

**Minutes of UUFSD Board Meeting  
Tuesday, May 16, 2017, 7:00 pm  
Rev. Meghan's Office**

Board Members present:

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

Also present:

Rev. Meghan, *ex officio*  
Alison McLeod

Absent:

Rich Franzwa

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

**NEW ACTION ITEMS**

-Heather to post notices of annual congregational meeting in weekly newsletter and order of service, per the bylaws. **[DONE]**

**OLD ACTION ITEMS**

-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

**DECISION ITEMS**

**Adoption of Minutes from April Board Meeting.** A motion to approve the minutes, which was seconded and passed unanimously.

**INFORMATION ITEMS**

**Classroom Renovation Update.** Clint reported that the classroom renovation project is complete. The access road improvements and handicapped parking at Pinecones is not done yet. The bathroom renovation is scheduled for summer, in coordination with Sandy Hill.

**Board Recruitment Update.** The Nominating Committee has spoken with Swagatam M. and Linda Giannelli Pratt, who have agreed to serve if elected to the Board. Mark Tuller has agreed to be the nominee for Board President and Bob Quick will be the nominee for Vice President.

**Don and Alita Jones Resignation.** There was much discussion on this item. Rev, Meghan, Alisa, and Mark had spoken with Don since his resignation email but no one had spoken to Alita yet. Comments included the desire to keep long-time contributing members while also wanting to stay true to our mission even if some members are made uncomfortable by

difficult conversations around race and issues of morality that touch on the current political climate. No easy answers on this one. There was general agreement that the Joneses would always be welcome back should they desire to return.

**Auction Update.** The auction brought in approximately \$17,000, which goes towards the FY 2016-17 budget.

#### **ITEMS FOR THOUGHTFUL DISCUSSION**

**Proposed Budget for FY 2017-18.** Glen led the discussion. He has drafted two scenarios: Scenario 1 includes all salary increases recommended by the Personnel Committee and ends up with an \$8,000 deficit, while Scenario 2 includes some but not all of the recommended increases and is balanced. Pledges are at \$313,500. Board members requested that Glen try to make some changes including a salary increase for the Congregational Administrator, saving money towards an RE Director sabbatical fund, and saving money towards keeping the Director of Connections position after the grant funding runs out.

The President declared the meeting adjourned at 9:40 pm. The next scheduled Board meeting is on Tuesday, June 6, from 7:00 to 9:00 pm at Rev. Meghan's office.

Respectfully submitted,  
Heather Stroud, *Secretary*

#### Attachments:

- Agenda for May 2017 Board meeting
- Rev. Meghan's Report
- RE Report
- Administrator's Report
- Music Director's Report
- Financial Reports
- Draft Budget for FY 2017-18

**UUFSD Board Meeting Agenda**  
**May 17, 2017**

1. Chalice Lighting and Check-in
2. Opening words (*Bob*)
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 / Mark T / Sandy Hill update/ renovations complete
    - Board member recruitment (*Alisa*): Swagatam, Linda Pratt
    - Don/Alita Jones resignation
7. Monthly Financial Review
8. < Break for snacks >
9. Thoughtful discussion topic for the month – Glen and The Budget
  - a. UUA APF dues and overpayments (*Glen* and *Rev. M*)
  - b. Budget Pro Forma 2017-2018
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 of Directors  
Rev. Meghan Cefalu  
May 15, 2017 - UUFSD

Dear Board members,

The main thing on my mind at this time is the congregation's recent participation in the UUA-wide White Supremacy Teach-In and some of the effects that beginning this conversation together is having. I have had several conversations with people who have expressed gratitude and relief and a new sense of hopefulness and enthusiasm about their participation in our congregation and in UUism in general. Some have confided (confessed) to me stories of prejudice they witnessed or participated in at the fellowship over the years. Others deny that racism has played a role here at all. Some are actively grappling with understanding what is meant by "white supremacy" in this new context and eager to learn more. And some (Don and Alita Jones) have decided to resign their membership.

Though their resignation saddens and disappoints me as I was very fond of them both and worked closely with Don in several capacities it does not surprise me. Subtle cultural white supremacy has been at the core of the UUA since its inception so this conversation is challenging some very old, ingrained patterns of thought and behavior. This can be very uncomfortable especially for white, liberal people.

In my experience whenever a congregation clarifies its moral stance there are those who are uncomfortable and prefer moral ambiguity so as to preserve "inclusiveness". This is regrettable but it is to be expected. A congregation is a system and all systems resist change. It is to UUFSD's credit that there has not been more anxiety and resistance as a result of this topic. I am heartened that the overwhelming response has been one of deep gratitude and renewed hope.

Personally I am very hopeful that we can and will learn to be more comfortable with our discomfort around the topic so that we can grow together in understanding and compassion. I have a clear vision of the healing that bringing ourselves into true integrity with people of color will bring for all of us. This is a journey towards wholeness and for that reason it is ultimately joyful work.

I am happy to talk with you more at our meeting about white supremacy itself, the feelings it brings up in you and others in the community, and how we will together help lead the congregation through this process.

On June 4th after the second service we are hosting a luncheon and informational session about the Beloved Conversations program which begins in the fall. I hope you will come to learn more and to demonstrate your leadership.

In humble gratitude for your commitment and dedication,

Rev. Meghan

## Transformation and changes

Hello dearest Board,

I am digressing from my usual bullet point information dissemination this month and for that I apologize. However, I felt it necessary to write this month's report in a letter format and share more in depth about my decisions and transitions for me and the DRE position.

When I started 10 years ago, UUFSD was on a gradual rise in YRUU attendance but was in a somewhat precarious position. Evidently there was an extremely vivacious and politically motivated youth group years before I had gotten there. Matthew Turner, Christie's son, was part of this dynamic group (there was even a movie made about the youth group to show other congregations how to build their program). After that group graduated, there was a huge vacuum in the YRUU and upcoming high schoolers. When I was hired, we had another strong class of seniors in YRUU. Ed Burdett, a long time member who passed away about 7-8 years ago, was concerned that with our graduating class of YRUU in 2008, there was going to be another leader vacuum that occurred around 02-03.

Knowing this history, I decided to attend YRUU Camp up at De Benneville and be a counselor. I was also elected to the YRUU PSWD Board which has 2 adult members to help guide the youth and schedule youth programming throughout the district. Being immersed in the YRUU District culture has been extremely rewarding and over the 10 years I have served in those capacities, I got to know and hopefully cultivate new leadership within our faith. At the behest of the youth of color in PSWD, I started racism workshops as part of the social justice component of their programming at camp. This will be my last summer as a counselor at YRUU camp for awhile. I will also be stepping down as an Adult on the PSWD Youth Board. 10 years in these positions are enough and it takes my body too long to recover from the exhaustion camp brings on in me. I will remain a part of planning and teaching the racial programming up at camps because I am one of very few professionals of color that can do this teaching.

I have also served as the PSWD LREDA (Religious Educator Professional Organization for UU's) Vice President for the past 4 years. My term ends this June and I will not seek re-election. My plan is to turn my attention and energy onto more of a national UUA level. I have become involved with the movement to increase awareness within our faith of the systemic racism and patriarchy within Unitarian Universalism. My goal is to have on the 2018 ballot for General Assembly the By-Law changes to be voted on giving DRE's and religious professionals the right to vote. I have started the campaign already and am garnering support from leaders across the United States.

I am very excited about the future and I hope that the Board is pleased with my work and change of perspective for my position.

In Fellowship and Love, Alison

## ADMINISTRATOR'S REPORT TO THE BOARD – MAY 2017

### MEMBERSHIP STATISTICS

Total number of members: 268  
Members emeritus: 7  
Pledging friends: 10  
Friends: 44

As of 5/11/2017 - Total number of members, pledging friends and friends: 329

### SUNDAY ATTENDANCE 4/16/17 – 5/7/17

Date	Age Group	9:00am	11:00am
April 16	Adult	96	181
April 23	Adult	None taken	110
April 30	Adult	68	132
May 7	Adult	32	91

### SITE USE AND RENTALS

Memorial scheduled for May 18<sup>th</sup>. Will be paying half price for a total of \$650.

### MEMBERSHIP CHANGES

Cindy McComb wants more of a Christian message and has left the Fellowship.  
Katherine Ellis feels we are “Republican Bashing” and has left the Fellowship.

Respectfully submitted,

Tracey Weiss  
Congregational Administrator

Music Report to the UUFSD Board, May 15, 2017

1. Jill Ballard has agreed to chair the Music Committee. Wenda Alvarez is working with Jill. We will continue to add members to the committee. I am hopeful that this will eventually allow me to reduce my hours down to an average of 20/week.
2. Monique has asked to be reinstated as substitute pianist. We have accepted. She will be playing two Sundays in July.
3. I have been holding choral sectionals for the 4 different voice parts each Thursday at 6:30 since January. The intent is to help singers learn their parts, particularly those who don't read music.
4. The Band and choir are looking forward to Music Sunday, June 4 entitled "Peace, Shalom, Salaam: Songs of Hope and Peace".

Respectfully,  
Chris Lehman  
Director of Music

12:52 PM  
05/13/17  
Accrual Basis

The Unitarian Universalist Fellowship of San Dieguito  
**Balance Sheet**  
As of April 30, 2017

	Apr 30, 17
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
PayPal	59.12
WF \$ Market Savings x1459	8,691.22
WF \$ Market Savings x1974	5,795.00
WF Bus Chkg x3757	319,834.62
Vanguard Money Market	38,902.01
Vanguard GNMA	439,721.06
Total Checking/Savings	812,753.09
Accounts Receivable	
Accounts Receivable	81,463.30
Capital Campaign Pledges	716,300.17
Total Accounts Receivable	797,763.47
Other Current Assets	
Undeposited Funds	2,416.89
Total Other Current Assets	2,416.89
Total Current Assets	1,612,933.45
Other Assets	
Suspense	2,525.00
Total Other Assets	2,525.00
<b>TOTAL ASSETS</b>	<b>1,615,458.45</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	4,940.46
Total Accounts Payable	4,940.46
Other Current Liabilities	
Reimbursed Expenses	74.97
Bonus Payable	843.75
Direct Deposit Liabilities	305.46
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	974.65
Medical Liability	-1,509.03
UUA Pension Liability	-162.86
Payroll Liabilities - Other	4,229.88
Total Payroll Liabilities	3,532.64
Total Other Current Liabilities	4,757.02
Total Current Liabilities	9,697.48
Total Liabilities	9,697.48
Equity	
Pledge Prepayments	6,800.00
Dividend Income	13,750.76
Gain/Losses from Investments	-14,367.40
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.03 - D. of C. Wages	-41,490.45
FND.SPG.04 - D. of C. CER PayTaxes	-3,103.19
FND.SPG.05 - D. of C. Benefits	-2,505.79
FND.SPG.06 - D. of C. Expenses	-3,832.86
FND.SPG.10 - Bathroom	21,031.25



12:52 PM  
05/13/17  
Accrual Basis

The Unitarian Universalist Fellowship of San Dieguito  
**Balance Sheet**  
As of April 30, 2017

	Apr 30, 17
SPG.FND.11 - Bathroom Expenses	-13,192.90
Total FND.SPG.01 - Spirit Grant Fund	57,706.06
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	9,410.10
Total Permanent Restricted	9,410.10
Temp. Restricted	
Reserves (pe J.Penny)	
RES.AFR.01 - Appliance & Furn.	1,329.09
RES.BAG.01 - B&G Reserve	17,827.40
RES.SAB.01 - Sabbatical Reserve	455.96
RES.SND.01 - Sound Reserve	-117.79
Total Reserves (pe J.Penny)	19,494.66
Building Funds	
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,936,497.49
FND.CAP.03-Cap Campaign Expense	-558,016.57
Total FND.CAP.01 - Capital Campaign	1,378,480.92
Total Building Funds	1,378,480.92
Other Funds	
FND.LIB.02 - Lib Improv't Fund	250.00
FND.COF.02 -Coffee Fund	-266.34
FND.CON.02 - Concert Fund	3,016.18
FND.DBN.02 - DeBenneville Pines	12,334.26
FND.DRE.02 - DRE Discrs. Fund	2,100.30
FND.HFH.02 - Casas de Luz	28,379.48
FND.JRU.02 -JRUU Fund	1,100.11
FND.MWL.02 - Memorial Wall Fnd.	13,267.44
FND.REL.02 - RE Special Fnd.	2,600.00
FND.SAC.02 - SAC Schirship/Art	626.43
FND.SPC.02 - Spcl. Coll. Fnd.	2,893.58
FND.YOU.02 - Youth Scholarship	1,275.75
FND.YRU.02 - YRUU Fund	79.11
Total Other Funds	67,656.30
Committee Funds	
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	1,422.34
COM.SAC.04 SAC C/O - Other	-77.25
Total COM.SAC.04 SAC C/O	1,447.40
COM.MUS.04 Choir/Music C/O	276.94
COM.LIB.04 Library Comm. Carryo	1,724.03
COM.CMX.04 Joy Comm. C/O	504.69
Total Committee Funds	4,586.73
Total Temp. Restricted	1,470,218.61
Unrestricted Net Assets	12,153.93
Net Income	40,894.73
Total Equity	1,605,760.97
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,615,458.45</b>

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

Ordinary Income/Expense	Jul '16 - Apr 17	Budget
<b>Income</b>		
<b>Revenues</b>		
<b>Fundraising</b>		
REVAUC.01 - Auction Income	2,850.00	0.00
REV.MIS.01 - Fundraising Income	7,364.25	8,000.00
REV.MIS.05 - Luncheon Income	1,973.50	2,400.00
<b>Total Fundraising</b>	<u>12,187.75</u>	<u>10,400.00</u>
Interest Income	3.21	0.00
<b>Pledges</b>		
REV.PLG.01 -Pledge Current Yr	220,361.50	247,690.00
REV.PLG.02 -Pledge Pre-Pay	2,100.00	
REV.PLG.03 -Pledge Post Pay	-774.00	
<b>Total Pledges</b>	<u>227,687.50</u>	<u>247,690.00</u>
<b>RE Program Income</b>		
REV.REL.01 RE Donations	160.00	420.00
REV.REL.02 COA/OWL Fees	1,060.00	625.00
RE Program Income - Other	40.00	
<b>Total RE Program Income</b>	<u>1,260.00</u>	<u>1,045.00</u>
REV.MIS.04 Misc. Contributions	21,056.40	7,100.00
REV.SUN.01 - Sunday Collection	12,445.58	10,833.30
Scripp Sales	63.34	125.00
<b>Site Rental</b>		
REV.SIT.01 Sandy Hill	20,490.50	24,583.30
REV.SIT.03 - Site Use Contrib.	2,019.66	3,125.00
REV.SIT.02 - Spl. Evt. Rent	3,300.00	3,125.00
<b>Total Site Rental</b>	<u>25,810.16</u>	<u>30,833.30</u>
<b>Total Revenues</b>	<u>300,513.94</u>	<u>308,020.60</u>
<b>Total Income</b>	<u>300,513.94</u>	<u>308,020.60</u>
<b>Gross Profit</b>	300,513.94	308,020.60
<b>Expense</b>		
<b>Boards &amp; Committees</b>		
COM.FND.03 Fundraising Comm. Ex	368.50	416.70
COM.SAC.03 Social Action Comm.	1,020.03	2,100.00
COM.COM.03 Communications Comm.	1,951.90	2,343.30
COM.PCC.03 Pastoral Care Comm.	75.10	225.00
COM.MUS.03 Choir & Music Exp.	1,242.10	1,125.00
COM.MEM.03 Membership Comm Exp.	1,209.68	625.00
COM.FNF.03 Fun & Fellowship	53.81	450.00
COM.BRD.03 Board Expenses	0.00	200.00
COM.SUN.03 Worship Comm.	2,146.55	1,466.70
<b>Total Boards &amp; Committees</b>	<u>8,067.65</u>	<u>9,151.70</u>
<b>Administration Expenses</b>		
OPS.ADM.01 Postage	765.01	543.30
OPS.ADM.02 Office Supplies	2,215.49	2,500.00
OPS.ADM.03 Copier	5,239.99	4,729.26

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

	Jul '16 - Apr 17	Budget
OPS.ADM.05 Telephone & Internet	3,670.86	3,333.30
OPS.ADM.06 Adm. Mileage Exp	79.57	100.70
OPS.ADM.07 Misc. Supplies	190.04	416.70
OPS.ADM.08 Website	89.90	
<b>Total Administration Expenses</b>	<b>12,250.86</b>	<b>11,729.20</b>
<b>Denomination Expenses</b>		
OPS.DEN.04 - Cluster Dues	0.00	500.00
OPS.DEN.02 - PSWD Dues	6,526.00	6,526.00
OPS.DEN.01 - UUA dues	0.00	5,000.00
<b>Total Denomination Expenses</b>	<b>6,526.00</b>	<b>12,026.00</b>
<b>Finance Expenses</b>		
OPS.FIN.02 Bookkeeping Supplies	511.01	600.00
OPS.FIN.06 Credit Card Fees	974.57	1,550.00
OPS.FIN.05 Other Finance Exp.	83.80	250.00
OPS.FIN.04 Pledge Campaign Exp.	0.00	0.00
OPS.FIN.03 Accounting Fees	5,982.75	5,833.30
OPS.FIN.01 Payroll Fees	341.59	0.00
OPS.INT.01 UUA Loan Expense	0.00	0.00
<b>Total Finance Expenses</b>	<b>7,893.72</b>	<b>8,233.30</b>
<b>Religious Exploration</b>		
COM.REL.03 RE Program Exp.	1,569.94	3,333.30
COM.OWL.03 COA/OWL Exp.	670.08	625.00
<b>Total Religious Exploration</b>	<b>2,240.02</b>	<b>3,958.30</b>
<b>Site Operations</b>		
OPS.SIT.10 Audio/Visual Exp.	129.99	290.00
OPS.SIT.06 Monitoring Services	0.00	0.00
OPS.SIT.03 Gas & Electric	3,716.65	3,875.00
OPS.SIT.07 S&G Maintenance	5,585.73	4,708.30
OPS.SIT.01 Property Insurance	3,749.00	3,990.00
OPS.SIT.02 Real Estate Taxes	3,794.42	3,690.00
OPS.SIT.05 Water	2,169.63	1,711.70
<b>Total Site Operations</b>	<b>19,135.42</b>	<b>18,225.00</b>
<b>Payroll Expenses</b>		
COM.PER.03 - Misc. Personal Exp	36.00	
PER.MIS.01 Misc. Personnel	0.00	100.00
PER.SIT.07 Worker's Comp Ins.	2,101.99	3,000.00
PER.SIT.12 - ER Payroll Taxes	2,029.46	1,373.30
<b>Site Support Staff</b>		
PER.SIT.01 -Childcare Wage	2,945.00	2,937.50
PER.SIT.02 - Custodian	4,436.00	4,750.00
PER.SIT.03 - Site Caretaker	3,469.92	3,975.00
PER.SIT.04 - Special Event Wage	0.00	0.00
PER.SIT.09 - Sound Technician	8,140.50	6,250.00
PER.SIT.10 - Youth Support	0.00	0.00
PER.SIT.11 - Lead Teach & Asst.	5,587.50	4,707.50
<b>Total Site Support Staff</b>	<b>24,588.60</b>	<b>22,700.00</b>

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

	<u>Jul '16 - Apr 17</u>	<u>Budget</u>
<b>Congregational Administrator</b>		
PER.OFF.01 Cong. Adm. Wages	29,127.00	26,838.30
PER.OFF.02 Cong. Adm. UUA Pens.	2,717.00	2,893.30
PER.OFF.03 - ER Payroll Taxes	2,276.73	2,205.60
PER.OFF.04 Cong. Adm. Medical	8,773.96	9,685.00
PER.OFF.07 Cong. Adm LTD Ins	0.00	298.30
PER.OFF.08 - Admin. Prof. Exp.	0.00	166.70
<b>Total Congregational Administrator</b>	<b>42,894.69</b>	<b>44,067.40</b>
<b>Music Expenses</b>		
PER.MUS.03 - Benefits	176.70	
PER.MUS.11 Accompanist Wages	5,100.00	6,000.00
PER.MUS.12 Music Substitute	660.00	
<b>Choir Director</b>		
PER.MUS.01 Choir Director Wage	14,892.24	14,666.70
PER.MUS.02 Choir Dir. Prof. Exp	315.00	1,041.70
<b>Total Choir Director</b>	<b>15,207.24</b>	<b>15,708.40</b>
Music ER Payroll Tax	1,006.58	1,580.00
<b>Total Music Expenses</b>	<b>22,150.52</b>	<b>23,289.20</b>
<b>Director of RE</b>		
PER.DRE.01 DRE Wages	44,000.00	43,333.30
PER.DRE.02 DRE - UUA Pension	3,807.76	4,333.30
PER.DRE.03 - ER DRE Payroll Tax	3,050.27	3,315.00
PER.DRE.04 DRE Medical	8,478.84	6,257.50
PER.DRE.05 DRE Dental	566.70	
PER.DRE.06 DRE Life Ins.	58.68	275.60
PER.DRE.07 DRE LTD Ins.	499.19	433.30
PER.DRE.08 DRE Professional Exp	1,636.43	2,083.30
<b>Total Director of RE</b>	<b>62,099.87</b>	<b>60,031.50</b>
<b>Minister Expense</b>		
PER.MIN.09 - Set'd Min Search	3,022.86	4,166.70
<b>Minister Benefits</b>		
PER.MIN.00 in Lieu of FICA	5,049.00	5,610.00
PER.MIN.02 Minister Housing	25,384.70	25,000.00
PER.MIN.03 Minister UUA Pension	7,104.90	7,333.30
PER.MIN.04 Minister Medical	10,890.67	9,686.70
PER.MIN.06 Minister Life Ins.	0.00	0.00
PER.MIN.07 Minister LTD Ins.	0.00	733.30
PER.MIN.08 Minister Profess. Ex	4,273.87	4,166.70
<b>Total Minister Benefits</b>	<b>52,702.54</b>	<b>52,530.00</b>
<b>Minister Wages</b>		
PER.MIN.01 Minister Salary	47,738.47	48,333.30
Minister Wages - Other	1,338.47	
<b>Total Minister Wages</b>	<b>49,076.94</b>	<b>48,333.30</b>
<b>Total Minister Expense</b>	<b>104,802.34</b>	<b>105,030.00</b>
Payroll Expenses - Other	0.00	
<b>Total Payroll Expenses</b>	<b>206,700.47</b>	<b>259,651.40</b>

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

	<u>Jul '16 - Apr '17</u>	<u>Budget</u>
Reserves		
RES.BAG.01 - S&G Reserve	0.00	633.30
Total Reserves	0.00	633.30
Total Expense	316,634.14	323,668.20
Net Ordinary Income	-16,329.20	-15,781.60
Net Income	-16,329.20	-15,781.60

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

Ordinary Income/Expense	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Income</b>		
<b>Revenues</b>		
<b>Fundraising</b>		
REV.AUC.01 - Auction Income	2,650.00	100.0%
REV.MIS.01 - Fundraising Income	-635.75	92.05%
REV.MIS.05 - Luncheon Income	-426.50	82.23%
<b>Total Fundraising</b>	<u>1,787.75</u>	<u>117.19%</u>
Interest Income	3.21	100.0%
<b>Pledges</b>		
REV.PLG.01 -Pledge Current Yr	-21,320.50	91.39%
REV.PLG.02 -Pledge Pre-Pay		
REV.PLG.03 -Pledge Post Pay		
<b>Total Pledges</b>	<u>-20,002.50</u>	<u>91.92%</u>
<b>RE Program Income</b>		
REV.REL.01 RE Donations	-200.00	36.1%
REV.REL.02 COA/OWL Fees	435.00	169.6%
RE Program Income - Other		
<b>Total RE Program Income</b>	<u>215.00</u>	<u>120.57%</u>
REV.MIS.04 Misc. Contributions	13,956.40	296.57%
REV.SUN.01 - Sunday Collection	1,612.28	114.88%
Scrip Sales	-61.66	50.67%
<b>Site Rental</b>		
REV.SIT.01 Sandy Hill	-4,062.80	83.35%
REV.SIT.03 - Site Use Contrib.	-1,105.34	64.63%
REV.SIT.02 - Spc. Evmt. Rent	175.00	105.6%
<b>Total Site Rental</b>	<u>-5,023.14</u>	<u>83.71%</u>
<b>Total Revenues</b>	<u>-7,512.66</u>	<u>97.56%</u>
<b>Total Income</b>	<u>-7,512.66</u>	<u>97.56%</u>
<b>Gross Profit</b>	<u>-7,512.66</u>	<u>97.56%</u>
<b>Expense</b>		
<b>Boards &amp; Committees</b>		
COM.FND.03 Fundraising Comm. Exp	-20.20	93.23%
COM.SAC.03 Social Action Comm.	-1,079.97	46.57%
COM.COM.03 Communications Comm.	-391.40	83.3%
COM.PCC.03 Pastoral Care Comm.	-149.90	33.38%
COM.MUS.03 Choir & Music Exp.	117.10	110.41%
COM.MEM.03 Membership Comm Exp.	364.66	146.63%
COM.FNF.03 Fun & Fellowship	-390.19	11.96%
COM.BRD.03 Board Expenses	-200.00	0.0%
COM.SUN.03 Worship Comm.	679.85	146.35%
<b>Total Boards &amp; Committees</b>	<u>-1,064.05</u>	<u>88.37%</u>
<b>Administration Expenses</b>		
OPS.ADM.01 Postage	181.71	131.15%
OPS.ADM.02 Office Supplies	-204.51	88.62%
OPS.ADM.03 Copier	510.79	110.8%

**The Unitarian Universalist Fellowship of San Diegoito**  
**Profit & Loss Budget Performance**  
 July 2016 through April 2017

	<u>\$ Over Budget</u>	<u>% of Budget</u>
OPS.ADM.05 Telephone & Internet	337.56	110.13%
OPS.ADM.06 Adm. Mileage Exp	-67.13	47.73%
OPS.ADM.07 Misc. Supplies	-226.66	45.61%
OPS.ADM.08 Website		
<b>Total Administration Expenses</b>	<b>521.66</b>	<b>104.45%</b>
<b>Denomination Expenses</b>		
OPS.DEN.04 - Cluster Dues	-500.00	0.0%
OPS.DEN.02 - PSWD Dues	0.00	100.0%
OPS.DEN.01 - UUA dues	-5,000.00	0.0%
<b>Total Denomination Expenses</b>	<b>-5,500.00</b>	<b>54.27%</b>
<b>Finance Expenses</b>		
OPS.FIN.02 Bookkeeping Supplies	-88.99	85.17%
OPS.FIN.06 Credit Card Fees	-575.43	62.89%
OPS.FIN.05 Other Finance Exp.	-160.20	33.52%
OPS.FIN.04 Pledge Campaign Exp.	0.00	0.0%
OPS.FIN.03 Accounting Fees	149.45	102.56%
OPS.FIN.01 Payroll Fees	341.59	100.0%
OPS.INT.01 UUA Loan Expense	0.00	0.0%
<b>Total Finance Expenses</b>	<b>-339.58</b>	<b>95.68%</b>
<b>Religious Exploration</b>		
COM.REL.03 RE Program Exp.	-1,763.36	47.1%
COM.LOWL.03 COA/OWL Exp.	45.08	107.21%
<b>Total Religious Exploration</b>	<b>-1,718.28</b>	<b>56.92%</b>
<b>Site Operations</b>		
OPS.SIT.10 Audio/Visual Exp.	-120.01	52.0%
OPS.SIT.06 Monitoring Services	0.00	0.0%
OPS.SIT.03 Gas & Electric	-158.35	95.91%
OPS.SIT.07 B&G Maintenance	877.43	116.64%
OPS.SIT.01 Property Insurance	-241.00	93.96%
OPS.SIT.02 Real Estate Taxes	94.42	102.56%
OPS.SIT.05 Water	457.93	126.75%
<b>Total Site Operations</b>	<b>910.42</b>	<b>105.0%</b>
<b>Payroll Expenses</b>		
COM.PER.03 - Misc. Personnel Exp		
PER.MIS.01 Misc. Personnel	-160.00	0.0%
PER.SIT.07 Worker's Comp Ins.	-698.01	70.07%
PER.SIT.12 - ER Payroll Taxes	656.16	147.78%
<b>Site Support Staff</b>		
PER.SIT.01 -Childcare Wage	8.18	100.28%
PER.SIT.02 - Custodian	-314.00	93.39%
PER.SIT.03 - Site Caretaker	-505.08	87.29%
PER.SIT.04 - Special Event Wage	0.00	0.0%
PER.SIT.09 - Sound Technician	1,896.50	130.34%
PER.SIT.10 - Youth Support	0.00	0.0%
PER.SIT.11 - Lead Teach & Asst.	800.00	116.71%
<b>Total Site Support Staff</b>	<b>1,085.60</b>	<b>108.31%</b>

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

	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Congregational Administrator</b>		
PER.OFF.01 Cong. Adm. Wages	288.70	101.0%
PER.OFF.02 Cong. Adm. UUA Pens.	-166.30	94.23%
PER.OFF.03 - ER Payroll Taxes	70.93	103.22%
PER.OFF.04 Cong. Adm. Medical	-911.04	90.50%
PER.OFF.07 Cong. Adm LTD Ins	-288.30	0.0%
PER.OFF.08 - Admin. Prof. Exp.	-166.70	0.0%
<b>Total Congregational Administrator</b>	<b>-1,172.71</b>	<b>87.34%</b>
<b>Music Expenses</b>		
PER.MUS.03 - Benefits		
PER.MUS.11 Accompanist Wages	-900.00	85.0%
PER.MUS.12 Music Substitute		
<b>Choir Director</b>		
PER.MUS.01 Choir Director Wage	225.54	101.54%
PER.MUS.02 Choir Dir. Prof. Exp	-726.70	30.24%
<b>Total Choir Director</b>	<b>-501.16</b>	<b>96.01%</b>
Music ER Payroll Tax	-574.22	63.68%
<b>Total Music Expenses</b>	<b>-1,138.68</b>	<b>95.11%</b>
<b>Director of RE</b>		
PER.DRE.01 DRE Wages	666.70	101.54%
PER.DRE.02 DRE - UUA Pension	-525.54	87.87%
PER.DRE.03 - ER DRE Payroll Tax	-264.73	92.01%
PER.DRE.04 DRE Medical	2,221.34	135.5%
PER.DRE.05 DRE Dental		
PER.DRE.06 DRE Life Ins.	-217.12	21.28%
PER.DRE.07 DRE LTD Ins.	65.89	115.21%
PER.DRE.09 DRE Professional Exp	-446.87	78.55%
<b>Total Director of RE</b>	<b>2,066.37</b>	<b>103.45%</b>
<b>Minister Expense</b>		
PER.MIN.09 - Sett'd Min Search	-1,143.94	72.55%
<b>Minister Benefits</b>		
PER.MIN.00 in Lieu of FICA	-561.00	90.0%
PER.MIN.02 Minister Housing	384.70	101.54%
PER.MIN.03 Minister UUA Pension	-226.40	96.89%
PER.MIN.04 Minister Medical	1,203.37	112.42%
PER.MIN.06 Minister Life Ins.	0.00	0.0%
PER.MIN.07 Minister LTD Ins.	-733.30	0.0%
PER.MIN.08 Minister Profess. Ex	107.17	102.57%
<b>Total Minister Benefits</b>	<b>172.54</b>	<b>100.33%</b>
<b>Minister Wages</b>		
PER.MIN.01 Minister Salary	-594.83	98.77%
Minister Wages - Other		
<b>Total Minister Wages</b>	<b>743.64</b>	<b>101.54%</b>
<b>Total Minister Expense</b>	<b>-227.66</b>	<b>99.78%</b>
Payroll Expenses - Other		
<b>Total Payroll Expenses</b>	<b>1,049.67</b>	<b>100.4%</b>



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

	<u>\$ Over Budget</u>	<u>% of Budget</u>
Reserves		
RES.BAG.01 - B&G Reserve	-833.30	0.0%
Total Reserves	-833.30	0.0%
Total Expense	-6,974.06	97.65%
Net Ordinary Income	-538.00	103.41%
Net Income	-838.80	163.41%

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

	Annual Budget
Ordinary Income/Expense	
Income	
Revenues	
Fundraising	
REV.AUC.01 - Auction Income	16,000.00
REV.MS.01 - Fundraising Income	8,000.00
REV.MS.05 - Luncheon Income	3,000.00
Total Fundraising	27,000.00
Interest Income	0.00
Pledges	
REV.PLG.01 -Pledge Current Yr	297,228.00
REV.PLG.02 -Pledge Pre-Pay	
REV.PLG.03 -Pledge Post Pay	
Total Pledges	297,228.00
RE Program Income	
REV.REL.01 RE Donations	500.00
REV.REL.02 COA/OWL Fees	750.00
RE Program Income - Other	
Total RE Program Income	1,250.00
REV.MS.04 Misc. Contributions	8,500.00
REV.SUN.01 - Sunday Collection	13,000.00
Scripp Sales	150.00
Site Rental	
REV.SIT.01 Sandy Hill	29,500.00
REV.SIT.03 - Site Use Contrib.	3,750.00
REV.SIT.02 - Spc. Evnt. Rent	3,750.00
Total Site Rental	37,000.00
Total Revenues	384,128.00
Total Income	384,128.00
Gross Profit	384,128.00
Expense	
Boards & Committees	
COM.FND.03 Fundraising Comm. Ex.	500.00
COM.SAC.03 Social Action Comm.	2,520.00
COM.COM.03 Communications Comm.	2,812.00
COM.PCC.03 Pastoral Care Comm.	270.00
COM.MUS.03 Choir & Music Exp.	1,300.00
COM.MEM.03 Membership Comm Exp.	900.00
COM.FNF.03 Fun & Fellowship	540.00
COM.BRD.03 Board Expenses	250.00
COM.SUN.03 Worship Comm.	1,700.00
Total Boards & Committees	10,992.00
Administration Expenses	
OPS.ADM.01 Postage	700.00
OPS.ADM.02 Office Supplies	3,000.00
OPS.ADM.03 Copier	5,675.00

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

	<u>Annual Budget</u>
OPS.ADM.06 Telephone & Internet	4,000.00
OPS.ADM.06 Adm. Mileage Exp	200.00
OPS.ADM.07 Misc. Supplies	500.00
OPS.ADM.08 Website	
<b>Total Administration Expenses</b>	<u>14,075.00</u>
<b>Denomination Expenses</b>	
OPS.DEN.04 - Cluster Dues	500.00
OPS.DEN.02 - PSWD Dues	6,526.00
OPS.DEN.01 - UUA dues	5,000.00
<b>Total Denomination Expenses</b>	<u>12,026.00</u>
<b>Finance Expenses</b>	
OPS.FIN.02 Bookkeeping Supplies	725.00
OPS.FIN.06 Credit Card Fees	1,860.00
OPS.FIN.05 Other Finance Exp.	300.00
OPS.FIN.04 Pledge Campaign Exp.	0.00
OPS.FIN.03 Accounting Fees	7,000.00
OPS.FIN.01 Payroll Fees	0.00
OPS.INT.01 UUA Loan Expense	0.00
<b>Total Finance Expenses</b>	<u>9,885.00</u>
<b>Religious Exploration</b>	
COM.REL.03 RE Program Exp.	4,000.00
COM.OWL.03 COA/OWL Exp.	750.00
<b>Total Religious Exploration</b>	<u>4,750.00</u>
<b>Site Operations</b>	
OPS.SIT.10 Audio/Visual Exp.	300.00
OPS.SIT.06 Monitoring Services	0.00
OPS.SIT.03 Gas & Electric	4,650.00
OPS.SIT.07 B&G Maintenance	5,650.00
OPS.SIT.01 Property Insurance	3,900.00
OPS.SIT.02 Real Estate Taxes	3,690.00
OPS.SIT.05 Water	2,054.00
<b>Total Site Operations</b>	<u>20,334.00</u>
<b>Payroll Expenses</b>	
COM.PER.03 - Misc. Personal Exp	
PER.MS.01 Misc. Personnel	200.00
PER.SIT.07 Worker's Comp Ins.	3,000.00
PER.SIT.12 - ER Payroll Taxes	1,640.00
<b>Site Support Staff</b>	
PER.SIT.01 -Childcare Wage	3,525.00
PER.SIT.02 - Custodian	5,750.00
PER.SIT.03 - Site Caretaker	4,770.00
PER.SIT.04 - Special Event Wage	0.00
PER.SIT.09 - Sound Technician	7,500.00
PER.SIT.10 - Youth Support	0.00
PER.SIT.11 - Lead Teach & Asst.	5,745.00
<b>Total Site Support Staff</b>	<u>27,290.00</u>

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

	<u>Annual Budget</u>
Congregational Administrator	
PER.OFF.01 Cong. Adm. Wages	34,000.00
PER.OFF.02 Cong. Adm. UUA Pens.	3,400.00
PER.OFF.03 - ER Payroll Taxes	2,647.00
PER.OFF.04 Cong. Adm. Medical	11,022.00
PER.OFF.07 Cong. Adm LTD Ins	346.00
PER.OFF.08 - Admin. Prof. Exp.	200.00
<b>Total Congregational Administrator</b>	<u>52,001.00</u>
Music Expenses	
PER.MUS.03 - Benefits	
PER.MUS.11 Accompanist Wages	7,200.00
PER.MUS.12 Music Substitute	
Choir Director	
PER.MUS.01 Choir Director Wage	17,600.00
PER.MUS.02 Choir Dir. Prof. Exp	1,250.00
<b>Total Choir Director</b>	<u>18,850.00</u>
Music ER Payroll Tax	1,897.00
<b>Total Music Expenses</b>	<u>27,947.00</u>
Director of RE	
PER.DRE.01 DRE Wages	52,000.00
PER.DRE.02 DRE - UUA Pension	5,199.96
PER.DRE.03 - ER DRE Payroll Tax	3,978.00
PER.DRE.04 DRE Medical	7,509.00
PER.DRE.05 DRE Dental	
PER.DRE.06 DRE Life Ins.	331.00
PER.DRE.07 DRE LTD Ins.	520.00
PER.DRE.09 DRE Professional Exp	2,500.00
<b>Total Director of RE</b>	<u>72,037.96</u>
Minister Expense	
PER.MIN.09 - Set'd Min Search	5,000.00
Minister Benefits	
PER.MIN.00 In Lieu of FICA	6,732.00
PER.MIN.02 Minister Housing	30,000.00
PER.MIN.03 Minister UUA Pension	8,000.00
PER.MIN.04 Minister Medical	11,024.00
PER.MIN.06 Minister Life Ins.	0.00
PER.MIN.07 Minister LTD Ins.	880.00
PER.MIN.08 Minister Profess. Ex	5,000.00
<b>Total Minister Benefits</b>	<u>63,036.00</u>
Minister Wages	
PER.MIN.01 Minister Salary	58,000.00
Minister Wages - Other	
<b>Total Minister Wages</b>	<u>58,000.00</u>
<b>Total Minister Expense</b>	<u>126,036.00</u>
Payroll Expenses - Other	

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

	Annual Budget
Reserves	
RES.BAG.01 - B&G Reserve	1,000.00
Total Reserves	1,000.00
Total Expense	384,101.96
Net Ordinary Income	26.04
Net Income	26.04

UUFSD PROPOSED BUDGET FOR FISCAL YEAR 2017-2018				
	Scenario 2	Scenario 1 (Full Request)		
	2017-18	2017-18	2016-17	
<b>Revenues</b>				
<b>Pledges</b>				
REV.PLG.01 - Pledges - current year	\$ 313,500	\$ 313,500	\$ 287,233	
REV.PLG.04 - Pledges - New Members	5,000		10,000	
REV.PLG.03 - Pledge post-pay				
<b>Total Pledges</b>	<b>318,500</b>	<b>313,500</b>	<b>297,233</b>	
<b>Sunday Collection - REV.SUN.01 (total)</b>	<b>15,000</b>	<b>15,000</b>	<b>13,000</b>	
<b>Site Rental</b>				
Sandy Hill Rental	25,311	25,311	29,500	
Special Event Rental	6,500	6,500	7,500	
<b>Total Site Rental</b>	<b>31,811</b>	<b>31,811</b>	<b>37,000</b>	
<b>Miscellaneous Revenue</b>				
<b>Fundraising</b>				
REV.AUC.01 - Auction Income	16,000	16,000	16,000	
REV.MIS.01 - Fundraising Income	8,000	8,000	8,000	
REV.MIS.05 - Luncheon Income	2,500	2,500	3,000	
<b>Total Other Contributions</b>	<b>26,500</b>	<b>26,500</b>	<b>27,000</b>	
<b>Scrip Sales - REV.MIS.02</b>	<b>75</b>	<b>75</b>	<b>150</b>	
<b>Other Contributions</b>				
REV.MIS.04 - Other Contributions	12,500	12,500	8,500	
REV.MIS.05 - Spirit Grant - Director of Connections	30,000	30,000	30,000	
REV.REL.01 - RE Donations	500	500	500	
REV.REL.02 - COA/OWL fees	1,300	1,300	750	
	44,300	44,300	39,750	
<b>Total Miscellaneous Revenue</b>	<b>70,875</b>	<b>70,875</b>	<b>66,900</b>	
<b>Total Revenues</b>	<b>\$ 436,186</b>	<b>\$ 431,186</b>	<b>\$ 414,133</b>	
<b>Expenses</b>				
<b>Board and Other Committees</b>				
COM.BRD.01 - Board Expenses	200	200	250	
COM.CNX.01 - Fax & Fellowship	450	450	540	
COM.MEM.01 - Membership Comm Expenses	1,100	1,100	900	
COM.MEN.01 - Choir and Music Comm Expenses	2,500	2,500	1,350	
COM.PCC.01 - Pastoral Care Committee	300	300	270	
COM.PUB.01 - Communications Committee	900	900	2,812	
COM.SAC.01 - Social Action Comm Expenses	3,400	3,400	2,520	
COM.SUN.01 - Worship Committee	2,500	3,300	1,760	
<b>Total Board and Committees</b>	<b>11,350</b>	<b>12,150</b>	<b>10,492</b>	
<b>Operations</b>				
<b>Administration Expenses</b>				
OPS.ADM.01 - Postage	900	900	700	
OPS.ADM.02 - Office Supplies	2,750	2,750	3,000	
OPS.ADM.03 - Copier Expense	6,300	6,300	5,675	
OPS.ADM.05 - Telephone and Internet	4,500	4,500	4,000	
OPS.ADM.06 - Office Mailage	150	150	200	
OPS.ADM.07 - Misc Fellowship supplies	300	300	500	
<b>Total Administration Expenses</b>	<b>14,900</b>	<b>14,900</b>	<b>14,075</b>	

OPS DEN 02 - PSWD Dues		4,758	4,758	6,526
OPS DEN 04 - Choir Dues		500	500	500
<b>Total Denominational Expenses</b>		<b>5,258</b>	<b>5,258</b>	<b>12,026</b>
<b>Finance Expenses</b>				
COM FND 01 - Fundraising Comm Expense		500	500	500
OPS FIN 01 - Bookkeeping Supplies/ACS		650	650	725
OPS FIN 03 - Accounting Fees		7,500	7,500	7,000
OPS FIN 04 - Pledge Campaign Expense		300	300	300
OPS FIN 05 - Other Finance Expenses		400	400	
OPS FIN 06 - Credit Card Fee		1,200	1,200	1,860
<b>Total Finance Expenses</b>		<b>10,550</b>	<b>10,550</b>	<b>10,385</b>
<b>Site Operations</b>				
OPS SET 01 - Insurance		3,750	3,750	3,990
OPS SET 02 - Real Estate Taxes (Sewer)		3,785	3,785	3,690
OPS SET 03 - Gas and Electric		4,500	4,500	4,650
OPS SET 05 - Water		2,700	2,700	2,054
OPS SET 07 - B&G Routine Maintenance		6,870	6,870	5,650
OPS SET 10 - Audio Visual Expense		900	900	300
<b>Total Site Operations</b>		<b>22,505</b>	<b>22,505</b>	<b>20,334</b>
<b>Total Operations</b>		<b>53,213</b>	<b>53,213</b>	<b>56,820</b>
<b>Personnel</b>				
<b>Minister Expenses</b>				
PER MIN 06 - Minister In Lieu of FICA		7,038	7,038	6,732
PER MIN 01 - Minister Salary		62,000	62,000	58,000
PER MIN 02 - Minister Housing Allowance		30,000	30,000	30,000
PER MIN 03 - Minister UUA Pension		9,200	9,200	8,800
PER MIN 04 - Minister Medical Benefit		11,624	11,624	11,624
PER MIN 05 - Minister Life Insurance		599	599	
PER MIN 07 - Minister LTD Insurance		780	780	880
PER MIN 08 - Minister Pool Expense		9,600	9,600	5,000
PER MIN 09 - Settled Minister Search				5,000
<b>Total Minister Expenses</b>		<b>130,841</b>	<b>130,841</b>	<b>126,036</b>
<b>Director of RE</b>				
PER DRE 01 - DRE Wages		52,000	53,200	52,000
PER DRE 02 - DRE UUA Pension		5,200	5,320	5,200
PER DRE 03 - DRE UUA P/R Tax		3,978	4,070	3,978
PER DRE 04 - DRE Medical Benefit		8,874	8,874	7,509
PER DRE 06 - DRE Life Insurance		531	531	531
PER DRE 07 - DRE LTD Insurance		520	532	520
PER DRE 09 - DRE Professional Expenses		2,500	2,500	2,500
<b>Total Director of RE</b>		<b>73,603</b>	<b>74,827</b>	<b>72,038</b>
<b>Choir Director/Accompanist</b>				
PER MUS 01 - Choir Director Wages		28,000	28,700	17,600
PER MUS 02 - Choir Director Professional Exp		2,170	2,170	1,250
PER MUS 03 - Choir Director P/R Tax		2,620	2,674	1,897
PER MUS 11 - Accompanist Wages		6,250	6,250	7,200
PER MUS 12 - Music Substitute Wages		700	700	0
<b>Total Choir Director/Accompanist</b>		<b>39,740</b>	<b>40,494</b>	<b>27,947</b>
<b>Congregational Administrator</b>				
PER OFF 01 - Cong. Administrator Wage		34,606	34,606	34,606
PER OFF 02 - Cong. Administrator UUA Pension		3,460	3,460	3,460
PER OFF 03 - Cong. Administrator P/R Tax		2,647	2,647	2,647
PER OFF 04 - Cong. Admin. Medical Benefit		11,836	11,836	11,622
PER OFF 06 - Cong. Administrator Life Ins.		134	134	0
PER OFF 07 - Cong. Admin. LTD Insur		355	355	345
PER OFF 08 - Administrator Professional Exp		200	200	200
<b>Total Congregational Administrator</b>		<b>53,238</b>	<b>53,238</b>	<b>52,881</b>
<b>Director of Connections</b>				
PER DOC 01 - Dir of Conn's Wage		25,000	25,000	25,000

<b>Total Director of Connections</b>		30,000	30,000	30,000
<b>Site Support Staff</b>				
PER.SIT.01 - Childcare Wage		4,800	4,800	5,670
PER.SIT.02 - Custodian		5,500	5,500	5,750
PER.SIT.03 - Site Caretaker		4,200	4,200	4,770
PER.SIT.04 - Special Event Wages				
PER.SIT.11 Lead Teacher/s and Assistant		6,700	6,700	3,600
SITE ER Payroll Tax		1,951	1,951	1,648
PER.SIT.09 - Sound Technician		9,800	9,800	7,500
<b>Total Site Support Staff</b>		<b>32,951</b>	<b>32,951</b>	<b>28,938</b>
<b>Other Personnel Expenses</b>				
PER.MIS.01- Miscellaneous Personnel		100	100	200
PER.SIT.07 - Worker's Compensation		2,200	2,200	3,000
<b>Total Other Personnel</b>		<b>2,300</b>	<b>2,300</b>	<b>3,200</b>
<b>Total Personnel</b>		<b>332,473</b>	<b>334,651</b>	<b>311,040</b>
<b>Religious Exploration</b>				
COM.OWL.03 - COA/OWL Expenses		1,400	1,400	750
COM.REL.03 - RE Program Expenses		3,200	3,200	4,000
<b>Total Religious Exploration</b>		<b>4,600</b>	<b>4,600</b>	<b>4,750</b>
<b>Reserves (pe J.Penny)</b>				
RES.BAG.01-B&G Reserve		4,400	4,400	1,000
RES.SND.01-Sound Reserve				
RES.AFR.01- Appliance & Furnishing Reserve				
RES.SAB.01 -Sabbatical Reserve				
<b>Total Reserves</b>		<b>4,400</b>	<b>4,400</b>	<b>1,000</b>
<b>Total Expenses</b>		<b>\$436,036</b>	<b>\$439,013</b>	<b>\$414,102</b>
<b>Net Income</b>		<b>\$ 150</b>	<b>\$ (7,827)</b>	<b>\$ 31</b>