

Minutes of UUFSD Board Meeting
Tuesday, June 14, 2016, 7:00 pm – 9:10 pm
Minister's Office, UUFSD

Board Members present:

Alisa Guralnick, *President*
Alison Schlick
Bob Quick
Clint Stoddard
Mark Tuller (by speakerphone)
Heather Stroud

Also present:

Rev. Meghan Cefalu, *ex officio*
Glen Bowden, *Treasurer*

Absent:

Rich Franzwa

Alisa convened the meeting at 7:00 pm, Glen read opening words, and members checked-in and remembered the victims of the Orlando nightclub shooting.

NEW ACTION ITEMS

-Board Retreat in August. All Board members and attendees should plan to attend the kick-off Board retreat on Sunday, August 21 from 12:00 to 5:00 pm at Mark Tuller's house. **Alisa and Mark** to plan and to circulate agenda.

-July Board meeting. No meeting of the Board in July.

-Calendar meeting in August. Alisa and Mark and Rev. Meghan to attend calendaring meeting on August 14. All others welcome of course.

-Congregational Meeting. Alisa and various others to complete preparations and prepare for possible contingencies (quorum, floor nominations, etc.) **DONE—meeting went well in terms of budget adoption and elections of Board members, officers, and Search Committee; not so well in terms of time and parliamentary order.**

-Check signing authorizations. Alisa and Mark with **Glen's** help need to go to Wells Fargo and do what needs to be done to become authorized signatories as voted by the Board.

-Handicapped parking spaces. The sense of the Board (no vote taken) is that at least one more handicapped space should be painted onto the parking lot, given that at least one member has been unable to attend occasionally because the existing spaces are in use. **Alisa** to contact Ken Schultz of Buildings & Grounds to get it done.

-Key. Alison S. authorized by Rev. Meghan to have a key and should get it from Tracey. [There are many keys floating around. When does the proliferation become a security issue such that we should re-key the locks and start over?]

-General Assembly delegates. The sense of the Board was that no process or attention is focused on selecting or supporting UUFSD members wishing to be delegates to GA. **Alison S.** to take this on as a project.

OLD ACTION ITEMS

-Rev. Meghan's contract. Alisa and Meghan to complete.

-Contribute button on website. **Alison S.** to talk to didge and Adrienne. **Someone** needs to take this on as a project and push this to completion because we are losing contributions that could be ours.

DECISION ITEMS

Election of Interim Board member. Alisa reported that Ashley Phillips has resigned from the Board. Under the bylaws, the Board appoints an interim member until the next Congregational Meeting; the Nominations Committee having selected Heather Stroud to replace Ashley at the upcoming Congregational Meeting on June 19, Alisa proposed electing Heather as interim in the meantime. After discussion, the Board adopted the following resolutions:

RESOLUTION OF APPRECIATION TO ASHLEY PHILLIPS:

In appreciation of the service that **Ashley Phillips** has given to the Fellowship as a member of the Board and as Vice President, the Board of Directors upon motion made and duly seconded unanimously adopted the following resolution, June 14, 2016:

WHEREAS, Ashley Phillips accepted the leadership position of Vice President of the Fellowship and has devoted many hours of service to the Fellowship in that position and as a Board member; and

WHEREAS, the Fellowship could not function without the tireless efforts of volunteers such as Ashley; and

WHEREAS, Ashley Phillips has resigned as a Board member and as Vice President;

NOW THEREFORE BE IT:

RESOLVED, The Board accepts with regret **Ashley Phillips'** resignation as Vice President and member of the Board.

RESOLVED, The Board extends its profound thanks to her and hereby formally acknowledges the Fellowship's appreciation for her time, diligence, and effectiveness. Job well done!

RESOLVED, The President is requested, on behalf of the Board, to publicly acknowledge Ashley's contributions and to recognize her.

DECISION:

Upon motion made and duly seconded, the Board unanimously **ELECTED Heather Stroud** as a member of the Board of the Fellowship, to fill that position until the Congregational Meeting on June 19, 2016, at which time it is anticipated she will be elected to a one-year term to fulfill the remainder of Ashley Phillips' term, pursuant to the bylaws.

Board nomination of Search Committee. Alisa presented the proposed slate for the Settled Minister Search Committee. Procedurally this is a nomination made by the Board to the Congregation, rather than by the Nominations Committee.

DECISION:

Upon motion made and duly seconded, the Board unanimously **NOMINATED** the following slate to become the Settled Minister Search Committee, to be voted upon at the June 19 Congregational Meeting:

Lisa Shaffer
Jill Ballard
Chris Butler
Ed Ulm
Don Jones
Nancy Harmon
Nagdeep Giri

Contract for Rev. Meghan. The Board discussed the need to replace Rev. Meghan's existing interim minister contract with a consulting minister contract that would enable her to enter discussion about candidacy as settled minister, and at the same time extend her service for at least an additional year.

DECISION:

Upon motion made and duly seconded, the Board unanimously **AUTHORIZED Alisa Guralnick, as President,** to negotiate and sign on behalf of the Fellowship an appropriate consulting minister contract with Rev. Meghan Cefalu, to extend the term of her service and to replace the existing interim minister contract, effective August 1, 2016, at the salary included in the budget for fiscal year 2016-2017 as adopted by the Congregation.

Check signing authorization. In view of Ashley's resignation, and because the Finance Committee recommended additional signatories be authorized for convenience purposes, the Board considered who should be authorized to sign checks on behalf of the Fellowship.

DECISION:

Upon motion made and duly seconded, the Board unanimously **AUTHORIZED AND DELEGATED TO**

Alisa Guralnick (new authority)
Mark Tuller (new authority)
Glen Bowden (continuing authority)
Steve Rosen (continuing authority)
Robin Mitchell (continuing authority)
Caroline DeMar (continuing authority)

the authority to sign checks on behalf of the Fellowship in any account owned by the Fellowship; and **CANCELLED AND WITHDREW** the authority previously given to **Ashley Phillips** to sign checks; and **DELEGATED TO Glen Bowden, Treasurer,** and to the Finance Committee, the authority to implement the above as necessary, such as by signing forms and signature cards at financial institutions.

Adoption of Budget. Glen presented the most recently revised budget for fiscal year 2016-2017, incorporating the decisions previously made by the Board (e.g., concerning UUA dues, staff salary raises, inclusion of Director of Connections, etc.).

DECISION:

Upon motion made and duly seconded, the Board unanimously **APPROVED THE BUDGET AND AUTHORIZED IT TO BE SUBMITTED TO THE CONGREGATION FOR ADOPTION** at the Congregational Meeting on June 19, 2016.

REPORTS, DISCUSSION ITEMS, AND INFORMATION ITEMS

Congregational Meeting preparation. The Board discussed preparations for the upcoming Congregational Meeting, including sequence, timing, speakers, how to present the salary increases, how to present the budget given the cuts to UUA dues and committee requests, etc.

Classrooms work. Clint reported that he is acting as project manager and that appropriate permitting from the city is anticipated (the fire department may have comments) and that the contractor can start soon on the lower two classrooms.

Environmental Justice Task Force. Alison Schlick as liaison to this group reported on efforts to restart the Green Sanctuary Program, which was attempted without success several years ago (see Policy 470, suspended in 2011). It involves education, campus sustainability, and other initiatives, and the group is looking to a possible Congregational vote next June.

Other. In no particular order: Rev. Meghan will be gone all of July and the first week of August. Chris Lehman, the new Music Director, will be coming on board before the end of June and will overlap a bit with Jill Reis. The rainbow flag evidencing us as a welcoming congregation is now flying. Now that Heather is on the Board she will be leaving the Personnel Committee, so that committee is down to one person. Team Generosity has scheduled a calendar of fundraising events.

The President declared the meeting adjourned at 9:15 pm. The next scheduled Board meeting is the retreat on Sunday, August 21, from 12:00 to 5:00 pm at Mark Tuller's house.

Respectfully submitted,
Mark Tuller, *Secretary*

Attachments:

- Agenda for June 14, 2016 Board meeting
- Minister's Report for June 2016
- RE Report for June 2016
- Director of Connections Report for June 2016
- Congregational Administrator's Report for June 2016
- Treasurer's Report for June 2016 with proposed budget
- UUFSD P&L Statement through May 2016
- UUFSD Balance Sheet as of May 2016

UUFSD Board Meeting Agenda
June 14, 2016

1. Chalice Lighting and Check-in
2. Opening words (*Glen Bowden*)
3. Board nomination of Heather Stroud as interim Board Member
4. Report on action items from last month
 - a. (*Mark T can report on these, if any*)
5. Information Items
 - a. Monthly reports: RE, Admin, Dir. Of Connections, Rev. M
 - Sent via email as attachments
 - b. Update- Environmental Justice Task Force (Alison S)
6. Decision Items
 - a. Congregational Meeting prep:
 - Board Members- re-introduce as at January meeting
 - Search Committee-Board presents final list (for congregational vote): Lisa Shaffer, Jill Ballard, Chris Butler, Ed Ulm, Don Jones, Nancy Harmon, Nagdeep Giri
 - Board Member re-elections / Nominating Committee presents for vote:
 1. Alisa- President, Mark T- Vice President
 2. Elect Rich and Alison to regular 3-year terms
 3. Elect Heather Stroud to one-year term (replacing Ashley Phillips)
 - Final Budget Review / discussion: what to highlight, what to present, ... (Glen)
 - b. Additional handicapped parking spaces (Alisa)
 - c. "Check signing authorizations" (resolution removing Ashley from check signing authority, adding Alisa and Mark; authorized signatories will then be: Steve Rosen, Glen Bowden, Alisa Guralnick, Mark Tuller, Robin Mitchell, Caroline DeMar)
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?
11. Process check and check out
12. Adjourn

Report to the Board of Directors
Rev. Meghan Conrad Cefalu
June 14, 2016

Hello friends,

This month I'm thinking more "big picture" about the Fellowship. So rather than list all that I'm engaged in in the last several weeks I wanted to bring a couple of areas to your attention.

One of my (and I'm sure your) ongoing frustrations is around the issue of **communications**. Members and friends do not seem to know what is going on in the life of the Fellowship - though there are announcements from the pulpit, paper schedules handed out each Sunday, a bulletin board in the core area, a Happenings Table staffed after each service, a Facebook page, a Yahoo list, a weekly e-newsletter, email blasts, a quarterly newsletter and a website. When I return from my summer break I will be working with the Communications Committee along with Adrienne to see if we can figure out some more workable solutions.

I have been wondering why this congregation, though it is an officially designated Welcoming Congregation, does not display the **rainbow flag**. I mentioned it during the course of the New Member Orientation workshop a few weeks ago and the following day Irv sent out an email to some SAC folks suggesting we do so immediately. In light of Saturday night's massacre of 50+ LGBT folks at the nightclub in Orlando I am hoping that happens quickly. Flying the flag is a clear symbol to LGBT-identified people that we are a congregation that welcomes them. As a queer person I can tell you that if an organization/business/church says it is "welcoming" but does not clearly display the rainbow symbol I am not certain if they really mean it. If this congregation desires to be a truly welcoming congregation we should make it more public.

After now attending a **Casas de Luz** home build I am even more puzzled about why some leaders of the fellowship decided to reduce the fundraising efforts of the project – essentially pushing CdL out of the congregation. Building a home in two days for a family in need is a phenomenal experience. Not only does it change one family's life forever giving their kids a fighting chance of staying in school and having a future, but it creates a sense of community among those building and across language barriers with the Mexican builders with whom we worked side-by-side. All of the participants were positively changed by the experience.

There are a number of other big-picture issues I'll be covering in Sunday's report to the congregation at the meeting. That's it for now. Thanks so much for your ongoing good, strong leadership. It is a joy to serve as your minister. ☺

Blessings,
Rev. Meghan

RE Board Report June 2016

Our last class of the regular year was this past Sunday and it was a wonderful celebration. In general I felt that the year was very successful!

Here are the numbers of people in the classes averaged for the spring semester. This is not indicative of total enrollment because our student's attendance is not consistent. Our total enrollment numbers are around 120 students.

Spring 2016 Average Attendance

Childcare

1st Service: 2.5 average

2nd Service: 2.3 average

PreK-K

1st Service Only: 5.2 average

1st-3rd

1st Service: 5.1 average

2nd Service: 6.2 average

4th-6th

1st Service: 0.8 average

2nd Service: 4 average

JRUU

2nd Service Only: 19 average (OWL)

YRUU

2nd Service Only: 8 average

Youth Group: 13 average

Total Sunday Morning Attendance average: 53.1

Total Weekly Attendance average: 66.1

We are looking forward to the summer program very much! Have a great respite!

Sincerely,

Alison

Adrienne McCord, Director of Connections, Report for June, 2016

We held our first half-day workshop for new members and it went very well. We welcomed nine new members and have six that are making up the workshop & finishing paperwork soon. As I've mentioned before we are going to monthly orientations between services beginning in July. Since we are in one service in the summer the orientation will be at 11 AM they will be held on the second Sundays. These are brief introductions to UU and UUFSD.

Megan and I will hold quarterly half-day workshop's for deeper enrichment and to get to know prospective members more.

Preparing for the Monk Sand Mandala event in July with Christie Turner and collaborating with volunteers preparing some public relations for that including external outreach to interfaith and general public.

UUFSD was represented in the Solana Beach Fiesta Del Sol with an informational tent. We were able to meet and talk with many community members and increase awareness of the fellowship.

Happy to say we now have a new kitchen club with a schedule of planned events and already a few members...this is really a thinly veiled volunteer appreciation activity because all the volunteers who work so hard in kitchen for us love to cook and plan fun events...so it's a win-win. Im hoping it leads to greater recruitment for kitchen activities. Our new kitchen leader is Deb Ploeser.

Yay! Deb will be buying fresh fruit/veggies & low /healthy ingredient goodies with a budget based on donations received during gathering hour and a max of \$25 if needed to supplement. The kitchen club will host fun baking events that stock the freezer with fresh muffins, mini quiche etc for Sunday gathering hours to keep the kitchen self sustainable. Good news! :)

I'm wondering where we are at on the dishwasher? Is there anything I can do to expedite the purchase of a new high-speed efficient dishwasher? Cleanup/volunteers for final clean up would be easier if we could finish in less than the hour plus it takes now.

We now have a compost re-set up. There's a separate garbage can in the kitchen for food scraps and I am bringing that to the compost at least twice a week. I am looking for some help on this. Next week Im meeting with Greg Brown as rep of design and EJTF to post awareness signs for greater recycling and (new) compost awareness. Let's see how it goes!

We are adding a couple new things to the newsletter one is the new artist corner. If you have any announcements to me such as a performance art show etc. please let us know.

ADMINISTRATOR’S REPORT TO THE BOARD – JUNE 2016

MEMBERSHIP STATISTICS

| | |
|--------------------------|-----|
| Total number of members: | 249 |
| Members emeritus: | 6 |
| Pledging friends: | 9 |
| Friends: | 43 |

Total number of members, pledging friends and friends: 307

SUNDAY ATTENDANCE 5/15/16 – 6/5/16

| Date | Age Group | 9:00am | 11:00am |
|---------------|--------------|-----------|----------------------------|
| | | | |
| May 15 | Adult | 46 | 104 |
| | Child | 10 | 24 |
| | Teen | 3 | 8 |
| | Staff | 6 | 5 |
| | | | |
| May 22 | Adult | 54 | 82 |
| | Child | 7 | 14 |
| | Teen | 15 | 18 |
| | Staff | 5 | 5 |
| | | | |
| May 29 | Adult | 31 | 73 |
| | Child | 2 | 8 |
| | Teen | 0 | 2 |
| | Staff | 3 | 6 |
| | | | |
| June 5 | Adult | 61 | 102 (incl 22 choir) |
| | Child | 7 | 9 |
| | Teen | ? | 3 |
| | Staff | 6 | 6 |

SITE USE AND RENTALS

Our neighbors across the street will be using our parking lot for a couple of hours on June 11th in the afternoon. We have a member wedding on July 9th for Brian Furbee’s daughter.

Respectfully submitted,

Tracey Weiss
Congregational Administrator

UUFSD
TREASURER'S REPORT
JUNE 19, 2016

As of May 31st there was an operating deficit of \$5,493. Pledge collection was at 93% of budget. If we can collect most of the remaining \$44,500 we will be close to breaking even for the year.

Cash assets total \$779,950. Almost all of this is committed to various non-budget funds and activities. These include:

The Spirit Grant for Adrienne McCord's activities. The original grant was for \$100,000 to cover three years. The remaining balance is \$77,196.

The Capital Campaign now has a balance of \$1,145,846. This includes \$607,088 in cash and \$538,758 in pledges.

Other carryover and reserve funds total \$65,784.

A note on the operations of Casas de Luz. The program took in a total of \$90,422 with \$77,394 in expenditures. In 2015, It was the 10 year anniversary of the first Casas de Luz home build. Using the church year we built 13 homes last year. Over 500 people participated in these builds. Some of the sponsors were Skyline School, YMCA trailblazers, individual families and even a high school from Oregon. In addition to home builds we have delivered over 75 truckloads of donations to both Tijuana and San Diego. We have also sponsored serving breakfast 5 days a week in our community center in Colonial Cumbres. The Cumbres community center has a new porch with a roof that has been a welcomed addition.

UUFSD
PROPOSED
BUDGET
2016-2017

| | | |
|---|----------------------|---------------|
| REVENUE | | |
| Pledges | | 297,233 |
| Site Rental | | 37,000 |
| Fundraising | | 27,000 |
| Spirit Grant - Director of Connections | | 30,000 |
| Other Contributions | | <u>22,900</u> |
| | Total Revenue | 414,133 |
| | | |
| EXPENSES | | |
| Minister | | |
| Salary & Benefits | 116,036 | |
| Minister Expenses | 5,000 | |
| Settled Minister Search Costs | <u>5,000</u> | |
| | Total Minister | 126,036 |
| | | |
| Religious Education | | |
| DRE Salary & Benefits | 69,538 | |
| RE Expenses | <u>11,125</u> | |
| | Total RE | 80,663 |
| | | |
| Music Expenses | | |
| Choir Director Salary | 17,600 | |
| Accompanists' Salaries | 7,200 | |
| Other Music Expenses | <u>3,147</u> | |
| | Total Music Expenses | 27,947 |
| | | |
| Administration | | |
| Administrator Salary & Benefits | 52,881 | |
| Bookkeeper Expenses | <u>7,000</u> | |
| | Total Administration | 77,341 |
| | | |
| Director of Connections -Wages & Expenses | | 30,000 |
| Site Operations | | 20,334 |
| Board & Committees | | 10,492 |
| Site Support Staff | | 25,063 |
| Reserve Funds | | 1,000 |
| UU Demoninational Dues | | 12,026 |
| Other Expenses | | <u>3,200</u> |
| | Total Expenses | 414,102 |
| | | |
| | Net Income/Loss | 31 |

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

| | YR TO DATE | BUDGET TO DATE | OVER/ UNDER BUDGE T | % OF BUDGET | ANNUAL BUDGET |
|------------------------------------|----------------|-------------------|------------------------------|----------------|------------------|
| Revenues | | | | | |
| Fundraising | | | | | |
| REV.AUC.01 - Auction Income | 10,847 | 14,667 | -3,820 | 73.96% | 16,000 |
| REV.MIS.01 - Fundraising Income | 0 | 9,167 | -9,167 | 0.0% | 10,000 |
| REV.MIS.05 - Luncheon Income | 2,725 | | | | |
| Total Fundraising | 13,572 | 23,833 | -10,262 | 56.94% | 26,000 |
| Interest Income | 3 | 151 | -148 | 2.22% | 165 |
| Pledges | | | | | |
| REV.PLG.01 -Pledge Current Yr | 250,517 | 270,281 | -19,764 | 92.69% | 294,852 |
| REV.PLG.03 -Pledge Post Pay | 3,775 | | | | |
| Total Pledges | 254,292 | 270,281 | -15,989 | 94.08% | 294,852 |
| RE Program Income | | | | | |
| REV.REL.01 RE Donations | 460 | 1,000 | -540 | 46.04% | 1,000 |
| REV.REL.02 COA/OWL Fees | 240 | 2,475 | -2,235 | 9.7% | 2,700 |
| RE Program Income - Other | 160 | | | | |
| Total RE Program Income | 860 | 3,475 | -2,615 | 24.76% | 3,700 |
| REV.MIS.04 Misc. Contributions | 12,074 | 4,583 | 7,490 | 263.42% | 5,000 |
| REV.SUN.01 - Sunday Collection | 11,578 | 11,917 | -338 | 97.16% | 13,000 |
| Scripp Sales | 194 | 138 | 56 | 140.92% | 150 |
| Site Rental | | | | | |
| REV.SIT.01 Sandy Hill | 22,324 | 21,799 | 524 | 102.41% | 23,781 |
| REV.SIT.03 - Site Use Contrib. | 3,183 | | | | |
| REV.SIT.02 - Spc. Evnt. Rent | 1,275 | 4,125 | -2,850 | 30.91% | 4,500 |
| Total Site Rental | 26,781 | 25,924 | 857 | 103.31% | 28,281 |
| Total Revenues | 319,354 | 340,302 | -20,948 | 93.84% | 371,148 |
| ExpenseS | | | | | |
| Boards & Committees | | | | | |
| COM.FND.03 Fundraising Comm. Ex | 472 | 1,375 | -903 | 34.29% | 1,500 |
| COM.SAC.03 Social Action Comm. | 1,133 | 1,375 | -242 | 82.39% | 1,500 |
| COM.PUB.03 Publicity Exp. | 3,134 | 2,658 | 475 | 117.88% | 2,900 |
| COM.PCC.03 Pastoral Care Comm. | 149 | 275 | -126 | 54.08% | 300 |
| COM.MUS.03 Choir & Music Exp. | 1,993 | 1,105 | 888 | 180.42% | 1,205 |
| COM.MEM.03 Membership Comm Exp. | 711 | 665 | 46 | 106.95% | 725 |

| | | | | | |
|--------------------------------------|---------------|---------------|--------------|----------------|---------------|
| COM.FNF.03 Fun & Fellowship | 181 | 573 | -391 | 31.67% | 625 |
| COM.BRD.03 Board Expenses | 397 | 229 | 168 | 173.44% | 250 |
| COM.SUN.03 Worship Comm. | 2,034 | 2,017 | 17 | 100.85% | 2,200 |
| Total Boards & Committees | 10,203 | 10,271 | -68 | 99.34% | 11,205 |
| Administration Expenses | | | | | |
| OPS.ADM.01 Postage | 702 | 642 | 60 | 109.42% | 700 |
| OPS.ADM.02 Office Supplies | 2,732 | 2,200 | 532 | 124.2% | 2,400 |
| OPS.ADM.03 Copier | 5,737 | 5,042 | 695 | 113.78% | 5,500 |
| OPS.ADM.04 - Bulk Mailing | 265 | | | | |
| OPS.ADM.05 Telephone & Internet | 3,746 | 3,156 | 590 | 118.68% | 3,443 |
| OPS.ADM.06 Adm. Mileage Exp | 108 | 183 | -75 | 58.97% | 200 |
| OPS.ADM.07 Misc. Supplies | 348 | 138 | 210 | 252.83% | 150 |
| OPS.ADM.08 Website | 60 | | | | |
| OPS.ADM.09 - Miscellaneous | 38 | | | | |
| Total Administration Expenses | 13,735 | 11,360 | 2,375 | 120.91% | 12,393 |

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

| | YR TO DATE | BUDGET TO DATE | OVER/ UNDER BUDGE T | % OF BUDGET | ANNUAL BUDGET |
|------------------------------------|---------------|-------------------|------------------------------|----------------|------------------|
| Denomination Expenses | | | | | |
| OPS.DEN.04 - Cluster Dues | 500 | 458 | 42 | 109.09% | 500 |
| OPS.DEN.02 - PSWD Dues | 0 | 6,006 | -6,006 | 0.0% | 6,552 |
| OPS.DEN.01 - UUA dues | 15,120 | 13,860 | 1,260 | 109.09% | 15,120 |
| Total Denomination Expenses | 15,620 | 20,324 | -4,704 | 76.85% | 22,172 |
| Finance Expenses | | | | | |
| OPS.FIN.02 Bookkeeping Supplies | 1,020 | 883 | 137 | 115.54% | 963 |
| OPS.FIN.06 Credit Card Fees | 1,705 | 1,421 | 284 | 120.02% | 1,550 |
| OPS.FIN.05 Other Finance Exp. | 231 | 138 | 94 | 168.0% | 150 |
| OPS.FIN.04 Pledge Campaign Exp. | 81 | 275 | -194 | 29.58% | 300 |
| OPS.FIN.03 Accounting Fees | 8,230 | 6,417 | 1,813 | 128.26% | 7,000 |
| OPS.FIN.01 Payroll Fees | 1,625 | 2,131 | -506 | 76.24% | 2,325 |
| OPS.INT.01 UUA Loan Expense | 0 | 138 | -138 | 0.0% | 150 |
| Total Finance Expenses | 12,892 | 11,402 | 1,491 | 113.08% | 12,438 |
| Religious Exploration | | | | | |
| COM.REL.03 RE Program Exp. | 2,805 | 2,475 | 330 | 113.34% | 2,700 |
| COM.OWL.03 COA/OWL Exp. | 682 | 2,750 | -2,068 | 24.8% | 3,000 |
| Total Religious Exploration | 3,487 | 5,225 | -1,738 | 66.74% | 5,700 |
| Site Operations | | | | | |
| OPS.SIT.10 Audio/Visual Exp. | 222 | 183 | 39 | 121.06% | 200 |
| OPS.SIT.06 Monitoring Services | 0 | 451 | -451 | 0.0% | 492 |
| OPS.SIT.03 Gas & Electric | 4,264 | 4,258 | 6 | 100.15% | 4,645 |

| | | | | | |
|-------------------------------------|---------------|---------------|---------------|----------------|---------------|
| OPS.SIT.07 B&G Maintenance | 6,406 | 4,831 | 1,575 | 132.61% | 5,270 |
| OPS.SIT.01 Property Insurance | 3,990 | 3,378 | 612 | 118.12% | 3,685 |
| OPS.SIT.02 Real Estate Taxes | 3,691 | 3,305 | 386 | 111.69% | 3,605 |
| OPS.SIT.05 Water | 1,884 | 3,548 | -1,663 | 53.12% | 3,870 |
| Site Operations - Other | 118 | | | | |
| Total Site Operations | 20,575 | 19,953 | 622 | 103.12% | 21,767 |
| Payroll Expenses | | | | | |
| COM.PER.03 - Misc. Personel Exp | 320 | | | | |
| PER.MIS.01 Misc. Personnel | 108 | 183 | -75 | 58.91% | 200 |
| PER.SIT.07 Worker's Comp Ins. | 2,116 | 3,850 | -1,734 | 54.95% | 4,200 |
| Site Support Staff | | | | | |
| PER.SIT.01 -Childcare Wage | 5,211 | 4,492 | 719 | 116.01% | 4,900 |
| PER.SIT.02 - Custodian | 5,210 | 9,167 | -3,957 | 56.84% | 10,000 |
| PER.SIT.03 - Site Caretaker | 4,245 | 5,317 | -1,072 | 79.83% | 5,800 |
| PER.SIT.04 - Special Event Wage | 0 | 1,192 | -1,192 | 0.0% | 1,300 |
| PER.SIT.09 - Sound Technician | 7,793 | 6,554 | 1,238 | 118.89% | 7,150 |
| PER.SIT.10 - Youth Support | 0 | 990 | -990 | 0.0% | 1,080 |
| PER.SIT.11 - Lead Teach & Asst. | 3,425 | 2,292 | 1,133 | 149.44% | 2,500 |
| PER.SIT.12 - ER Payroll Taxes | 1,592 | 1,594 | -3 | 99.84% | 1,739 |
| Total Site Support Staff | 27,474 | 31,597 | -4,123 | 86.95% | 34,469 |
| Congregational Administrator | | | | | |
| PER.OFF.05 Cong. Adm. Dental | 784 | | | | |
| PER.OFF.01 Cong. Adm. Wages | 30,260 | 29,434 | 825 | 102.8% | 32,110 |
| PER.OFF.02 Cong. Adm. UUA Pens. | 1,359 | 2,207 | -849 | 61.55% | 2,408 |

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

| | YR TO DATE | BUDGET TO DATE | OVER/UNDER BUDGET | % OF BUDGET | ANNUAL BUDGET |
|---|---------------|----------------|-------------------|---------------|---------------|
| PER.OFF.04 Cong. Adm. Medical | 6,087 | 7,645 | -1,558 | 79.63% | 8,340 |
| PER.OFF.07 Cong. Adm LTD Ins | 254 | 294 | -41 | 86.15% | 321 |
| PER.OFF.08 - Admin. Prof. Exp. | 0 | 183 | -183 | 0.0% | 200 |
| PER.OFF.03 - ER Payroll Taxes | 1,961 | 2,251 | -290 | 87.1% | 2,456 |
| Total Congregational Administrator | 40,704 | 42,015 | -1,312 | 96.88% | 45,835 |
| Music Expenses | | | | | |
| PER.MUS.12 Music Substitute | 120 | | | | |
| PER.MUS.11 Accompanist Wages | 3,060 | 6,600 | -3,540 | 46.36% | 7,200 |
| Choir Director | | | | | |

| | | | | | |
|------------------------------------|----------------|----------------|----------------|-----------------|----------------|
| PER.MUS.02 Choir Dir. Prof. Exp | 704 | 1,146 | -442 | 61.41% | 1,250 |
| PER.MUS.01 Choir Director Wage | 12,787 | 12,538 | 249 | 101.98% | 13,678 |
| Music ER Payroll Tax | 1,140 | 1,464 | -324 | 77.89% | 1,597 |
| Total Choir Director | 14,631 | 15,148 | -517 | 96.59% | 16,525 |
| Total Music Expenses | 17,811 | 21,748 | -3,937 | 81.9% | 23,725 |
| Director of RE | | | | | |
| PER.DRE.05 DRE Dental | 508 | | | | |
| PER.DRE.03 - ER DRE Payoll Tax | 3,387 | 3,156 | 231 | 107.3% | 3,443 |
| PER.DRE.02 DRE - UUA Pension | 4,677 | 4,014 | 662 | 116.5% | 4,379 |
| PER.DRE.09 DRE Professional Exp | 2,480 | 1,833 | 646 | 135.25% | 2,000 |
| PER.DRE.01 DRE Wages | 41,509 | 41,250 | 259 | 100.63% | 45,000 |
| PER.DRE.07 DRE LTD Ins. | 360 | 396 | -36 | 90.81% | 432 |
| PER.DRE.06 DRE Life Ins. | 276 | 308 | -32 | 89.64% | 336 |
| PER.DRE.04 DRE Medical | 6,776 | 5,819 | 957 | 116.45% | 6,348 |
| Total Director of RE | 59,971 | 56,776 | 3,195 | 105.63% | 61,938 |
| Minister Expense | | | | | |
| Minister Benefits | | | | | |
| PER.MIN.07 Minister LTD Ins. | 59 | 715 | -656 | 8.19% | 780 |
| PER.MIN.07 Minister Profess. Ex | 4,212 | 5,500 | -1,288 | 76.58% | 6,000 |
| PER.MIN.06 Minister Life Ins. | 45 | 495 | -450 | 9.09% | 540 |
| PER.MIN.05 - Minister's Dental | 224 | | | | |
| PER.MIN.04 Minister Medical | 9,310 | 8,527 | 783 | 109.19% | 9,302 |
| PER.MIN.02 Minister Housing | 28,058 | 29,315 | -1,257 | 95.71% | 31,980 |
| PER.MIN.03 Minister UUA Pension | 8,133 | 7,697 | 436 | 105.66% | 8,397 |
| PER.MIN.00 in Lieu of FICA | 5,558 | 5,470 | 89 | 101.62% | 5,967 |
| Total Minister Benefits | 55,599 | 57,719 | -2,120 | 96.33% | 62,966 |
| Minister Wages | | | | | |
| PER.MIN.01 Minister Salary | 44,232 | 42,185 | 2,047 | 104.85% | 46,020 |
| Total Minister Wages | 44,232 | 42,185 | 2,047 | 104.85% | 46,020 |
| Total Minister Expense | 99,831 | 99,904 | -72 | 99.93% | 108,986 |
| Total Payroll Expenses | 248,334 | 256,074 | -7,739 | 96.98% | 279,353 |
| Reserves | | | | | |
| RES.BAG.01 - B&G Reserve | 0 | 917 | -917 | 0.0% | 1,000 |
| Total Reserves | 0 | 917 | -917 | 0.0% | 1,000 |
| Total Expense | 324,848 | 335,526 | -10,678 | 96.82% | 366,028 |
| | -5,493 | 4,777 | -10,270 | -115.01% | 5,120 |

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06/13/16

Accrual Basis

The Unitarian Universalist Fellowship of San Dieguito

Balance Sheet

As of May 31, 2016

| | May 31, 16 |
|--------------------------------------|---------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| WF \$ Market Savings x1459 | 8,689.46 |
| WF \$ Market Savings x1974 | 5,783.47 |
| WF Bus Chkg x3757 | 318,210.40 |
| Vanguard Money Market | 38,387.28 |
| Vanguard GNMA | 408,879.39 |
| Total Checking/Savings | 779,950.00 |
| Accounts Receivable | |
| Accounts Receivable | 50,757.96 |
| Capital Campaign Pledges | 538,758.52 |
| Total Accounts Receivable | 589,516.48 |
| Other Current Assets | |
| Prepaid Expenses | 607.63 |
| Undeposited Funds | 3,204.58 |
| Total Other Current Assets | 3,812.21 |
| Total Current Assets | 1,373,278.69 |
| TOTAL ASSETS | 1,373,278.69 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable | |
| Accounts Payable | 375.12 |
| Total Accounts Payable | 375.12 |
| Other Current Liabilities | |
| LIA.NOT.08- Member Loan - CD | 5,000.00 |
| Payroll Liabilities | |
| LIA.PER.01 Payroll Taxes | 1,668.44 |
| Medical Liability | -1,886.86 |
| UUA Pension Liability | 1,479.97 |
| Payroll Liabilities - Other | 2,279.00 |
| Total Payroll Liabilities | 3,540.55 |
| Total Other Current Liabilities | 8,540.55 |
| Total Current Liabilities | 8,915.67 |
| Total Liabilities | 8,915.67 |
| Equity | |
| Pledge Prepayments | 21,627.50 |
| Dividend Income | 4,915.56 |
| 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 | -19,182.72 |
| FND.SPG.04 - D.o C.ER PayTaxes | -1,410.24 |
| FND.SPG.06 - D. of C. Expenses | -2,210.80 |
| Total FND.SPG.01 - Spirit Grant Fund | 77,196.24 |
| Opening Balance Equity | -1,813.82 |
| Permanent Restricted | |
| FND.PGE.01 - Endowment Fund | 9,410.10 |
| Total Permanent Restricted | 9,410.10 |

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06/13/16

Accrual Basis

The Unitarian Universalist Fellowship of San Dieguito
Balance Sheet
As of May 31, 2016

| | May 31, 16 |
|---------------------------------------|---------------------|
| Temp. Restricted | |
| Reserves (pe J.Penny) | |
| RES.AFR.01 - Appliance & Furn. | 1,847.09 |
| RES.BAG.01 - B&G Reserve | 22,238.54 |
| RES.SAB.01 - Sabbatical Reserve | 455.96 |
| RES.SND.01 - Sound Reserve | -119.79 |
| | 24,421.80 |
| Total Reserves (pe J.Penny) | 24,421.80 |
| Building Funds | |
| FND.CAP.01 - Capital Campaign | |
| FND.CAP.02-Cap Campaign Income | 1,568,149.49 |
| FND.CAP.03-Cap Campaign Expense | -422,303.35 |
| | 1,145,846.14 |
| Total Building Funds | 1,145,846.14 |
| Other Funds | |
| FND.LIB.02 - Lib Improv't Fund | 250.00 |
| FND.COF.02 -Coffee Fund | 39.60 |
| FND.CON.02 - Concert Fund | 2,683.46 |
| FND.DAY.02 - Day Laborer Lunch | 237.57 |
| FND.DBN.02 - DeBenneville Pines | 3,060.92 |
| FND.DRE.02 - DRE Discre. Fund | 1,238.97 |
| FND.HFH.02 - Homes 4 Hope | 15,281.81 |
| FND.JRU.02 -JRUU Fund | 1,100.11 |
| FND.MIN.02 - Min. Discr. Fnd. | 1,444.08 |
| 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. | 1,844.29 |
| FND.YOU.02 - Youth Scholarship | 3,164.00 |
| FND.YRU.02 - YRUU Fund | 487.69 |
| | 35,901.97 |
| Total Other Funds | 35,901.97 |
| Committee Funds | |
| COM.SUN.04 - Worship Comm C/O | 230.66 |
| 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 | 2,508.28 |
| COM.CNX.04 Joy Comm. C/O | 61.13 |
| | 5,460.41 |
| Total Committee Funds | 5,460.41 |
| Total Temp. Restricted | 1,211,630.32 |
| Unrestricted Net Assets | 200.00 |
| Net Income | 48,429.81 |
| | 1,364,363.02 |
| Total Equity | 1,364,363.02 |
| TOTAL LIABILITIES & EQUITY | 1,373,278.69 |

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