

**Minutes of UUFSD Board Meeting
Tuesday, April 18, 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, *ex officio*
Irv Himelblau

Alisa convened the meeting at 7:01 pm, Rich read opening words, the chalice was lit, and members checked in.

NEW ACTION ITEMS

-Clint to suggest to Design Review Committee to review their policy and see how we can help them operate more effectively. [DONE]

OLD ACTION ITEMS

-Rev. Meghan to process information gathered from other ministers regarding best practices for absentee voting, and report back to Board. [DONE – there was not a consensus regarding best practices.]

-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.

-Congregational Meeting minutes to be approved at June Congregational Meeting

-Clint to follow up with Barbara Blomgren regarding the Memorial Wall timeline. [DONE]

DECISION ITEMS

Adoption of Minutes from March Board Meeting. Mark made a motion to approve the minutes, which was seconded by Bob and passed unanimously.

INFORMATION ITEMS

Update on Rev. Meghan's Meeting with Ministerial Fellowship Committee Executive Committee. The MFC accepted the Executive Committee recommendation of probation with conditions for three years. Rev. Meghan has until April 26 to decide whether to appeal the MFC decision.

Minister's Report. There will be a white supremacy sermon on April 30 with a reflection group afterwards for those who want to stay.

Financial Report. Glen reported that the kitchen budget is getting less negative, and is down to about \$300. The Worship Committee is over-budget from paying for speakers. Buildings and grounds is over-budget from maintenance and water usage. Glen is working on an analysis of the denomination expenses for the next Finance Committee meeting. The minister's expenses are over-budget but the discretionary fund can be used to backfill at the end of the year.

Classroom Project Update. Clint reported that the doors are being installed and cabinets will be installed. There are separate keys for Sandy Hill and UUFSD. Chris Kolb should be done by the end of the week. The roofs are on, skylights installed. The YRUU room will be usable for toddlers, teens, and adults. Mark and Alison McLeod met today to strategize on storage. The bean bag chairs are going to be removed.

Pledge Drive Update. Glen reported that there are \$265,000 in pledges so far, which is well below the goal of \$333,000, but the projection is about \$315,000. There is no firm end date yet. The pledge team is making calls to members who have not pledged yet. Next year it would be better to start the pledge drive in mid-February.

Leadership Development Event. Alisa reported the event went well. Christie Turner's stories especially were powerful, and there have been requests to record them.

Design Review Committee. Rev. Meghan reported that the Committee has had some challenges making decisions (chalice, hose reels, trash cans). See action item above.

Volunteer Appreciation Day. A reminder was provided that this event, organized by Adrienne is being held this Saturday from 2-5.

ITEMS FOR THOUGHTFUL DISCUSSION

Social Justice & Action Committee. Irv Himelblau led the discussion. The Committee is divided into numerous task forces, including environmental justice, immigration reform, mental health, community resource center, SD food bank, back to school backpacks, gun violence prevention, generosity Sunday, Casas de Luz, and racial justice.

The Committee leads the following efforts:

- UUFSD's turn at the St. James homeless shelter. There will be no homeless shelter this year at St. James because they are remodeling.
- Works on partnerships with other organizations to avoid duplicating efforts.
- Annual 30 Days of Love campaign.
- Mental Health month in May.
- Backpack program – last year over 100 backpacks filled with supplies were donated to the Encinitas school system and Community Resource Center, as well as the homeless teen program in Oceanside.
- Beloved Conversations is spearheaded by members of the racial justice task force.
- Refugee program was introduced and approved at the last meeting

Strengths of Committee:

- Has money set aside for special projects, as Liv's mediation group proceeds go to the Committee

- Has good participation with about 30 people attending quarterly meetings
- Averaging about \$1000 in donations for Generosity Sundays

Challenges for Committee:

- The task forces are lacking interconnection. It is difficult to get them to partner on projects.
- Administrative challenge on who gets to vote at meetings. There is a shifting attendance at meetings, so whoever shows up at a given meeting has been allowed to vote.
 - Some ideas: could have board made up of chair of each task force, and/or could suggest that task forces pair up for social events or projects.

Needs:

- Policy may be helpful to provide a general outline of how things should work
- Website update would be helpful to disseminate information about ongoing projects
- Succession planning
- RE involvement is desired but has been difficult to develop

The President declared the meeting adjourned at 9:23 pm. The next scheduled Board meeting is on Tuesday, May 16, from 7:00 to 9:00 pm at Rev. Meghan's office.

Respectfully submitted,
Heather Stroud, *Secretary*

Attachments:

- Agenda for April 2017 Board meeting
- Rev. Meghan's Report
- Administrator's Report
- Director of Connections Report
- Financial Reports

UUFSD Board Meeting Agenda
April 18, 2017

1. Chalice Lighting and Check-in
2. Opening words (*Rich*)
3. Items for celebration; tracking success
4. Review and approve minutes and agenda from last board meeting
5. 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
 - b. Monthly reports, as needed, from Committees
6. Short decision items
 - a. Quick updates
 - Clint / Coastal Commission / update
 - Pledge Drive (Glen)
 - Future Leaders dinner/workshop recap (Alisa/Mark)
 - Sandy Hill update (Mark)
7. Monthly Financial Review
8. < Break for snacks >
9. Thoughtful discussion topic for the month (*8:00 pm*)
 - a. **Social Action Justice Committee- Irv (Heather)**
 - b. Design Review Committee dysfunction (Alisa/Meghan)
 - c. Committee Presentations complete- May is for budget
10. Leftovers [second thoughts on things, items we forgot, etc.]
11. Review of action items/decisions
12. Items for next month's meeting – if any
13. Who do we need to thank this month?
 - a.
14. Process check and check out
15. Adjourn

Report to the Board
Rev. Meghan Cefalu
April 2017

Dear members of the UUFSD Board,

Energy is high at the fellowship. :) Last weekend 90 or so members and friends enjoyed a great time together at our annual retreat at Camp de Benneville Pines. And this last weekend we had a successful and full weekend of activities at the Fellowship. Our first ever Board-hosted leadership development event on Friday and Saturday seemed to be a great success. People said they really appreciated it and they learned a lot. I did too! Thank you to all of you who worked to make it a success.

The Seder on Saturday evening was well attended (50?) and was fun for me to lead along with Michael Scott and Pamela Parker. It was a tremendous effort by a handful of volunteers - notably Debbie Ploeser who worked alone and late to clean up and prepare the kitchen afterwards for Easter Sunday. Easter was also well attended, and a festive and fun day at the fellowship.

The people of color organization in the UUA (Black Lives of UU) has issued a denomination-wide invitation to all congregations to hold a "White Supremacy Teach-In". I've chosen to participate and our service on April 30 will be focused on the topic followed an opportunity for people to reflect on the ideas further after the service.

I will be making a decision this week regarding my response to the UUA Ministerial Fellowship Committee's letter to me. I'll discuss more about this with you in person at our meeting.

I attended the Interfaith San Dieguito Minister's Association meeting on April 5th For the first time. They've asked me to offer a prayer at the Encinitas Mayor's prayer breakfast on May 4th. :)

I am co-teaching the Serving with Grace class again on Wednesdays with Nancy Harmon. We have a good sized class (10) and after the first class people seemed to be very engaged and enthusiastic about the new way of thinking of volunteer work at the fellowship.

I appreciate the care, thoughtfulness and dedication you all bring to your Board roles.

In gratitude and in fellowship,
Rev. Meghan

ADMINISTRATOR'S REPORT TO THE BOARD – APRIL 2017

MEMBERSHIP STATISTICS

Total number of members: 271
Members emeritus: 7
Pledging friends: 10
Friends: 44

As of 4/17/2017 - Total number of members, pledging friends and friends: 332

SUNDAY ATTENDANCE 3/19/17 – 4/9/17

Date	Age Group	9:00am	11:00am
March 19	Adult	53	100
March 26	Adult	61	110 (estimate)
April 2	Adult	38	102
April 9	Adult	No count	78

SITE USE AND RENTALS

Members Cynthia Gladstone and Dirk Reemstma will be having their wedding soon at UUFSD. They will pay the \$100 minimum fee plus any audio/visual hours used.

MEMBERSHIP CHANGES

Anne Larocca has resigned as of March 26th (she said it's not us, it's her). Susan Maginn and Peter Campbell have resigned as of April 14th (they have found a congregation closer to home). Katy Swanson has resigned as of April 16th (she is switching to First Church).

THE BOARD SHOULD KNOW

Alana Schuler just sent out training "manuals" to all ushers with explicit instructions on how to fill out the donation envelopes (including the service attendance). Hopefully, that will improve the "hit and miss" on the counts in the future.

Respectfully submitted,
Tracey Weiss
Congregational Administrator

Adrienne's Report

Hi and happy spring! This has been a very busy and productive month for many of us! At the end of March we recognized 13 new members during our second service. (4 additional members were unable to attend)

Rev Meghan and I tried a couple new things and they seem to go well resulting in a meaningful event. Going forward- We are scheduling recognitions at least three times per year.

Camp De Benneville family camp was a success and many new members and sustaining members attended for the first time. The volunteers worked very hard before and during the weekend.

It's auction time! I'm helping Patricia Cofre Stone (our amazing auction chair) with volunteers and with PR for the auction. It's always a labor of love I'm with much work and communication between committees and volunteers.

The Volunteer Appreciation event is finally here! This Saturday we are having a barbecue with live music and event to celebrate the hard work our volunteers do. We have 50 RSVPs. Yay!

For those who could not attend this time we will have another event in the fall. I will aim to schedule large recognition events three times a year- different styles and times to appeal to our various member volunteers. I'd love to hear what event/activity/recognition would be special to YOU. That would help me/us plan for future events. I've gathered data from many leaders at the fellowship so that I could create some recognition and thank you's. The volunteers in attendance will be recognized. There will also be some things on display showing others how much hard work is put into our fellowship. I hope those of you who are in town can make it! (Please RSVP by Thursday)

The Young Adult group is flourishing! They are welcoming our new members and have had a couple more social events and are exploring service projects. Additionally- There is some ground work being made on an "intergen" group that will hopefully gain traction. This group will encourage conversations between younger members middle aged members and older adult members. It's already a mix of our newer UUs and UUs with decades of UU history.

Much more- email or call me anytime for more updates!

Adrienne

The Unitarian Universalist Fellowship of San Diego
Balance Sheet
As of March 31, 2017

	Mar 31, 17
ASSETS	
Current Assets	
Checking/Savings	
Payroll	19.12
WF \$ Market Savings #1402	3,892.42
WF \$ Market Savings #1214	5,794.34
WF Bus CMG #3757	329,101.00
Vanguard Money Market	38,982.01
Vanguard GWM	437,604.68
Total Checking/Savings	815,101.57
Accounts Receivable	
Accounts Receivable	115,265.31
Capital Campaign Pledges	716,883.82
Total Accounts Receivable	832,149.13
Other Current Assets	
Prepaid Expenses	-206.40
Unexpended Funds	2,712.89
Total Other Current Assets	2,506.49
Total Current Assets	1,650,257.19
TOTAL ASSETS	1,650,257.19
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	3,379.91
Total Accounts Payable	3,379.91
Other Current Liabilities	
Bonus Payable	843.75
Direct Deposit Liabilities	303.49
Payroll Liabilities	
L&P/CLS Payroll Taxes	2,509.04
Medical Liability	-4,202.26
UJA Pension Liability	-191.63
Payroll Liabilities - Other	4,575.90
Total Payroll Liabilities	2,796.26
Total Other Current Liabilities	3,805.27
Total Current Liabilities	7,201.18

	Mar 31, 17
Total Liabilities	7,285.18
Equity	
Fund Prepayments	8,806.00
Dividend Income	12,802.94
Gains/Losses from Investments	-18,333.96
FND.SPG.01 - Split Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.03 - D. of C. Wages	-38,987.37
FND.SPG.04 - D. of C. ER Pay/Taxes	-1,155.19
FND.SPG.05 - D. of C. Benefits	-2,713.43
FND.SPG.06 - D. of C. Expenses	-2,522.82
FND.SPG.10 - Bathroom	21,231.25
SPG.FND.11 - Bathroom Expenses	-10,342.90
Total FND.SPG.01 - Split Grant Fund	63,191.69
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGR.01 - Endowment Fund	9,410.10
Total Permanent Restricted	9,410.10
Temp. Restricted	
Reserves (per J.Penny)	
RCS.SFR.01 - Appliance & Furn.	1,329.09
RCS.SAG.01 - S&S Reserve	17,427.40
RCS.SAS.01 - Sabbatical Reserve	455.96
RCS.SRD.01 - Sound Reserve	-117.79
Total Reserves (per J.Penny)	19,149.66
Building Funds	
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,936,422.49
FND.CAP.03-Cap Campaign Expense	-652,748.79
Total FND.CAP.01 - Capital Campaign	1,383,673.70
Total Building Funds	1,383,673.70
Other Funds	
FND.LIB.02 - LB Improv't Fund	390.00
FND.COF.02 - Coffee Fund	-336.74
FND.COR.02 - Concert Fund	2,606.36
FND.DBA.02 - DeBarnaville Plaza	7,919.26
FND.DRC.02 - DRC Dinner Fund	2,201.81
FND.HFY.02 - Casa de Luz	37,716.02
FND.JRO.02 - JRO/J Fund	1,126.11
FND.MEN.02 - Men. Serv. Fund	1,236.87

	<u>Mar 31, 17</u>
FND.MNL.02 - Memorial Wall Fund	19,927.44
FND.REL.02 - RC Special Fund	2,000.00
FND.SAC.02 - SAC Scholarship	626.43
FND.SPC.02 - Spcl. Coll. Fund	1,077.20
FND.YOU.02 - Youth Scholarship	2,824.20
FND.YSU.02 - YSU Fund	192.82
Total Other Funds	79,778.30
Committee Funds	
COM.SUN.04 - Sunship Comm. C/O	191.47
COM.ADL.04 - Adult Pkwa C/O	442.20
COM.SAC.04 SAC C/O	
Backpack Fund	102.21
Human Rights	1,242.67
COM.SAC.04 SAC C/O - Other	-77.28
Total COM.SAC.04 SAC C/O	1,368.73
COM.MUS.04 Choir/Music C/O	276.34
COM.LIB.04 Library Comm. - Camp	1,646.53
COM.ORG.04 Any Comm. C/O	504.59
Total Committee Funds	4,832.28
Total Temp. Restricted	1,487,576.73
Unrestricted Net Assets	12,193.93
Net Income	71,166.39
Total Equity	1,667,772.98
TOTAL LIABILITIES & EQUITY	1,698,898.16

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
 July 2016 through March 2017

	<u>Jul '16 - Mar 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
Income					
Revenues					
Fundraising					
REV.AUC.01 - Auction Income	2,370.00	0.00	2,370.00	100.0%	16,000.00
REV.MS.01 - Fundraising Income	6,049.25	6,000.00	(1,000.75)	90.87%	8,000.00
REV.MS.05 - Luncheon Income	1,973.50	2,100.00	(126.50)	93.99%	3,000.00
Total Fundraising	11,292.75	10,100.00	1,192.75	111.81%	27,000.00
Interest Income	1.70	0.00	1.70	100.0%	0.00
Pledges					
REV.PLG.01 -Pledge Current Yr	211,861.24	222,921.00	(11,059.76)	95.04%	297,228.00
REV.PLG.02 -Pledge Pre-Pay	100.00				
REV.PLG.03 -Pledge Post Pay	(324.00)				
Total Pledges	211,637.24	222,921.00	(11,283.76)	94.94%	297,228.00
RE Program Income					
REV.REL.01 RE Donations	160.00	378.00	(218.00)	42.33%	500.00
REV.REL.02 COA/OWL Fees	1,000.00	562.50	437.50	188.44%	750.00
RE Program Income - Other	40.00				
Total RE Program Income	1,200.00	940.50	259.50	133.97%	1,250.00
REV.MS.04 Misc. Contributions	18,867.95	6,390.00	12,477.95	295.27%	8,500.00
REV.SUN.01 - Sunday Collection	11,208.57	9,749.97	1,458.60	154.90%	13,000.00
Scripp Sales	63.34	112.50	(49.16)	56.3%	150.00
Site Rental					
REV.SIT.01 Sandy Hill	18,430.65	22,124.97	(3,694.32)	83.3%	29,500.00
REV.SIT.03 - Site Use Contrib.	1,942.66	2,812.50	(869.84)	69.07%	3,750.00
REV.SIT.02 - Spc. Evnt. Rent	3,200.00	2,812.50	387.50	113.78%	3,750.00
Total Site Rental	23,573.31	27,749.97	(4,176.66)	84.95%	37,000.00
Total Income	277,904.89	277,963.94	(59.05)	99.98%	364,128.00
Expense					
Bank Service Charges	12.00				
COM.MSC.03 - Ministerial Search	747.42				
Boards & Committees					
COM.FND.03 Fundraising Comm. Ex.	47.92	375.03	(327.11)	12.78%	500.00
COM.SAC.03 Social Action Comm.	1,020.03	1,890.00	(869.97)	53.97%	2,520.00
COM.COM.03 Communications Comm.	1,926.99	2,108.97	(182.07)	91.37%	2,612.00
COM.PCC.03 Pastoral Care Comm.	75.10	202.50	(127.40)	37.09%	270.00
COM.MUS.03 Choir & Music Exp.	1,028.61	1,012.50	16.11	101.61%	1,350.00
COM.MEM.03 Membership Comm Exp.	1,021.56	742.50	279.06	137.59%	990.00
COM.FNF.03 Fun & Fellowship	53.81	405.00	(351.19)	13.29%	540.00
COM.BRD.03 Board Expenses	0.00	180.00	(180.00)	0.0%	250.00
COM.SUN.03 Worship Comm.	2,112.14	1,320.03	792.11	160.01%	1,760.00
Total Boards & Committees	7,286.27	8,236.53	(950.26)	88.40%	10,992.00
Administration Expenses					
OPS.ADM.01 Postage	702.18	524.97	177.21	133.76%	700.00
OPS.ADM.02 Office Supplies	1,739.00	2,250.00	(511.00)	77.29%	3,000.00
OPS.ADM.03 Copier	4,744.37	4,256.28	488.09	111.47%	5,675.00
OPS.ADM.05 Telephone & Internet	3,411.15	2,999.97	411.18	113.71%	4,000.00

The Unitarian Universalist Fellowship of San Diego
Profit & Loss Budget Performance
 July 2016 through March 2017

	<u>Jul '16 - Mar 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
OPS.ADM.06 Adm. Mileage Exp	79.57	150.00	(70.40)	53.04%	200.00
OPS.ADM.07 Misc. Supplies	190.04	375.00	(184.96)	50.67%	500.00
OPS.ADM.08 Website	25.00				
Total Administration Expenses	10,891.31	10,566.28	325.03	103.17%	14,675.00
Denomination Expenses					
OPS.DEN.04 - Cluster Dues	0.00	500.00	(500.00)	0.0%	500.00
OPS.DEN.02 - PUSD Dues	6,526.00	6,526.00	0.00	100.0%	6,526.00
OPS.DEN.01 - UUA dues	0.00	5,000.00	(5,000.00)	0.0%	5,000.00
Total Denomination Expenses	6,526.00	12,026.00	(5,500.00)	54.27%	12,026.00
Finance Expenses					
OPS.FIN.02 Bookkeeping Supplies	480.78	540.00	(59.24)	89.03%	725.00
OPS.FIN.06 Credit Card Fees	872.57	1,366.00	(522.40)	62.50%	1,860.00
OPS.FIN.05 Other Finance Exp.	44.80	225.00	(180.20)	19.91%	300.00
OPS.FIN.04 Pledge Campaign Exp.	259.19	0.00	259.19	100.0%	0.00
OPS.FIN.03 Accounting Fees	5,982.75	5,249.97	732.78	113.96%	7,000.00
OPS.FIN.01 Payroll Fees	311.84	0.00	311.84	100.0%	0.00
OPS.INT.01 UUA Loan Expense	0.00	0.00	0.00	0.0%	0.00
Total Finance Expenses	7,951.82	7,469.97	541.85	107.31%	9,885.00
Religious Exploration					
COM.REL.03 RE Program Exp.	2,855.61	2,969.97	(144.36)	96.19%	4,000.00
COM.OWL.03 COA/OWL Exp.	744.20	562.50	181.70	132.3%	750.00
Total Religious Exploration	3,599.81	3,562.47	37.34	101.05%	4,750.00
Site Operations					
OPS.SIT.19 Audio/Visual Exp.	129.99	225.00	(95.01)	57.77%	300.00
OPS.SIT.06 Monitoring Services	0.00	0.00	0.00	0.0%	0.00
OPS.SIT.03 Gas & Electric	3,409.29	3,487.50	(78.21)	97.76%	4,650.00
OPS.SIT.07 B&G Maintenance	5,157.91	4,237.47	920.44	121.72%	5,650.00
OPS.SIT.01 Property Insurance	3,749.00	3,960.00	(241.00)	93.90%	3,960.00
OPS.SIT.02 Real Estate Taxes	3,784.42	3,690.00	94.42	102.56%	3,690.00
OPS.SIT.05 Water	2,169.63	1,540.53	629.10	140.84%	2,054.00
Total Site Operations	18,400.24	17,170.50	1,229.74	107.16%	20,334.00
Payroll Expenses					
COM.PER.03 - Misc. Personal Exp	36.00				
PER.MIS.01 Misc. Personnel	0.00	140.00	(140.00)	0.0%	200.00
PER.SIT.07 Worker's Comp Ins.	2,101.99	3,000.00	(898.01)	70.07%	3,000.00
PER.SIT.12 - ER Payroll Taxes	1,677.43	1,235.97	441.46	135.72%	1,648.00
Site Support Staff					
PER.SIT.01 -Childcare Wage	2,798.56	2,643.75	64.81	102.45%	3,525.00
PER.SIT.02 - Custodian	4,026.00	4,275.00	(249.00)	94.18%	5,750.00
PER.SIT.03 - Site Caretaker	3,145.42	3,577.50	(432.08)	87.92%	4,770.00
PER.SIT.04 - Special Event Wage	0.00	0.00	0.00	0.0%	0.00
PER.SIT.09 - Sound Technician	7,426.50	5,625.00	1,801.50	132.03%	7,500.00
PER.SIT.10 - Youth Support	0.00	0.00	0.00	0.0%	0.00
PER.SIT.11 - Lead Teach & Asst.	5,962.50	4,308.75	753.75	117.49%	5,745.00
Total Site Support Staff	22,369.98	20,430.00	1,939.98	109.49%	27,290.00
Congregational Administrator					
PER.OFF.01 Cong. Adm. Wages	26,467.00	25,964.47	512.53	101.98%	34,800.00
PER.OFF.02 Cong. Adm. UUA Pens.	2,470.00	2,594.97	(124.97)	95.18%	3,480.00
PER.OFF.03 - ER Payroll Taxes	2,276.73	1,985.22	291.51	114.68%	2,647.00

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
 July 2016 through March 2017

	<u>Jul '16 - Mar 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
PER.OFF.04 Cong. Adm. Medical	7,957.52	8,716.50	(758.98)	91.29%	11,622.00
PER.OFF.07 Cong. Adm LTD Ins	0.00	259.47	(259.47)	0.0%	346.00
PER.OFF.08 - Admin. Prof. Exp.	0.00	150.03	(150.03)	0.0%	200.00
Total Congregational Administrator	39,171.25	39,666.00	(494.75)	98.77%	52,881.00
Music Expenses					
PER.MUS.03 - Benefits	176.70				
PER.MUS.11 Accompanist Wages	3,660.00	5,400.00	(1,740.00)	67.78%	7,200.00
PER.MUS.12 Music Substitute	480.00				
Choir Director					
PER.MUS.01 Choir Director Wage	13,538.40	13,200.00	338.40	102.56%	17,600.00
PER.MUS.02 Choir Dir. Prof. Exp	315.00	937.53	(622.53)	33.6%	1,250.00
Total Choir Director	13,853.40	14,137.56	(284.16)	97.96%	18,850.00
Music ER Payroll Tax	1,006.58	1,422.72	(416.14)	70.75%	1,897.00
Total Music Expenses	59,176.68	20,960.28	(1,783.60)	91.49%	27,947.00
Director of RE					
PER.DRE.01 DRE Wages	40,000.00	38,999.97	1,000.03	102.56%	52,000.00
PER.DRE.02 DRE - UUA Pension	3,481.60	3,899.97	(418.37)	88.76%	5,199.00
PER.DRE.03 - ER DRE Payroll Tax	3,050.27	2,983.50	66.77	102.24%	3,978.00
PER.DRE.04 DRE Medical	7,893.18	5,631.75	2,261.43	142.10%	7,500.00
PER.DRE.05 DRE Dental	517.00				
PER.DRE.06 DRE Life Ins.	58.68	248.22	(189.54)	23.64%	331.00
PER.DRE.07 DRE LTD Ins.	459.35	389.97	69.38	117.79%	520.00
PER.DRE.09 DRE Professional Exp	1,447.54	1,874.97	(427.43)	77.2%	2,500.00
Total Director of RE	56,887.62	54,028.35	2,859.27	105.29%	72,037.96
Minister Expense					
PER.MIN.09 - Set'd Min Search	2,275.44	3,750.00	(1,474.56)	60.68%	5,000.00
Minister Benefits					
PER.MIN.06 in Lieu of FICA	4,500.00	5,049.00	(459.00)	90.91%	6,732.00
PER.MIN.02 Minister Housing	23,077.00	22,500.00	577.00	102.56%	30,000.00
PER.MIN.03 Minister UUA Pensi	6,450.00	6,599.97	(149.97)	97.88%	8,800.00
PER.MIN.04 Minister Medical	9,701.59	8,718.03	1,043.56	111.97%	11,624.00
PER.MIN.06 Minister Life Ins.	0.00	0.00	0.00	0.0%	0.00
PER.MIN.07 Minister LTD Ins.	0.00	659.97	(659.97)	0.0%	680.00
PER.MIN.08 Minister Profess. Ex	5,403.45	3,750.00	1,653.42	144.09%	5,000.00
Total Minister Benefits	49,291.04	47,277.00	2,014.04	104.26%	63,036.00
Minister Wages					
PER.MIN.01 Minister Salary	43,276.93	43,499.97	(223.04)	99.49%	58,000.00
Minister Wages - Other	1,338.47				
Total Minister Wages	44,615.40	43,499.97	1,115.43	102.56%	58,000.00
Total Minister Expense	96,181.88	94,527.00	1,654.88	101.75%	126,036.00
Payroll Expenses - Other	0.00				
Total Payroll Expenses	237,601.83	233,982.26	3,619.57	101.56%	311,039.96
Reserves					
RES.BAG.01 - BAG Reserve	0.00	749.97	(749.97)	0.0%	1,000.00
Total Reserves	0.00	749.97	(749.97)	0.0%	1,000.00
Total Expense	293,816.70	293,693.98	(877.28)	99.77%	384,101.96
	(15,111.84)	(15,730.94)	618.29	96.07%	25.04