

**Minutes of UUFSD Board Meeting
Tuesday, March 20, 2018, 6:30 pm
Rev. Meghan's Office**

Board Members present:

Mark Tuller, *President*
Alisa Guralnick, *Secretary*
Robin Sales
Linda Giannelli Pratt
Rich Franzwa
Ernest Dunn
Bob Quick, *Vice President*

Also present:

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

Mark Tuller called the meeting to order at 6:35 pm. People checked in.

Decision items:

1. Motion to approve meeting minutes from 2/20/18, as amended:

Move: Linda Pratt

Second: Robyn Sales

Call: Approved

2. Motion: The Board authorizes the Financial Committee to move forward on a new lease agreement with Sandy Hill, as outlined in the proposed rate increase schedule, commencing with July 2018 rent change.

Move: Ernie Dunn

Second: Bob Quick

Call: Approved

4. Motion: We move to spend \$1,800 to fund a shared Social Justice staff person, shared with the cluster, to provide 10 hours per month to UUFSD, reporting to Kathleen Owens at First Church.

Move: Linda Pratt

Second: Mark Tuller

Call: Approved

Action Items from last month (no changes):

- Earmarked donations (MT)- Mark gave an update, policy to be drafted by March 2018

New Action Items:

- Meghan will follow up with Patricia Cofre-Stone regarding the upcoming Auction- need to get the word out soon!
- Ernie Dunn will write a short request for the newsletter, looking for someone to do space design assistance for redoing the YRUU room. We will need a requirements list from Allison (representing YRUU) and from Sandy Hill (Shanie). Ernie will help coordinate this activity.
- Next steps for Kitchen Design include: **Rich** will contact Lowe's to see about their design services; **Robin** will contact St James, to see about their designer; **the board** will communicate via email with one another, to arrive at a consensus approach; **Linda** will send an invitation via email to the various stakeholders in kitchen issues, inviting them to give input on the two-walls-wish-list; **Rich and Linda** will work with the selected designer together, to come up with a plan, using input. The board will agree via email in general.

Last month:

- Mark Tuller and Bob Quick will talk to the Men's Groups to see about the possibility of a Men's Group Chili Cook-off
- Alison will continue to benchmark other congregations' RE programs

Information Items:

Staff reports attached and reviewed.

Financials review (Glen): **Glen announced his intent to resign as treasurer, effective 6/30/2018.** Glen reviewed the financials to date. There is some concern about the May 5 Auction (no information forthcoming from Patricia Cofre-Stone. We are in pretty good shape. Mark Tuller noted (from the balance sheet) that about \$700K has been put in the Vanguard account, where it will be safe and available for the Capital Campaign.

Pledge Drive (Glen): Pledge total is \$261,700 to date, about \$19K more than last year (from current pledgers, compared to last year). We have about 179 pledging units, of which 108 have pledged. The Board is available to call on those who need a nudge. Glen estimates pledging will reach about \$335K. This, in addition to the increased revenue from Sandy Hill (see below), ought to enable us to pay our full Fair Share, rebuild some of the reserve accounts and be in better shape.

Holes in leadership: SJA chair (no more Irv); Treasurer (no more Glen); Stewardship/ Team G (empty), Policy Chair (Mark stepping down).

Brief discussion topics:

- Brief discussion of discrepancies in understanding the role of the Director of Music / Music Committee.
- Update on solar panel project (Mark Tuller): final price and scope have been agreed upon. Final cost \$56K (\$33.5K solar panels, balance is re-roofing of three roof segments on Founders Hall) – we will do this right, rather than cheaply. Both the solar panels and roofing will be warranted for 10 years. \$40K has been raised and \$10K will come from Buildings and Ground reserve, with \$6K coming from a TBD source in this year's budget process. This project is in fine shape.
- Capital Build projects update: via John Sherman- driveway is done! Permits for Phase 1/ amphitheater have been submitted to City of SB, could be a 'matter of weeks' to approval! Non-permitted work (east patio, design work for Administration Building are underway).
- Review of Board to-do-list; discussion of Rev. Meghan/annual review- follow up on or after April 10th (Alisa)
- Sandy Hill lease update: (see attachment for annual rates)
 - \$42K in revenue next fiscal year, instead of \$26K under current lease--\$16K in immediate new revenue
 - Meets our \$4K per month rent target with defined increases up to \$5.2K per month over the term
 - FinCom wants to explore some inflation protection mechanism, such as CPI override to the defined increases, perhaps with shorter term with renewal options.
 - Deal is based on Sandy Hill using YRUU as a full new classroom (new revenue for them), but configured for adult use in the evening. Need a task force to achieve proper configuration. Mark suggested asking Alana Schuller to spearhead this task- we need a small space designer.
 - Terms and conditions to be worked out if economic terms are acceptable to us.

Deep Dive 1: Kitchen

The Board visited the Kitchen building, discussed the mold and leak problems (leaks are fixed), and the visit by the insurance adjuster. A claim is in process for remediating mold and the subsequent required repairs, estimated at about \$5,000.

1. Do we use a professional contractor? Yes
2. Do we wait until June 18 to begin work? Possibly as early as June 1- pending summer schedule/ commitments / weddings and availability. There is an August 18th wedding scheduled; we need to verify there are no others.
3. We need a dream team / group to organize the work, gather requirements, gather input. (See below.)
4. Do we do a 'classy phase 1 renovation of the two walls', or a patch job? Classy job!

5. How are we willing to pay for it (estimated at \$20K above existing insurance reimbursement)? We don't know yet.

Linda Pratt is willing to donate up to \$1,500 for a professional designer. Other suggestions include working with IKEA's online design tools; Rich will contact Lowe's to see about their design services; Robin will contact St James, to see about their designer. The board will communicate via email with one another, to arrive at a consensus approach. Linda will send an invitation via email to the various stakeholders in kitchen issues, inviting them to give input on the two-walls-wish-list. Rich and Linda will work with the selected designer together, to come up with a plan, using input. The board will agree via email in general.

Deep Dive 2: Budget Ideas

Mark led a review of this year's budget.

- Fair Share contributions need to be fully funded at about **\$19,000** (\$14K over current budget)
- Shared Social Justice staff person (shared among 5 local congregations/ cluster) – each congregation would contribute **\$1,800**/year and receive 10 hours per month for Social Justice activities, coordinate SJA activities with the cluster.
- Buildings and Grounds reserve: \$10-12K needed in this budget
- Set up crew: raise to \$15/hour
- Custodian increase proposed from \$210/every 2 weeks to perhaps \$250/2 weeks
- The Finance Committee has proposed conducting a financial audit or a professional review of financial controls / practices at \$5,000;
- Annual all Fellowship Casas De Luz build: seed money at \$3,000 (half)

Where is the money to be found?

- \$16K in additional rent from Sandy Hill
- \$15-20K in additional "Strive for 5" pledge drive
- Alison's benefactor is funding her sabbatical / absence at \$5,000
- John Sherman will approach Attitudes memory care neighbors up the hill, to help pay for the road straightening (hoping for \$30K- half of what was spent)
- Bed and Breakfast program- needs a champion, First Church has demonstrated it is a viable program- talk with Christie Turner

Next Deep Dive topic:

- April: Personnel committee/ presenting salary recommendations for staff

Who do we need to thank this month? Kathy Faller, and others (which Mark made detailed notes on.)

The meeting was adjourned at 9:10 pm.

Respectfully submitted,
Alisa Guralnick, Board Secretary

March Report to the UUFSD Board
Rev. Meghan Cefalu
March 20, 2018

Greetings wonderful people,

Staff: Kay Bolden is working out very, very well in the new Membership Coordinator position so far. I've been hearing good things and already have a clearer sense of what is happening for first-time and returning visitors and those who are seeking the path to membership. ☺ (We will welcome a new batch of folks into membership on May 6th)

Programs: I convened a **Racial Justice Task Force** and we have met and arranged for two more film nights and a book study before the end of June. I will also be holding a "Continuing the Conversations" meeting after the 2nd service this Sunday for participants in the Beloved Conversations class to check in and continue our learning path.

The **Bridging the Genders** workshop went well. We had 12 participants – 8 men, 4 women. People shared deeply and vulnerably making the experience rich. I hear that they would like more such opportunities.

I have yet to schedule and design a shorter series of one-off workshops based on my curriculum for **Serving with Grace**. This is on my list to be done before the end of March.

Areas of Concern: We need a dedicated, year-long **Stewardship Committee** – a group focused not just on each year's pledge drive but on helping to develop and nurture healthy giving to the congregation all year long.

We also need a chair (or co-chairs) to head up the **Social Justice Action Committee**, as Irv Himmelblau will be resigning at the end of June. I hope the Board and Nom Com/Leadership Development will make these leadership areas a focus.

Beyond our campus: We built a house in Tijuana last weekend! Whoohoo!

I helped to facilitate a retreat for UU seminarians living in southern California at Camp deBonneville Pines (March 13-15) as part of my volunteer role on the steering committee of the UU Ministerial Formation Network.

I will likely be the keynote speaker for the Encinitas Mayor's prayer breakfast on May 3rd. I will be meeting with the mayor and her assistant tomorrow morning to discuss.

Continuing Education: I will be attending the White Privilege Conference in Grand Rapids, MI April 4-8. I hope to come away with deepened knowledge and skills especially around facilitating conversations about racism/white supremacy.

Thank you for your care and leadership,

Rev. Meghan ☺

From: <alison@uufsd.org>
Date: Mon, Mar 19, 2018 at 9:17 PM
Subject: RE Board Report
To: Mark Tuller <tullermark@gmail.com>

Hi Mark!
Here are my numbers for February!

Religious Education

February Class Attendance Numbers

Class	1st Service Averages	2nd Service Averages
Childcare	3.5	1.25
Prek-K	4.3	.6
1st-3rd	5	3.6
4th-6th	3.6	1.6
COA	15	
YRUU		4.3
Youth Group Tuesday Nights	10	

The average number of students at 1st Service: 31.4
The average number of students at 2nd Service: 11.35
Total average of kids per Sunday: 42.75

Thanks,
Alison

Director of Religious Education
Unitarian Universalist Fellowship of San Dieguito
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ADMINISTRATOR'S REPORT TO THE BOARD – MARCH 2018

MEMBERSHIP STATISTICS

Total number of members: 228
Members emeritus: 6
Pledging friends: 14
Friends: 53

As of 3/19/18 - Total number of members, pledging friends and friends: 301

SUNDAY ATTENDANCE

Date	9:00am	11:00am
February 18	45	103
February 25	75	109
March 4	32	101
March 11	43	112

SITE USE AND RENTALS

A memorial was held on March 17th for Lori Endow. The renters paid \$650 to use the site.

MEMBERSHIP CHANGES

The Ochi's are moving to Arizona although I don't yet have a resignation date.

Fatima Esfahanizadeh emailed me on 3/13/18 and stated that she has left the Fellowship.

We were notified on 3/14/18 that member John Starr passed away.

BUDGET QUESTION

Last month I brought up the suggestion of giving a raise to our Saturday custodial vendors. We have only increased their pay by \$10 bi-weekly since 2014. They do a wonderful job for us and I'm sure it would be much appreciated by Ignacio and his family if we were to raise that amount in the new fiscal year.

Respectfully submitted,

Tracey Weiss
Congregational Administrator

March, 2018 Music Report to UUFSD Board

1. San Diego UU Choirs present a Choral Festival this Sun. March 25 at 4:00 at First Church in Hillcrest. Due to an anonymous donor from First UU Church to pay the orchestra, we anticipate making a profit, and so will benefit San Diegans for Gun Violence Prevention. As we are singing Faure's Requiem this is, sadly, particularly fitting. As I've mentioned this is a chance for us to do a larger work, collaborate, reach further out into the community, and grow musically. It's also been a lot of work for our choir and they have been amazing in their dedication to making this extra, large project happen. While many are excited about it, it is not everyone's preference to do something like this and I am very grateful to all for their participation. Please come and hear it and spread the word! You will find a gazillion beautiful postcards around thanks to Libby Scott, or forward the one I emailed to you.
2. Vicky Newman has resigned as Concert Coordinator, effective this coming June 10.

In her letter of resignation among the issues cited, she says that her vision and mine were not in sync, and she didn't like the concept of having me, the Music Director, as her supervisor. While some differences existed, I did my best to allow her the freedom to do her work, only stepping in when either she reached out for help, or I had questions regarding details of some of her efforts. In those few occasions, acting as her supervisor, I did contact Vicky, addressing what I thought were important issues, and at times making a few suggestions on how an upcoming event could be better.

My major concern about the Coastal Concerts and working with Vicky is that there have been ongoing communication difficulties, not only with me, but also with others both within and outside of UUFSD.

That being said, Vicky has indeed contributed much time, talent, and sweat over the past five years, bringing varied music and people into our Fellowship. For these efforts she is to be commended.

In talking with Rev. Meghan, we have several thoughts about how and when we might want to move forward. For example we could take a break on the Coastal Concerts until we have a clearer idea and team to pick it up again. Or, we could do fewer concerts next year. A Music Committee meeting is scheduled for March 28 at 1:00 at UUFSD. One agenda item will be a beginning discussion of this with new music volunteers. We welcome any thoughts, ideas, and feedback you might have about the Coastal Concerts.

3. UUFSD Choir has a new website for members, potential members, interested parties. It is linked to our UUFSD website. It was made by Libby Scott. Check it out!

<https://sites.google.com/view/uu-choir-san-dieguito/home>

4. Goal: increase participation, especially with youth.
Two new youth are participating in music for services this spring – Erin Vuong, piano and Skyler Williams, flute. Three more singers joined choir for the Festival and will hopefully stick around. Brenda Post's father, an opera singer, is visiting town and will sing a solo this Sun.
5. Goal: Increase the congregation's comfort in singing hymns. We've been doing more rounds, singing some lesser known hymns, and taught the "Meditation on Breathing" chant parts. Otherwise, this goal is a bit on hold while doing other projects. The Sun. afternoon hymn sings are not happening yet.
6. Founders Hall lighting: Stu Anderson's suggestion could cost as little as \$500. We are waiting on Design Review – they're busy. Just wanted to let you know we are not forgetting about it. Last week we invited 2 other choirs to our rehearsal for the Festival and we hauled in 7 lamps to make sure they could see.

- Chris Lehman

PROPOSED PAYMENT SCHEDULE FOR SANDY HILL NURSERY SCHOOL

	Proposed Monthly	Proposed Yearly
July 2018	\$3,500/mo.	\$42,000.00
July 2019	\$3,750/mo.	\$45,000.00
July 2020	\$4,000/mo.	\$48,000.00
July 2021	\$4,100/mo.	\$49,200.00
July 2022	\$4,200/mo	\$50,400.00
July 2023	\$4,300/mo	\$51,600.00
July 2024	\$4,400/mo	\$52,800.00
July 2025	\$4,500/mo.	\$54,000.00
July 2026	\$4,600/mo.	\$55,200.00
July 2027	\$4,700/mo.	\$56,400.00
July 2028	\$4,800/mo.	\$57,600.00
July 2029	\$4,900/mo	\$58,800.00
July 2030	\$5,000/mo	\$60,000.00
July 2031	\$5,100/mo	\$61,200.00
July 2032	\$5,200/mo.	\$62,400.00
		Total Lease Value
		\$804,600.00

B&B Program financials at First Church—money to be had

From: Jan Garbosky <jgarbosky@cox.net>
Date: Wednesday, March 14, 2018 at 10:02 AM
To: 'LISA SHAFFER' <lrshaffer@roadrunner.com>
Subject: RE: First UU San Diego B&B Program Update

Hi Lisa!

Have been reorganizing B&B files & came across our emails & thought I'd check in with you. No worries if you &/or your congregation aren't interested at this time.

We've had a good year due to hosting folks in 10 homes for the Mosaic Makers Conference last October. We brought in \$3,145 from those stays & (including those) have as of Monday brought in a total of \$7,597—exceeding the \$7,500 goal set by our Finance Committee. Our non-conference income is \$4,452. My hope is to bring in another \$3,048 & reach our \$7,500 goal with non-conference registrations.

In December, I sent holiday card thank yous to our 2017 guests & to all our hosts (even if they hadn't yet hosted). There were special thank you messages in each card. I signed those to the guests (for our B&B Team) & Kathleen signed all the ones for our hosts while I signed the names of all team members on the special message section.

Currently, we're working to video a skit by Robie & Sadie (our intern) about Sadie's not having room for family & friends who want to visit her & Robie suggesting our B&B program. We plan on showing it before services.

We also need to promote our program to the pre-school parents.

A B&B article was included on pg. 4 of January's *First Words*. Here's the link: http://www.firstuusandiego.org/Websites/firstuusandiego/files/Content/1092655/January_2018_First_Words.pdf

Hope all is well with you.

Love to you & Steve!

Jan

GREATER B&B PROGRAM SUCCESS WITH YOUR HELP!

BY JAN GARBOSKY

Just imagine . . .

- Adding thousands of dollars to our congregation’s general fund.
- The fun you can have when more of your family and friends visit San Diego.
- Affordable accommodations for those family members and friends.
- Your “no-room-for-guests” home not a limiting factor.

The Generosity Ministry Team did imagine those things—and, today, they’re reality—through our Bed & Breakfast Program!! To make it happen for your family and friends, all you have to do is invite them to visit San Diego and have them

check out our program. Affordable accommodations with congenial congregation members are waiting for them. They (and you) can find out more by going to the teal blue area at the bottom of any page of our congregation’s



website and selecting “B&B Program.” Once there, follow the link to our online guest registration form. Rates are very reasonable for San Diego--\$75/night for a single and \$90/night for a double with continental breakfast included.

Since May 2016, we’ve had guests from across the U.S. and from Canada and New Zealand. Why not your family and friends?

Can you believe it?

-After researching over 20 UU congregations that have, or have had, B&B Programs, First Church launched our program ahead of schedule and welcomed our first guest May 14, 2016.

From May 2016 through June 30, 2017, our program brought in \$8,941—exceeding our \$5,000 goal even after subtracting our start up and promotional costs of \$3,202. (Over \$2,000 of costs was for development of our online registration system—a one-time expense.) With 11 of 26 inaugural host homes welcoming guests for a total of 98 nights, **our first-year net profit, added to our operating budget, was \$5,739!**

Since July 1, 2017, with an inventory of 28 host homes welcoming guests for 71 nights, **the program has brought in \$6,112 of this fiscal year’s \$7,500 goal.** (Expenses have not yet been deducted from the amount received.) \$3,145

(54%) came from guests attending the Mosaic Makers Conference our congregation hosted in October. These guests were housed in 10 homes for a total of 31 nights.

With your help we can be more successful in 2017-18 and beyond!

Giving information about our program to more folks who plan on visiting San Diego can greatly increase our success. It’s a win-win

for our congregation and for you and your family and friends on vacation, attending conferences, or coming to town for family-related events like weddings, retirements, graduations, special birthday celebrations, and family reunions. They save money on their lodging and meet wonderful hosts by choosing our B&B Program over hotels. If your house is too small for guests or when your house is full, suggest family and friends take the opportunity to stay with one of our friendly UU hosts. You can be sure they’ll be treated well.

The B&B Team is happy to answer any questions you or your family or friends may have. Contact us at bandbteam@firsttusandiego.org.

Kitchen Plan going forward

- 1. Current status of the kitchen leaks and mold**
 - a. Leaks are stopped so far as we know
 - b. Mold readings in kitchen are slightly to moderately elevated
 - c. Asbestos testing was positive in the drywall
 - d. Current configuration is old, poorly configured, and unpleasant
 - e. The affected area seems to be the east wall (where the sinks are) and the south wall (facing the Hall)
- 2. Overall big picture goal:**
 - a. There will be no new admin building in the capital campaign, so we will be using the Core Building and kitchen for the long term
 - b. In the relatively near future the Core Building will have to be renovated (same as the classrooms and office building) at a cost of over \$100K, but there is no money for that now
 - c. Right now, we *must* address the east and south kitchen walls
 - d. We seem to have enough money to renovate those walls (insurance settlement and B&G reserve fund), though costs are uncertain until the walls are opened and we have a plan for the reconstruction
 - e. The work on the east and south walls should dovetail with the future Core Building renovation so we don't repeat the work and waste money (in effect it is Phase I of the overall renovation)
 - f. The east/south wall reconstruction should be an improvement over the status quo, not just a repair:
 - i. Dishwashers? Sinks? Counters? Drain board? Cabinets? Plumbing? Organization?
- 3. Cost estimates as of now**
 - a. Demolition and mold/asbestos remediation
 - i. Estimate of \$2,402 for asbestos—insurance will cover certified abatement
 - ii. Estimate of \$5,619 for mold from Flood Solutions—insurance will cover certified abatement to for the leak but not any extra due to delay or failure to mitigate—no final until wall is opened
 - b. Reconstruction
 - i. Insurance adjustor estimate of \$5,940—insurance already paid us \$5,501
 - ii. Reconstruction is likely to cost more than that
- 4. Timing**
 - a. Delay the start until June after single services begin
 - b. Mold reading was only slightly elevated
 - c. Kitchen will be closed for two months
- 5. Contractors**
 - a. For the demolition and abatement—hire Flood Solutions (and its asbestos subcontractor San Diego Abatement)
 - b. For the reconstruction design—do it mostly in-house (see Action Team below)
 - c. For the reconstruction—choose a professional contractor
 - i. Flood Solutions is willing to bid
 - ii. Other bidders—Joel Hernandez who did the Sandy Hill office? Geoff McKay? Chris Kolb?
- 6. Action Team to get it done**
 - a. Get wide input on the reconstruction design, but clear project management to get it done

The Unitarian Universalist Fellowship of San Dieguito

Balance Sheet

As of February 28, 2018

	Feb 28, 18
ASSETS	
Current Assets	
Checking/Savings	
Vanguard Money Market	719,572.03
WF \$ Market Savings x1459	15,693.43
WF \$ Market Savings x1974	5,786.50
WF Bus Chkg x3757	182,680.93
Total Checking/Savings	923,732.89
Accounts Receivable	
Accounts Receivable	109,878.65
Capital Campaign Pledges	477,744.81
Total Accounts Receivable	587,623.46
Other Current Assets	
Undeposited Funds	4,300.00
Total Other Current Assets	4,300.00
Total Current Assets	1,515,656.35
TOTAL ASSETS	1,515,656.35
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	5,855.65
Total Accounts Payable	5,855.65
Other Current Liabilities	
Bonus' Payable	-102.25
Direct Deposit Liabilities	-6,732.49
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	1,872.05
Medical Liability	-11,499.34
UUA Pension Liability	-652.21
Payroll Liabilities - Other	9,001.17
Total Payroll Liabilities	-1,278.33
Total Other Current Liabilities	-8,113.07
Total Current Liabilities	-2,257.42
Total Liabilities	-2,257.42
Equity	
Dividend Income	26,751.20
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.03 - D. of C. Wages	-57,956.88
FND.SPG.05 - D. of C. Benefits	-5,419.07
FND.SPG.04 - D. of C. ER Pay Taxes	-4,009.81
FND.SPG.06 - D. of C. Expenses	-3,695.04
FND.SPG.10 - Bathroom	21,031.25
SPG.FND.11 - Bathroom Expenses	-15,231.90
Total FND.SPG.01 - Spirit Grant Fund	34,718.55
Gains/Losses from Investments	-31,200.26
Opening Balance Equity	-1,813.82
Permanent Restricted	

FND.PGE.01 - Endowment Fund

27,450.12

Total Permanent Restricted

27,450.12

Temp. Restricted

Feb 28, 18

Building Funds	
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,935,596.45
FND.CAP.03-Cap Campaign Expense	-680,853.82
Total FND.CAP.01 - Capital Campaign	1,254,742.63
Total Building Funds	1,254,742.63
Committee Funds	
COM.ADL.04 - Adult Prms C/O	442.20
COM.CNX.04 Joy Comm. C/O	504.69
COM.LIB.04 Library Comm. Carryo	2,281.41
COM.SAC.04 SAC C/O	
Backpack Fund	420.55
Human Rights	1,883.58
Total COM.SAC.04 SAC C/O	2,304.13
COM.SUN.04 - Worship Comm C/O	191.47
Total Committee Funds	5,723.90
Other Funds	
FND.ART.01	740.00
FND.COF.02 -Coffee Fund	-392.98
FND.CON.02 - Concert Fund	2,148.80
FND.DBN.02 - DeBenneville Pines	4,074.26
FND.DRE.02 - DRE Discre. Fund	1,964.49
FND.HFH.02 - Casas de Luz	27,980.02
FND.JRU.02 -JRUU Fund	1,100.11
FND.LIB.02 - Lib Improv't Fund	250.00
FND.MIN.02 - Min. Discr. Fnd.	1,752.27
FND.MWL.02 - Memorial Wall Fnd.	16,866.24
FND.REL.02 - RE Special Fnd.	2,600.00
FND.SAC.02 - SAC Schlrship/Art	626.43
FND.SPC.02 - Spcl. Coll. Fnd.	3,724.62
FND.YOU.02 - Youth Scholarship	1,275.75
FND.YRU.02 - YRUU Fund	79.11
Total Other Funds	64,789.12
Reserves (pe J.Penny)	
RES.AFR.01 - Appliance & Furn.	1,329.09
RES.BAG.01 - B&G Reserve	7,188.80
RES.SAB.01 - Sabbatical Reserve	455.96
RES.SND.01 - Sound Reserve	-117.79
Total Reserves (pe J.Penny)	8,856.06
Total Temp. Restricted	1,334,111.71
Unrestricted Net Assets	23,383.44
Net Income	104,512.83
Total Equity	1,517,913.77
TOTAL LIABILITIES & EQUITY	1,515,656.35

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
 July 2017 through February 2018

	<u>Jul 17</u>	<u>Feb</u>	<u>Budge</u>	<u>\$ Over</u>	<u>% of</u>	<u>Annual</u>
Income						
Revenues						
Fundraising						
REV.AUC.01 - Auction Income			920	0	920	17,000
REV.MIS.01 - Fundraising Income			7,574	5,333	2,241	8,000
REV.MIS.05 - Luncheon Income			340	1,667	-1,327	2,500
Total Fundraising			8,834	7,000	1,834	27,500
Pledges						
REV.PLG.01 -Pledge Current Yr			249,721	210,652	39,069	315,970
Total Pledges			249,721	210,652	39,069	315,970
RE Program Income						
REV.REL.01 RE Donations			792	333	459	500
REV.REL.02 COA/OWL Fees			100	867	-767	1,300
Total RE Program Income			892	1,200	-308	1,800
REV.MIS.04 Misc. Contributions			7,170	8,333	-1,164	12,500
REV.SUN.01 - Sunday Collection			7,425	10,000	-2,575	15,000
Scripp Sales			46	50	-4	700
Site Rental						
REV.SIT.01 Sandy Hill			16,949	16,874	75	25,310
REV.SIT.02 - Spc. Evnt. Rent			1,910	4,333	-2,423	6,500
REV.SIT.03 - Site Use Contrib.			3,266	0	3,266	3,266
Total Site Rental			22,125	21,207	918	31,816
Total Revenues			296,214	258,443	37,771	404,660
Total Income			296,214	258,443	37,771	404,660
Gross Profit			296,214	258,443	37,771	404,660
Expense						
Administration Expenses						
OPS.ADM.01 Postage			499	600	-101	900
OPS.ADM.02 Office Supplies			1,427	1,833	-406	2,700
OPS.ADM.03 Copier			4,760	4,200	560	6,300
OPS.ADM.05 Telephone & Internet			1,962	3,000	-1,038	4,500
OPS.ADM.06 Adm. Mileage Exp			75	100	-25	150
OPS.ADM.07 Misc. Supplies			370	200	170	300
Total Administration Expenses			9,092	9,933	-841	14,900
Boards & Committees						
COM.BRD.03 Board Expenses			0	125	-125	120
COM.COM.03 Communications Comm.			1,338	633	705	900
COM.FND.03 Fundraising Comm. Ex			213	333	-121	500
COM.FNF.03 Fun & Fellowship			86	300	-214	400
COM.MEM.03 Membership Comm Exp.			676	933	-258	1,400
COM.MUS.03 Choir & Music Exp.			1,455	1,667	-212	2,500
COM.PCC.03 Pastoral Care Comm.			0	100	-100	150
COM.SAC.03 Social Action Comm.			672	1,733	-1,062	2,600
COM.SUN.03 Worship Comm.			1,004	1,667	-663	2,500
Total Boards & Committees			5,443	7,492	-2,049	11,170
Denomination Expenses						
OPS.DEN.01 - UUA dues			3,500	3,500	0	3,500
OPS.DEN.02 - PSWD Dues			1,000	1,000	0	1,000
OPS.DEN.04 - Cluster Dues			0	0	0	500
Total Denomination Expenses			4,500	4,500	0	5,000
Finance Expenses						
OPS.FIN.02 Bookkeeping Supplies			395	433	-39	600

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OPS.FIN.03 Accounting Fees

	5,942	5,000	942	118.8%
Jul 17 - Feb	Budge	\$ Over	% of	Annual

7,50

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	<u>Jul 17</u>	<u>Feb</u>	<u>Budge</u>	<u>\$ Over</u>	<u>% of</u>	<u>Annual</u>	
OPS.FIN.04 Pledge Campaign Exp.		0	150	-150	0.0%	300	
OPS.FIN.05 Other Finance Exp.		0	267	-267	0.0%	400	
OPS.FIN.06 Credit Card Fees		822	800	22	102.7%	1,200	
Total Finance Expenses		7,158	6,650	508	107.6%	10,050	
Payroll Expenses							
Congregational Administrator							
PER.OFF.01 Cong. Adm. Wages		23,590	24,285	-695	97.1%	36,427	
PER.OFF.02 Cong. Adm. UUA Pens.		2,331	2,428	-98	96.0%	3,642	
PER.OFF.03 - ER Payroll Taxes		743	1,858	-1,115	40.0%	2,787	
PER.OFF.04 Cong. Adm. Medical		6,746	7,891	-1,145	85.5%	11,836	
PER.OFF.06 Cong. Adm. Life Ins.		0	89	-89	0.0%	134	
PER.OFF.07 Cong. Adm LTD Ins		0	243	-243	0.0%	364	
PER.OFF.08 - Admin. Prof. Exp.		0	133	-133	0.0%	200	
Total Congregational Administrator		33,409	36,927	-3,517	90.5%	55,390	
Director of RE							
PER.DRE.01 DRE Wages		34,738	35,467	-728	97.9%	53,200	
PER.DRE.02 DRE - UUA Pension		3,384	3,547	-163	95.4%	5,320	
PER.DRE.03 - ER DRE Payroll Tax		995	2,713	-1,718	36.7%	4,070	
PER.DRE.04 DRE Medical		4,978	5,916	-938	84.1%	8,874	
PER.DRE.06 DRE Life Ins.		0	221	-221	0.0%	331	
PER.DRE.07 DRE LTD Ins.		339	355	-16	95.5%	532	
PER.DRE.09 DRE Professional Exp		1,514	1,667	-153	90.8%	2,500	
Total Director of RE		45,948	49,885	-3,937	92.1%	74,827	
Minister Expense							
Minister Benefits							
PER.MIN.00 in Lieu of FICA		4,478	4,692	-214	95.4%	7,038	
PER.MIN.02 Minister Housing		19,615	20,000	-385	98.1%	30,000	
PER.MIN.03 Minister UUA Pension		5,923	6,133	-211	96.6%	9,200	
PER.MIN.04 Minister Medical		9,592	7,749	1,843	123.8%	11,624	
PER.MIN.06 Minister Life Ins.		0	399	-399	0.0%	599	
PER.MIN.07 Minister LTD Ins.		0	520	-520	0.0%	780	
PER.MIN.08 Minister Profess. Ex		7,483	6,400	1,083	116.9%	9,600	
Total Minister Benefits		47,092	45,894	1,198	102.6%	68,841	
Minister Wages							
PER.MIN.01 Minister Salary		40,077	41,333	-1,256	97.0%	62,000	
Total Minister Wages		40,077	41,333	-1,256	97.0%	62,000	
PER.MIN.09 - Sett'd Min Search		0	0	0	0.0%	0	
Total Minister Expense		87,169	87,227	-59	99.9%	130,841	
Music Expenses							
Choir Director							
PER.MUS.01 Choir Director Wage		18,339	19,133	-795	95.8%	28,700	
PER.MUS.02 Choir Dir. Prof. Exp		1,012	1,447	-435	69.9%	2,170	
Total Choir Director		19,350	20,580	-1,230	94.0%	30,870	
Music ER Payroll Tax							
PER.MUS.11 Accompanist Wages		545	1,783	-1,238	30.6%	2,674	
PER.MUS.12 Music Substitute		4,740	467	4,273	1015.7%	700	
Total Music Expenses		25,175	26,996	-1,821	93.3%	40,494	
PER.MIS.01 Misc. Personnel		72	67	5	108.0%	100	
PER.SIT.07 Worker's Comp Ins.		5,305	2,200	3,105	241.1%	2,200	
PER.SIT.12 - ER Payroll Taxes		5,357	1,301	4,057	411.9%	1,951	
Site Support Staff							
PER.SIT.01 -Childcare Wage		2,785	3,200	-415	87.0%	4,800	
PER.SIT.02 - Custodian		3,990	3,667	323	108.8%	5,500	
PER.SIT.03 - Site Caretaker		2,728	2,800	-72	97.4%	4,200	
PER.SIT.09 - Sound Technician			5,558	6,533	-976	85.1%	9,800

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PER.SIT.11 - Lead Teach & Asst.	4,388	4,467	-79	98.2%	6,700
Total Site Support Staff	49,448	20,667	-1,218	94.1%	31,000
Total Payroll Expenses	221,883	225,269	-3,385	98.5%	336,800
Religious Exploration					
COM.OWL.03 COA/OWL Exp.	0	933	-933	0.0%	1,400
COM.REL.03 RE Program Exp.	3,655	2,133	1,522	171.3%	3,200
Total Religious Exploration	3,655	3,067	589	119.2%	4,600
Reserves					
RES.BAG.01 - B&G Reserve	0	0	0	0.0%	0
Total Reserves	0	0	0	0.0%	0
Site Operations					
OPS.SIT.01 Property Insurance	0	3,750	-3,750	0.0%	3,750
OPS.SIT.02 Real Estate Taxes	1,938	3,785	-1,847	51.2%	3,750
OPS.SIT.03 Gas & Electric	2,811	3,000	-189	93.7%	4,500
OPS.SIT.05 Water	2,170	1,800	370	120.5%	2,700
OPS.SIT.07 B&G Maintenance	4,789	4,580	209	104.6%	6,875
OPS.SIT.10 Audio/Visual Exp.	7	350	-343	2.1%	525
Total Site Operations	11,716	17,265	-5,549	67.9%	22,125
Total Expense	263,448	274,175	-10,728	96.1%	404,625
Net Ordinary Income	32,766	-15,733	48,499	-208.3%	0
	32,766	-15,733	48,499	-208.3%	0