

**Minutes of UUFSD Board Meeting**  
**Tuesday, February 21, 2017, 7:00 pm**  
**Rev. Meghan's Office**

Board Members present:

Alisa Guralnick, *President*  
Mark Tuller, *Vice President*  
Heather Stroud, *Secretary*  
Rich Franzwa  
Bob Quick  
Alison Schlick  
Clint Stoddard

Also present:

Rev. Meghan Cefalu, *ex officio*  
Glen Bowden, *Treasurer*  
Laura Colban  
Alice Brzovic

Alisa convened the meeting at 7:05 pm, Clint read opening words, the chalice was lit, and members checked in.

**NEW ACTION ITEMS**

- Congregational Meeting minutes to be approved at June Congregational Meeting
- Rev. Meghan will write a blurb about District Assembly to drum up interest, and the Board will promote it
- Heather to ask Personnel Committee to make staff salary recommendations by March Board meeting and attend if possible. [DONE]
- Clint to follow up with Barbara Blomgren regarding the Memorial Wall timeline.

**OLD ACTION ITEMS**

- Rev. Meghan to process information gathered from other ministers regarding best practices for absentee voting, and report back to Board.
- Mark to convene a subcommittee to consist of the Secretary, former Secretary (Mark), and an Archivist (Clint) to plan how to implement the documentarian role in the Communications Committee discussion.

**DECISION ITEMS**

**Adoption of Minutes from January Board Meeting.** Rich made a motion to approve the minutes, which passed unanimously.

**Adoption of Resolution Approving Letter to California Air Resources Board.** After discussion, the Board adopted the following resolution:

**RESOLUTION APPROVING LETTER TO CALIFORNIA AIR RESOURCES BOARD:**

The Board of Directors, upon motion made by Mark Tuller, duly seconded and unanimously adopted the following resolution, February 21, 2017:

**WHEREAS**, Laura Colban, a member of the Environmental Justice Task Force, drafted a comment letter to the California Air Resources Board requesting that a carbon tax be included in the 2030 Scoping Plan; and

**WHEREAS**, the Board agrees that the draft letter is consistent with the mission and values of the Fellowship; and

**NOW THEREFORE BE IT:**

**RESOLVED**, the draft letter is approved, with the addition of statements regarding the spiritual mission of this congregation and the tipping point of climate change, to be signed by the members of the Board of Directors.

## **INFORMATION ITEMS**

**Rev. Meghan's Report.** She has been seeing lots of new member interest. There is a social gathering this weekend, and new member workshop soon. Mark suggested having a Board member at these events, and Rev. Meghan will mention this to Adrienne.

**Adrienne's Report.** Chris Burns will be the new chair of the Communications Committee.

**District Assembly Update.** Rev. Meghan reported that D.A. will be held in Tucson in late March/early April. Three congregations are hosting, with a Friday worship and family-friendly immersion excursions on Saturday. More information is available at the D.A. website at <http://justiceda2017.weebly.com/>

**Classroom Project Update.** Clint reported that the stucco work is ongoing on the classrooms, and classroom and bathroom upgrade work is expected to be done in about a month. We are waiting for fire marshal review of the Domas site plan for the amphitheater, and correction to reflect the actual boundary of the Environmentally Sensitive Habitat Area, for Coastal Commission review. Chris Kolb is looking into permitting requirements for sheds.

**Wells Fargo.** Rev. Meghan reported that Wells Fargo is a supporter of the Dakota Access Pipeline, and raised whether the Fellowship should consider other banks for our business. The Board requested that the Finance Committee look into and report back on: (1) is it feasible to stop using Wells Fargo; and (2) what other banking alternatives are available? Mark reported that the Finance Committee had some discussion on this at last night's meeting, and the change would involve changing our deposit account and getting new checks.

**Encouraging Giving.** Rev. Meghan reported she is considering a monthly highlight of one area of Fellowship life to encourage more giving, along the lines of Generosity Sunday. This would be more of shining a light on a particular area instead of being a specific "ask."

**Finance Report.** Glen reported that our financials are "way fabulous." We have exceeded our forecast of \$10k in additional pledges from new members. We have a surplus of \$25k,

and 113% of budget on revenue. Spending is only \$2300 over budget. Also, it appears we have been overpaying our dues to UUA and the region for years, because we have been counting pledge units instead of grouping families into one payment unit.

## ITEMS FOR THOUGHTFUL DISCUSSION

**Team G.** Glen and Alice Brzovic lead the discussion.

### -Pledge Drive

- Starts on March 5.
- Rev. Meghan is asking for testimonials.
- Didge Masser-Frye is helping with the mechanics.
- Volunteers are needed to staff tables and talk to people about pledging.
- Board could help by making phone calls to members in the 3<sup>rd</sup> week of the pledge drive.
- Candace Sage has drafted a policy regarding pledge amount privacy, and Mark is reviewing it.
- Rev. Meghan is available to review communications regarding giving.
- Glen has drafted a break-even pro forma budget assuming \$307k in pledges (see attached). This number could be increased to create a more ambitious goal.

### -Auction

- Scheduled for May 13
- In the future, reserving the first Saturday in May for the auction would be better.
- Alice is developing a task list to recruit volunteers and donors.
- Adrienne and Christy Turner are helping recruit volunteers.
- Alison noted that Joey Elwell knows how to set up an on-line auction.
- Needs two people to co-chair auction.

-Idea to hold future Friday night fundraisers: story night, UUFSD Band concert, etc.

### Members:

- Meetings are the first Wednesday of every month from 6:30 to 8, and the regulars that show up are Caroline DeMar, Betsy Gilpin, Lisa Shaffer, Bob Quick, Wenda Alvarez, Didge Masser-Frye, and Chris Butler.

The President declared the meeting adjourned at 9:22 pm. The next scheduled Board meeting is on Tuesday, March 21, from 7:00 to 9:00 pm at Rev. Meghan's office.

Respectfully submitted,  
Heather Stroud, *Secretary*

### Attachments:

- Agenda for February 2017 Board meeting
- Draft letter to California Air Resources Board
- Rev. Meghan's Report
- RE Report
- Administrator's Report
- Music Director's Report
- Financial Reports
- Pro Forma Budget

**UUFSD Board Meeting Agenda**  
**February 21, 2017**

1. Chalice Lighting and Check-in
2. Opening words (*Clint*)
3. Special Item – proposed Board adoption of statement to CA Air Resources Bd (*Alison S., Laura Colban*) – 5 minutes
4. Items for celebration; tracking success (*Search Committee/ election!*)
5. Review and approve minutes and agenda from last board meeting
6. Report on action items from last month
  - a. Information Items Monthly reports: RE, Admin, Dir. Of Connections, Rev. M
    - Sent via email; attach to minutes
    - Brief report on Communications initiatives (*Adrienne*) – 5 minutes
  - b. Monthly reports, as needed, from Committees
7. Short decision items
  - a. Quick updates
    - District Assembly / PSWD annual meeting 4/1 (Tucson, AZ): Who can attend? (Irv went last year) What’s our role? (Rev. Meghan)
    - Clint / Coastal Commission / update
    - Wells Fargo as our bank: Rev. M, Mark T
    - Rev. M: idea w/r/t monthly verbal highlight of one area of Fellowship life (as with Generosity Sunday) – as part of Worship Team planning – a “Maybe You Didn’t Know...” or a “Lift Up” ...
8. Monthly Financial Review
9. < Break for snacks >
10. Thoughtful discussion topic for the month (*8:00 pm*)
  - a. **Team Generosity and Pledge Drive (Alice Brzovic, Glen Bowden).**
    - Rev M idea: texting capability for donations (*Text XXXXX to NNNNN to make your donation right now*)
  - b. Reminder for next months’ scheduled Committee Presentations
    - Is there a / what is the mandate? Is the mandate being met? What does the committee/ staff person need to move forward?
    - Next Up:
      1. Social Action & Justice – *March- Heather*
      2. April is open – as needed (Cap Campaign? Other?)
11. Leftovers [second thoughts on things, items we forgot, etc.]
12. Review of action items/decisions
13. Items for next month’s meeting – if any
14. Who do we need to thank this month?
  - a. Search Committee (already done by Alisa)

- b. Christie's Friday Morning Meditation Group (helps stuff OOS every week);  
Christine Maciulla (organizing CRC volunteers), Alice B (website), Ernie  
Dunn (teaching OWL and stepping up as back up RE teacher) ... who else?
- 15. Process check and check out
- 16. Adjourn

February 21, 2016

California Air Resources Board  
1001 I Street  
Sacramento, CA 95814

RE: 2030 Target Draft Scoping Plan

Dear CARB and stakeholders,

Thank you for the opportunity to comment on the CARB 2030 Target Scoping Plan.

For context, the Unitarian Universalist Fellowship of San Dieguito is a \_\_\_\_\_.

We are concerned about climate change and the economic drain on our local economy from importing fossil fuels into our state. We believe that California can reduce GHG emissions while stimulating the local renewable energy sector of our state economy in an efficient and equitable manner through a carbon fee/tax and dividend.

If the tax is downstream near the consumer, an additional tax on leaks, particularly wellhead leaks such as Aliso Canyon, would be an important component. If the tax is upstream, it must be structured to include all fossil fuels, including those that escape through leakage.

We understand your concern “If we set the price too high, we have made the program unnecessarily expensive, and if we set the price too low, we will not achieve enough GHG reductions.” We believe that there is little risk to setting the carbon tax too high, as this will only serve to decrease fossil fuel consumption and stimulate the economy, provided that the tax is accompanied by a tax credit dividend paid to each resident. We also believe that it is possible to ascertain the correct level of the tax by an examination of our own state’s history with fluctuating gas prices.

California’s history with high gas prices evinces the effects of \$4.00/gallon pricing on consumption and on the renewable energy sector of our state’s economy. Your own 2014 report, “Impacts of Gas Price on Passenger Vehicle Use and Greenhouse Gas Emissions” states:

Overall, changes in gas price can lead to significant effects on travel behavior, with some (usually limited) effects visible in the short run and (most) others measurable only after several years (long-run effects)<sup>1</sup>.

In 2014, when gas prices exceeded \$4.00/gallon, purchases of hybrid vehicles increased and carpools became more common. Now that gas prices have been under \$3.00 for nearly a year, light trucks sales have begun to increase, while car sales have decreased.<sup>2</sup>



[/gasprice\\_bkgd.pdf](#)  
[g1/docs/cncda-nov16.pdf](#)

This supports a carbon tax in the range of \$100-150/metric ton (\$0.88 - \$1.32/gallon) as an ideal first step, phased in slowly and possibly followed by additional increases, to motivate Californians to reduce their consumption of fossil fuels.

In order to avoid hardship and further efficiency and equity, it would be necessary to return most of the revenue to California residents in the form of a dividend, divided equally among all residents, with half shares for children. A portion of the revenue could be used to fund other state-sponsored programs.

We believe that some of the assessments in the Scoping Plan were based on a misunderstanding of the BC report “Trends in Greenhouse Gas Emissions in B.C. (1990-2014)”. The Scoping Plan states “BC’s emissions have increased by 2.7 percent from 2011 through 2014,” citing this report. This is a misrepresentation in various ways. The BC tax was implemented in 2008, and amended in 2010 to phase out the exclusion of forestry related emissions for biofuels such as biodiesel, ethanol, and hydrogenated vegetable oil (HVO). Emissions from 2011 to 2014 is more closely related to the 2010 amendment than to the 2008 implementation of the tax itself. Furthermore, the same report states that emissions dropped from 66.3 Mt CO<sub>2</sub>e in 2007 to 62.7 Mt CO<sub>2</sub>e in 2014, a decrease of 5.5%. To fully understand the effect on the tax, it is important to look at additional data, such as GHG data from 2007, GDP data, and population data.

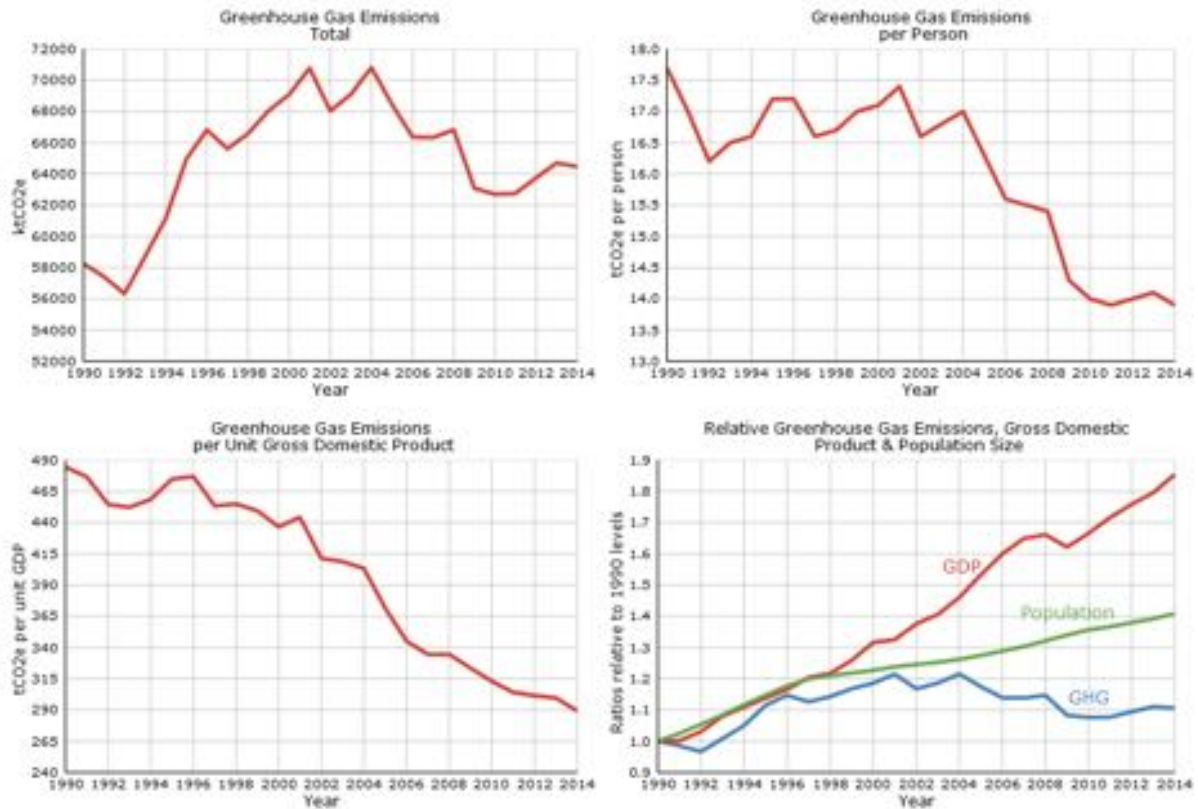
**Year-to-date Results in California and U.S. New Light Vehicle Markets**

**California and U.S. New Light Vehicle Registrations (Includes retail and fleet transactions)**

**Year-to-date 2015 and 2016, thru September**

	California			U.S.		
	YTD '15	YTD '16	Change	YTD '15	YTD '16	Change
<b>Registrations</b>						
TOTAL	1,548,716	1,577,327	1.8%	13,006,930	13,156,380	1.1%
Car	918,835	887,795	-3.4%	5,923,795	5,445,824	-8.1%
Light Truck	629,881	700,532	12.6%	7,083,135	7,710,556	8.8%
Detroit Three	429,788	441,358	2.7%	5,848,888	5,899,226	0.9%
European	238,224	239,615	0.6%	1,152,623	1,154,829	0.2%
Japanese	758,248	773,966	1.9%	4,845,895	5,026,740	3.7%
Korean	121,476	122,588	0.9%	1,063,726	1,075,585	1.1%
<b>Market Share</b>						
Car	59.3	55.8	-4.3	45.5	41.4	-4.1
Light Truck	40.7	44.2	4.3	54.5	58.6	4.1
Detroit Three	27.7	28.0	0.3	44.9	44.8	-0.1
European	15.4	15.2	-0.2	8.9	8.8	-0.1
Japanese	49.0	49.1	0.1	38.0	38.2	0.2
Korean	7.8	7.8	0.0	6.2	6.2	0.0

As you can see from the charts below<sup>3</sup>, GHG emissions seem to have decreased after the tax, but not substantially. In relation to population and GDP, GHG emissions seem to have decreased substantially, but this trend began just before the tax was implemented, making the correlation is uncertain. It is possible that the BC tax, at only



CAD\$30/ton, approximately US\$22.50/ton, implemented slowly over years, was insufficient to have a significant impact on emissions.

CARB, in the Scoping Plan, expresses a concern regarding an “unnecessarily expensive” carbon tax, but does not specify exactly what that concern is. Based on our assumption that your concern is economic, we will address the effects on the economy here. We do ask, however, that you specify your concern if it is not an economic one.

If revenues from the carbon tax are used primarily to pay a dividend to residents, there is no concern that the economy will be stifled. Rather, it will be stimulated by the shift from fossil fuels imported from outside the state to local renewable energy.

According to the EIA, California spent a total of \$137,720 million on energy in 2014, including \$102,265 million for fossil fuels (oil, gas and coal), and \$35,455 million for “other” forms of energy.<sup>4</sup> Of the \$102,265 million spent on fossil fuels, \$86,002 million was for 629.5 million barrels of oil, \$16,128 million was for 2,351 billion cubic feet of

<sup>3</sup> <http://www.env.gov.bc.ca/soe/indicators/sustainability/ghg-emissions.html>

<sup>4</sup> <https://www.eia.gov/state/data.cfm?sid=CA#ConsumptionExpenditures>



natural gas, and \$135 million was for 1.7 short tons of coal. From an fiscal perspective, this would be fine if that money stayed in our state. But it doesn't. In contrast with renewable energy which is produced locally, very little of the fossil fuels we consume are produced within our state. California only produced 204,699 barrels of oil<sup>5</sup>, 218,590 million cubic feet of gas, and no coal. Thus, California imports 68% of its oil at a cost of approx. \$58,481 million; 91% of its natural gas at a cost of \$14,676 million and 100% of its coal at a cost of \$135 million, equating to a total cost of \$73,292 million for imported fossil fuel.

And this is not all. A significant portion of the \$35,455 million for "other" was spent to import electricity. \$562 million was paid to Canada and Mexico to import 12,369,304 million MW of electricity from Canada and Mexico. An additional 79,719,494 million MW of electricity was also imported from other states, at varying prices, which likely cost over \$30,000 million.<sup>6</sup> When this is added to the \$73,292 million paid for imported fossil fuels, we find that over \$100 billion is being sent from California to outside our state for fossil fuels. An aggressive carbon tax will force us to buy local renewable energy, thus enabling us to keep much of that \$100+ billion in our state. This would be a tremendous boon to our economy.

Another important effect of a carbon tax is psychological. Our state could make a tremendous statement regarding the environmental cost of GHGs by being the first to implement a carbon tax. Even if the tax is too small to have a measurable impact on emissions and needs to be accompanied by a cap and trade system, a tax on carbon would make a statement about our state and about our understanding of the impact of fossil fuels. This, in and of itself, is important.

With regard to Cap and Trade (C&T), there are a number of issues that were not addressed by your Scoping Plan. First, the major beneficiaries of C&T are the Wall Street firms, such as Goldman Sachs and J.P. Morgan, which create the market for carbon offset. Other beneficiaries include developers of renewable energy projects outside California. This is a cost to our state and a drain on our economy.

Second, the economists, Chichilniski, Heal and Starett, who developed the concept of C&T back in the 1990's and pushed it through Kyoto, have basically abandoned it as unworkable.

And last, your assertion that C&T provides emissions certainty is unfounded. Emissions have increased since the implementation of C&T in 2012. The downward emissions trend that began in 2007, ended in 2011, at 352.4 mill metric tons CO<sub>2</sub>, and then went up. In 2014 it was 358.0 mill metric tons (see below).<sup>7</sup>

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<sup>5</sup> [https://www.eia.gov/dnav/pet/pet\\_crd\\_crpdn\\_adc\\_mbb1\\_a.htm](https://www.eia.gov/dnav/pet/pet_crd_crpdn_adc_mbb1_a.htm)

<sup>6</sup> <http://www.eia.gov/electricity/state/california/> See table 10 of Excel file.

<sup>7</sup> <https://www.eia.gov/environment/emissions/state/>

	A	B	A0	A1	A2	A3	A4
1	California Carbon Dioxide Emissions from						
2	million metric tons of CO2						
3							
4			2010	2011	2012	2013	2014
5							
6		Coal	0.0	0.0	0.0	0.0	0.0
7		Petroleum Products	2.1	1.9	1.9	1.5	1.2
8		Natural Gas	26.8	27.7	29.9	26.3	21.6
9		Total	28.9	29.7	31.8	27.8	22.8
10							
11	Commercial Sector						
12		Coal	0.0	0.0	0.0	0.0	0.0
13		Petroleum Products	2.6	2.4	2.2	2.1	2.1
14		Natural Gas	13.4	13.3	13.7	13.9	13.9
15		Total	16.1	15.7	15.9	16.0	16.0
16							
17	Industrial Sector						
18		Coal	3.1	3.3	2.9	3.0	3.1
19		Petroleum Products	23.3	24.5	23.3	24.8	24.1
20		Natural Gas	40.8	40.7	42.7	45.2	46.0
21		Total	67.2	68.5	68.9	73.0	73.2
22							
23	Transportation Sector						
24		Coal	0.0	0.0	0.0	0.0	0.0
25		Petroleum Products	208.1	200.7	195.6	194.9	198.4
26		Natural Gas	1.3	1.3	1.5	1.3	2.1
27		Total	209.3	202.0	197.1	196.2	200.7
28							
29	Electric Power Sector						
30		Coal	2.1	1.9	1.2	0.6	0.4
31		Petroleum Products	1.3	1.1	0.2	0.1	0.1
32		Natural Gas	40.1	39.4	46.5	45.1	45.4
33		Total	43.4	36.4	48.0	45.7	46.0
34							
35		Grand Total	366.0	352.4	357.2	360.5	358.0
36							
37	Fuel Totals						
38		Coal	3.2	3.2	4.1	3.6	3.7
39		Petroleum Products	237.4	230.6	222.8	221.1	221.0
40		Natural Gas	123.4	124.5	130.3	121.8	129.3
41		Total	366.0	358.4	357.2	360.5	358.0
42							

In conclusion, we believe that a carbon tax/fee and dividend can provide an effective, efficient and equitable means of enabling our state to meet or exceed our emissions reductions targets while also stimulating our state's economy.

We appreciate your work to promote the health and well-being of our state and the planet, and we are thankful for the opportunity to comment on your Scoping Plan. Please do not hesitate to contact us if you have any questions.

Sincerely,

(How do I sign this? I need to include contact info)  
 Laura Colban, Esq.  
[lauracolban@gmail.com](mailto:lauracolban@gmail.com) / 858-692-2528  
 Unitarian Universalist Fellowship of San Dieguito

Report to the Board of Directors  
Rev. Meghan Cefalu – February 20, 2017

Dear Board,

I am feeling grateful, relieved and excited now that the congregation has voted to settle me here at UUFSD! The beautiful tree Alison has painted on the wall of my office is a visual reminder that I will now be sending down my roots in this beautiful place. I've noticed a shift in how it feels to be here. People are already trusting me more deeply with their stories and personal sharing. And it feels different to be leading worship knowing the people looking back at me are going to be "my people" for a good, long while.

I am also grateful for the support of the self-dubbed "defense team" (Lisa S., Alisa, Mark T., and Rigdon) who have written and assembled several documents I will be including in a packet of information to the MFC before I go before them next month. Thank you, thank you, thank you!

I will be working this coming month on performance reviews of the core staff (Tracey, Alison, Adrienne and Chris).

I am looking forward to a very different type of District Assembly March 31-April 2. It will be styled similarly to the "Justice GA" held in Phoenix in 2012 which I know a number of our members attended. There will be three physical sites for the Assembly – Tucson, Amado, and Sierra Vista – the three UU congregations closest to the Mexico border. During the ingathering, the business meeting and worship services the three sites will be connected through live video screens. During the day on Saturday there are a number of "immersion excursions" planned giving participants opportunities to, for example, learn about the ecology of the Sonoran Desert and drop water in the desert for people trying to cross safely, among other (less physically taxing) experiences. I hope to have 5-10 people from the congregation join me. I hope the members of the board will support DA either by attending yourself or helping to encourage others to attend. Registration closes March 15. I'll be talking more about the program in the meeting tomorrow.

Thank you all for all you do for UUFSD and, ultimately, for Love!

In gratitude,

Rev. Meghan

## RE Board Report February 2017

### Class averages for the end of January - mid February

Childcare	1st:	1	2nd:	3
Prek-K:	1st:	5	2nd:	3.2
1st-3rd:	1st:	3.1	2nd:	3
4th-6th:	1st:	4	2nd:	2.6
JR/YRUU:	2nd:	6		
Youth G:		13		

Classes are going well for Religious Education on Sundays. The after church classes such as OWL for 5 and 6 years old, and the Parent Education Training, are great!

The YRUU Art Bazaar is going to be rescheduled for April after a service and it is going to be open to all of RE to contribute works of art, services and talents for people to donate towards. I have decided to expand the concept with the recent awareness of Syrian refugees in San Diego County needing assistance. I have family friends who have “adopted” a family with 5 children who are recent immigrants to the US. This is a very new idea, and I am still researching where our monetary donations will go.

# ADMINISTRATOR'S REPORT TO THE BOARD – FEBRUARY 2017

## MEMBERSHIP STATISTICS

Total number of members: 259  
 Members emeritus: 6  
 Pledging friends: 10  
 Friends: 43

As of 2/12/2017 - Total number of members, pledging friends and friends: 318

## SUNDAY ATTENDANCE 1/15/17 – 2/12/17

Date	Age Group	9:00am	11:00am
January 15	Adult	65	140
	Child	12	11
	Teen	3	6
	Staff	8	6
January 22	Adult	174	
SINGLE SERVICE	Child	25	
	Teen	5	
	Staff	6	
January 28	Adult	56	139
	Child	15	23
	Teen	2	4
	Staff	4	4
NOTE: Beginning February 5 <sup>th</sup> , only adults counted, refer to R.E. report for children			
February 5	Adult	46	139
February 12	Adult	60	142

## SITE USE AND RENTALS

Possible wedding rental on 11/11/17. Waiting to hear confirmation from bride.

## MEMBERSHIP CHANGES

Kim Cohen let us know she is leaving the Fellowship. Sandy Washington has moved to Colorado and has asked to be removed as a member.

Respectfully submitted,

Tracey Weiss  
 Congregational Administrator

To the UUFSD Board:

Re: Report on Music, February 19, 2017

Three more singers have joined the choir, bringing the number of singers to 38.

A new heavy duty mic stand was purchased and will be used for amplifying the choir the next time we are outside. This will likely be a good start for more effectively amplifying the choir, but additional equipment will probably be needed.

Stu Anderson has fixed the back up mixer, so all mixers are working now. However interference issues in the amphitheatre are not fully diagnosed, so sound issues continue there. Some sound issues arose in Founder's Hall when Caroline was away. She has further instructed Kyle and Cole on the system. Further training may still be needed.

Formation of a Music Committee is in process, but is not yet realized.

A preliminary meeting of music and sound staff and Dream Builders is scheduled for March 12.

On March 19 the choir will host brunch. We will plan to have the brunch in Founder's Hall if possible in order to take this opportunity to deliver an informal appreciation tribute for Monique's service and participation at UUFSD. The choir will sing a song with lyrics written to show our appreciation for her. We will have flowers for her, and a card made by Alison Crotty - which we plan to have available at prior services for folks to sign. Monique and Lynne are scheduled to play piano duets that day. The tribute will not be a goodbye, but an expression that she is loved and welcomed to continue to play special music. **We are planning this as a surprise to Monique.** We hope that anyone who is close to Monique will be there - please spread the word.

Respectfully,

Chris Lehman  
Director of Music

The Unitarian Universalist Fellowship of San Dieguito  
**Balance Sheet**  
As of January 31, 2017

	Jan 31, 17
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
WF \$ Market Savings x1459	8,690.43
WF \$ Market Savings x1974	5,784.34
WF Bus Chkg x3767	391,863.62
Vanguard Money Market	38,902.01
Vanguard GNMA	434,913.86
<b>Total Checking/Savings</b>	<b>880,154.26</b>
Accounts Receivable	
Accounts Receivable	133,969.41
Capital Campaign Pledges	420,367.82
<b>Total Accounts Receivable</b>	<b>554,337.23</b>
Other Current Assets	
Prepaid Expenses	92.83
Undeposited Funds	2,460.89
<b>Total Other Current Assets</b>	<b>2,553.72</b>
<b>Total Current Assets</b>	<b>1,437,045.21</b>
<b>TOTAL ASSETS</b>	<b>1,437,045.21</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	5,051.16
<b>Total Accounts Payable</b>	<b>5,051.16</b>
Other Current Liabilities	
Bonus Payable	763.75
Direct Deposit Liabilities	305.40
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	2,161.42
Medical Liability	-3,489.57
UUA Pension Liability	997.14
Payroll Liabilities - Other	3,360.19
<b>Total Payroll Liabilities</b>	<b>3,029.18</b>
<b>Total Other Current Liabilities</b>	<b>4,096.30</b>
<b>Total Current Liabilities</b>	<b>9,149.55</b>
<b>Total Liabilities</b>	<b>9,149.55</b>
Equity	
Pledge Prepayments	3,515.00
Dividend Income	9,426.68
Gains/Losses from Investments	-13,381.54
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	150,000.00
FND.SPG.03 - D. of C. Wages	-34,759.67
FND.SPG.04 - D. of C. ER Pay/Taxes	-2,513.00
FND.SPG.05 - D. of C. Benefits	-2,224.79
FND.SPG.06 - D. of C. Expenses	-2,500.00
FND.SPG.10 - Bathroom	21,031.25
SPG.FND.11 - Bathroom Expenses	-5,598.40
<b>Total FND.SPG.01 - Spirit Grant Fund</b>	<b>123,434.19</b>
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	9,410.10
<b>Total Permanent Restricted</b>	<b>9,410.10</b>

The Unitarian Universalist Fellowship of San Dieguito  
**Balance Sheet**  
As of January 31, 2017

	Jan 31, 17
<b>Temp. Restricted</b>	
Reserves (pe J.Penny)	
RES.AFR.01 - Appliance & Furn.	1,329.09
RES.SAG.01 - S&G Reserve	20,684.00
RES.SAB.01 - Sabbatical Reserve	455.96
RES.SND.01 - Sound Reserve	-117.79
<b>Total Reserves (pe J.Penny)</b>	<b>22,352.16</b>
<b>Building Funds</b>	
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,580,254.46
FND.CAP.03-Cap Campaign Expense	-535,621.05
<b>Total FND.CAP.01 - Capital Campaign</b>	<b>1,050,633.41</b>
<b>Total Building Funds</b>	<b>1,050,633.41</b>
<b>Other Funds</b>	
FND.LIB.02 - Lib Improv't Fund	250.00
FND.COF.02 -Coffee Fund	-501.14
FND.CON.02 - Concert Fund	263.39
FND.DBN.02 - DeBonneville Pines	1,589.26
FND.DRE.02 - DRE Discr. Fund	2,201.01
FND.HFH.02 - Casas de Luz	47,390.62
FND.JRU.02 -JRUU Fund	1,100.11
FND.MIN.02 - Min. Discr. Fnd.	1,295.87
FND.MWL.02 - Memorial Wall Fnd.	19,767.44
FND.REL.02 - RE Special Fnd.	2,600.00
FND.SAC.02 - SAC Schlrship/Art	626.43
FND.SPC.02 - Spcl. Coll. Fnd.	2,299.00
FND.YDU.02 - Youth Scholarship	2,724.00
FND.YRU.02 - YRUU Fund	192.52
<b>Total Other Funds</b>	<b>61,798.51</b>
<b>Reserve Funds</b>	
FND.BGR.02 - S&G Reserve	-2,857.50
<b>Total Reserve Funds</b>	<b>-2,857.50</b>
<b>Committee Funds</b>	
COM.SUN.04 - Worship Comm C/O	191.47
COM.ADL.04 - Adult Prms C/O	442.20
COM.SAC.04 SAC C/O	
Backpack Fund	102.31
Human Rights	290.03
<b>Total COM.SAC.04 SAC C/O</b>	<b>392.34</b>
COM.MUS.04 Choir/Music C/O	176.94
COM.LIB.04 Library Comm. Carrye	1,793.03
COM.CNK.04 Joy Comm. C/O	504.69
<b>Total Committee Funds</b>	<b>3,500.67</b>
<b>Total Temp. Restricted</b>	<b>1,155,427.25</b>
<b>Unrestricted Net Assets</b>	<b>11,642.44</b>
<b>Net Income</b>	<b>130,235.36</b>
<b>Total Equity</b>	<b>1,427,895.06</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,437,848.21</b>



**UUFSD**  
**PROFIT & LOSS BUDGET VS ACTUAL**  
**JULY, 2016-JANUARY, 2017**

	<u>Jul '16 - Jan 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
<b>Income</b>					
<b>Fundraising</b>					
REV.AUC.01 - Auction Income	2,130	0	2,130	100.00%	10,000
REV.MIS.01 - Fundraising Income	6,657	8,000	-1,343	83.22%	8,000
REV.MIS.05 - Luncheon Income	1,377	1,500	-124	91.77%	3,000
<b>Total Fundraising</b>	<b>10,164</b>	<b>9,500</b>	<b>664</b>	<b>106.99%</b>	<b>21,000</b>
<b>Pledges</b>					
REV.PLG.01 -Pledge Current Yr	194,204	173,383	20,821	112.01%	297,228
REV.PLG.02 -Pledge Pre-Pay	100				
REV.PLG.03 -Pledge Post Pay	-300				
<b>Total Pledges</b>	<b>194,004</b>	<b>173,383</b>	<b>20,621</b>	<b>111.89%</b>	<b>297,228</b>
<b>RE Program Income</b>					
REV.REL.01 RE Donations	100	294	-134	54.42%	500
REV.REL.02 COA/OWL Fees	0	438	-438	0.00%	750
RE Program Income - Other	40				
<b>Total RE Program Income</b>	<b>200</b>	<b>732</b>	<b>-532</b>	<b>27.34%</b>	<b>1,250</b>
REV.MIS.04 Misc. Contributions	15,591	4,970	10,591	313.90%	8,500
REV.SUN.01 - Sunday Collection	9,208	7,583	1,625	121.43%	13,000
<b>Site Rental</b>					
REV.SIT.01 Sandy Hill	14,305	17,208	-2,873	83.30%	29,500
REV.SIT.03 - Site Use Contrib.	1,661	2,188	-527	75.93%	3,750
REV.SIT.02 - Spc. Evnt. Rent	2,550	2,188	363	196.57%	3,750
<b>Total Site Rental</b>	<b>18,516</b>	<b>21,583</b>	<b>-3,036</b>	<b>85.93%</b>	<b>37,000</b>
<b>Total Income</b>	<b>247,683</b>	<b>217,751</b>	<b>29,932</b>	<b>113.75%</b>	<b>383,978</b>
<b>Expense</b>					
<b>Boards &amp; Committees</b>					
COM.FND.03 Fundraising Comm. Ex	48	292	-244	16.43%	500
COM.SAC.03 Social Action Comm.	1,020	1,470	-450	69.39%	2,520
COM.PUB.03 Publicity Exp.	1,677	1,640	37	102.26%	2,812
COM.PCC.03 Pastoral Care Comm.	75	158	-82	47.88%	270
COM.MUS.03 Choir & Music Exp.	344	788	-444	43.63%	1,350
COM.MEM.03 Membership Comm Exp.	30	578	-547	5.22%	990
COM.FNF.03 Fun & Fellowship	54	315	-261	17.08%	540
COM.BRD.03 Board Expenses	0	140	-140	0.00%	250
COM.SUN.03 Worship Comm.	874	1,027	-153	85.14%	1,780
<b>Total Boards &amp; Committees</b>	<b>4,122</b>	<b>6,406</b>	<b>-2,284</b>	<b>64.35%</b>	<b>10,902</b>
<b>Administration Expenses</b>					
OPS.ADM.01 Postage	534	408	126	130.79%	700
OPS.ADM.02 Office Supplies	1,120	1,750	-621	64.53%	3,000
OPS.ADM.03 Copier	3,748	3,310	437	113.21%	5,675
OPS.ADM.05 Telephone & Internet	2,610	2,333	282	112.10%	4,000
OPS.ADM.06 Adm. Mileage Exp	55	117	-62	47.20%	200
OPS.ADM.07 Misc. Supplies	108	292	-183	37.11%	500
<b>Total Administration Expenses</b>	<b>8,190</b>	<b>8,210</b>	<b>-20</b>	<b>99.75%</b>	<b>14,075</b>
<b>Denomination Expenses</b>					
OPS.DEN.04 - Cluster Dues	0	500	-500	0.00%	500
OPS.DEN.02 - PSWD Dues	6,526	0	6,526	100.00%	6,526
OPS.DEN.01 - UUA dues	0	0	0	0.00%	5,000
<b>Total Denomination Expenses</b>	<b>6,526</b>	<b>500</b>	<b>6,026</b>	<b>1305.20%</b>	<b>12,026</b>

	Jul '16 - Jan 17	Budget	\$ Over Budget	% of Budget	Annual Budget
<b>UUFSD</b>					
<b>PROFIT &amp; LOSS BUDGET VS ACTUAL</b>					
<b>JULY, 2016-JANUARY, 2017</b>					
	Jul '16 - Jan 17	Budget	\$ Over Budget	% of Budget	Annual Budget
<b>Finance Expenses</b>					
OPS.FIN.02 Bookkeeping Supplies	420	420	0	100.00%	720
OPS.FIN.06 Credit Card Fees	716	1,085	-369	65.99%	1,800
OPS.FIN.05 Other Finance Exp.	25	175	-150	14.17%	300
OPS.FIN.04 Pledge Campaign Exp.	81	0	81	100.00%	0
OPS.FIN.03 Accounting Fees	4,522	4,083	438	110.73%	7,000
OPS.FIN.01 Payroll Fees	240	0	240	100.00%	0
OPS.INT.01 UUA Loan Expense	0	0	0	0.00%	0
<b>Total Finance Expenses</b>	<b>6,004</b>	<b>5,763</b>	<b>241</b>	<b>104.19%</b>	<b>9,885</b>
<b>Religious Exploration</b>					
COM.REL.03 RE Program Exp.	777	2,333	-1,557	33.28%	4,000
COM.OWL.03 COA/OWL Exp.	744	438	307	170.10%	750
<b>Total Religious Exploration</b>	<b>1,521</b>	<b>2,771</b>	<b>-1,250</b>	<b>54.89%</b>	<b>4,750</b>
<b>Site Operations</b>					
OPS.SIT.10 Audio/Visual Exp.	130	175	-45	74.29%	300
OPS.SIT.06 Monitoring Services	0	0	0	0.00%	0
OPS.SIT.03 Gas & Electric	2,480	2,713	-232	91.44%	4,650
OPS.SIT.07 B&G Maintenance	4,834	3,296	1,538	146.67%	5,650
OPS.SIT.01 Property Insurance	3,309	3,990	-681	85.19%	3,900
OPS.SIT.02 Real Estate Taxes	3,794	1,845	1,949	205.12%	3,690
OPS.SIT.04 Water	1,774	1,198	576	148.05%	2,054
<b>Total Site Operations</b>	<b>16,402</b>	<b>13,217</b>	<b>3,185</b>	<b>124.10%</b>	<b>20,334</b>
<b>Payroll Expenses</b>					
COM.PER.03 - Misc. Personal Exp	36				
PER.MIS.01 Misc. Personnel	0	100	-100	0.00%	200
PER.SIT.07 Worker's Comp Ins.	2,102	3,000	-898	70.07%	3,000
PER.SIT.12 - ER Payroll Taxes	2,038	961	1,077	212.04%	1,648
<b>Site Support Staff</b>					
PER.SIT.01 - Childcare Wage	2,210	2,056	154	107.49%	3,325
PER.SIT.02 - Custodian	3,226	3,325	-99	97.02%	5,750
PER.SIT.03 - Site Caretaker	2,430	2,783	-352	87.35%	4,770
PER.SIT.04 - Special Event Wage	0	0	0	0.00%	0
PER.SIT.09 - Sound Technician	5,717	4,375	1,342	130.66%	7,500
PER.SIT.10 - Youth Support	0	0	0	0.00%	0
PER.SIT.11 - Lead Teach & Asst.	2,820	3,351	-531	84.15%	5,745
<b>Total Site Support Staff</b>	<b>16,403</b>	<b>15,890</b>	<b>513</b>	<b>103.23%</b>	<b>27,260</b>
<b>Congregational Administrator</b>					
PER.OFF.01 Cong. Adm. Wages	19,817	20,187	-370	98.17%	34,006
PER.OFF.02 Cong. Adm. UUA Pens.	1,853	2,018	-166	91.79%	3,490
PER.OFF.03 - ER Payroll Taxes	1,435	1,544	-109	92.96%	2,647
PER.OFF.04 Cong. Adm. Medical	5,109	6,780	-850	87.46%	11,622
PER.OFF.07 Cong. Adm LTD Ins	0	202	-202	0.00%	346
PER.OFF.08 - Admin. Prof. Exp.	0	117	-117	0.00%	200
<b>Total Congregational Administrator</b>	<b>29,034</b>	<b>30,847</b>	<b>-1,813</b>	<b>94.12%</b>	<b>52,881</b>
<b>Music Expenses</b>					
PER.MUS.03 - Benefits	177				
PER.MUS.11 Accompanist Wages	1,740	4,200	-2,460	41.43%	7,200

	<u>Jul '16 - Jan 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
<b>UUFSD</b>					
<b>PROFIT &amp; LOSS BUDGET VS ACTUAL</b>					
<b>JULY, 2016-JANUARY, 2017</b>					
	<u>Jul '16 - Jan 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
PER.MUS.12 Music Substitute	300				
Choir Director					
PER.MUS.01 Choir Director Wage	10,154	10,267	-113	98.90%	17,000
PER.MUS.02 Choir Dir. Prof. Exp	100	729	-629	13.71%	1,250
Total Choir Director	10,254	10,996	-742	93.25%	18,850
Music ER Payroll Tax	753	1,107	-353	68.07%	1,897
Total Music Expenses	13,284	16,302	-3,019	81.48%	27,947
Director of RE					
PER.DRE.01 DRE Wages	30,000	30,333	-333	98.90%	52,000
PER.DRE.02 DRE - UUA Pension	2,596	3,033	-437	85.59%	5,200
PER.DRE.03 - ER DRE Payroll Tax	1,967	2,321	-354	85.62%	3,978
PER.DRE.04 DRE Medical	6,429	4,300	2,049	146.77%	7,509
PER.DRE.05 DRE Dental	388				
PER.DRE.06 DRE Life Ins.	59	193	-134	30.49%	331
PER.DRE.07 DRE LTD Ins.	300	303	56	118.61%	520
PER.DRE.09 DRE Professional Exp	1,443	1,458	-11	99.29%	2,500
Total Director of RE	43,206	42,022	1,244	102.96%	72,038
Minister Expense					
PER.MN.09 - Sett'd Min Search	2,551	2,917	-365	87.47%	5,000
Minister Benefits					
PER.MN.00 in Lieu of FICA	3,443	3,927	-485	87.66%	6,732
PER.MN.02 Minister Housing	17,308	17,500	-192	98.90%	30,000
PER.MN.03 Minister UUA Pension	4,844	5,133	-289	94.37%	8,800
PER.MN.04 Minister Medical	6,940	6,781	160	102.36%	11,624
PER.MN.06 Minister Life Ins.	0	0	0	0.00%	0
PER.MN.07 Minister LTD Ins.	0	513	-513	0.00%	880
PER.MN.08 Minister Profess. Ex	5,039	2,917	2,123	172.78%	5,000
Total Minister Benefits	37,574	36,771	803	102.19%	63,036
Minister Wages					
PER.MN.01 Minister Salary	32,123	33,833	-1,710	94.95%	58,000
Minister Wages - Other	1,338				
Total Minister Wages	33,462	33,833	-372	98.90%	58,000
Total Minister Expense	73,587	73,521	66	100.09%	126,036
Payroll Expenses - Other	0				
Total Payroll Expenses	179,750	182,644	-2,894	98.42%	311,040
Reserves					
RES.BAG.01 - B&G Reserve	0	583	-583	0.00%	1,000
Total Reserves	0	583	-583	0.00%	1,000
Total Expense	222,515	220,095	2,420	101.10%	384,102
Net Income	25,169	-2,343	27,512	-1074.01%	-124

		UUFSD	
		ESTIMATED BUDGET @ 1/31/17	
		FOR FISCAL YEAR	
		2017-2018	
<b>Revenues</b>			
<b>Pledges</b>			
REV.PLG.01 - Pledges - current year		\$	307,500
REV.PLG.04 - Pledges - New Members			
REV.PLG.03 - Pledge post-pay			
<b>Total Pledges</b>		\$	307,500
<b>Sunday Collection - REV.SUN.01 (total)</b>		\$	15,000
<b>Site Rental</b>			
Sandy Hill Rental		\$	28,311
Special Event Rental		\$	7,500
<b>Total Site Rental</b>		\$	32,811
<b>Miscellaneous Revenue</b>			
<b>Fundraising</b>			
REVAUC.01 - Auction Income		\$	16,000
REVMIS.01 - Fundraising Income		\$	8,000
REVMIS.05 - Luncheon Income		\$	2,500
<b>Total Other Contributions</b>		\$	26,500
<b>Scrip Sales - REV.MIS.02</b>		\$	150
<b>Other Contributions</b>			
REV.MIS.04 - Other Contributions		\$	12,500
REV.MIS.05 - Spirit Grant - Director of Connections		\$	30,000
REV.REL.01 - RE Donations		\$	500
REV.REL.02 - COA/FOWL Fees		\$	750
		\$	43,750
<b>Total Miscellaneous Revenue</b>		\$	70,400
<b>Interest - REV.INT.01</b>			
<b>Total Revenues</b>		<b>\$</b>	<b>425,711</b>
<b>Expenses</b>			
<b>Board and Other Committees</b>			
COM.BRD.01 - Board Expenses		\$	250
COM.CND.01 - Fun & Fellowship		\$	600
COM.MEM.01 - Membership Comm Expenses		\$	1,100
COM.MUS.01 - Choir and Music Comm Expenses		\$	1,500
COM.PCC.01 - Pastored Care Committee		\$	300
COM.PUB.01 - Communications Committee		\$	500
COM.SAC.01 - Social Action Comm Expenses		\$	2,800
COM.SUN.01 - Worship Committee		\$	1,050
<b>Total Board and Committees</b>		\$	9,000
<b>Operations</b>			
<b>Administration Expenses</b>			
OPS.ADM.01 - Postage		\$	900
OPS.ADM.02 - Office Supplies		\$	2,500
OPS.ADM.03 - Copier Expense		\$	6,450
OPS.ADM.05 - Telephone and Internet		\$	4,500
OPS.ADM.06 - Office Mileage		\$	200
OPS.ADM.07 - Misc Fellowship supplies		\$	500
OPS.ADM.08 - Website			
<b>Total Administration Expenses</b>		\$	15,050
<b>Denominational Expenses</b>			
OPS.DEN.01 - UUA Dues			

OPS DEN 02 - PSWD Dues		\$	4,800		
OPS DEN 04 - Cluster Dues		\$	500		
<b>Total Denominational Expenses</b>		\$	5,300		
<b>Finance Expenses</b>					
COM FND 01 - Fundraising Comm Expense		\$	500		
OPS FIN 02 - Bookkeeping Supplies/ACS		\$	725		
OPS FIN 03 - Accounting Fees		\$	7,750		
OPS FIN 04 - Hedge Campaign Expense		\$	300		
OPS FIN 05 - Other Finance Expenses					
OPS FIN 06 - Credit Card Fee		\$	1,500		
<b>Total Finance Expenses</b>		\$	10,775		
<b>Site Operations</b>					
OPS SIT 01 - Insurance		\$	3,400		
OPS SIT 02 - Real Estate Taxes (Sewer)		\$	3,785		
OPS SIT 03 - Gas and Electric		\$	4,300		
OPS SIT 05 - Water		\$	3,000		
OPS SIT 07 - B&O Routine Maintenance		\$	6,970		
OPS SIT 10 - Audio Visual Expense		\$	300		
OPS SIT 11 - Design Review		\$	-		
<b>Total Site Operations</b>		\$	21,655		
<b>Total Operation</b>		\$	52,780		
<b>Personnel</b>					
<b>Minister Expenses</b>					
PER MIN 00 - Minister In Lieu of FICA		\$	7,038		
PER MIN 01 - Minister Salary		\$	62,000		
PER MIN 02 - Minister Housing Allowance		\$	30,000		
PER MIN 03 - Minister UUA Pension		\$	9,200		
PER MIN 04 - Minister Medical Benefit		\$	11,624		
PER MIN 06 - Minister Life Insurance		\$	500		
PER MIN 07 - Minister LTD Insurance		\$	780		
PER MIN 09 - Profect Expense		\$	9,600		
<b>Total Minister Expenses</b>		\$	130,841		
<b>Director of RE</b>					
PER DRE 01 - DRE Wages		\$	52,000		
PER DRE 02 - DRE UUA Pension		\$	5,200		
<b>DRE ER Payroll Tax</b>		\$	3,978		
PER DRE 04 - DRE Medical Benefit		\$	8,874		
PER DRE 06 - DRE Life Insurance		\$	331		
PER DRE 07 - DRE LTD Insurance		\$	432		
PER DRE 09 - DRE Professional Expenses		\$	2,500		
<b>Total Director of RE</b>		\$	73,315		
<b>Choir Director/Accompanist</b>					
PER MUS 01 - Choir Director Wages		\$	23,460		
PER MUS 02 - Choir Director Professional Exp		\$	1,250		
<b>Musical ER Payroll Tax</b>		\$	2,284		
PER MUS 11 - Accompanist Wages		\$	6,000		
PER MUS 12 - Music Substitute Wages		\$	600		
<b>Total Choir Director/Accompanist</b>		\$	33,564		
<b>Congregational Administrator</b>					
PER OFF 01 - Cong. Administrator Wage		\$	35,516		
PER OFF 02 - Cong. Administrator UUA Pension		\$	3,552		
<b>Cong. Admin ER Payroll Tax</b>		\$	2,717		
PER OFF 04 - Cong. Admin - Medical Benefit		\$	11,836		
PER OFF 06 - Cong. Administrator Life Ins.		\$	134		
PER OFF 07 - Cong. Admin. LTD Insur		\$	355		
PER OFF 08 - Administrator Professional Exp.		\$	200		
<b>Total Congregational Administrator</b>		\$	64,310		
<b>Director of Connections</b>					

PER.DOC.01 - Dir of Conn's Wage	\$	25,000	
PER.DOC.01 - Dir of Conn's Expenses	\$	3,087	
<b>Dir of Conn's PR Payroll Tax</b>	<b>\$</b>	<b>1,913</b>	
<b>Total Director of Connections</b>	<b>\$</b>	<b>30,000</b>	
<b>Site Support Staff</b>			
PER.SIT.01 - Childcare Wage	\$	4,000	
PER.SIT.02 - Custodian	\$	5,600	
PER.SIT.03 - Site Caretaker	\$	4,200	
PER.SIT.04 - Special Event Wages			
PER.SIT.11 - Lead Teacher's and Assistant	\$	5,000	
SITE.ER Payroll Tax	\$	1,760	
PER.SIT.09 - Sound Technician	\$	9,800	
PER.SIT.10 Youth Support			
<b>Total Site Support Staff</b>	<b>\$</b>	<b>30,360</b>	
<b>Other Personnel Expenses</b>			
PER.MIS.01 - Miscellaneous Personnel	\$	200	
PER.SIT.06 - ER Payroll Tax			
PER.SIT.07 - Worker's Compensation	\$	3,600	
PER.OFF.09 - Office Labor Contract			
<b>Total Other Personnel</b>	<b>\$</b>	<b>3,800</b>	
<b>Total Personnel</b>	<b>\$</b>	<b>326,189</b>	
<b>Religious Exploration</b>			
COM.OWL.03 - COA/OWL Expenses	\$	1,300	
COM.REL.03 - RE Program Expenses	\$	2,000	
<b>Total Religious Exploration</b>	<b>\$</b>	<b>3,300</b>	
<b>Reserves (per J.Penny)</b>			
RES.BAG.01 - B&G Reserve	\$	4,400	
RES.SND.01 - Sound Reserve			
RES.AFR.01 - Appliance & Furnishing Reserve			
RES.SAB.01 - Sabbatical Reserve			
<b>Total Reserves</b>	<b>\$</b>	<b>4,400</b>	
<b>Total Expenses</b>		<b>425,669</b>	
<b>Net Income/(&lt;Loss&gt;</b>	<b>\$</b>	<b>42</b>	
		<b>100%</b>	