

2024 Annual Meeting Information Packet

April 20th, 2024



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** Note that the Report of the Midwest UU Conference will be given verbally during the business meeting*

**Agenda of the 2024 Annual Business Meeting
of the MidAmerica Region of the Unitarian Universalist Association
Saturday, April 20th, 2024**

This meeting will be held both in-person and virtually at 3:00 pm Central, 4:00 pm Eastern time as a part of the MidAmerica Regional Assembly. Delegates must be credentialed no later than 5:00 pm Central, 6:00 pm Eastern time on Monday, April 15th, 2024 through the Delegate Credentialing Portal.

The following business comprises the Agenda for the meeting:

1. Call to Order and Opening Words
2. Introduction to MidAmerica Region
3. Credentials Report and Certification of a Quorum
4. Greetings from the UUA
5. Approval of the Rules of Procedure
6. Report of the Nominating Committee and Election of MidAmerica Trustees, MidAmerica Nominating Committee members, and Midwest UU Conference Directors
7. Board Report on Policy Defining the Relationship with the UUA
8. Oral Report, MidWest UU Conference
9. Introduction of New Staff
10. Closing Words
11. Adjournment

PROPOSED RULES OF PROCEDURE
Annual Meeting of the MidAmerica Region, UUA
April 20th, 2024

Given the situation of the global pandemic concerning Coronavirus and COVID-19 illnesses, we the representatives attending the Annual Meeting of the MidAmerica Region realize that this is not “business as usual,” and agree to these relaxed Rules of Procedure, given the exigencies of the situation.

RULE 1. ORDER OF BUSINESS

Consideration of and action upon items must proceed in the order set forth in the Final Agenda unless, during the meeting, that order is changed by majority vote.

RULE 2. PARTICIPATION IN DEBATE

Speakers recognized by the President shall identify themselves by name and congregational affiliation. Participation in debate is limited to delegates. The President may waive this requirement.

RULE 3. MEANS OF VOTING

Action on any question, unless the Bylaws otherwise provide, will proceed by vote of those in attendance. A vote will be called by the President. The required proportion of votes cast by delegates to approve any action or resolution will be as set forth in the Bylaws or these Rules of Procedure. Given the recent global pandemic, those present in-person and online have the right to declare a quorum being present, without an actual tally of all delegates.

RULE 4. PRESENTATION OF ITEMS

The provisions of Rule 5 notwithstanding, the Board will, at its discretion, either move the item as printed on the Final Agenda or move an amended version of the item.

RULE 5. AMENDMENTS

Except for clarifying amendments, amendments to the main motion and motions to refer, table or to call the question will not be in order until there has been at least ten minutes of debate, if that much is needed, on the merits of the main question as moved. No amendment or other change to any motion under consideration will be entertained unless it is submitted in writing. However, the President may waive this requirement.

RULE 6. TIME LIMITS

The following time limits are imposed on all business transacted by the assembly. If, however, there is no objection from the floor, the President may grant minor extensions of time. Any time limits imposed by this rule may be extended by a two-thirds vote.

- a) No person may speak on any motion for more than two minutes, and not more than once, so long as there are others who have not spoken who desire the floor, except that persons having special information may, with the permission of the President, reply to questions.
- b) Twenty minutes is allowed for discussion of any proposed bylaw amendment, rule change, resolution, or action on a report that is on or admitted to the Final Agenda, unless the time limit is extended in the manner provided in the first paragraph of this Rule 6. Whenever possible, the discussion time will be equally divided by proponents and opponents and by the alternate recognition of Pro and Con speakers.

- c) A motion to call the previous question on the main motion shall not be in order if there are potential speakers at both Pro and Con microphones and the original or extended time for discussion has not expired. A motion to call the previous question on a motion to amend the main motion is in order after 8 minutes of discussion concerning the amendment.

RULE 7. COMMITTEE OF THE WHOLE

At any stage of the meeting, the President, without a vote of the assembly, at their discretion from time to time may order the meeting resolved into a Committee of the Whole or reconvened in regular Session. While the meeting is acting as a Committee of the Whole, the following Special Rule will apply: The Presiding Officer, without a vote of the Committee of the Whole, may permit reconsideration of any action taken by the Committee of the Whole, and other departures of the Rules of Parliamentary Procedure if it appears to them that the work of the Committee of the Whole will thereby be expedited. When the assembly is reconvened, the only motion in order will be to adopt the recommendation of the Committee of the Whole. A motion recommended by the Committee of the Whole will not be subject to amendment, debate, or delay.

RULE 8. AMENDING THE RULES OF PROCEDURE

These Rules of Procedure will be adopted by a two-thirds vote and may be amended, suspended, or repealed during the course of the assembly only by a two-thirds vote.

Report on behalf of the MidAmerica Region Board of Trustees

April 2024

It has been a busy and productive year on the MidAmerica Regional Board! We continue to meet monthly by Zoom, and in person in the Fall and Spring. We had a lovely and informative meeting with Norrie Gall, UUA Congregational Giving Administrative Director during our retreat in St. Louis last fall. We learned a lot about the Annual Program Fund and its inner workings. The Board discussed how we might assist with outreach to MidAmerica congregations about the importance of contributing to the fund. We also attended worship together at First Unitarian St. Louis and were warmly welcomed by the Rev. Kim Mason, staff, and congregants.

One of the continued projects and priorities of the Board has been policy work and defining our relationship with the UUA. The Board will meet with UUA Executive Vice President Carey McDonald, UUA Vice President for Programs and Ministries Ashley Horan, and Moderator Meg Riley just prior to the Regional Assembly to further discuss the intricacies of that relationship. Included in that work will be further examination of revisioning and revamping of the three-way covenant that expired in 2017.

The Board continues its work in developing policies and procedures related to its association with Camp UniStar. The MidAmerica Board has had ongoing concerns about continued association with Camp UniStar if their policies do not align with the UUA Youth Safety Policies. A consultant was hired to evaluate where the policies do or do not align with the UUA policies. The Board expects to review the consultant's report shortly before Regional Assembly.

A subcommittee of the Board also met with representatives of the Midwest Unitarian Universalist Conference (MUUC) and the Midwest Unitarian Universalist Foundation (MUUF) to discuss the role the MidAmerica Board has had historically and will have going forward. The MidAmerica Board will continue its governance relationship with MUUC, and its fiduciary relationship with MUUF.

I am happy to report that the Region's financial status continues to be strong. We have been mindful about travel and expenses, and the budget for future work is solid. We do appreciate and recognize that none of the work of the MidAmerica Regional Board would be possible without the generous support from our member congregations. We truly appreciate the support from the MidAmerica congregations, the Honor Congregations, and the support of the individuals who have contributed to the Friends of MidAmerica.

The policy, governance and covenant work this year has been no small undertaking. I would like to take this opportunity to recognize each member of the Board for their hard work, dedication, and commitment to these projects this year.

In other areas, the Board continues its commitment to providing scholarships for BIPOC members to attend RA, GA or other leadership opportunities. The Board further maintains its commitment to providing grants for MidAmerica congregations participating in Hope for Us

Conflict Engagement (a collaborative process designed to help congregations in conflict) with an emphasis on supporting BIPOC clergy and lay leaders.

Finally, I am confident that I can speak for the Board and say that we appreciate the support of our Regional Lead, Rev. David Pyle, and the entire Regional staff who have continued to support the Board and the MidAmerica congregations.

I have been honored to serve on this board of deeply committed and wise Unitarian Universalists.

Respectfully,

Patty Notch

President, MidAmerica Region Board of Trustees

April 4th, 2024

Regional Lead Report to the MidAmerica Regional Business Meeting

For the congregations of the MidAmerica Region, this past year has been one of reassessing and reengaging with a sense of purpose and mission. From an increase in requests for support for short and long-term planning, to a refocus on how our congregations make decisions together, to some implementations of needed shifts around accountable covenantal behavior in our congregations, this year the MidAmerica Staff has seen an increasing focus in our congregations in the fundamentals of congregational life.



Recently, the Congregational Life Staff of the UUA identified the following top trends that congregations have been seeking support from the UUA Congregational Life Staff on:

1. Need for right relationship / covenant / destructive behavior work.
2. Reimagining religious education
3. Engaging membership
4. Conflict on Boards
5. Church as Employer
6. Budget problems / crisis
7. Strategic Planning

While these trends were identified nationally, they are also the major trends in requested support that we have been seeing amongst our congregations in the MidAmerica Region. However, what I want to share with you the most are some of the responses we have seen amongst MidAmerica UU Congregations to some of these trends.

While not happening everywhere, many MidAmerica congregations are reporting significant growth in attendance by young families, exploring Unitarian Universalism as a faith tradition for both their children and for themselves. This is most prevalent in the congregations that either maintained during the time of online community or rebuilt support for faith development after the return to hybrid and in-person

congregational life. This trend creates a challenge for congregations that have addressed budgetary and staffing challenges by making reductions in support for faith development, especially since these budgetary challenges continue for many congregations. The need to reimagine religious education and faith development beyond Sunday morning models is challenging without engaged faith development staffing.

A few congregations in our region have been seeking ways to work together to address both budgetary pressures and the reduced availability of experienced and credentialed religious professionals through intentional sharing of staff. From congregations intentionally sharing a minister or religious educator to sharing administrative support, this is a growing way our congregations are seeking to live the covenant with one another. Not only do I see this trend now, but I believe it will accelerate in the future, as more congregations look for creative ways to address the budget pressures created by both increased costs and a changing base of stewardship.



While our MidAmerica Staff have seen an increase in requests for support during congregational conflict and in relationship to destructive and non-covenantal behavior in congregations, we have also seen an increase in congregations looking closely at how they make decisions together, and how they are planning for both the short and long-term vitality of their congregations. In each case, congregations that choose to address these issues proactively seem to be better able to navigate what are increasingly challenging situations.

More and more, the MidAmerica Staff are seeing the need to focus on helping congregations get “back to basics”, back to the fundamentals of congregational leadership and membership. As we are planning programming for the coming church year, our focus will be on providing training and experiences on congregational lay-leadership practices, board basics, re-engaging faith formation, and providing training opportunities on good practices for both doing and being religious community.

This year, the MidAmerica Staff have experienced some significant changes and challenges. I will be honest and say that, at least for myself, this has been a difficult year. The MidAmerica Region has had multiple staff departures, particularly in our administrative support for the Region, and we are still in the process of rebuilding that administrative

support. We also had multiple well-earned and much-needed sabbaticals this year amongst our Congregational Life Consultants. This has led to a year that was primarily focused on being responsive to the needs of our congregations more than being proactively focused on providing programming and training. Our hope as a Region is to return to providing intentional programming and training opportunities for congregations and leaders during the next church year.

I would like to celebrate two new members of the MidAmerica Staff this year. Lauren Wyeth joined the MidAmerica Staff in July of 2023 as our Faith Development Specialist and as a Congregational Life Consultant and Primary Contact. QuianaDenae Perkins joined our staff in June of 2023 in a new position, as the MidAmerica Congregational Life Resident, a position designed to create a learning opportunity for a person in formation as a minister or as a credentialed Religious Educator. While both have brought their own skills, interests, and experiences to the team, what I have most been grateful for is the way that their learning and leaning into these roles have given the whole team an opportunity to reflect on the nature of and the reasons for how we support congregations and our shared liberal faith. I believe this pattern of assessment will continue as the team welcomes a new Regional Administrator in the coming weeks and months.



I also want to express my gratitude to all of the members of the MidAmerica Staff, who have provided support both to me and to the entire team during our reduced administrative staffing, as well as to manage two sabbaticals during the same year as a team. Everyone on the team has taken on new roles and responsibilities that they did not have before and has provided support to congregations they have not worked with before. I am glad that as a team we have been able to support our two colleagues who have taken sabbaticals this year and I am excited about the new ideas and energy those staff members have returned from sabbatical with.

And, I also want to thank the national and cross-regional Congregational Life Staff, without whom this year would have been far more difficult. Particularly, I would like to recognize the ways that Connie Goodbread and the Hope for Us Conflict Transformation Teams have been a support to some of our MidAmerica Congregations who have experienced significant conflict. I also want to say that, were it not for the National Congregational Life Events Team, this year's MidAmerica Regional

Assembly and other events would not have been possible. Leaning on the skill and wisdom of our Executive Administrator of Congregational Life, Amy Kent, the National CL Events Team, and the other Regional Administrators have made managing this time without a Regional Administrator possible.

I also want to shout out the level of support that our congregations experiencing a ministerial transition have received from the UUA Transitions Office, and particularly the Congregational Life Transitions Program Manager Christine Purcell. This time of decreased availability of professional, fellowshipped ministry for many of our congregations has placed increased stress on the already difficult challenge that congregational ministerial search committees experience and I have been personally grateful for the skill, wisdom, and experience that Christine brings to supporting congregations through these processes.



And, though I have never shared about them in one of these reports before, I am grateful for the support of the Congregational Life Leadership Team, as well as the Director of Congregational Life, Jessica York, and the Co-Director of Congregational Life, Rev. Dr. Megan Foley. The Congregational Life Leadership Team consists of Jessica, Megan, the five Regional Leads, the Program Leads of the programs within the Congregational Life Staff Group of the UUA, the Congregational Life Executive Administrator, and the UUA's Safe Congregations Manager. This national team is one of my primary sources of support as the MidAmerica Regional Lead and is working to bring greater alignment between all of the Regions and the services and support that the UUA provides to congregations. The growth in national programming for congregations, the development of the resources for congregations at LeaderLab and the UU Institute, and so much more arises from the work of the CL Leadership Team. But mostly, I want to celebrate the ways that this group now functions as a team, rather than the very competitive environment that I encountered when I first joined the UUA Staff as a District Executive.

I also want to acknowledge the partnership and the trust of the MidAmerica Regional Board, especially through what has been a difficult year for both the staff and myself both personally and professionally. Your MidAmerica Board has gone beyond its core mission of ensuring that all the resources of the MidAmerica Region are utilized appropriately for the fulfillment of the mission of the UUA and to provide


support for the congregations of the MidAmerica Region. They have also been engaged partners in thinking through how we can support congregations, and how the relationships the Region holds can best serve that mission. From exploring and defining the relationship between the MidAmerica Region and the UUA, to the creation and administration of three grant programs to support dismantling white supremacy culture within our Region, to exploring how they can actively support the stewardship support of our congregations for the Association, your MidAmerica Board has been actively engaged in learning more about the new environment for liberal and progressive religion, and how we can adapt to that new environment to support our congregations. I am deeply grateful to these volunteers from our congregations for all the ways they support the staff of our Region, as well as myself.



I would like to name the three current grant programs of the MidAmerica Regional Board, created after the board engaged with the Widening the Circle Report. All three of these grant programs are funded through the proceeds of the MidAmerica Investment Account with the UUA Common Endowment and are intended to support our congregations and communities in dismantling white supremacy culture and toward becoming anti-racist institutions.

1. The BIPOC Leadership Grant is a grant program to provide support for black, indigenous, and people of color in our congregations, both in lay-leader and staff roles, to support attending both in-person and online leadership training and governance events within Unitarian Universalism.
2. The Hope for Us Conflict Transformation Grant is a program that provides a subsidy grant for congregations that are experiencing conflicts related to race, racism, and white supremacy culture to utilize the UUA's Hope for Us Conflict Transformation program to deepen their understanding of and transform that conflict.
3. The Dismantling White Supremacy Culture Grant is a grant program that provides grants to congregations to help fund efforts to dismantle white supremacy culture within a congregation or within the community the congregation is a part of.

Congregations or individuals interested in applying for any of these grants should be in contact with your congregation's MidAmerica Staff Primary Contact. I would also like to highlight that the Midwest

 2355 Fairview Ave #312 Roseville MN 55113 | P (312) 636-9724 | dpyle@uua.org | C (847) 917-0072

uua.org/midamerica

Unitarian Universalist Conference provides grant opportunities for our congregations and religious professionals. The MidAmerica Region is grateful for the grant we receive from the Midwest UU Conference each year, which helps us to fund staffing for the Region.

And... all of the support that the MidAmerica Region and the Unitarian Universalist Association provides to our congregations, and all of the ways we work to bring our values into a world that seems to need them more by the day... all of this is made possible by your congregation's support to the Annual Program Fund of the UUA, and by individual donors to the UUA and to the MidAmerica Region's Chalice Lighter and Friends of MidAmerica programs. All of the programs that congregations so often rely on, from ministerial transitions, to curriculum development, to conflict transformation, to lay-leadership development, to coordination for justice work, to just being able to call up your congregation's Primary Contact to pick apart an issue happening in your congregation... all of that is primarily supported by your congregation's donations to the UUA's Annual Program Fund. And so, I would like to thank you for that support, especially our Honor Congregations which provide the full amount of financial support for the UUA that is requested each year. By doing so, you are expressing support for the covenant between all of our congregations. And for those congregations that cannot be Honor Congregations right now... just know you are in part relying on those congregations who are to make sure the support your congregation needs from the MidAmerica Region and the UUA is available.



Thank you for your support for Unitarian Universalism, and for your leadership in your congregations. You are helping to bring our values into communities and our Region where they are desperately needed.

Yours in faith,



Rev. David Pyle
Congregational Life Consultant and Regional Lead
MidAmerica Region of the UUA

2023 Camp UniStar Annual Report to Mid-America Region



Camp UniStar had a lovely season last summer as we hosted 490 campers and dozens of volunteers. A few of the most popular programs were Dance & Yoga, Games, and Stitch & Click (campers practiced skills in both clothes mending, along with learning about photography). We held 10 family program weeks and one youth week. For the first time we offered a shortened family week as a way to introduce people to camp and/or offer individuals, who may not be able to do a whole week, a chance to attend camp.

Many of our staff are returning for the 2024 season, and we are also delighted to welcome several new members. Truman Rice, a former staff member and lifelong camper, is taking over the reins as camp director. Outside of UniStar, he works in education, recreation, and snowsports. Truman is eager to build connections with the Star Island community.

Of course, there is never a shortage of upkeep needed for the cabins and grounds. In 2023 we replaced a leaky cabin roof, updated our fire pump, and refinished the floor of our beautiful, 100+ year old lodge.

This summer we will once again kick things off with a Helping Hands week from June 8 - 15. Youth Week (grades 8-12) will be June 15 - 22, and all-ages program weeks will run June 22 - August 24. We'll end our season with a project week to accomplish some larger improvements and repairs.



Volunteers refinishing lodge floor

MidAmerica Nominating Committee Slate for Regional Business Meeting 2024

1. Board
 - a. **Hans Kelson, Incumbent Second Term**
 - b. **Rae Jane Arajo, Incumbent Second Term**
 - c. **David Jackoway, Incumbent First Full Term**

2. Nominating Committee
 - a. **Mel Priese, Incumbent Third Term**
 - b. **John Lunsford, Incumbent Third Term**
 - c. **Marcie Jefferys, First Term**
 - d. **Rev. Daniel Miyake, Incumbent First Full Term**

Retiring/Outgoing member- James Wilbur

3. MUUC
 - a. **Diane Kennedy, Incumbent First Full Term**
 - b. **Robert Lovell, Incumbent Second Term**

Non-incumbent Nominees -- MidAmerica Nominating Committee

Marcie Jefferys (First Term)



Marcie Jefferys is a member of Pilgrim House (PH) UU in Arden Hills, Minnesota, and has been active in many areas of the fellowship. She discovered PH and Unitarian Universalism thirty years ago, when her children were young. Marcie felt benefits from growing up in the United Methodist Church, she no longer agreed with its theology. Unitarian Universalism supported the interest in social justice with the additional benefits of a Community that uses those principles combined with an opportunity to keep learning. Unitarian Universalism also fits Marcie's current thinking on Spirituality.

Marcie retired 4 years ago in a career spent largely in the social policy arena, including legislative staff positions, social work faculty, two stints at a children's advocacy organization, and a final position in a county human services department. Marcie feels fortunate that her work and volunteer activities are generally aligned with personal values. Marcie currently volunteers in an after-school reading program and works at the state level to strengthen the state's early childhood.

Marcie has a doctorate in social work and an undergraduate degree in psychology. Marcie and her spouse have three grown children and two grandkids, who provide much joy and entertainment.

Incumbent Nominees – MidAmerica Board

David Jackoway (First Full Term 2024-2027)



David Jackoway has been a member of the Unitarian Universalist Church of Indianapolis for 21 years. Prior to that he was a member of the UU Church West in Milwaukee, Wisconsin for 7 years. From 2011-2013 he served as the Heartland District Trustee on the UUA Board of Trustees. During his term he helped draft revisions to the UUA bylaws to formally recognize regions, and specifically the newly created MidAmerica Region, as part of the UUA.

David has twice served as President of his congregation's Board of Trustees. He has served in several other capacities including Newsletter Editor, Adult Religious Education chair, Stewardship Campaign co-chair, Denominational Affairs chair, and on a Ministerial Search Committee. At the Milwaukee congregation, David served as Vice President of the Board of Trustees, on the Religious Education Council and in other capacities.

David has spent his whole life in MidAmerica having lived in St. Louis for his first 35 years. He works as a computer programmer at a national insurance company. David is recently widowed and has a grown son who is about to complete his first year of grad school at Indiana University. He also has three cats.

Rae Jane Araujo (Incumbent Second Term)



Rae Jane Araujo is a member of Heritage Universalist Unitarian Church located in Cincinnati, Ohio. She has been a UU for 40 years. She is active in her church's Social Justice Collaborative, is treasurer of the Unitarian Universalist Council of Greater Cincinnati (cluster). She is a past board member of UUJO (Ohio's state-wide social justice network), and past President of the Midwest Unitarian Universalist Conference.

She has been active in her church, serving several times as Treasurer, and has been involved with the following: Co-Chair of the Universalist Convocation Planning Committee, Labyrinth Arts Festival Steering Committee, Finance Committee, Stewardship, Welcoming Congregation, and Ministerial Search Committees. She was Chair of the Building Committee when the church was built in 1985. She served on the board of the Heartland District (before the creation of the MidAmerican Region) and served as its Treasurer. She is also involved with a wide range of non-UU social justice movements including the Coalition for

a Just Hamilton County.

Before retiring in October of 2018, Rae Jane was the Technical Sales Manager for Howden American Fan. She is married to her husband, Russ, and is the mother of two grown children (who are also UUs). Rae Jane loves spending time with her four granddaughters and one great-granddaughter.

Hans Kelson (Incumbent Second Term)



Hans Kelson has been a Unitarian Universalist since he was five years old, when his family joined the UU Church of Bloomington, Indiana. He became a member in his own right in 2016 at the age of sixteen. Since then, Hans has served as youth liaison to the board, attended the Youth Midwest Leadership School in 2016, served as a delegate to General Assembly in 2019, and been involved in regional youth leadership activities. Currently, Hans serves on the MidAmerica Young Adult Steering Committee and as an At-Large member of the MidAmerica Board. Hans is on the staff of the UU Church of Bloomington Indiana as the Technology Coordinator.

Homeschooled throughout his schooling years, Hans has been able to take advantage of many opportunities to forge his own path. In 2015, he helped found the Interfaith Community of Environmentalist Youth (ICEY) which organized local home weatherizing events, started the area's first "solarize" campaign, and traveled to Washington, D.C., to participate in the Friends Committee on National Legislation's annual Spring Lobby Weekend. He currently works for Monroe County Government as a computer technician, and is starting his own tech consulting company. In 2018, he was elected to the Benton Township Board, where he worked to raise awareness about local governance and shore up fire protection services for his rural community. Hans enjoys playing guitar, reading high fantasy, and participating in a local pool league.

Incumbent Nominees – Nominating Committee

Rev. Daniel Miyake (Incumbent First Full Term)



Rev. Dan Miyake is currently serving as the settled minister of the Universalist Unitarian Church of East Liberty (UUCEL) in Clarklake, MI. He received his Master of Divinity degree from Earlham School of Religion (a Quaker seminary) in Richmond, Indiana, and worked as a Chaplain Resident at a level 1 Trauma Hospital in Charlotte, North Carolina. Rev. Dan was ordained by UUCEL on November 1st, 2020.

Rev. Dan also holds a Master of Music Education degree and plays the French horn. As a transgender man, Rev. Dan has been active in supporting LGBTQ+ issues and events in his local area, including serving on the Board of the Jackson Pride Center.

He currently lives in Clarklake, MI with his wife, Erica, and their two tri-pod cats, Nova and Frank. Rev. Dan and Erica both enjoy fishing, boating, going to parks, collecting rocks, minerals, and gemstones, and exploring antique stores.

Mel Priese (Incumbent Third Term)



Mel Priese is a third generation Unitarian Universalist member of Eliot Chapel in Kirkwood, MO where she hopes to continue the legacy of involvement and leadership that her grandmother and mother began with Eliot's founding. As a youth, Mel participated in RE, OWL and the Senior High group, often helping plan and lead activities. She also helped plan and host youth conferences as a member of the Southern Area Youth Council, and has attended various UU enrichment programs throughout her youth and young adult career such as the Youth Midwest Leadership School, Youth Summer Seminary, and the Meaning Makers spiritual retreat. Currently she works with Eliot's Young Adult Group to build a strong and inclusive community.

John Lunsford (Incumbent Third Term)



John Lunsford lives in Terre Haute, IN, and along with his husband David is a member of the First Unitarian Universalist Congregation of Terre Haute. John currently serves as chair of the Building and Grounds Committee as well as Board Member and Past Board Chair. On Sundays and most church functions he runs the Audio/visual system at the church. Technically retired since 2014, he enjoys boating on any river and the seemingly endless maintenance projects any church seems to need. David is active in the church and works at a local area hospital, they share their home with a small furry tornado named Molly.

Incumbent Nominees – Midwest Unitarian Universalist Conference

Robert (Bob) Lovell (Incumbent Second Term)



Bob Lovell has been a member of the Unitarian Universalist Church of Greater Lansing since 1980. Bob has served on the MidAmerica Nominating Committee from 2017-2019 and as its Co-Chair from 2018-2020. At his church, he has served as Coming of Age Mentor, Ministerial Search Committee Chair, President, and is currently a Board member. He has been an alternate or delegate to the Regional Assembly many times and he and his wife Kathy are Chalice Lighters. He has also enjoyed volunteering at the last seven General Assemblies and plans to do so again in this year. In addition to church work, Bob is a volunteer with the Meridian Township Transportation Commission. He is a retired statistician, manager and teacher. He looks forward to contributing to the MidAmerica Region in a new role as a member of the Midwest UU Conference.

Diane Hubbard Kennedy (Incumbent First Full Term)



Diane Kennedy has been a member of All Souls Unitarian Church in Indianapolis IN since 1981. She has served as Treasurer and Vice President and as a Board member. She co-facilitated a Chalice Circle this year as well as serving on the children's programming committee, the adult programming advisory board, a worship associate, a member of the finance committee, and co-president of the Channing Club, the Church's social group. Previously she co-led Roots and Wings, the new member orientation program, and chaired the religious education committee.

MidAmerica Region UUA
Budget vs. Actuals: FY 2023
 July 1, 2022 - June 30, 2023

	Actual	Budget	Remaining	% of Budget
Revenue				
41000 Contributions from Congregations	\$492,364.00	\$452,000.00	(\$40,364.00)	108.93%
42000 UUA Grants	\$75,790.00	\$77,000.00	\$1,210.00	98.43%
43000 Program Revenue	\$22,115.00	\$34,900.00	\$12,785.00	63.37%
44000 Congregational Consulting Revenue	\$2,225.00	\$8,000.00	\$5,775.00	27.81%
45000 Interest/Investment Income	\$32.50		(\$32.50)	
46000 Grant Funding — MUUC/MUUF	\$92,615.07	\$75,000.00	(\$17,615.07)	123.49%
47000 Fundraising	\$9,696.63	\$8,000.00	(\$1,696.63)	121.21%
48000 Miscellaneous Income	\$1,794.79	\$1,000.00	(\$794.79)	179.48%
Total Revenue	\$696,632.99	\$655,900.00	(\$40,732.99)	106.21%
Expenses				
51000 Administrative Expenses				
51100 General and Office Expenses				
51102 Rent - Storage Unit	\$2,724.00	\$2,724.00		100.00%
51110 Postage and Shipping	\$693.76	\$1,200.00	\$506.24	57.81%
51120 Printing and Copying	\$7.17	\$400.00	\$392.83	1.79%
51130 Office, PPE & Retreat Supplies	\$2,830.58	\$1,200.00	(\$1,630.58)	235.88%
51150 Business Report/Government Filings	\$20.00	\$200.00	\$180.00	10.00%
Total 51100 General and Office Expenses	\$6,275.51	\$5,724.00	(\$551.51)	109.64%
51200 Software and Technology	\$8,398.76	\$9,029.00	\$630.24	93.02%
51300 Insurance	\$2,304.24	\$4,000.00	\$1,695.76	57.61%
51400 Communications				
51410 Telephone	\$5,874.97	\$7,678.00	\$1,803.03	76.52%
51420 Internet/Anti-Virus/Cloud Storage	\$3,063.36	\$3,953.00	\$889.64	77.49%
Total 51400 Communications	\$8,938.33	\$11,631.00	\$2,692.67	76.85%
51500 Contracted and Other Services				
51535 Bank Fees/1099 Filing Fees	\$315.17	\$700.00	\$384.83	45.02%
51540 Merchant Service Fees		\$1,200.00	\$1,200.00	
51570 Audit and Accounting Services	\$3,195.50	\$4,000.00	\$804.50	79.89%
51580 Legal Services		\$1,000.00	\$1,000.00	
Total 51500 Contracted and Other Services	\$3,510.67	\$6,900.00	\$3,389.33	50.88%
52110 Heritage Project	\$8.36		(\$8.36)	
Total 51000 Administrative Expenses	\$29,435.87	\$37,284.00	\$7,848.13	78.95%
61000 Board and Governance Expenses				
61200 President Expenses	\$5,083.64	\$2,000.00	(\$3,083.64)	254.18%
61300 Board Meeting Expenses				
61310 Meeting Venue	\$2,371.98	\$14,000.00	\$11,628.02	16.94%
61320 Food and Travel - Board Meeting	\$3,899.76	\$10,000.00	\$6,100.24	39.00%
61390 Board Expense - Other	\$580.85		(\$580.85)	
Total 61300 Board Meeting Expenses	\$6,852.59	\$24,000.00	\$17,147.41	28.55%
61400 Nominating Committee Expenses		\$1,200.00	\$1,200.00	
Total 61000 Board and Governance Expenses	\$11,936.23	\$27,200.00	\$15,263.77	43.88%

MidAmerica Region UUA
Budget vs. Actuals: FY 2023
 July 1, 2022 - June 30, 2023

	Actual	Budget	Remaining	% of Budget
62000 Stewardship Expenses	\$628.82	\$1,225.00	\$596.18	51.33%
70000 Staffing				
70400 Professional Expenses-Regional Staff	\$13,185.56	\$8,400.00	(\$4,785.56)	156.97%
72000 Cofunded Staff-Compensation to UUA	\$418,927.00	\$495,987.00	\$77,060.00	84.46%
73000 Professional Expenses-Cofunded Staff				
73100 Professional Expenses-Professional Development	\$9,748.85	\$11,000.00	\$1,251.15	88.63%
73200 Professional Expenses-Travel	\$51,031.95	\$60,000.00	\$8,968.05	85.05%
73300 Professional Expenses-Gifts, Retreats & Other	\$10,776.68		(\$10,776.68)	
Total 73000 Professional Expenses-Cofunded Staff	\$71,557.48	\$71,000.00	(\$557.48)	100.79%
Total 70000 Staffing	\$503,670.04	\$575,387.00	\$71,716.96	87.54%
80000 Program Expenses				
80100 Independent Contractors				
80110 Honoraria	\$2,865.00	\$7,000.00	\$4,135.00	40.93%
80130 Travel and Meals	\$1,343.66	\$1,000.00	(\$343.66)	134.37%
Total 80100 Independent Contractors	\$4,208.66	\$8,000.00	\$3,791.34	52.61%
80200 Regional Workshops and Programs	\$3,379.14	\$34,300.00	\$30,920.86	9.85%
80201 UUA Program Share Expense	\$10,000.00	\$10,000.00		100.00%
80250 Honoraria - Regional Programs	\$8,500.00		(\$8,500.00)	
Total 80200 Regional Workshops and Programs	\$21,879.14	\$44,300.00	\$22,420.86	49.39%
80400 Program Administration				
80410 Background Checks		\$100.00	\$100.00	
80600 Transitions				
80620 Religious Educators Transitions Support	\$883.73	\$5,000.00	\$4,116.27	17.67%
83000 Program Committee Expenses				
83100 Faith Development Support & Resources		\$1,000.00	\$1,000.00	
83200 Young Adult Ministry Support		\$1,000.00	\$1,000.00	
83300 Youth Ministry Support		\$3,100.00	\$3,100.00	
Total 83000 Program Committee Expenses		\$5,100.00	\$5,100.00	
Total 80000 Program Expenses	\$26,971.53	\$62,500.00	\$35,528.47	43.15%
Total Expenses	\$572,642.49	\$703,596.00	\$130,953.51	81.39%
Net Operating Income	\$123,990.50	(\$47,696.00)	(\$171,686.50)	-259.96%
Other Income				
Unrestricted Net Assets from Prior Year/Investment Account		\$47,696.00	\$47,696.00	
Change in net assets	\$123,990.50		(\$123,990.50)	

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MidAmerica Region UUA
Balance Sheet
As of June 30, 2023

	2023	2022	Change
ASSETS			
Bank Accounts			
11000 MA Business Checking (7672)	\$291,693.25	\$314,979.07	(\$23,285.82)
11002 Temporarily Restricted Fund (6250)	\$61,986.54	\$81,483.73	(\$19,497.19)
11003 Savings (8131)	\$176,465.28	\$25,009.76	\$151,455.52
11020 MUUC/MUUF (3003)	\$107,358.70	\$87,857.04	\$19,501.66
11030 UUMA (7883)	\$494.97	\$494.97	
Total Bank Accounts	\$637,998.74	\$509,824.57	\$128,174.17
Accounts Receivable	\$16,056.33	\$2,098.78	\$13,957.55
Prepaid Expenses	\$2,252.99	\$1,620.00	\$632.99
Investments - UU Common Endowment Fund	\$666,115.18	\$608,164.00	\$57,951.18
TOTAL ASSETS	\$1,322,423.24	\$1,121,707.35	\$200,715.89
LIABILITIES AND NET ASSETS			
Liabilities			
Accounts Payable	\$10,393.37	\$3,278.75	\$7,114.62
Credit Cards	\$14,021.66	\$7,328.88	\$6,692.78
20000 Deferred Revenue	\$29,510.00	\$23,153.76	\$6,356.24
28000 Affiliated Organizations			
28800 MUUC/MUUF Funds			
28810 Colchester Fund			
28820 Husbands Fund	\$32,768.65	\$28,207.65	\$4,561.00
28830 Laughlin Fund	\$18,856.80	\$15,752.71	\$3,104.09
28840 Ryder Fund	\$55,733.25	\$43,896.68	\$11,836.57
Total 28800 MUUC/MUUF Funds	\$107,358.70	\$87,857.04	\$19,501.66
28900 UUMA Chapters - Meeting Reserves	\$494.97	\$494.97	
Total 28000 Affiliated Organizations	\$107,853.67	\$88,352.01	\$19,501.66
Total Liabilities	\$161,778.70	\$122,113.40	\$39,665.30
Net Assets			
31000 Net assets without donor restrictions			
31100 Unrestricted Net Assets	\$284,832.32	\$228,884.30	\$55,948.02
31110 Board-Designated Net Assets			
31111 Hope for Us Fund	\$10,000.00		\$10,000.00
31112 Dismantling White Supremacy Fund	\$9,700.00		\$9,700.00
31113 BIPOC Leadership Development Fund			
Total 31110 Board-Designated Net Assets	\$19,700.00		\$19,700.00
31200 Unrestricted Net Assets - Investments			
31300 Investment Capital	\$418,847.70	\$418,308.01	\$539.69
31400 Unrealized Gain/(Loss) on Investments	\$190,141.87	\$132,190.69	\$57,951.18
Total 31200 Unrestricted Net Assets - Investments	\$608,989.57	\$550,498.70	\$58,490.87
Total 31000 Net assets without donor restrictions	\$913,521.89	\$779,383.00	\$134,138.89

MidAmerica Region UUA
Balance Sheet
As of June 30, 2023

	2023	2022	Change
32000 Net assets with donor restrictions			
33000 Temporarily Restricted Net Assets			
33100 Chalice Lighter Funds			
33110 CL-Fall Call	\$4,241.70	\$4,165.63	\$76.07
33111 CL-Fall Call Expenses	(\$62.11)	(\$58.36)	(\$3.75)
Total 33110 CL-Fall Call	\$4,179.59	\$4,107.27	\$72.32
33120 CL-Winter Call	\$1,650.12	\$1,302.46	\$347.66
33121 CL-Winter Call Expenses	(\$31.68)	(\$19.28)	(\$12.40)
Total 33120 CL-Winter Call	\$1,618.44	\$1,283.18	\$335.26
33130 CL-Spring Call	\$270.00	\$13,887.00	(\$13,617.00)
33131 CL-Spring Call Expenses		(\$1,146.30)	\$1,146.30
Total 33130 CL-Spring Call	\$270.00	\$12,740.70	(\$12,470.70)
33140 CL-Reserve Fund	\$35,216.00	\$50,338.60	(\$15,122.60)
Total 33100 Chalice Lighter Funds	\$41,284.03	\$68,469.75	(\$27,185.72)
33200 Congregational Spirituality Conference	\$1,869.04	\$1,869.04	
33300 Regional Assembly Scholarship Fund	\$1,238.83	\$1,238.83	
33400 History and Heritage Fund	\$1,082.77	\$1,252.77	(\$170.00)
33500 Scholarship Funds			
33510 Northern Area Youth Council	\$330.06	\$330.06	
33520 Heartland Area Youth Council	\$150.00	\$150.00	
33530 Blevins/Clay-Wall Fund	\$4,918.19	\$4,918.19	
33540 Leadership Training Fund	\$11,633.62	\$3,368.99	\$8,264.63
33550 Rural OWL Program	\$3,500.00		\$3,500.00
Total 33500 Scholarship Funds	\$20,531.87	\$8,767.24	\$11,764.63
Total 33000 Temporarily Restricted Net Assets	\$66,006.54	\$81,597.63	(\$15,591.09)
34000 Permanently Restricted Net Assets			
34100 Frank Gentile Fund	\$34,134.53	\$34,134.53	
34110 Frank Gentile Fund - Unrestricted Interest Income	(\$28.64)	(\$28.64)	
Total 34100 Frank Gentile Fund	\$34,105.89	\$34,105.89	
34200 Endowment Fund-PSD	\$23,039.04	\$23,039.04	
34210 Endowment Fund-PSD - Unrestricted Interest Income	(\$19.32)	(\$19.32)	
Total 34200 Endowment Fund-PSD	\$23,019.72	\$23,019.72	
Total 34000 Permanently Restricted Net Assets	\$57,125.61	\$57,125.61	
Total 32000 Net assets with donor restrictions	\$123,132.15	\$138,723.24	(\$15,591.09)
Change in net assets	\$123,990.50	\$81,487.71	\$42,502.79
Total Net Assets	\$1,160,644.54	\$999,593.95	\$161,050.59
TOTAL LIABILITIES AND NET ASSETS	\$1,322,423.24	\$1,121,707.35	\$200,715.89

Wednesday, Aug 23, 2023 07:15:36 AM GMT-7 - Accrual Basis

FY 22.23 Q4 and Final Narrative Financial Report
MidAmerica Region of the UUA
August 30, 2023
Rev. David Pyle, Regional Lead

(This report accompanies the FY22.23 Q4 and Final Profit and Loss Statement and the Balance Sheet)

At the end of the fourth quarter and the FY22.23 fiscal year, the Region had a net positive income of \$123,990.50 and did not utilize the \$47,696.00 that the board set aside from the FY21.22 retained earnings to balance the budget. As stated in previous narrative financial reports, the reason for this was primarily due to the Region being significantly understaffed during this fiscal year. With the new hires completed this summer, as well as the increased travel we are projecting for the FY23.24 fiscal year, this pattern of significant positive net income will not continue.

In assessing our income picture for FY22.23, we continued to see strong returns from our Contributions from Congregations (41000). As a reminder, this is a projection each year, and I have tended to be conservative in that projection. In the FY22.23 budget, I underestimated this income line by \$40,364. Though we anticipate this being reduced in the FY23.24 budget year, it will still remain significantly above our previous projections.

Our UUA Grant income (42000) was close to aligning with budgeted projections. Our Program Income was lower than budgeted projections due to our not holding a Regional Assembly during this FY and was actually quite strong compared to our program expenses (80000). The same is true of our Congregational Consulting Revenue (44000). Our grant from MUUC was \$17,615.07 higher than the budgeted projection (46000), and we expect this level to continue. Our Fundraising through the Friends of MidAmerica Campaign was also strong this year (47000). In short, all of our income lines came in above budgeted projections or were matched by significant reductions in expenses related to those lines, leading to a Total Revenue of \$40,732.99 over budgeted projections, and significant corresponding expense savings.

On the expense side, we closed FY22.23 at \$130,953.51 under budgeted expense projections. While the majority of this is from being understaffed, there is more to the story than that. We continue to overspend our Office, PPE, and Retreat Supplies line, primarily to cover the costs of additional COVID testing supplies for our staff as they travel. This led to us slightly overspending this overall budget line (51100) during this FY. Because this overspend was so small and not apparent until the end of the quarter, I did not confirm this with the Board prior to it occurring as policy would normally have required I do.

While the President Expenses line (61200) under Board and Governance expenses was overspent this FY due to the costs of attending the General Assembly in person, the overall Board and Governance Expenses budget section (61000) is \$15,263.77 under the budgeted projection due to the decision not to hold an in-person Regional Assembly or a Spring board retreat. Due to this, I decided to cover all of the Board President's GA expenses this FY, just as we also funded some policy working groups to meet in person as a part of their work.

Our Cofunded Staff Compensation to the UUA (72000) is where the majority of the expense reduction this FY came from, at \$77,060. This was due to being down one FTE of staff for the full year, and

another .75 FTE of staffing for the third and fourth quarters. As stated in the introduction, with the hiring of new staff, this is not likely to continue.

This reduction allowed me, with Board approval, to put additional funding into professional staff professional development for the FY that was not previously budgeted (70400). In future budgets, I plan to no longer split out the professional development funding between the staff members that are cofounded and the staff members that were formally region-only staff. This will mean combining the lines (70400) and (73100) into a single budget line in the FY24.25 budget.

Also, in the FY24.25 budget, I will be splitting our Professional Expenses – Travel line into two budgeted lines. The first, which will remain (73200), will be for all travel to consultations with congregations. The second, which is broken out as a new budget line in this Profit and Loss Statement (73300) will be travel for Professional Development and for Staff Team Retreats. This will help me to better track and plan for congregational consulting travel.

Our honoraria for our Adjunct Consultant Program (80110) were well under projections but are matched by the reduction in income (44000) due to our Adjunct Consultant program continuing to recover from the pandemic. Our other program expense lines are significantly in line with budgeted projections, with the exception of the Regional Programs and Workshops expense line (80200), which was significantly under projections due to not having an in-person Regional Assembly.

We continue to see fewer new hires for Religious Educators, which has called for less demand on the Religious Educator Transition Support line (80620), although I expect that to pick up in the next FY. Also, with the transition of the Young Adult Ministry and Youth Ministry responsibilities to the Lifespan Faith Engagement staff of the UUA, we will be transitioning lines (83200) and (83300) to the Balance Sheet as scholarship grant programs in FY 24.25.

Moving to the Balance Sheet, all of our funds are within normal ranges of variation. While our MA Business Checking (11000) is \$23,285.82 lower than it was this time last year, that is because I have directed that we begin using our Savings account (11003) as a location to hold funds that are not needed for our operations, and that account is \$151,455.52 over what it was in the previous FY. I will be making a recommendation for a transfer of funds from our Savings account to our Investment account with the UU Common Endowment during the September Board meeting.

Our MUUC/MUUF fund is up by \$19,501.66, however, as a reminder, this is not our money. These are funds we hold on behalf of MUUC as a fiduciary agent for their grant programs. The same is true of the UUMA account (11030).

Our Accounts Receivable at the end of FY22.23 are a little high compared to previous years primarily due to an issue with a Chalice Lighters check that had to be canceled and then reissued. This issue has since resolved itself, and without this odd circumstance, our Accounts Receivable would have been in line with previous years.

Though I do not often comment on the Credit Card liability that is listed on the balance sheet, simply because we pay this off every month and it is accounted for as expenses on the Profit and Loss Statement, I did want to highlight that the reason that the June 2023 credit card liability was so high was because so much of our staff went to General Assembly this year. With GA happening in late June, the July credit card payment is often one of our largest, and it is for expenses incurred in the previous FY.

The MUUC/MUUF Funds (28800) are moderately high at the moment due to a lack of applications for grants to MUUC. We are working with their leadership to help communicate about their grant programs.

Moving to the MAR Board Designated Net Assets (31110), the numbers here represent the status of those accounts at the end of FY22.23 Q4, without the additional funding the board authorized for these funds at the August meeting. During the last FY, there were no grant requests for the Hope for Us Fund (31111), allowing these funds to roll over to the next FY. There were also no requests to the Dismantling White Supremacy Fund (31112), although the Board Executive Committee did authorize a transfer of \$300 from this fund to cover a shortfall in grant money for the BIPOC Leadership Development Fund (31113). This transfer was repaid from the BIPOC Leadership Development Fund at the beginning of FY23.24, returning the Dismantling White Supremacy Fund to its full amount. As a note, the Dismantling White Supremacy Fund did make a grant of \$4,000, but that occurred in July and was credited to FY23.24. The BIPOC Leadership Development Fund was fully expended in FY22.23.

During FY22.23, the Unrealized Gain (31400) on the MidAmerica Region's Investment Account with the UUA Common Endowment was \$57,951.18, with a total unrealized gain for the investment account of \$190,141.87 since the formation of the Region. This turned around the downward trend that had been occurring in the UU Common Endowment, allowing me to reconsider increasing our Investment Capital in the fund for the first time in two years.

All of our Chalice Lighter Funds (33100) are within normal ranges of variation for the program. One note you will make is that the CL Reserve Fund (33140) is \$15,122.60 under the previous FY. This was an intentional decision to offer a second grant out of the reserve fund during one of the Chalice Lighter calls this FY, for the purpose of spending down the Reserve Fund and awarding an additional worthy Chalice Lighter Grant. As the Board has heard from me before, I would rather these funds be doing good ministry in the world than earning us interest. I will be considering the possibility of another additional grant from the reserve fund this year.

There have been no significant changes in our Permanently Restricted Net Assets this FY (34000), although I still have the long-term goal of either moving these assets to unrestricted or returning these funds to their donors. That project will likely continue to be on hold this FY due to constraints of time and capacity.

In total, the Region completes this FY with a net increase in assets of \$200,715.89.

Group	Account	Sub-Account	Name	sub-sub MA FY24	Sub MA FY24	Draft Budget MA FY24
40000	INCOME ACCOUNTS					
41000	Congregational Contributions				490,000	490,000
42000	UUA Grants					90,000
	42100		APF Grants		90,000	
43000	Program Registration Fees					34,500
	class		Lifespan Religious Education		4,500	
	class		Youth Ministry Events			
	class		Regional Assemblies		15,000	
	class		Trainings		15,000	
44000	Congregational Consulting Fees					8,000
	44100		Honorarium		7,000	
	44200		Travel Equalization		1,000	
	44300		Discount re Honor Congregations			
45000	Interest/Investment Income - Operating					65,000
	45100		Interest income - Operating			
46000	Grant Funding					82,000
	46100		MUUC/MUUF		82,000	
	46200		Other Grant Funding			
47000	Fundraising					8,000
	47100		Friends of Region		8,000	
48000	Miscellaneous					1,000
	48500		Miscellaneous Income		1,000	
			Total Income Lines			778,500
50000	EXPENSE ACCOUNTS					
51000	Administrative Expenses					
	51100		General and Office Expenses			6,924
		51102	Rent		2,724	
		51110	Postage and Shipping		1,200	
		51120	Printing and Copying		400	
		51130	Office Supplies		2,400	

		51140	Office Expenses - Other		0	
		51150	Business Report/Government Filings		200	
	51200		Equipment and Leases			9,029
		51270	Software/Updates		9,029	
	51300		Insurance			4,000
		51310	Liability		4,000	
	51400		Communications			11,631
		51410	Telephone		7,678	
		51420	Internet		3,953	
		51440	Print Communications		0	
	51500		Contracted and Other Services			5,700
		51535	Bank Fees		700	
		51540	Merchant Service Fees			
		51570	Audit and Accounting Services		4,000	
		51580	Legal Services		1,000	
	52000		Administrative Committees/Projects			0
		52110	Heritage Project		0	
61000	Board and Governance Expenses					23,800
	61100		District/Regional Trustee Expenses			
	61200		President Expenses		1,100	
		61210	DPA Expenses			
		61220	Other President Expenses	1,100		
		61230	Incoming President Expenses			
	61300		Board Meeting Expenses		21,500	
		61310	Meeting Venue	12,500		
		61320	Travel	9,000		
		61330	Board Communication			
	61380		Board Linkage			
	61390		Board Expense - Other			
	61400		Nominating Committee Expense		1,200	
62000	Stewardship Expenses					1,225
	62300		Fund Raising Expenses		1,225	
70000	Staffing					
	70400		Professional Expenses: Regional Staff			10,400
		class	Finance and Administration MGR		5,400	
			Event and Communications Coordinator		5,000	
			Casual			
	72000		CoFunded Staff: Compensation to UUA			570,185

	73000		Professional Expenses: Cofunded Staff		
		73100	Professional Expenses: Professional Development		12,500
			Lead	2,000	
			CLC Faith Development	3,000	
			CLC Program	2,000	
			CLC Small	2,000	
			CLC Pastoral	2,000	
			CLC 0.5 FTE addition	1,500	
		73200	Professional Expenses: Travel Cofunded staff		63,000
				63,000	
80000	Program Expenses				
	80100		Independent Contractors		10,000
		80110	Honoraria	9,000	
		80130	Travel and Meals	1,000	
	80200		Regional Workshops and Programs		39,500
			Youth		
			Renaissance	3,000	
			OWL	1,500	
			Regional Assembly	15,000	
			Face to Face	4,000	
			UUA Program Share	10,000	
			ELE	6,000	
	80400		Program Administration		100
		80410	Background Checks	100	
	80600		Transitions		5,000
		80620	Religious Educators Transitions Support	5,000	
	83000		Program Committee Expenses		5,000
		83100	Faith Development Support & Resources	5,000	
		83200	Young Adult Ministry Support		
		83300	Youth Ministry Support		
Total Expenses					777,994
Income					778,500
Profit/(Loss)					506

Group	Account	Sub-Account	Name	sub-sub MA FY25	Sub MA FY25	Draft Budget MA FY25
40000	INCOME ACCOUNTS					
41000	Congregational Contributions				475,000	475,000
42000	UUA Grants					80,000
	42100		APF Grants		80,000	
43000	Program Registration Fees					34,500
	class		Lifespan Religious Education		4,500	
	class		Regional Assemblies		15,000	
	class		Trainings		15,000	
44000	Congregational Consulting Fees					8,000
	44100		Honorarium		7,000	
	44200		Travel Equalization		1,000	
	44300		Discount re Honor Congregations			
45000	Interest/Investment Income - Operating					75,000
	45100		Interest income - Operating			
46000	Grant Funding					85,000
	46100		MUUC/MUUF		85,000	
	46200		Other Grant Funding			
47000	Fundraising					8,000
	47100		Friends of Region		8,000	
48000	Miscellaneous					1,000
	48500		Miscellaneous Income		1,000	
			Total Income Lines			766,500
50000	EXPENSE ACCOUNTS					
51000	Administrative Expenses					
	51100		General and Office Expenses			6,924
		51102	Rent		2,724	
		51110	Postage and Shipping		1,200	
		51120	Printing and Copying		400	
		51130	Office Supplies		2,400	
		51150	Business Report/Government Filings		200	

	51200		Equipment and Leases		9,236
		51270	Software/Updates		9,236
	51300		Insurance		4,000
		51310	Liability		4,000
	51400		Communications		12,240
		51410	Telephone		8,400
		51420	Internet		3,840
	51500		Contracted and Other Services		4,700
		51535	Bank Fees		700
		51570	Audit and Accounting Services		4,000
		51580	Legal Services		
61000	Board and Governance Expenses				23,800
	61100		District/Regional Trustee Expenses		
	61200		President Expenses		1,100
		61210	Leadership Expenses		
		61220	Other President Expenses	1,100	
		61230	Incoming President Expenses		
	61300		Board Meeting Expenses		21,500
		61310	Meeting Venue	12,500	
		61320	Travel	9,000	
		61330	Board Communication		
	61380		Board Linkage		
	61390		Board Expense - Other		
	61400		Nominating Committee Expense		1,200
62000	Stewardship Expenses				1,000
	62300		Fund Raising Expenses		1,000
70000	Staffing				
	70400		Professional Expenses: Regional Staff		0
		class	Regional Administrator		
	72000		Staffing Compensation to UUA		575,000
	73000		Professional Expenses: Cofunded Staff		
		73100	Professional Expenses: Professional Development		13,500
			Combined Professional Expenses		13,500
		73200	Professional Expenses: Travel Cofunded staff		63,000
				63,000	
80000	Program Expenses				
	80100		Independent Contractors		10,000

		80110	Honoraria		9,000	
		80130	Travel and Meals		1,000	
	80200		Regional Workshops and Programs			33,000
			Renaissance		3,000	
			OWL			
			Regional Assembly		10,000	
			Leadership Workshops		4,000	
			UUA Program Share		10,000	
			ELE		6,000	
	80400		Program Administration			100
		80410	Background Checks		100	
	80600		Transitions			5,000
		80620	Religious Educators Transitions Support		5,000	
	83000		Program Committee Expenses			5,000
		83100	Faith Development Support & Resources		5,000	
Total Expenses						766,500
Income						766,500
Profit/(Loss)						0