

**Minutes of UUFSD Board Meeting**  
**Tuesday, June 6, 2017, 7:00 pm**  
**Rev. Meghan's Office**

Board Members present:

Alisa Guralnick, *President*  
Heather Stroud, *Secretary*  
Bob Quick  
Clint Stoddard

Also present:

Rev. Meghan, *ex officio*  
Alison McLeod  
Greg Brown  
Barbara Blomgren

Absent:

Mark Tuller, *Vice President*  
Rich Franzwa  
Alison Schlick

Alisa convened the meeting at 7:06 pm, read opening words, the chalice was lit, and members checked in.

**NEW ACTION ITEMS**

-Heather to ask Tracey to make 20 copies of January Congregational Meeting Minutes  
[DONE]

-The annual Board retreat will be held on August 19.

**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.

**DECISION ITEMS**

**Adoption of Minutes from May Board Meeting.** A motion to approve the minutes with a clarification to the classroom project update from Clint, which was seconded by Bob and passed unanimously.

**INFORMATION ITEMS**

**Rev. Meghan's Report.** There was a showing of the movie Thirteenth last Friday. The discussion of the book *Waking Up White* is being promoted, with a discussion to be held on Saturday, June 16 at 5pm. 57 people attended the Beloved Conversations forum, and 19 signed up for the Fall, so most of the slots are already full. She is close to hiring Christina Bostwick to assist with Sunday service set-up. She will be going to General Assembly June 19-26, and notes that delegates can vote from off-site.

**Director of Religious Education Report.** Lauren Mercier is the new childcare employee to help Melanie. The Bridging Ceremony and the last day of regular RE will be this Sunday. She has been providing a lot of pastoral care lately.

Budget for FY 2017-2018. Glen recommended Scenario 3, which does not include an anticipated \$5000 in extra pledges from new members. This scenario does not add to the Buildings and Grounds fund, which already has \$18,000. The Board agreed.

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

**Design Review Committee.** Greg Brown and Barbara Blomgren led the discussion. The Committee currently has six members (Greg, Barbara, Elizabeth Michael, Karen Eckart, Linda Luisi, and Eleanor Batho). The Committee is charged with advising the Board on use and development of facilities. They review plans and evaluate donations. See Policy 450. A challenge is that the Committee has taken on other tasks, such as the Memorial Wall, garbage/waste flow system, and the development of a system to aid the hard of hearing. There have been two “problem” projects recently: (1) the chalice, which had no deadline and got off track; and (2) the garbage system. Another project the Committee has taken on is cleaning out junk that people tend to store in the alcove and balconies in Fellowship Hall. There was some discussion on whether more, or fewer, members would be helpful. There was consensus that it would be helpful to have more clarity in terms of the charge of the Committee. It would also be helpful to educate members of the congregation on donations. There is a need to have someone deal with irrigation and landscaping.

The President declared the meeting adjourned at 9:15 pm. The next scheduled meeting is the Congregational Meeting on Sunday, June 11, at 10:00am in Fellowship Hall.

Respectfully submitted,  
Heather Stroud, *Secretary*

#### Attachments:

- Agenda for June 2017 Board meeting
- Administrator’s Report
- Director of Connections
- Music Director’s Report
- Membership Engagement Team Report
- Financial Reports
- Draft Budget for FY 2017-18

**UUFSD Board Meeting Agenda**  
**June 6, 2017**

1. Chalice Lighting and Check-in
2. Opening words (*Alisa*)
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
    - Greg Brown/Barbara Blomgren- Design Review Comm (20 minutes)
7. < Break for snacks >
8. Thoughtful discussion topic for the month – Glen and The Budget and Congregational Meeting
  - a. UUA / APF dues quick update (Glen and Rev. M)
  - b. Budget Pro Forma 2017-2018 final discussion
  - c. Congregational Meeting Agenda review (budget, elections)
9. Leftovers [second thoughts on things, items we forgot, etc.]
10. Review of action items/decisions
11. Items for next month's meeting – if any
12. Who do we need to thank this month?
  - a.
13. Process check and check out
14. Adjourn

# ADMINISTRATOR'S REPORT TO THE BOARD – JUNE 2017

## MEMBERSHIP STATISTICS

Total number of members: 266  
Members emeritus: 7  
Pledging friends: 10  
Friends: 44

As of 6/2/2017 - Total number of members, pledging friends and friends: 327

## SUNDAY ATTENDANCE 5/14/17 to 6/2/17

Date	Age Group	9:00am	11:00am
May 14	Adult	55	105
May 21	Adult	73	127
May 28	Adult	60	77

## SITE USE AND RENTALS

Memorial on June 17<sup>th</sup>, renter has paid \$1,000 in fees.

## MEMBERSHIP CHANGES

We lost Owen Showalter on May 15<sup>th</sup>. Norma will be having a memorial at UUFSD in October.

Stefanie Carlander moved to Washington and has resigned.

Respectfully submitted,

Tracey Weiss  
Congregational Administrator

**Date:** June 2017

## **Director of Connections BOD Report**

### **Summary of Recent Actions, Accomplishments and Activities:**

- Worked with Treasurer/ Glen to establish and submit Membership budget, Communications budget and discussed the DOC budget 'grey area' when it comes to overlap of membership/CommComm activities ie; membership appreciation, PR for external outreach.
- Held monthly orientation for visitors interested in membership and provided relevant resource and connections follow up.
- Followed up with specific connections for March and April orientation attendees.
- Formalized BOD monthly reporting for accuracy, timeliness and easier readability. *This involves separating the reporting to include individual reports from Membership Engagement Team (MET) and CommComm (when relevant).* \*requesting BOD feedback
- Held Member Appreciation/Fun and Fellowship all-member event for Roger and Nancy Harmon. Attended by over 80 members.
- Organized Volunteer 'thank you' breakfast for over 40 choir and band member volunteers for their dedication and investment involved in the Music Sunday.
- Led PR for relevant activities and events at fellowship-including submitting a 4<sup>th</sup> column idea for 'Sheeps and Goats' in the SD Reader.
- Working with SD Brady to help host the second Concert Across America, a national event held in September. TBD is final venue and collaboration.
- Created a calendar for Adult RE and Membership Engagement Film Series for summer.

### **List of Activities in Progress and Upcoming Events/News:**

- We are holding a "New Member Recognition" for our new members on June 17<sup>th</sup>. This will include a couple members unable to attend the last recognition as well as 2 new members.
- We will hold a pre-recognition mixer in Rev Meghan's office for family and friends. We encourage BOD members to attend.
- We will not be holding a monthly orientation in June due to recognition and congregation meeting.
- Working with CommComm leadership on a marketing calendar, video production and creating Goals and Reporting structure for leadership. Will hold a CommComm meeting in the summer.

### **Financial Impact/Budget update:**

Going forward, in BOD reporting, I will present notes and/or list budget items to keep BOD up to date on expendables for MET, CommComm and DOC

accounts. *Thank you to Glen for helping me provide accurate reporting and committee forecasting.*

**Calls to & Request for Action of the Board of Directors:**

- Please let me know what you think of the BOD reporting template. Suggestions for readability appreciated. My goal is to decrease time required to report as well as improve readability and consistency of data presented. To begin, I started with visitor data, and 'path to membership' data. Will add relevant markers as I go per committee activity etc.
- Looking for a BOD volunteer for our July monthly 'New to UU Orientation' scheduled for July 16<sup>th</sup>, held from 11:30-12:15. Also for August 20, same time.

Music Report to the UUFSD Board, June 5, 2017

1. Jill Ballard is forming the Music Committee. Currently she is updating our choral library inventory.
2. Wenda Alvarez, Lynne Talley, and Nancy Cohen are working with me on beginning a summer choir . Summer Singers will meet mostly at Lynne's house on some Thursday nights.
3. Additionally, we will hear from the band twice this summer and several other musicians.
4. Choir numbers are currently down due to work schedules and illnesses. I expect increased participation again in the fall.
5. I hope that I speak for the band, choir, Lynne, Monique, and Alex Severinghaus in saying that we enjoyed presenting a service full of music yesterday for Music Sunday.
6. I am looking forward to attending the Unitarian Universalist Musicians Network Conference in July.
7. Full choir rehearsals begin Aug. 24.

Respectfully,  
Chris Lehman  
Director of Music

**Date:** June 2017

## **Membership Engagement Team BOD Report**

### **Summary of Recent Visitor & New Member Activities:**

- We held our monthly orientation on May 21<sup>st</sup> and had two attendees, with an additional 3 RSVPd that decided to attend our Mental Health panel scheduled on the same day instead. (they will attend next orientation).
- Let me know if you'd like introductions to: a YA named **Caleb Jones** who has been coming for nearly a month. Or **Jason (and Michelle) Sensibaugh** who have been attending with 3 children (all under 5 yo) for months and are slowly exploring the Path to Membership. Additionally, **Jules Jackson**, or **Sara and Horatio Devoto**, who are exploring membership.
- All orientation attendees have been invited to the Membership Workshop in the fall. In the meantime, they are being connected to group activity leaders and other members at the fellowship.

### **List of Activities in Progress and Upcoming Events:**

- Follow up with recent orientation attendees include: Horatio and Sara, and Jules from April orientation as well as other orientation participants and visitors from most recent quarter.
- Creating an inventory for Greeters box and Welcome Table box so they are well stocked for summer.
- Starting stocking a table in the Amphitheatre with Welcome and Visitors items for those who visit and do not stop by the patio after service.

### **Financial Impact/Budget update:**

Ordered materials for visitor bags (fair trade mini-bite chocolates) and publications for monthly orientation packets. \*will order in late summer for fall/winter needs.



OPS.DEN.01 - UUA Dues		\$	5,000	
OPS.DEN.02 - PSWD Dues		\$	6,526	
OPS.DEN.04 - Cluster Dues		\$	500	
<b>Total Denominational Expenses</b>		\$	<b>12,026</b>	
<b>Finance Expenses</b>				
COM.FND.01 - Fundraising Comm Expense		\$	500	
OPS.FIN.01 - Payroll - Wells Fargo				
OPS.FIN.02 - Bookkeeping Supplies/ACS		\$	725	
OPS.FIN.03 - Accounting Fees		\$	7,000	
OPS.FIN.04 - Pledge Campaign Expense		\$	300	
OPS.FIN.05 - Other Finance Expenses				
OPS.FIN.06 - Credit Card Fee		\$	1,860	
<b>Total Finance Expenses</b>		\$	<b>10,385</b>	
<b>Site Operations</b>				
OPS.SIT.01 - Insurance		\$	3,990	
OPS.SIT.02 - Real Estate Taxes (Seniors)		\$	3,690	
OPS.SIT.03 - Gas and Electric		\$	4,650	
OPS.SIT.05 - Water		\$	2,054	
OPS.SIT.06 - Monitoring Services				
OPS.SIT.07 - B&G Routine Maintenance		\$	5,650	
OPS.SIT.08 - B&G Capital Improvements				
OPS.SIT.10 - Audio Visual Expense		\$	300	
OPS.SIT.11 - Design Review		\$	-	
<b>Total Site Operations</b>		\$	<b>20,334</b>	
<b>Total Operations</b>		\$	<b>36,820</b>	
<b>Personnel</b>				
<b>Minister Expenses</b>				
PER.MIN.00 - Minister In Lieu of FICA		\$	6,732	
PER.MIN.01 - Minister Salary		\$	38,000	
PER.MIN.02 - Minister Housing Allowance		\$	30,000	
PER.MIN.03 - Minister UUA Pension		\$	8,800	
PER.MIN.04 - Minister Medical Benefit		\$	11,624	
PER.MIN.06 - Minister Life Insurance				
PER.MIN.07 - Minister LTD Insurance		\$	880	
PER.MIN.08 - Settled Minister Search		\$	5,000	
PER.MIN.09 - Minister Professional Expenses		\$	5,000	
<b>Total Minister Expenses</b>		\$	<b>126,036</b>	
<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>		\$	<b>3,978</b>	
PER.DRE.04 - DRE Medical Benefit		\$	7,509	
PER.DRE.06 - DRE Life Insurance		\$	331	
PER.DRE.07 - DRE LTD Insurance		\$	520	
PER.DRE.09 - DRE Professional Expenses		\$	2,500	
<b>Total Director of RE</b>		\$	<b>72,038</b>	
<b>Choir Director/Accompanist</b>				
PER.MUS.01 - Choir Director Wages		\$	17,600	
PER.MUS.02 - Choir Director Professional Expe		\$	1,250	
<b>Music ER Payroll Tax</b>		\$	<b>1,897</b>	
PER.MUS.11 - Accompanist Wages		\$	7,200	
PER.MUS.12 - Music Substitute Wages		\$	-	
<b>Total Choir Director/Accompanist</b>		\$	<b>27,947</b>	
<b>Congregational Administrator</b>				
PER.OFF.01 - Cong. Administrator Wage		\$	34,606	
PER.OFF.02 - Cong. Administrator UUA Pension		\$	3,460	
<b>Cong. Admin ER Payroll Tax</b>		\$	<b>2,647</b>	
PER.OFF.04 - Cong. Admin - Medical Benefit		\$	11,622	
PER.OFF.06 - Cong. Administrator Life Ins.		\$	-	

PER.OFF.07 - Cong. Admini. LTD Insur		\$	346	
PER.OFF.08 - Administrator Professional Exp.		\$	200	
<b>Total Congregational Administrator</b>		\$	52,881	
<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	
Dir of Conn's PR Payroll Tax		\$	1,913	
<b>Total Director of Connections</b>		\$	30,000	
<b>Site Support Staff</b>				
PER.SIT.01 - Childcare Wage		\$	5,670	
PER.SIT.02 - Custodian		\$	5,750	
PER.SIT.03 - Site Caretaker		\$	4,770	
PER.SIT.04 - Special Event Wages				
PER.SIT.11 Lead Teacher/s and Assistant		\$	3,600	
SITE.ER Payroll Tax		\$	1,648	
PER.SIT.09 - Sound Technician		\$	7,500	
PER.SIT.10 Youth Support				
<b>Total Site Support Staff</b>		\$	28,938	
<b>Other Personnel Expenses</b>				
PER.MIS.01 - Miscellaneous Personnel		\$	200	
PER.SIT.06 - ER Payroll Tax				
PER.SIT.07 - Worker's Compensation		\$	3,000	
PER.OFF.09 - Office Labor Contract				
<b>Total Other Personnel</b>		\$	3,200	
<b>Total Personnel</b>		\$	311,040	
<b>Religious Exploration</b>				
COM.OWL.03 - COA/OWL Expenses		\$	750	
COM.REL.03 - RE Program Expenses		\$	4,000	
<b>Total Religious Exploration</b>		\$	4,750	
<b>Reserves (per J.Penny)</b>				
RES.BAG.01 -B&G Reserve		\$	1,000	
RES.SND.01-Sound Reserve				
RES.AFR.01- Appliance & Furnishing Reserve				
RES.SAB.01 -Sabbatical Reserve				
<b>Total Reserves</b>		\$	1,000	
<b>Total Expenses</b>			<b>414,102</b>	
<b>Net Income/ &lt;Loss&gt;</b>		\$	31	
			100%	

				UUFSD PROPOSED BUDGET FOR FISCAL YEAR 2017-2018			
				Scenario 3 (No \$5K)	Scenario 2 (Pay UUA)	Scenario 1 (Full Request)	
				2017-18	2017-18	2017-18	
<b>Revenues</b>							
<b>Pledges</b>							
REV.PLG.01 - Pledges - current year		\$	315,978	\$	315,978	\$	315,978
REV.PLG.04 - Pledges - New Members					5,000		5,000
REV.PLG.03 - Pledge post-pay							
<b>Total Pledges</b>			<b>315,978</b>		<b>320,978</b>		<b>320,978</b>
<b>Sunday Collection - REV.SUN.01 (total)</b>			<b>15,000</b>		<b>15,000</b>		<b>15,000</b>
<b>Site Rental</b>							
Sandy Hill Rental			25,311		25,311		25,311
Special Event Rental			6,500		6,500		6,500
<b>Total Site Rental</b>			<b>31,811</b>		<b>31,811</b>		<b>31,811</b>
<b>Miscellaneous Revenue</b>							
<b>Fundraising</b>							
REVAUC.01 - Auction Income			17,000		17,000		17,000
RFVMIS.01 - Fundraising Income			8,000		8,000		8,000
RFVMIS.05 - Luncheon Income			2,500		2,500		2,500
<b>Total Other Contributions</b>			<b>27,500</b>		<b>27,500</b>		<b>27,500</b>
<b>Scrip Sales - REV.MIS.02</b>			<b>75</b>		<b>75</b>		<b>75</b>
<b>Other Contributions</b>							
REVMIS.04 - Other Contributions			12,500		12,500		12,500
REVMIS.05 - Spirit Grant - Director of Connections			30,000		30,000		30,000
REVMIS.06 - Social Action Contributions			1,800		1,800		1,800
REV.RFI.01 - RE Donations			500		500		500
REV.RFI.07 - COA/DW, Fees			1,300		1,300		1,300
			46,100		46,100		46,100
<b>Total Miscellaneous Revenue</b>			<b>73,675</b>		<b>73,675</b>		<b>73,675</b>
<b>Total Revenues</b>		<b>\$</b>	<b>436,464</b>	<b>\$</b>	<b>441,464</b>	<b>\$</b>	<b>441,464</b>
<b>Expenses</b>							
<b>Board and Other Committees</b>							
COM.BRD.01 - Board Expenses			200		200		200
COM.CNO.01 - Fun & Fellowship			450		450		450
COM.MEM.01 - Membership Conns Expenses			1,400		1,400		1,400
COM.MUS.01 - Choir and Music Conns Expenses			2,500		2,500		2,500
COM.PCC.01 - Pastoral Care Committee			150		150		150
COM.PUB.01 - Communications Committee			950		950		950
COM.SAC.01 - Social Action Conns Expenses			4,400		4,400		4,400
COM.SUN.01 - Worship Committee			2,500		2,500		2,500
<b>Total Board and Committees</b>			<b>12,550</b>		<b>12,550</b>		<b>12,550</b>
<b>Operations</b>							
<b>Administration Expenses</b>							
OPS.ADM.01 - Postage			900		900		900
OPS.ADM.02 - Office Supplies			2,750		2,750		2,750
OPS.ADM.03 - Copier Expense			6,300		6,300		6,300
OPS.ADM.05 - Telephone and Internet			4,500		4,500		4,500
OPS.ADM.06 - Office Mileage			150		150		150
OPS.ADM.07 - Misc Fellowship supplies			300		300		300
<b>Total Administration Expenses</b>			<b>14,900</b>		<b>14,900</b>		<b>14,900</b>
<b>Decorational Expenses</b>							

OPS DEN 01 - UUA Dues	3,500	7,500	3,500
OPS DEN 02 - PSWD Dues	1,000	1,750	1,500
OPS DEN 04 - Cluster Dues	500	500	500
<b>Total Denominational Expenses</b>	<b>5,000</b>	<b>9,750</b>	<b>5,500</b>
<b>Finance Expenses</b>			
COM FND 01 - Fundraising Comm Expense	500	500	500
OPS FIN 02 - Bookkeeping Supplies/ACS	650	650	650
OPS FIN 03 - Accounting Fees	7,500	7,500	7,500
OPS FIN 04 - Pledge Campaign Expense	300	300	300
OPS FIN 05 - Other Finance Expenses	400	400	400
OPS FIN 06 - Credit Card Fee	1,200	1,200	1,200
<b>Total Finance Expenses</b>	<b>10,550</b>	<b>10,550</b>	<b>10,550</b>
<b>Site Operations</b>			
OPS SET 01 - Insurance	3,750	3,750	3,750
OPS SET 02 - Real Estate Taxes (Sewer)	3,785	3,785	3,785
OPS SET 03 - Gas and Electric	4,500	4,500	4,500
OPS SET 05 - Water	2,700	2,700	2,700
OPS SET 07 - B&G Routine Maintenance	6,870	6,870	6,870
OPS SET 10 - Audio Visual Expense	525	525	525
<b>Total Site Operations</b>	<b>22,130</b>	<b>22,130</b>	<b>22,130</b>
<b>Total Operations</b>	<b>52,580</b>	<b>57,330</b>	<b>53,080</b>
<b>Personnel</b>			
<b>Minister Expenses</b>			
PER MIN 00 - Minister In Lieu of FICA	7,038	7,038	7,038
PER MIN 01 - Minister Salary	62,000	62,000	62,000
PER MIN 02 - Minister Housing Allowance	30,000	30,000	30,000
PER MIN 03 - Minister UUA Pension	9,200	9,200	9,200
PER MIN 04 - Minister Medical Benefit	11,624	11,624	11,624
PER MIN 06 - Minister Life Insurance	599	599	599
PER MIN 07 - Minister LTD Insurance	780	780	780
PER MIN 08 - Minister Prof Expense	9,600	9,600	9,600
PER MIN 09 - Settled Minister Search			
<b>Total Minister Expenses</b>	<b>130,841</b>	<b>130,841</b>	<b>130,841</b>
<b>Director of RE</b>			
PER DRE 01 - DRE Wages	53,200	53,200	53,200
PER DRE 02 - DRE UUA Pension	5,320	5,320	5,320
PER DRE 03 - DRE UUA P/R Tax	4,070	4,070	4,070
PER DRE 04 - DRE Medical Benefit	8,874	8,874	8,874
PER DRE 06 - DRE Life Insurance	331	331	331
PER DRE 07 - DRE LTD Insurance	532	532	532
PER DRE 09 - DRE Professional Expenses	2,500	2,500	2,500
<b>Total Director of RE</b>	<b>74,827</b>	<b>74,827</b>	<b>74,827</b>
<b>Choir Director/Accompanist</b>			
PER MUS 01 - Choir Director Wages	28,700	28,700	28,700
PER MUS 02 - Choir Director Professional Exp	2,170	2,170	2,170
PER MUS 03 - Choir Director P/R Tax	2,674	2,674	2,674
PER MUS 11 - Accompanist Wages	6,250	6,250	6,250
PER MUS 12 - Music Substitute Wages	700	700	700
<b>Total Choir Director/Accompanist</b>	<b>40,494</b>	<b>40,494</b>	<b>40,494</b>
<b>Congregational Administrator</b>			
PER OFF 01 - Cong. Administrator Wage	36,427	36,427	36,427
PER OFF 02 - Cong. Administrator UUA Pension	3,642	3,642	3,642
PER OFF 03 - Cong. Administrator P/R Tax	2,787	2,787	2,787
PER OFF 04 - Cong. Admin. -Medical Benefit	11,836	11,836	11,836
PER OFF 06 - Cong. Administrator Life Ins.	134	134	134
PER OFF 07 - Cong. Admin. LTD Insur	364	364	364
PER OFF 08 - Administrator Professional Exp.	200	200	200
<b>Total Congregational Administrator</b>	<b>55,390</b>	<b>55,390</b>	<b>55,390</b>
<b>Director of Connections</b>			
PER DOC 01 - Dir of Conn's Wage	25,000	25,000	25,000
PER DOC 02 - Dir of Conn's Expenses	3,087	3,087	3,087

PER.DOC.03 - Dir of Conn's P/R Tax	1,913	1,913	1,913
<b>Total Director of Connections</b>	<b>30,000</b>	<b>30,000</b>	<b>30,000</b>
<b>Site Support Staff</b>			
PER.SIT.01 - Childcare Wage	4,800	4,800	4,800
PER.SIT.02 - Custodian	5,500	5,500	5,500
PER.SIT.03 - Site Caretaker	4,200	4,200	4,200
PER.SIT.04 - Special Event Wages			
PER.SIT.11 Lead Teacher/s and Assistant	6,700	6,700	6,700
SITE ER Payroll Tax	1,951	1,951	1,951
PER.SIT.09 - Sound Technician	9,800	9,800	9,800
<b>Total Site Support Staff</b>	<b>32,951</b>	<b>32,951</b>	<b>32,951</b>
<b>Other Personnel Expenses</b>			
PER.MIS.01 - Miscellaneous Personnel	100	100	100
PER.SIT.07 - Worker's Compensation	2,200	2,200	2,200
<b>Total Other Personnel</b>	<b>2,300</b>	<b>2,300</b>	<b>2,300</b>
<b>Total Personnel</b>	<b>336,802</b>	<b>336,802</b>	<b>336,802</b>
<b>Religious Exploration</b>			
COM.OWL.03 - COA/OWL Expenses	1,400	1,400	1,400
COM.REL.03 - RE Program Expenses	3,200	3,200	3,200
<b>Total Religious Exploration</b>	<b>4,600</b>	<b>4,600</b>	<b>4,600</b>
<b>Reserves (pe 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>0</b>	<b>0</b>	<b>4,400</b>
<b>Total Expenses</b>	<b>\$436,531</b>	<b>\$441,281</b>	<b>\$441,431</b>
<b>Net Income</b>	<b>\$ (67)</b>	<b>\$ 183</b>	<b>\$ 33</b>