

SUNDAY Q&A: February 2, 2025

Continued communion of governance and spirit: LET US START WITH PRAYER...

SINCE OUR LAST Q&A (Nov 3) THE BOARD HAS...

- Financial recap. See back of handout.
- Approved 2025 budget.
- Renewed Rev. Charles contract. New term is 18 months – Jan 1, 2025 through June 30, 2026.
- Performance reviews – In process (complete by EOM March).
- Y&F Hire – Position posted, no applicants yet. Benchmarking compensation.
- Revised vision, mission, core values, and strategy statements then established a roll-out plan.
- Reviewed/approved new/revised policies. More coming next 2-3 months.
 - Defined “physical change to property” which establishes when the Board needs to review property changes. Policy details will be communicated in the upcoming policy manual revision (publishing goal: Mar/Apr).
 - Conducted salary benchmark study and approved compensation ranges for all W2 staff positions. No benchmark for Sr. Minister (hired exclusively under contract, compensation negotiated at the time of hire).
 - Established policy for compensation reviews and increases.
 - Approved new Nomination Committee handbook.
 - Drafted bylaws revision for approval at the annual meeting in March. Previews will be available later in Feb.
- Committee updates
 - Governance (Jean) – Work is complete for now. Documents submitted to the Board: Policy manual, bylaws, three new handbooks (Nomination Committee, Sacred Service, Board Operations), Board Member and Officer Job Descriptions, offering count procedure.
 - Fundraising (Shelley) – Divine dining, Healing Arts Fair in March (NEW!), others...
 - Power of Focused Ministry (POFM) (Rev CP) – Complete - Disbanded.
 - Facilities (Paul) – Gutter cleanliness (thanks Brian!), gutter repair, new door for shed (thanks Ken!).
 - Marketing (Tony) – Just starting. Interested in helping?
 - Nomination Committee (Ken) – concluded recruitment for new Board members.
 - COMING: Property Planning (TBD) – still looking for the right person to lead.
- Coming up
 - Next Board meeting: 02/25/24 | Next Q&A Sunday: 04/06/25 | Annual Meeting: 03/02/25, 12:30 pm
 - Feb - Annual community survey | Annual Board self-assessment

In Partnership: WHAT BOARD NEEDS FROM COMMUNITY

- Learn our new Vision, Mission, and Core Values. Provide feedback.
- Continued engagement. Need committee membership and leaders.
- Daily prayers for UOB – monetary abundance, membership growth, and spiritual guidance.

In Partnership: WHAT COMMUNITY NEEDS FROM BOARD

- In person: Step up to the microphone (so those on-line can hear you).
- On-line: Post questions in chat. Monica will read for you.

Unity of Bellevue Governance Documents

UOB Website: About us → Our Governance → enter password: **uobgov**

To provide community input: board@unityofbellevue.org



A Spiritual Center for Creative Living

FINANCIAL SUMMARY (from 2024 December Financials)

- UoB ended the year in a net positive position, primarily due to high December love offerings and continued tightening of expenses. Reduction in Capital Funds to cover capital repairs balanced the net positive income vs expenses.
- YTD Income is lower than budgeted by (\$18,988); this is comprised primarily of lower than budgeted love offerings (\$19,600), higher cost of goods sold (\$3,013) and lower than budgeted rental income (\$12,781); balanced by higher than budgeted fundraising \$13,975 and income for capital improvements \$2,200.
- YTD Expense is lower than budgeted by (\$22,221); this is comprised primarily of compensation & admin expenses lower than budgeted by (\$32,757), which is partly due to prior reported savings in January, adult/youth & family lower than budgeted by (\$2,936); balanced by higher than budgeted weekly service expenses \$8,772 and higher operations expenses \$6,745.

Net Operating income is \$7,922 compared to a budgeted amount of \$4,689, difference of \$3,233.

YTD November vs YTD December numbers are:

Gross Profit/Income:	\$260,475/\$295,442
<u>Total Expenses:</u>	<u>\$263,342/\$287,520</u>
Net Income:	(\$ 2,867)/\$ 7,922

As of December, we had \$55,546 in Operating account (netting out accounts payable), \$18,393 in Prudent Reserve, and \$25,199 in Capital funds (reduced from November due to capital repair).

- Operating and Prudent Reserve funds total \$73,939, which is about 3.1 month's reserve, which meets goal of 3 months operating expenses in liquid accounts.

End of year summary: We had a slow October and November but high end of year giving that helped us meet our yearly budget goal. Operating account funds were back up, expenses were down. We had a large capital repair that was paid for by donations and Capital Funds. These factors left us in a net-positive budget position for the year.

Discretionary tithe for December donated to Friends of Youth - they operate an eastside youth shelter in Redmond.