



# 2026 ANNUAL MEETING

Sunday, June 14, 2026

---

## CONTENTS

AGENDA OF THE 2026 ANNUAL MEETING.....	2
MINUTES OF THE JUNE 15, 2025 ANNUAL MEETING .....	2
MINUTES OF THE APRIL 26, 2026 SPECIAL CONGREGATIONAL MEETING.....	7
NOMINEES FOR ELECTION.....	10
PROPOSED 2026-2027 OPERATING BUDGET .....	13

**AFTER MAY 30, ABSENTEE BALLOTS CAN BE PICKED UP IN THE CHURCH OFFICE OR MAILED BY REQUEST TO MEMBERS IN GOOD STANDING. CONTACT THE CHURCH OFFICE AT 206-525-8400 OR [OFFICE@UUCHURCH.ORG](mailto:OFFICE@UUCHURCH.ORG) FOR MORE INFORMATION. ABSENTEE BALLOTS MUST BE POSTMARKED FOR RETURN BY JUNE 10 OR TURNED IN TO THE OFFICE BY 10:00AM ON SUNDAY, JUNE 14.**

*AGENDA REQUIRES A  
SIMPLE MAJORITY VOTE  
FOR APPROVAL*

## **AGENDA OF THE 2026 ANNUAL MEETING**

Chuck Harwood, Moderator

The following is the proposed agenda for the Annual Congregational Meeting of University Unitarian Church, held Sunday, June 14, 2026.

1. Welcome
2. Opening reading
3. Resolution to approve the agenda
4. Approval of the minutes of the June, 2025 Annual Congregational Meeting
5. Approval of the minutes of the April, 2026 Special Congregational Meeting
6. Reflections from Rev. Doug Wadkins and Board President Hugh Kimball
7. Recognition of outgoing Board members and Moderator
8. Resolution to elect new Board members and Moderator
9. Financial report and congregational vote to approve the 2026-2027 Fiscal Year Operating Budget
10. Faith Land Initiative update
11. Adjournment

*MEETING MINUTES  
REQUIRE A SIMPLE  
MAJORITY VOTE FOR  
APPROVAL*

## **MINUTES OF THE JUNE 15, 2025 ANNUAL CONGREGATIONAL MEETING**

The following are the draft recorded minutes of the Annual Congregational Meeting held June 15, 2025.

1. Welcome
  - Chuck Harwood, moderator, welcomed everyone, both in person and on Zoom, and called the meeting to order.
  - He shared an opening reading, the poem “Instructions on Not Giving Up” by Ada Limón.
  - Chuck acknowledged everyone who facilitated the meeting.
  - The moderator introduced the tellers, secretary, and tech support for the meeting.
  - The moderator reviewed meeting logistics, including rules based on Robert’s Rules of Order, how to participate, how to vote, speaking during Q&A, parliamentary procedures, and how to participate on Zoom.
  - Kathleen reported that 126 members were present, establishing a quorum.

## 2. Approval of agenda

A motion to approve today's agenda was made, and the agenda was approved without objection.

## 3. Approval of the minutes of the November 3, 2024 Special Congregational Meeting

A motion to approve the minutes from the November 3, 2024, Special Congregational Meeting was made, and the minutes were approved without objection.

## 4. Remembrance of those we have lost

Rev. Wadkins invited the congregation to cherish, honor, and remember those we lost in the last year.

## 5. Reflections from Rev. Doug Wadkins

Rev. Wadkins reflected on his experiences over the last year with the congregation. He emphasized the need to honor the past while letting go in order to move forward, and he spoke about his role in holding space for that process. He also emphasized the importance of establishing trust to do so effectively. He highlighted the numerous changes that occurred over the last year and described a collaborative staffing approach going forward among lay leaders, volunteers, staff, and ministers. The staffing model will be relational. He also elaborated on the themes he heard about who we are as a congregation and who we want to be over the next few years. Rev. Wadkins also commented on the search committee for the called minister and how its work will be shaped.

## 6. Reflections from Board President Paula Nurius

1. There is a multilayered context of change, including the interim minister.
2. We are making a fast pivot from the past to the present.
3. What the board heard also aligned with what Rev. Wadkins elaborated on.
  - a. Continue the work Patricia and Doug Graesser have been doing around events, including the fall event.
  - b. Take back the walls.
  - c. Continue conversations among the stewardship committee, finance committee, and the board about the road-ahead town halls.
  - d. Express gratitude for Cynthia Setel and Rev. Doug.

## 7. Election of slate of new Board nominees

Chuck said the nominating committee had proposed a slate of nominees.

Alyson McCormick made a motion to elect Mike Kasprzak and Becca Hutcheson to the board. The motion was seconded.

Chuck: All those in favor (114), all those opposed (0), abstentions (2). The ayes had it, and the motion was adopted.

#### 8. Election of slate of Ministerial Search Committee nominees

Lora Poepping made a motion to elect the slate of candidates for the search committee for the called minister. The motion was seconded. Lora spoke briefly about the members of the slate.

Chuck asked if anyone else would like to speak. No one spoke.

Chuck: All those in favor (131), all those opposed (0), abstentions (1). The ayes had it, and the motion was adopted.

#### 9. Financial report and congregational vote to approve the 2025-2026 Fiscal Year Operating Budget

Cynthia Setel presented the financial report for fiscal year 2025–2026. As of June 8, the Stewardship Campaign had raised \$1,142,000 toward a pledge goal of \$1,200,000, with an additional \$161,000 received in one-time pledges. All other revenue was projected to align with the current adopted budget, including a \$353,000 endowment draw.

Expenditures total \$1,129,235 for salary and benefits, reflecting 10.9 FTEs and comprising 69.5% of the overall budget. This includes planned cost-of-living and benefits adjustments. The Acting Administrator position will be phased out, and funds have been allocated for the Ministerial Search process. An undesignated operating reserve of \$120,000 remains available.

Pamela Charles asked why the COLA was higher than the increase in CPI. Cynthia and Kathleen answered.

Rosemary D. asked how far short of the budget the congregation was.

Maxwine Taylor asked for clarification about endowment funds and whether any member could attend the finance committee.

Rick Johnson made a motion to approve the annual budget for fiscal year 2025–2026 as presented in the annual meeting materials.

Meta Thayer raised a point of information about Rosemary's question, and Kathleen clarified.

Chuck: All those in favor (128), all those opposed (1), abstentions (2). The ayes had it, and the motion was adopted.

Cynthia explained her recommendations for the budget. She recommended establishing a capital reserve using the \$540,000 remaining from the Capital Campaign and the sale of property. She proposed forming a Facilities and Maintenance Team to revisit the Capital Reserve Study and address both short- and long-term property needs. She also recommended creating a

Technology and AV Team to train additional volunteers, improve system usability, and explore process improvements. Lastly, Cynthia advised forming a Human Resources Team to support personnel-related functions.

#### 10. Summary of Faith Land Initiative Team findings to date

Patricia Graesser reported on the Faith Land Initiative's 2024–25 work, including congregational and community engagement to explore values-aligned uses of UUC's property. Emphasizing generosity, equity, and sustainability, the team identified opportunities to share space, empower lay leadership, and deepen community partnerships. Research highlighted urgent local needs—affordable housing, childcare, food access—and showcased how other faith communities have addressed them through rentals, service projects, and redevelopment. The team recommended centering values, assessing feasibility, and enabling grassroots leadership. Congregants were invited to engage in next steps, including rental exploration, garden development, housing possibilities, and partnership building. Thanks were extended to those who supported the research effort.

#### 11. Summary of unemployment insurance decision

Cynthia Setel summarized the rationale behind the unemployment insurance decision. The proposed severance policy is designed to ensure fair and consistent treatment of staff, support sound financial planning, and maintain compliance with federal regulations, including those related to the Federal Unemployment Tax Act (FUTA). The policy distinguishes between types of termination and provides appropriate severance in alignment with tenure and circumstances.

#### 12. Nonbinding survey of the congregation: The Seven Principles

Jonathan Tweet explained that the congregation was asked to indicate its level of support for continuing to promote and honor the Seven Principles—now removed from the UUA bylaws—alongside the Eighth Principle adopted in 2022. Response options included Strongly Support, Moderately Support, No Preference, Moderately Oppose, Strongly Oppose, and Abstain.

Judy Okerwitz asked for clarification: Was the proposal to keep the Seven Principles in addition to the Eighth Principle that had already been adopted? Jonathan clarified that the intent was to gauge where the congregation stood in relation to the Seven Principles and that no action was being proposed.

Jonathan requested a vote. The results were as follows:

- Strongly support: approximately 45
- Moderately support: approximately 11
- No preference: approximately 9
- Moderately oppose: approximately
- Strongly oppose: approximately 2
- Abstain: approximately 9

### 13. Resolution to Designate Rev. Jon Luopa as Minister Emeritus

Hugh moved that the congregation of UUC designate Rev. Jon Luopa as Minister Emeritus. The motion was seconded.

Liz asked how many other ministers emeriti the congregation had. The answer was that there were none currently living.

Jonathan Tweet noted that Rev. Luopa had advanced the congregation's liberal values and had stood firm in the face of opposition.

A question was asked about whether this would affect Jon's ability to interact with the congregation. The answer was no.

Chuck: All those in favor (80), all those opposed (1), abstentions (2). The ayes had it, and the motion was adopted.

### 14. Adjournment

In closing, Rev. Doug Wadkins reminded the congregation that the annual meeting is not just for business but also for organizing to live its values.

Chuck adjourned the meeting.

*MEETING MINUTES  
REQUIRE A SIMPLE  
MAJORITY VOTE FOR  
APPROVAL*

## **MINUTES OF THE APRIL 26, 2026 SPECIAL CONGREGATIONAL MEETING**

The following are the draft recorded minutes of the Special Congregational Meeting held April 26, 2026.

1. Call to Order, Appointment of Secretary, Parliamentarian, and Tellers; and confirmation of Quorum

Chuck Harwood, Moderator, called the meeting to order at 11:00 am. He recognized the Parliamentarian (Eric Valpey), Secretary (Becca Hutcheson), and Head Teller (Sooraj Kuttykrishnan), then thanked the large number of UUC staff and volunteers involved in the search process and the special congregational meeting.

He announced that with 499 members in good standing and significantly more than 50 members in attendance, the 10% quorum required by our Bylaws to conduct business at a special congregational meeting was met.

For opening words Rev. Elisabeth Geschiere read a poem, “Widening Circles,” by Rainier Maria Rilke.

The Moderator then reviewed the purpose of the meeting, the process for voting, the use of Robert’s Rules of Order, and how individuals watching the meeting via livestream could contribute questions or comments during the discussion period.

One member (Lisa Maurer) asked about how people watching via livestream could vote. The Moderator responded that members watching via livestream were able to vote during the absentee voting period.

2. Approval of the agenda

The Moderator then reviewed the agenda. A motion to approve the agenda was made and seconded, and then approved without objection.

3. Ministerial Search Committee Report

The Moderator introduced Hugh Kimball, President of the UUC Board of Trustees, who thanked the congregation for their patience with the search process, Rev. Doug Wadkins for his leadership during the interim period, UUC staff and volunteers, and the Ministerial Search Team (MST). He then shared his hopes for the congregation moving forward.

Hugh then introduced Rosemary Daszkiewicz & Steve Carlson who provided the MST Committee Report. After recognizing the other MST members (Sallie Dacey, Greta Essig, Roberta Ray, Laurie Mann, Michelle Vaughn) Rosemary summarized the Search process, starting with the congregation’s vote to form and entrust the MST in leading the process last summer to the work done in the fall to engage the congregation through surveys and small group gatherings to articulate “where we have been, are now, and aspire to.” This information was analyzed and incorporated the UUC Congregational Record which was reviewed by all prospective candidates in December. The MST then reviewed over 20 applicants’ packets, applications and sermons in January and invited the top 3 candidates to visit in March.

For making this discernment they used the following 6 criteria that emerged as significant themes while compiling the Congregational Record:

1. Ministerial identity and formation
2. Worship leadership and theology
3. Leadership, collaboration and shared ministry
4. Pastoral presence and congregational life
5. Justice, antiracism and UU identity
6. Vision, change, and adaptive leadership

Specifically, the MST was looking for the following qualities in a candidate: Heart and presence (worship and how it is done, demeanor and pastoral presence) and leadership and justice (demonstrated courage and spirit of collaboration, the ability to manage through conflict, and commitment to what we stand for).

The MST then ranked the three candidates based on these criteria and who they felt would be the “best fit minister” for UUC at this moment in UUC’s history. During this same time the three candidates were engaged in a similar discernment process and ranked their potential congregations based on their own criteria. At the end of March the MST was notified that UUC had a match between our rankings and the rankings of the candidates.

Rosemary then reviewed the ways that the MST felt Jeremiah Kalendae met these 6 criteria, emphasizing their spiritual depth, professional training and experience, and their love centered commitment to ministry and interfaith work. In sum she described how the MST felt Jeremiah is a “kind and loving soul who can connect with, inspire us, and walk with us into the future”.

She then reviewed logistics, including how if the congregation votes to call Rev. Jeremiah they will start on August 17, 2026, how their starting salary was established, and the incorporation of dedicated time off (2 off days per week, 4 weeks of vacation per year, and 4 weeks of study leave per year). She noted that explicitly incorporating 2 dedicated days off per week was a new addition to the UUC senior minister’s contract and a new practice for most UU congregations.

She ended by sharing that the MST joyfully recommends Rev. Jeremiah Kalendae be called as our Senior Minister.

#### 4. Motion to Call Rev. Jeremiah Kalendae

Nicholas Eddington moved that “the congregation of UUC call Rev Jeremiah Kalendae to be our senior minister.” The motion was seconded. The Moderator then thanked the MST for their hard work and opened the floor to discussion.

· Jane Saddler asked if there was a percentage of “yes” votes needed for the candidate to come to UUC. The Moderator responded that there are 3 requirements for calling a senior minister (per our Bylaws). First, the vote must occur using written ballots. Second, 40% of members in good standing at UUC must vote. And third, 80% of members who vote must approve the candidate.

- John Webber asked about how the Moderator will address “spoiled” ballots in terms of the 40% participation – i.e., the ballots that did not vote either yes or no. The Moderator responded that the only two options were “yes” or “no” and ballots that did not include a vote or had a write-in candidate would not be included in the 40% vote requirement.
- Leila Zelnick asked if the 4 weeks of leave and 4 weeks of study leave is a new addition to the senior minister contract. Rosemary responded that she did not know what was in the prior senior minister’s contract but that he never took all of his allowed vacation.
- Elisabeth Geschiere offered a clarification that the UUA is comprised of congregations across the globe, not just in the US.

#### 5. Vote

There being no further discussion, the Moderator repeated the motion and called for the vote. Dwight Beckmeyer provided a musical interlude.

The Moderator announced that the motion to call Rev. Jeremiah Kalendae was approved with 255 YES votes and 3 NO votes. With 98.8% voting in favor the vote exceeded the 80% minimum required by the Bylaws.

#### 6. Closing

The President of the Board of Trustees announced that there would now be a reception in Nathan Johnson Hall. Deborah Raible provided closing remarks and shared a poem by Rev. Dr. David Breeden titled, “Us. Here.” (<https://www.uua.org/worship/words/litany/us-here>)

The Moderator then called for a motion to adjourn the meeting, which was made and seconded, and the meeting adjourned without objection at 12:23pm.

*ELECTION OF  
CANDIDATES TO BOARD  
OF TRUSTEES REQUIRES  
A SIMPLE MAJORITY  
VOTE FOR APPROVAL*

## NOMINEES FOR ELECTION

The UUC Nominating Committee is pleased to announce nominations for election to key leadership positions at UUC.

- For the Board of Trustees (three-year term), the UUC Nominating Committee presents a slate of three nominees: **Michael Linenberger, Laurie Mann, and Larry Soriano**
- For the position of Moderator (two-year term), the UUC Nominating Committee presents one nominee: **Eric Valpey**

## BOARD OF TRUSTEES

### 3-YEAR TERMS BEGINNING JUNE 2026

*(Three open seats, voted as slate)*

#### Michael Linenberger



Michael was born in 1956 and raised in rural Kansas—the 3rd of 4 children in a strong, traditional Catholic family. He drifted away from Catholicism as a young adult when he began learning about other religions, philosophies and secular humanism. These explorations nicely complemented his growing world view, educational pursuits and ultimate career as an academic hematologist at UW and Fred Hutchinson Cancer Center. During his professional career he participated in basic and clinical research, taught at many levels and directed a fellowship program, served in administrative capacities and had an active clinical practice for roughly 35 years. His partner, Sallie Dacey, and he discovered the warmth and inclusive environment of UUC in 2008. They immediately appreciated the principals, values and sources—especially the focus on individual beliefs and personal expression with a strong emphasis on social justice. As a life-long learner, he has melded the core values he learned as a child with the more “real world” understanding and practice of spirituality provided by Unitarian Universalism. He has been involved with the Coming of Age program at UUC since 2011—first as a mentor and then as co-facilitator (since 2020). Through COA he has found more meaning in his own life and he enjoys bringing these insights to both the mentoring relationships with youth and sharing fellowship with the other adults. He has also served on, and now co-leads, the Coffee Crew at UUC, served (with Sallie) as co-chair for the 2024 Annual Giving Campaign, and has been a member of the Interim Ministry Transition Team since 2025. He enjoys participating in Men’s Group, adult religious education programs and volunteering with various ad hoc working groups (eg. Tent City 3). If elected, he looks forward to continuing to serve UUC and our Beloved Community as a member of the UUC Board of Trustees.

### Laurie Mann



Laurie is a mother, stepmom, spouse, and auntie who loved to bicycle and read. Professionally she worked as an Environmental Engineer at the Environmental Protection Agency for 30 years, leading teams to resolve complex water-quality problems, including contentious litigation, in Washington rivers and lakes. As a team-leader, she prioritized relationship-building, collaboration, clear communication, creative problem solving, laughter and pragmatism. During this time she also served on three non-profit boards. She joined UUC in 2022 and since then has served as a member then co-chair of the Care Team, a member of the Ministerial Search Team and coordinated Candidating Week events, the Tent City 3 Team, and the Faith Land Initiative team. She's also served as an Usher and has participated in and facilitated Reflection and Soul Matters groups. Laurie said "the UUC community never ceases to inspire me to learn, love, think, create, and act in bigger and more beautiful ways—and UUC has revealed a life-changing spiritual path for me. I have an unsinkable commitment to the future of our community of communities. During this exciting time of transition, I would be honored to represent all the communities at UUC as a member of the UUC Board of Trustees."

### Larry Soriano



Larry grew up in the Seattle area, attending Sand Point Elementary, Nathan Eckstein Junior High, and Roosevelt High School. He was nurtured in a liberal religious tradition at University Congregational Church. After receiving a degree in Speech Communications from the University of Washington, he obtained a master's degree at Yale Divinity school and a doctorate in Clinical Psychology from Fordham University. Along the way he met his wife, Elizabeth, and they moved to Anchorage so Larry could manage his family's small shipping and fuel distribution business in Alaska. After a few years they moved back to Seattle where they raised their three sons. Now identifying as a secular humanist and pragmatically-based realist, Larry found his way to UUC in 2022 in search of a community full of wisdom, warmth, caring, and compassion. In the years since he has served as a greeter, coffee crew member, usher, Teen Feed team member, and an eager member of the UUC Care Team. He found the more he became involved and gave, the more he received—and the more his sense of spirituality continued to deepen and unfold. Larry is interested in serving as a member of the UUC Board of Trustees in order to give back because "I love and care about this church and want to see it thrive."

**MODERATOR****2-YEAR TERM BEGINNING JUNE 2026**

---

**Eric Valpey**

Eric is a lifelong Unitarian Universalist with deep roots at UUC, starting with how his parents met one another in Nathan Johnson Hall. After growing up attending First Unitarian Universalist Church of Seattle (now the Saltwater Church) he joined UUC in 2010. He is joined in the congregation by his wife, Rachel, and their daughter, Amélie, age 4. Over the years Eric has served UUC in many roles, including Youth Advisor, District Youth Conference Coordinator, Goldmine Youth Leadership School instructor, Usher Coordinator, and most recently, Parliamentarian. An actuary by profession, he also helped build much of the chancel furniture using mahogany reclaimed from UUC prior to the remodel.

**Respectfully submitted, the UUC Nominating Committee: Becca Hutcheson, Chair; Rick Johnson, Debbie Maranville and Susan Hajek.**

## PROPOSED 2026-27 OPERATING BUDGET

*BUDGET REQUIRES A  
TWO-THIRDS MAJORITY  
VOTE FOR APPROVAL*

The annual operating budget of University Unitarian Church reflects the costs of running the church for the church calendar year of July 1, 2026 – June 30, 2027. These costs are primarily for salaries for all church staff, and also includes everything it takes to keep the church “operating” (supplies, training, housing, recruiting, etc.)

### Revenues

The annual giving campaign is our primary source of revenue, and the Stewardship team has done exceptional work presenting our funding needs to the congregation. Thanks to the generosity of our members, including a significant one-time gift of \$120,000, we are very close to reaching our pledge goal of \$1.3 million. We also anticipate other one-time gifts this year, including a parishioner bequest of an IRA currently valued at approximately \$77,000. Our investments continue to perform well despite market volatility; combined endowments and bank accounts now sit at just over \$10 million. Endowment support for the year was calculated based on an average of approximately \$8.86 million across the last 12 quarters, which builds in flexibility should the market experience a downturn.

The \$1.3 million pledge goal reflects several converging factors: rising costs in the current economic climate, anticipated increases in insurance-related expenses, and a recent UUA policy change that discontinued umbrella discounts on software and services for member congregations. This last development has prompted us to pursue independent 501(c)3 status so we may negotiate our own discounts directly. Several software cost increases reflected in this budget are expected to decrease significantly once we are able to leverage our own 501(c)3 status.

### Staffing and Compensation

Staff-related expenses represent some of the most meaningful changes in this budget and warrant a fuller explanation.

We undertook a comprehensive wage analysis benchmarking against UUA recommendations, the Seattle-area Living Wage, and a Cost-of-Living Adjustment (COLA). This analysis allowed us to bring many staff members' wages up to the current Seattle Living Wage — something prior COLA increases had not been sufficient to achieve. Staff members whose wages already exceed UUA or Living Wage thresholds will receive a 3.9% COLA. The initial February analysis had set this figure at 2.8%, but updated CPI data from May indicated 3.9%, and we adjusted accordingly.

For salaried staff, while we were not able to close the full gap between current salaries and UUA recommendations, a 3.9% COLA moves us meaningfully in the right direction. This adjustment also helps reduce the wage gap between our top and bottom pay ranges, improving internal equity that had been

gradually widening. We will reassess next year whether a larger increase toward UUA recommendations is sustainable given overall staffing needs.

A staff survey on workload confirmed that current staffing levels are adequate following the addition of a childcare provider. We remain open to adding staff if needs evolve, but we believe that providing better compensation while operating efficiently is a net benefit for the organization. I also consulted with leaders at peer institutions — including Marcy Langrock at East Shore Unitarian Church — to benchmark our approach against how comparable congregations are handling staffing and compensation.

On a positive note, we are promoting Erik Delgadillo-Perez to Head Custodian, which will strengthen our capacity to stay ahead of maintenance and repairs proactively. In this new role, Erik and I developed a cost-saving program that replaces expensive vendor contracts such as Cintas, which we are discontinuing.

A note on payroll taxes: you will notice what appears to be an 18% increase in payroll tax this year. This is not a true cost increase, but rather the correction of a longstanding formula error in previous spreadsheets. The Labor and Industries calculation is based on hours worked per year multiplied by a job-type rating factor; however, prior spreadsheets had hardcoded 1,080 hours for all employees, when full-time staff should be calculated at 2,080 hours per year (with part-time staff calculated proportionately). Correcting this error now gives us accurate payroll tax figures going forward.

Finally, the arrival of our new Senior Minister brings some transitional costs. We have budgeted \$12,500 for potential relocation expenses, consistent with the limit stated in the contract. We have sufficient funds remaining from the allocation to the Ministerial Search Team to cover these relocation costs.

### **Expense Changes**

Several significant expense changes are worth highlighting.

For many years, UUC has gradually increased its contribution to the UUA, with the goal of matching the amount requested by the UUA for a church of our size. Next year's budget includes an allocation of \$70,000 to the UUA, which finally matches the request from our association. As one of many benefits of belonging to the UUA, our ministerial search was incredibly successful using the processes, tools and communications through the UUA.

The \$35,000 audit expense has been removed. Because we have paid off all capital loans and no longer need to satisfy lender requirements, we are able to substitute a less expensive financial review in its place.

We are currently completing vendor contract reviews across the board and have achieved meaningful reductions in several areas. Converting the bookstore to a donation-only model eliminates approximately \$6,000 per year in credit card processing and infrastructure costs and also removes a financial barrier for those exploring their faith.

Through market analysis and engagement of a new insurance broker, we will save over \$3,000 per year in HRA and FSA administration fees. As one example: our current HRA administrator charges \$400 per month simply to

maintain the account; our new broker has identified an administrator that charges just \$50 per month. These changes take effect in the new fiscal year. What appears to be a reduction in the Social Justice budget is actually a realignment of budget items that had been included but not used. After analyzing the prior years budgets, it was seen that certain line items that had a budgeted amount were not actually incurring any costs, so they were removed and costs were consolidated into meaningful categories.

### **Faith Formation and Community**

We have been able to redirect some of the savings above back into congregational life. This budget allocates \$5,000 to a new small-group fund to encourage participation in adult faith formation and to strengthen community bonds. The general adult faith formation budget has been increased by \$1,000, and the Religious Education Program budget has increased by 20% to accommodate the growing number of families participating in church life. This also includes CPR and Stop the Bleed training for all new childcare staff.

### **Capital Projects**

We have approximately \$465,000 set aside for capital improvements in multiple accounts which are being consolidated into an investment account to grow and strengthen our reserves.

Several previously deferred capital projects are moving forward this year. We are beginning restoration of the glass screen outside the sanctuary, which has experienced significant rot in its wooden structure; we have engaged an architect specializing in the work of Paul Hayden Kirk to advise on the process. We are obtaining estimates for decommissioning our gas furnaces and replacing them with heat pumps, which will significantly reduce energy costs as gas prices continue to rise. We are also addressing longstanding building automation challenges — including systems that have gone offline, become outdated, or require expensive licensed support — and are seeking a building automation specialist to help simplify and future-proof our facilities for lower year-over-year maintenance costs.

It is often said that a budget is a moral document, and I fully believe that. This budget has been built around equitable compensation, meaningful investment in faith formation, responsible stewardship of our congregation's generosity, and renewal of the facilities we hold in trust. I hope this narrative has been useful in explaining how we arrived at these numbers, and I hope it conveys some of the energy and intentionality behind the decisions made.

(BALANCE SHEET AND BUDGET TABLE NEXT PAGE)

*Submitted by Tamar Lively, Executive for Finance and Operations*

### **Summary Balance Sheet (as of 4/30/2025)**

#### **Assets**

Cash	\$ 1,028,737
Cash for building maintenance	468,259
Endowment investments*	9,794,562
Total cash & investments	11,291,558
Building and other assets	16,577,064
<b>Total assets</b>	<b>\$ 27,868,622</b>

#### **Liabilities & Net Assets**

Accounts payable and deposits	\$ 60,053
Unrestricted net assets	22,505,109
Temporarily restricted net assets	459,069
Permanently restricted net assets	4,844,391
<b>Total liabilities &amp; net assets</b>	<b>\$ 27,868,622</b>

\* Average annual investment return since engaging Trillium Asset Management in 2016 is 7.5%.

## 2026-27 Proposed Operating Budget

Revenues and Support	25/26 Budget	26/27 Budget	\$ Change	% Change
Pledge and Campaign Donations	\$ 1,242,657	\$ 1,300,000	\$ 57,343	5%
Other Donations	\$ 50,000	\$ 100,000	\$ 50,000	100%
Tuition Revenue	\$ 6,800	\$ 9,000	\$ 2,200	32%
Rental Revenue	\$ 6,000	\$ 6,000	\$ -	0%
Religious Education Revenue	\$ 2,400	\$ 10,500	\$ 8,100	338%
Music Program Revenue	\$ 6,900	\$ 6,900	\$ -	0%
Investment Revenue	\$ 3,550	\$ 3,550	\$ -	0%
Other Revenue	\$ 3,500	\$ 3,500	\$ -	0%
Endowment support, at 4%	\$ 335,000	\$ 354,703	\$ 19,703	6%
<b>Total Revenues and Support</b>	<b>\$ 1,656,807</b>	<b>\$ 1,794,153</b>	<b>\$ 137,346</b>	<b>8%</b>

Expenses	25/26 Budget	26/27 Budget	\$ Change	% Change
Salaries	\$ 835,442	\$ 844,910	\$ 9,468	1%
Insurance	\$ 96,918	\$ 102,389	\$ 5,471	6%
Pension	\$ 66,377	\$ 66,340	\$ (37)	0%
Payroll Tax	\$ 67,455	\$ 81,790	\$ 14,335	21%
Staff Expense Accounts	\$ 24,500	\$ 25,500	\$ 1,000	4%
Clergy Housing Allowance	\$ 85,572	\$ 92,500	\$ 6,928	8%
PILOF	\$ 18,700	\$ 19,867	\$ 1,167	6%
<b>Total personnel expenses</b>	<b>\$ 1,194,964</b>	<b>\$ 1,233,296</b>	<b>\$ 38,332</b>	<b>3%</b>
Tax, License and Insurance	\$ 42,028	\$ 38,761	\$ (3,267)	-8%
Association Pledge	\$ 60,000	\$ 70,000	\$ 10,000	17%
Office Expenses	\$ 45,150	\$ 55,398	\$ 10,248	23%
Building Maintenance Expenses	\$ 142,932	\$ 165,123	\$ 22,191	16%
Business Expenses	\$ 70,980	\$ 22,850	\$ (48,130)	-68%
Fundraising Expenses	\$ 1,000	\$ 1,000	\$ -	0%
Program Expenses				
Religious Education	\$ 26,200	\$ 32,900	\$ 6,700	26%
Care	\$ 2,700	\$ 2,700	\$ -	0%
Music	\$ 14,050	\$ 14,050	\$ -	0%
Social Justice	\$ 24,900	\$ 23,000	\$ (1,900)	-8%
Worship	\$ 6,700	\$ 6,700	\$ -	0%
Membership	\$ 11,600	\$ 16,350	\$ 4,750	41%
Financial Audit Expenses	\$ 12,000	\$ 10,000	\$ (2,000)	-17%
<b>Total non-personnel expenses</b>	<b>\$ 460,240</b>	<b>\$ 458,832</b>	<b>\$ (1,408)</b>	<b>0%</b>
<b>Total Expenses</b>	<b>\$ 1,655,204</b>	<b>\$ 1,692,128</b>	<b>\$ 36,924</b>	<b>2%</b>

<b>Revenue less Expenses *</b>	<b>\$ 1,603</b>	<b>\$ 102,024</b>	<b>\$ 100,421</b>
--------------------------------	-----------------	-------------------	-------------------

\* A surplus is budgeted for 26/27 to allow for unanticipated expenses in this transition year. Note that the endowment draw is technically "up to" 4%, with the final total to be determined before the end of next year.