



DRAFT Minutes FOR USCL 6th Annual Members Meeting 3/7/2021

Board of Trustees: President Dan Maynard, Vice President Nancy Cody,
Treasurer Greg Edwards, Secretary, Open, At Large: Chris Janson, Lee Nelson, Open seat
Minister: Rev. Sharon Ketchum Jessica Shelton - Record minutes—
Greg Denning – Tech Assistant to verify membership of all attendees

12:05 Meeting was called to Order by Board President Dan Maynard

It was announced that the meeting was being recorded.
Greg Denning reviewed zoom functions with attendees
An Opening Prayer was led by Rev. Sharon Ketchum
Dan Maynard affirmed USCL's Mission, Vision, and Core Values

APPROVAL OF THE AGENDA

The draft meeting agenda was amended to include an update on the status of the Holmes Street property. This was accepted by consensus.

Explanation of Voting Methods

President Dan Maynard explained

That all members registered by signing into the meeting. The voting methods that would be used for this virtual meeting. Members physically raised hands for all voting. Those on the phone, voiced their vote.

Scrutineers for counting of Votes were assigned to Greg Denning and Jessica Shelton.

Quorum was established at 49 by Greg Denning and Jessica Shelton, based on the number of members who signed into the meeting by computer and phone.

Kelly Gibson made a motion to approve **2020 Annual Members Meeting Minutes as distributed prior to the meeting**. Motion seconded by and Karen Marthenze 2nd . Motion passed unanimously.

Financial Report was provided by Greg Edwards. Treasurer

Greg presented the 2020 Financials and the 2021 Budget. Cindy Faulkner made a motion to approve 2021 Budget which includes Repair and Renovation estimates. Greg Denning seconded the motion.
Motion passed with a vote of 48 yes and 1 abstention (absent from the meeting)

Blessing the Ministry's gifts and assets

Rev. Sharon Ketchum

Special Acknowledgements

Dan Maynard acknowledged Chris Janson and Greg Edwards for their years of Board Service. They will each be presented with a crystal globe.

Dan Maynard made a special acknowledgement of Nanette Podany for her years of service working on finding and/or designing a new home for Unity as well as her continued service on many other ministry teams.

Nanette was presented with two Brian Andreas prints.

Jerry Podany was acknowledged for his incredible devotion to getting our new campus up and running, getting the Marshall street property ready for selling, as well as his continued service on the administration team.

Jerry was presented with a bottle of scotch.

Election of Board of Trustees Members

Dan Maynard

Lisa Haston, Chair of the Nominating Team, presented the slate of nominees for the 2021 Board of Trustees prepared by the team of Lee Nelson (Board rep), Liz Baker and Rev. Sharon

The Slate of Board Nominees for 2021 are (alphabetically):

3-year terms: Jane Cloos, Chrissie Shearer to fill positions completed by Greg Edwards and Chris Janson

2-year terms: Kathleen Assiff, Casey Miller To complete terms of Claire Powers and Christine Clements

Nominations from the floor were entertained. None were made.

Each nominee was invited to introduce themselves and say a few words
A motion to approve the slate of nominees was made by Greg Edwards and seconded by Sue Winkelstern. The motion passed with a vote of 47 yes and 1 abstention (absent from zoom room)

***Election of Congregational Representative and Alternate to Nominating Team**

Dan Maynard entertained nominations for the Congregational Rep and Alternate Representative to the 2021 nominating team: Peggy Higginbotham volunteered prior to the meeting.

Peggy Higginbotham was elected as the Congregational Representative by a vote of 47 yes, 2 abstentions (absent from the meeting)

Rev Sharon nominated Chris Janson for Alternate Congregational Representative. He was elected by a vote of 47 yes and 2 abstentions (absent from the meeting).

President's Report

Dan Maynard

Dan's report included a thank you to Nancy Cody for finding our new home, as well as thank you's to our team leaders, volunteers, and members for moving through the pandemic and continuing to support Unity in so many ways.

Old Business Follow-ups from previous member meetings

1. **BYLAWS:** A follow-up from the 2019 and 2020 Member meetings: The Bylaws still under review by Team of Teresa Mulford and Cindy Faulkner. When review is complete, a special member meeting will be called to approve the revision.
2. **SAFE CULTURE:** As follow-up from the 2020 members meeting to improve the culture of safety within our community, the Board has committed to training in Healthy Community Interaction Training through Nonviolent Communication (NVC) – Lee Nelson reported upcoming training for the Board of Trustees and any interested members.
3. **HOLMES ST UPDATE:**
Further to the members' vote in October 2020 to sell the property at 230 S. Holmes Street, the Board of Trustees has signed a conditional purchase contract pending approval from City of Lansing with Brent Forsberg. The purchaser plans to use the original building to create a 6-plex of four 1-bedroom apartments and two studio apartments, each with individual porches.

New Business

A motion was made by Jerry Podany and seconded by Chris McEnhill to move the remaining \$4,988.78 from the Beacons of Prosperity fund to the General Fund.

Note: we were not able to contact the donor to get their permission to move the funds.

Motion was passed by a vote of 45 yes 4 abstain (left meeting) Motion passed.

There was no additional new business from the floor.

Closing Prayer

Rev. Sharon Ketchum

Motion to Adjourn –

Greg Edwards and Greg Denning seconded - All approved

Unity Spiritual Center of Lansing

Balance Sheet Prev Year Comparison

As of December 31, 2021

	<u>Dec 31, 21</u>	<u>Dec 31, 20</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
1000 · Lake Trust Checking 7760	33,315.71	8,556.13	24,759.58	289.38%
1010 · Lake Trust Savings 7750	20,014.14	25,003.83	-4,989.69	-19.96%
1015 · SEF Bank Account	2,538.16	4,085.91	-1,547.75	-37.88%
1020 · Petty Cash	79.70	80.76	-1.06	-1.31%
1025 · Bookstore Cash Box	30.00	20.00	10.00	50.0%
1030 · Reserved Funds (Money Mkt) 1620				
1032 · Operational Reserves	123,381.35	153,718.50	-30,337.15	-19.74%
1030 · Reserved Funds (Money Mkt) 1620 - Other	30,363.76	116,211.55	-85,847.79	-73.87%
Total 1030 · Reserved Funds (Money Mkt) 1620	<u>153,745.11</u>	<u>269,930.05</u>	<u>-116,184.94</u>	<u>-43.04%</u>
Total Checking/Savings	<u>209,722.82</u>	<u>307,676.68</u>	<u>-97,953.86</u>	<u>-31.84%</u>
Other Current Assets				
12000 · Undeposited Funds	20.00	1,500.00	-1,480.00	-98.67%
Total Other Current Assets	<u>20.00</u>	<u>1,500.00</u>	<u>-1,480.00</u>	<u>-98.67%</u>
Total Current Assets	<u>209,742.82</u>	<u>309,176.68</u>	<u>-99,433.86</u>	<u>-32.16%</u>
Fixed Assets				
1600 · Real Estate				
1630 · 2395 Washington Rd	582,410.00	582,410.00	0.00	0.0%
1620 · Holmes Street Property	99.00	99.00	0.00	0.0%
Total 1600 · Real Estate	<u>582,509.00</u>	<u>582,509.00</u>	<u>0.00</u>	<u>0.0%</u>
1900 · Accumulated Depreciation	-44.18	-44.18	0.00	0.0%
Total Fixed Assets	<u>582,464.82</u>	<u>582,464.82</u>	<u>0.00</u>	<u>0.0%</u>
TOTAL ASSETS	<u>792,207.64</u>	<u>891,641.50</u>	<u>-99,433.86</u>	<u>-11.15%</u>
LIABILITIES & EQUITY				
2035 · Payroll Liabilities				
2040 · Federal Withholding Payable	309.00	306.00	3.00	0.98%
2041 · Medicare Payable	204.18	154.20	49.98	32.41%
2042 · Social Security Payable	872.96	659.38	213.58	32.39%
2050 · Lansing Withholding	36.48	25.35	11.13	43.91%
2060 · State Withholding Payable	458.36	408.31	50.05	12.26%
2035 · Payroll Liabilities - Other	26.94	0.00	26.94	100.0%
Total 2035 · Payroll Liabilities	<u>1,907.92</u>	<u>1,553.24</u>	<u>354.68</u>	<u>22.84%</u>
Total Liabilities	<u>1,907.92</u>	<u>1,553.24</u>	<u>354.68</u>	<u>22.84%</u>
Equity				
3000 · Money Market Equity & Property	157,645.65	157,645.65	0.00	0.0%
3010 · Savings Account Equity	26,357.37	26,357.37	0.00	0.0%
3015 · Checking Account Equity	4,474.90	4,474.90	0.00	0.0%
32000 · Unrestricted Net Assets	701,610.34	520,365.57	181,244.77	34.83%
Net Income	-99,788.54	181,244.77	-281,033.31	-155.06%
Total Equity	<u>790,299.72</u>	<u>890,088.26</u>	<u>-99,788.54</u>	<u>-11.21%</u>
TOTAL LIABILITIES & EQUITY	<u>792,207.64</u>	<u>891,641.50</u>	<u>-99,433.86</u>	<u>-11.15%</u>

Unity Spiritual Center of Lansing

Profit & Loss Prev Year Comparison

January through December 2021

2021 P&L YTD vs Prev YR YTD	Jan - Dec 21	Jan - Dec 20	\$ Change	% Change
Ordinary Income/Expense				
Income				
4000 · General Fund Income	128,033.62	137,244.59	-9,210.97	-6.71%
4000A · Bank Interest Income	243.50	1,426.86	-1,183.36	-82.94%
4050 · USC of L Classes, Wksp, Seminar	2,534.49	1,960.34	574.15	29.29%
4060 · Facility Use Income	1,040.00	0.00	1,040.00	100.0%
4500 · Restricted Fund Income	1,405.93	-729.11	2,135.04	292.83%
4600 · Bookstore Sales	368.00	210.65	157.35	74.7%
Total Income	133,625.54	140,113.33	-6,487.79	-4.63%
Cost of Goods Sold				
4150 · Bookstore Purchases	294.47	93.00	201.47	216.63%
Total COGS	294.47	93.00	201.47	216.63%
Gross Profit	133,331.07	140,020.33	-6,689.26	-4.78%
Expense				
6000 · HOLMES St. Building Expenses	742.72	8,943.98	-8,201.26	-91.7%
6100 · Offices 1426 E. Michigan Ave	320.22	4,684.89	-4,364.67	-93.17%
6200 · 2395 Washington Rd	23,169.45	0.00	23,169.45	100.0%
7000 · Ministry Operating Expenses	97,651.33	96,580.60	1,070.73	1.11%
7800 · Tithe Expenses	14,347.43	12,580.96	1,766.47	14.04%
8000 · Mission Fulfillment/Team Expense	24,959.28	11,396.75	13,562.53	119.0%
Total Expense	161,190.43	134,187.18	27,003.25	20.12%
Net Ordinary Income	-27,859.36	5,833.15	-33,692.51	-577.6%
Other Income/Expense				
Other Income				
9048 · Sale Of Asset	44,545.00	0.00	44,545.00	100.0%
9505 · In-Kind Donations	351.07	0.00	351.07	100.0%
9515 · Extraordinary Gifts	-818.27	-4,180.27	3,362.00	80.43%
9520 · Beacons of Prosperity Pledge Dr	0.00	-2,986.00	2,986.00	100.0%
9540 · Brotherhood Mutual Ins Payouts	43,724.59	303,495.05	-259,770.46	-85.59%
9550 · Grants	10,535.91	31,035.00	-20,499.09	-66.05%
Total Other Income	98,338.30	327,363.78	-229,025.48	-69.96%
Other Expense				
9020 · Holmes St. Renovations	0.00	1,210.00	-1,210.00	-100.0%
9040 · Fire Related Expense	1,125.00	95,492.97	-94,367.97	-98.82%
9047 · Fire-related Lost Asset Expense	0.00	41,749.19	-41,749.19	-100.0%
9050 · Chisholm Hills Property	167,092.48	12,900.00	154,192.48	1,195.29%
9530 · Tithe on Other income	2,050.00	600.00	1,450.00	241.67%
Total Other Expense	170,267.48	151,952.16	18,315.32	12.05%
Net Other Income	-71,929.18	175,411.62	-247,340.80	-141.01%
Net Income	-99,788.54	181,244.77	-281,033.31	-155.06%

Unity Spiritual Center of Lansing
Profit & Loss Budget vs. Actual
January through December 2021

	Jan - Dec 21	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4000 · General Fund Income				
4005 · Sunday Service Offering	50,383.65	127,000.00	-76,616.35	39.67%
4010 · Mailed In Offerings	74,683.82	28,000.00	46,683.82	266.73%
4011 · Holiday Tithe	2,755.00	2,000.00	755.00	137.75%
4020 · Other Misc Offering-Coffee Hour	54.00			
4030 · General Fund Fundraisers	157.15			
Total 4000 · General Fund Income	128,033.62	157,000.00	-28,966.38	81.55%
4000A · Bank Interest Income	243.50	250.00	-6.50	97.4%
4050 · USC of L Classes, Wksp, Seminar				
4050 · USC of L Classes, Wksp, Seminar - Other	4,951.99	5,200.00	-248.01	95.23%
4055 · Expenses USCL Classes/Workshops	-2,417.50	-2,600.00	182.50	92.98%
Total 4050 · USC of L Classes, Wksp, Seminar	2,534.49	2,600.00	-65.51	97.48%
4060 · Facility Use Income				
4060 · Facility Use Income - Other	600.00			
4061 · Member Building Use Donation	250.00			
4063 · Phoenix Event Center Income	425.00			
4065 · Facilities Rental Expenses	-235.00			
Total 4060 · Facility Use Income	1,040.00			
4500 · Restricted Fund Income				
4550 · Jane Miles Memorial Music Fund	90.00			
4500 · Restricted Fund Income - Other	1,315.93			
Total 4500 · Restricted Fund Income	1,405.93			
4600 · Bookstore Sales	368.00	300.00	68.00	122.67%
Total Income	133,625.54	160,150.00	-26,524.46	83.44%
Cost of Goods Sold				
4150 · Bookstore Purchases	294.47	150.00	144.47	196.31%
Total COGS	294.47	150.00	144.47	196.31%
Gross Profit	133,331.07	160,000.00	-26,668.93	83.33%
Expenses				
6000 · HOLMES St. Building Expenses				
6070 · Holmes Util - Elec,Water, Sewer	675.36			
6080 · Holmes Utilities - Gas	67.36			
Total 6000 · HOLMES St. Building Expenses	742.72			
6100 · Offices1426 E. Michigan Ave				
6110 · Office Custodial Cleaning	200.00			
6160 · Office Trash & Recycling	-80.09			
6170 · Office Util. Elec,water,sewer	101.51			
6180 · Office Utilities Consumers Gas	98.80			
Total 6100 · Offices1426 E. Michigan Ave	320.22			
6200 · 2395 Washington Rd				
6205 · Utility BWL Water	1,762.75	800.00	962.75	220.34%
6210 · Utilities Consumers Gas & Elect	6,902.19	3,000.00	3,902.19	230.07%
6215 · Delhi TWP Sewer	1,348.51	3,000.00	-1,651.49	44.95%
6220 · Washington Custodial	2,670.00	5,000.00	-2,330.00	53.4%
6225 · WASHINGTON Repair & Maintenance	4,440.56	2,000.00	2,440.56	222.03%
6230 · Trash & Recycle	275.00	250.00	25.00	110.0%

Unity Spiritual Center of Lansing
Profit & Loss Budget vs. Actual
January through December 2021

	<u>Jan - Dec 21</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
6235 · Snow Removal & Lawn Care	13.87			
6236 · Landscape & Lawn Supply	413.92			
6240 · Insurance	4,938.92	5,400.00	-461.08	91.46%
6245 · Cleaning & maintenance supplies	359.88	200.00	159.88	179.94%
6246 · Paper & Disposal supplies	43.85	100.00	-56.15	43.85%
Total 6200 · 2395 Washington Rd	23,169.45	19,750.00	3,419.45	117.31%
66000 · Payroll Expenses	0.00			
7000 · Ministry Operating Expenses				
7010 · Information Technology				
7020 · Internet and Telephone	4,280.54	2,500.00	1,780.54	171.22%
7030 · Website	1,897.60	1,100.00	797.60	172.51%
Total 7010 · Information Technology	6,178.14	3,600.00	2,578.14	171.62%
7100 · Administrative Personnel				
7110 · Admin. Assist Compensation	27,456.00	30,000.00	-2,544.00	91.52%
7125 · Payroll Expenses	726.48	550.00	176.48	132.09%
7130 · Payroll Taxes Expense	840.51	4,000.00	-3,159.49	21.01%
Total 7100 · Administrative Personnel	29,022.99	34,550.00	-5,527.01	84.0%
7200 · Professional Fees				
7220 · Legal Fees	56.00	335.00	-279.00	16.72%
Total 7200 · Professional Fees	56.00	335.00	-279.00	16.72%
7300 · Admin Office Equip/Supplies				
7300 · Admin Office Equip/Supplies - Other	84.14			
7310 · Office Copier Charges	1,646.72	1,500.00	146.72	109.78%
7320 · Copy Paper	124.24	200.00	-75.76	62.12%
7340 · Postage	2,227.75	1,500.00	727.75	148.52%
7350 · Office Supplies	1,513.88	1,000.00	513.88	151.39%
7360 · Donation Supplies	136.72	200.00	-63.28	68.36%
7380 · Computers	147.05	106.00	41.05	138.73%
Total 7300 · Admin Office Equip/Supplies	5,880.50	4,506.00	1,374.50	130.5%
7400 · Administrative Office Expenses				
7420 · Merchant Credit Card Fees	547.59	1,000.00	-452.41	54.76%
7430 · Late Charges	68.16			
7450 · Dues & Subscriptions	2,025.74	700.00	1,325.74	289.39%
7470 · Workmen's Comp Insurance	159.00	1,000.00	-841.00	15.9%
7480 · Use Tax	213.03	0.00	213.03	100.0%
Total 7400 · Administrative Office Expenses	3,013.52	2,700.00	313.52	111.61%
7500 · Education and Training				
7510 · Board and Leadership Training				
7520 · Registration / Fees	100.00			
Total 7510 · Board and Leadership Training	100.00			
Total 7500 · Education and Training	100.00			
7600 · Ministerial Expenses				
7610 · Senior Minister Compensation				
7620 · Manse Allowance	29,999.40	30,000.00	-0.60	100.0%
7630 · Retirement	0.00	24,000.00	-24,000.00	0.0%
7610 · Senior Minister Compensation - Other	22,664.66			
Total 7610 · Senior Minister Compensation	52,664.06	54,000.00	-1,335.94	97.53%
7650 · Ministerial Supplies	307.63			

Unity Spiritual Center of Lansing
Profit & Loss Budget vs. Actual
January through December 2021

	Jan - Dec 21	Budget	\$ Over Budget	% of Budget
7600 · Ministerial Expenses - Other	10.00			
Total 7600 · Ministerial Expenses	52,981.69	54,000.00	-1,018.31	98.11%
7700 · Gifts and Recognition Expenses				
7720 · Flowers / Cards	10.68	100.00	-89.32	10.68%
7730 · Recognition Gifts	407.81	100.00	307.81	407.81%
Total 7700 · Gifts and Recognition Expenses	418.49	200.00	218.49	209.25%
Total 7000 · Ministry Operating Expenses	97,651.33	99,891.00	-2,239.67	97.76%
7800 · Tithe Expenses				
7810 · Unity Worldwide Ministries UWM	2,832.82	3,200.00	-367.18	88.53%
7820 · Unity Great Lakes Conf (GLURC)	1,442.01	1,600.00	-157.99	90.13%
7830 · Silent Unity	2,640.25	3,200.00	-559.75	82.51%
7840 · Monthly Discretionary Tithe	100.00			
7850 · Spiritual Enrich Expenses	3,493.86	3,200.00	293.86	109.18%
7860 · Unity WW Spiritual Institute	1,198.24	1,600.00	-401.76	74.89%
7870 · Congregant's Choice	2,640.25	3,200.00	-559.75	82.51%
Total 7800 · Tithe Expenses	14,347.43	16,000.00	-1,652.57	89.67%
8000 · Mission Fulfillment/TeamExpense				
8100 · Youth and Family Ministries				
8110 · Leadership Compensation	0.00	200.00	-200.00	0.0%
Total 8100 · Youth and Family Ministries	0.00	200.00	-200.00	0.0%
8200 · Sunday Celebration Service				
8210 · Guest Speaker	1,554.99	1,800.00	-245.01	86.39%
8215 · Live Stream Technician	2,420.00			
8220 · Music Directors Compensation	8,320.80	10,566.00	-2,245.20	78.75%
8230 · Guitarist, Bass Compensation	4,710.00	6,240.00	-1,530.00	75.48%
8235 · Drummer/ Sound Tech	3,225.00	3,900.00	-675.00	82.69%
8240 · Special Music / Soloists	1,889.46	3,120.00	-1,230.54	60.56%
8245 · Special Music / Groups	415.00			
8250 · Music Supplies / Expenses	612.37			
8270 · Audio & Video System Supplies	371.00			
8280 · Sanctuary Flowers/Supplies/Deco	253.27	400.00	-146.73	63.32%
8290 · Congregant Handouts	632.99	1,200.00	-567.01	52.75%
Total 8200 · Sunday Celebration Service	24,404.88	27,226.00	-2,821.12	89.64%
8300 · SAGE - Education				
8310 · Special Event Expenses	50.87	250.00	-199.13	20.35%
8330 · Materials	0.00	250.00	-250.00	0.0%
Total 8300 · SAGE - Education	50.87	500.00	-449.13	10.17%
8400 · Outreach/Social Events				
8410 · Hospitality Team Supplies				
8520 · Food and Beverages	209.66	100.00	109.66	209.66%
8530 · Paper Goods	7.44	200.00	-192.56	3.72%
8540 · Kitchen Supplies	78.25	200.00	-121.75	39.13%
Total 8410 · Hospitality Team Supplies	295.35	500.00	-204.65	59.07%
8420 · Event Expense	208.18			
Total 8400 · Outreach/Social Events	503.53	500.00	3.53	100.71%
8500 · Spiritual Community				
8550 · Prayer Ministry / Chaplains	0.00	75.00	-75.00	0.0%
Total 8500 · Spiritual Community	0.00	75.00	-75.00	0.0%

Unity Spiritual Center of Lansing
Profit & Loss Budget vs. Actual
January through December 2021

	Jan - Dec 21	Budget	\$ Over Budget	% of Budget
Total 8000 · Mission Fulfillment/TeamExpense	24,959.28	28,501.00	-3,541.72	87.57%
Total Expense	161,190.43	164,142.00	-2,951.57	98.2%
Net Ordinary Income	-27,859.36	-4,142.00	-23,717.36	672.61%
Other Income/Expense				
Other Income				
9505 · In-Kind Donations	351.07			
9048 · Sale Of Asset				
9049 · fees	-5,455.00			
9048 · Sale Of Asset - Other	50,000.00			
Total 9048 · Sale Of Asset	44,545.00			
9550 · Grants	10,535.91			
9540 · Brotherhood Mutual Ins Payouts				
9545 · Contents - Personal Inventory	4,948.30			
9541 · Rental/ Loss of Facility Use	0.00	30,000.00	-30,000.00	0.0%
9540 · Brotherhood Mutual Ins Payouts - Other	38,776.29	7,000.00	31,776.29	553.95%
Total 9540 · Brotherhood Mutual Ins Payouts	43,724.59	37,000.00	6,724.59	118.18%
9515 · Extraordinary Gifts				
9517 · Music Funds	-5,005.49			
9515 · Extraordinary Gifts - Other	4,187.22			
Total 9515 · Extraordinary Gifts	-818.27			
Total Other Income	98,338.30	37,000.00	61,338.30	265.78%
Other Expense				
9050 · Chisholm Hills Property	167,092.48	150,000.00	17,092.48	111.4%
9040 · Fire Related Expense				
9041 · EXP Rental/ Loss Facility Use	1,125.00			
Total 9040 · Fire Related Expense	1,125.00			
9530 · Tithe on Other income	2,050.00			
Total Other Expense	170,267.48	150,000.00	20,267.48	113.51%
Net Other Income	-71,929.18	-113,000.00	41,070.82	63.65%
Net Income	-99,788.54	-117,142.00	17,353.46	85.19%



UNITY SPIRITUAL CENTER OF LANSING
2022 Draft Budget Profit and Loss

HISTORY

Income		Assumptions		2021	2020	2,019	2,018	2,017
4000 · General Fund Income	\$ 140,000.00	Donations	10% increase in donations	128,034	137,245	172,736	158,447	169,044
4000A · Bank Interest Income	\$ 300.00	Bank Interest		244	1,427	1,301	468	383
4050 · USC of L Classes, Workshops, Seminars	\$ 5,400.00		with inperson classes, assuming ave of 2017,18,19	2,534	1,960	3,302	7,922	5,026
4060 · Facility Use Income	\$ 1,500.00	Bdg rental by members	50% over this year	1,040	0	743	900	95
4090	\$0	Bequests & Memorials				300	0	100
4500	\$0	Restricted Fund Income		1,298	-729	0	-100	-325
4600 · Bookstore Sales	\$ 400.00	Bookstore Sales		368	211	1,020	2,777	2,197
		Unknown Income	Rental of buildings, grounds, unexpected gifts					
Total Income	\$ 147,600.00			133,518	140,113	179,402	170,413	176,520
Cost of Goods Sold								
50000 · Cost of Goods Sold							465	0
4150 · Bookstore Purchases	300			294	93	221	1,148	574
Total COGS	300			294	93	221	1,613	574
Gross Profit	\$ 147,300.00			133,223	140,020	179,181	168,800	175,947
Expenses								
6200 · 2395 Washington Rd	\$ 22,830	Building Costs	utlities, insurance, maintainence	24,232	13,629	18,132	n/a	n/a
7000 · Ministry Operating Expenses	\$ 102,393.00	Ministry Operations	Minister, admin, office	99,780	96,581	93,327	89,669	89,646
7800 · Tithe Expenses	\$ 14,760.00	Tithes	10% of income	14,347	12,581	18,825	16,338	18,227
8000 · Mission Fulfillment/Team Expenses	\$ 32,241.00	Ministry Teams: Administaration, Celebration, Fellowship, Sage, Tech, etc.	2021 was for 9 months expenses	24,809	11,397	38,839	37,433	36,476
Total Expense	\$172,224.00			163,169	134,187	169,123	143,441	144,348
Net Ordinary Income	-\$24,924.00			-29,946	5,833	10,058	25,360	31,599

Report on 2022 Lodge Renovations by Jerry Podany

In order to bring the upper level of the Lodge up to compliance for our Delhi Township occupancy permit, at the end of February, we submitted plans to Delhi Township for a building permit.

The plans include replacing a portion of the deck that was removed last year for the basement wall repair; adding an ADA bathroom and an office for administration; as well as an additional door to the prayer room, new front doors to the office, and a middle hand railing on the front stairs.

We have allocated \$20,000 for these renovations. Once we have our building permit, we will hire an electrician, plumber and mechanical engineer as licensed professionals for the plumbing, electrical and heating/cooling system. We are affirming a team effort of volunteers for demolition, building walls, painting etc.

Once we have received our occupancy permit, we will upgrade the lower level Lodge bathrooms and Activity Room with available remaining funds.

We are also evaluating the need for and working order of each piece of equipment in the kitchen and determining the advisability of getting it licensed.



Report on the Phoenix Event Venue

The Phoenix is the name we are using for activities associated with the rental of our building and grounds.

A Task Team of Karla Janing, Jane Cloos and Dan Maynard was formed, with input from Greg Edwards (Marshall St. experience), Jeff English (Music Events), Nanette Podany & Chris McEnhill (Kitchen), Tricia McCartney (Coach), Lisa Haston (Building), Stacey Ames (Building Ops).

Our building and grounds offer the possibility of an excellent revenue stream by renting out space to other organizations and individuals. A price list and contract has been developed. Jeff English has been hired as our Event Facilities Manager. We have had several successful events as trial runs in 2021. Our first 2022 booking is for May 14th for the Lansing Area Aids Network.

We have identified three groups of building users

1. Our membership: use the building for a love offering plus any directly incurred costs.
2. Non-member Congregants and Non-Profits will receive special consideration
3. General Public, including individuals and groups

Additional rental income could come from renting storage in our heated basement or the pole barn, as well as the possibility of office space for a non-profit organization.

The team is open to suggestions and leads.

Report on Healthy Community Relations by Lee Nelson

After last year's Annual Membership meeting, the Board of Trustees, which included four new members, decided to embark on a journey of learning and growth through a training in Non-violent Communication led by Karen Starz. We had a couple instances of conflict, some confusion on how to handle issue of conflict, and a desire for a bonding experience for our board as a whole.

With Nonviolent Communication (NVC) we learn to hear our own deeper needs and those of others. Through its emphasis on deep listening—to ourselves as well as others—NVC helps us discover the depth of our own compassion. This language reveals the awareness that all human beings are only trying to honor universal values and needs, every minute, every day.

NVC can be seen as both a spiritual practice that helps us see our common humanity, using our power in a way that honors everyone's needs, and a concrete set of skills which help us create life-serving families and communities.

The form is simple, yet powerfully transformative and was developed by psychologist Marshall Rosenberg.

We hired NVC Trainer Karen Starz to lead us on this journey of discovery in compassionate communication. Each board member had a personal session with Karen, and we met together in group sessions where we got to know each other and ourselves by honoring our emotions and identifying our needs.

We came together as a community for a book study of Non-violent Communication: A Language of Life by Marshall Rosenberg, to really learn how to listen and offer empathy and have more compassionate connections with others.

We then offered a series of workshops for the congregation. All of these sessions were online as we all did our best to move through this Covid experience together.

From this training and learning we have a proposal to add to our policy manual.

Proposed Policy and Recommendation to make it part of USCL's membership agreement.

In alignment with USCL's core values, it is the intention of the community to foster a safe space for everyone. As a member of USCL, our community agreement is that we will treat each other with respect.

Knowing that our humanness may at times lead us into unskilled and unloving behavior as well as perceived unskilled, unloving behavior, USCL is/has created a "Restorative Listening Team" to hold a safe space to heal the unmet needs.

This team will consist of the minister and members trained in non-violent communication. Members of this team will create and hold a safe space for stories to be told without judgment and provide empathy for healing.

Should an incident in which words or actions are perceived to be unsafe, we agree to take the following actions:

- a. When someone brings up an issue of an agreement not being met, we ask that person to come into a Restorative Circle, which may be with one or more Restorative Team members to voice their concerns.*
- b. The Restorative team asks for observations, feelings, and needs. Members of the Restorative team listen and give empathy. The Restorative Team members use non-violent communication skills to verbalize back to the individual, observations and the needs that were unmet.*
- c. The other party that was named for breaking an agreement is then brought into a separate Restorative circle and goes through the same process.*
- d. The agreements of respect are reaffirmed and signed by both parties*
- e. Either or both parties are encouraged to participate in further healing as in one-on-one empathy, coaching, therapy, prayer, etc.*
- f. If both parties are willing and able to, they may attend a third Restorative Circle together to hear each other's side and give empathy to each other.*