

FIRST UNITARIAN CHURCH OF DES MOINES
Annual Congregational Meeting

Sunday, June 4, 2022 at 11:00 a.m.

A G E N D A

- | | |
|---|--------------------------------------|
| 1. Meeting convened by Moderator | Bill Brauch |
| 2. Opening words and chalice lighting | Reba Eagles |
| 3. Overview of Agenda and Procedures | Bill Brauch |
| 4. President's Report | Reba Eagles |
| Recognition of retiring Board members | |
| Goal-setting for 2023-2024 | |
| Openings for UUA General Assembly delegates | |
| 5. Report of the Interim Ministry Search Team | Scott Emison-Clair |
| 6. Announcement of Awards | |
| a. 2023 Unsung UU Award | Sally Merritt |
| b. Extraordinary Award | |
| 7. *Financial Report | Eileen Jackson,
DFA Alice Stewart |
| 8. Confirmation of Quorum and Process Review | Bill Brauch |
| 9. *Approval of 2022 Minutes | Bill Brauch |
| 10. *Selection of 2023-2024 <i>Faith in Action</i> Partners | Sue Huber |
| 11. *Elections | Bill Brauch |
| a. Board of Trustees | |
| b. Endowment Committee | |
| 12. *Proposed Budget for 2023-2024 church year | Reba Eagles |
| 13. *Proposed Bylaw Amendment – Membership | Bill Brauch |
| 14. Closing Words and extinguishing the chalice | Sally Merritt |
| 15. Adjournment of Annual Meeting | Bill Brauch |

* *Please refer to Annual Meeting packet for materials*

Summary Financial Statement

This year, 2023, is the year most organizations in the country, maybe the world, will look back to and use as a benchmark. A year we came out of the pandemic and established what we hope will be a new normal.

At First Unitarian, we spent our benchmark year moving away from year-round pledging and returning to an annual pledge campaign. I don't need to tell you how confusing it's been to not have a normal pledging system for two solid years.

Confusion and frustration around our pledging systems may account for the slight lagging we see in our pledge contributions. At the end of April, we should be seeing pledge contributions at 83.3% and as of April 30th pledge contributions were at 80.2%. That's not horrible, but it is a bit behind what we need.

The food fair fundraising revenue came in through May, so it's not listed in this report. Our fundraising revenue targets for this fiscal year were \$15,000. I'm pleased to announce that as of the writing of this report, fundraisers brought in over \$18,000 so far this year. Fundraising expenses are in line with or lower than in previous years.

Expenses were half a percentage point above what we'd budgeted for, and that's terrific. We've worked hard to keep expenses in line this year and that work has paid off.

As of the end of April the Endowment Fund was \$736,177. The Noble Fund was \$16,148.

Respectfully submitted by:

Eileen Jackson, FOC Chair

Alice J. Stewart, Director of Finance & Administration

Statement of Financial Position

As of: Apr 30th 2023

Assets

1045 Petty Cash	60.00
1055 General Fund Checking	69,818.27
1211 Bankers Trust Savings	51,335.13
1231 UUCEF	727,258.58
1233 Investments - Net Reit	15,467.89
1310 Building	2,928,058.33
1320 Land	114,000.00
1321 Landscaping Improvements	65,989.91
1330 Furniture / Fixtures	108,163.96
1340 Equipment	34,970.79
1360 Computer Equipment	7,828.66
1600 Accumulated Depreciation	(1,737,038.05)

Total Assets

\$ 2,385,913.47

Liabilities & Net Assets

Liabilities

2050 Federal Withholding	(523.47)
2060 State Withholding	(232.10)
2070 FICA - EE	2,232.54
2080 Medicare -EE	511.38
2090 Health Insurance-EE	(199.19)
2100 Dental Insurance-EE	(120.00)
2121 Retirement-EE	3,430.94
2152 Due to Endowment Fund	758.68
2230 Mortgage Payable	(580.96)

Total Liabilities

5,277.82

Net Assets

3001 Unrestricted Net Assets	1,094,733.30
3002 Permanently Restricted Net Assets	762,555.49
3003 Temporarily Restricted Net Assets	523,346.86

Total Net Assets

2,380,635.65

Total Liabilities & Net Assets

\$ 2,385,913.47

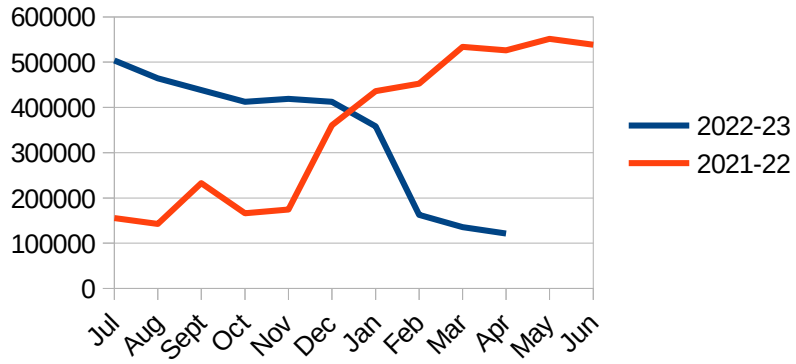
YTD Operating Statement of Activities as of 04/30/2023

Accounts	FY23 YTD Actual	FY23 Budget	FY23 Budget % Used	FY23 Remaining Budget
Revenues				
4030 Current Year Pledges	\$384,199.25	\$479,039.00	80.20%	\$94,839.75
4040 Previous Year Pledges	\$0.00	\$10,000.00	0.00%	\$10,000.00
4060 Cash Contributions	\$32,597.24	\$25,000.00	130.39%	(\$7,597.24)
Mortgage Donations	\$258,000.00			
4070 Memorials	\$870.00	\$300.00	290.00%	(\$570.00)
4310 Bank Interest / Dividends	\$1,791.68	\$500.00	358.34%	(\$1,291.68)
4320 Rentals	\$1,090.00	\$1,000.00	109.00%	(\$90.00)
4330 Noble Fund	\$778.99	\$850.00	91.65%	\$71.01
4340 Misc Receipts	\$5,888.45	\$5,250.00	112.16%	(\$638.45)
4360 Coffee	\$714.40	\$750.00	95.25%	\$35.60
4370 Fundraisers	\$2,056.94	\$15,000.00	13.71%	\$12,943.06
4371 Concerts	\$3,341.33	\$0.00	0.00%	(\$3,341.33)
4372 Food Fair	\$678.87	\$0.00	0.00%	(\$678.87)
4500 Gain/Loss on Sale of Investments	(\$39.33)	\$0.00	0.00%	\$39.33
Total Revenues	\$691,967.82	\$537,689.00	128.69%	\$103,721.18
Total Revenues (Excluding Mortgage Donations)	\$433,967.82			
Expenses				
5215 Mortgage Interest	\$2,623.79	\$9,092.40	28.86%	\$6,468.61
5220 Facilities Insurance	\$15,286.18	\$14,750.00	103.64%	(\$536.18)
5255 Electricity/Gas	\$8,428.00	\$12,000.00	70.23%	\$3,572.00
5260 Water & Sewage	\$4,159.62	\$3,600.00	115.55%	(\$559.62)
5265 Telephone & Internet	\$6,535.37	\$7,000.00	93.36%	\$464.63
5301 Cleaning Services	\$16,782.29	\$0.00	0.00%	(\$16,782.29)
5305 Waste Connections	\$4,318.44	\$3,000.00	143.95%	(\$1,318.44)
5315 Security	\$1,197.92	\$700.00	171.13%	(\$497.92)
5320 Pest Control	\$405.88	\$600.00	67.65%	\$194.12
5321 Payroll Processing	\$1,080.94	\$3,000.00	36.03%	\$1,919.06
5325 Snow Removal/Lawn Care	\$7,679.82	\$7,500.00	102.40%	(\$179.82)
5355 Building Maintenance	\$6,726.26	\$8,500.00	79.13%	\$1,773.74
5363 Grounds Maint	\$441.09	\$3,000.00	14.70%	\$2,558.91
5365 Maintenance Supplies	\$2,360.28	\$2,500.00	94.41%	\$139.72
5370 Memorial Garden Exp	\$401.50	\$0.00	0.00%	(\$401.50)
5372 Capital Maint. Reserve Exp.	\$0.00	\$3,000.00	0.00%	\$3,000.00

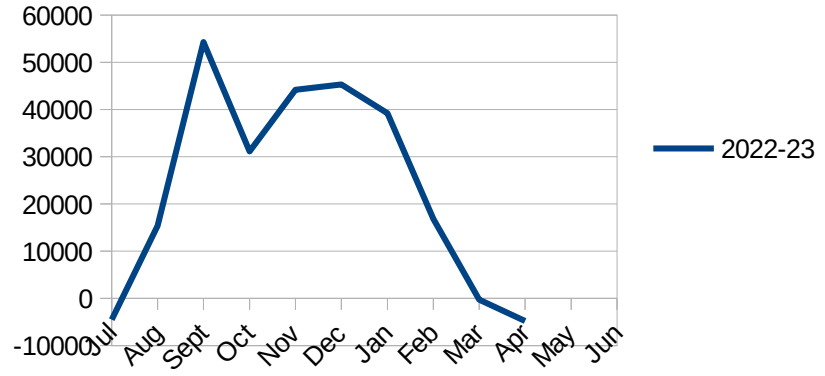
Accounts	FY23 YTD Actual	FY23 Budget	FY23 Budget % Used	FY23 Remaining Budget
5405 Office Supplies	\$2,050.66	\$1,500.00	136.71%	(\$550.66)
5415 Equipment Maint,	\$5,759.63	\$7,000.00	82.28%	\$1,240.37
5420 Paper & Printing	\$1,283.47	\$1,500.00	85.56%	\$216.53
5425 Postage	\$1,375.48	\$1,750.00	78.60%	\$374.52
5430 Bank Fees	\$7,431.39	\$7,500.00	99.09%	\$68.61
5435 Tech Support	\$5,947.77	\$4,000.00	148.69%	(\$1,947.77)
5436 Furnishings & Equipment	\$3,358.71	\$0.00	0.00%	(\$3,358.71)
5440 Misc. Disbursement	\$456.39	\$750.00	60.85%	\$293.61
5455 Communications	\$454.08	\$1,000.00	45.41%	\$545.92
5515 FICA Taxes-ER	\$10,035.28	\$13,303.00	75.44%	\$3,267.72
5520 Medicare-ER	\$2,243.98	\$3,111.00	72.13%	\$867.02
5555 Salary	\$200,353.06	\$272,039.00	73.65%	\$71,685.94
5560 FICA	\$0.00	\$7,564.00	0.00%	\$7,564.00
5565 Housing	\$31,683.39	\$41,406.00	76.52%	\$9,722.61
5570 Pension	\$10,130.33	\$15,004.00	67.52%	\$4,873.67
5575 Disability Insurance	\$988.61	\$1,300.00	76.05%	\$311.39
5580 Life Insurance	\$44.49	\$850.00	5.23%	\$805.51
5585 Health Insurance	\$7,844.81	\$8,100.00	96.85%	\$255.19
5590 Dental Insurance	(\$17.08)	\$1,000.00	-1.71%	\$1,017.08
5600 Professional Development	\$3,222.90	\$16,000.00	20.14%	\$12,777.10
5656 Alt. Benefit	\$16,705.92	\$0.00	0.00%	(\$16,705.92)
5917 Accompanist	\$200.00	\$0.00	0.00%	(\$200.00)
5960 Guest Musician Payments	\$900.00	\$750.00	120.00%	(\$150.00)
5966 Accompanist -Subs	\$545.00	\$250.00	218.00%	(\$295.00)
5970 Choir Sheet Music	\$975.17	\$1,000.00	97.52%	\$24.83
5971 Bell Choir	\$270.74	\$400.00	67.69%	\$129.26
5972 Piano Supplies & Maint	\$150.00	\$500.00	30.00%	\$350.00
5973 Music- Misc	\$361.60	\$0.00	0.00%	(\$361.60)
6045 Minister's Discretionary Exp	\$211.90	\$0.00	0.00%	(\$211.90)
6055 UUA Prog Fund (dues)	\$15,000.00	\$15,000.00	100.00%	\$0.00
6110 DMARC Dues	\$0.00	\$546.00	0.00%	\$546.00
6115 InterAlliance Dues	\$0.00	\$364.00	0.00%	\$364.00
6125 AMOS Dues	\$4,007.25	\$5,343.00	75.00%	\$1,335.75
6131 Faith in Action Partners	\$16,953.17	\$12,500.00	135.63%	(\$4,453.17)
6141 Social Justice Programs	\$3,689.15	\$6,275.00	58.79%	\$2,585.85
6210 Staff Prof. Development	\$100.00	\$0.00	0.00%	(\$100.00)
6255 RE Food/Consumables	\$434.76	\$1,000.00	43.48%	\$565.24

Accounts	FY23 YTD Actual	FY23 Budget	FY23 Budget % Used	FY23 Remaining Budget
6260 RE Curricula	\$443.00	\$1,100.00	40.27%	\$657.00
6270 CoA/OWL	\$3,465.40	\$1,500.00	231.03%	(\$1,965.40)
6275 RE Library	\$0.00	\$150.00	0.00%	\$150.00
6285 Adult RE	\$283.71	\$500.00	56.74%	\$216.29
6286 Wellspring	\$154.25	\$500.00	30.85%	\$345.75
6288 Soul Matters	\$295.00	\$300.00	98.33%	\$5.00
6295 RE Volunteers	\$108.93	\$250.00	43.57%	\$141.07
6296 Youth Leadership	\$9.05	\$1,000.00	0.91%	\$990.95
6305 Religious Services	\$954.56	\$2,000.00	47.73%	\$1,045.44
6315 Caring Ministry	\$75.32	\$100.00	75.32%	\$24.68
6318 Memorial Committee	\$223.91	\$0.00	0.00%	(\$223.91)
6320 Membership	\$652.64	\$500.00	130.53%	(\$152.64)
6321 Art Gallery	\$0.00	\$100.00	0.00%	\$100.00
6323 CUUPS Disbursement	\$552.80	\$460.00	120.17%	(\$92.80)
6330 Nursery	\$43.31	\$500.00	8.66%	\$456.69
6335 Canvass	\$2,478.30	\$2,000.00	123.91%	(\$478.30)
6345 Coffee/Kitchen	\$820.17	\$0.00	0.00%	(\$820.17)
6350 Hospitality	\$1,049.20	\$1,000.00	104.92%	(\$49.20)
6355 Fundraising	\$7,018.57	\$0.00	0.00%	(\$7,018.57)
6365 Community Building	\$173.80	\$2,500.00	6.95%	\$2,326.20
6401 Audio/Video	\$45.76	\$0.00	0.00%	(\$45.76)
6402 Board of Trustees	\$286.56	\$1,000.00	28.66%	\$713.44
6403 Ministerial Transition	\$2,126.38	\$0.00	0.00%	(\$2,126.38)
Total Expenses	\$454,840.01	\$542,307.40	83.87%	\$87,467.39
Net Total	\$237,127.81			
Net Total (Excluding Mortgage Donations)	(\$20,872.19)			

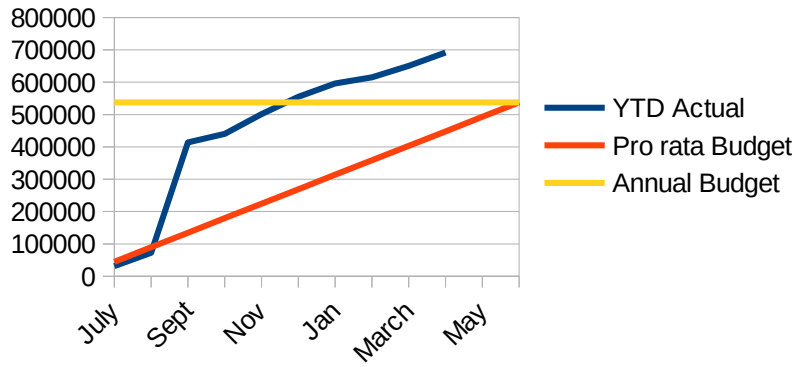
Cash Balance



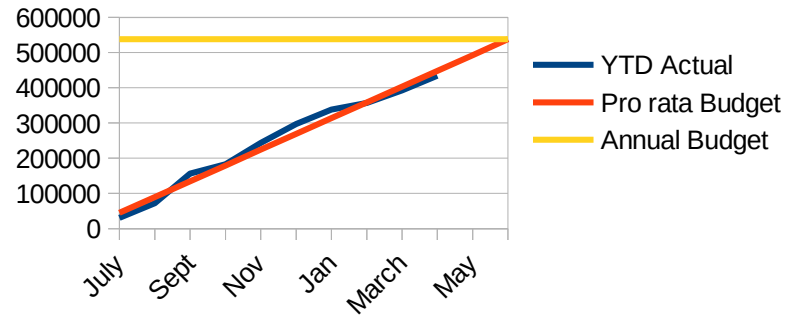
Operating Cash Balance



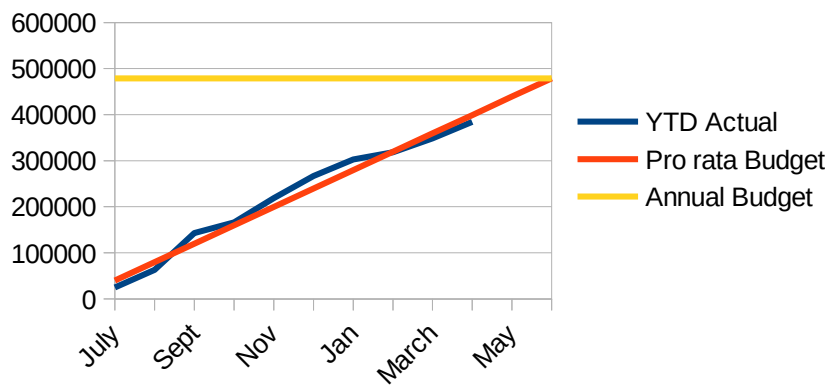
Operating Receipts



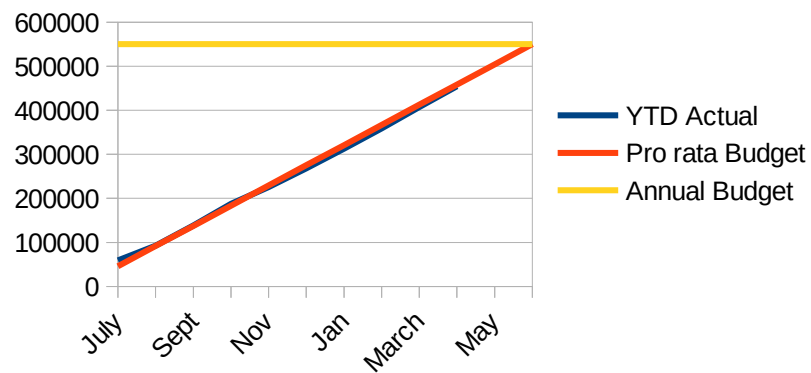
Operating Receipts w/o Mortgage Donations



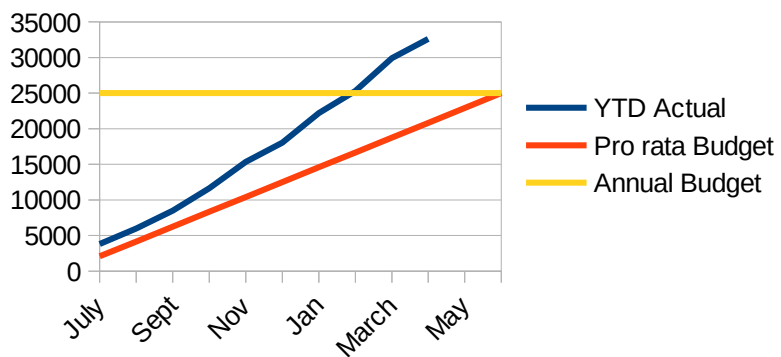
Pledges



Operating Expenses



Social Justice



First Unitarian Church of Des Moines
Annual Congregational Minutes
Sunday, June 5, 2022

Board Chairperson Greg Nichols provided opening words and the chalice lighting. The meeting was called to order at 11:00 a.m. by Moderator Bill Brauch. Bill Brauch outlined the process that would take place as this was a Zoom as well as in person meeting. He thanked several members for their assistance today including Ellen Taylor, Harvey Harrison and Fern Stewart registering members, Bill Paxton and Rob Malcomson soundboard, Fern Stewart, Board Secretary, Andrea LeMeuse, Crystal Loving and Chelsea Hayes helping with additional roles.

Board Chairperson Greg Nichols recognized retiring members, also dubbed the pandemic class: Sara Jensen, who provided the skill to formulate questions that cut to the heart of the matter as well as focusing discussions and who relocated out of state earlier this winter; Scott Emison Clair, provided a willingness to take on tasks when the need arose, synthesizer skills which quickly and coherently articulated a consensus direction, and lastly Patty Notch, who holds the record as presiding over the most board meetings as well as never presiding over an in-person meeting. We thank her for her continued “git ‘er dun” outlook and willingness to do whatever was necessary these last three years.

Vice Chairperson Reba Eagles announced the UUnsung award for 2022 and described their many contributions to the church including growing in number, growing in programs and services, and engaged in making life better for our citizens. Also, as a leader in the Road to Bloom and Tomorrow Team they made us better stewards of our facilities including helping design, implement and raise the necessary resources to expand and improve our church home. They were also a key player in a number of congregation engagement activities most notably regarding healthcare accessibility and affordability. The award goes posthumously to Nicole Keller.

Chairperson Nichols provided a Year in Review. He noted the coming weeks and months would require taking stock of where we want to go, reviewing our strengths and assets as well as our weaknesses and liabilities. He noted lay leadership including the Board will create opportunities to address concerns, healing and consensus building as we move forward. He outlined four strengths on which to build our future which included: 1. Re-establishment of in-person traditions such as Sunday services, forums, food fair and numerous service activities including music/arts fest, TransFest, all church revival. 2. Transitioning to a multi-platform organization allows virtual participation, thus making it easier for members with mobility issues, distance, inclement weather and public health issues to intrude. 3. Our financial position is solid, thanks to the outstanding efforts of the Stewardship Team and management efforts to reduce expenses. In addition, no shortfall is anticipated as we adopted a new canvass system, survived a second round of Covid, dealt with staffing transitions and competed for attention with a major capital drive. Our endowment is stronger, our food fair auction and music and arts fest exceeded their goals for additional fundraising. The major capital drive of the kitchen has exceeded all expectations and already has most of the pledges in hand. 4. We have a strong lay leadership in many key areas to help navigate through the ministerial transitions and upcoming challenges. He recognized Reba Eagles as his successor as board chairperson and gave her his vote of confidence. He thanked the

congregation for their engagement and their willingness to shed the pessimism from the pandemic era and adoption of a more forward looking can-do spirit.

Vice Chairperson Reba Eagles reviewed the goal process for 2023 which included the expiration of the five-year End Statements, and upon recommendation by the Governance Committee, the 2023 process which will be the establishment of an annual vision of ministry. In the last few months, several Big Questions meetings were held to establish what the congregation desired, which resulted in a number of recommendations. The questions were: How do we remain relevant? and What do you need from your church in the coming year? The responses will guide us in establishing goals, they include getting together without agendas, mixed generational meetings, strengthening our RE programs, social justice, improved membership support and staff support. Communication was very important and being responsive, as well as maintaining relationships with other organizations. Community is key, building connections. Moving forward, developing open questions will become an annual process in setting goals for the Board, the minister and the congregation.

An update on the interim Search process was provided by Greg Nichols, who explained later today the Board will meet with the team to potentially express an interest in candidates we wish to pursue as a potential interim minister and if they have an interest in our congregation. The entire process wraps up in four days, more information will be made available as it develops.

We are seeking voting delegates at the UUA General Assembly June 22-26, which will be in person or via Zoom. We are allotted 8 slots of which 2 have been filled.

Alice Stewart, Director of Finance and Administration, provided the Financial Report. Ms. Stewart reviewed the endowment funds amounting to \$719,474.00, in checking \$342,945 and savings accounts \$552,089 totalling \$895,034 in liquid assets. Designated (restricted) funds included \$414,010 in the kitchen project, \$30,771 for the new lift, \$24,320 in capital maintenance fund, \$17,498 in asylum support and \$15,000 for ADA upgrades. Operating expenses and liabilities include payroll taxes \$3,645, mortgage \$259,790. Charitable receipts, including pledge income, were over 100% this fiscal year. Other receipts, especially our fundraisers, have been more successful than the previous year. In summary, we should exceed budgeted revenues by the end of the fiscal year. Overall, expenses were lower than expected, final fiscal year expenses should be either at or just below budget.

Eileen Jackson, Chairperson of the Financial Oversight Committee, explained the committee had reviewed the upcoming budget, making minor recommendations to the Board. The committee will continue to review and make recommendations including updating reporting tools. She thanked Barb Royal for her service on the Committee.

Bill Brauch stated total membership as of today totals 392 members, 15% quorum will require 59 individuals; 84 in the room and 27 zoom accounts were on-line. He proceeded to review the process for participation, voting in the room and on-line.

Minutes for the Annual Congregational held June 6, 2021, were approved as presented.

Minutes for the Special Congregational Meeting held January 30, 2022, were approved as presented.

Faith in Action Partners: Four nominees for two openings which included Hawthorn Hill, Just Voices, Al Exito and AMOS Let's Talk. No discussion. Hawthorn Hill and Let's Talk adopted via voice and on-line vote.

Annual Elections: Fern Stewart announced the three nominees for the Board of Trustees: Kevin Boeckholt, Crystal Loving and Sally A. Merritt. Bill Brauch asked for nominations from the floor, none were received, the nominees were elected by acclamation. Larry Bredeson has been nominated to serve on the Endowment Committee. There were no nominations from the floor, elected by acclamation.

Greg Nichols moved, on behalf of the Board, approval of the proposed budget for 2022-2023 church year as presented in the agenda materials. He reviewed the process. In March, the minister and director of finance and administration presented initial budget documents to the Board and Financial Oversight Committee. After review and discussion, in April a draft budget was approved by the Board and a number of budget hearings were held for congregational review. Additional review by the Board and Financial Oversight Committee, that session was also attended by members of the congregation. In May, the Board revised and adopted the final proposed budget reflecting a number of changes discussed at forums in April and May as well as Financial Oversight Committee recommendations. The proposed budget includes funds for a half-time Membership Coordinator and a half-time Faith Formation Coordinator. The original budget for discussion at the forum had a shortfall of approximately \$20,000, that number was reduced to \$9,281. The cost-of-living adjustments for the communications staff member, social media staff member and our music staff per UUA recommendations for our area of 6% were funded. The recently hired DFA was not included in the COLA changes.

Discussion included the need for inclusion of funds in the capital maintenance line. It was moved by Megan Klee to add \$3,000 to the capital maintenance line item, seconded by Barb Royal. Voice and on-line vote. Approved.

Cancellation of contractual services were addressed.

Linda Lemons moved, funding for IWWAN, reflecting a dollar per member, in the amount of \$392, seconded by Bruce Martin. Voice and on-line vote. Approved.

Gene McCracken moved to increase the Board of Trustees line item of \$4,000 for professional support of governing bodies within the congregation. It was seconded by Bruce Martin.

Discussion included improving our core governing policies, questioning the amount requested, recognition of the need for strong governance and practices throughout the congregation, the significant size of the request, and the need as part of our transition for a coordinated effort to strengthen our governance practices, not just the Board, but for our entire congregation. Greg Nichols responded that the Board recently allocated \$1,000 of the line item to contribute to the MidAmerica Region of the UUA as they assist us with the minister transition and support services.

Voice and on-line Vote: Failed

In response to a question regarding UUA funding, Alice Stewart stated the request from the UUA was \$45,000 and we were budgeting \$15,000, the year before the total was \$12,000.

Vote to adopt the 2022-2023 budget as amended. Voice and on-line vote. Approved.

Crystal Loving discussed the four changes in the By-Laws: deletion of all references to word “active” when referring to members; amend paragraphs Art. IV, Sect. 3, paragraph a and Art. VIII, Sect. 4, paragraph a, removing the word “End Statements” replaced with “current goals of the church as determined by the Board of Trustees with membership input”; and insert New Article XV. Notice Any communication required herein to be mailed to members may be completed by U.S. Postal or electronic means.” It was moved by Crystal Loving to approve the changes to the bylaws as presented.

Discussion regarding communication was an “or” those individuals not participating in electronic means will be sent notices via postal service.

Voice and on-line vote. Approved

Reba Eagles thanked Bill Brauch for his moderator role in the day’s meeting. She offered closing words, and the meeting was adjourned at 12:23 p.m.

FAITH IN ACTION NOMINEES

Al Exito

Champion: Dave Witke, Gene McCracken

Al Éxito serves 6th grade - college-aged youth in over 18 communities across Iowa. Facilitators are contracted, trained, and paid to run the programs at each site. Parent programs, entitled Padres Unidos, were developed to better inform and equip Spanish-speaking partners for helping their students succeed in school. Al Éxito advances the success of Latinx youth through programs that focus on college preparation, career development, civic engagement, family support, and celebration of culture. By gaining knowledge, skills, opportunities, and support, our young leaders achieve higher education and career goals, engage in leadership and civic activities that build equitable Latinx representation in our communities and nurture well-being through cultural identity development. First Unitarian Church has had been active in supporting Al Exito in the past and would like to support them again this year.

<https://www.alexitoiowa.org>

Clive Community Services

Champion: Jack Hacket

Clive Community Services (CCS) offers a Food Pantry, a Clothing Closet, a Free Medical Clinic and Educational Services. We began operation in 2016 through the leadership of local citizens who were concerned about the growing level of need in the neighborhood near Crestview School of Inquiry. Our offices are located within walking distance of many apartments and the Crestview School of Inquiry which provides convenience and familiarity to those seeking services. In addition to serving immigrant populations, it should be noted that CCS maintains a commitment to all low-income families in the area who are seeking food, other support services, and stability in their lives. Besides a paid director, we are entirely volunteer run. Volunteer opportunities of all types are available. Donations of all kinds accepted. www.clivecommunityservices.com

Family Promise

Champion: Elaine Imlau

Family Promise of Greater Des Moines strives to create a safe, stable and nurturing environment for the children as well as to support the efforts of their parents in securing employment and housing. We partner with 14 host congregations, volunteers and donors to help homeless families with children find steady income and stable housing. At First Unitarian, as a host congregation, we flip classrooms into bedrooms and offer overnight shelter, evening meals and transportation for up to 3 families for one week every season. <https://www.familypromisedm.org/welcome.html>

FreeStore

Champion: Mike Smith

The FreeStore is an all-volunteer organization supporting children and families who have escaped domestic violence and those suffering from other forms of trauma including natural disasters and criminal assault. We provide donated furniture and household goods as these families begin new lives in a safe environment. FreeStore volunteers collect gently used furniture and furnishings from homes in

the Des Moines metro area. We collaborate with other non-profits and social-service agencies. Their advocates make appointments for their clients to select furniture and furnishings from our warehouse and we deliver it to their new home. <https://thefreestore.org>

Iowa Trans Mutual Aid Fund

Champion: Doug Aupperle

The Iowa Trans Mutual Aid Fund's goal is to provide financial assistance to transgender, non-binary and other gender diverse individuals in the state of Iowa to assist in accessing gender-affirming healthcare. This includes trans minors and their families now forced to seek gender-affirming healthcare out of state due to recent changes in Iowa law. <https://iowamutualaid.org/iowa-trans-mutual-aid>

Just Voices

Champion: Harvey Harrison

Just Voices mission is to work to build a platform that educates, advocates, and collaborates to end racially biased policing in Iowa. Just Voices envisions a society free from racial oppression. It is the hope that a partnership with First UU will continue the growth and impact of our programs. That this partnership will offer opportunities for education in our congregation, communicate our values to the greater community and create a forum for face-to-face engagement. We will also seek to reach out to other local churches in an effort to broaden the base for our work. <https://justvoicesia.org>

Nominations for Board and Endowment

The nominees for the Board of Trustees are: Natalie Mason, Kathryn Sutton and Walter Pearson.

The nominees for the Endowment Committee are: Lori Emison Clair and Allan Kniep



Natalie Mason (she/her) has been a member of First Unitarian since 2014. You will most likely recognize Natalie from singing with the choir, performing special music or playing at the UU Coffee House. Natalie and her wife Sarah Letourneau live in Des Moines with their dog Maggie, and travel frequently to their native Kansas to visit family there. Natalie is on the management team for a call center and in her spare time enjoys playing board games, knitting, supporting women's sports, eating garbanzo beans (or anything made with garbanzo beans) and of course singing and playing music. Natalie looks forward to deepening her connection to the First Unitarian community through serving on the board.



Kathryn Sutton (she/her) joined First Unitarian in 2015 and has enjoyed her participation and leadership for the past 8 years. She has been involved as a facilitator for Coming of Age for 5 groups, led the Young Adults group for 3 years and has attended several small groups. She is excited about the future of First Unitarian as a beacon of hope and healing in the community. Professionally, Kathryn is a digital designer creating websites for mission-driven nonprofits across the country; she is a thoughtful communicator who values inclusivity, kindness, diligence and honorable conduct.



Walt Pearson returned as a member at First Unitarian Church after moving back to the Des Moines area in 2018 and is delighted with the opportunity to serve the church as a member of the Board of Trustees. He has been a member of All Souls Unitarian in Kansas City, MO; Paint Branch Unitarian Universalist in Adelphi, MD; First Unitarian Church in Des Moines, IA; Wildflower Unitarian Universalist Church in Austin, TX; and the Unitarian Universalist Society of Geneva, IL.

Walt's leadership service in UU churches consists of stints on the Personnel Committee and the Board of Trustees in Des Moines, service as a Compensation Consultant in two UU districts to support fair compensation practices and help prepare ministerial packages, service on the Interim Ministry Selection Committee at Geneva, and current leadership of the Adult Programming Council in Des Moines.

Walt's career in the labor movement taught him the importance of volunteer recruitment and support for staff and volunteers, how to manage conflict in healthy ways, and the importance of inclusive democratic practice to organizational health. From his service in higher education (University of Missouri-Kansas City, Simpson College, St. Edward's University, Lewis University, and Loyola University Chicago) he learned about good budgeting practices, effective recruiting techniques, and how to hire good people and help them succeed.

UCDSM Proposed 23-24 Budget

2021-22 Budget

2022-23 Budget

Board Proposed
23-24 Budget

REVENUE

CHARITABLE CONTRIBUTIONS

1 Canvass Result	526,701.00	498,999.00	500,000.00
2 Uncollectable Pledges	(26,335.00)	(19,960.00)	(20,000.00)
Total Pledge Income	\$ 500,366.00	\$ 479,039.00	\$ 480,000.00
3 Previous Year's Pledges	10,000.00	10,000.00	-
4 Cash Contributions (was Offering)	27,000.00	25,000.00	27,000.00
5 Memorials/bequests	300.00	300.00	300.00
6 Misc Receipts (was Non-pledge Gifts/Membership Con	5,000.00	5,000.00	4,000.00
7 Fundraiser	15,000.00	15,000.00	16,000.00

NON-CHARITABLE CONTRIBUTIONS

8 Bank Int./Dividend Inc.	1,000.00	500.00	1,000.00
9 Rental Income	500.00	1,000.00	1,500.00
10 Noble Fund	500.00	850.00	800.00
11 Other Non-Gift Receipts (was Misc Receipts)	250.00	250.00	-
12 Coffee Income	500.00	750.00	500.00
13 Additional Revenue Needed**	62,929.00	12,309.00	
TOTAL REVENUE	\$ 623,345.00	\$ 549,998.00	\$ 531,100.00

EXPENSES

INTEREST & INSURANCE

	\$ 31,181.00	\$ 31,531.00	\$ 20,150.00
14 Mortgage Payments	16,781.00	16,781.00	-
15 Insurance	14,400.00	14,750.00	20,150.00

UTILITIES

	\$ 22,057.00	\$ 22,600.00	\$ 27,664.00
16 Electricity / Gas	11,457.00	12,000.00	14,700.00
17 Water & Sewage	3,600.00	3,600.00	5,500.00
18 Telephone / Internet	7,000.00	7,000.00	7,464.00

CONTRACTED SERVICES

	\$ 48,740.00	\$ 14,800.00	\$ 20,468.00
19 Cleaning Services	30,600.00	-	4,000.00
20 Waste Connections	3,840.00	3,000.00	4,868.00
21 Payroll Costs	3,000.00	3,000.00	1,200.00
22 Security	700.00	700.00	1,100.00
23 Pest Control	600.00	600.00	800.00
24 Snow Rem / Lawn Care	10,000.00	7,500.00	8,500.00
25 Heating and Cooling			-
26 Bookkeeper, outsourced			-

UCDSM Proposed 23-24 Budget

	2021-22 Budget	2022-23 Budget	Board Proposed 23-24 Budget
BUILDINGS & GROUNDS	\$ 17,600.00	\$ 17,000.00	\$ 13,000.00
27 Building Maintenance	8,500.00	8,500.00	5,000.00
28 Grounds Maintenance	3,100.00	3,000.00	2,000.00
29 Building Supplies	3,000.00	2,500.00	3,000.00
30 Capital Maintenance Reserve	3,000.00	3,000.00	3,000.00
31 Memorial Garden			-
OFFICE OPERATIONS	\$ 26,750.00	\$ 25,000.00	\$ 26,007.00
32 Office Supplies	2,000.00	1,500.00	1,800.00
33 Equipment / Maintenance	9,000.00	7,000.00	4,500.00
34 Paper & Printing Exp.	2,000.00	1,500.00	1,500.00
35 Postage	2,000.00	1,750.00	3,050.00
36 Bank Fees (will be separate from Merchant Fees)	6,000.00	7,500.00	9,750.00
37 Software & Licensing (was Tech Support)	4,000.00	4,000.00	3,982.00
38 Miscellaneous Disbursement	750.00	750.00	225.00
39 Communications	1,000.00	1,000.00	1,000.00
40 Furnishings & Equipment			200.00
41 Audit			-
42 COMPENSATION & BENEFITS	\$ 413,457.00	\$ 379,678.00	\$ 396,843.00
MUSIC DEPARTMENT	\$ 2,500.00	\$ 2,900.00	\$ 1,400.00
43 Guest Musician Pmts.	500.00	750.00	500.00
44 Accompanist - substitutes	500.00	250.00	-
45 Choir Sheet Music	500.00	1,000.00	500.00
46 Bell choir	500.00	400.00	200.00
47 Piano Supplies & Maintenance	500.00	500.00	200.00
DENOMINATIONAL SUPPORT	\$ 12,000.00	\$ 15,000.00	\$ 10,000.00
48 UUA Program Fund support	12,000.00	15,000.00	10,000.00
SOCIAL JUSTICE	\$ 27,000.00	\$ 25,028.00	\$ 10,023.00
49 DMARC dues	671.00	546.00	630.00
50 Interfaith Alliance dues	447.00	364.00	400.00
51 AMOS dues	5,510.00	5,343.00	2,693.00
52 Family Promise	2,000.00	2,000.00	2,000.00
53 IUUWAN	-	392.00	300.00
54 FEDS	2,400.00	2,400.00	1,500.00
55 Social Justice Programs	2,472.00	1,483.00	1,500.00
56 Faith in Action	13,500.00	12,500.00	1,000.00

UCDSM Proposed 23-24 Budget

	2021-22 Budget	2022-23 Budget	Board Proposed 23-24 Budget
FAITH FORMATION PROGRAMS	\$ 10,400.00	\$ 6,300.00	\$ 4,690.00
57 FF Consumables/food	2,000.00	1,000.00	500.00
58 FF Curriculum Materials	3,000.00	1,100.00	1,100.00
59 Coming of Age/OWL Program	1,000.00	1,500.00	2,040.00
60 FF Library	500.00	150.00	-
61 Adult FF expense	500.00	500.00	500.00
62 Wellspring	500.00	500.00	-
63 Soul Matters	400.00	300.00	550.00
64 FF Volunteer Training	-	250.00	-
65 Youth Leadership	2,500.00	1,000.00	-
COMMITTEES / SPEC INT	\$ 11,660.00	\$ 10,160.00	\$ 21,275.00
66 Religious Services Exp.	2,000.00	2,000.00	300.00
67 Caring Ministry/Pastoral Team Exp	100.00	100.00	125.00
68 Congregational Life	1,500.00	500.00	500.00
69 Art Gallery committee	100.00	100.00	-
70 CUUPS	460.00	460.00	300.00
71 Nursery Expense	1,000.00	500.00	50.00
72 Stewardship Drive Expense	2,500.00	2,000.00	1,000.00
73 Coffee/Kitchen Expense (Hospitality)	1,000.00	1,000.00	1,000.00
74 Community Building	1,500.00	2,500.00	-
75 Board of Trustees	1,500.00	1,000.00	-
76 Ministerial transition			10,000.00
77 Fundraising			8,000.00
78 Audio/Video			-
79 Endowment Committee			-
TOTAL OPERATIONAL EXPENSES	\$ 623,345.00	\$ 549,998.00	\$ 551,520.00
Total Revenues over (under) Expenses	\$0.00	\$0.00	(\$20,420.00)

Proposed Bylaw Amendment

ARTICLE III: Membership

Section 1: Becoming a member

There shall be no creedal test, explicit or implied, for membership. Individuals who are 16 years of age or older may obtain membership status by ~~ascribing~~ subscribing to the purpose set forth by Article II (The Bond of Union) and completing the following steps:

1. Participate in the path to membership process;
2. File a pledge and pay the first installment of the pledge; and,
3. Sign the Membership Book in the presence of a member.

Section 2: Continuing membership

- a. Membership continues as long as the member remains in covenant and has made a financial pledge and has paid a contribution of record toward that pledge during the fiscal year (~~or has been granted a waiver~~). A member is in covenant who honors our shared values (the Seven UU Principles and our Bond of Union) in our relationships with one another. Or
- b. The Senior Minister extends a congregant's membership as per policy.