2Z). After the annual meeting last year, the work of the Climate Action Team was divided into three subgroups:

Facilities/Building working group

Members: Henry MacLean (chair), Richard Venable, Beth Gray-Nix, Hale Smith, Susan DeMinico
 Updates:

- worked with Mass IP&L and develop a multi-year plan for facilities and building improvements including timing, phasing, and estimated costs
- report from MA IP&L was delivered this spring and is currently under review
- multi-year plan will involve a series of projects over the next 5-10 years
- Next steps: collaborate with Parish Committee, B&G, and Trustees to decide on first projects to be funded and completed in FY24

Landscaping working group

Members: Mary Blanchette (chair), Beth Gray-Nix, Marie-Laure Brown, Deb Larson-Venable
 Updates:

- Established leaf compost area (behind NE corner of the Link)
- Planning for more tree plantings on campus
- Planning garden for new Wayside pulpit area

Education & Learning working group

Members: Tracey Robinson (chair), Tony Dutzik, Lynne Stack
 Updates:

- Published series of Climate action and Eco tips articles in the Link/FPM website
- Conducted survey of members to discover topics of interest
- Helped organize recent “view & chew” potluck for Bill McKibben talk

Ad Hoc Heritage Committee

The Ad Hoc Heritage Committee was formed in 2017 at the request of Rev. Lisa Ward for the purpose of reviewing, evaluating, cataloguing, and either storing, re-locating, or disposing of various materials held at First Parish, including documents, books, furniture, etc. The primary goals were to create space, identify legally required, historically important and/or monetarily valuable items, and archive them in such a way as to preserve them more effectively and render them more accessible to the First Parish community.

The committee continues to sort through what is still a fairly large trove of church documents, determining which items have continued administrative, legal, or historical value and which items can be safely recycled and/or shredded. In particular this year we have been focused on finding, cataloguing and storing the Warrants and Annual Reports for the past approximately 100 years as well as collecting the Parish Committee meeting minutes for at least the past several years. The committee continues to seek new members to help with this process.

Respectfully Submitted,

Charles Franich, for the Ad Hoc Heritage Committee members, Beth Gray-Nix, Steve Kruskall, and Glenn Pavlicek

Ad Hoc Legacy Giving Committee

Legacy Giving is an ad hoc committee formed in spring 2021 to develop a legacy giving program at First Parish, as charged by the Parish Committee. Many Unitarian Universalist churches across the country, particularly those with an endowment, have a formalized estate planning or legacy giving program through which parish members may provide a gift to the church through their will or estate planning. These programs typically follow “best practice” guidelines available from the UUA (and/or many other types of nonprofit organizations). Those guidelines recommend establishing a committee to design and implement a formalized process in the congregation.

The members of the ad hoc committee are Mike Bello, Andrew Maloney, Roberta Williamson, and Allison Zippay (facilitator). The Committee is in the process of following a plan for program implementation aligned with their charge from the Parish Committee.

Activities 2022-23

The Legacy Giving Ad Hoc Committee has completed the following:

- Reviewed information provided by the UUA on models and best practices for establishing a legacy giving program, and incorporated these into their program planning;
- Drafted written materials for the First Parish community on the purpose and processes of a legacy giving program; these will be available, beginning in May 2023, on the First Parish website, in a hard copy brochure, and in notices in the Link.

In addition, the committee will provide information to the congregation regarding the purposes and processes of a Legacy Giving Program through the following activities:

- Providing a faith reflection on the topic of legacy giving (June 2023);
- Hosting an information session on estate planning (June 2023);
- Planning in-person requests for legacy gifts (summer 2023);
- Communicating with the Parish Committee regarding how a legacy giving program may be sustained in terms of personnel to continue its work overtime.

Respectfully submitted,
Allison Zippay

Ad Hoc Racial Justice Task Force Annual Report

The Racial Justice Task Force (formerly Racial Justice Focus Group) goals in 2022-2023 included:

1. Develop a core group of racial justice leaders to guide and facilitate First Parish's discernment process on adoption of the 8th principle* in 2023.
2. Promote racial justice themes and messaging during sermons, faith reflections and music.
3. Conduct and promote racial justice dialogue, education and outreach to support FP members, committees, staff and leadership throughout the year.
4. Foster internal and external activities to support members, First Parish, and the greater community contemplate what it means to live into the 8th principle.
5. Identify resources needed for First Parish to develop and implement a strategic plan to meet and support congregational evolution into living the 8th principle as part of our spiritual journey.

This year, the RJTF participated in community racial justice events and shared our experiences, resources, and reflections with each other during our monthly meetings. We developed communication strategies on the 8th principle and provided support to the minister and worship committee with faith reflections and a service centered on racial justice and what it

means to vote on and live into the 8th principle. We facilitated listening sessions to hear what members thought about the 8th principle and needed before they vote on whether to adopt it during the annual meeting. We also created an 8th Principle backgrounder and published racial justice activity updates in the Link. Finally, we kept abreast of the UUA process for reviewing/changing Article 2 (principles and sources).

We'd like to thank Rev. Lisa for her leadership, to the SEJ members for their tireless social and environmental work and activism, and to everyone who participated in an 8th Principle listening session!

Signed,

Ellen Barr and Pat Neves, Co-Chairs of the Racial Justice Task Force

Committee Members: Jim May, Debbie Alsebai, Dottie Pitt, Elyse Hendriks, Rev. Lisa Ward, Pat Gallivan, Katie Vhay

First Parish Milton Unitarian
Budget vs. Actuals: FY_2021_2022 - FY22 P&L

July 2021 - June 2022

	Total	
	Actual	Budget
Income		
4000 Pledged Income	217,743.28	225,000.00
4010 Unpledged Income	5,334.23	6,530.00
4100 Fundraisers		
4101 Church Auction		12,000.00
4102 Holiday Sale		647.00
4103 Chocolate Auction	2,348.87	2,700.00
4104 Xmas Trees		2,747.00
4105 Youth Activities		1,300.00
4106 Yard Sale	4,142.15	5,000.00
4107 Wayside Pulpit	962.54	
Total 4100 Fundraisers	\$ 7,453.56	\$ 24,394.00
4200 Sunday Collections	7,254.65	5,793.00
4300 Endowment Income		
4311 Restricted - Barry	14,507.00	12,622.00
4320 Restricted - Social Worker	0.00	8,552.00
4340 Unrestricted	198,996.50	198,708.00
Total 4300 Endowment Income	\$ 213,503.50	\$ 219,882.00
4351 Restricted 1x Gift	1,464.86	
4600 Rental Income		
4560 Yoga	3,190.00	6,013.00
4610 Nursery School	24,300.00	19,000.00
4620 Music Together	9,895.00	9,680.00
4640 Social Worker Office	2,000.04	2,000.00
4650 AA	1,775.00	2,000.00
4660 Single Event Rents	11,173.75	6,209.00
Total 4600 Rental Income	\$ 52,333.79	\$ 44,902.00
4700 Charitable Collections		
4220 Charity (Sunday) Collections	13,536.30	9,795.00
Total 4700 Charitable Collections	\$ 13,536.30	\$ 9,795.00
4800 Church Gifts	6,507.56	7,650.00
Unapplied Cash Payment Income	72.00	
Total Income	\$ 525,203.73	\$ 543,946.00
Gross Profit	\$ 525,203.73	\$ 543,946.00
Expenses		
6100 ADMINISTRATION		
6105 Advertising	650.00	

6110 Vanco/Breeze Service Charges		2,168.38		3,623.00
6115 Computer Software & Hardware		8,579.70		5,969.00
6120 Dues/Subscriptions				305.00
6125 Miscellaneous				81.00
6130 Postage		530.56		606.00
6131 HR Expenses		2,513.35		
6135 Copier Rental and Insurance		3,036.68		4,752.00
6140 Professional Fees				
6141 Accounting		17,940.50		14,501.00
6143 Payroll Processing		1,971.72		1,820.00
6144 Technology Services		2,440.00		1,476.00
Total 6140 Professional Fees	\$	22,352.22	\$	17,797.00
6145 Office Supplies		2,262.07		2,531.00
6150 Telephone		4,596.10		4,601.00
6170 Charitable Collection Expense				
6480 Sunday Collections		13,599.30		9,795.00
Total 6170 Charitable Collection Expense	\$	13,599.30	\$	9,795.00
Total 6100 ADMINISTRATION	\$	60,288.36	\$	50,060.00
6190 INSURANCE				
6192 Liability		14,902.00		12,252.00
6194 Umbrella				209.00
6196 Worker's Compensation		1,822.00		3,912.00
Total 6190 INSURANCE	\$	16,724.00	\$	16,373.00
6200 COMMITTEE				
6205 Caring				360.00
6220 Hospitality		1,445.20		1,600.00
6221 Heritage		176.20		500.00
6225 Membership		663.82		588.00
6227 Ministry		258.83		377.00
6230 Music		2,034.29		3,000.00
6228 Contract Musicians		2,342.96		4,296.00
6229 Hunsaker Soloists		5,825.00		2,863.00
Total 6230 Music	\$	10,202.25	\$	10,159.00
6235 Parish		2,210.37		1,888.00
6240 Religious Education		3,067.98		3,616.00
6245 Social Action		1,001.97		2,400.00
6255 Worship		2,970.50		2,621.00
6256 Worship-Other		325.00		506.00
6257 Summer Worship		875.00		2,120.00
6259 Flowers		476.60		665.00
Total 6255 Worship	\$	4,647.10	\$	5,912.00
6260 Youth Adult		72.23		2,600.00
6290 Stewardship		371.48		3,000.00

Total 6200 COMMITTEE	\$	24,117.43	\$	33,000.00
6270 Yoga Expense		3,000.00		3,600.00
6300 COMPENSATION				
6301 Minister		102,378.38		102,178.00
6320 Minister Professional Expenses		5,536.55		6,218.00
6360 FICA for Minister		7,831.98		7,786.00
Total 6301 Minister	\$	115,746.91	\$	116,182.00
6303 Office Manager		41,317.64		41,318.00
6325 Office Manager Prof Expenses		700.81		1,000.00
Total 6303 Office Manager	\$	42,018.45	\$	42,318.00
6304 Music Director		22,819.02		22,819.00
6308 Sexton		17,367.08		18,005.00
6309 Office Administrator		21,174.40		21,382.00
6311 Director of RE		28,846.20		53,998.00
6322 DRE Prof Expenses		332.86		2,000.00
Total 6311 Director of RE	\$	29,179.06	\$	55,998.00
6330 Employee Benefits				
6335 Health Insurance		19,751.86		34,931.00
6337 Retirement Contributions		17,365.16		33,208.00
6341 Payroll Taxes - Employer		10,149.71		12,967.00
6345 Disability		2,471.07		2,573.00
6346 Life Insurance		812.31		1,003.00
6347 Dental		1,160.35		916.00
Total 6330 Employee Benefits	\$	51,710.46	\$	85,598.00
6333 Sunday Childcare		1,661.25		3,000.00
6344 AV Staff for Sunday Morning		3,143.60		2,281.00
6349 Sabbatical Minister Expense				
6352 Sabbatical Reserve Expense		16,250.00		
Total 6349 Sabbatical Minister Expense	\$	16,250.00	\$	0.00
Total 6300 COMPENSATION	\$	321,070.23	\$	367,583.00
6420 DENOMINATIONAL DUES		19,321.00		19,321.00
6500 BUILDING/GROUNDS				
6510 Campus Maintenance		519.94		4,760.00
6520 Misc & Supplies		2,599.53		5,094.00
6530 Furnishings		2,196.64		1,000.00
6540 Landscape/Snow		18,980.00		19,000.00
6550 Maintenance Contracts		5,206.04		5,627.00
6570 Repairs		11,504.84		5,708.00
Total 6500 BUILDING/GROUNDS	\$	41,006.99	\$	41,189.00
6675 Security System Install Expense				
6676 Security System Fees		1,884.94		2,093.00
Total 6675 Security System Install Expense	\$	1,884.94	\$	2,093.00
6700 UTILITIES				

6710 Electric		-13,078.02		3,253.00
6720 Gas		12,478.05		7,705.00
6730 Oil		673.69		594.00
6740 Water		2,970.28		2,597.00
6750 Solar Electrical				25.00
Total 6700 UTILITIES	\$	3,044.00	\$	14,174.00
6800 FUNDRAISER EXPENSES				
6174 Youth Activities				600.00
6820 Holiday Sale				350.00
6830 XMas Trees		0.00		1,691.00
6899 Yard Sale Fees		163.60		800.00
Total 6800 FUNDRAISER EXPENSES	\$	163.60	\$	3,441.00
6850 Solar				
6856 Solar Loan 10-Yr Interest Exp.		1,892.84		1,231.00
Total 6850 Solar	\$	1,892.84	\$	1,231.00
6900 RENTAL FEES		167.40		
6910 Sexton		75.00		400.00
Total 6900 RENTAL FEES	\$	242.40	\$	400.00
Total Expenses	\$	492,755.79	\$	552,465.00
Net Operating Income	\$	32,447.94	-\$	8,519.00
Other Income				
8000 Investment Activity				
8103 Interest and Dividend Income		0.06		
Total 8000 Investment Activity	\$	0.06	\$	0.00
8200 Endowment Investments-Gain/Loss				
8201 Unrestricted-Gain/Loss		-1,102,864.62		
8202 Restricted-Gain/Loss		-375,807.24		
8203 Restricted (Barry)-Gain/Loss		-90,360.12		
Total 8200 Endowment Investments-Gain/Loss	-\$	1,569,031.98	\$	0.00
8520 Solar Income				
8252 Solar Panel Contributions		9,082.29		
Total 8520 Solar Income	\$	9,082.29	\$	0.00
8900 Milton Comm Concerts Income		3,303.88		
8920 Funds raised for Organ Fund		-1,012.50		
Total Other Income	-\$	1,557,658.25	\$	0.00
Other Expenses				
8901 Milton Comm Concerts Expense		3,151.14		
Total Other Expenses	\$	3,151.14	\$	0.00
Net Other Income	-\$	1,560,809.39	\$	0.00
Net Income	-\$	1,528,361.45	-\$	8,519.00

First Parish Milton Unitarian		
Budget vs. Actuals as of March 31 2022 - FY23 P&L		
	Total	
	Actual	Budget
Income		
4000 Pledged Income	165,477.34	222,000.00
4010 Unpledged Income	1,708.00	4,020.00
4100 Fundraisers		
4101 Church Auction		12,000.00
4102 Holiday Sale		647.00
4103 Chocolate Auction	3,655.00	2,407.00
4104 Xmas Trees		1,300.00
4105 Youth Activities		1,300.00
4106 Yard Sale	200.00	5,000.00
4107 Wayside Pulpit	-897.50	
Total 4100 Fundraisers	\$ 2,957.50	\$ 22,654.00
4200 Sunday Collections	5,442.80	7,637.00
4300 Endowment Income		
4311 Restricted - Barry	11,794.00	14,263.00
4320 Restricted - Social Worker	0.00	
4340 Unrestricted	165,159.00	220,207.00
Total 4300 Endowment Income	\$ 176,953.00	\$ 234,470.00
4600 Rental Income		
4560 Yoga	2,192.00	5,810.00
4610 Nursery School	17,008.00	25,512.00
4615 Positive Impact Taekwondo	7,423.00	
4620 Music Together	4,800.00	7,495.00
4640 Social Worker Office	1,500.03	2,000.00
4650 AA	950.00	1,600.00
4660 Single Event Rents	3,135.00	11,043.00
Total 4600 Rental Income	\$ 37,008.03	\$ 53,460.00
4700 Charitable Collections		
4220 Charity (Sunday) Collections	11,646.00	14,202.00
Total 4700 Charitable Collections	\$ 11,646.00	\$ 14,202.00
4800 Church Gifts		7,650.00
4801 Church Memorial (in Memory) Contributions	870.00	
Total 4800 Church Gifts	\$ 870.00	\$ 7,650.00
Unapplied Cash Payment Income	358.00	

Total Income	\$ 402,420.67	\$ 566,093.00
Gross Profit	\$ 402,420.67	\$ 566,093.00
Expenses		
6040 Depreciation Expense	10,271.75	
6100 ADMINISTRATION		
6105 Advertising	280.00	410.00
6110 Vanco/Breeze Service Charges	1,135.56	2,399.00
6115 Computer Software & Hardware	5,613.42	5,954.00
6120 Dues/Subscriptions		313.00
6130 Postage	518.80	560.00
6131 HR Expenses	1,881.60	1,000.00
6135 Copier Rental and Insurance	2,934.73	3,066.00
6140 Professional Fees		
6141 Accounting	13,674.75	16,448.00
6143 Payroll Processing	1,554.91	2,007.00
6144 Technology Services	275.00	3,335.00
6147 Website Design		6,000.00
6148 Legal Consultant Fees	3,500.00	3,000.00
6149 RE Consultant	1,500.00	7,500.00
Total 6140 Professional Fees	\$ 20,504.66	\$ 38,290.00
6145 Office Supplies	2,636.95	2,982.00
6150 Telephone	3,900.13	4,603.00
6160 Childcare-Events		200.00
6170 Charitable Collection Expense		
6173 Chocolate Auction	151.00	77.00
6480 Sunday Collections	11,646.00	14,202.00
Total 6170 Charitable Collection Expense	\$ 11,797.00	\$ 14,279.00
Total 6100 ADMINISTRATION	\$ 51,202.85	\$ 74,056.00
6190 INSURANCE		
6192 Liability	12,753.00	12,742.00
6196 Worker's Compensation	2,212.00	2,478.00
Total 6190 INSURANCE	\$ 14,965.00	\$ 15,220.00
6200 COMMITTEE		
6205 Caring		500.00
6220 Hospitality	999.90	1,600.00
6221 Heritage		500.00
6225 Membership	244.79	593.00
6227 Ministry		349.00
6230 Music	1,555.61	3,000.00

6228 Contract Musicians	2,150.00	2,145.00
6229 Hunsaker Soloists	3,900.00	5,656.00
Total 6230 Music	\$ 7,605.61	\$ 10,801.00
6235 Parish	1,423.78	1,907.00
6240 Religious Education	4,215.00	3,600.00
6245 Social Action	1,756.21	2,400.00
6255 Worship	928.40	2,647.00
6256 Worship-Other		269.00
6257 Summer Worship	764.77	1,178.00
6259 Flowers	266.00	348.00
Total 6255 Worship	\$ 1,959.17	\$ 4,442.00
6260 Youth Adult		2,600.00
6290 Stewardship	763.15	2,200.00
Total 6200 COMMITTEE	\$ 18,967.61	\$ 31,492.00
6270 Yoga Expense	2,100.00	4,176.00
6300 COMPENSATION		
6301 Minister	79,074.39	108,207.00
6320 Minister Professional Expenses	4,557.20	6,200.00
6360 FICA for Minister	6,049.22	8,277.00
Total 6301 Minister	\$ 89,680.81	\$ 122,684.00
6303 Office Manager	32,656.63	44,688.00
6325 Office Manager Prof Expenses	664.98	1,000.00
Total 6303 Office Manager	\$ 33,321.61	\$ 45,688.00
6304 Music Director	16,297.35	24,165.00
6308 Sexton	14,197.26	18,040.00
6309 Office Administrator	16,545.20	22,643.00
6310 Youth Advisor		16,500.00
6334 Youth Advisor Prof Develpmt		500.00
Total 6310 Youth Advisor	\$ 0.00	\$ 17,000.00
6311 Director of RE	12.44	
6319 Rainbow Youth Advisor	2,225.00	2,000.00
6330 Employee Benefits		
6335 Health Insurance	15,995.63	21,589.00
6337 Retirement Contributions	12,557.06	21,023.00
6341 Payroll Taxes - Employer	6,534.08	10,716.00
6345 Disability	1,711.44	3,852.00
6346 Life Insurance	623.77	868.00
6347 Dental	553.89	1,278.00
Total 6330 Employee Benefits	\$ 37,975.87	\$ 59,326.00

6333 Sunday Childcare	690.00	3,000.00
6344 AV Staff for Sunday Morning	1,965.00	2,743.00
6348 RE Coordinator		16,500.00
6351 RE Coordinator Prof Develop		1,000.00
Total 6348 RE Coordinator	\$ 0.00	\$ 17,500.00
6349 Sabbatical Minister Expense		17,875.00
Total 6300 COMPENSATION	\$ 212,910.54	\$ 352,664.00
6420 DENOMINATIONAL DUES	15,360.03	20,480.00
6500 BUILDING/GROUNDS		14,000.00
6510 Campus Maintenance	1,945.00	18,000.00
6520 Misc & Supplies	2,326.57	2,532.00
6530 Furnishings	467.88	1,878.00
6540 Landscape/Snow	13,870.00	18,367.00
6550 Maintenance Contracts	6,021.57	6,238.00
6570 Repairs	17,806.80	9,646.00
Total 6500 BUILDING/GROUNDS	\$ 42,437.82	\$ 70,661.00
6600 MAJOR Repairs Expense		
6601 Major Repairs	4,364.00	
Total 6600 MAJOR Repairs Expense	\$ 4,364.00	\$ 0.00
6675 Security System Install Expense	1,937.96	
6676 Security System Fees	1,079.04	2,564.00
Total 6675 Security System Install Expense	\$ 3,017.00	\$ 2,564.00
6700 UTILITIES		
6710 Electric	-6,290.10	-16,104.00
6720 Gas	11,147.95	13,338.00
6730 Oil	44.93	664.00
6740 Water	1,726.04	5,194.00
Total 6700 UTILITIES	\$ 6,628.82	\$ 3,092.00
6800 FUNDRAISER EXPENSES		
6174 Youth Activities		600.00
6820 Holiday Sale		350.00
6830 XMas Trees		1,600.00
6899 Yard Sale Fees		800.00
Total 6800 FUNDRAISER EXPENSES	\$ 0.00	\$ 3,350.00
6850 Solar		
6856 Solar Loan 10-Yr Interest Exp.	656.94	2,126.00
Total 6850 Solar	\$ 656.94	\$ 2,126.00
6900 RENTAL FEES		
6910 Sexton		103.00

Total 6900 RENTAL FEES	\$	0.00	\$	103.00
Total Expenses	\$	382,882.36	\$	579,984.00
Net Operating Income	\$	19,538.31	-\$	13,891.00
Other Income				
8200 Endowment Investments-Gain/Loss				
8201 Unrestricted-Gain/Loss		232,680.43		
8202 Restricted-Gain/Loss		133,657.06		
8203 Restricted (Barry)-Gain/Loss		7,723.99		
Total 8200 Endowment Investments-Gain/Loss	\$	374,061.48	\$	0.00
8520 Solar Income				
8252 Solar Panel Contributions		2,464.00		
Total 8520 Solar Income	\$	2,464.00	\$	0.00
8900 Milton Comm Concerts Income		3,786.36		
Total Other Income	\$	380,311.84	\$	0.00
Other Expenses				
8901 Milton Comm Concerts Expense		3,702.39		-795.00
Total Other Expenses	\$	3,702.39	-\$	795.00
Net Other Income	\$	376,609.45	\$	795.00
Net Income	\$	396,147.76	-\$	13,096.00

First Parish Milton Unitarian	
Balance Sheet	
As of March 31, 2023	
	Total
ASSETS	
Current Assets	
Bank Accounts	
1030 UU Milton Main Check-BofA #7928	162,730.88
1050 Major Repairs Checking #9548	7,810.66
1060 Milton Comm Concerts-BofA#-8607	595.22
Total Bank Accounts	\$ 171,136.76
Accounts Receivable	
1200 Unearned Pledges/Income	0.00
Total Accounts Receivable	\$ 0.00
Other Current Assets	
1499 Undeposited Funds	465.00
1500 PREPAID	
1515 Liability Insurance	0.00
15155 Umbrella Policy	0.00
Total 1515 Liability Insurance	\$ 0.00
1520 W C Insurance	0.00
1530 Rent	0.00
Total 1500 PREPAID	\$ 0.00
1800 Endowment Investments Assets	
1801 Unrestricted Endowment Assets	5,073,570.46
1802 Restricted Endowment Assets	2,190,685.30
Total 1800 Endowment Investments Assets	\$ 7,264,255.76
Total Other Current Assets	\$ 7,264,720.76
Total Current Assets	\$ 7,435,857.52
Fixed Assets	
1081 Bathroom Renovation	
Accum. Depreciation - Bathroom Renovation	-26,125.00

Original cost - Bathroom Renovation		49,500.00
Total 1081 Bathroom Renovation	\$	23,375.00
1082 Handicap Ramp		
Accum. Depreciation - Handicap Ramp		-23,322.50
Original cost - Handicap Ramp		29,460.00
Total 1082 Handicap Ramp	\$	6,137.50
1083 Link Roof Replacement - front		
Accum. Depreciation - Link Roof - front		-5,066.70
Original cost - Link Roof - front		8,000.00
Total 1083 Link Roof Replacement - front	\$	2,933.30
1084 Campus Repaving		
Accum. Depreciation - Campus Repaving		-34,466.70
Original cost - Campus Repaving		66,000.00
Total 1084 Campus Repaving	\$	31,533.30
1085 New Parish Hall Door		
Accum. Depreciation - New Parish Hall Door		-2,611.13
Original cost - New Parish Hall Door		10,000.00
Total 1085 New Parish Hall Door	\$	7,388.87
1086 Security System		
Accum. Depreciation - Security System		-7,926.37
Original cost - Security System		24,599.00
Total 1086 Security System	\$	16,672.63
1087 Link Roof Replacement - back		
Accum. Depreciation - Link Roof - back		-1,514.20
Original cost - Link Roof - back		9,875.00
Total 1087 Link Roof Replacement - back	\$	8,360.80
1088 Electrical Upgrade		
Accum. Depreciation - Electrical Upgrade		-1,962.20
Original cost - Electrical Upgrade		13,851.00
Total 1088 Electrical Upgrade	\$	11,888.80
1089 Heating System Upgrade		
Accum. Depreciation - Heating		-818.23

System Upgrade	
Original cost - Heating Systems	6,695.00
Total 1089 Heating System Upgrade	\$ 5,876.77
1090 Parish House Clapboard Renovations	
Accum. Depreciation - Parish House	-459.83
Original cost - Parish House Clapboard	23,650.00
Total 1090 Parish House Clapboard Renovations	\$ 23,190.17
1091 Sump pump (Activity Room)	
Accum. Depreciation - Sump pump (Activity Room)	-137.86
Original cost - Sump pump (Activity Room)	8,271.00
Total 1091 Sump pump (Activity Room)	\$ 8,133.14
1092 Heat pump (Activity Room)	
Accum. Depreciation - Heat pump (Activity Room)	-83.34
Original cost - Heat pump (Activity Room)	7,500.00
Total 1092 Heat pump (Activity Room)	\$ 7,416.66
1093 Activity Room Project	
Accum. Depreciation - Activity Room Project	-153.33
Original cost - Activity Room Project	15,700.00
Total 1093 Activity Room Project	\$ 15,546.67
Total Fixed Assets	\$ 168,453.61
Other Assets	
1000 Cash Account	82,222.33
Total Other Assets	\$ 82,222.33
TOTAL ASSETS	\$ 7,686,533.46
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	0.00
Total Accounts Payable	\$ 0.00
Other Current Liabilities	

2150 Sabbatical Reserve	-1,619.90
2199 SBA PPP Loan	0.00
2200 Other Liability	0.00
2210 Prepaid Pledges	1,400.00
2290 Accrued Payroll	0.00
Total 2200 Other Liability	\$ 1,400.00
Total Other Current Liabilities	-\$ 219.90
Total Current Liabilities	-\$ 219.90
Long-Term Liabilities	
2300 Solar Loans	
2310 3 Year Loan - Solar Endowment	34,431.00
2315 3 Year Loan - Principal Payment	-34,431.00
2320 10 Year Loan - Solar Endowment	35,000.00
2321 10 Year Loan - Principal Payment	-7,854.64
Total 2300 Solar Loans	\$ 27,145.36
Total Long-Term Liabilities	\$ 27,145.36
Total Liabilities	\$ 26,925.46
Equity	
3000 Opening Bal Equity	123,625.47
3100 Retained Earnings	7,140,158.53
Net Income	395,824.00
Total Equity	\$ 7,659,608.00
TOTAL LIABILITIES AND EQUITY	\$ 7,686,533.46

FIRST PARISH MILTON UU CHURCH
FY Forecast vs. Budget as of 03/31/2023

	3/31/2023 YTD Actual	2023 FY Forecast	2023 Budget	Fav./Unfav.) Variance	% Variance	2024 Budget	Yr. over Yr. \$ Change	% Chng.	2024 Budget Notes
REVENUES									
Pledged Income	165,477	222,000	222,000	-	0%	222,000	-		
Sunday Collections	5,443	7,257	7,637	(380)	-5%	7,257	-		
Charitable Collections	11,646	15,528	14,202	1,326	9%	15,528	-		
Church Gifts	2,936	10,405	11,670	(1,265)	-11%	9,927	(477)		
Total Donations & Gifts	185,502	255,190	255,509	(319)	0%	254,712	(477)	0%	
Endowment Income - Unrestricted at 4.5%	165,159	220,207	220,207	-	0%	225,183	4,976		
Endowment Income - Restricted Barry Fund	11,794	11,794	14,263	(2,469)	-17%	13,327	1,533		
Total Endowment Income	176,953	232,001	234,470	(2,469)	-1%	238,510	6,509	3%	
Rental Income	37,008	50,277	53,460	(3,183)	-6%	52,993	2,715		
Fundraisers	2,958	7,922	22,654	(14,732)	-65%	23,522	15,600		Includes auction
Miscellaneous Income	-	-	-	-	0%	-	-		
TOTAL REVENUE	402,421	545,390	566,093	(20,703)	-4%	569,737	24,347	4%	
EXPENSES									
Salaries & Wages	174,935	247,839	293,338	45,499	-16%	313,117	65,278		New Family Ministry Director hire & 8.7% COLA
Employee Benefits	37,976	51,634	59,326	7,692	-13%	51,901	267		
Total Compensation	212,911	299,473	352,664	53,191	-15%	365,019	65,545	22%	
Administration	51,203	65,867	74,056	8,189	-11%	66,138	-		
Insurance	14,965	15,220	15,220	-	0%	15,779	559		
Denominational Dues	15,360	20,480	20,480	(0)	0%	21,672	1,192		
Total Admin., Insurance & Dues	81,528	101,567	109,756	8,189	-7%	103,589	1,751	2%	
Buildings & Grounds / Security	45,455	61,809	59,225	(2,584)	4%	62,685	876		New doors, LED lighting & Meeting House insulation
Depreciation	10,293	13,724	14,000	276	-2%	16,057	2,333		
Utilities	6,629	5,917	3,092	(2,825)	91%	4,917	(1,000)		
Total Physical Plant & Campus	62,377	81,449	76,317	(5,132)	7%	83,659	2,209	3%	
Committees	18,968	27,384	31,492	4,108	-13%	30,917	3,532		
Other Misc. Expenses	2,100	3,600	7,629	4,029	-53%	6,725	3,125		Includes Yoga & fundraising expenses
TOTAL EXPENSE	377,883	513,474	577,858	64,384	-11%	589,908	76,163	15%	
NET OPERATING INCOME									
	24,538	31,916	(11,765)	43,681	-371%	(20,171)	(51,816)	-162%	
			0						diff.

Actual Draw % Incl. Depreciation (Target 4.5%) 3.85%
 Effective Draw % excl. Deprec. 4.58%
 Avail. Capital Reserve Fund transfer (5% vs. effective draw) \$ 70,107

4.90% Budgeted Draw % Incl. Deprec. (Target 4.5%)
 4.58% Effective Draw % excl. Deprec.
 \$ 20,906 Avail. Capital Reserve Fund transfer (5% vs. effective draw)

