

Minutes of UUFSD Board Meeting
Tuesday, May 17, 2016, 7:00 pm – 9:00 pm
Minister's Office, UUFSD

Board Members present:

Alisa Guralnick, *President*
Ashley Phillips, *Vice President*
Alison Schlick
Rich Franzwa
Clint Stoddard
Mark Tuller

Also present:

Rev. Meghan Cefalu, *ex officio*
Glen Bowden, *Treasurer*
Susan Miller, *Personnel Committee*
Heather Stroud, *Personnel Committee*

Absent:

Bob Quick

Alisa convened the meeting at 7:00 pm, Clint read opening words, and members checked-in.

NEW ACTION ITEMS

-*Salary Geographic Index.* **Susan Miller** of the Personnel Committee to find out how many congregations in our new Geo Index 5 are “fair compensation” congregations, i.e., actually paying within the range, or whether the Geo Index amounts are mostly aspirational instead of real.

-*Upcoming Congregational Meeting.* **Alisa and Board members** to prepare, give notice, complete budget, etc. **[DONE.]**

OLD ACTION ITEMS

-*Meghan's contract.* **Alisa**—awaiting final salary from budget process.

-*Contribute button on website.* Still an open item without a champion.

REPORTS, DISCUSSION ITEMS, ETC.

Personnel Committee salary analysis. Heather Stroud and Susan Miller, Personnel Committee, presented their Committee's recommendation for salary adjustments for the staff to be incorporated into the budget for the next fiscal year. UUFSD has been categorized by the UUA into a new geographical index to reflect the high living costs of the Solana Beach area, and as a result the minister and RE director are below fair compensation for their experience. The sense of the Board was that UUFSD wishes to be a “fair compensation” congregation, i.e., within the range of the UUA index, while taking into account budget constraints and the fact that UUFSD's membership size puts it at the very lowest end of the UUA salary band. The significant salary increases in the proposed budget reflect these priorities.

Discussion of upcoming Congregational Meeting. The Board considered items for the upcoming Congregational Meeting, including the budget, elections of directors and officers, election of Search Committee, notice, speakers, and other items. **[Update: The Congregational Meeting went alright, with elections and budget adopted as recommended, and bylaws change not adopted.]**

Other. In no particular order: One of set-up staff has resigned. The new music director replacement for Jill will be hired soon [Update: Chris Lehman has been hired]. The auction financial results were excellent.

DECISIONS

Sandy Hill Nursery School. Mark reported on the meeting he and John Drummond had with Sandy Hill management, and the proposal John made to increase their rent over a prolonged period and begin a new 15-year lease term. Sandy Hill has not responded. Mark also noted the Sandy Hill lease contemplates a Liaison Committee to coordinate general matters, composed of two Sandy Hill board members and their Director, and at least one UUFSD Board member and representation of UUFSD RE and Buildings & Grounds.

DECISION:

Upon motion made and duly seconded, the Board unanimously **APPOINTED** the following as members of the Sandy Hill Liaison Committee: Mark Tuller as the Board representative, Stu Anderson as the representative of UUFSD Buildings & Grounds, and Alison Crotty as the representative of UUFSD RE.

Proposed Bylaws amendment. The Board discussed the continuing question of whether to initiate some sort of absentee, proxy, or other special voting for Congregational votes. This question had been raised for discussion at the January Congregational Meeting and the Board had promised to continue thinking and return to the topic at the June 2016 Congregational Meeting. Mark Tuller proposed a change to the bylaws to be voted by the Congregation at the Meeting.

DECISION:

Upon motion made and duly seconded, the Board unanimously **ADOPTED** the following proposed change to the bylaws and **RECOMMENDED** to the Congregation that the Congregation adopt it at the upcoming June 2016 Congregational Meeting:

Proposed By-Laws Amendment

New SECTION 6 under ARTICLE V: CONGREGATIONAL MEETINGS

“SECTION 6: SPECIAL CONGREGATIONAL VOTING PROCEDURES

“For particular Congregational votes the Board of Directors may establish special voting procedures in addition to or in lieu of the procedures above, including proxy voting, online voting, absentee voting, mail-in voting, drop-off voting, telephone voting, or any other method determined by the Board to be a fair, inclusive, and democratic means of determining the will of the Voting Members. In the absence of a particularized Board action under this Section, the regular procedures for Congregational meetings provided above shall apply.”

NOTE: This proposal was defeated by the Congregation at the June 19, 2016 Congregational Meeting.

Volunteer Workers' Compensation Coverage. The Board discussed this issue and adopted the following resolution:

DECISION:

Upon motion made and seconded, the Board unanimously adopted the following resolution:

Whereas, volunteers are essential to the mission of the Unitarian Universalist Fellowship of San Dieguito; and

Whereas, volunteers provide voluntary service without pay for the Fellowship in a wide range of activities including committee work, physical labor, social action projects, child care, fundraising, and many other types of volunteering; and

Whereas, pursuant to Section 3363.6(a) of the California Labor Code, the Board of Directors wishes to designate the people performing voluntary service on behalf of the Fellowship;

Now therefore the Board of Directors of the Unitarian Universalist Fellowship of San Dieguito does **RESOLVE AND DECLARE** this 17th day of May, 2016: Volunteers are covered by the provisions of Section 3363.6(a) of the California Labor Code.

The President declared the meeting adjourned at 9:00 pm. The next scheduled Board meeting is a special Board meeting to consider the proposed budget for next fiscal year, on Sunday, May 20, 2016 at 12:15 pm.

Respectfully submitted,
Mark Tuller, *Secretary*

Attachments:

- Agenda for May 17, 2016 Board meeting
- Minister's Report for May 2016
- RE Director's Report for May 2016
- Director of Connections' Report for May 2016
- Congregational Administrator's report for May 2016
- Material relating to workers' compensation for volunteers
- Financials for May 2016

UUFSD Board Meeting Agenda
May 17, 2016

1. Chalice Lighting and Check-in
2. Opening words (*Clint*)
3. Report on action items from last month
 - a.
4. Information Items
 - a. Monthly reports: RE, Admin, Dir. Of Connections, Rev. M
 - Sent via email as attachments
 - b. Sandy Hill Update (Mark T)
 - c. Meghan's Contract – ready pending budget resolution
5. Decision Items
 - a. Congregational Meeting prep:
 - Board Members- re-introduce as at January meeting
 - Search Committee- Final list (for congregational vote) is: Lisa Shaffer, Jill Ballard, Eberly Barnes, Chris Butler, Ed Ulm, Don Jones, Nancy Harmon
 - Absentee / Proxy voting topic for consideration?
 - Board Member re-elections / Nominating Committee
 1. Alisa- President, Mark T- Vice President
 2. Elect Rich and Alison to regular 3-year terms
 - b. Casas De Luz resolution needed on volunteer coverage on workers comp policy (Mark T)
<QUICK BREAK>
6. Budget Discussion (Glen) – Most of the meeting!
 - a. Personnel Committee recommendations and change in GEO (Alisa) (*note: the Board will need executive session discussion end of meeting to discuss salaries w/out Rev. M*)
7. Leftovers [second thoughts on things, items we forgot, etc.]
8. Review of action items/decisions
9. Items for next month's meeting
10. Who do we need to thank this month? *Karen Kowalski and Adrienne (Auction), Stu Anderson (podium microphone repairs), congratulations to Alison C re: Renaissance recognition (75 hrs. CEU equivalent)*
11. Process check and check out
12. Adjourn

Report to the UUFSD Board of Directors
Rev. Meghan Conrad Cefalu
May 16, 2016

Greetings fabulous Board members,

The last month has been the busiest yet for me at UUFSD. And I'm feeling it. ☺

In addition to preparing sermons/worship services, meeting with the usual committees each month, 1-3 pastoral care meetings per week and weekly staff meetings and staff supervision I have been doing these things:

- I created and taught the two-session class "Speaking from the Heart" – a sermon preparation class to 12 people (April 20 & May 4). I believe the participants enjoyed it and got something of value from the experience. A number of them have signed up to lead a summer service.
- I helped lead the Passover Seder on Saturday, May 23rd.
- I was a part of a panel speaking about my non-traditional family structure to the OWL students and their parents following the service on Sunday, May 24th.
- Attended the UU Ministers Association retreat/meeting prior to District Assembly from May 27-29. (DA was the 29th – 30th.)
- I am serving on the search team for the new Music Director. We have had two full evenings of interviews with four candidates. Three were moved onto the choir auditions. The final auditions with the choir will be held this Thursday. We will then meet again to discuss and select our new Music Director.
- We held a New to UU Orientation session this past Sunday and 22 people showed up! Several of the people came after seeing the ad for this orientation on our website – never having stepped foot on our campus before! I credit Adrienne's marketing and outreach for bringing these people to us.
- This coming Saturday will be the ½ day New Member Workshop where we will give people a more in-depth orientation to UUism, UUFSD, and what it means to become a member here. We will have about 15 in the workshop. Sounds like we may have a large group of people officially joining UUFSD in the service on May 29th!
- I have been keeping in touch with the pledge team re: the state of the annual pledge drive. We meet this Thursday to discuss the status and brainstorm what to do given that the pledges received have not met our goal.
- I am planning to give the staff each a formal evaluation within the next few weeks.

I have had two Sundays off since the beginning of the year (January 24th and March 6th). I am not including leading the Sunday I led worship at Camp de Benneville or the Sunday when I was in Santa Barbara for District Assembly. Add to that a number of pastoral care emergencies, some challenging conversations with and between congregants and staff, and only one day off each week and I am beginning to feel a little crispy around the edges. ☺ I will be taking next week (May 23-28) off as Study Leave so I can rejuvenate a little and catch up on some reading/writing at home.

RE Board Report May 2016

- Classes are going well! We are almost done with our yearlong study and prepared to start summer classes on June 26th.
- Summer Program
The summer program will be entitled “Where do we find It?” We will be defining the “It” each Sunday through different methods and assistants. Meditation, walking and still, making own personal altars, making and decorating chalices, music etc...
- YRUU Sunday and Bridging
We have 6 seniors bridging this year and we have combined the YRUU Sunday with the bridging ceremony at 11:00. In past years we have held a separate service for bridging, but it makes sense to combine the two especially when we have such a busy spring in our worship calendar.
- Las Colinas Project
We kicked off the Las Colinas Project with the YRUU and JRUU this past Sunday by launching it to the larger community. Every Sunday for a month we are encouraging people to bring paperback books to donate and gently used toys. We have advertized on Facebook, Instagram, Twitter, and an insert in the OOS.
- Vandalism
On Sunday afternoon I received a text from the Sandy Hill Director about the Treetops Classroom. Evidently about a week ago, someone (we don’t know who) was on top of the hill above the classroom and threw multiple stones at the structure. They landed on the skylight and it has splintered into a thousand pieces and the glass now needs to be replaced. Clint and contractor, Chris, have been apprised of the situation and are going to fix it.
- Vacation
I will be taking vacation starting May 28th , through June 3rd.

Adrienne McCord, Director of Connections
Board Report- May 2016
Via email

> There was a lot of planning for the fundraiser auction this month. The event was Saturday evening and was well received by those who attended! We are still waiting to see what the final results are on total amount raised. I'm very pleased with the great response in getting volunteers and we had more than enough hands-on for help as requested. We had a volunteer planning session/mixer event and have volunteer appreciation event in the works. We will also have a debriefing meeting to write down what went well and what didn't so that the next year's committee is well prepared. One suggestion would be that the calendar timing could be different. Perhaps it can be scheduled for any time other than immediately following the pledge season which also falls mid May which is high event/grad time and conflicts with other events. Timing is everything. :) Mid February would be opportune. I recommend that the stewardship committee / team generosity take leadership of this event next year.

>

> Orientation was the other focus for me this month. For this orientation I tried a different approach with the out reach. The initial invitation went out 2.5 weeks prior to the event a week later there was a follow up reminder and five days before the event some specific emails and phone calls were made.

> I'm excited to report we had 22 visitors and potential members attend our welcome orientation this past Sunday! From that event we already have 13 positive RSVPs for half-day workshop this Saturday who are interested in pursuing membership at UUFSD. (yay!)

> Some changes to orientation materials were made as well to highlight the benefits of becoming a member as well as an insert on the larger UUA affiliations and social action campaigns we align with as UUs.

>

> Additional focus for me: external PR:

> Upcoming event this weekend 21 & 22 is Fiesta Del Sol in Solana Beach. We have a 10 foot table/booth reserved for this high traffic event.

> I still need more hands on volunteers in order to be successful-especially leadership from the board would be wonderful. I have 5 volunteers but need many more because on Saturday I'll be with Rev Meghan and our visitors/new Member workshop class in afternoon. Open from 9-9 each day and that would mean a lot of help. I signed UUFSD up for this because it includes a great deal of exposure over 50,000 people attend this event every year! Wow!

> Casas de Luz is supplying materials and a couple youth volunteers for a section of the booth that I've dedicated to that project. This week I'll be brainstorming about additional materials and designing some outreach ideas that are eye-catching. Some help would be very much appreciated on this.

> I have more to share but deadline is looming and these are top bullet points for now!

ADMINISTRATOR'S REPORT TO THE BOARD – MAY 2016

MEMBERSHIP STATISTICS

Total number of members: 241
 Members emeritus: 6
 Pledging friends: 11
 Friends: 43

Total number of members, pledging friends and friends: 301

SUNDAY ATTENDANCE 4/17/16 – 5/8/16

Date	Age Group	9:00am	11:00am
April 17	Adult	48	92
	Child	13	12 (put kids and teens together)
	Teen		
	Staff	4	4
April 24	Adult	Forgot to count	141 (incl. kids)
	Child		
	Teen		
	Staff		6
May 1	Adult	No envelope left in office	
	Child		
	Teen		
	Staff		
May 8	Adult	44	120
	Child	18	
	Teen	1	4
	Staff	5	5

SITE USE AND RENTALS

SUUN will be holding their UURise event on May 20th
 A memorial is scheduled for May 21st, still to confirm
 Jill Reis will be holding her wedding on May 28th

MEMBER NEWS

Ches Blevins resigned his membership

THE BOARD SHOULD KNOW

The awning should be replaced on the patio in time for Jill's wedding for sure but hopefully in time for the UUrise event.

Respectfully submitted,

Tracey Weiss
Congregational Administrator



Listening. Learning. Leading.®

Church Mutual Workers' Compensation Volunteer Labor Coverage Notice

IMPORTANT NOTICE

Please note that your workers' compensation insurance policy issued by Church Mutual includes a premium charge for workers' compensation benefits to be extended to your volunteers. Although the premium charge is included, additional action by your board of directors is required.

California Labor Code Section 3363.6(a) for private, nonprofit organizations states that the board of directors of the organization must declare in writing and prior to injury that a person who performs voluntary service without pay be deemed an employee of the organization while performing such service.

In order to have volunteers covered under your workers' compensation policy, you must have a board resolution that uses this wording: "Volunteers are covered by the provisions of Section 3363.6(a) of the California Labor Code."

Any future workers' compensation claims submitted to Church Mutual for volunteer workers may require documentation of the written statement from your board of directors. If you have any questions regarding workers' compensation coverage for volunteers, please contact your account manager at Church and Casualty Insurance Agency.

UN 804 (06-08)

3000 Schuster Lane, P.O. Box 357, Merrill, WI 54452-0357 | 715.536.5577 800.554.2642 fax: 715.539.4650 www.churchmutual.com

Claims: P.O. Box 342, Merrill, WI 54452-0342 800.554.2642 fax: 715.539.4651

Original

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Volunteers are covered by the provisions of Section 3363.6(a) of the California Labor Code.

11:52 AM
 05/14/16
 Accrual Basis

The Unitarian Universalist Fellowship of San Dieguito
Balance Sheet
 As of April 30, 2016

	Apr 30, 16
ASSETS	
Current Assets	
Checking/Savings	
WF \$ Market Savings x1459	8,689.14
WF \$ Market Savings x1974	5,783.18
WF Bus Chkg x3757	345,953.43
Vanguard Money Market	39,235.35
Vanguard GNMA	407,192.22
Total Checking/Savings	806,853.32
Accounts Receivable	
Accounts Receivable	61,746.64
Capital Campaign Pledges	539,167.85
Total Accounts Receivable	600,914.49
Other Current Assets	
Prepaid Expenses	282.17
Undeposited Funds	3,255.00
Total Other Current Assets	3,537.17
Total Current Assets	1,411,304.98
TOTAL ASSETS	1,411,304.98
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	1,983.89
Total Accounts Payable	1,983.89
Other Current Liabilities	
LIA.NOT.08- Member Loan - CD	5,000.00
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	1,660.64
Medical Liability	-1,468.19
UUA Pension Liability	-559.09
Payroll Liabilities - Other	2,304.66
Total Payroll Liabilities	1,938.02
Total Other Current Liabilities	6,938.02
Total Current Liabilities	8,921.91
Total Liabilities	8,921.91
Equity	
Pledge Prepayments	15,632.50
Dividend Income	4,076.46
Gains/Losses from Investments	-7,232.69
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.03 - D. of C. Wages	-17,259.64
FND.SPG.04 - D.o C.ER PayTaxes	-1,263.12
FND.SPG.06 - D. of C. Expenses	-2,210.80
Total FND.SPG.01 - Spirit Grant Fund	79,266.44
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	9,410.10
Total Permanent Restricted	9,410.10

11:52 AM
 05/14/16
 Accrual Basis

The Unitarian Universalist Fellowship of San Dieguito
Balance Sheet
 As of April 30, 2016

	Apr 30, 16
Temp. Restricted	
Reserves (pe J.Penny)	
RES.AFR.01 - Appliance & Furn.	1,847.09
RES.BAG.01 - B&G Reserve	24,888.54
RES.SAB.01 - Sabbatical Reserve	455.96
RES.SND.01 - Sound Reserve	-119.79
Total Reserves (pe J.Penny)	27,071.80
Building Funds	
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,564,249.49
FND.CAP.03-Cap Campaign Expense	-409,829.16
Total FND.CAP.01 - Capital Campaign	1,154,420.33
Total Building Funds	1,154,420.33
Other Funds	
FND.LIB.02 - Lib Improv't Fund	250.00
FND.COF.02 -Coffee Fund	-123.29
FND.CON.02 - Concert Fund	1,999.46
FND.DAY.02 - Day Laborer Lunch	237.57
FND.DBN.02 - DeBenneville Pines	2,860.92
FND.DRE.02 - DRE Discre. Fund	1,238.97
FND.HFH.02 - Homes 4 Hope	32,544.61
FND.JRU.02 -JRUU Fund	1,100.11
FND.MIN.02 - Min. Discr. Fnd.	2,023.88
FND.MWL.02 - Memorial Wall Fnd.	1,843.04
FND.REL.02 - RE Special Fnd.	2,600.00
FND.SAC.02 - SAC Schlrship/Art	626.43
FND.SPC.02 - Spcl. Coll. Fnd.	344.04
FND.YOU.02 - Youth Scholarship	3,164.00
FND.YRU.02 - YRUU Fund	487.69
Total Other Funds	51,197.43
Committee Funds	
COM.SUN.04 - Worship Comm C/O	-12.01
COM.ADL.04 - Adult Prms C/O	442.20
COM.SAC.04 SAC Comm Cryovr Fnd	1,572.50
COM.MUS.04 Choir/Music C/O	645.64
COM.LIB.04 Library Comm. Carryo	2,458.28
COM.CNX.04 Joy Comm. C/O	61.13
Total Committee Funds	5,167.74
Total Temp. Restricted	1,237,857.30
Unrestricted Net Assets	200.00
Net Income	64,986.78
Total Equity	1,402,383.07
TOTAL LIABILITIES & EQUITY	1,411,304.98

**UUFSD
PROFIT & LOSS
STATEMENT
JULY 2015 -
APRIL 2016**

	YR TO DATE	BUDGET TO DATE	OVER/UNDER BUDGET	% OF BUDGET	ANNUAL BUDGET
venues					
Fundraising					
REV.AUC.01 - Auction Income	3,512	13,333	-9,821	26.34%	16,000
REV.MIS.01 - Fundraising Income	40	8,333	-8,293	0.48%	10,000
REV.MIS.05 - Luncheon Income	<u>2,685</u>				
Total Fundraising	6,237	21,667	-15,429	28.79%	26,000
Interest Income	3	138	-135	2.0%	165
Pledges					
REV.PLG.01 -Pledge Current Yr	239,414	245,710	-6,296	97.44%	294,852
REV.PLG.03 -Pledge Post Pay	<u>3,775</u>				
Total Pledges	243,189	245,710	-2,521	98.97%	294,852
RE Program Income					
REV.REL.01 RE Donations	430	800	-370	53.8%	1,000
REV.REL.02 COA/OWL Fees	240	2,250	-2,010	10.67%	2,700
RE Program Income - Other	<u>160</u>				
Total RE Program Income	830	3,050	-2,220	27.23%	3,700
REV.MIS.04 Misc. Contributions	11,769	4,167	7,602	282.45%	5,000
REV.SUN.01 - Sunday Collection	10,763	10,833	-70	99.35%	13,000
Scripp Sales	188	125	63	150.61%	150
Site Rental					
REV.SIT.01 Sandy Hill	20,335	19,818	517	102.61%	23,781
REV.SIT.03 - Site Use Contrib.	3,029				
REV.SIT.02 - Spc. Evnt. Rent	<u>1,275</u>	<u>3,750</u>	<u>-2,475</u>	<u>34.0%</u>	<u>4,500</u>
Total Site Rental	24,639	23,568	1,071	104.55%	28,281
Total Revenues	297,619	309,257	-11,638	96.24%	371,148
Expense					
Boards & Committees					
COM.FND.03 Fundraising Comm. Ex	411	1,250	-839	32.89%	1,500
COM.SAC.03 Social Action Comm.	972	1,250	-278	77.76%	1,500
COM.PUB.03 Publicity Exp.	2,723	2,417	306	112.68%	2,900
COM.PCC.03 Pastoral Care Comm.	0	250	-250	0.0%	300
COM.MUS.03 Choir & Music Exp.	1,860	1,004	855	185.18%	1,205
COM.MEM.03 Membership Comm Exp.	656	604	51	108.5%	725
COM.FNF.03 Fun & Fellowship	45	521	-476	8.56%	625
COM.BRD.03 Board Expenses	397	208	189	190.78%	250
COM.SUN.03 Worship Comm.	<u>2,017</u>	<u>1,833</u>	<u>183</u>	<u>110.0%</u>	<u>2,200</u>

Total Boards & Committees	9,080	9,338	-258	97.24%	11,205
Administration Expenses					
OPS.ADM.01 Postage	606	583	23	103.91%	700
OPS.ADM.02 Office Supplies	2,371	2,000	371	118.54%	2,400
OPS.ADM.03 Copier	5,202	4,583	619	113.51%	5,500
OPS.ADM.04 - Bulk Mailing	265				
OPS.ADM.05 Telephone & Internet	3,321	2,869	451	115.74%	3,443
OPS.ADM.06 Adm. Mileage Exp	99	167	-67	59.68%	200
OPS.ADM.07 Misc. Supplies	348	125	223	278.11%	150
OPS.ADM.08 Website	60				
OPS.ADM.09 - Miscellaneous	38				
Total Administration Expenses	12,310	10,328	1,983	119.2%	12,393

**UUFSD
PROFIT & LOSS
STATEMENT
JULY 2015 -
APRIL 2016**

	YR TO DATE	BUDGET TO DATE	OVER/UNDER BUDGET	% OF BUDGET	ANNUAL BUDGET
Denomination Expenses					
OPS.DEN.04 - Cluster Dues	500	417	83	120.0%	500
OPS.DEN.02 - PSWD Dues	475	5,460	-4,985	8.7%	6,552
OPS.DEN.01 - UUA dues	15,120	12,600	2,520	120.0%	15,120
Total Denomination Expenses	16,095	18,477	-2,382	87.11%	22,172
Finance Expenses					
OPS.FIN.02 Bookkeeping Supplies	991	803	188	123.45%	963
OPS.FIN.06 Credit Card Fees	1,393	1,292	101	107.84%	1,550
OPS.FIN.05 Other Finance Exp.	228	125	103	182.4%	150
OPS.FIN.04 Pledge Campaign Exp.	81	250	-169	32.53%	300
OPS.FIN.03 Accounting Fees	7,303	5,833	1,469	125.19%	7,000
OPS.FIN.01 Payroll Fees	1,597	1,938	-341	82.42%	2,325
OPS.INT.01 UUA Loan Expense	0	125	-125	0.0%	150
Total Finance Expenses	11,592	10,365	1,227	111.84%	12,438
Religious Exploration					
COM.REL.03 RE Program Exp.	2,412	2,250	162	107.18%	2,700
COM.OWL.03 COA/OWL Exp.	562	2,500	-1,938	22.48%	3,000
Total Religious Exploration	2,974	4,750	-1,776	62.6%	5,700
Site Operations					
OPS.SIT.10 Audio/Visual Exp.	222	167	55	133.16%	200
OPS.SIT.06 Monitoring Services	0	410	-410	0.0%	492
OPS.SIT.03 Gas & Electric	3,983	3,871	112	102.89%	4,645
OPS.SIT.07 B&G Maintenance	5,382	4,392	990	122.55%	5,270
OPS.SIT.01 Property Insurance	3,990	3,071	919	129.93%	3,685
OPS.SIT.02 Real Estate Taxes	3,691	3,004	687	122.86%	3,605

OPS.SIT.05 Water	1,601	3,225	-1,624	49.65%	3,870
Site Operations - Other	118				
Total Site Operations	18,987	18,139	847	104.67%	21,767
Payroll Expenses					
COM.PER.03 - Misc. Personel Exp	320				
PER.MIS.01 Misc. Personnel	108	167	-59	64.8%	200
PER.SIT.07 Worker's Comp Ins.	2,116	3,500	-1,384	60.45%	4,200
Site Support Staff					
PER.SIT.01 -Childcare Wage	4,707	4,083	624	115.28%	4,900
PER.SIT.02 - Custodian	4,790	8,333	-3,543	57.48%	10,000
PER.SIT.03 - Site Caretaker	3,975	4,833	-858	82.24%	5,800
PER.SIT.04 - Special Event Wage	0	1,083	-1,083	0.0%	1,300
PER.SIT.09 - Sound Technician	6,893	5,958	934	115.68%	7,150
PER.SIT.10 - Youth Support	0	900	-900	0.0%	1,080
PER.SIT.11 - Lead Teach & Asst.	2,986	2,083	903	143.32%	2,500
PER.SIT.12 - ER Payroll Taxes	1,412	1,449	-38	97.41%	1,739
Total Site Support Staff	24,762	28,724	-3,962	86.21%	34,469
Congregational Administrator					
PER.OFF.05 Cong. Adm. Dental	784				
PER.OFF.01 Cong. Adm. Wages	27,600	26,758	841	103.14%	32,110
PER.OFF.02 Cong. Adm. UUA Pens.	1,112	2,007	-895	55.39%	2,408

**UUFSD
PROFIT & LOSS
STATEMENT
JULY 2015 -
APRIL 2016**

	YR TO DATE	BUDGET TO DATE	OVER/UNDER BUDGET	% OF BUDGET	ANNUAL BUDGET
PER.OFF.04 Cong. Adm. Medical	5,297	6,950	-1,653	76.21%	8,340
PER.OFF.07 Cong. Adm LTD Ins	254	268	-14	94.77%	321
PER.OFF.08 - Admin. Prof. Exp.	0	167	-167	0.0%	200
PER.OFF.03 - ER Payroll Taxes	1,739	2,047	-308	84.94%	2,456
Total Congregational Administrator	36,784	38,196	-1,412	96.3%	45,835
Music Expenses					
PER.MUS.12 Music Substitute	120				
PER.MUS.11 Accompanist Wages	2,820	6,000	-3,180	47.0%	7,200
Choir Director					
PER.MUS.02 Choir Dir. Prof. Exp	704	1,042	-338	67.55%	1,250
PER.MUS.01 Choir Director Wage	11,735	11,398	336	102.95%	13,678
Music ER Payroll Tax	1,060	1,331	-271	79.63%	1,597
Total Choir Director	13,498	13,771	-273	98.02%	16,525

Total Music Expenses	16,438	19,771	-3,333	83.14%	23,725
Director of RE					
PER.DRE.05 DRE Dental	457				
PER.DRE.03 - ER DRE Payoll Tax	3,063	2,869	194	106.77%	3,443
PER.DRE.02 DRE - UUA Pension	4,330	3,649	681	118.67%	4,379
PER.DRE.09 DRE Professional Exp	1,809	1,667	142	108.52%	2,000
PER.DRE.01 DRE Wages	38,047	37,500	547	101.46%	45,000
PER.DRE.07 DRE LTD Ins.	360	360	0	99.89%	432
PER.DRE.06 DRE Life Ins.	276	280	-4	98.61%	336
PER.DRE.04 DRE Medical	5,899	5,290	609	111.52%	6,348
Total Director of RE	54,241	51,615	2,626	105.09%	61,938
Minister Expense					
Minister Benefits					
PER.MIN.07 Minister LTD Ins.	59	650	-591	9.01%	780
PER.MIN.07 Minister Profess. Ex	3,151	5,000	-1,849	63.02%	6,000
PER.MIN.06 Minister Life Ins.	45	450	-405	10.0%	540
PER.MIN.05 - Minister's Dental	224				
PER.MIN.04 Minister Medical	8,416	7,752	664	108.57%	9,302
PER.MIN.02 Minister Housing	25,750	26,650	-900	96.62%	31,980
PER.MIN.03 Minister UUA Pension	7,487	6,998	490	107.0%	8,397
PER.MIN.00 in Lieu of FICA	5,099	4,973	127	102.55%	5,967
Total Minister Benefits	50,231	52,472	-2,240	95.73%	62,966
Minister Wages					
PER.MIN.01 Minister Salary	40,540	38,350	2,190	105.71%	46,020
Total Minister Wages	40,540	38,350	2,190	105.71%	46,020
Total Minister Expense	90,772	90,822	-50	99.95%	108,986
Total Payroll Expenses	225,540	232,794	-7,254	96.88%	279,353
Reserves					
RES.BAG.01 - B&G Reserve	0	833	-833	0.0%	1,000
Total Reserves	0	833	-833	0.0%	1,000
Total Expense	296,577	305,023	-8,446	97.23%	366,028
Net Income	1,041	4,233	-3,192	24.59%	5,120