



**Annual Congregational Meeting
Eliot Unitarian Chapel
May 18, 2025**



Proud to be a welcoming congregation since 2006

AGENDA

ANNUAL CONGREGATIONAL MEETING

May 18, 2025 @ 11:45 AM

- | | | |
|-------|---|-------|
| I. | Opening of meeting – Carole | 11:45 |
| II. | Reading of Congregational Covenant – Jennifer | 11:50 |
| III. | Statement of Quorum – Rebecca | 11:52 |
| IV. | Adopt Meeting Rules | 11:53 |
| V. | <u>Approval of the Consent Agenda</u> | 11:55 |
| | A. Approval of Agenda | |
| | B. Approval of Minutes of 2024 Annual Congregational Meeting | |
| | C. Election of Steve Jarrett : 3-year term beginning July 1, 2025 | |
| | D. Election of David Cox : 1-year term extension beginning July 1, 2025 | |
| | E. Election of Ann Lemon —Treasurer, Board of Trustees: 3-year term beginning July 1, 2025 | |
| | F. Election of Sue Bell —Nominating Committee: 3-year term beginning July 1, 2025 | |
| VI. | Old Business – None | |
| VII. | New Business – Voting on two measures*—Emerita Title & Name Change | 12:00 |
| | A. Shall Eliot Unitarian Chapel confer the honorary title of Minister Emerita to our recently retired lead minister—Reverend Barbara Gadon— who retired from active ministry after serving our congregation for nine years? | |
| | B. Shall <i>Eliot Unitarian Chapel</i> approve adding " <i>Universalist</i> " to its name thus becoming " <i>Eliot Unitarian Universalist Chapel</i> " to better reflect and include its Universalist heritage? | |
| | *A majority of the votes cast shall be sufficient to approve each measure. | |
| VIII. | Statement of Outgoing Board Chair – Carole | 12:25 |
| IX. | Minister's Statement – Rev. Krista Taves | 12:32 |
| X. | Presentation of Budget/Finances – Ann Lemon | 12:37 |
| XI. | Transfer of the Gavel to New Board Chair – Carole & Jennifer | 12:47 |
| XII. | Statement of Incoming Board Chair – Jennifer | 12:50 |
| XIII. | Comments/Questions from the Floor | 12:55 |
| XIV. | Adjourn | 1:15 |

CONGREGATIONAL COVENANT FOR ELIOT UNITARIAN CHAPEL

We, the congregation of Eliot Unitarian Chapel, learning from our past and forging a new path together, make this covenant:

- We will be open and honest in our governance and in our interactions with one another.
- We will recognize and celebrate our differences, and not be surprised when we disagree.
- We will regard our diversity as an opportunity to learn from one another, and let our differences inspire discourse, not division.
- We will be kinder to one another than we have to be.
- We will remember that this covenant, like our community, is a work in progress.

We will live these principles by promising:

- To listen fully to each other, with open mind and heart.
- To be sure we understand the other person's point of view before responding with our own.
- To talk over differences in opinion with each other directly, openly and respectfully.
- To speak clearly of our own experiences, and to propose our own solutions.
- To seek out, personally and actively, complete information about issues of importance to us.
- To share our opinions responsibly and respectfully, choosing an appropriate time, place and person(s).
- To recognize and honor in each other the good intentions and motivations that lead us to speak up in our church.
- To follow existing processes for conflict resolution at Eliot Chapel.
- To focus our communication on finding ways to improve our church for all members and friends.
- To follow these promises in all forms of communication: one-on-one, in groups, in person and electronically.
- To greet newcomers warmly and welcome them to our church with interest and empathy.
- To remind ourselves and each other of these promises, regularly and gently.

MEETING RULES

Your Board of Trustees recommends that the following rules be adopted for the duration of this meeting:

- That we follow Robert's Rules of Order.
- That we limit discussion of any agenda item to no more than 10 minutes, unless a majority of the members vote for an extension, each extension to be no more than 5 minutes.
- That all speakers will identify themselves by name prior to speaking.
- That we have a limit of two minutes per turn at the microphone, with a maximum of two times at the microphone per person.
- That a member will not speak a second time until all those wishing to speak have done so.
- That we will listen to each other respectfully and in a spirit of fellowship.

PROXY VOTING RULES FOR ELIOT CHAPEL 2025 ANNUAL MEETING

1. As authorized by Article IV, Paragraph H of Eliot Unitarian Chapel's bylaws, a Member (as defined in our bylaws) may appoint a proxy to vote or otherwise act for the Member. A proxy

- is appointed by the Member signing an appointment form (attached) either personally or by an attorney-in-fact.
2. An appointment of a proxy is effective when received by the Board Secretary. An appointment under these rules is valid for the period expressly provided in the appointment form.
 3. The death or incapacity of the Member appointing a proxy does not affect the right of the Eliot Unitarian Chapel to accept the proxy's authority unless notice of the death or incapacity is received by the Board Secretary before the proxy exercises authority under the appointment.
 4. A proxy holder must be a Member of Eliot Unitarian Chapel as defined in our bylaws.
 5. A proxy must be submitted to the Board Secretary no later than 72 hours before the Annual Meeting's scheduled start time. Proxies may be submitted
 - (a) by email to **secretary@eliotchapel.org**;
 - (b) US Postal Service; or
 - (c) hand delivery to the Eliot Unitarian Chapel Front Office.Date and time of submission shall be determined by receipt by the Board Secretary.
 6. These Proxy Voting Rules shall apply to all future Annual and Special Meetings called by Eliot Unitarian Chapel's Board of Trustees unless otherwise directed by resolution of the Board.

The congregation will be asked to approve the rules.

DRAFT MINUTES

Eliot Unitarian Chapel Annual Meeting, May 2024

- I. President Sara Fleming called the meeting to order at 1:11 pm and welcomed the congregation, acknowledging the changes we have gone through this year.
- II. Carole Glauser read the congregational covenant.
- III. Kalen Ponche read the statement of Quorum, and noted that we have more than the 41 members in attendance at the meeting, which is the 10 percent required.
- IV. Adopt Meeting Rules**
- V. Consideration of the Consent Agenda**
 - a. Pat Gray asked to have us remove proposed bylaws changes 1 and 2 to be removed from the consent agenda. The remainder of the consent agenda was approved.
 1. Approval of agenda
 2. Approval of minutes of 2023 Annual Congregational Meeting
 3. Election of Kathy Brunts to Board of Trustees- 3 year term beginning July, 1, 2024.
 4. Election of Jennifer Stauber to Board of Trustees- 3 year term beginning July 1, 2024.
 5. Election of Matthew Hull to Board of Trustees 3- year term beginning July 1, 2024.
 6. Election of David T. Cox to Board of Trustees - 1 year term beginning July 1, 2024.
 7. Approval of Bylaws Change #3
- VI. Statement of Outgoing Board Chair- Sara Fleming**

Sara Fleming thanked everyone for allowing her to serve and noted the many changes that happened during her time on the board. She highlighted the ways volunteers have stepped up. Fleming explained how the board is working to create a rolling 3-year strategic plan that will help us to continue to grow. Another focus of the board was addressing our governance model. We have explored a model of policy governance that is more collaborative than in the past. We established a

new ministerial evaluation process. Using the UUA's evaluation guide as a template, we created a new way to evaluate the minister's progress.

Fleming also highlighted some fun things- our participation in the annual Greentree festival, or efforts to raise additional money resulted in bringing in additional \$10,000 more than expected, musical performances on Sundays, dedicating our children, welcoming more than 20 new members and calling a new settled lead minister.

VII. Minister's statement - The Rev. Krista Taves

Rev. Krista said she feels honored and blessed to be called to be the settled lead minister of Eliot. She noted that her practice of ministry is to help the community accomplish its goals that it has set for itself. She said her goal for the staff has been to create a collaborative model for working with the congregation. Taves said our policy governance has been newly interpreted to focus on collaborative cooperation. One change is to revamp the communications team. Krista said she is relying on former lead minister John Robinson as well as Scott Stewart to understand the history of the Chapel. Upcoming changes include expanding the tech team. This summer, the speakers will include people speaking who have taken the "So You Think You Can Preach" class. As of today, we have welcomed 25 new members to the congregation, thanks to the efforts of the welcome team. In addition, the members have pledged beyond what was asked.

VIII. Old Business – none

IX. Presentation of Finances – Susan Bell

The Pledge drive slogan was "Forward Together" and we have blown the roof off of the steeple and achieved what we set out to do. For this past year, we have seen an increase in the shared plate contributions. We had budgeted a deficit of \$45,000 for this year. We expect to end the year with a surplus of about \$2,000. Business administrator Brian, has done a tremendous job of analyzing the finances. He analyzed our pledge patterns and learned that we receive 85% of our commitment during the year and we get some people who pay in advance. We expect to see additional income from contributions from shared plate and non-pledged contributions.

Staff received raises to bring everyone up to above the minimum of the UUA guidelines for their roles. Expenses are expected to be \$793,613 and income is expected to be \$808,616. We are putting money toward capital improvements including repairing windows in the sanctuary and replacing the carpet in Adam's Hall. We have a balanced budget for 2024-25.

X. New Business – Discussion of 2 items

Proposed Change #1

Pat Gray - concerned about membership requirements. We have never had membership requirements not spelled out. Now it says upon participating in a pathways to membership class. I hadn't really read it and I wanted to see that change in it. What we want to do is to say, you need to go to a membership class.

Sara said initially it said "Membership requirements" and someone asked for it to be clarified specifically, so the change was updated to include that people are required to take a class. The changes were approved by unanimous voice vote.

XI. Transfer of the Gavel to new Board Chair

Sara Fleming transferred the gavel to Carole Glauser who will serve as the Board Chair for the 2024-25 church year.

XII. Statement of Incoming Chair – Carole Glauser

Glauser noted that she is honored to serve as the new board chair. She said she is acutely aware of the challenges and opportunities ahead. She is committed to fostering a culture of deep listening. As we look to the next chapter, she is inspired by the vital spirit that is at Eliot Chapel. “Let us celebrate how far we have come and continue with this journey with renewed enthusiasm and gusto,” she said.

XIII. Comments/Questions from the Floor

Rich Heuermann - I understand we were able to use cash on hand to keep us above water. What is cash on hand?

Susan- It’s the balance of our checking account. We received a bit from the pandemic and we have a cushion there. It’s recommended that we have 75 to 100 days worth of cash on hand. We now have about 70 days of cash on hand.

Corinne Esnault- Many years ago there was an issue with the corpus at Bergfried. We made a new corpus at Bergfried. I’m impressed it is now \$200,000. Does it need to be that high?

Krista- I believe that is the money that remains from the acreage that was sold. It is what will pay Bergfried’s expenses for the next 20 years.

Pat Gray- I just want to say thank you to the board for a wonderful job. I know how hard it is to be on the board. Thanks for a wonderful job.

XIV. Adjourn

The motion to adjourn was approved unanimously.

BOARD OF TRUSTEES NOMINEES



David Cox (BOT 1-year term extension) joined Eliot Chapel in 2006 after he and his family moved to the area. They had been longtime Unitarian Universalists prior to joining Eliot Chapel. David sang for many years with several choirs here. He was also elected to the board of trustees in 2015 where he served for more than one term.

David is an attorney in private practice focusing on immigration matters. He is on the Board of Governors at the Bar Association of Metropolitan Saint Louis where he is also the Chair of the Immigration Law Committee. David sings with the St Louis

Symphony Chorus and the Bach Society of St Louis. His former spouse and youngest son live in the Metro East and his oldest son lives and works in Chicago.



Steve Jarrett (BOT 3-year term) is a longtime member of Eliot Chapel where he was married to Sue in Oct 2005. He is currently serving as a Greeter, on the Music Committee, and the Golf League. Steve has three lovely daughters and five grandchildren. The youngest

daughter just finished University of Missouri and Purdue University with a Masters Degree in Animal Science.

Steve is a retired Federal Aviation Administration Technical Operations Manager with thirty-two years of government service. He worked for three years in the Washington, DC Headquarters on special RADAR projects. Steve lives with his wife Sue in Oakland, MO where he is a beekeeper, music enthusiast, and astronomy geek.



Ann Lemon (treasurer for a 3-year term) has been an active member of Eliot since 2003. Her first service was when Rev. Bonnie announced the creation of covenant groups and Ann joined one of the original covenant groups led by Michael Hennon. She attended Women's Weekend Spring of 2003, and was overwhelmed by the warm welcome of long time Eliot members. Ann has attended most WW, is the web mistress of the WW website, sung in the Eliot Choir, sung with Inner Voices, was a founding member of the Covenant Group Development Team, facilitated a covenant group for over 10 years, and has enthusiastically attended many Adult RE programs.

This year, she has started facilitating Starting Point with Tim Gardner and loves the opportunity to meet new people and help them find their home at Eliot. Ann has one 18 year old daughter who participated in RE at Eliot and will be headed to University of Vermont in August. Ann is excited for the opportunity to be part of the Board as Treasurer!

NOMINATING COMMITTEE NOMINEES



Susan Bell (nominated for a 3-year term) has been attending Eliot for over five years and joined as a member in April 2022. She also enjoys being a greeter and making new attendees feel welcome at Eliot. She has been a UU for about 30 years and served as a Treasurer and Board member at Emerson Unitarian Universalist Chapel on two separate occasions. Susan was elected to the Eliot board in 2023. Although she has an accounting degree, her career has been in banking for over 30 years. She is a Certified Regulatory Compliance Manager and serves as a Compliance Analyst at Citi. She lives in Chesterfield with her husband Dave and their daughter, Sarah who is a Sophomore at the University of Missouri in Columbia. She enjoys walking their dogs, spending time with

friends and family, reading, baking, book club, and is a member of West County Toastmasters.



Carole Glauser (BOT appointed for a 2-year term) joined Eliot Chapel as a member in 2017 after attending Eliot's "A Course in Miracles" meetings since 2004. Carole is a co-founder (along with Corinne Esneault and Julie Morreale) of Attitudinal Healing St. Louis, a nonprofit organization that facilitates classes, workshops, and support groups that inspire individuals to live a life of love-based thinking. (ahstlouis.org) She has participated in Eliot's leadership development trainings, served on Rev. Barbara's Adult Spirituality Task Force developing and implementing adult spiritual education offerings, and enjoys participating in 2 covenant groups. One of her most moving Eliot experiences was traveling by bus with

members who journeyed to Montgomery, Alabama to visit the Equal Justice Initiative's Legacy Museum and Memorial in 2019. Carole currently serves on the Pastoral Care Team. Carole was

elected to the board in 2022 and, in the final year of her 3-year term, is serving as the Chair of the Board of Trustees in the 24-25 church year.

Carole grew up in Springfield, Missouri where she earned a B.S. in Hospitality Business Management from Missouri State. She moved to the St. Louis area in 1990 and later earned a B.A. and M.A. in English from UMSL. She had a career in publishing before leaving the corporate world to freelance from home and manage her securities portfolio. She serves on the Advisory Board of the Glauser Oncology Fund that is part of the CoxHealth Foundation in Springfield. (The fund was established in 1998 by her father James Glauser after a diagnosis of a rare form of lung cancer.) The fund fully sponsors the Patient Advocacy Program at CoxHealth's Hulston Cancer Center, which benefits all newly diagnosed and existing cancer patients in accessing services and resources. Carole had back-to-back total knee replacements in the last half of 2024 and, as an avid birdwatcher, is excited to get back to birding hikes and traveling domestically and abroad. She previously volunteered at Wild Bird Rehabilitation where she was trained to work in the E.R. and served on their board of directors. She loves cooking and entertaining, all things crafty, and nerdy science fiction stuff. She embraces the label of Crazy Cat Lady and has 2 cats, brother and sister litter mates, named Eb and Flo. She is a huge animal lover (including spiders and insects) and loves spending time in nature hugging and talking to trees, unabashedly.



Erin Pohl (nominating-committee-named replacement for 1-year term) is honored to join the Eliot Chapel Nominating Committee and looks forward to supporting the congregation in shaping its future leadership. Erin has been attending Eliot since late 2022 with their partner Ro, and the two officially became members in 2023. Since then, Erin has become actively involved in the life of the church, including facilitating a *Witnessing Whiteness* book group in the fall of 2024. A native St. Louisan, Erin is deeply rooted in the community and brings both professional and personal passion to their service. By day, Erin works as the Director of Development at the Crime Victim Center in St. Louis, where they focus on

advancing the organization's mission to empower and support survivors of crime. Erin and Ro live in South City with their beloved dog Lizzy and their very opinionated cat, Perceval the Cat—also known as PT Cat.

VOTING ON TWO BALLOT MEASURES*

Conferring Minister Emerita Honorary Title

Shall Eliot Unitarian Chapel confer the honorary title of Minister Emerita to our recently retired lead minister—Reverend Barbara Gadon—who retired from active ministry after serving our congregation for nine years?

Proposed Name Change

Shall Eliot Unitarian Chapel approve adding "Universalist" to its name thus becoming "Eliot Unitarian Universalist Chapel" to better reflect and include its Universalist heritage?

**A majority of the votes cast shall be sufficient to approve each measure.*

LEAD MINISTER'S ANNUAL REPORT

As this church year draws to a close, my heart is filled with gratitude. I am blessed to be finishing my 5th year with you, my 2nd as your Lead Minister. This is a strong community with vision and clarity about who we are and why we are here.

I am also tremendously thankful for our Staff Team. I love coming to work because I know they'll be here. Core members Brian Franklin (Director of Business Administration), Debby Lovell (Communications/Administration Assistant), Scott Stewart (Director of Religious Education) and Rev. Dee Evans (Assistant Minister) are wonderful, competent, caring and adaptive servants to this congregation and they serve you well.

This is a wonderful place to minister.

Here are some of the highlights from this year. This is not a complete list! That would take many pages.

1. Through DRE Scott Stewart's leadership, we held the first Youth Sunday service since February 2020, with 15 youth participating. We offered Our Whole Lives to the Kindergarten/1st grade, the first since 2020. Three new OWL leaders have been recruited and trained for Youth OWL and 4th/ 5th grade OWL.
2. Director of Business Administration, Brian Franklin, rolled out safety processes for Eliot, including onboarding two courtesy officers. In collaboration with me and Treasurer Sue Bell, we developed a balanced budget for the second year in a row. Brian also proposed an ongoing performance series at Eliot Chapel earlier in the fiscal year and in collaboration with Bob and Jan Chamberlin, this proposal developed into the Living Legends Series.
3. Communications Specialist/Administrative Assistant Debby Lovell built the Adult Enrichment page on our website and integrated all the communications around that program. She developed the design for the Lead Minister's Installation and designed the new church sign.
4. We restored a Supporting Minister to our staff team and funded her salary from the current year's pledges, not from savings as we originally planned. Rev. Dee Evans leads the Pastoral Care Team, Greeter Team, and Welcome Team. Many thanks to Rev. Dee for stepping into the role with joy, curiosity and gratitude.
5. Our Adult Enrichment Team developed a comprehensive Adult Enrichment program for this year and we're working on 25/26.

6. The 222 Argonne Team is about to complete its facilities and grounds assessment. The purpose of this team is to develop a proposal for the 222 Argonne property (the lawn to the east of the driveway).
7. The Memorial Garden is completed, with a dedication planned for June 1st.
8. With pledges for church year 25/26 still coming in, we are now at \$724,845, a record for this congregation. We also raised a record \$9711 for our Transylvanian Partner Church's Bread Program.
9. The Worship Team and I reviewed and redeveloped our worship services to connect with a wider range of experiences and ages. David Nalesnik, our pianist, played a significant role in its success. The Music Team has coordinated a diversity of congregational musicians and has recently reorganized into two branches - special music recruitment and hymn research. The choir, under the leadership of Nadia Maddex, has grown and strengthened. My class, "So You Think You Can Preach," will bring you 6 services this summer.
10. We have added 4 new social justice focuses: Reproductive Justice, LGBTQ Justice, Economic Justice, and Racial Justice. Some teams are further in their formation than others, but we are moving forward and increasing our presence in and for the community.
11. Our Welcome Team, under the leadership of Rev. Dee Evans, has renewed, reorganized, and refocused. Starting Point, our introductory program, saw record attendance levels. With visitors increasing after the General Election, we have been well-placed to welcome them and respond to the spiritual needs that brought them here.
12. And finally, many thanks to the Installation Team that prepared a wonderful Installation Celebration in October. It was wonderful and a day I will always remember fondly.

Thank you to all our staff, our volunteers, the Board of Trustees, and you, the members and friends of Eliot Chapel. We are Shining our Light!

Yours in faith and love,
Rev. Krista Taves

PASSING OF THE GAVEL

Current Chair, Carole: *Chapel governance is a spiritual practice. It is the work of divining the purpose of our Chapel, the difference that we want to make in the world, expressed in our Values, Mission, and Ends. It is the work of assessing our progress on behalf of this and future congregations.*

*As outgoing chair of Eliot Chapel's Board of Trustees, I ask you, **Jennifer**, to pledge to the congregation that you will steward well the office of Board Chair and ensure that the Board validates its trusteeship of the Chapel. **Jennifer**, will you make this pledge?*

Incoming Chair, Jennifer: *I will. As Board Chair, I will ensure the integrity of the Board's processes, to set and guide the agenda for the year and to foster our governing style. In governing, the Board aspires*

- *to lead with courageous vision rather than with tactics,*
- *to be proactive rather than reactive,*
- *to value diversity of viewpoints,*
- *to ascertain collective rather than individual intentions,*
- *to build toward the future,*
- *to measure progress toward stated goals of the Chapel.*

I pledge to work diligently on behalf of the congregation.

Current Chair, Carole: *I ask the congregation to now pledge their support to you, the incoming Chair, to your newly elected trustees, and to the entire Board in these endeavors.*

Congregation: *We pledge our support to the Board's work. We have elected Trustees to represent our interests and those of future congregants. We promise in the spirit of our Congregational Covenant to speak up in matters of interest to us and to our Chapel and to aid the Board in discerning the mission and goals of the Chapel. We understand that the Board's work is that of acting on behalf of the whole rather than on behalf of individuals.*

Current Chair, Carole: *Jennifer, you have pledged before the congregation to uphold your responsibilities as Board Chair. The congregation has pledged to support the Board and has placed their trust in you and the incoming Board. Let your acceptance of this gavel be a symbol, to the community, of your commitment to Eliot Chapel.*

Eliot Unitarian Chapel Current Year Projections and Budget

INCOME	2023-2024 END OF THE YEAR ACTUALS	2024-2025 BUDGET APPROVED MAY 2024	2024-2025 END OF YEAR PROJECTED ACTUALS	2025-2026 BOARD APPROVED BUDGET	NOTES
TOTAL PLEDGE INCOME (PRIOR YEAR, CURRENT YEAR, FUTURE YEAR)	\$652,611	\$626,711	\$684,948	\$723,000	Budgeted amount is based on previous pledge payment patterns: \$15k for prior year pledges; 90% of current pledge year commitment of \$740k; \$42k for future year pledges.
NON-PLEDGED SOURCES OF INCOME					
Contributions--(Shared Plate & non-pledged)	\$78,197	\$88,200	\$70,000	\$70,000	\$55,000 for shared plate
2nd Ask	\$27,858	\$25,000	\$17,225	\$10,000	
ECNS Rent	\$20,925	\$27,102	\$27,102	\$21,300	
Madrigal	\$7,572	\$7,500	\$7,265	\$7,500	
Trivia Night	\$6,750	\$8,000	\$9,594	\$8,000	
Other Fundraiser	\$7,942	\$5,000	\$5,000	\$9,800	Includes proceeds from Living Legend series, parking raffle, board events, coffee
Processing Offset Fees	\$2,601	\$3,000	\$2,500	\$3,000	
EUC Building Rental	\$2,651	\$7,000	\$6,300	\$7,000	
Immigration (Dunlap Fund Transfer)				\$1,500	
Interest and Dividends	\$2,051	\$100	\$500	\$200	
TOTAL NON-PLEDGE INCOME	\$156,547	\$170,902	\$145,486	\$138,300	
Bergfried Operating Fund (transferred from BCorpus Fund in UUCEF to bring annual operating balance on 07-01 each FY to \$11,000). This amount is not factored into the Eliot Chapel operating budget.	\$11,000	\$11,000	\$11,000	\$11,000	Not reflected in Eliot Chapel operating budget (total income, expenses, and net income).
TOTAL INCOME	\$809,158	\$797,613	\$830,434	\$861,300	

EXPENSES					
PAYROLL: Salaries & Benefits	\$498,658	\$505,932	\$547,480	\$577,685	Includes 2.5% COLA for ministerial staff, new part-time staff (RE Coordinator), and increase in David Nalesnik's hours.
Shared Collection Donations	\$29,092	\$24,000	\$27,500	\$27,500	
PROGRAMMING: Social Justice, Immigration, Partner Church, Covenant Groups, Membership/Welcome, Library, Board, Stewardship, Worship/Summer, Music, RE)	\$17,961	\$21,000	\$19,000	\$25,100	Courtesy Officers to be paid primarily with income from Endowment Fund (\$9000).
OPERATIONS-- Administration, Utilities, Facilities, Contract Labor, Insurance	\$161,407	\$149,310	\$156,000	\$150,141	
UUA/District	\$16,200	\$16,200	\$16,200	\$16,200	12yr amortization, 6.77% interest, with monthly payment of \$3460.96
Mortgage	\$40,418	\$40,418	\$37,236	\$41,532	
Capital Improvements/FECA/Operations	\$13,500	\$25,753	\$13,500	\$13,500	Not reflected in Eliot Chapel operating budget (total income, expenses, and net income).
Immigration (Dunlap Fund Transfer)				\$1,500	
Bergfried Operating Fund	\$11,000	\$11,000	\$11,000	\$11,000	Any surplus will likely be earmarked for the capital improvement fund or sabbatical reserve line.
TOTAL EXPENSES	\$777,237	\$782,613	\$816,916	\$853,158	
Sub Total SURPLUS or DEFICIT	\$31,921	\$15,000	\$13,518	\$8,142	

MARCH 2025--UUCEF INVESTMENT REPORT

BALANCE FEBRUARY 2025	\$562,172.99
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MARCH 2025 ENDING BALANCE	\$550,129.77
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EARNINGS FOR MARCH	(\$12,043.22)
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-2.14%

FUND ADJUSTMENTS	Correction to match Fund Balance to UUCEF total	(\$0.01)
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Fund	Acct Code #	Corpus as of 07/01/2017	Corpus as of 02/28/2025	EARNINGS	DEPOSITS	WITH-DRA WALS	YTD Fund Adjustments	Corpus as of 03/31/2025
Endowment Fund	255	\$111,162.26	\$108,863.45	(\$2,332.14)	\$0.00	\$0.00	\$0.00	\$106,531.31
Blanke Fund	251	\$85,714.94	\$127,847.93	(\$2,738.84)	\$0.00	\$0.00	(\$0.01)	\$125,109.08
<i>Intern Ministers</i>								
Dunlap Fund	252	\$49,354.45	\$56,342.33	(\$1,207.00)	\$0.00	\$0.00	\$0.00	\$55,135.33
<i>Assist Congregants</i>								
St. Martin's Fund	253	\$29,311.07	\$32,835.72	(\$703.43)	\$0.00	\$0.00	\$0.00	\$32,132.29
<i>Partner Church</i>								
Nutt Music Fund	254	\$13,192.14	\$15,698.33	(\$336.30)	\$0.00	\$0.00	\$0.00	\$15,362.03
<i>Principle: \$10,000</i>								
Women's Alliance	2404	\$9,306.82	\$16,746.92	(\$358.76)	\$0.00	\$0.00	\$0.00	\$16,388.16
Bergfried Fund	262	\$110,650.24	\$203,838.32	(\$4,366.75)	\$0.00	\$0.00	\$0.00	\$199,471.57
Total for Funds		\$408,691.92	\$562,173.00	-\$12,043.22	\$0.00	\$0.00	-\$0.01	\$550,129.77

2024-2025 Deposits and Withdrawals

***Endowment Fund:** Withdrew \$9,000 in gains to assist with funding courtesy officers.

The decision was made in February when the balance was \$109,291 as of 1/31/25.

This withdrawal will be reflected in the April 2025 statement.

***Women's Alliance:** Deposited \$1,000 from Women's Alliance Operating Fund (02/2025)

***St. Martin's Fund:** Transferred \$1,000 to Operations for Partner Church (10/2024)

***Dunlap Fund:** Transferred \$1,000 to Asylum Fund (10/2024)

***Bergfried Fund:** Transferred \$8,000 to Bergfried Operating for Land Mgmt Survey Fee (10/2024)