

Board Meeting Minutes for February 17, 2016

Unitarian Universalist Church of Chattanooga

Present: Buck O'Rear, VP Resources Ministry; Linda Park, VP Outreach Ministry; Pam Johnson, Secretary; Daidee Springer, Treasurer; Leslie Brock, Past President; Rev. Cathy Harrington, Developmental Minister.

Absent: Monique Lewis, President; Greg Cruz, VP Congregational Life Ministry; Cecile de Rocher, VP Religious Growth Ministry

Guest: George Helton, Transition Team

Leslie called the meeting to order at 6:30 pm. Cecile lit the chalice and shared opening words, but then had to leave for OWL training. Everyone checked in.

January Minutes: Buck moved to accept the minutes as revised. Linda seconded the motion. The minutes were unanimously approved.

Financial Report: Daidee reported that pledge income was down in January, but about the same as 2014-2015 when looking at December and January combined. She added that there will be heavy expenses in the next few months and less anticipated pledge income in the remaining months of the fiscal year.

Finance Committee:

The finance committee recommended taking funds for Cathy's desk (\$362.21) out of the equipment reserve fund. Daidee moved to accept this recommendation. Buck seconded the motion, and the motion passed.

Resources Report:

Buck reports that plans are going well for the stewardship campaign. A flyer, letters to the congregation, and NUUsletter article are being developed. Table Talks will be held on April 10th, 17th, and 24th. Each board member will host a table talk.

Buck asked Ken Brandenburg if he would be willing to serve as a consultant on the best use of our building as we grow. Ken would be happy to meet with a small group to walk through the building to share suggestions. It is recommended that Cathy, Jennifer, Chris, Kay, and perhaps one of the teens comprise that group.

Congregational Life: Greg was not able to attend due to the change in meeting schedule. He has nothing new to report.

Nominating Committee: Leslie presented a slate of officers for open board positions and for the Nominating and Leadership Development Committee.

2016-2017 Board of Trustees

Nominees

President: Monique Lewis 2016-2017 (second term)

President Elect: Bart Solomon 2016-2017

Vice-President for Congregational Life Ministry: Greg Cruz 2016-2018 (second term)

Vice-President for Outreach Ministry: Linda Park 2016-2018 (second term)

Vice President for Religious Growth Ministry: Cecile de Rocher 2016-2018 (second term)

Vice President for Resources Ministry: Buck O'Rear 2016-2018 (second term)

Secretary: Pam Johnson 2016-2018(second term)

Treasurer: Bill Derrickson: 2016-2018 (first term)

Members of Nominating and Leadership Development Committee

Nominees:

Kristie McKinley 2016-2018 (second term)

Elaine Hill 2016-2018 (second term)

Don Donart 2016-2018 (first term)

Jim Welborn 2016-1018 (first term)

Two candidates are undecided at this time. One would be first term; the other second term.

Buck moved to accept the list of proposed nominees. Daidee seconded the motion and the motion passed.

Outreach: In addition to her filed report attached below, Linda noted that the Jewish and Muslim comedy show was cancelled when she didn't get enough response for people to help coordinate the event.

Religious Growth Report: Cecile has nothing new to report

Minister's Report: In addition to her filed report at the end of this document, Cathy shared the following:

- Cathy recommended that we consider the Oak Ridge proposal as a priority. In discussions with Jake, he agreed to come down at no charge on February 27, 2016 to have a breakfast at 8:00 am to meet with key stewardship people. Then on Saturday, March 19, 2016, he would lead a workshop for the Stewardship Committee and Canvassers at a cost pf \$400 plus hotel plus mileage for the day-long workshop. On Sunday, March 20, 2016, he and Cathy would do a pulpit swap. The board participated in a lengthy discussion of the pros and cons of accepting the proposal.
- Cathy will be interviewing Friday for a police chaplain position. If accepted, she would participate in one ride-along each month.
- On March 1, she and Fred Fletcher would have a conference call with Austin about Restorative Justice.
- Cathy recommends we be work on plans for the future at each board meeting. She also recommends that we read *Governance and Ministry* by Ben Hotchkiss. Several board

members have read it in the past and are willing to share copies so that others may read it.

- Are we preserving the institution or are we growing our UU faith – are we part of the movement transforming lives in this church and outside the church?

New Business: The Small Group Ministry meeting had to be cancelled due to weather. It is being rescheduled.

Quick Report Items:

- Transition Team: See attached report.
- Next Board meeting will be March 24, 2016
- Linda will do the opening and closing readings at our next meeting.
- Process observer: We need to be aware of times when we need to have a longer conversation about an issue

Closing Words: Cecile read our closing words. The meeting was adjourned at 9:00 pm.

Respectfully submitted,

Pam Johnson

Minister's Notes - February 17, 2016

The past month at UUCU has been anything but boring!

Your Stewardship team is working hard to prepare for a rich and vibrant future. The Lay Pastoral Care Team entertained our senior members with a special luncheon event, the first annual Groundhog Senior Lunch. The Nominating Committee has worked together to nurture, identify, and nominate future leaders for UUCU. The Membership Committee has been hosting New Member classes building relationships and integrating new folks into the life of UUCU. The Finance Committee continues to be dedicated to maintaining the financial integrity and solid future of UUCU. The Worship Committee is working together to ensure quality worship and to resolve sound issues. The Covenant Team has crafted three Communal Promise/Covenant options to be presented to the congregation in a worship service on Easter Sunday/Stewardship Kickoff. The four Covenant team members will join me in a very special worship service on Stewardship kickoff Sunday. The Adult RE Committee is hosting a very well attended Islam class, and they and Social Justice Committee accepted the invitation to present a special peace event; Stand Up For Peace, a Jewish and Muslim Comedy show that will be performed on Monday evening, Feb 21. Registration for the Anti-Racism Workshop on Feb 27 is good. The SJ committee is efficiently undertaking the task of feeding the potential 100 attendees.

Some communication issues (GOAL 5) have surfaced around the Black Lives Matter workshop and the Stand UP for Peace show. UUCU is moving from a Pastoral size to Program size, and expectations as well as responsibilities shifts, identifying an area that needs special attention of the board. I see this as an opportunity to reexamine the developmental goals as we prepare a budget and strategic plan for the upcoming third year of Developmental Ministry.

Respectfully submitted,

Cathy

- A. Identity. Vision and Mission. Who do we say we are, to ourselves and to the world? How do we express the unity that binds us despite our humanistic and spiritualist differences?
- B. Covenant and Safe Community Policy. What are the standards for the relationships we want to have with one another? How shall we respond when behavior violates these standards?
- C. Member Engagement. How do we build a larger core of active members? Are there programming changes that will help? How do we identify and build the next generation of church leaders? How do we build a financial stewardship tradition that will sustain the church?
- D. Governance. How do we extricate our Board of Trustees from the ever-flowing nitty-gritty of ministerial decision making to create time for governance and strategic thinking? How do we develop policies that will make our decision making more consistent?
- E. Better Communication. What procedures and habits must we build to make decision making as transparent as possible and build trust within the community? How do we do a better job of telling our story to the larger community?

Transition Team Minutes - February 12, 2016 - by Judith Pedersen-Benn

Present: Rev Cathy Harrington, Frank Caperton, George Helton, Susan Kennedy, Linda Park, Judith Pedersen-Benn, and John Standridge.

Discussion revolved around the “issues” the team and Cathy see facing the Church. We referred to the Developmental Goals to help us get a better sense of where we are going; where we need to go; identifying potential “blocks;” and focusing on what we can DO in order to move forward in a positive way. While there was not uniformity of opinion about how some of the “issues” should be resolved, the discussion throughout the meeting was a constructive one.

Developmental Goals (dvg):

1. Identify Mission and Vision
2. Create a Covenant and Safe Community Policy
3. Create more Member Engagement
4. Revisit and Improve Governance
5. Improve Communications at all levels

Church Issues Identified:

1. Growth of the Church

For example: space needs; number of services needed; increasing pledges to match our budgeting needs; **Increasing member engagement (dvg #3). Creating a Safe Environment policy and Covenant (dvg #2)** so as the church grows, develops and people are faced with adapting to change they have tools to deal with conflict and disruption

2. Church need for an Executive Assistant with additional job requirements

For example: Follow up on important jobs that volunteers are responsible for; A computer program from Oakridge that could do some of this work;
Enhance/clarify communications at all levels (dvg. #5)

3. Budget Inadequacy

For example: need to decrease dependence on Cell-Tower and Church of God income because it is not guaranteed; need to reduce our dependence on a few people

who pledge large amounts.; need to focus on membership, membership retention and education about why we need pledges and why people would want to pledge

4. No one in the Church does Long-Range Planning

For example: This should be a part of Governance (**dvg. #4**). Why isn't it being done? Without a long-range plan we do not have a strong sense of where we are going? Where we want to go? And, how we can get there? The lack of a plan makes it difficult for a Minister to understand our needs and work with us to implement the plan. **Mission and Vision is a crucial first step in the long-term planning process (dbg. #1)**

- * We also discussed reading the book "Governance and Ministry" so we can better understand how to work with the Board and Congregation to effect positive change.

- * Discussed the Anti-Racism Workshop and the church's role in helping to make it happen. We discovered some significant problems in determining whether and how the Finance Committee might serve as the fiscal agent for the Workshop. We also discussed a communication breakdown in the Social Justice committee relating to the workshop. As a Transition Team, we are working through these issues so we can learn how to limit miscommunications and resolve conflict respectfully.

Next Meeting: March 11, 2016

Board Report – VP Outreach Ministry – February 17, 2015

Social Justice

The Social Justice Committee is working with one of our Small Group Ministry groups to provide lunch (including set-up and clean-up) for the Anti-Racism Workshop at UUC on February 27th. This committee will also be helping with the general set-up and clean-up before and after the workshop. Judith and Dave will be hosting the speaker, Chris Crass, in their home.

The Social Justice Committee continues to work on 4 major projects:

1. Welcome Home Hospice - Cooking a dinner for folks at the Welcome Home Hospice on Germantown Rd. We cook on the 1st Friday of the month. We are encouraging members of the congregation to sign up to host one of the dinners at the Social Justice Table or by contacting Judith.
2. Chattanooga Non Violence Partnership – Continue to work with group named The Third Way which includes our minister. We participated in the MLK events in January and are planning a series of events to educate and activate around the issue of non-violence, violence in Chattanooga and gun violence in general.
3. Diversity Issues - Work with other groups to address Diversity Issues: Gay/Lesbian/Transgender; Racism & NAACP; Women's Freedom of Choice...as these events come up we will be communicating to the members/friends of UUC.
4. Move to Amend & Growing Inequality - We will be hosting Speakers/Forum/Movies around these issues.

Membership

Membership Committee will be holding the final "Membership Journey" classes (formerly "UU101") on Feb. 21 and will be planning a New Member Sunday shortly thereafter. Within 2-3 weeks of the Membership Journey class conclusion, the Membership Committee will hold a meeting and will begin preparing for the release of a 'Member Interest Survey' that will help create a database for our Volunteer Coordinator.

Communication

The committee (Anne, Tom, Steve, Wendy) met via Google hangout Feb. 8, 2016 and discussed the following

- Wendy updated the group on her meeting with Oakridge concerning the newsletter
- Discussed barebones WordPress theme that does not require photos that can be used to "refresh" the appearance of the website

- Briefly discussed methods for requirements gathering from Board, members, friends of UUCC in anticipation of future web site overhaul
 - Published the monthly newsletter, Facebook and web site posts for Sunday service
 - A scheduled meeting with members who have concerns re the use of social media by the church was canceled due to inclement weather, so the group suggested they would like to meet after church one Sunday rather than take a chance on weather, etc. The Committee will be scheduling this meeting within the next few weeks when convenient to most.
 - Attending (tom) Sunday forum meeting(s) to obtain information about upcoming forums
-

Submitted by Linda Park, February 17, 2016

January, 2016

RE Report for BOT

- Average weekly attendance: 36.
- The RE Committee hosted a "Meet and Greet" for RE families (old and new) on Sunday, January 17th, downstairs. We took the opportunity to answer questions about our program, and promote the upcoming Civil Rights Trip for RE Families.
- Speaking of which...the RE sponsored Civil Rights Trip for Families will take place the weekend of March 18-20. We'll visit various civil rights sites in Birmingham, Alabama. RE will cover the cost of admissions and tour charges for all children & youth enrolled in our program who attend. We will also provide a modest travel stipend to families who make the trip. Many thanks to Daidee & Bill who have advised me on how best to approach the financial aspects of the trip!
- UU Teens spent time in late January prepping for their February service (and finding a whole new direction, as well.) We're truly lucky to have such bright and creative teens in our program.
- A shout out to the many UUCC congregants who have volunteered to assist in our classrooms in the past several months. So if you run into Steve Hollingsworth, the Derricksons, the Heltons, Linda Park, Monique Lewis, or Karl Hunt...give them a big squishy hug and tell them "Thanks!" We are grateful for their love and support.

Unitarian Universalist Church of Chattanooga
Balance Sheet
Consolidated – January 2016

		Current Year	Previous Year
ASSETS	1000		
BANK ACCOUNTS AND CASH	1050		
First Volunteer Checking	1110	\$22,211.08	\$40,999.86
First Volunteer Money Mkt	1210	41,567.33	35,282.74
Subtotal Bank Accounts And Cash	1050	63,778.41	76,282.60
INVESTMENTS	1300		
CD 55291 md 03/28/16	1310	5,796.17	5,787.61
CD 55292 md 03/28/16	1320	5,831.25	5,822.63
CD 56157 md 12/29/15	1330	5,772.56	5,759.77
CD 56159 md 12/29/15	1340	5,772.56	5,759.77
CD 53276 md 03/4/16	1350	20,361.27	20,331.18
Subtotal Investments	1300	43,533.81	43,460.96
TOTAL ASSETS		\$107,312.22	\$119,743.56
LIABILITIES	2000		
CURRENT LIABILITIES	2010		
TAXES PAYABLE	2205		
Federal Withholding	2215	\$149.00	-\$208.50
Social Security	2217	345.28	628.36
Medicare	2219	80.74	63.34
OTHER DEDUCTIONS	2250		
Health Insurance Withheld	2270	0.00	-111.29
Subtotal Taxes Payable	2205	575.02	371.91
PASS THRU CONTRIBUTIONS	2300		
GA Expense Acct	2306	0.00	226.60
Poinsettias	2308	347.00	0.00
Share the Plate	2320	340.87	640.87
Very Temporary	2350	10.00	10,403.44
Subtotal Pass Thru Contributions	2300	697.87	11,270.91
OTHER CURRENT LIABILITIES	2400		
Building Use Deposits	2410	50.00	50.00
Prepaid Pledges Next FY	2415	3,000.00	4,450.00
Solar Panels	2420-001	0.00	1,516.78
WUTC	2520-001	2,032.80	2,461.60
Subtotal Other Current Liabilities	2400	5,082.80	8,478.38

		Current Year	Previous Year
Subtotal Current Liabilities	2010	6,355.69	20,121.20
TOTAL LIABILITIES		6,355.69	20,121.20
NET ASSETS	3000		
UNRESTRICTED	3100		
Unrestricted Net Assets	3110	\$36,866.63	\$39,548.10
TEMPORARILY RESTRICTED	3201		
Building Reserve Fund	3210-102	19,158.78	7,029.70
Church of God Rent	3218-001	28,000.00	24,000.00
Endowment Holding	3220-104	130.13	130.13
Energy Efficiency	3221-103	1,804.67	0.00
Equipment Reserve Fund	3222-102	3,329.27	3,329.27
Flower Fund	3230-106	8.00	8.00
Green Initiatives	3233-002	0.00	287.89
Landscaping Reserve	3236-002	260.07	0.00
Growth Initiatives	3238-009	6,515.26	6,715.26
Min. Search/Sabbatical	3245-109	1,544.55	2,193.12
Music Enhancement Fund	3250-110	1,374.54	1,374.54
Passover Seder	3255-111	265.08	262.94
REfurbish	3268	312.81	0.00
Restricted Gifts RE	3270-114	0.00	838.95
Restricted Lewis Prop Tax	3271-120	6.72	199.36
Restricted Investment	3275-115	0.00	12,129.08
Social Justice	3279-003	351.20	506.20
Staff Christmas Bonus	3280-116	0.00	41.00
YRE Fundraisers	3290-118	668.32	668.32
Teen Fundraising	3293-119	360.50	360.50
Subtotal Temporarily Restricted	3201	64,089.90	60,074.26
TOTAL FUND BALANCE		100,956.53	99,622.36
TOTAL LIABILITIES AND FUND BALANCE		\$107,312.22	\$119,743.56

Unitarian Universalist Church of Chattanooga
Income and Expense Statement
Consolidated – January 2016

		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
INCOME	4000							
UNRESTRICTED	4020							
Pledges - Current FY	4030	\$19,260.00	\$116,800.62	\$102,058.52	\$102,730.25	113.70%	\$176,109.00	66.32%
Pledges - Prior FY	4040	0.00	1,352.00	1,280.00	1,166.69	115.88%	2,000.00	67.60%
Sunday Offertory	4050	563.13	3,349.33	3,452.31	3,500.00	95.70%	6,000.00	55.82%
Subtotal Unrestricted	4020	19,823.13	121,501.95	106,790.83	107,396.94	113.13%	184,109.00	65.99%
Budgeted		19,823.13	121,501.95	0.00	107,396.94	113.13%	184,109.00	65.99%
Non-Budgeted		0.00						
GIFT INCOME	4051							
Gifts	4051-400	0.00	125.00	325.00	291.69	42.85%	500.00	25.00%
Gifts In Memoriam	4051-410	0.00	0.00	1,060.00	291.69	0.00%	500.00	0.00%
Subtotal Gift Income	4051	0.00	125.00	1,385.00	583.38	21.43%	1,000.00	12.50%
Budgeted		0.00	125.00	0.00	583.38	21.43%	1,000.00	12.50%
Non-Budgeted		0.00						
INCOME ALL FUNDRAISERS	4100							
Fundraiser Income	4100-400	0.00	237.50	690.94	583.31	40.72%	1,000.00	23.75%
Income-Sage-ing Wkshp	4100-440	0.00	10.00	0.00	0.00	0.00%	0.00	0.00%
Subtotal Income All Fundraisers	4100	0.00	247.50	690.94	583.31	42.43%	1,000.00	24.75%
Budgeted		0.00	247.50	0.00	583.31	42.43%	1,000.00	24.75%
Non-Budgeted		0.00						
INTEREST INCOME	4500							
Banking Interest	4510	0.66	3.04	4.19	5.25	57.90%	9.00	33.78%
Savings Acct Interest	4512	5.29	40.02	31.10	58.31	68.63%	100.00	40.02%
Endowment CD Interest	4515	12.95	89.39	121.91	87.50	102.16%	150.00	59.59%
Regular CD Interest	4520	0.00	32.18	23.61	72.94	44.12%	125.00	25.74%

		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
Subtotal Interest Income	4500	18.90	164.63	180.81	224.00	73.50%	384.00	42.87%
Budgeted		18.90	164.63	0.00	224.00	73.50%	384.00	42.87%
Non-Budgeted		0.00						
MISCELLANEOUS INCOME	4600							
Hospitality Income	4610	0.00	0.00	161.99	204.19	0.00%	350.00	0.00%
Miscellaneous Income	4620	3.06	3.06	5.00	0.00	0.00%	0.00	0.00%
Photocopy Income	4621	0.00	13.00	16.55	7.00	185.71%	12.00	108.33%
Subtotal Miscellaneous Income	4600	3.06	16.06	183.54	211.19	7.60%	362.00	4.44%
Budgeted		3.06	16.06	0.00	211.19	7.60%	362.00	4.44%
Non-Budgeted		0.00						
RENTS AND LEASES	4700							
Cell Tower Income	4703-005	1,256.78	10,621.90	10,246.44	8,592.50	123.62%	14,730.00	72.11%
Bridge Club	4704	0.00	122.00	96.00	87.50	139.43%	150.00	81.33%
Chions	4707	22.00	68.00	76.00	87.50	77.71%	150.00	45.33%
Church of God	4708	0.00	0.00	0.00	14,583.31	0.00%	25,000.00	0.00%
India Society	4710	0.00	0.00	200.00	350.00	0.00%	600.00	0.00%
Special Rentals	4711	0.00	287.50	262.50	291.69	98.56%	500.00	57.50%
Wedding/Comm Ceremony	4721	0.00	0.00	0.00	87.50	0.00%	150.00	0.00%
Subtotal Rents And Leases	4700	1,278.78	11,099.40	10,880.94	24,080.00	46.09%	41,280.00	26.89%
Budgeted		1,278.78	11,099.40	0.00	24,080.00	46.09%	41,280.00	26.89%
Non-Budgeted		0.00						
TOTAL INCOME		21,123.87	133,154.54	120,112.06	133,078.82	100.06%	228,135.00	58.37%
Budgeted		21,123.87	133,154.54	0.00	133,078.82	100.06%	228,135.00	58.37%
Non-Budgeted		0.00						
EXPENSES	5000							
PERSONNEL EXPENSES	5010							
INTERIM MINISTER	5070							
Salary/Wages-IntMin	5071-001	\$0.00	\$0.00	\$1,632.17	\$0.00	0.00%	\$0.00	0.00%
Employer Taxes-IntMin	5072-002							
FICA-IntMin	5073-002	0.00	0.00	112.50	0.00	0.00%	0.00	0.00%
Life Ins-IntMin	5074-002	0.00	0.00	75.51	0.00	0.00%	0.00	0.00%
Health Insurance-IntMin	5075-005	0.00	0.00	643.87	0.00	0.00%	0.00	0.00%
Housing-IntMin	5077-007	0.00	0.00	1,437.50	0.00	0.00%	0.00	0.00%

		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
Professional Exp-IntMin	5078-007	0.00	0.00	307.53	0.00	0.00%	0.00	0.00%
Retirement-IntMin	5079-008	0.00	0.00	310.48	0.00	0.00%	0.00	0.00%
Subtotal Interim Minister	5070	0.00	0.00	4,519.56	0.00	0.00%	0.00	0.00%
Budgeted		0.00	0.00	0.00	0.00	0.00%	0.00	0.00%
Non-Budgeted		0.00						
DIRECTOR OF MUSIC	5080							
Salary/Wages-DirMusic	5081-001	827.66	5,793.62	5,625.06	5,793.69	100.00%	9,932.00	58.33%
Employer Taxes-DirMus	5082-002							
FICA-DirMus	5083-002	51.32	359.24	364.07	359.31	99.98%	616.00	58.32%
Medicare-DirMus	5084-002	12.00	84.00	85.21	84.00	100.00%	144.00	58.33%
Subtotal Employer Taxes-dirmus	5082-002	63.32	443.24	449.28	443.31	99.98%	760.00	58.32%
Budgeted		63.32	443.24	0.00	443.31	99.98%	760.00	58.32%
Non-Budgeted		0.00						
Subtotal Director Of Music	5080	890.98	6,236.86	6,074.34	6,237.00	100.00%	10,692.00	58.33%
Budgeted		890.98	6,236.86	0.00	6,237.00	100.00%	10,692.00	58.33%
Non-Budgeted		0.00						
DIR RELIGIOUS EDUCATION	5090							
Salary/Wages-DRE	5091-001	2,005.76	14,040.32	9,541.56	14,040.25	100.00%	24,069.00	58.33%
Employer Taxes-DRE	5092-002							
FICA-DRE	5093-002	139.86	900.61	606.98	870.31	103.48%	1,492.00	60.36%
Medicare-DRE	5094-002	32.70	210.59	141.91	203.56	103.45%	349.00	60.34%
Subtotal Employer Taxes-dre	5092-002	172.56	1,111.20	748.89	1,073.87	103.48%	1,841.00	60.36%
Budgeted		172.56	1,111.20	0.00	1,073.87	103.48%	1,841.00	60.36%
Non-Budgeted		0.00						
Supplemental wages-DRE	5095-005	250.00	1,750.00	1,886.33	1,750.00	100.00%	3,000.00	58.33%
PROF. EXPENSES--DRE	5098-008	0.00	179.00	862.42	1,404.06	12.75%	2,407.00	7.44%
Retirement DRE	5099	200.58	1,404.06	817.98	1,404.06	100.00%	2,407.00	58.33%
Subtotal Dir Religious Education	5090	2,628.90	18,484.58	13,857.18	19,672.24	93.96%	33,724.00	54.81%
Budgeted		2,628.90	18,484.58	0.00	19,672.24	93.96%	33,724.00	54.81%
Non-Budgeted		0.00						

		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
ADMINISTRATOR	5150							
Salary/Wages-Admin	5151-001	1,752.16	12,265.12	11,908.12	12,265.19	100.00%	21,026.00	58.33%
Employer Taxes-Admin	5152-002							
FICA-Admin	5153-002	127.84	794.27	753.69	760.69	104.41%	1,304.00	60.91%
Medicare-Admin	5154-002	29.90	185.71	176.21	176.75	105.07%	303.00	61.29%
Subtotal Employer Taxes-admin	5152-002	157.74	979.98	929.90	937.44	104.54%	1,607.00	60.98%
Budgeted		157.74	979.98	0.00	937.44	104.54%	1,607.00	60.98%
Non-Budgeted		0.00						
Supplemental wages-Admin	5155-005	309.62	2,167.34	2,156.72	2,170.00	99.88%	3,720.00	58.26%
PROF EXPENSES--ADM	5159-009	30.79	227.66	291.62	291.69	78.05%	500.00	45.53%
Retirement -Admin	5170-001	175.17	1,226.19	1,190.56	1,226.19	100.00%	2,102.00	58.33%
Subtotal Administrator	5150	2,425.48	16,866.29	16,476.92	16,890.51	99.86%	28,955.00	58.25%
Budgeted		2,425.48	16,866.29	0.00	16,890.51	99.86%	28,955.00	58.25%
Non-Budgeted		0.00						
NURSERY	5200							
Salary/Wages-Nursery	5201-001	326.75	1,849.38	1,660.52	3,733.31	49.54%	6,400.00	28.90%
Employer Taxes-Nursery	5202-002							
FICA-Nursery	5203-002	20.26	143.84	133.58	231.56	62.12%	397.00	36.23%
Medicare-Nursery	5204-002	4.74	33.67	31.26	54.25	62.06%	93.00	36.20%
Subtotal Employer Taxes-nursery	5202-002	25.00	177.51	164.84	285.81	62.11%	490.00	36.23%
Budgeted		25.00	177.51	0.00	285.81	62.11%	490.00	36.23%
Non-Budgeted		0.00						
Nursery Contract Labor	5299-001	90.00	310.00	165.00	0.00	0.00%	0.00	0.00%
Subtotal Nursery	5200	441.75	2,336.89	1,990.36	4,019.12	58.14%	6,890.00	33.92%
Budgeted		441.75	2,336.89	0.00	4,019.12	58.14%	6,890.00	33.92%
Non-Budgeted		0.00						
DEVELOPMENTAL MINISTER	5400							
Salary/Wages DevMin	5401	2,399.00	16,793.00	12,474.00	16,793.00	100.00%	28,788.00	58.33%
FICA-DevMin	5403	329.92	2,309.44	1,849.65	2,309.44	100.00%	3,959.00	58.33%
Life Ins-DevMin	5404	0.00	455.28	0.00	600.81	75.78%	1,030.00	44.20%
Health Insurance-DevMin	5405	647.40	2,797.06	445.14	4,782.19	58.49%	8,198.00	34.12%

		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
Housing DevMin	5407	2,000.00	14,000.00	11,000.00	14,000.00	100.00%	24,000.00	58.33%
Professional Exp-DevMin	5408	362.21	2,003.14	1,612.59	3,079.44	65.05%	5,279.00	37.95%
Retirement DevMin	5409	439.92	3,079.44	2,348.75	3,079.44	100.00%	5,279.00	58.33%
Subtotal Developmental Minister	5400	6,178.45	41,437.36	29,730.13	44,644.32	92.82%	76,533.00	54.14%
Budgeted		6,178.45	41,437.36	0.00	44,644.32	92.82%	76,533.00	54.14%
Non-Budgeted		0.00						
Subtotal Personnel Expenses	5010	12,565.56	85,361.98	72,648.49	91,463.19	93.33%	156,794.00	54.44%
Budgeted		12,565.56	85,361.98	0.00	91,463.19	93.33%	156,794.00	54.44%
Non-Budgeted		0.00						
BOARD/PROGRAM EXPENSES	6000							
BOARD EXPENSES	6001							
BOT Retreat & Quart.	6002	0.00	535.04	1,079.02	583.31	91.72%	1,000.00	53.50%
Leadership Development	6010	0.00	97.64	108.00	1,850.31	5.28%	3,172.00	3.08%
Minister Search/Sabbatic	6050	0.00	0.00	0.00	145.81	0.00%	250.00	0.00%
Subtotal Board Expenses	6001	0.00	632.68	1,187.02	2,579.43	24.53%	4,422.00	14.31%
Budgeted		0.00	632.68	0.00	2,579.43	24.53%	4,422.00	14.31%
Non-Budgeted		0.00						
PROGRAMS	6100							
Art on the Walls	6105	95.19	95.19	52.41	116.69	81.58%	200.00	47.60%
Caring Committee	6110	0.00	49.99	109.96	145.81	34.28%	250.00	20.00%
Coffee Hour Expense	6120	257.36	521.27	276.87	408.31	127.67%	700.00	74.47%
Denominational Affairs	6125	0.00	0.00	0.00	583.31	0.00%	1,000.00	0.00%
Fellowship-General	6130	0.00	0.00	226.98	291.69	0.00%	500.00	0.00%
Lay Pastoral Care	6145	0.00	17.00	0.00	592.69	2.87%	1,016.00	1.67%
Membership Expense	6150	121.16	377.58	131.11	495.81	76.15%	850.00	44.42%
Music Program	6155	3.99	546.37	813.00	583.31	93.67%	1,000.00	54.64%
Small Group Ministry	6165	0.00	423.67	442.39	612.50	69.17%	1,050.00	40.35%
Social Justice	6167	0.00	619.61	267.00	870.94	71.14%	1,493.00	41.50%
Worship Programs Exp	6170	0.00	855.29	367.62	1,225.00	69.82%	2,100.00	40.73%
Subtotal Programs	6100	477.70	3,505.97	2,687.34	5,926.06	59.16%	10,159.00	34.51%
Budgeted		477.70	3,505.97	0.00	5,926.06	59.16%	10,159.00	34.51%
Non-Budgeted		0.00						

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RELIGIOUS EDUCATION	6200							
Adult RE	6210	0.00	59.94	145.59	466.69	12.84%	800.00	7.49%
RE Youth	6220	475.13	2,735.62	1,864.23	3,222.94	84.88%	5,525.00	49.51%
Subtotal Religious Education	6200	475.13	2,795.56	2,009.82	3,689.63	75.77%	6,325.00	44.20%
Budgeted		475.13	2,795.56	0.00	3,689.63	75.77%	6,325.00	44.20%
Non-Budgeted		0.00						
Subtotal Board/program Expenses	6000	952.83	6,934.21	5,884.18	12,195.12	56.86%	20,906.00	33.17%
Budgeted		952.83	6,934.21	0.00	12,195.12	56.86%	20,906.00	33.17%
Non-Budgeted		0.00						
OPERATIONS	6300							
FACILITIES	6301							
Exterminating	6315	70.00	280.00	280.00	262.50	106.67%	450.00	62.22%
Repairs/Maint-Facilities	6325	0.00	619.15	334.68	933.31	66.34%	1,600.00	38.70%
Safety & Enhancement	6330	0.00	619.97	444.58	2,916.69	21.26%	5,000.00	12.40%
Security Management	6335	0.00	300.00	300.00	525.00	57.14%	900.00	33.33%
Supplies-Building	6340	47.92	272.49	306.69	291.69	93.42%	500.00	54.50%
Trash Services	6350	97.49	682.43	796.78	796.25	85.71%	1,365.00	49.99%
Subtotal Facilities	6301	215.41	2,774.04	2,462.73	5,725.44	48.45%	9,815.00	28.26%
Budgeted		215.41	2,774.04	0.00	5,725.44	48.45%	9,815.00	28.26%
Non-Budgeted		0.00						
GROUNDS	6370							
Landscaping	6371	-454.93	46.31	444.22	583.31	7.94%	1,000.00	4.63%
Lawn Care	6372	0.00	0.00	0.00	1,166.69	0.00%	2,000.00	0.00%
Subtotal Grounds	6370	-454.93	46.31	444.22	1,750.00	2.65%	3,000.00	1.54%
Budgeted		-454.93	46.31	0.00	1,750.00	2.65%	3,000.00	1.54%
Non-Budgeted		0.00						
OFFICE EXPENSES	6400							
Copier Maintenance	6410	0.00	795.00	795.00	495.81	160.34%	850.00	93.53%
Office Equipment	6420	0.00	0.00	0.00	148.75	0.00%	255.00	0.00%
Postage	6440	0.00	147.00	196.00	192.50	76.36%	330.00	44.55%
Supplies-Office	6460	0.00	270.61	306.63	408.31	66.28%	700.00	38.66%

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Subtotal Office Expenses	6400	0.00	1,212.61	1,297.63	1,245.37	97.37%	2,135.00	56.80%
Budgeted		0.00	1,212.61	0.00	1,245.37	97.37%	2,135.00	56.80%
Non-Budgeted		0.00						
OPERATIONS - GENERAL	6500							
Communications/Advertis	6507	109.89	656.90	298.27	583.31	112.62%	1,000.00	65.69%
Computer Services/Website	6509	0.00	137.35	137.35	408.31	33.64%	700.00	19.62%
Contingency Expense	6510	0.00	37.98	0.00	145.81	26.05%	250.00	15.19%
Green Initiatives Expense	6515	0.00	0.00	0.00	14.56	0.00%	25.00	0.00%
Insurance-Bldg/Liability	6525	0.00	4,075.00	4,053.00	4,366.00	93.33%	4,366.00	93.33%
Janitorial Service	6530	375.00	2,025.00	2,325.00	2,333.31	86.79%	4,000.00	50.63%
Classroom Equip&Maintain	6533	0.00	0.00	0.00	29.19	0.00%	50.00	0.00%
Supplies/Altar-Decoration	6541	0.00	0.00	29.98	116.69	0.00%	200.00	0.00%
Utilities Expense	6580							
Electricity	6581	343.88	3,441.70	2,483.68	3,500.00	98.33%	6,000.00	57.36%
Gas	6582	127.38	355.65	654.63	1,050.00	33.87%	1,800.00	19.76%
Internet Service/Phone	6583	128.75	901.25	863.43	898.31	100.33%	1,540.00	58.52%
Water	6585	27.55	534.62	591.72	991.69	53.91%	1,700.00	31.45%
Subtotal Utilities Expense	6580	627.56	5,233.22	4,593.46	6,440.00	81.26%	11,040.00	47.40%
Budgeted		627.56	5,233.22	0.00	6,440.00	81.26%	11,040.00	47.40%
Non-Budgeted		0.00						
Subtotal Operations - General	6500	1,112.45	12,165.45	11,437.06	14,437.18	84.26%	21,631.00	56.24%
Budgeted		1,112.45	12,165.45	0.00	14,437.18	84.26%	21,631.00	56.24%
Non-Budgeted		0.00						
STEWARDSHIP	6700							
Stewardship--Fellowship	6701	0.00	75.00	0.00	583.31	12.86%	1,000.00	7.50%
Stewardship--supplies	6705	0.00	75.97	0.00	116.69	65.10%	200.00	37.99%
Subtotal Stewardship	6700	0.00	150.97	0.00	700.00	21.57%	1,200.00	12.58%
Budgeted		0.00	150.97	0.00	700.00	21.57%	1,200.00	12.58%
Non-Budgeted		0.00						
Subtotal Operations	6300	872.93	16,349.38	15,641.64	23,857.99	68.53%	37,781.00	43.27%
Budgeted		872.93	16,349.38	0.00	23,857.99	68.53%	37,781.00	43.27%

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Non-Budgeted		0.00						
DENOMINATIONAL EXPENSES	7000							
G.I.F.T Program	7020	1,283.00	7,698.00	6,074.40	7,486.50	102.83%	12,834.00	59.98%
TOTAL EXPENSES		15,674.32	116,343.57	100,248.71	135,002.80	86.18%	228,315.00	50.96%
Budgeted		15,674.32	116,343.57	0.00	135,002.80	86.18%	228,315.00	50.96%
Non-Budgeted		0.00						
EXCESS INCOME\EXPENSES		\$5,449.55	\$16,810.97	\$19,863.35	-\$1,923.98	-873.76%	-\$180.00	-9339.43%
Budgeted		5,449.55	16,810.97	0.00	-1,923.98	-873.76%	-180.00	-9339.43%
Non-Budgeted		0.00						