FY 21 Budget Conversations  
Thursday, May 14, 2020 – 7-8 pm

Participants:  
Margie Beal  
Nathan Freitas  
Sue Kalt  
Anne Copeland  
Carol Spitzer  
David Fitch  
Deanne Coady  
Jami Jordan  
Michael Luke  
Landon Rose  
Martha Leader  
Margaret Williams  

Staff:  
Rev. Lisa Perry-Wood  
Laci Adams  

Board:  
Gene Thompson-Grove  
Janet Britcher  
Charles Sandmel  
Karla Baehr  
Bob Williamson  
Micaela Coady  
Stephen Pratt-Otto  

Welcome and Intros  
- From Anne Copeland: Hi! On the coast of Maine.  
- From Nathan Freitas: (・°・) \n- From Charles Sandmel: I back in my office. We actually got as far as Natick today to buy plants!  

Read FPB’s mission - What would you hope or expect to see in the budget of an organization with this mission?  
- I would love to see funds towards caring for our living earth and for solar panels.  
- Radical welcome, inclusivity, expressions of love and commitment to each other and to making a better world.  
- Explicit framework for nurturing spiritual growth in the congregation  
- Funds being spent on social justice work within and beyond the congregation; support for pastoral care and engaging worship  
- Would expect to see a living wage for all staff.  
- Support for specific programs furthering mission, beyond just general staff funding and/or guidance of how staff time is spent in applied ways towards goals of mission.  
- Support for worship, family activities, and social action programs.  
- Budget heavily weighted towards social and racial justice activities, as well as diverse offerings of nurture and spiritual growth.  
- Training in multiculturalism, resources to help those interested in activism to work together on issues they care about. A strong endowment which is put to use by the UU national effort to drive changes in
corporate governance.
- Budget to support families in need, sponsorship, scholarship financial support for certain activities that may be too expensive to some (including childcare, etc.)
- Generous and equitable financial support from congregants.
- Would hope we didn’t spend a ton of our money on things like stained glass and would focus it on people - ways that we can support our own and each other’s spirituality and through programs and opportunities to connect or guests, and ditto for social justice - I love our mission statement. Yes to what was said about a budget heavily weighted towards social and racial justice activities, as well as diverse offerings of nature and spiritual growth. Be able to support those who are most vulnerable like the decision we made that our church could house people released from detention.
- I want the budget to allow us to move forward with deepening our social mission and supporting our pastoral work.
- Even though spiritual growth is only one part one of the long list of missions, I would like a budget that keeps this central.

The cost of the COLA for Rev Lisa, Keith, Alisa and Laci would be $4500

What worked about this meeting? AND It would have been even better if ...
- Brilliant. Thank you
- Very informative. all my questions answered. Thank you for such a well-planned and thoughtful budget process.
- Thanks for your hard work
- Great questions.
- (٭ • ၽ • ) / ＾*:・° ♡ <-- glitter thanks to all of you!
- I am always amazed at the clarity and thoughtfulness of these meetings. Those who led it and those who commented made such good sense!!!!!! Thank you!!!!!
- Thanks for the good questions!
- Having the summary and detail documents worked very well for those of without time to prepare
- The documents are excellent and the presentations are great, I think we could benefit from more time for discussion
- Well done.
- It would have been helpful to be able to absorb more of the building blocks document. We actually needed some more time in our small group.
- Perhaps some more detail about covid/pandemic related changes right up front, or in some other summary would be interesting, and on peoples’ minds.
- I think I should have opened the building blocks on our second computer, so that I could follow better. Feedback to self. You might suggest to Sunday folks (which you kind of did) that they may want to have the documents open. Beyond that I am so grateful to all of you for your hard work and thinking and really finding ways to be as inclusive and welcoming to all of us as you are!! thank you so much!! I love that you keep the mission at the center.
- Gene has her zoom chops down! love you all!!
- Agree on more breakout time.
- I think the emphasis on Mission, plus the breakdown of everything else into Administration and Occupancy makes it easy to follow. The budget page is very small, I wish it were larger. The meeting felt organized so it didn’t feel like a moment was wasted.
- Documents lucid and well organized. I didn’t expect to miss having a handout to rustle through, but I did!

Specific feedback from the breakout groups can be found at: