

Minutes
BUF Board of Trustees Meeting
February 27, 2025

Attendees: Natalie Johnson, Claire Lending (Secretary), Tom Nicholas, Beth Nyblade, Jim Reimer, Stephanie Sarver (Vice President), Lin Skavdahl (President), John Stewart (Treasurer), Gayle Tilles, Paul Beckel (Ex-Officio),

Absent: Beth Nyblade

Minutes by Claire Lending, Secretary.

Chalice lighting 4:00 pm; Lin

Check In

Agenda Review/Changes: None

Consent Agenda:

- Approval of minutes of the 1/23/24 Board meeting
- Treasurer's report
- Community Beyond BUF (includes Denomination Affairs) report
- Minister's report
- Humanitas check signing changes
- UUA Amended Retirement Plan

Natalie moved and Tom seconded that the items on the Consent Agenda be accepted. Motion passed unanimously.

1. Approve Deb Cruz to be a BUF Delegate for 2025 General Assembly

Stephanie moved and Claire seconded to approve Deb Cruz be approved as a delegate for BUF at General Assembly. Motion passed unanimously.

2. Minister transition update/salary process guide presented by Lin Skavdahl

This information item was presented and Lin will include the process in the Midweek Update.

3. Budget first draft presented by John Stewart

This information item was presented. A final budget proposal will be presented at a later date.

4. Beloved Community group resolution asking the board for action.

After discussion, the board decided by consensus that most requests are not board matters and the beloved community group can go forward with them. The board agreed to have Paul, Claire and Stephanie draft a response to the Beloved Community requests.

5. Closing: Lin

Next Meeting Date: Thursday March 27, 2025 at 4pm.

Meeting adjourned at 6pm.

Summary of Action Items:

- Approval of minutes of the 1/23/24 Board meeting
- Treasurer's report approved
- Humanitas check signing changes approved
- UUA Amended Retirement Plan approved

Attachments:

- Treasurer's report
- Community beyond BUF report including Denominational Affairs report
- Minister's report
- Humanitas check signing changes and charter renewal
- UUA Amended retirement plan
- First Budget draft
- Beloved Community Study Group request

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Monthly Treasurer's Summary Report to the BUF Board of Trustees
January 2025 Financials (58% of the fiscal year)
Prepared for the February 27, 2025, Board Meeting

Project Status:

- **Completed tasks:**
 - Creating separate income categories when pledges are received via Breeze.
 - Started working with Summit Bookkeeping to provide support to the accounting/bookkeeping process.
- **Internal Financial Statements Review:**
 - An internal review has been underway for the fiscal year July 1, 2024 – June 30, 2024.
 - The team conducting the review is Sharon McCarty, Haven Silver, John Jurceka, with Sky Hedman acting as the convener of the status meetings and a compiler of the final report for the Board.
 - A draft report has been received and was discussed at the latest FOC meeting. There are a number of issues to be addressed, and the report will be forwarded to the Board as soon as comments are received from the pertinent areas of the operation.
- **Humanitas Changes**
 - Humanitas has had a complete change in leadership, with Erika, Tammy and Stephanie all exiting, being replaced by Constance Ohana, Henry Ohana and Joan Mackay.
 - Although we had developed process to permit Humanitas to stay on Vanco, as they originally desired, the new team wishes to move to Breeze as soon as possible.
 - Signers on the Humanitas account have been updated to reflect the change. It is recommended that the Treasurer always be a signer on the Humanitas accounts.
 - Humanitas income and expenses have generally not been recorded in BUF's books, with most transactions going straight to their designated fun account. Beginning with the next fiscal year, we expect to begin recording Humanitas income and expense as BUF transaction under their ownb expense class, similar to SEJC.
- **Downloading Transactions into QuickBooks:**
 - Further expansions of downloading (Breeze, OnPay, etc), has not proceeded while bookkeeping issues are resolved.
 - Vanco, which is used by Humanitas has an interface with Breeze and will be tried in coming weeks. This will no longer be pursued.
 - OnPay advertises that they have an integrated interface with QBO. This will be tried as time permits.

- There is no interface between Breeze and QBO that will meet our needs. John is working with John Jurceka and Michelle to develop a specific set of procedures for recording Breeze transactions on QBO

Review of current financial reports.

- See attached Minutes of the Financial Oversight Committee and accompanying January 2025 financial statements.

Additional Comments

- **Cash on Hand** for January has improved and sits at approximately \$59,000. There are 3 items of note which are temporarily contributing to the improvement:
 - A \$10,000 contribution to the Endowment Fund which will be moved to the UUACEF.
 - Approximately \$15,000 in paddle call contributions which were being moved to the reserves.
 - A \$10,000 donation which was earmarked various maintenance projects (as accepted by the Board).
- **Pledge Income** through January is essentially on track for the year at \$219,000. At this point, our hope is to collect pledges we received.
- **YTD Overall Donation Income** is \$264,000 and ahead of budget.
- **Building Rental** is \$13,000, short of the budgeted \$17,000. We expect this to continue to struggle until we gain more tenants.
- **Net Operating Income (NOI).**
 - **1/31/2025:** We show a month's operating surplus (Net Operating Income) of \$17,000.
 - **YTD 1/31/2025** We show a year-to-date operating surplus (Net Operating Income) of \$88,000, which is \$40,000 ahead of budget. This will be reduced by the Cash on Hand adjustments described above and will revert to a YTD surplus of approximately \$5,000.

Members of the Financial Oversight Committee are John Stewart (Treasurer), Sky Hedman (Assistant Treasurer), Frank McDonald (Assistant Treasurer), Sue Sayegh, Lew Phinney, Rupert Ayton and Patricia Conover.

Treasurer's Summary Reports and selected Financial Reports generated by Administrator are placed by the Administrator in BUF Workroom.

Cash On Hand reports:

***Assets** that are available to Board under normal operating conditions: Checking, Savings, and Accounts Receivable. (It does not include Endowment, Humanitas, A. Herrmann Social Justice Account.)*

***Equity** that is subtracted from Assets are those that are not available under normal operating conditions: Restricted Funds and Designated Program Funds. Liabilities are adjusted to include only one month of the Principal payment for the mortgage.*

Financial Reports attached:

Minutes, Financial Oversight Committee
 Monthly I&E Comparison
 Cash on Hand Report
 Balance Sheet Prev Month and Year Comparison

I&E YTD Annual Budget Comparison
Profit and Loss by Class

Financial Oversight Committee
In person and via Zoom (VZ)
Minutes
February 18, 2025

Members attending:

John Stewart, Treasurer (VZ)
Michelle Fox, Administrator
Sky Hedman, Assistant Treasurer
Patricia Conover
Sue Sayegh
Rupert Ayton
Frank McDonald

Absent: Lew Phinney

This meeting was conducted at 4:00 pm.

FOC meeting are on the second or third Monday/Tuesday of each month.

The next meeting is scheduled for **Tuesday, March 18, 2025, 4:00pm**

Financial Statement Reviews

- **Review of January 2025 financial reports**
 - a. Approximately \$7,000 in old accounts payable which were re-expensed over a year ago.
 - b. Approx \$4,000 in expenses put on Visa twice.
 - c. Rental income approximately \$4,000 under budget. This trend is expected to continue.
 - d. Donations are approx. \$14,000 ahead of budget.
 - i. Of that, pledge income is approximately \$1,000 behind budget, but expected to be collected.
 - ii. Taize gift is \$5,300 ahead of budget, but \$3,100 of that will be rolled to next year.
 - iii. Non-pledge/Friends donations
 - e. Cash on Hand is positive \$59,000, reflecting high WECU checking account balance. Excess WECU funds are the result of the following:
 - i. A \$10,000 contribution to the Endowment Fund which will be moved to the UUACEF.
 - ii. Approximately \$15,000 in paddle call contributions which were being moved to the reserves.
 - iii. A \$10,000 donation which was earmarked for various maintenance projects (as accepted by the Board).

- Kyle's relevant comments on January's statements are:
 - a. My understanding is that the ~8400 in the Accounts Payable from prior years is all in paid up and just needs to be cleared out of the account. Is that correct?
 - i. Per Rupert: The \$8440 in A/P all seem to be erroneous entries that need to be reversed or eliminated in some way. The 2 sticky ones are the partner church and the mortgage. They may need a little research to figure out how to unwind them. The rest just seem to be duplicates or errors and should be as simple as pushing the delete button
 - b. The Refund on the 941 tax payment from 2021 got put in the Uncategorized Income account. We generally try to not leave anything 'uncategorized'. I would recommend we make an Other Income / Non-operating Income account for "Tax Refunds" or "Prior Period Refunds" and put the income in that account.
 - i. OK to proceed.

Outside Accounting Support

- Work with Kyle at Summit is starting well.
- A status meeting with Kyle is recommended to discuss progress and changes.

Internal Review of Financial Statements

- Final draft report was reviewed and discussed.
- "Owners" of the pertinent areas of BUF will be asked to respond to issues raised in the review.
- After comments are received, the final report will be forwarded to the Board.

Budget Draft

- The initial draft of the Budget was discussed and several changes made.

Bellingham Unitarian Fellowship

Balance Sheet Monthly Comparison

As of January 31, 2025

	TOTAL	
	AS OF JAN 31, 2025	AS OF DEC 31, 2024 (PP)
ASSETS		
Current Assets		
Bank Accounts		
10021 WECU Checking	92,157	61,863
10043 WECU - Endowment Savings	163	163
10045 WECU Savings & Reserves	27,320	27,320
10050 Humanitas		
10022 WECU - Humanitas Checking	1,012	1,610
10044 WECU - Humanitas Savings	10,159	11,271
Total 10050 Humanitas	11,172	12,882
Total Bank Accounts	\$130,812	\$102,228
Other Current Assets		
10051 WECU Certificate of Deposit	107,329	107,329
10052 WECU 3030802 12 Month CD	26,728	26,728
13000 Prepaid Expenses	317	425
13001 A. Herrmann Social Justice Acct	50,552	50,552
13011 Prepaid Insurance	2,046	366
13030 UUA Common Endowment Acct	196,459	206,459
Total Other Current Assets	\$383,431	\$391,860
Total Current Assets	\$514,243	\$494,087
Fixed Assets		
15010 Land	331,924	331,924
15020 Building - Net	1,895,619	1,895,619
15050 Furniture & Fixtures	27,661	27,661
15070 Office Equipment	2,018	2,018
Total Fixed Assets	\$2,257,221	\$2,257,221
TOTAL ASSETS	\$2,771,464	\$2,751,308
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
20000 Accounts Payables	8,442	8,442
Total Accounts Payable	\$8,442	\$8,442
Credit Cards		
21002 Visa- WECU	562	0
Total Credit Cards	\$562	\$0
Other Current Liabilities		
23010 Mortg Principle - 1 yr liab	10,800	10,800
24000 Payroll Liabilities	247	247
24005 Federal Withholding	183	183
24010 LTD Insurance	300	223
24015 Medicare	28	28

Bellingham Unitarian Fellowship

Balance Sheet Monthly Comparison

As of January 31, 2025

	TOTAL	
	AS OF JAN 31, 2025	AS OF DEC 31, 2024 (PP)
24020 Paid Family Leave	7	7
24025 Pension	4,285	2,401
24030 Soc. Security	112	112
24035 State of WA L&I	958	958
24040 Health Benefit Liability	704	704
Total 24000 Payroll Liabilities	6,823	4,862
Total Other Current Liabilities	\$17,623	\$15,662
Total Current Liabilities	\$26,627	\$24,103
Long-Term Liabilities		
26010 Mortgage - UUA / WECU	246,226	247,049
26011 Mortgage principal payments due in 1 year	-10,800	-10,800
Total Long-Term Liabilities	\$235,426	\$236,249
Total Liabilities	\$262,053	\$260,352
Equity		
30100 Retained Earnings	2,166,562	2,166,562
31000 DESIGNATED PROGRAM (FUNDS)		
31030 RE (Funds)		
31040 Coming of Age (Fund)	57	57
31050 High School (Fund)	496	496
31060 RE Gift Fund (Fund)	17,864	18,329
31080 Young Adult (Fund)	677	677
Total 31030 RE (Funds)	19,094	19,559
31090 Retreat - All church (Fund)	1,129	1,129
31095 Retreat - Women's (Fund)	4,773	4,773
31100 SEJC (Funds)	0	0
31120 Anti Racism (Fund) (deleted)	10	10
31130 BLM (Fund)	1,006	1,006
31140 Fairtrade Coffee (Fund)	3,159	3,159
31151 SEJC - General (Fund)	6,914	6,825
31200 Native Amer. Connect'ns (Fund)	233	233
32229 Uplift (Fund)	965	965
32230 UU The Vote (Fund)	72	161
32235 Palestinian Family (Fund)	55	55
32240 Refugee Resettlement (Fund)	5,840	5,840
Total 31100 SEJC (Funds)	18,253	18,253
Total 31000 DESIGNATED PROGRAM (FUNDS)	43,249	43,714
31011 Paddle Call Funds	3,919	3,919
33000 RESTRICTED BANK ACCOUNT FUNDS		
33010 Humanitas Fund	12,163	12,163
33030 Board Reserves	0	0
33032 Building Maintenance Reserve	48,866	47,699
33034 Emergency Reserve (1% of Budget)	81,749	81,392

Bellingham Unitarian Fellowship

Balance Sheet Monthly Comparison

As of January 31, 2025

	TOTAL	
	AS OF JAN 31, 2025	AS OF DEC 31, 2024 (PP)
33036 Sabbatical Reserve	8,185	8,060
Total 33030 Board Reserves	138,800	137,151
Total 33000 RESTRICTED BANK ACCOUNT FUNDS	150,962	149,314
33250 RESTRICTED INVESTMENT FUNDS		
33260 A. Herrmann Domini Fund - SEJC	48,214	48,214
Total 33250 RESTRICTED INVESTMENT FUNDS	48,214	48,214
Net Income	96,506	79,234
Total Equity	\$2,509,411	\$2,490,956
TOTAL LIABILITIES AND EQUITY	\$2,771,464	\$2,751,308

Bellingham Unitarian Fellowship
Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L
July 2024 - January 2025

	Jan 2025			Total	
	Actual	Budget	over Budget	Actual	Budget
Income					
31012 Taize	132		132	132	0
40001 OPERATIONS INCOME			0	0	0
40200 FACILITIES			0	0	0
40210 Rental of Building	3,771	3,000	771	13,040	17,000
Total 40200 FACILITIES	\$ 3,771	\$ 3,000	\$ 771	\$ 13,040	\$ 17,000
40300 PROGRAMS			0	0	0
40315 Choir Income	10		10	184	0
40320 CND & Coffee Hour	540		540	2,607	0
40325 LLL INCOME			0	0	0
40330 LLL - RE Income	40		40	440	0
Total 40325 LLL INCOME	\$ 40	\$ 0	\$ 40	\$ 440	\$ 0
40500 SEJC INCOME			0	0	0
40525 SEJC - Fairtrade Coffee Sales (Inc)	323		323	2,735	0
40545 SEJC - NACC (Inc)			0	150	0
40550 SEJC - Special Collections (Inc)	3,166		3,166	13,276	0
40551 SEJC - Food Bank/Food Shelf (Inc)	73		73	840	0
40564 SEJC - Uplift (Inc)			0	61	0
40585 SEJC - Refugee Resettlement (Inc)	2,708		2,708	4,128	0
Total 40500 SEJC INCOME	\$ 6,270	\$ 0	\$ 6,270	\$ 21,190	\$ 0
Total 40300 PROGRAMS	\$ 6,860	\$ 0	\$ 6,860	\$ 24,422	\$ 0
Total 40001 OPERATIONS INCOME	\$ 10,631	\$ 3,000	\$ 7,631	\$ 37,462	\$ 17,000
41000 STEWARDSHIP INCOME			0	0	0
41010 DONATIONS			0	0	0
41011 Pledge Income	27,222	24,650	2,572	219,376	220,025
41012 Cash Donations and Misc.		583	-583	458	4,083
41103 Non-Pledge / Friends Donations	11,848	520	11,328	31,962	6,270
41115 Taize Gift		258	-258	6,808	1,808
41120 RE Gift	465	465	0	3,255	3,255
41130 Humanitas Donations	1,057		1,057	2,457	0
Total 41010 DONATIONS	\$ 40,593	\$ 26,477	\$ 14,116	\$ 264,317	\$ 235,442
41100 FUNDRAISING			0	0	0
41102 Auction	-1,938	0	-1,938	37,517	25,400
Total 41100 FUNDRAISING	-\$ 1,938	\$ 0	-\$ 1,938	\$ 37,517	\$ 25,400
Total 41000 STEWARDSHIP INCOME	\$ 38,655	\$ 26,477	\$ 12,178	\$ 301,834	\$ 260,842
42000 FINANCING			0	0	0
42015 Interest Income	3	0	3	3,023	2,250

Total 42000 FINANCING	\$	3	\$	0	\$	3	\$	3,023	\$	2,250
42110 Uncategorized Income		2,437				2,437		2,437		0
Total Income	\$	51,859	\$	29,477	\$	22,382	\$	344,887	\$	280,092
Gross Profit	\$	51,859	\$	29,477	\$	22,382	\$	344,887	\$	280,092
Expenses										
51100 FINANCING (Reserves) EXPENSE						0		0		0
51110 Building Maint. (15%) Reserve		1,167		1,167		0		5,420		8,167
51120 Emergency Reserve (1% budget)		357		357		0		2,498		2,498
51130 Sabbatical Reserve Expense		125		125		0		875		875
Total 51100 FINANCING (Reserves) EXPENSE	\$	1,649	\$	1,649	\$	0	\$	8,792	\$	11,540
52000 OPERATIONAL EXPENSES				0		0		0		0
52100 ADMINISTRATIVE EXPENSES						0		0		0
52120 IT - Equipment				83		-83		77		583
52130 IT - Software/Subscriptions		354		750		-396		2,294		2,340
52140 Office / Administrative		196		258		-62		3,664		1,808
52160 Service Charges & Fees		209		80		129		2,176		605
52170 Telephone		975		445		530		3,752		3,115
Total 52100 ADMINISTRATIVE EXPENSES	\$	1,735	\$	1,617	\$	118	\$	11,963	\$	8,452
52200 FACILITIES						0		0		0
52210 Building Maintenance & Repairs		189		1,000		-811		7,677		8,500
52220 Insurance - Bldg/Liability Expe				804		-804		4,437		5,627
52230 Mortgage Interest		839		839		0		5,852		5,851
52240 Permits, Licenses				0		0		0		325
Total 52200 FACILITIES	\$	1,028	\$	2,643	-\$	1,614	\$	17,967	\$	20,303
52300 PROGRAM EXPENSES						0		0		0
52310 Choir				125		-125		67		875
52320 CND & Coffee Hour		323		150		173		2,448		1,100
52410 LLL - Childcare Contractors				453		-453		660		2,573
52420 LLL EXPENSE						0		0		0
52450 LLL - OWL				42		-42		0		292
52460 LLL - RE General				340		-340		449		1,860
52470 LLL - YRUU High School						0		77		0
Total 52420 LLL EXPENSE	\$	0	\$	382	-\$	382	\$	526	\$	2,152
52510 Membership / Hospitality				0		0		0		150
52600 SEJC EXPENSES						0		0		0
52615 SEJC - BLM (Exp)						0		250		0
52620 SEJC - Fairtrade Coffee (Exp)						0		2,127		0
52626 SEJC - General (Exp)						0		500		0
52630 SEJC - NACC (Exp)						0		92		0
52635 SEJC - Spec Coll Dispersements (Exp)						0		11,053		0
52648 SEJC - Uplift (Exp)						0		200		0
52650 SEJC - UU The Vote (Exp)						0		250		0
52665 SEJC - Refugee Resettlement (Exp)						0		5,129		0
Total 52600 SEJC EXPENSES	\$	0	\$	0	\$	0	\$	19,601	\$	0

52700 Staff Professional Expenses				0	0	0
52710 Prof Expense - Admin Staff			83	-83	0	583
52720 Prof Expense - Community Min			25	-25	0	175
52730 Prof Expense - DLL			125	-125	460	875
52740 Prof Expense - Minister			0	0	1,412	825
52760 Prof Expense - Music Staff			50	-50	0	350
Total 52700 Staff Professional Expenses	\$	0	\$ 283	-\$ 283	\$ 1,872	\$ 2,808
52820 Worship Arts		300	317	-17	3,508	2,217
Total 52300 PROGRAM EXPENSES	\$	623	\$ 1,710	-\$ 1,087	\$ 28,682	\$ 11,875
52900 UTILITIES / BUILDING SERVICES			0	0	0	0
52910 Custodial -Supplies			100	-100	722	700
52915 Custodial Contractors		810	1,000	-190	5,715	7,000
52920 Electricity			1,100	-1,100	4,808	4,505
52925 Elevator		587	0	587	2,262	513
52930 Garbage/Recycling		208	208	0	1,479	1,458
52935 Gas		470	210	260	1,017	1,150
52940 Security Monitor/ Requird Tests		292	0	292	940	950
52945 Water/Sewer		258	417	-159	2,571	2,917
Total 52900 UTILITIES / BUILDING SERVICES	\$	2,625	\$ 3,035	-\$ 410	\$ 19,514	\$ 19,193
Total 52000 OPERATIONAL EXPENSES	\$	6,011	\$ 9,004	-\$ 2,993	\$ 78,126	\$ 59,822
53000 Humanitas (Expense)		2,612		2,612	2,612	0
60000 STAFFING EXPENSE				0	0	0
60100 Admin Salary & PTO		5,160	5,160	0	36,637	36,120
60110 AV Tech		536	368	168	3,269	2,574
60120 Building Steward		358	403	-46	3,817	2,822
60126 Childcare Provider		106		106	1,430	0
60130 Director of Lifelong Learning		2,292	2,500	-208	13,750	15,000
60135 Keyboard Artist I/Choral Assist		609	609	0	4,187	4,260
60140 Keyboard Artist II		180	697	-517	3,129	4,876
60150 Minister Salary & Housing		7,606	7,849	-244	53,241	54,946
60155 Music Director		1,042	1,141	-99	6,250	6,846
60165 Taize		225		225	1,035	0
60200 Benefits				0	0	0
60210 Health Insurance Supp		1,125	1,125	0	5,206	7,875
60230 LTD Payroll Expense		94	167	-73	659	1,167
60240 Pension Payroll Expense		1,285	1,323	-38	7,444	7,449
Total 60200 Benefits	\$	2,504	\$ 2,615	-\$ 111	\$ 13,309	\$ 16,491
60400 Payroll Taxes				0	0	0
60410 Medicare Expense		169	156	13	1,132	1,060
60420 Paid Family Medical Leave		41	40	1	217	267
60430 Social Security Expense		721	665	56	4,835	4,542
60440 State of WA L&I Expense		160	148	12	933	1,011
Total 60400 Payroll Taxes	\$	1,091	\$ 1,009	\$ 82	\$ 7,117	\$ 6,880
Total 60000 STAFFING EXPENSE	\$	21,707	\$ 22,350	-\$ 643	\$ 147,171	\$ 150,815

70000 STEWARDSHIP EXPENSES				0	0	0
70100 Denominational Dues				0	0	0
70130 UUA Dues	2,234	2,234		0	15,639	15,639
Total 70100 Denominational Dues	\$ 2,234	\$ 2,234	\$ 0	\$ 15,639	\$ 15,639	
70200 Stewardship Fundraising Expense				0	0	0
70210 Auction - Expense	375	0	375	4,791	2,000	
70250 Stewardship Expense		360	-360	93	360	
Total 70200 Stewardship Fundraising Expense	\$ 375	\$ 360	\$ 15	\$ 4,884	\$ 2,360	
Total 70000 STEWARDSHIP EXPENSES	\$ 2,609	\$ 2,594	\$ 15	\$ 20,523	\$ 17,999	
Total Expenses	\$ 34,588	\$ 35,597	-\$ 1,009	\$ 257,224	\$ 240,176	
Net Operating Income	\$ 17,271	-\$ 6,120	\$ 23,391	\$ 87,663	\$ 39,916	
Other Income						
42500 NON-OPERATING INCOME			0	0	0	0
42530 Unrealized Gain/Loss			0	0	8,843	0
Total 42500 NON-OPERATING INCOME	\$ 0	\$ 0	\$ 0	\$ 8,843	\$ 0	
Total Other Income	\$ 0	\$ 0	\$ 0	\$ 8,843	\$ 0	
Net Other Income	\$ 0	\$ 0	\$ 0	\$ 8,843	\$ 0	
Net Income	\$ 17,271	-\$ 6,120	\$ 23,391	\$ 96,506	\$ 39,916	

Saturday, Feb 15, 2025 10:40:59 AM GMT-8 - Accrual Basis

over
Budget

132
0
0
-3,960
-\$ 3,960
0
184
2,607
0
440
\$ 440
0
2,735
150
13,276
840
61
4,128
\$ 21,190
\$ 24,422
\$ 20,462
0
0
-649
-3,625
25,692
5,000
0
2,457
\$ 28,875
0
12,117
\$ 12,117
\$ 40,992
0
773

\$ 773
2,437
\$ 64,796
\$ 64,796

0
-2,747
0
0

-\$ 2,747

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0
-506
-46
1,856
1,571
637

\$ 3,512

0
-823
-1,190
1
-325

-\$ 2,336

0
-808
1,348
-1,913
0
-292
-1,411
77

-\$ 1,625

-150
0
250
2,127
500
92
11,053
200
250
5,129

\$ 19,601

0
-583
-175
-415
587
-350
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-\$ 936
1,291
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\$ 16,807
0
22
-1,285
303
1,749
21
-133
-10
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\$ 321
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\$ 18,304
2,612
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517
695
995
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-73
-1,747
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\$ 56,590

Bellingham Unitarian Fellowship

Profit and Loss Comparison

January 2025

	Total		
	Jan 2025	Dec 2024 (PP)	Jan 2024 (PY)
Income			
31012 Taize	132		
40001 OPERATIONS INCOME			
40200 FACILITIES			
40210 Rental of Building	3,771	1,010	3,848
Total 40200 FACILITIES	\$ 3,771	\$ 1,010	\$ 3,848
40300 PROGRAMS			
40315 Choir Income	10	105	
40320 CND & Coffee Hour	540	451	245
40325 LLL INCOME			
40330 LLL - RE Income	40	280	44
40345 LLL - OWL income			95
Total 40325 LLL INCOME	\$ 40	\$ 280	\$ 139
40500 SEJC INCOME			
40525 SEJC - Fairtrade Coffee Sales (Inc)	323	832	300
40535 SEJC - General (Inc)			40
40545 SEJC - NACC (Inc)		150	
40550 SEJC - Special Collections (Inc)	3,166	4,173	1,403
40551 SEJC - Food Bank/Food Shelf (Inc)	73	120	45
40570 SEJC - Palestinian Family (Inc)			230
40585 SEJC - Refugee Resettlement (Inc)	2,708		
Total 40500 SEJC INCOME	\$ 6,270	\$ 5,275	\$ 2,018
Total 40300 PROGRAMS	\$ 6,860	\$ 6,111	\$ 2,402
Total 40001 OPERATIONS INCOME	\$ 10,631	\$ 7,121	\$ 6,250
41000 STEWARDSHIP INCOME			
41010 DONATIONS			
41011 Pledge Income	27,222	27,290	23,015
41012 Cash Donations and Misc.			100
41103 Non-Pledge / Friends Donations	11,848	12,801	1,099
41104 Transfers from Reserves			25,000
41115 Taize Gift		158	
41120 RE Gift	465	465	815
41130 Humanitas Donations	1,057	920	
Total 41010 DONATIONS	\$ 40,593	\$ 41,634	\$ 50,029
41100 FUNDRAISING			
41101 Other Fundraising Income			69
41102 Auction	-1,938	8,068	
41110 Covid Grants & Income			8,372

Total 41100 FUNDRAISING	- \$	1,938	\$	8,068	\$	8,441
Total 41000 STEWARDSHIP INCOME	\$	38,655	\$	49,702	\$	58,470
42000 FINANCING						
42015 Interest Income		3		1,516		2
Total 42000 FINANCING	\$	3	\$	1,516	\$	2
42110 Uncategorized Income		2,437				
Total Income	\$	51,859	\$	58,339	\$	64,722
Gross Profit	\$	51,859	\$	58,339	\$	64,722
Expenses						
51100 FINANCING (Reserves) EXPENSE						
51110 Building Maint. (15%) Reserve		1,167		1,167		
51120 Emergency Reserve (1% budget)		357		357		
51130 Sabbatical Reserve Expense		125		125		
Total 51100 FINANCING (Reserves) EXPENSE	\$	1,649	\$	1,649	\$	0
52000 OPERATIONAL EXPENSES						
52100 ADMINISTRATIVE EXPENSES						
52120 IT - Equipment				47		460
52130 IT - Software/Subscriptions		354		354		1,286
52140 Office / Administrative		196		606		333
52160 Service Charges & Fees		209		390		83
52170 Telephone		975				459
Total 52100 ADMINISTRATIVE EXPENSES	\$	1,735	\$	1,396	\$	2,621
52200 FACILITIES						
52210 Building Maintenance & Repairs		189		4,957		
52220 Insurance - Bldg/Liability Expe				195		4,735
52230 Mortgage Interest		839		815		873
Total 52200 FACILITIES	\$	1,028	\$	5,967	\$	5,607
52300 PROGRAM EXPENSES						
52310 Choir				60		
52320 CND & Coffee Hour		323		410		
52410 LLL - Childcare Contractors				423		
52420 LLL EXPENSE						
52450 LLL - OWL						128
52460 LLL - RE General				366		
52470 LLL - YRUU High School				77		
Total 52420 LLL EXPENSE	\$	0	\$	443	\$	128
52510 Membership / Hospitality						10
52600 SEJC EXPENSES						
52620 SEJC - Fairtrade Coffee (Exp)				340		290
52630 SEJC - NACC (Exp)				92		
52635 SEJC - Spec Coll Dispersements (Exp)				4,224		1,268
52665 SEJC - Refugee Resettlement (Exp)				2,623		
Total 52600 SEJC EXPENSES	\$	0	\$	7,279	\$	1,558
52820 Worship Arts		300		650		

Total 52300 PROGRAM EXPENSES	\$	623	\$	9,265	\$	1,696
52900 UTILITIES / BUILDING SERVICES						
52910 Custodial -Supplies						646
52915 Custodial Contractors		810		870		5
52920 Electricity				1,045		1,036
52925 Elevator		587				
52930 Garbage/Recycling		208		208		229
52935 Gas		470		281		369
52940 Security Monitor/ Requird Tests		292		182		
52945 Water/Sewer		258		526		361
Total 52900 UTILITIES / BUILDING SERVICES	\$	2,625	\$	3,112	\$	2,646
Total 52000 OPERATIONAL EXPENSES	\$	6,011	\$	19,741	\$	12,570
53000 Humanitas (Expense)		2,612				
60000 STAFFING EXPENSE						
60100 Admin Salary & PTO		5,160		5,160		5,308
60110 AV Tech		536		504		180
60120 Building Steward		358		518		391
60126 Childcare Provider		106		241		
60130 Director of Lifelong Learning		2,292		2,292		4,202
60135 Keyboard Artist I/Choral Assist		609		609		604
60140 Keyboard Artist II		180		360		720
60150 Minister Salary & Housing		7,606		7,606		7,606
60155 Music Director		1,042		1,042		2,210
60165 Taize		225		180		167
60200 Benefits						
60210 Health Insurance Supp		1,125		1,017		1,811
60230 LTD Payroll Expense		94		94		
60240 Pension Payroll Expense		1,285		1,285		2,510
Total 60200 Benefits	\$	2,504	\$	2,396	\$	4,320
60400 Payroll Taxes						
60410 Medicare Expense		169		170		199
60420 Paid Family Medical Leave		41		34		39
60430 Social Security Expense		721		726		851
60440 State of WA L&I Expense		160		159		145
Total 60400 Payroll Taxes	\$	1,091	\$	1,089	\$	1,235
Total 60000 STAFFING EXPENSE	\$	21,707	\$	21,995	\$	26,941
70000 STEWARDSHIP EXPENSES						
70100 Denominational Dues						
70130 UUA Dues		2,234		2,234		2,031
Total 70100 Denominational Dues	\$	2,234	\$	2,234	\$	2,031
70200 Stewardship Fundraising Expense						
70210 Auction - Expense		375		160		
70250 Stewardship Expense						196
Total 70200 Stewardship Fundraising Expense	\$	375	\$	160	\$	196

Total 70000 STEWARDSHIP EXPENSES	\$	2,609	\$	2,394	\$	2,227
Total Expenses	\$	34,588	\$	45,778	\$	41,739
Net Operating Income	\$	17,271	\$	12,560	\$	22,983
Net Income	\$	17,271	\$	12,560	\$	22,983

Saturday, Feb 15, 2025 10:45:42 AM GMT-8 - Accrual Basis

Bellingham Unitarian Fellowship

Profit and Loss by Class

July 2024 - January 2025

	Humanita s	Operating Budget	SEJC	Self Funded (Non SEJC)	Not Specified	TOTAL
Income						
31012 Taize		132				132
40001 OPERATIONS INCOME						0
40200 FACILITIES						0
40210 Rental of Building		13,040				13,040
Total 40200 FACILITIES	\$ 0	\$ 13,040	\$ 0	\$ 0	\$ 0	\$ 13,040
40300 PROGRAMS						0
40315 Choir Income		184				184
40320 CND & Coffee Hour		2,607				2,607
40325 LLL INCOME						0
40330 LLL - RE Income		440				440
Total 40325 LLL INCOME	\$ 0	\$ 440	\$ 0	\$ 0	\$ 0	\$ 440
40500 SEJC INCOME						0
(Inc) 40525 SEJC - Fairtrade Coffee Sales		138	2,597			2,735
40545 SEJC - NACC (Inc)			150			150
40550 SEJC - Special Collections (Inc)		261	13,015			13,276
(Inc) 40551 SEJC - Food Bank/Food Shelf		3	837			840
40564 SEJC - Uplift (Inc)			61			61
(Inc) 40585 SEJC - Refugee Resettlement			4,128			4,128
Total 40500 SEJC INCOME	\$ 0	\$ 402	\$ 20,788	\$ 0	\$ 0	\$ 21,190
Total 40300 PROGRAMS	\$ 0	\$ 3,633	\$ 20,788	\$ 0	\$ 0	\$ 24,422
Total 40001 OPERATIONS INCOME	\$ 0	\$ 16,673	\$ 20,788	\$ 0	\$ 0	\$ 37,462
41000 STEWARDSHIP INCOME						0
41010 DONATIONS						0
41011 Pledge Income		219,376				219,376
41012 Cash Donations and Misc.		378	80			458
41103 Non-Pledge / Friends Donations		31,962				31,962
41115 Taize Gift		6,808				6,808
41120 RE Gift		3,255				3,255
41130 Humanitas Donations	570		65	1,822		2,457
Total 41010 DONATIONS	\$ 570	\$ 261,779	\$ 145	\$ 1,822	\$ 0	\$ 264,317
41100 FUNDRAISING						0
41102 Auction		37,517				37,517
Total 41100 FUNDRAISING	\$ 0	\$ 37,517	\$ 0	\$ 0	\$ 0	\$ 37,517

Total 41000 STEWARDSHIP INCOME	\$	570	\$ 299,296	\$	145	\$	1,822	\$	0	\$ 301,834
42000 FINANCING										0
42015 Interest Income			3,023							3,023
Total 42000 FINANCING	\$	0	\$ 3,023	\$	0	\$	0	\$	0	\$ 3,023
42110 Uncategorized Income			2,437							2,437
Total Income	\$	570	\$ 321,562	\$	20,933	\$	1,822	\$	0	\$ 344,887
Gross Profit	\$	570	\$ 321,562	\$	20,933	\$	1,822	\$	0	\$ 344,887
Expenses										
51100 FINANCING (Reserves) EXPENSE										0
51110 Building Maint. (15%) Reserve			5,420							5,420
51120 Emergency Reserve (1% budget)			2,498							2,498
51130 Sabbatical Reserve Expense			875							875
Total 51100 FINANCING (Reserves) EXPENSE	\$	0	\$ 8,792	\$	0	\$	0	\$	0	\$ 8,792
52000 OPERATIONAL EXPENSES										0
52100 ADMINISTRATIVE EXPENSES										0
52120 IT - Equipment			77							77
52130 IT - Software/Subscriptions			2,294							2,294
52140 Office / Administrative			3,664							3,664
52160 Service Charges & Fees			2,176							2,176
52170 Telephone			3,752							3,752
Total 52100 ADMINISTRATIVE EXPENSES	\$	0	\$ 11,963	\$	0	\$	0	\$	0	\$ 11,963
52200 FACILITIES										0
52210 Building Maintenance & Repairs			7,677							7,677
52220 Insurance - Bldg/Liability Expe			4,437							4,437
52230 Mortgage Interest			5,852							5,852
Total 52200 FACILITIES	\$	0	\$ 17,967	\$	0	\$	0	\$	0	\$ 17,967
52300 PROGRAM EXPENSES										0
52310 Choir			67							67
52320 CND & Coffee Hour			2,448							2,448
52410 LLL - Childcare Contractors			660							660
52420 LLL EXPENSE										0
52460 LLL - RE General			449							449
52470 LLL - YRUU High School			77							77
Total 52420 LLL EXPENSE	\$	0	\$ 526	\$	0	\$	0	\$	0	\$ 526
52600 SEJC EXPENSES										0
52615 SEJC - BLM (Exp)				250						250
52620 SEJC - Fairtrade Coffee (Exp)				2,127						2,127
52626 SEJC - General (Exp)				500						500
52630 SEJC - NACC (Exp)				92						92
52635 SEJC - Spec Coll Dispersements										
(Exp)				11,053						11,053
52648 SEJC - Uplift (Exp)			200							200

52650 SEJC - UU The Vote (Exp)	250				250							
52665 SEJC - Refugee Resettlement (Exp)	5,129				5,129							
Total 52600 SEJC EXPENSES	\$	0	\$	200	\$	19,401	\$	0	\$	0	\$	19,601
52700 Staff Professional Expenses	0											
52730 Prof Expense - DLL	460											
52740 Prof Expense - Minister	1,412											
Total 52700 Staff Professional Expenses	\$	0	\$	1,872	\$	0	\$	0	\$	0	\$	1,872
52820 Worship Arts	3,508											
Total 52300 PROGRAM EXPENSES	\$	0	\$	9,281	\$	19,401	\$	0	\$	0	\$	28,682
52900 UTILITIES / BUILDING SERVICES	0											
52910 Custodial -Supplies	722											
52915 Custodial Contractors	5,715											
52920 Electricity	4,808											
52925 Elevator	2,262											
52930 Garbage/Recycling	1,479											
52935 Gas	1,017											
52940 Security Monitor/ Requird Tests	940											
52945 Water/Sewer	2,571											
Total 52900 UTILITIES / BUILDING SERVICES	\$	0	\$	19,514	\$	0	\$	0	\$	0	\$	19,514
Total 52000 OPERATIONAL EXPENSES	\$	0	\$	58,725	\$	19,401	\$	0	\$	0	\$	78,126
53000 Humanitas (Expense)	1,341				1,271				2,612			
60000 STAFFING EXPENSE	0											
60100 Admin Salary & PTO	36,637											
60110 AV Tech	3,269											
60120 Building Steward	3,817											
60126 Childcare Provider	1,430											
60130 Director of Lifelong Learning	13,750											
60135 Keyboard Artist I/Choral Assist	4,187											
60140 Keyboard Artist II	3,129											
60150 Minister Salary & Housing	53,241											
60155 Music Director	6,250											
60165 Taize	1,035											
60200 Benefits	0											
60210 Health Insurance Supp	5,206											
60230 LTD Payroll Expense	659											
60240 Pension Payroll Expense	7,444											
Total 60200 Benefits	\$	0	\$	13,309	\$	0	\$	0	\$	0	\$	13,309
60400 Payroll Taxes	0											
60410 Medicare Expense	1,132											
60420 Paid Family Medical Leave	217											
60430 Social Security Expense	4,835											
60440 State of WA L&I Expense	933											

Total 60400 Payroll Taxes	\$	0	\$	7,117	\$	0	\$	0	\$	0	\$	7,117
Total 60000 STAFFING EXPENSE	\$	0	\$	147,171	\$	0	\$	0	\$	0	\$	147,171
70000 STEWARDSHIP EXPENSES												0
70100 Denominational Dues												0
70130 UUA Dues				15,639								15,639
Total 70100 Denominational Dues	\$	0	\$	15,639	\$	0	\$	0	\$	0	\$	15,639
70200 Stewardship Fundraising Expense												0
70210 Auction - Expense				4,791								4,791
70250 Stewardship Expense				93								93
Total 70200 Stewardship Fundraising Expense	\$	0	\$	4,884	\$	0	\$	0	\$	0	\$	4,884
Total 70000 STEWARDSHIP EXPENSES	\$	0	\$	20,523	\$	0	\$	0	\$	0	\$	20,523
Total Expenses	\$	1,341	\$	235,211	\$	19,401	\$	1,271	\$	0	\$	257,224
Net Operating Income	-\$	771	\$	86,350	\$	1,533	\$	551	\$	0	\$	87,663
Other Income												
42500 NON-OPERATING INCOME												0
42530 Unrealized Gain/Loss				6,504		2,339						8,843
Total 42500 NON-OPERATING INCOME	\$	0	\$	6,504	\$	2,339	\$	0	\$	0	\$	8,843
Total Other Income	\$	0	\$	6,504	\$	2,339	\$	0	\$	0	\$	8,843
Net Other Income	\$	0	\$	6,504	\$	2,339	\$	0	\$	0	\$	8,843
Net Income	-\$	771	\$	92,854	\$	3,871	\$	551	\$	0	\$	96,506

Saturday, Feb 15, 2025 10:43:10 AM GMT-8 - Accrual Basis

Bellingham Unitarian Fellowship
Statement of Cash Flows
July 2024 - January 2025

OPERATING ACTIVITIES

Net Income

Adjustments to reconcile Net Income to Net Cash provided by operations:

13000 Prepaid Expenses

13001 A. Herrmann Social Justice Acct

13011 Prepaid Insurance

13030 UUA Common Endowment Acct

21002 Visa- WECU

24000 Payroll Liabilities

24005 Payroll Liabilities:Federal Withholding

24010 Payroll Liabilities:LTD Insurance

24015 Payroll Liabilities:Medicare

24020 Payroll Liabilities:Paid Family Leave

24025 Payroll Liabilities:Pension

24030 Payroll Liabilities:Soc. Security

24035 Payroll Liabilities:State of WA L&I

24040 Payroll Liabilities:Health Benefit Liability

25010 Prepaid Pledges

Total Adjustments to reconcile Net Income to Net Cash provided by operations:

Net cash provided by operating activities

INVESTING ACTIVITIES

10051 WECU Certificate of Deposit

10052 WECU 3030802 12 Month CD

Net cash provided by investing activities

FINANCING ACTIVITIES

26010 Mortgage - UUA / WECU

31011 Paddle Call Funds

31060 DESIGNATED PROGRAM (FUNDS):RE (Funds):RE Gift Fund (Fund)

31151 DESIGNATED PROGRAM (FUNDS):SEJC (Funds):SEJC - General (Fund)

32230 DESIGNATED PROGRAM (FUNDS):SEJC (Funds):UU The Vote (Fund)

32235 DESIGNATED PROGRAM (FUNDS):SEJC (Funds):Palestinian Family (Fund)

33010 RESTRICTED BANK ACCOUNT FUNDS:Humanitas Fund

33030 RESTRICTED BANK ACCOUNT FUNDS:Board Reserves

33032 RESTRICTED BANK ACCOUNT FUNDS:Board Reserves:Building Maintenance Reserve

33034 RESTRICTED BANK ACCOUNT FUNDS:Board Reserves:Emergency Reserve (1% of Budget)

33036 RESTRICTED BANK ACCOUNT FUNDS:Board Reserves:Sabbatical Reserve

Net cash provided by financing activities

Net cash increase for period

Cash at beginning of period

Cash at end of period

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Total	
	96,506
	758
	-2,339
	2,866
	3,496
	-1,999
	-64
	84
	-322
	15
	3
	1,775
	56
	-105
	704
	-26,265
-\$	21,337
\$	75,169
	-2,356
	-585
-\$	2,941
	-5,780
	-9,316
	-3,255
	2,789
	-89
	-2,000
	1,925
	-130,007
	48,866
	81,749
	8,185
-\$	6,934
\$	65,294

	65,518
\$	130,812

Cash on Hand Report (Oct - Dec 2024)

From Balance Sheet	30-Jun-24	30-Sep-24	31-Dec-24	31-Jan-25
Cash Assets under Board control for normal operating expenses				
WECU Checking	\$28,167	\$23,605	\$61,863	\$92,157
WECU Savings	\$25,057	\$26,736	\$27,320	\$27,320
WECU CDs	\$104,973	\$106,456	\$107,329	\$107,329
WECU CD Major Donor	\$26,144	\$26,123	\$26,728	\$26,728
Accounts Receivable	\$0	\$0	\$0	\$0
Prepaid Expenses	\$1,075	\$750	\$425	\$317
Prepaid Insurance	\$0	\$2,545	\$366	\$2,046
Total	\$185,415	\$186,215	\$224,031	\$255,897
Change in Checking Account	5%	-48%	13%	49%
Change in Cash Assets	4%	-10%	4%	14%
Liabilities (Adjusted)				
Current Liabilities	\$49,467	\$20,510	\$24,103	\$26,627
Remove 11 months of mortgage principal	-\$7,923	-\$9,900	-\$9,900	-\$9,900
Total	\$41,544	\$10,610	\$14,203	\$16,727
Equity (Restricted or Designated Funds)				
Savings Acct Fund (Reserves) *	\$130,007	\$132,206	\$137,151	\$136,800
Designated Program Funds	\$44,747	\$44,209	\$43,714	\$43,249
Total	\$174,754	\$176,415	\$180,865	\$180,049
Cash Assets - Liabilities - Equity=				
Estimated Cash on Hand	-\$30,883	-\$810	\$28,963	\$59,121



Bellingham Unitarian Fellowship

Community, Compassion, Commitment



2nd Triannual Report of the Community Beyond BUF Council

Bellingham Unitarian Fellowship

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Community Beyond BUF (CByB),
Social and Environmental Justice Committee
(SEJC)

Covenant of Beloved Community (CBC)

•

October 2024 – January 2025

Compiled and submitted by:

*Deb Cruz, SECf Ministry Action Team Lead and
Community Beyond BUF Council Lead*

These reports were compiled initially for the SEJC Program Meeting of January 26, 2025. They are predominantly reports from the Ministry Action Teams and Projects, but also contain reports from beyond SEJC to include the other justice-oriented teams under the Community Beyond BUF Council.

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SEJC Executive Summary

The following is an executive summary of the Community Beyond BUF Council which includes BUF's Social and Environmental Justice Committee and Covenant of Beloved Community programming. This summary covers from October 2024 through January 2025 and only includes BUF activities; however, more detailed information and information from other denominational organizations are included in the full report that follows.

The Social and Environmental Justice Executive Committee monitors SEJC team programming, funds and whole committee meetings. SEJC continues looking for a Chair, Vice Chair, Secretary, and Communications lead. From October 2024 to January 2025, the SEJC executive approved use of BUF spaces for Whatcom Peace and Justice Center's "Report Back From The West Bank" program (Palestine), Adam Manasra speaking on his life in the West Bank (Palestine) before October 2023 and the annual Native American Heritage Day Concert. They also approved financial sponsorship of Kuntz & Company social justice dance film series and a donation to the Fatherhood Foundation for programming during Black Excellent Month.

Black Lives Matters meets every month conducting program and business meetings. BLM continues building its relationship with the Synergy Group. BLM held two services on Martin Luther King, Jr. and Inauguration Day and another on the Practice of Beloved Community. Two events were held around MLK, Jr holiday including "An Inconvenient Hero" with Dr. Clyde Ford and the 25th Annual MLK Jr. Celebration with Dr. Sislina Grocer Ledbetter. BLM is also hosting 4 sessions on Beloved Community with Revs. Mel Hoover and Rose Edington in February 2025. BLM requested an SEJC donation to the Fatherhood Foundation for programming during Black Excellent Month.

Environmental Justice BUF members continue to be a part of the Multifaith Network for Climate, interfaith efforts continue in breaching the Snake River supporting salmon and our Southern Resident Orcas and the UU Climate Justice Coalition. Activity with legislative advocacy is expected to pick up and responses to the Trump administration's environmental attacks are being prepared for. Hosted an Indigenous Climate Cinema Showcase with Fred Lane of Lummi Nation in January 2025.

Humanitas Humanitas gave assistance to 60 clients in the period of October 2nd and December 18th of 2024. Gasoline, utility bills and transportation (which includes bus tickets and car tabs) topped the list of requests.

Immigration Rights. The Immigration Rights team was to be suspended; however, is being reactivated due to the Trump administration's immigration actions and policies. Engagement with C2C is being revived and an interfaith group is being formed. Other contacts include collaborations with UUSC and UUSJ and a national UU Immigration response team.

The Interfaith Coalition. BUF member Lucy Kesterson was hired by the Coalition as program manager, joining BUF member and representative Rev. Rose Edington. We participated in the winter coat drive and continue with CAST (Coffee and Sandwiches Together) program. IFC is providing regular meetings for clergy in Whatcom County to gather, get to know one another, and share outreach

programs so that congregation can more easily cooperate on meeting community needs. Two meetings were held this fall and more are planned. The Annual Auction is coming up in May.

UPLIFT (formerly Interweave) Uplift has been transferred over to the Community within BUF council and, after this, no longer providing updates to this report. They will be concentrating their efforts internally to BUF and will offering up the Transforming Hearts' "Trans Inclusion in Congregations" course March 2nd – April 6th Sundays from 3-5 pm. A team to assist trans migration into Canada is currently being formed with UUSC, BUF members, Whatcom queer and LGBTQIA+ organizations and the First Unitarian Fellowship of Nanaimo (British Columbia). Work with the Pink Haven intercontinental migration LGBTQIA+ folks continues.

Native American Connections Committee continues working on several projects with Lummi Nation members including the Gathering of the Eagles, Toki TV and other actions. Work continues with local and state interfaith organizations and projects. Held annual Native American Day Heritage Concert. Coordinated introductions for funding research to members of Lummi Nation including the House of Tears Carvers and Whiteswan Environmental and continued to support Children of the Setting Sun Productions. Promoted Pickford films, the Netse Mot and other indigenous events. Continue planning Gathering of the Eagles (May).

Refugee Resettlement Team continues to support two Syrian families through ongoing tutoring, language support, cultural opportunities and building community. Work continues to help the Alhoori family get their cleaning business off the ground. In November there was a Syrian Cultural Celebration dinner that raised \$2,000.00. Federal funding frozen by the Trump administration has left had a devastating impact on refugee families. Spring Mattress drive for World Relief refugees is in the planning.

Fair Trade Sales has 2 new FT sellers Allison Jones & her friend Marsha Volkommer. They sell the first Sunday of the month. Sita is in India until late March. New payment option-Text to pay for your FT purchase is in the works, more details to come.

Special Collections table in the full report lists the recipients for the 204-2025 year and the amounts raised. The largest being raised for the Interfaith Coalition.

Unitarian Church of Magyarszovat in Transylvania, Romania has nothing substantial to report over the past few months.

Whatcom Racial Equity Commission Miriam Karamoko was named executive director in July and will be meeting attending a retreat to discuss their 12 focus areas that include economic mobility, the justice system, education, mental health, systemic and structural racism, health, environmental justice, food security, housing, substance use, immigration and county participatory processes.

Covenant of Beloved Community still needs volunteers to nudge our congregation in continuing the goal of achieving Beloved Community which appears to have stalled out except for SEJC activities.

SEJC Team Reports

Actions of the Social and Environmental Justice Executive Committee

The Executive Committee approved the following requests since October 2024:

- Deb Cruz, SEJC's rep to the Ops Teams continues working on three issues 1) building use procedures, 2) congregational resolution process and 3) reviving Beloved Community.
- Approved use of BUF spaces for Whatcom Peace and Justice Center's "Report Back From The West Bank" program (Palestine)
- Approved financial sponsorship of Kuntz & Company social justice dance film series.
- Approved donation to the Fatherhood Foundation for programming during Black Excellent Month.
- Approved use of BUF spaces for Adam Manasra speaking on his life in the West Bank (Palestine) before October 2023.
- Approved use of BUF spaces for the annual Native American Heritage Day Concert.



SEJC Executive Committee

Todd Jones, Acting Chair
Vice Chair - Vacant
Kara Black, Finance
Secretary - Vacant

Mike Betz, Acting Communications
Deb Cruz, Ministry Action Teams
Murray Bennett, Nominating

SEJC is looking for a Chair, Vice Chair, Secretary and Communications lead. Murray Bennett agreed to take the Nominating position.

Actions of the Social and Environmental Justice Committee of the Whole

At the January 2024 general SEJC meeting, the following items were discussed or taken action on. A copy of SEJC's Charter is included in the Appendices section.

Next scheduled SEJC meetings are: April 27, 2025 • Sept, 21 2025 • January 25, 2026

- Time was giving to members to share a few minutes on their reactions to the onslaught of executive orders coming from Trump administration.
 - Most comments were reflecting the extreme actions against the LGBTQAI+ community, the environment and immigration in particular refugees and the rollback of protections and the cultivation of fear by our elected officials.
 - Concerns were also raised regarding ICE raids, farmworker deportations and the raising costs of food.

- Concerns were raised about the significance of staff government turnover and a possible bright spot with the new director of the Bureau of Indian affairs.
- The SEJC committee voted to pay \$89.16 to cover the UU the Vote expenses from the last election cycle activity (fall of 2024). Henry Ohana made the motion, Constance Ohana seconded. Passed unanimously.
- The Anti-racism fund had \$10.00 left in it. Since it is a restrictive fund, the owner of the fund needs to be contacted. Deb Cruz opened the fund during the time of anti-racism training and has agreed to transfer the balance to the Black Lives Matter account.
- Deb reported from the Ops team that BUF is overbudget in the use of building stewards and AV techs and many AV techs are not available in the evenings. Any events planned need to keep this in consideration and volunteers will be needed to do both AV services and space set up and clean up. The AV staff has made it significantly easier for BUFsters to run their own programs using the Bose system which is now secured to the floor on the dais. Also, teams can apply to the Executive Team for funds to pay for AV services once an AV tech is scheduled.
- Beth Brownfield announced the scheduling of an Earth Day Service and calling on volunteers to help design the program. The idea is to design a service similar to the service that was held at First Congregational Church last year with BUF's and other's participation.
- It was reported that Annie Sorich will be working with the BUF website redesign. We will need to confirm so the SEJC can have input to their section of the website redesign.
- Upcoming will be the incorporation of Fair Trade into the Breeze system. More details to come.

TREASURER'S REPORT JANUARY 26, 2025 BUF Social & Environmental Justice Committee

Available Unrestricted Funds December 31, 2024

Social/Environ. Justice Fund \$6,124.68
Fairtrade Coffee Fund \$3,610.86

Restricted Funds December 31, 2024

UU the Vote Fund - \$89.16
Uplift Fund \$1,026.22
Native Amer. Connections Fund \$291.15
BLM Fund \$756.05
**Refugee Resettlement Fund \$2,130.97
Anti-Racism Fund \$10.00
Palestinian Family Fund \$55.00

Endowment Funds on January 20, 2025

Adele Herrmann Domini Funds \$49,923.56
\$2,500 (about 5%) redeemed on 10/02/2024

SEJC Program Income Oct 1-Dec 31 2024

SEJC Fund \$2,000 (from Donimi
Fair Trade Coffee Sales \$1,508.80
(\$165.32 net profit this quarter)
Food Bank \$361.35
**Refugee Resettlement \$1,420.00
NACC \$150 (source unknown)

SEJC Program Expense Oct 1-Dec 31 2024

Sunday Justice Collections
Oct. CAST \$1,245.26
Nov. Magyarszovat \$2,041
Dec. IRIS \$1,712.56
Dec. Interfaith \$1,950
Fair Trade Coffee resupply \$1,343.48
BLM \$250
SEJC \$500 (Gathering of the Eagles)
UU the Vote \$250
Refugee Action \$3,209.60

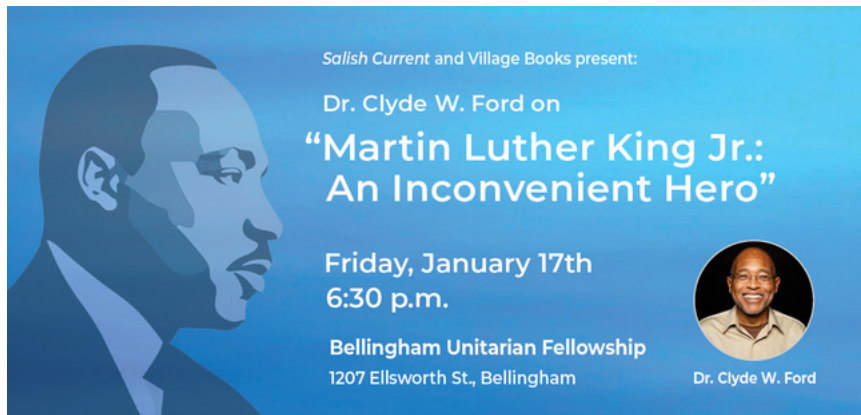
NACC \$91.70 (concert—on fund statement)

Palestinian Family Fund \$2000 (on fund statement)

****Note:** A misallocation was corrected, but on January 1, 2025, as previous quarter was already closed out. Both of these numbers, as of January 1, 2025 would be \$2,007.94 higher.

Black Lives Matter

Black Lives Matter continues to meet monthly. It's been revealed there is a common feeling that worship services have not been using diverse voices and that the commitment to antiracism and Beloved Community was inconsistent—and sometimes absent. A person of color coming for the first time to BUF easily might have the impression that ours is a mostly white and privileged congregation with little to recommend it to them. Rupert joined the Celebrants' team so that he would have a space at the table, and with Paul and the team his presence has made a difference for both deficits.



Events

We have been very active in January, leading 2 worship services, and with a presence in 1 other, and we have sponsored and helped with two well attended and helpful community events at BUF for MLK Day.

- Jan. 19. The theme, “Toward Justice: A reflection on Martin Luther King, Jr. and Inauguration Day,” with Rev. Paul Beckel and Rupert Ayton.
- Jan. 26. The theme, “The Promise and Practice of Beloved Community,” with Rev. Dr. Rose Edington, Rev. Mel Hoover, and Lucy Kesterson.
- “Martin Luther King Jr.: An Inconvenient Hero” on Friday January 17, is sold out.
- “The 25th Annual Celebration of MLK Jr. Day, Monday, January 20, at 7 pm, with volunteer choir rehearsal at 6 pm, at BUF. Please come for uplifting music, and a keynote address by Dr. Sislana Grocer Ledbetter.

In February, Lucy will take the lead with 4 classes on the general theme of Beloved Community with Rev. Dr. Rose Edington and Rev. Mel Hoover. There will be 4 sessions - Sundays, February 2–23, 12:00–1:30pm. In 2020, BUF adopted our Covenant of Beloved Community. The Black Lives Matter Action Team invites you to join us in exploring what living the promise of our covenant means in practice. Participation in all four sessions is encouraged but not required.

- February 2 - Mixing and huddling: the importance of racial identity spaces within Unitarian Universalism - (Library)
- February 9 - What is the history of racism and anti-Blackness in Unitarian Universalism? - (Flex Room)

Multifaith Network for Climate Justice.

The Multifaith Network for Climate Justice is scaling back its programming efforts due to the availability of people to organize and plan events. The steering team will continue to meet to address special program and the email listserv will still be available for members to post activities and events and encourage discussions.

Earth Advocacy Partners.

Deb Cruz attends monthly meetings with Earth Ministry (<https://earthministry.org>) and other faith representatives to keep up-to-date on WA State environmental legislation and other activities. Earth 2025 legislative priorities: <https://earthministry.org/2025-legislative-priorities/>.

Climate Justice Coalition.

The Climate Justice Coalition includes representatives from UU Ministry for Earth (UUMFE), UU Service Committee (UUSC), Side with Love, UUs for Social Justice (UUSJ), UU Women's Federation, DRUUM, UUs for Economic Justice (UUEJC), College for Social Justice (CSJ) and other national, regional and state UU teams working on environmental and climate justice have convened a new national team called the Climate Justice Coalition. One thing the Coalition will be working on is bringing all these groups, their perspectives, goals and resources into one space so a more united front can be developed to counteract what's coming in the days ahead under the current federal administration.

In October, the Coalition completed its conflict management training with Kai Cheng Thom. In January, the Coalition completed its training on Liberation Logic Model. The session explored what the domination model is and how it operates and the difference in shifting to the liberation logic model that invites us to use love, joy and a deep understanding of ourselves and our context to co-create a better world.

Snake River Dams.

Efforts continue to breach the lower Snake River dams in order to restore salmon populations, particularly Chinook that are critical to Tribal communities and our Southern Resident Orcas

Commenting processes have been and are being conducted on the recreation, agriculture and transportation replacement benefits. These studies and surveys will help in identifying the kinds of changes that will be made should the dams be breached. So far, both the transportation and agriculture

(water) surveys and studies suggest that breaching the dams will not have a significant impact. There will be some work to be done, but will not be an unreasonable barrier to the breaching.

Folks are encouraged to contact their congress folks to breach the dams with an emphasis of informing the new congress people of the need. People are also being encouraged to bring the new Governor Bob Ferguson up to date as well as new legislators elected this past November.

Convener: Deb Cruz, dwacruz@comcast.net



Humanitas

Humanitas gave assistance to 60 clients in the period of October 2nd and December 18th of 2024. Gasoline, utility bills and transportation (which includes bus tickets and car tabs) topped the list of requests.

Convener: Stephanie Bowden, numbr99@gmail.com

Request	#
Clothing orShoes	1
Could not help	1
DL or ID	1
Gas	16
Misc -	5
Phone	1
Rent or deposits	8
Transportation	15
Utilities	12
Total	60

Immigration Rights

Already the new federal administration is well underway in building up for ICE raids and mass deportations. Normally “safe” spaces, such as schools and churches, will no longer be exempt from these raids. Other efforts include redefining birth citizenship which is going before the courts, preparing the military for immigration action, deportations without hearings, non-citizen registration, invoking a national emergency at the southern border, work permits only to those of legal status and more. The ramifications will be huge and devastating. Read more here:

<https://www.americanimmigrationcouncil.org/research/after-day-one-high-level-analysis-trumps-first-executive-actions>.

Local Actions

Deb Cruz has been added to solidarity network that Community to Community is building. This will be for notifying folks of farmworker needs. Anyone wanting to be added to this list, contact Liz Darrow at lizdarrow@foodjustice.org.

Both Mike Betz and Deb Cruz attended a Whatcom interfaith meeting discussing the potential of collaborating in resisting ICE and current Trump immigration policies and actions. Ann Stevenson and Michael Berris are also working with Indivisible Bellingham who are also working with concerned agencies and organizations around collaboration efforts. A February 17th program with Bellingham Public Schools Superintendent Greg Baker and a March 17th program with immigration attorneys is being planned.

At the UU National Level

Collaboration with national UU partners is being developed more substantially. There is a request from UUSC for potential action for BUFsters and area LGBTQAI+ allies in the Bellingham area in providing support for folks crossing into Canada. UUs for Social Justice's Immigration Team will also be reaching out to congregations, are looking to establish a collaborative culture for federal advocacy and sending out calls to action and programming. Deb Cruz will be engaged with a national UU immigration response team that is being created with UUSC, UURise and others.

Statement on UUA Suit Against the Administration

Washington, D.C. — The Unitarian Universalist Association (UUA) joined more than two dozen Christian and Jewish religious denominations and associations on February 11 in filing a lawsuit against the Trump Administration's new policy that allows immigration raids, arrests, and other enforcement actions at houses of worship. The new policy empowered enforcement actions that could interrupt religious services in furtherance of the Administration's mass deportation plans. The Trump Administration's rescission of the Department of Homeland Security (DHS) "sensitive locations" policy that had restricted Immigration and Customs Enforcement (ICE) from conducting immigration raids, arrests, and other enforcement actions at houses of worship is a violation of the broad protections for individuals performing religiously motivated actions.

See the UU World Article (<https://www.uuworld.org/articles/immigration-lawsuit-unitarian-universalist-association?eType=EmailBlastContent&eId=6d6a472e-b462-4c7f-987b-2bae1df7b24a>) and lawsuit filed (<https://www.law.georgetown.edu/icap/wp-content/uploads/sites/32/2025/02/Mennonite-Church-USA-v.-U.S.-Department-of-Homeland-Security-Complaint.pdf?eType=EmailBlastContent&eId=6d6a472e-b462-4c7f-987b-2bae1df7b24a>) by the Institute for Constitutional Advocacy and Protection (ICAP) at Georgetown Law.

This team needs a few more people working on immigration and migrant farmworker issues, please.

Convener: Mike Betz, mwbetz@comcast.net

Interfaith Coalition



INTERFAITH COALITION

Partners in faith. Changing lives.

The Council has been dealing with staffing in recent months. Currently two Board members are serving as the Executive Director. The best staff decision the Board made recently was to hire BUF member Lucy Kesterson as Program Director. Please remember that when Lucy is attending a BUF service, she is off-duty and would appreciate that we contact her at work with your questions about IFC programs.

Thanks to all of you who contributed coats to IFC's winter coat drive! I'm glad we are among the congregations continuing to provide warm clothing to help people in Whatcom County keep warm during the cold winter months.

Several BUFsters help CAST (Coffee and Sandwiches Together) maintain its mission of providing dinner from 6-7pm at the Arch of Healing and Reconciliation daily to people in need. Anyone with a spare hour to two a week can help with such tasks as preparing sandwiches, setting up and taking down supplies, greeting guests and passing out food, etc. Sign up to volunteer here: <https://www.interfaith-coalition.org/cast>.

IFC is providing regular meetings for clergy in Whatcom County to gather, get to know one another, and share outreach programs so that congregation can more easily cooperate on meeting community needs. Two meetings were held this fall and more are planned.

Keep in mind that the IFC Annual Auction takes place in May and is a major fundraiser. Look for further information for the date and what kinds of donations are being accepted in the weekly update and BUF news group.

Convenor: Rev, Rose Edington, revedington@gmail.com; 304-415-3126

LGBTQIA+

Uplift

BUF's Uplift team has been transferred over to the Community within BUF council and no longer providing updates to this report. They will be concentrating their efforts internally to BUF and will offering up the Transforming Hearts' "Trans Inclusion in Congregations" course March 2nd – April 6th Sundays from 3-5 pm. Contact Grace Nyblade at gnyblade@gmail.com.

This section of the report will be left available for any of BUF's LGBTQIA+ work that occurs in the greater community.

A team to assist trans migration into Canada is being formed with UUSC, BUF members, Whatcom queer and LGBTQIA+ organizations and the First Unitarian Fellowship of Nanaimo (B.C.).

- lifeway gallery, a digital media production studio, maker spaces and an artist-in-residence program. Construction planned for spring 2025 and projected to open in spring 2026.
- Promoted free Storytelling mentoring with Lummi, Swil Kanim the second Tuesday Nov-April at NW College Library.
 - NOVEMBER
 - Distributed the story about Activist, Chris Elder who gathered 1,200-1,500 lbs. of fresh meat and vegetables from local farmers and transported them by BARGE down the Nooksack River to Nooksack Indian Tribe and Lummi Nation for distribution in time for the Thanksgiving food distribution.

Chris wrote: "Thanks to all of you for joining me in a somewhat unconventional attempt at supporting our communities and supporting each other along the way and connecting with the world around us. Thanks also goes to the Nooksack River and all the many ways it supports us, connects us, and enriches us and the world around us. I am very grateful for all of you and all the other folks that play a role in our food systems and communities."

- Coordinated an anonymous BUF member who wanted to donate part of an inheritance to Lummi Shirley William's, White Swan Environmental program. We spent several hours with Shirley and a generous amount was passed to her to support one of her ongoing projects. It was a beautiful interchange.
- November 24: Native American Heritage with Guest Speaker Freddie Lane. Beth Brownfield and Lummi Freddie Lane shared the Reflections.
- Friday, November 29th 6-8 Native American Heritage Concert (at BUF) Coordinated by JP Falcon Grady: Musicians included Lummi, Andrew Johnson (flute); Settler, Mark Nichols (song and piano), Tolowa Dee ni, Ben Workman-Smith (cello); Lummi, Swil Kanim (violin), JP Falcon Grady (MC, original songs and guitar)
- Intersectional Native Events emails to over 1,000 people once, sometimes twice a month.
- We also receive monthly emailed information from Native Connection groups in Port Townsend, Whidbey Island, and East Shore in Seattle and Learning Right Relations in Olympia. All, of these groups were inspired by our work in Bellingham and are doing ASTOUNDING WORK now themselves. It is so inspiring.
- Freddie Lane and I are talking about sponsoring another Earth Day Service on May 22 of 2025, hopefully at BUF this year. Last years' service received a 5-star rating and there is a demand for it to happen again as a pre-Gathering of Eagles Event which will happen again the end of May.

Native American Heritage Concert
Bellingham Unitarian Fellowship



Andrew Johnson
Tolson He is a gifted flute player from the Lummi Nation, known for his soulful, evocative music that honors his Native heritage. His melodies draw from the deep cultural roots of the Lummi people, capturing the essence of the land, spirit, and stories passed down through generations. With each note, Tolowa Dee ni invites listeners on a journey of connection, healing, and respect for the natural world, sharing the enduring legacy of his ancestors through the power of the flute.



Mark Nichols
aka "Nicks" grew up in Ferndale, and recently finished the epic fiction, Big Jan Stories, about the massive Nooksack/Lummi river log jam before 1877. He has made at least five films for children of the setting sun, including "Land acknowledgement", which inspired a creative deep dive into the natural world, and the question "How did we get here?" He has written and produced many pieces of contemporary music theater and over one hundred films of varying lengths. He lives deep in the woods.



Ben Workman-Smith
Ben's musical background is extensive and diverse. Half of his life has been spent in the concert hall with the cello and voice, and the other half has been spent in cultural centers including Promenades, the Lummi Blackhawk Singers, Ecological settings, and a lengthy stint with the Bellingham chapter of the Pacific Coast Songwriters. Even as a child, Ben showed devotion to enhancing every scene he staged music in one way or another. As a result, Ben has shown disciplined collaborative musicianship and staunch commitment to a proper cultural celebration. These were primary motivators through his Performance degree work at NWU, continuing Graduate Study in Music Education, and a planned Community Music & Performance.

FRIDAY NOVEMBER 29TH 6-8 PM

SPONSORED BY BUF'S NATIVE AMERICAN CONNECTION COMMITTEE

FREEWILL OFFERING WILL BE TAKEN TO SUPPORT OUR PERFORMERS



Swil Kanim
Swil Kanim is a US Army veteran, storyteller, actor, and classically trained violinist who grew up in Washington State. He currently serves on the board of the Seattle Symphony. Swil Kanim performs and community events and schools around the country where he plays his compositions which are infused with his own life and musical influences. He has been a featured performer at the American Indian Film Awards in San Francisco since 2003. The recipient of many awards and honors, Swil Kanim performed at the West Coast American Indian Music Awards in 2008, where he was presented with both the classical and traditional instrument awards. That same year, he was invited to perform for the Dalai Lama at Key Arena in Seattle for the Seeds of Compassion event. He passionately encourages and inspires people of all walks of life to honor their vision and follow their passion.



JP Falcon Grady
Falcon is a Native American singer/songwriter originally from Broomfield, Montana, and a proud member of the Blackfeet Nation, who currently resides in the Pacific Northwest. He performs both as a solo artist and with his band, JP Falcon Band. JP Falcon Grady has graced many stages in his 20+ years as a professional musician. He performs all over the Pacific Northwest, Idaho, Montana, Oregon, Hawaii, B.C. Canada, and the Netherlands. JP musically weaves stories with profound lyrics and melody and coupled with his stunning smooth voice often moves his fans to tears. He's a self-taught acoustic guitarist, singer, and songwriter he is credited with numerous musical achievements, including performing a title track in a motion picture. Acoustic rock is the foundation, with Native American, Reggae, Javanian, Latin, and Country influences.

1207 Ellsworth St, Bellingham, WA 98225

Gathering of the Eagles

Planning for the Gathering of the Eagles this. May 19th-25th 2025 is well underway. As in previous years, there will be the San Juan Islands canoe journey and a Coast Salish Day in Bellingham as part of the Ski to Sea festivities.

Interfaith Network for Indigenous Communities

(INIC, <https://fanwa.org/our-network/inic/>). Deb Cruz attends bimonthly meetings with other faith communities across the state to discuss and share activities around our Indigenous communities. On October 11th, INIC sponsored a Boarding School presentation with Indigenous leaders and speakers on the issue. INIC continues to meet on a monthly basis and is looking to plan more events for 2025.

Indigenous Allies

Indigenous Allies meets the 4th Wednesday every month at 2:00 pm with Deb Cruz and Beth Brownfield as BUF representatives. This is an interfaith coalition of local faith communities working to engage in Indigenous issues. We meet monthly on the 4th Wednesday, contact Deb Cruz at dwacruz@comcast.net if you are interested in participating with this group.

Tok's Legacy

Toki TV, originally focused on the return of Sk'aliCh'elh-tenaut will continue with the goal of the protection and restoration of the Southern Resident Orcas as a way of honoring Sk'aliCh'elh-tenaut in her passing. We'll be looking to the breaching of the Snake River dams and supporting the Rights of the Southern Resident Orcas. Guest speakers just about every week on a wide range of topics that impact our Orcas and their ecosystem. Every Sunday at 1:00 pm.



You can view previous episodes and future ones here:

<https://www.facebook.com/groups/529407417240057> or here:

<https://www.youtube.com/channel/UCor-MLe7Lh-jiQ-thWsyFwg/videos>. Deb Cruz provides technical support for the broadcast.

Co-Conveners: Beth Brownfield, bethbrownf@aol.com and Deb Cruz, dwacruz@comcast.net

Refugee Resettlement Team

The Refugee Action Team met January 13, 2025 via Zoom to continue planning for future efforts. Many needs for the families were discussed including birthday events, the new cleaning business in the Alhoori family, language and literacy supports, future mattress drive for World Relief refugees etc. There are over a dozen team members who continue to provide language and literacy tutoring, job

hunting, driving lessons and more. Recently, a computer and a car were donated to support their growing independence.

On November 16th, the team helped sponsor a Syrian Cultural Celebration Dinner with 96 dinner reservations. \$2,000 dollars was raised to support 3 local refugee families (2 Syrian and 1 Sudanese) and one Syrian family in Turkey. A full menu with Syrian family cooks included: BBQ Kabobs, Kibbeh, Baked Salmon, Biryani spiced rice, Syrian Red Lentil soup, Hummus, Green Salad. A short program presented family celebrations and sharing of the refugee experience and then authentic music and dancing. A fabulous time was had by all.



A discussion about sponsoring another refugee family from World Relief was discussed and then tabled due to the lack of volunteer availability to undertake such a task at this time. In the meantime, some members of the team will proceed with a mattress drive to support all the incoming refugees in World Relief.

Convener: Ann Stevenson, ann.v.stevenson@gmail.com

SEJC Project Reports

Fair Trade Sales

Fair Trade Coffee Sales	\$1,508.80
Expenses	\$1,343.38
Profit	\$165.42

2 new FT sellers joined the team-Allison Jones & her friend Marsha Volknommer. They sell the first Sunday of the month. Stop by & say hi! Sita is in India until late March.

Upcoming News-coming Soon- New payment option-Text to pay for your FT purchase!



Convener: Susan Thurn, sdthurn3@gmail.com

SEJC Special Collections and B'ham Food Bank/Lummi Food Shelf contributions

Special Collections

The SEJC Special Collections from BUF congregants support Whatcom County not-for-profit social justice organizations to fulfill our objective of outreach beyond BUF. Our congregants offer their time, skills and effort, as well as money, in caring for people and environment. This reflects our shared values of Justice, Equity, and Interdependence.

Consistent with our values, we invite applicants and select in six categories: women/children, poverty/homelessness, peace/human rights, social/economic justice, health, and environment. The representatives of the applicants appear for an interview for defense and a question/answer session, and those of the recipients appear at their scheduled collection Sunday service for a five-minute pitch for their cause, and have an option to set up a table for information for the congregants, in the social hall during coffee hour.

In recent years, guided by our Beloved Community promise, we broadened the circle of outreach to be inclusive of newer programs and fledgling local organizations. We reached out to you, our congregants, to encourage any such non-profits you know of, to apply for our grants. As a result, in the last few years we netted several organizations serving a diversity of marginalized and previously unfound categories, ranging from a program to reintegrate released incarcerated people into the mainstream community (Restorative CommUnity Coalition) to a project in environmental sustenance (Ten Thousand Trees). In addition to the ten recipients for 2024-25, listed below, two months are set apart for BUF's Humanitas program and Magyarszovat, our Transylvanian partner, and we take an additional collection on Christmas Eve for the Interfaith Coalition).

The members of SEJC appreciate the generous contributions of BUF congregants, and we will continue to be committed to BUF's Covenant of Beloved Community.

Special collections recipients for 2024-2025

July 2024	Lydia Place	\$ 975.42
August 2024	National Association of Mental Illness (NAMI)	\$ 855.76
September 2024	Humanitas	\$1,347.40
October 2024	Coffee and Sandwiches Together (CAST)	\$1,245.26
November 2024	Immigrant Resources Immediate Support (IRIS)	\$1,712.56
December 2024	Interfaith Coalition	\$1950.00
January 2025	Food Bank	
February 2025	Northwest Youth Services (NWYS)	
March 2025	Children of the Setting Sun Productions	
April 2025	Adaptive & Inclusive Recreation of Whatcom Co. (AIROW) Project	
May 2025	Bellingham Queer Collective	
June 2025	PFLAG (LGBTQAI+)	

Convener: Kara Black, kara@cedartreelc.com

Bellingham & Lummi Food Banks

A total of \$361.35 was collected for the Food Bank this period. Judy Fruhbauer takes what food is contributed out to Lummi Food Bank as it builds up. Also, money comes in monthly for the Food Bank that is also gifted monthly donations by Electronic Transfer to Lummi Food Bank.

Affiliate Reports

Unitarian Church of Magyarszovat in Transylvania, Romania.

There is nothing substantial to report over the past few months. Reka Zoltan continues to maintain contact with the folks at Magyarszovat.

Convener: Reka Zoltan at anyu9earth@gmail.com

Whatcom Racial Equity Commission.

BUF's participation in the Whatcom Racial Equity Commission was the final ask of Community to Community as we dissolved our partnership with them.

Miriam Karamoko was named executive director in July and will be meeting attending a retreat to discuss their 12 focus areas that include economic mobility, the justice system, education, mental health, systemic and structural racism, health, environmental justice, food security, housing, substance use, immigration and county participatory processes. Meetings are public and volunteers are welcome. More info on the Whatcom Racial Equity Commission, visit their website here: <https://www.chuckanuthealthfoundation.org/racial-equity-commission>.

Eliana Steel at eliana.steele@gmail.com

Other Activities

Ops Team

The Ops team is a board-mandated, collaborative body that oversees the various administrative and programming aspects of BUF congregational life. Current Ops Team members are:

Ministry Council Lead/Chair	Rev. Paul Beckel (Senior Minister - Staff)
Board Representative/Vice Chair	Jim Riemer (Board Member)
Administration Lead Council	Michelle Fox (Administrator)
Community within BUF Lead	Seat is Vacant
Growth and Learning Council Lead	Seat is Vacant
Community Beyond BUF Council	Deb Cruz (Volunteer)

Ops Team's priorities have changed somewhat in that more attention is being focused now on Rev. Paul's leaving and preparations for the Interim Minister. On hold now:

- BUF facility use procedures for BUF members, groups and community connections. This is a comprehensive effort that will look to requesting space and services (process), restrictions and responsibilities of organizers (AV, space maintenance and security).
- Reviving the updating of the congregational resolution process.
- Recommending prioritized BUF projects (building improvements, staffing, etc.) based on budget.

Covenant of Beloved Community

BUF used the core text of the then-proposed 8th Principle to draft a resolution “The Covenant for Beloved Community” and it passed by congregational vote in November 2020. The text of the resolution is here: <https://wp.buf.org/covenant-of-beloved-community/> and the Covenant reads as follows:

We, a member congregation of the Unitarian Universalist Association, 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.



We are still in need of volunteers to help shepherd our resolution and now, the Article II changes throughout BUF’s congregational life.

More background info on the Covenant of Beloved Community is here: <https://wp.buf.org/about-us/beloved-community/>

Contact Deb Cruz, SEJC Ministry Action Team Coordinator and Community Beyond BUF lead, at dwcruz@comcast.net if you are interested or have any questions.

Denominational Affairs

UUA.

- Is preparing for General Assembly which June 18-June 22, 2025: <https://www.uua.org/ga>. Theme is “Meet the Moment.”
 - Registration is open: <https://www.uua.org/ga/registration>, early bird registration ends March 31st.
 - Consider being a BUF rep to GA this year! Let Deb Cruz know if you are interested.
- From the UUA President: Fierce Love Compels Us To Action, January 23, 2025 <https://www.uua.org/pressroom/press-releases/fierce-love-compels-us-action>
- Unitarian Universalist Association Supports Fat Liberation: Denomination is working to address stigmatization within Unitarian Universalism and in society at large <https://www.uua.org/pressroom/press-releases/fat-liberation-statement>

Pacific Western Region.

- Responding to NOW sessions: In this political climate, we need one another more than ever. This series of three workshops offer leaders of UU congregations and covenanting communities the opportunity to receive, and give, moral and practical support for facing the challenges of religious leadership in 2025. Topics will include leading strategically in anxious times, dealing with conflict and difficult behavior, and creating meaningful connections for people of all ages, all in the context of a spiritual community that is called to uphold human rights and dignity.

February 6th | March 6th | April 3rd — 7:00pm to 8:30 pm PST via Zoom. More info here: <https://www.uua.org/pacific-western/calendar/pwr-uua/responding-now-pwr-series>

- Chalice Lighters will be coming this Spring.



A Pacific Western Region Series

JUJustice Washington

Interactions. JUJstWA interacts with a number of local, regional, national and international UU, interfaith and NGO individual organizations. Regular meetings with organizations working in a variety of justice issues, helps to keep our congregations informed and provide the resources they need as they step and grow into their justice work. Ongoing topics include climate justice and resilience, UU State Action Networks, lower Snake River dams, interfaith Indigenous efforts, LGBTQAI+ relocations, State legislators and legislative activity, supporting federal legislative lobbying and much more. A new immigration group is currently being formed to assist UUs in dealing with the current administrations upheaval of immigration law and policy.

2025 Legislative Summit. JUJst Washington hosted a summit with Rep. Beth Doglio (22nd) on February 3, 2025 at 7:00 pm. Unfortunately the other 3 legislators had last minute issues that prevented them from joining us. However, it was a great session in which Rep. Doglio did an outstanding job of covering a lot of legislative ground.



Indigenous Climate Cinema Showcase. On January 21st, JUJstWA hosted Lummi Nation member Freddie Lane's Indigenous Climate Cinema Showcase online. With Freddie Lane moderating, attendees watched several film shorts on indigenous perspectives of climate change and its impacts. Elizabeth Dunne of Earth Law Center and producer of the *Last Stand* film was a guest speaker. Films included:

- Last Stand: Saving the Elwha River's Legacy Forests
- Climate Diaries; Heather's Story
- Call of the Orcas

- Quillayute River Restoration
- Facing the Storm: The Indigenous Response to Climate Change
- All Our Relations: Tribute to Orcas

Legislative Priorities. JUUstWA has some of its 2025 legislative priorities established and on our [webpage](#). If you want to be on our mailing list for getting instructions on how to support legislation and when to do it, sign up here: <https://secure.everyaction.com/M8dYIIEGTUaBOAu0VS00uA2>. Make sure you select the “Legislative Advocacy” email list.

Appendices

Social Environmental Justice Committee Charter. Bellingham Unitarian Fellowship

- I) **Mission Statement.** We affirm and promote peace, justice, and equality through action, education and raising awareness within our community and the wider world.
- II) **The Purpose of the Committee:**
 - 1- To select non-profit organizations for educational events, hands-on service projects, and Social & Environmental Justice Sunday Collections.
 - 2- To sponsor social justice-related building use and events.
 - 3- To represent the Social & Environmental Justice Committee and our UU values at community events through sponsorship and/or participation.
 - 4- To disseminate Social /Environmental Justice Information through sales, special community events, and demonstrations.
 - 5- To respond to immediate needs and injustices in our community and the world.
- III) **Committee Governance :**
 - 1) The Social & Environmental Justice Committee of the Bellingham Unitarian Fellowship shall constitute the overall policy-making body for implementing the Purposes of the Committee.
 - A) Committee size: The SEJC shall endeavor to maintain fifteen (15) voting members, including an elected Chairperson, Secretary and Treasurer, one person from each sub-committee appointed by the chair, and the Unitarian Universalist Service Committee Local Representative.
 - B) Quorum: A quorum will consist of eight (8) members of the committee who have attended no less than two of the previous three meetings.
 - 2) The Social & Environmental Justice Committee of the Bellingham Unitarian Fellowship shall meet three (3) times each year, including late summer, mid-winter and spring.
 - A) Meeting dates will be set one year in advance.

- 3) The Social & Environmental Justice Committee of the Bellingham Unitarian Fellowship shall have five (5) standing Sub-Committees including, but not limited to, the following: Executive, Finance, Communications, Programs, and Nominating.
 - A) The Executive committee will be made up of no less than five (7) officers, including the Chair, Vice Chair, Nominating Chair, Treasurer, Action Sub-Committee Chair, Secretary, and Communication Chair.
 - B) The Executive committee will execute all the powers of the full committee during intervals between meetings of the full committee, except for approving annual budgets, electing new officers, creating new committee policies or reversing any committee actions approved by the full committee. The SEJC Chair shall have the authority to spend up to \$50 for committee expenses between meetings of the full committee. The chair may do this up to three times between meetings of the full committee.

The SEJC Executive Committee shall have the authority to spend up to \$200 for committee projects by a simple majority vote of the Exec Committee. This option may be used up to three times between meetings of the full committee.

- C) The Finance sub-committee will be chaired by the Treasurer and will include two (2) other members. The committee's primary responsibility is to create an annual budget and take the lead role with fund raising.
 - D) The Communication sub-committee will include three (3) members with one member also serving on the Executive committee. The committee's chief responsibility will be the dissemination of committee-approved information. A member of this committee will also attend the BUF Program Implementation Group meetings.
 - E) The Actions sub-committee will include no less than five (5) members with one member serving on the Executive committee. The committee's chief responsibilities will include: gathering information on organizations and projects to submit to the full committee for possible support, and aiding BUF small group social justice ministries. The committee will prepare a report in April of the full committee's work to be presented at the spring meeting of the full committee and presented to the congregation during the May Congregational meeting.
 - F) The Nominating sub-committee will include no less than three (3) members. The committee's chief responsibility is to maintain the membership of the full committee at no less than fifteen (15) active members.
- 4) The Social Justice Committee of the Bellingham Unitarian Fellowship shall be governed by Roberts' Rules of Order.
- 5) The Social Justice Committee of the Bellingham Unitarian Fellowship may amend the committee policies with a two-thirds vote of the full committee.

VI) Principal revenue sources:

- 1) Direct, unrestricted donations by individuals, or through group fund raising events.
- 2) Revenue through the sale of Fair-Trade products. The Unitarian Universalist Service Committee, working in partnership Equal Exchange, set up a program for congregations to

sell Fair-Trade products. SEJC members Bob and Dorthy Davis started this program at BUF with a donation for the purchase of coffee and other products. They organized volunteers to sell these items during the coffee hour each Sunday and ran this program for many years. Bob and Dorthy are now both deceased. Susan Thurm took over the management of this program which provides a modest income for the committee and promotes the use of Fair-Trade products.

- 3) BUF member Adele Herrmann passed away in 1994 and made a bequest of funds. Adele explicitly stated that the funds were to be used by the Social Justice Committee of the Bellingham Unitarian Fellowship. Her generosity reflects her concern for those less fortunate souls in our community, and her gratitude for the friendship and support she received from her fellow BUF members.

Social Justice Committee member Virginia Addis aided Adele in her final days. Long time BUF member Brian Hanson was the attorney that handled Adele's estate. At the time of Adele's death, Coral Dudek was BUF's administrator, the Reverend Barbara Cheatham was the minister, and Todd Jones was the Social Justice Committee chair. Each of these people knew Adele and had knowledge of Adele's final wishes.

The Adele Herrmann Funds have been managed by the Social Justice Committee (later renamed The Social Environmental Justice Committee). The committee decided to use the money as needed over time and voted to invest the funds with a firm specializing in socially responsible investments, Domini Investments.

Over time the funds increased in value more quickly than the committee was using them. The committee voted to adopt a policy to use 5% of the total value of the portfolio at the end of each church year. These funds currently provide most of the committee's unrestricted operating budget for the year. While the Bellingham Unitarian Fellowship is the fiduciary for these funds, the management and allocations are exclusively the charge of the Social Environmental Justice Committee as per Ms. Herrmann's wishes.

Note: This document was adopted in October 2010 and adjusted as needed by a vote of the committee.

February 2025

Minister's Report to the BUF Board

Rev Paul Beckel

1. Safety Team

- a. Fire Marshall has given us the all-clear on our existing exit signs (no new signs needed, a few were removed at his direction); he was also ok with our new evacuation maps.
- b. New first aid kits have been installed on each floor. Those floating around in random places (along with two fire extinguishers not serviced since 1996) have left the building.
- c. The Safety Team now has an excellent annual calendar to ensure follow up on safety drills, monitoring materials, etc. I'm concerned that we won't get new volunteers to follow up.
- d. Other projects for which we need volunteers:
 - i. Password management and controls
 - ii. Key management and controls
 - iii. Security systems: our systems are operational but no one really understands them or would know what to do if there was a problem

2. Website Update

- a. Working as a contractor, Annie Sorich is creating a new website from scratch. She has met twice with me, Michelle, and Scott Heise (who created/manages our current site).
- b. Annie has spoken with Rory Mcleod about software requirements, costs, compatibility with our other platforms, and transferring buf.org to a new host. She's spoken with current users and random others to get a sense of what works on buf.org and what does not.
- c. She is now working on a prototype. As it's being built, she'll consult with leaders of BUF primary groups. Prototype, perhaps, to be ready in the fall.

3. Human Resources

- a. I'm working with the HR team to establish a better process for employee timecards.
- b. Our Administrator job description needs to be revamped. We're paying Michelle to do a lot of things that we should have volunteers doing. She can't get to some of the things that only she can do because she's cleaning up after renters, etc. In order to right-size the Administrator position we may need to plan for less rental income.

4. Other major things on my to do list

- a. Help determine who to canvass
- b. Fix anomalies in Breeze, improve processes for data upkeep
- c. Review hours and actual costs vs budget for Building Stewards, Teachers, Childcare, AV
- d. Develop a process for maintaining a buildings and grounds task list

- e. Review last few years of my payroll vs contracted compensation
- f. Building use policies, rental procedures

Humanitas Replacement Account Signers Follow-up _____	2
Charter_Renewal_Humanitas_Ministry_2022 _____	4

Replacement Account Signers for Humanitas

There are big changes in Humanitas as Erika Shepherd, Stephanie Bowden and Tammy DeRossett, who have comprised the leadership of the program, have all elected to retire from their roles. As you may have heard, Erika has apparently had some serious health issues which may contribute to this decision. Time is of the essence in this proposal, which is why it is not being held until the next Board meeting.

Fortunately, Constance Ohana, Henry Ohana, Joan Mackay and others have stepped up to ensure the continuity of the program, which has operated under the auspices of SEJC. For those who are less familiar with the operation, I've attached their SEJC Charter Renewal from several years ago and which needs updating as far as personnel goes but gives an idea of what they do.

Humanitas has had separate checking and savings accounts from the rest of BUF for a number of years; Erika, Stephanie and Tammy are the currently-authorized signers. In my short history, I don't remember the Board having been asked to change those signers, but it needs to happen now. WECU has declined to remove them as signers until a "Governing person" has approved it. There are good reasons to continue the separate checking and savings account arrangements, given the nature of their program.

I'm sending this email in order to propose a resolution to remove the existing signers and appoint new ones. I believe that the Board Treasurer should always be a signer, in order to prevent something like this from happening in the future. Other signers will be those who actually run the program: one of them needs to be on site every Wednesday to sign checks as needed.

I request that the attached resolution be adopted via email and confirmed at the next Board meeting. Unanimous approval is required for a proposal of this nature.

Follow-up

Following unanimous approval of all Board members, the signing resolution was forwarded to WECU and the change of signers was accomplished.

Replacement Account Signers: Humanitas

JOHN moved and LIN seconded that:

We, the Trustees of this Board resolve that the Bellingham Unitarian Fellowship, Inc., **doing business as Humanitas** has checking and savings accounts with Whatcom Educational Credit Union (WECU) and the following designated individuals are now authorized to sign for and on behalf of the Fellowship any and all checks, drafts or other orders with respect to funds of the Fellowship in the checking account:

Accounts

Serve Business Checking account ending in x4484
Business Savings account ending in x4492

New Signers

Constance Ohana
Joan Mackay
John K Stewart, BUF Treasurer

Signers to be removed

Erika Shepherd
Stephanie Bowden
Tammy DeRossett

NOTE ALSO:

Erika, Stephanie and Tammy have been critically strong supporters of the Humanitas program. At least Erika has been involved since its inception. It's been a huge community support and they deserve an equally huge appreciation from us. I'm really grateful that we're able to support continuing the program.

Social & Environmental Justice Committee

New Ministry Action Team Charter Application or Charter Renewal

Please answer all questions you are able to at this time.

Team Name: The Humanitas Ministry

1. What are your team's mission and goals? Our mission is to provide support and limited emergency financial assistance in a safe, warm and non-judgmental atmosphere, to local people in need. We work in cooperation with other Bellingham communities of faith and charitable agencies to actively and directly help the struggling and marginalized people in our midst.

2. Membership: A ministry team must have a minimum of five committed BUF members, or pledging friends, committed to active participation. Please list below.

Barbara Gobus, Erika Shepard, Liz Weber, Stephanie Bowden, Leslie McFee, Henry Ohana, Joan Mackay, Sandra Portz, Naomi Gary, Lauralee Carbone (*ex gratia*)

3. Theological Foundation: How does your ministry action team support our Unitarian Universalist principles? What inspires you to devote yourselves to this ministry? What is your spiritual reason for creating your team? **We affirm the inherent worth and dignity of every person. Respect for the interdependent web of all existence.** Each time we are together and before we begin our work, we take spiritual nourishment by sharing words from literature, world religions and the thoughts of people who inspire us. This time of sharing bonds us closely and promotes a focus on our mission.

4. Mission and Vision: The Mission of the Social & Environmental Justice Committee is to affirm and promote peace, justice and equality through action, education and raising awareness within our community and the wider world. How does your ministry action team align with SEJC's mission? **Justice, equity and compassion in human relations** is important to us all and we carry this through with every person who comes to us for help.

5. Timeline: How long do you intend your team to exist? As long as BUF is in existence and there are people willing to do the work.

6. Measurement of success: What will you accomplish? How will you determine your success? This is our ninth year of service to those who seek our assistance. Our bond with each other and our bond as we work with other communities of faith and charitable agencies is very strong.

7. Finances: Will you need a budget? If yes, what amount and how will it be used? Does your team plan to raise money? If so, how? Who on your team will be permitted to authorize expenditures of funds? We do not need a budget from BUF directly. The congregation generously supports our ten-bucks-a-month club and donates once a year through the Special Collection. We receive other donations during the year from both within and outside of the congregation. Finances are managed by Erika Shepard. Barbara Gobus and Liz Weber are signatories on the Ministry's account.

8. Engaging the Congregation: How will you reach out to engage the rest of the congregation in your ministry? Apart from the Special Collection when one or two of us offer information about

the Ministry during the service, we relate a story, twice per month in the Mid-Week Update, about someone we successfully helped and why.

9. Ministry Action Team Requirements: Actively participate with the Social & Environmental Justice Committee by sending a representative to each of three annual SEJC meetings. Report a summary of your activities and accomplishments to SEJC prior to each meeting. Abide by subcommittee procedures as developed by the BUF Operations Team.

Does your ministry team agree to meet these requirements? We have and will continue to do so.

Names of Lead Applicants (minimum 5): Barbara Gobus, Erika Shepard, Liz Weber, Stephanie Bowden, Henry Ohana

Primary Contact and contact information: Barbara Gobus, bgdiadem@gmail.com, 360-746-8099

Application (or Renewal) Date: January 1, 2022

Charter Application Approval date: _____SEJC _____BUF Operations Team

SEJC MAT Charter Application & Renewal 12.16.2020

1

Ministry Action Team Charter Annual Review and Three Year Renewal

Every winter SEJC meeting, all Ministry Action Teams will orally report about the state of their team vis a vis the statements of their charter. If a team reports not succeeding in following their charter, they will be given until the spring SEJC meeting to report (orally again) that they are doing so.

Every three years, beginning in winter of the '21-'22 church year, every Ministry Action Team shall submit a renewed charter, editing the form above, consistent with the Team's current membership and plans, two weeks in advance of the winter SEJC meeting. The full committee shall have the opportunity to review these renewed charters, and these updated charters will be posted to the website.

If a Team is not up to date with their charter by each spring meeting, or if they do not provide a satisfactory charter renewal, the full committee will vote on whether to disband that Ministry Action Team and remove their information from the website and other places where they are listed, and what to do with any funds remaining in the Team's account.

Charter Review and Renewal 12.16.2020

2

First Budget Draft – 2025-2026 Budget

I've attached the first draft of the budget for the next FY.

- Still trying to make sure that I've got all requests in.
 - Waiting for request from IT for WiFi upgrade
- New requests for funding seem more possible if they also have a source of income to offset the proposed expenses.
- There are quite a few holes to be filled in:
 - RE Gift
 - Proposed costs of interim minister need to be refined.
 - Number of total music programs, including summer ministry
 - Childcare and sexton hours
 - Have not accounted for inflation adjustment for non-staffing expenses.
- Need to sort out recurring vs non-recurring expenses to match to similar sources of income.

Major Changes

DRAFT Budget
2025-26

Major Changes	2025-2026 DRAFT Budget	2024-2025 Budget / Actual	2024-2025 Approved Budget
INCOME: Major items	2025-2026	2024-2025	
Rental Income	20,000	23,269	28,000
Pledge Income Increase	365,750	339,240	342,461
Other Fundraising Income	2,000	2,000	2,000
Taize Gift/Transfer from Reserve	3,100	5,258	3,100
Transfer from Sabbatical Reserve	8,810		
Auction	25,400	39,455	25,400
Total Income (not including SEJC)	447,060	469,760	428,176
EXPENSE: Major items			
COLA + Interim Salary	3.00%		
Change in Health Insurance			
Supplement (per elig employee)	\$ 50.00		
Adult RE (Incl in RE General)			
Building Maintenance & Repairs	13,000	12,988	13,000
CONTRIBUTION TO RESERVES	8,925	17,035	19,782
Professional Expenses			
(Accounting Support \$6K & Financial Review \$10K)	16,000		
Summer Music (events)	1,528		
Summer Ministry (Incl in Worship Arts)	2,250	2,000	2,000
Interim Minister Transition	10,000		
Total Expenses (not including SEJC)	462,293	435,777	417,719

Cash Flow Surplus / (Deficit)

(25,276)

32,783

414

Bellingham Unitarian Fellowship
2024-25 DRAFT Budget
 July 2024 - June 2025

Category Detail

	DRAFT	Current Fiscal Year (Projected)	Change from Current Year
	2025-26	2024-25	\$
Income	-	-	
40001 OPERATIONS INCOME	-	-	
40200 FACILITIES	-	-	
40210 Rental of Building	20,000	23,269	(3,269)
Total 40200 FACILITIES	20,000	23,269	(3,269)
40300 PROGRAMS	-	-	-
40315 Choir Income	-	174	
40320 CND & Coffee Hour	-	2,067	(2,067)
40325 LLL INCOME	-	-	-
40330 LLL - RE Income	-	400	
Total 40325 LLL INCOME	-	400	(400)
40500 SEJC INCOME	-	-	-
40525 SEJC - Fairtrade Coffee Sales (Inc)	-	2,412	(2,412)
40545 SEJC - NACC (Inc)	-	150	(150)
40550 SEJC - Special Collections (Inc)	-	10,110	
40551 SEJC - Food Bank/Food Shelf (Inc)	-	767	(767)
40564 SEJC - Uplift (Inc)	-	61	(61)
40585 SEJC - Refugee Resettlement (Inc)	-	1,420	(1,420)
Total 40500 SEJC INCOME	-	14,920	(14,920)
Total 40300 PROGRAMS	-	17,561	(17,561)
41000 STEWARDSHIP INCOME	-	-	-
41010 DONATIONS	-	-	-
41011 Pledge Income	365,750	339,240	26,510
41012 Cash Donations and Misc.	7,000	3,958	3,042
41103 Non-Pledge / Friends Donations	10,000	24,364	(14,364)
41115 Taize Gift	3,100	8,358	(5,258)
41120 RE Gift	-	5,580	(5,580)
41130 Humanitas Donations	-	570	(570)
Total 41010 DONATIONS	394,660	382,070	12,590
41100 FUNDRAISING	-	-	-
41101 Other Fundraising Income	2,000	2,000	-
41102 Auction	25,400	39,455	(14,055)
Total 41100 FUNDRAISING	27,400	41,455	(14,055)
Total 41000 STEWARDSHIP INCOME	422,060	423,525	
42000 FINANCING	-	-	-
42015 Interest Income	5,000	5,405	(405)
Total 42000 FINANCING	5,000	5,405	(405)
Total Income	447,060	469,760	(22,700)
Gross Profit	447,060	469,760	(22,700)
Expenses	-	-	
51100 FINANCING (Reserves) EXPENSE	-	-	-
51110 Building Maint. (15%) Reserve	3,000	11,253	(8,253)
51120 Emergency Reserve (1% budget)	4,425	4,282	143
51130 Sabbatical Reserve Expense	11,500	1,500	10,000
Total 51100 FINANCING (Reserves) EXPENSE	18,925	17,035	1,890
52000 OPERATIONAL EXPENSES	-	-	
52100 ADMINISTRATIVE EXPENSES	-	-	
52120 IT - Equipment	577	577	-
52130 IT - Software/Subscriptions	4,850	4,850	-
52140 Office / Administrative	5,000	5,018	(18)

Bellingham Unitarian Fellowship
2024-25 DRAFT Budget
 July 2024 - June 2025

Category Detail

	DRAFT	Current Fiscal Year (Projected)	Change from Current Year
	2025-26	2024-25	\$
52160 Service Charges & Fees	2,239	2,239	-
52170 Telephone	5,447	5,447	-
52180 Volunteer Appreciation	350	350	-
Total 52100 ADMINISTRATIVE EXPENSES	18,463	18,481	(18)
52200 FACILITIES	-	-	-
52210 Building Maintenance & Repairs	13,000	12,988	12
52220 Insurance - Bldg/Liability Expe	-	9,260	(9,260)
52230 Mortgage Interest	9,898	9,899	(1)
52240 Permits, Licenses	-	175	(175)
Total 52200 FACILITIES	22,898	32,322	(9,424)
52300 PROGRAM EXPENSES	-	-	-
52310 Choir	1,500	817	683
52320 CND & Coffee Hour	2,975	2,975	0
52410 LLL - Childcare Contractors	4,838	3,378	1,460
52420 LLL EXPENSE	-	-	-
52450 LLL - OWL	500	250	250
52460 LLL - RE General	4,200	2,829	1,371
52470 LLL - YRUU High School	100	77	23
Total 52420 LLL EXPENSE	4,800	3,156	1,644
52510 Membership / Hospitality	250	100	150
52600 SEJC EXPENSES	-	-	-
52615 SEJC - BLM (Exp)	-	250	(250)
52620 SEJC - Fairtrade Coffee (Exp)	-	2,127	(2,127)
52626 SEJC - General (Exp)	-	500	-
52630 SEJC - NACC (Exp)	-	92	(92)
52635 SEJC - Spec Coll Dispersements (Exp)	-	11,053	(11,053)
52648 SEJC - Uplift (Exp)	-	200	(200)
52665 SEJC - Refugee Resettlement (Exp)	-	5,129	(5,129)
Total 52600 SEJC EXPENSES	250	19,601	(19,351)
52700 Staff Professional Expenses	-	-	-
52710 Prof Expense - Admin Staff	1,000	500	500
52720 Prof Expense - Community Min	300	150	150
52730 Prof Expense - DLL	1,500	1,210	-
52740 Prof Expense - Minister	2,500	3,087	(587)
52760 Prof Expense - Music Staff	600	300	300
Total 52700 Staff Professional Expenses	5,900	5,247	653
52820 Worship Arts	6,050	5,108	942
Total 52300 PROGRAM EXPENSES	26,563	40,382	(13,819)
52900 UTILITIES / BUILDING SERVICES	-	-	-
52910 Custodial -Supplies	1,300	1,322	(22)
52915 Custodial Contractors	12,000	10,905	-
52920 Electricity	10,658	10,658	0
52925 Elevator	2,200	2,189	11
52930 Garbage/Recycling	2,600	2,521	79
52935 Gas	2,200	1,807	393
52940 Security Monitor/ Requird Tests	2,200	1,898	302
52945 Water/Sewer	5,000	4,813	187
Total 52900 UTILITIES / BUILDING SERVICES	38,158	36,112	2,046
Total 52000 OPERATIONAL EXPENSES	106,082	127,297	(21,215)

Bellingham Unitarian Fellowship
2024-25 DRAFT Budget
 July 2024 - June 2025

Category Detail

	DRAFT	Current Fiscal Year (Projected)	Change from Current Year
	2025-26	2024-25	\$
60000 STAFFING EXPENSE	-	-	-
60100 Admin Salary & PTO	63,777	62,437	1,340
60110 AV Tech	4,545	4,940	
60120 Building Steward	5,225	5,878	(654)
60126 Childcare Provider	-	1,324	(1,324)
60135 Keyboard Artist I/Choral Assist	7,511	7,230	281
60140 Keyboard Artist II	10,121	7,128	2,993
60150 Minister Salary & Housing	110,917	92,731	18,185
60155 Choir Director	12,927	12,053	874
60200 Benefits	-	-	-
60210 Health Insurance Supp	14,500	10,831	3,669
60240 Pension Payroll Expense	17,469	14,096	3,373
Total 60200 Benefits	33,969	26,492	7,477
60400 Payroll Taxes	-	-	-
60410 Medicare Expense	1,924	1,899	25
60420 Paid Family Medical Leave	515	416	99
60430 Social Security Expense	8,227	8,104	123
60440 State of WA L&I Expense	1,786	1,662	124
Total 60400 Payroll Taxes	12,452	12,081	371
Total 60000 STAFFING EXPENSE	290,026	259,563	30,464
70000 STEWARDSHIP EXPENSES	-	-	-
70100 Denominational Dues	-	-	-
70130 UUA Dues	26,810	26,810	-
Total 70100 Denominational Dues	26,810	26,810	-
70200 Stewardship Fundraising Expense	-	-	-
70210 Auction - Expense	4,000	4,416	
70250 Stewardship Expense	450	453	
Total 70200 Stewardship Fundraising Expense	4,450	4,869	(419)
Total 70000 STEWARDSHIP EXPENSES	31,260	31,679	(419)
Professional Esxpenses	16,000	203	
Total Expenses	462,293	435,777	26,516
Net Operating Income	(15,233)	33,983	(49,216)
Other Income	-	-	-
42500 NON-OPERATING INCOME	-	-	-
42530 Unrealized Gain/Loss	-	8,843	
Total 42500 NON-OPERATING INCOME	-	8,843	(8,843)
Total Other Income	-	8,843	(8,843)
Net Other Income	-	8,843	(8,843)
Net Income	(15,233)	42,825	(58,058)
	-	-	-
Mortgage Principal	10,043	10,043	0
	-	-	-
Net Cash Flow	(25,276)	32,783	(58,058)

STAFFING EXPENSES

Staff Professional Expenses	Budget 2024/ 2025	Proposed 2025/ 2026
Prof Expense - Admin Staff	1,000	1,000
Prof Expense - Community Min	300	300
Prof Expense - RE	1,500	1,500
Prof Expense - Minister	2,500	2,500
Prof Expense - Choir	600	600
Total Staff Professional Expenses	5,900	5,900

Position Hour Tables	Building Steward		AV Tech		Keyboard Artist II		Keyboard Artist I/Choral Asst		Childcare Contractors	
	Event	Hours	Event	Hours	Event	Gigs	Event	Hours	Event	Hours
	Sunday Svc	156.00	Sunday Svc	156.00	Sunday Svc	33,000	Sunday Svc	57	Sunday Svc	156.00
Taize		24.00	Taize	25.80	Taize	12,000	Choir Prac	76	Taize	24.00
Unalloc		100.00	Unalloc	32.00	Unalloc	8,000	Unalloc		Unalloc	80.00
Total Hrs		280.00	Total Hrs	213.80	Total Hrs	53.00	Total Hrs	133.00	Total Hrs	280.00
Childcare Contractors Budget at 85% minimum wage										4,602

Salaries & Wages STAFFING EXPENSE	Comp Basis	Comp	# Comp	Current		COLA	New Comp	New #	New Annual Salary/Wages	Total Comp	Tax %		
				Annual	Salary/Wages								
Administrator	Hourly	29,769	2,080.00	61,920	3.00%		30,662	2,080.00	63,777	81,890	0.2840		
AV Tech	PH	20,640	317.50	6,553	3.00%		21,259	213.80	4,545	4,954	0.0899	Budget Surplus or (Deficit)	
Building Steward	PH	17,280	354.46	6,125	N/A		18,660	280.00	5,225	5,695	0.0899		
Childcare Provider													
RE Director	Hourly	26,683	1,040.00	27,750	3.00%		27,483	1,040.00	28,583	34,065	0.0917		
Keyboard Artist I/Choral Assist	PT Salary	54,830	133.00	7,292	3.00%		56,475	133.00	7,511	8,200	0.0917	(25,276)	
Keyboard Artist II & other keybd	Gig	185,400	28.71	5,323	3.00%		190,962	53.00	10,121	10,948	0.0818		
Minister Salary & Housing	FT Salary	94,193,000	1.00	94,193	3.00%		97,018,790	1.00	110,917	128,213	0.1559		
Choir Director	Hourly	24,135	520.00	12,550	3.00%		24,859	520.00	12,927	14,061	0.0877	COLA 3.00%	
Total Salaries/Wages										221,706	243,605	288,026	1.18

	Budget 2024/ 2025	Proposed 2025/ 2026
Benefits		
Health Insurance Supp	13,500	14,500
LTD Payroll Expense	2,000	2,000
Pension Payroll Expense	14,063	17,469
Total Benefits	29,563	33,969
Payroll Taxes		-
Medicare Expense	1,840	1,924
Paid Family Medical Leave	467	515
Social Security Expense	7,867	8,227
State of WA L&I Expense	1,751	1,786
Total Payroll Taxes	11,925	12,452

Total STAFFING EXPENSE

#REF!

2024-2025	Keyboards /	
	Director	AV Totals
Music Program Staffing	15,439	8,861
RE Program Staffing	34,311	24,300
Taize	-	34,311
		2,917
2025-2026		
Music Program Staffing	15,884	16,332
RE Program Staffing	35,295	32,216
Taize	0	35,295
		3,077

MEMO

To: Members of the BUF Board of Directors

Date: February 12, 2025

From: February 25 RE Beloved Community Study Group; Rose Edington, Mel Hoover and Lucy Kesterson, co-facilitators

Subject: Potential BUF Organizing, Strategizing and Acting to support the Covenant of Beloved Community

(We will discuss different aspects of this proposal and are sending to you early so you have the background—Claire)

On behalf of the approximately 30 BUF members and friends attending the February 9, 2025 Adult RE Beloved Community Study Group, we, Rose Edington, Mel Hoover and Lucy Kesterson (the co-facilitators) forward this request: That the BUF Board take a public stand in support of those being marginalized and oppressed by recent government actions.

Public actions in support of this request could include:

In the spirit of the above request, an opportunity for an immediate action of support would be for the BUF Board to affirm and thank the UUA (through President Sophia Betencourt's office) for the UUA's decision to "join a multifaith coalition to challenge the ending of ICE's (Immigration and Customs Enforcement) sensitive locations policy and to oppose any interpretation of law which would allow immigration raids in houses of worship and religious ceremonies. We believe, and the lawsuit asserts, that subjecting places of worship to ICE enforcement actions without a judicial warrant substantially burdens our religious exercise in violation of the First Amendment and the Religious Freedom Restoration Act."

We request that the Board follow the example of First UU in Portland OR and place a sign on the doors that reads: "PRIVATE PROPERTY NOTICE: This church is private property. Unauthorized entry, including by ICE or Homeland Security without a judicial warrant is not permitted."

We request a BUF Congregational Meeting to discuss the UUA's suit as well as how to proceed locally in support of BUF's BELOVED COMMUNITY COVENANT by educating, organizing, and acting in support of oppressed people. We are especially concerned that "Diversity, Equality and Inclusion" is being systematically removed from government agencies (including funding) and how this is affecting our State, County, and City.

We want to work with the BUF Board and congregation to educate and organize in order to become a Sanctuary Church that is seen as a safe space for those in need of sanctuary

As our UUA Executive Vice President Carey McDonald affirms, “As Unitarian Universalists (UUs), fighting for justice and liberation for all people is at the heart of our faith tradition, which recognizes the spark of the divine inherent in every person; our sacred spaces must continue to offer sanctuary to those who face oppression, violence, or alienation, including immigrant communities.”

Thank you for considering this request from the February 2025 Beloved Community Study Group.