

## **Board Meeting Minutes for March 24, 2016**

### **Unitarian Universalist Church of Chattanooga**

**Present:** Monique Lewis, President; Buck O'Rear, VP Resources Ministry; Linda Park, VP Outreach Ministry; Greg Cruz, VP Congregational Life Ministry; Pam Johnson, Secretary; Daidee Springer, Treasurer; Bill Derrickson, 2015-2016 Assistant Treasurer; Leslie Brock, Past President; Rev. Cathy Harrington, Developmental Minister.

**Absent:** Cecile de Rocher, VP Religious Growth Ministry

Monique called the meeting to order at 6:30 pm. Linda lit the chalice and shared opening words. Everyone checked in.

**February Minutes:** Since the board had not seen the corrected February minutes, the decision was made to send them out by email and approve them by email.

**Special Called Meeting Minutes (3/15/16):** Greg made a motion to accept the minutes. Daidee seconded and the minutes were approved.

**Minister's Report:** In addition to her filed report, Cathy shared the following:

- Father Michael from Healing of Memories may be able to do a workshop here in October if Cathy can raise the money for it.
- Date with Jake Morrill from ORUUC remains undecided.

**Financial Report:** Daidee reported that there was over \$2000 less in pledge income this February as compared to last February. However, income for the year is still okay. So far, for March, pledge income is okay, but there are some outstanding expenses that haven't been recorded yet.

#### **Resources Report:**

Due to a safety issue regarding the power supply to the sound booth in the sanctuary, Buck moved that the board accept the recommendation from the finance committee to install two (2) dedicated 110vV, 20 amp, lines, single pole breakers, from power panels in lower level to control booth at a cost not to exceed One Thousand Two Hundred Dollars (\$1,200). Cost to be charged to Building Reserve Fund 3210-102. Greg seconded the motion and the motion passed unanimously.

Buck distributed pledge cards to board members and noted that as church leaders, we are asked to set an example by pledging our fair share. He asked that the board put our completed pledge cards in his box. Buck reported that Inga is drafting a pledge brochure. He also distributed a sign-up sheet for board members to serve as table hosts for the Table Talk luncheons to be held on April 10<sup>th</sup>, 17<sup>th</sup>, and 24<sup>th</sup> and said that he would send the board an information sheet about how to run the sessions.

Monique reported that Brett and Alison Netucil have offered the church a gift of a flat screen TV and made a motion that the board accept the gift. Linda seconded the motion and the motion passed unanimously. Monique will write Brett and Alison a thank-you note.

**Religious Growth Report:** There was no report as Cecile was absent.

**Outreach Report:** Linda Park's report is attached at the end of this document

**Congregational Life Report:** Greg reported that the church continues to need volunteers to clean up the kitchen after Sunday services. He said that Gail Audier has offered to organize meals and cleanup for the church.

**New Business:**

- a. Nominating Committee Candidates – The church bylaws state that there should be six members, not four, on the nominating committee. Christy Tittsworth and Jayne Trapnell have been recommended to serve. Buck moved that we accept these candidates; Linda seconded, and the nominees were unanimously approved.
- b. Vote for SUULE representatives – The SUULE leadership training will be held at the College of William and Mary on July 24-29. Jim Welborn and Don Donart are interested in attending. Monique moved that we accept them as representatives for SUULE. Pam seconded the motion and the motion passed unanimously.
- c. Black Lives Matter – The Social Justice committee met and voted unanimously to ask the Board to approve putting a "Black Lives Matter" sign/banner at the end of our church driveway. Board members discussed the pros and cons of doing so. Cathy stated that we need to establish a policy about who speaks for the church. She noted that in 2015, our own Isabel McCurdy was on the team that established Black Lives Matter as an Action of Immediate Witness. The whole congregation needs to be educated about Black Lives Matter. Some suggestions included addressing the topic from the pulpit, with a book study, and with NUUsletter articles, and calling the Southern Region director to ask how other churches have dealt with this issue.

The board agreed that the congregation should be involved in developing our hopes and dreams for how we should go about advancing racial justice in our community.

- d. Evaluation of Developmental Ministry – The Transition Office asked the board, minister, and Transition Team to evaluate our progress on the Developmental Ministry goals. Monique distributed the evaluation sheet and asked that we return our feedback to her by April 8.

A question arose about how and when we evaluate the minister. Monique suggested that we have a stated deadline for evaluating the minister as distinct from evaluating our developmental ministry.

**Quick Report Items:**

- **Transition Team report -**
- **Next meeting – Wednesday, April 20, 2016**
- **Opening/closing readings for April – Bill Derrickson**
- **Process Observer:** Pam noted that we are improving in respecting each other by not interrupting and giving each person a fair share of time to speak and that when we don't, we often self-correct.

**Closing Words:** Linda our closing words. The meeting was adjourned at 8:35 p.m.

## Minister's Notes for March 2016

In addition to office hours and worship services I attended the following meetings:

- Stewardship
- Pastoral Care
- Harvest the Power
- Rich worship planning
- Non-member couple wedding planning
- Lunch Frank Caperton
- Small Group Ministry
- Members regarding concerns about guns in church
- Quarterly Council
- weekly Kay
- Monique and Chris regarding retirement plans
- Martha Berry & Solomon family (memorial service prep for Libby James)
- Judith (Sunday planning)
- Third Way strategy meeting
- 2 Restorative justice conference calls w Chief Fletcher and University of Texas, Dr. Amour.
- Pat Mann (planning memorial service)
- Becky Ingle (Chattanooga Friends Meeting)
- 3 pastoral counseling meetings
- Attended Franklin McCallie's race conversations on March 8<sup>th</sup>.
- Transition Team meeting March 11
- Harold Linn's death March 14.

Went to Rosie's house to check on them and meeting with Harold's son.

Tuesday, March 15, Lay Pastoral Care team held a memorial service at Rosie's house where Harold died. Thanks go to Wendy Sapp, Pam Johnson, Elaine Hill, and Rich Dwyer. Their loving presence and reverence were greatly appreciated by Fred and Rosie, who had suffered a horrific shock and the sudden loss of a dear friend and helper.

- March 15 Special board meeting
- Attended ministers' meeting in Oak Ridge TN
- Met with the Linn family in GA to plan the memorial service
- Spoke with Ted W. from the Mountain regarding Sunday service.
- March 16 Executive meeting with the Third Way peace group
- March 17 Memorial Service Dalton GA and sermon prep
- March 20 Sunday services
- March 22: Jake Morrill, finalize stewardship letter, write minister's notes, prepare for Restorative Justice conference call
- March 23 2<sup>nd</sup> Restorative Justice conference call with Chief Fletcher & others
- Harvest the Power workshop
- March 24: Wedding planning meeting with non-member couple
- Board meeting

Reading list: *A Failure of Nerve* by Edwin Friedman & *Governance & Ministry* by Dan Hotchkiss; *The Elephant in the Board Room*

Cathy's upcoming travel schedule:

April 1-2 TVUUC Knoxville Small Group Ministry Institute

May 1-6 Accredited Interim Ministry Training, San Antonio TX

May 14-17 Healing of Memories Facilitator Meeting, Phoenix AZ

June 6-10 Buechner Writers Workshop @ Princeton Theological Seminary

June 20-26 UUA General Assembly in Columbus OH

July 8-11 UUCC Women's Retreat at the Mountain

July 18-August 20 Michigan 2 weeks vacation and 2 weeks study leave

## **Board Report – VP Outreach Ministry – March 24, 2015**

### **Social Justice**

The Anti-Racism Workshop at UUCC on February 27 was a great success with over 80 folks attending, many from area UU Churches.

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 1<sup>st</sup> 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 UUCC.
4. Move to Amend & Growing Inequality - We will be hosting Speakers/Forum/Movies around these issues.

T-Shirts will be arriving soon!! More events are being planned for the coming months.

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### **Membership**

Due to scheduling conflicts and illness, the Membership was unable to meet regarding the release of the "Member Interest Survey." Plans are to have a meeting in April regarding the survey's distribution and collection. The Membership Committee is also organizing and hosting the New Member Sunday planned for March 27th, and will provide our new members with new member packets, flowers, and a cake reception following the service.

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### **Communications Committee**

#### **Newsletter quality and best practices:**

- Anne and Wendy have been proofing the newsletter after it is emailed; Anne uses screen readers to examine how they read the newsletter and has forwarded feedback to Wendy, who passed it on to ORUUC; Anne and Wendy have noted problems with image placement and space around images, line breaks, wrapping of text, and a few cases of ORUUC language being where UUCC language would be

- Anne and tom created a best practices list which they will ask Wendy to pass along to ORUUC to help with the formatting issues
- Wendy has passed along all this feedback -Improvement is occurring - the March 17 newsletter was much improved

### **Website Survey**

- Anne reported on website usability survey & outlined next steps
  - 14 people have responded thus far
  - This is reminder to anyone on the board who has not responded - please do by going to:  
[https://docs.google.com/forms/d/1rjO8dLV9hzX96qD1ZFzXHtbTgBpxs01bAOWfBgGJpHQ/edit?usp=drive\\_web](https://docs.google.com/forms/d/1rjO8dLV9hzX96qD1ZFzXHtbTgBpxs01bAOWfBgGJpHQ/edit?usp=drive_web). Anne will close the survey on March 31st and prepare a report which she would like to present to the board in May making specific recommendations concerning the website and a developer

### **Ongoing tasks**

- Published the monthly newsletter, Facebook and web site posts for Sunday service
- Attending (tom) Sunday forum meeting(s) to obtain information about upcoming forums

*Submitted by Linda Park, March 24, 2016*

## **February, 2016**

### RE Report for BOT

Average weekly attendance: 26.

- DRE continued to plan our RE sponsored Civil Rights Trip to Birmingham, Alabama. We'll visit: 16th Street Baptist Church; Kelly Ingram Park; Civil Rights Institute; Negro League Baseball Museum.
- Our UU Teens did a phenomenal job with their February service "Wake Up, Already!" Many thanks to Lily, Isabelle, wenona, Caroline, Tamblin, Donte`, Greg, Sophie, Sky, and Marissa.
- Sadly, I received notice from Kristie McKinley that she will be leaving her job as Nursery caregiver the end of May. Currently searching for her replacement!
- DRE would like to host a kids Day Camp for one week this coming June (Mon-Fri) for our UU kids age 8-12.
- RE Committee Retreat coming up on Saturday, April 30th.





## Unitarian Universalist Church of Chattanooga

## Balance Sheet

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		Current Year	Previous Year
ASSETS	1000		
BANK ACCOUNTS AND CASH	1050		
First Volunteer Checking	1110	\$21,678.73	\$48,241.09
First Volunteer Money Mkt	1210	41,585.23	35,304.46
Petty Cash on Hand	1260	0.00	100.00
Subtotal Bank Accounts And Cash	1050	63,263.96	83,645.55
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		<u>\$106,797.77</u>	<u>\$127,106.51</u>
LIABILITIES	2000		
CURRENT LIABILITIES	2010		
TAXES PAYABLE	2205		
Federal Withholding	2215	\$149.00	-\$208.50
Social Security	2217	329.66	623.92
Medicare	2219	77.10	62.30
OfficeDepot CreditCard	2245	-49.07	0.00
OTHER DEDUCTIONS	2250		
Health Insurance Withheld	2270	158.92	-111.29
Subtotal Taxes Payable	2205	665.61	366.43
PASS THRU CONTRIBUTIONS	2300		
GA Expense Acct	2306	0.00	226.60
Poinsettias	2308	47.00	0.00
Share the Plate	2320	340.87	640.87
Very Temporary	2350	174.11	10,403.44
Subtotal Pass Thru Contributions	2300	561.98	11,270.91
OTHER CURRENT LIABILITIES	2400		
Building Use Deposits	2410	50.00	50.00
Prepaid Pledges Next FY	2415	3,000.00	4,950.00
Solar Panels	2420-001	0.00	1,516.78
WUTC	2520-001	2,042.80	2,210.80
Subtotal Other Current Liabilities	2400	5,092.80	8,727.58

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## Balance Sheet

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		Current Year	Previous Year
Subtotal Current Liabilities	2010	6,320.39	20,364.92
TOTAL LIABILITIES		6,320.39	20,364.92
NET ASSETS	3000		
UNRESTRICTED	3100		
Unrestricted Net Assets	3110	\$35,647.46	\$42,046.66
TEMPORARILY RESTRICTED	3201		
Building Reserve Fund	3210-102	19,158.78	7,029.70
Church of God Rent	3218-001	29,000.00	25,000.00
Endowment Holding	3220-104	130.13	130.13
Energy Efficiency	3221-103	1,804.67	0.00
Equipment Reserve Fund	3222-102	3,054.29	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	6,515.26
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	3,474.67
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
Sage-ing Workshop	3278	0.00	457.00
Social Justice	3279-003	351.20	396.20
Staff Christmas Bonus	3280-116	0.00	40.00
YRE Fundraisers	3290-118	668.32	668.32
Teen Fundraising	3293-119	360.50	360.50
ALL FUNDRAISING	3631-399		
Fundraiser T shirts	3631-440	15.00	0.00
Subtotal Temporarily Restricted	3201	64,829.92	64,694.93
TOTAL FUND BALANCE		100,477.38	106,741.59
TOTAL LIABILITIES AND FUND BALANCE		\$106,797.77	\$127,106.51

## Unitarian Universalist Church of Chattanooga

## Income and Expense Statement

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		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	\$14,060.00	\$130,860.62	\$118,123.02	\$117,406.00	111.46%	\$176,109.00	74.31%
Pledges - Prior FY	4040	0.00	1,352.00	1,280.00	1,333.36	101.40%	2,000.00	67.60%
Sunday Offertory	4050	622.33	3,971.66	3,865.98	4,000.00	99.29%	6,000.00	66.19%
Subtotal Unrestricted	4020	14,682.33	136,184.28	123,269.00	122,739.36	110.95%	184,109.00	73.97%
Budgeted		14,682.33	136,184.28	0.00	122,739.36	110.95%	184,109.00	73.97%
Non-Budgeted		0.00						
GIFT INCOME	4051							
Gifts	4051-400	16.84	141.84	335.00	333.36	42.55%	500.00	28.37%
Gifts In Memoriam	4051-410	0.00	0.00	1,260.00	333.36	0.00%	500.00	0.00%
Subtotal Gift Income	4051	16.84	141.84	1,595.00	666.72	21.27%	1,000.00	14.18%
Budgeted		16.84	141.84	0.00	666.72	21.27%	1,000.00	14.18%
Non-Budgeted		0.00						
INCOME ALL FUNDRAISERS	4100							
Fundraiser Income	4100-400	10.00	247.50	690.94	666.64	37.13%	1,000.00	24.75%
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	10.00	257.50	690.94	666.64	38.63%	1,000.00	25.75%
Budgeted		10.00	257.50	0.00	666.64	38.63%	1,000.00	25.75%
Non-Budgeted		0.00						
INTEREST INCOME	4500							
Banking Interest	4510	0.67	3.71	5.33	6.00	61.83%	9.00	41.22%
Savings Acct Interest	4512	4.95	44.97	35.16	66.64	67.48%	100.00	44.97%
Endowment CD Interest	4515	12.95	102.34	139.57	100.00	102.34%	150.00	68.23%
Regular CD Interest	4520	0.00	32.18	23.61	83.36	38.60%	125.00	25.74%
Subtotal Interest Income	4500	18.57	183.20	203.67	256.00	71.56%	384.00	47.71%
Budgeted		18.57	183.20	0.00	256.00	71.56%	384.00	47.71%
Non-Budgeted		0.00						
MISCELLANEOUS INCOME	4600							
Hospitality Income	4610	0.00	0.00	161.99	233.36	0.00%	350.00	0.00%
Miscellaneous Income	4620	0.00	3.06	5.00	0.00	0.00%	0.00	0.00%
Photocopy Income	4621	0.00	13.00	16.55	8.00	162.50%	12.00	108.33%
Subtotal Miscellaneous Income	4600	0.00	16.06	183.54	241.36	6.65%	362.00	4.44%
Budgeted		0.00	16.06	0.00	241.36	6.65%	362.00	4.44%

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		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
<i>Non-Budgeted</i>		0.00						
RENTS AND LEASES	4700							
Cell Tower Income	4703-005	1,258.78	11,878.68	11,548.35	9,820.00	120.96%	14,730.00	80.64%
Bridge Club	4704	34.00	156.00	108.00	100.00	156.00%	150.00	104.00%
Chions	4707	22.00	90.00	76.00	100.00	90.00%	150.00	60.00%
Church of God	4708	0.00	0.00	0.00	16,666.64	0.00%	25,000.00	0.00%
India Society	4710	0.00	0.00	200.00	400.00	0.00%	600.00	0.00%
Special Rentals	4711	462.50	750.00	363.50	333.36	224.98%	500.00	150.00%
Wedding/Comm Ceremony	4721	0.00	0.00	0.00	100.00	0.00%	150.00	0.00%
Subtotal Rents And Leases	4700	1,775.28	12,874.68	12,295.85	27,520.00	46.78%	41,280.00	31.19%
<i>Budgeted</i>		1,775.28	12,874.68	0.00	27,520.00	46.78%	41,280.00	31.19%
<i>Non-Budgeted</i>		0.00						
TOTAL INCOME		16,503.02	149,657.56	138,238.00	152,090.08	98.40%	228,135.00	65.60%
<i>Budgeted</i>		16,503.02	149,657.56	0.00	152,090.08	98.40%	228,135.00	65.60%
<i>Non-Budgeted</i>		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%
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%
<i>Budgeted</i>		0.00	0.00	0.00	0.00	0.00%	0.00	0.00%
<i>Non-Budgeted</i>		0.00						
DIRECTOR OF MUSIC	5080							
Salary/Wages-DirMus	5081-001	827.66	6,621.28	6,428.64	6,621.36	100.00%	9,932.00	66.67%
Employer Taxes-DirMus	5082-002							
FICA-DirMus	5083-002	51.32	410.56	413.89	410.64	99.98%	616.00	66.65%
Medicare-DirMus	5084-002	12.00	96.00	96.87	96.00	100.00%	144.00	66.67%

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		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
Subtotal Employer Taxes-dirmus	5082-002	63.32	506.56	510.76	506.64	99.98%	760.00	66.65%
Budgeted		63.32	506.56	0.00	506.64	99.98%	760.00	66.65%
Non-Budgeted		0.00						
Subtotal Director Of Music	5080	890.98	7,127.84	6,939.40	7,128.00	100.00%	10,692.00	66.67%
Budgeted		890.98	7,127.84	0.00	7,128.00	100.00%	10,692.00	66.67%
Non-Budgeted		0.00						
DIR RELIGIOUS EDUCATION	5090							
Salary/Wages-DRE	5091-001	2,005.76	16,046.08	10,904.64	16,046.00	100.00%	24,069.00	66.67%
Employer Taxes-DRE	5092-002							
FICA-DRE	5093-002	139.86	1,040.47	691.50	994.64	104.61%	1,492.00	69.74%
Medicare-DRE	5094-002	32.70	243.29	161.67	232.64	104.58%	349.00	69.71%
Subtotal Employer Taxes-dre	5092-002	172.56	1,283.76	853.17	1,227.28	104.60%	1,841.00	69.73%
Budgeted		172.56	1,283.76	0.00	1,227.28	104.60%	1,841.00	69.73%
Non-Budgeted		0.00						
Supplemental wages-DRE	5095-005	250.00	2,000.00	2,136.33	2,000.00	100.00%	3,000.00	66.67%
PROF. EXPENSES--DRE	5098-008	0.00	179.00	862.42	1,604.64	11.16%	2,407.00	7.44%
Retirement DRE	5099	200.58	1,604.64	954.31	1,604.64	100.00%	2,407.00	66.67%
Subtotal Dir Religious Education	5090	2,628.90	21,113.48	15,710.87	22,482.56	93.91%	33,724.00	62.61%
Budgeted		2,628.90	21,113.48	0.00	22,482.56	93.91%	33,724.00	62.61%
Non-Budgeted		0.00						
ADMINISTRATOR	5150							
Salary/Wages-Admin	5151-001	1,752.16	14,017.28	13,609.28	14,017.36	100.00%	21,026.00	66.67%
Employer Taxes-Admin	5152-002							
FICA-Admin	5153-002	127.84	922.11	859.17	869.36	106.07%	1,304.00	70.71%
Medicare-Admin	5154-002	29.90	215.61	200.87	202.00	106.74%	303.00	71.16%
Subtotal Employer Taxes-admin	5152-002	157.74	1,137.72	1,060.04	1,071.36	106.19%	1,607.00	70.80%
Budgeted		157.74	1,137.72	0.00	1,071.36	106.19%	1,607.00	70.80%
Non-Budgeted		0.00						
Supplemental wages-Admin	5155-005	309.62	2,476.96	2,466.34	2,480.00	99.88%	3,720.00	66.58%
PROF EXPENSES--ADM	5159-009	38.99	266.65	333.28	333.36	79.99%	500.00	53.33%
Retirement -Admin	5170-001	175.17	1,401.36	1,360.64	1,401.36	100.00%	2,102.00	66.67%
Subtotal Administrator	5150	2,433.68	19,299.97	18,829.58	19,303.44	99.98%	28,955.00	66.66%



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		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
<i>Budgeted</i>		2,433.68	19,299.97	0.00	19,303.44	99.98%	28,955.00	66.66%
<i>Non-Budgeted</i>		0.00						
NURSERY	5200							
Salary/Wages-Nursery	5201-001	235.25	2,084.63	1,884.77	4,266.64	48.86%	6,400.00	32.57%
Employer Taxes-Nursery	5202-002							
FICA-Nursery	5203-002	14.59	158.43	147.49	264.64	59.87%	397.00	39.91%
Medicare-Nursery	5204-002	3.42	37.09	34.52	62.00	59.82%	93.00	39.88%
Subtotal Employer Taxes-nursery	5202-002	18.01	195.52	182.01	326.64	59.86%	490.00	39.90%
<i>Budgeted</i>		18.01	195.52	0.00	326.64	59.86%	490.00	39.90%
<i>Non-Budgeted</i>		0.00						
Nursery Contract Labor	5299-001	120.00	430.00	165.00	0.00	0.00%	0.00	0.00%
Subtotal Nursery	5200	373.26	2,710.15	2,231.78	4,593.28	59.00%	6,890.00	39.33%
<i>Budgeted</i>		373.26	2,710.15	0.00	4,593.28	59.00%	6,890.00	39.33%
<i>Non-Budgeted</i>		0.00						
DEVELOPMENTAL MINISTER	5400							
Salary/Wages DevMin	5401	2,399.00	19,192.00	14,742.00	19,192.00	100.00%	28,788.00	66.67%
FICA-DevMin	5403	329.92	2,639.36	2,185.95	2,639.36	100.00%	3,959.00	66.67%
Life Ins-DevMin	5404	75.88	531.16	0.00	686.64	77.38%	1,030.00	51.57%
Health Insurance-DevMin	5405	794.31	3,591.37	2,110.52	5,465.36	65.71%	8,198.00	43.81%
Housing DevMin	5407	2,000.00	16,000.00	13,000.00	16,000.00	100.00%	24,000.00	66.67%
Professional Exp-DevMin	5408	849.46	2,852.60	3,059.78	3,519.36	81.05%	5,279.00	54.04%
Retirement DevMin	5409	439.92	3,519.36	2,775.80	3,519.36	100.00%	5,279.00	66.67%
Subtotal Developmental Minister	5400	6,888.49	48,325.85	37,874.05	51,022.08	94.72%	76,533.00	63.14%
<i>Budgeted</i>		6,888.49	48,325.85	0.00	51,022.08	94.72%	76,533.00	63.14%
<i>Non-Budgeted</i>		0.00						
Subtotal Personnel Expenses	5010	13,215.31	98,577.29	86,105.24	104,529.36	94.31%	156,794.00	62.87%
<i>Budgeted</i>		13,215.31	98,577.29	0.00	104,529.36	94.31%	156,794.00	62.87%
<i>Non-Budgeted</i>		0.00						
BOARD/PROGRAM EXPENSES	6000							
BOARD EXPENSES	6001							
BOT Retreat & Quart.	6002	0.00	535.04	1,079.02	686.64	80.26%	1,000.00	53.50%
Leadership Development	6010	0.00	97.64	108.00	2,114.64	4.62%	3,172.00	3.08%
Minister Search/Sabbatic	6050	0.00	0.00	0.00	166.64	0.00%	250.00	0.00%

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Subtotal Board Expenses	6001	0.00	632.68	1,187.02	2,947.92	21.46%	4,422.00	14.31%
Budgeted		0.00	632.68	0.00	2,947.92	21.46%	4,422.00	14.31%
Non-Budgeted		0.00						
PROGRAMS	6100							
Art on the Walls	6105	0.00	95.19	52.41	133.36	71.38%	200.00	47.60%
Caring Committee	6110	0.00	49.99	109.96	166.64	30.00%	250.00	20.00%
Coffee Hour Expense	6120	14.53	535.80	309.49	466.64	114.82%	700.00	76.54%
Denominational Affairs	6125	0.00	0.00	0.00	666.64	0.00%	1,000.00	0.00%
Fellowship-General	6130	0.00	0.00	226.98	333.36	0.00%	500.00	0.00%
Lay Pastoral Care	6145	638.94	655.94	0.00	677.36	96.84%	1,016.00	64.56%
Membership Expense	6150	83.53	461.11	131.11	566.64	81.38%	850.00	54.25%
Music Program	6155	50.00	596.37	913.00	666.64	89.46%	1,000.00	59.64%
Small Group Ministry	6165	0.00	423.67	542.39	700.00	60.52%	1,050.00	40.35%
Social Justice	6167	0.00	619.61	314.70	995.36	62.25%	1,493.00	41.50%
Worship Programs Exp	6170	50.00	905.29	517.62	1,400.00	64.66%	2,100.00	43.11%
Subtotal Programs	6100	837.00	4,342.97	3,117.66	6,772.64	64.13%	10,159.00	42.75%
Budgeted		837.00	4,342.97	0.00	6,772.64	64.13%	10,159.00	42.75%
Non-Budgeted		0.00						
RELIGIOUS EDUCATION	6200							
Adult RE	6210	0.00	59.94	145.59	533.36	11.24%	800.00	7.49%
RE Youth	6220	161.21	2,896.83	1,864.23	3,683.36	78.65%	5,525.00	52.43%
Subtotal Religious Education	6200	161.21	2,956.77	2,009.82	4,216.72	70.12%	6,325.00	46.75%
Budgeted		161.21	2,956.77	0.00	4,216.72	70.12%	6,325.00	46.75%
Non-Budgeted		0.00						
Subtotal Board/program Expenses	6000	998.21	7,932.42	6,314.50	13,937.28	56.92%	20,906.00	37.94%
Budgeted		998.21	7,932.42	0.00	13,937.28	56.92%	20,906.00	37.94%
Non-Budgeted		0.00						
OPERATIONS	6300							
FACILITIES	6301							
Exterminating	6315	35.00	315.00	280.00	300.00	105.00%	450.00	70.00%
Repairs/Maint-Facilities	6325	328.26	947.41	351.33	1,066.64	88.82%	1,600.00	59.21%
Safety & Enhancement	6330	0.00	619.97	444.58	3,333.36	18.60%	5,000.00	12.40%
Security Management	6335	150.00	450.00	450.00	600.00	75.00%	900.00	50.00%
Supplies-Building	6340	46.93	319.42	306.69	333.36	95.82%	500.00	63.88%



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Trash Services	6350	97.49	779.92	894.27	910.00	85.71%	1,365.00	57.14%
Subtotal Facilities	6301	657.68	3,431.72	2,726.87	6,543.36	52.45%	9,815.00	34.96%
Budgeted		657.68	3,431.72	0.00	6,543.36	52.45%	9,815.00	34.96%
Non-Budgeted		0.00						
GROUNDS	6370							
Landscaping	6371	0.00	46.31	444.22	666.64	6.95%	1,000.00	4.63%
Lawn Care	6372	0.00	0.00	0.00	1,333.36	0.00%	2,000.00	0.00%
Subtotal Grounds	6370	0.00	46.31	444.22	2,000.00	2.32%	3,000.00	1.54%
Budgeted		0.00	46.31	0.00	2,000.00	2.32%	3,000.00	1.54%
Non-Budgeted		0.00						
OFFICE EXPENSES	6400							
Copier Maintenance	6410	0.00	795.00	795.00	566.64	140.30%	850.00	93.53%
Office Equipment	6420	0.00	0.00	0.00	170.00	0.00%	255.00	0.00%
Postage	6440	148.64	295.64	196.00	220.00	134.38%	330.00	89.50%
Supplies-Office	6460	16.70	287.31	308.63	466.64	61.57%	700.00	41.04%
Subtotal Office Expenses	6400	165.34	1,377.95	1,299.63	1,423.28	96.82%	2,135.00	64.54%
Budgeted		165.34	1,377.95	0.00	1,423.28	96.82%	2,135.00	64.54%
Non-Budgeted		0.00						
OPERATIONS - GENERAL	6500							
Bank Charges	6505	3.49	3.49	0.00	0.00	0.00%	0.00	0.00%
Communications/Advertis	6507	72.07	728.97	298.27	666.64	109.35%	1,000.00	72.90%
Computer Services/Website	6509	0.00	137.35	137.35	466.64	29.43%	700.00	19.62%
Contingency Expense	6510	9.81	47.79	0.00	166.64	28.68%	250.00	19.12%
Green Initiatives Expense	6515	0.00	0.00	0.00	16.64	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	300.00	2,325.00	2,325.00	2,666.64	87.19%	4,000.00	58.13%
Classroom Equip&Maintain	6533	0.00	0.00	0.00	33.36	0.00%	50.00	0.00%
Supplies/Altar-Decoration	6541	200.00	200.00	29.98	133.36	149.97%	200.00	100.00%
Utilities Expense	6580							
Electricity	6581	303.70	3,745.40	2,483.68	4,000.00	93.64%	6,000.00	62.42%
Gas	6582	293.74	649.39	997.40	1,200.00	54.12%	1,800.00	36.08%
Internet Service/Phone	6583	128.75	1,030.00	992.18	1,026.64	100.33%	1,540.00	66.88%
Water	6585	91.09	625.71	633.97	1,133.36	55.21%	1,700.00	36.81%
Subtotal Utilities Expense	6580	817.28	6,050.50	5,107.23	7,360.00	82.21%	11,040.00	54.81%
Budgeted		817.28	6,050.50	0.00	7,360.00	82.21%	11,040.00	54.81%

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<i>Non-Budgeted</i>		0.00						
Subtotal Operations - General	6500	1,402.65	13,568.10	11,950.83	15,875.92	85.46%	21,631.00	62.73%
<i>Budgeted</i>		1,399.16	13,564.61	0.00	15,875.92	85.44%	21,631.00	62.71%
<i>Non-Budgeted</i>		3.49	3.49					
STEWARDSHIP	6700							
Stewardship--Fellowship	6701	0.00	75.00	0.00	666.64	11.25%	1,000.00	7.50%
Stewardship--supplies	6705	0.00	75.97	0.00	133.36	56.97%	200.00	37.99%
Subtotal Stewardship	6700	0.00	150.97	0.00	800.00	18.87%	1,200.00	12.58%
<i>Budgeted</i>		0.00	150.97	0.00	800.00	18.87%	1,200.00	12.58%
<i>Non-Budgeted</i>		0.00						
Subtotal Operations	6300	2,225.67	18,575.05	16,419.55	26,642.56	69.72%	37,781.00	49.17%
<i>Budgeted</i>		2,222.18	18,571.56	0.00	26,642.56	69.71%	37,781.00	49.16%
<i>Non-Budgeted</i>		3.49	3.49					
DENOMINATIONAL EXPENSES	7000							
G.I.F.T Program	7020	1,283.00	8,981.00	7,086.80	8,556.00	104.97%	12,834.00	69.98%
TOTAL EXPENSES		17,722.19	134,065.76	115,926.09	153,665.20	87.25%	228,315.00	58.72%
<i>Budgeted</i>		17,718.70	134,062.27	0.00	153,665.20	87.24%	228,315.00	58.72%
<i>Non-Budgeted</i>		3.49	3.49					
EXCESS INCOME/EXPENSES		<u>-1,219.17</u>	<u>\$15,591.80</u>	<u>\$22,311.91</u>	<u>-1,575.12</u>	<u>-989.88%</u>	<u>-\$180.00</u>	<u>-8,662.11%</u>
<i>Budgeted</i>		-1,215.68	15,595.29	0.00	-1,575.12	-990.10%	-180.00	-8,664.05%
<i>Non-Budgeted</i>		-3.49	-3.49					