

**UUFSD BOARD MEETING MINUTES**  
**September 19, 2018**

**Meeting called to order at 1:30 PM**

**Present:** J.Ballard, G. Bowden, Rev. M. Cefalu, E.Dunn, D. Gottdank, R. MacDonald, L.Pratt, A. Schuller

**Absent:** R. Sales

**Guests:** G. Brown, C. Turner

Covenant and Board priorities read aloud for review.

August Board retreat minutes approved.

**Old Business:**

1. **Liability insurance-** increase to \$2M per incident/\$5M aggregate is in motion. It was verified that board members are indemnified.
2. **Kitchen:** completion anticipated by end of September. New admin/kitchen building will not be built, but was included in original plans and CC. Current kitchen and planned admin upgrades are in place of original plans. B&G Reserves are being emptied for kitchen, and approx \$3500 additional needed; board would like to consider using CC funds instead. In interest of transparency, it was agreed that we should inform congregation via letter once decision made.  
**Action:** invite John Sherman to next meeting to discuss and give update of CC/site improvements.
3. **CUP update:** city is now requiring UUFSD to install sidewalk from Montessori to our driveway. John Sherman and Meghan are doing neighborhood door-to-door request to join in opposition to this requirement.
4. **Solar monitor signage:** in motion
5. **Sabbatical reserve:** Rev. Meghan is considering a 6 mo sabbatical in 2021. Will give 18 mo. notice per contract, and assist with finding coverage for worship, pastoral care, and consultation on governance issues. Committee will be put in place to consider many options, after she gives notice. We need to consider now how we will pay for this. (worship alone expect \$150/service x 6 services/mo x 6 mo= \$5400)  
**Action:** Meghan will ask Chris Butler to check with PUUF to see how they handled & what cost was.
6. **Sunday greeters & Welcome table-** board now asked to cover only 1 Sunday per month greeting, every Sunday for Welcome Table.  
**Action:** Alana will send Sign-up Genius (Christie has access) link to board to sign up for greeting. Linda will send out sign-up for Welcome Table coverage.

**New Business:**

1. **Design Review-** Greg Brown reports he and E Michel are resigning as co-chairs, and no one else on committee wants to take position. They have ideas how role of committee could change.  
**Action:** Greg will submit to board before LDC brunch- Design Review mission with examples of their accomplishments. We can use this in considering who might have talents in this area. Greg & Elizabeth will be invited to next board meeting to discuss proposed role changes. LDC will be informed that chair is vacant.
2. **LDC Brunch:** Scheduled 10/27, 9-12. Jill is sending out invitations. Linda will assist as needed. Board will provide food and participate in workshop. Christie Turner described past events

which included small group exercises, slide show of UUFSD leadership roles, & talk by Carol Mason on UUFSD history (recorded but poor quality). Lisa can narrate slide show in Oct, board asked to take on in future. Food sign-up was distributed. Board asked to take notes during workshop on participant's talents and interests.

**Action:** Rev Meghan will meet with Christie to design program. Christie will ask Carol Mason if could provide talk again (think about re-recording). All board members to provide brief written bios that will be shared with each other, as well as given to workshop participants.

3. **LDC report on Stewardship leadership:** Christie described efforts to find leadership for 4 main fundraising events: B Gilpin and K Ekhart are leading Art Fair in Nov; LDC working on finding leaders for Dining4\$; pledge drive (D Masser Frye will tutor), and auction. Once these are covered then Stewardship chair will be easier to enlist
4. **AED/CPR instruction:** will be offered in Nov. Board members encouraged to participate
5. **Dreambuilders:** last meeting minutes are in committee reports. Change in function noted- 3 members will now oversee contractors
6. **Sunday brunches:** Request received from C Turner to reinstate brunches to benefit specific UUFSD functions. Board agrees that any fundraising brunches should be for specific causes, not for committee operating expenses (e.g. a previous brunch was to benefit Casas de Luz)  
**Action:** Linda will review current luncheon policy. If we find it is consistent with above, Board liaisons to communicate with their respective comm's. If not, work on policy change.
7. **Board Endorsement request-** by Eli Snider for School of Ministry. Board agrees to provide.
8. **Thank you notes:** have been written periodically to members who have stepped up. One currently needed for C DeMar's leadership in Endowment Fund  
**Action:** Alana agrees to send out notes on ongoing basis. Board will review who should receive one at each meeting.
9. **Endowment Fund:** C DeMar would like to step down from role endorsing fund.  
**Action:** Alana will let LDC know.
10. **Treasurer Report and Financial Report Tutorial:** Review of Balance Sheet and Cash Analysis. \$37K negative cash balance noted- Glen is not sure why yet, but is working on it. 2017-18 end of year report shows \$7515 profit. Several funds have gone unused for many years, and may be available for other purposes. To be discussed further at next meeting.
11. **Committee & Staff Reports:** Discussion of site vandalism issues deferred. Concerns were raised by Board regarding Concert Committee's plans to offer proceeds to charities, but issue unresolved. Discussion of all other reports deferred. Minister Report pending.

Meeting adjourned at 4:10 PM

**NEXT MEETING: Wed. Oct. 17, 1:30 – 3:30**

**\*\*\*\*\*NOVEMBER MEETING DATE CHANGE\*\*\*\*\* 11/14**

Submitted by J Ballard, Secretary

Approved by Board of Directors October 18, 2018

# ADMINISTRATOR'S REPORT TO THE BOARD – SEPTEMBER 2018

## MEMBERSHIP STATISTICS

Total number of members: 234  
 Members emeritus: 6  
 Pledging friends: 13  
 Friends: 53

9/14/18 - Total of members, members emeritus, pledging friends and friends: 306

## SUNDAY ATTENDANCE

Date	9:00am	11:00am
June 10	45	121
June 17	110	
June 24	110	
July 1	104	
July 8	108	
July 15	82	
July 22	NO COUNT TAKEN	
July 29	92	
August 5	96	
August 12	110	
August 19	126	
August 26	93	
September 3	99	
September 10	50	106

## SITE USE AND RENTALS

No immediate upcoming site rentals at this time.

## KITCHEN REMODEL

**Cabinets are currently being installed. Our contractor told me he expects to have the entire job complete by the end of September. An end is in sight!**

## OTHER BUILDING PROJECTS

**The office remodel is on hold due to requirements from the City of Solana Beach currently being addressed. In the meantime, steps are being made to install the divider in Founders Hall.**

Respectfully submitted,

Tracey Weiss  
 Congregational Administrator

## BOARD LIAISON REPORTS- Sept 2018

### Building & Grounds

Here is a brief report from our work party on Saturday 8 September. It went well, but it will be nice to have the Kitchen done so we can do lunch.

-Tidy up the Amphitheater - rake up and remove pine needles and sand, remove dead branches under and around the upper bridge. Scoop out sand catch basin above the stage

-Trim plants at entrance stairs, Core and Restrooms - trim back suckers, pull vines out of tree by Founders' Hall

-Cut back the sumac above Solana Drive that has broken off. Pull several dead bushes along parking lot. Remove old tire at bottom of Solana Drive.

-Pick up debris and trash around Core area. Trim weeds near rest rooms.

-Remove the agave that has bloomed at the bottom of the lower bridge/walkway

Workers:

Rich Franzwa	Bryan Furbee	Betsy Gilpin	Jim Hagan
Ken Schultz	Noah Setterholm	Charlotte Ulm	Ed Ulm

While vandalism and graffiti have not been a serious problem, the Fellowship is occasionally the victim of what has been, so far, minor vandalism. The worst case to my recollection was several years ago with spray painting of graffiti on the walls of Founders' Hall. This took a \$600 sand blasting with glass beads to clean off. The most recent was several incidents of disassembling the tools outside the classrooms, and leaving human excrement on the classrooms' door step. Earlier there had been a case of excrement smeared on the interior walls of the restrooms. These events were cleaned up by our or Sandy Hill's staff.

It appears that these events were done by kids. The Solana Beach police suggested we check for homeless encampments somewhere on our property. We checked the site carefully and found no signs of any encampments. We have asked the Solana Beach police to swing by the Fellowship occasionally. They said that they are doing so.

We do not have any serious security systems at the Fellowship. The locks on Founders' Hall, the Library and the classrooms are reasonably sturdy — if they are locked. It may be worth our while to look into getting an intrusion alarm for the Office. It may be worth while for us to look into a set of wireless video cameras and warning signs on all of the buildings.

Given the lack of a serious vandalism problem, and the difficulty of installing security systems on our widely spread buildings, we should look carefully before we leap.

Ken Schultz

From Dale's email to Linda Charles: Alana asked if I could follow up on this as liaison to the Board with "Buildings & Grounds". I reviewed the Policies and Procedures and there don't appear to be any conflicts. Also, Greg Brown and I had a discussion on Sunday.

As long as the appropriate milkweed species conform to UUFSD Policy and Procedure Document Policy ID: 465 Title: Grounds Subcommittee Date Approved: December 14, 2008 by the Board of Directors regarding "CRITERIA FOR PLANT SELECTION", and funds are available, it shouldn't be a problem.

## **Library**

Active members:

Barbara Blomgren

Michelle Devor

Ann Heuton

Cathy Leach-Phillips

Robin Mitchell

Kerry Traylor

I will talk to people at the next meeting about reviving the mission statement, but that won't happen in time for your meeting. For now, it's mostly maintaining the book collection, helping maintain the building, and doing the book-sale thing to support the first two things (and to entertain the Fellowship book lovers!).

-- Robin Mitchell

## **RE**

I am excited to take on this job and I look forward to interacting with all of you as well. At present, RE fall classes just started this past Sunday, so I don't have statistics on attendance yet; however, I can tell you that we have gained at least two new families as members (or planning to become members soon) expressly because of our RE programming. This fall, in addition to keeping classes and childcare running smoothly, I plan to organize a get-together for parents with supervision for children, as well as brainstorm some activities for the spring that would help us bring students in contact with members/ children of other UU congregations. You'll see me wearing various hats throughout the fall, and if you have any questions, please don't hesitate to ask.

Katherine Buffington, Interim DRE

## **Music**

The 2018-19 Coastal Concert Series is now under the direction of Libby Scott. Planning is well underway with 6 acts scheduled between Dec and May. A flyer will be out soon. Libby would like the concerts to benefit local charities and school music and art programs. She is thinking the beneficiaries will help with advertising to their own constituents, and thus bring in more people. She has had success with this process in her past role as concert organizer

Chris Lehman has the following concerns about the amphitheatre planning:

"There are LOTS of sound issues, which basically none of us have the expertise to deal with. Ideally, we need to hire someone to advise us on these things, e.g. building some sort of structure overhead of the choir, who will have seated risers, in which mics can hang. It doesn't have to be a terribly solid structure - maybe can be a covering like the rest of the ampitheatre with beams going through it and hook ups for mics that mics could be attached and detached from. The issue of how to do this, keep it all waterproof, provide power for the band - again waterproof so that we are not relying on a shower cap to keep the switches dry. Also, how do we put connections underneath, so that all are not tripping over cords when coming up to the front. I have discussed these things with Dream Builders, but I don't think they realize what kind of \$ it could cost to actually hire someone to advise us, then build it. Our new AV tech, Joe Cantrell, who is starting 9/30 said he'll ask around about folks who might know

something about this. That's where we are - a long way from having some idea of design for our sound for the amphitheatre."

Jill Ballard

## **Dream Builders**

Date of Meeting: 9/11/18

Date of Meeting Record: 9/12/18

Subject: Dream Builders – Interim meeting

Attending: Alana Schuller, John Sherman, Tricia Smith (partial), Greg Brown, Jon Luft

- Purpose of the meeting was to discuss concerns about the Fellowship's process for overseeing design and construction, current risks, and suggestions for improvements
- Jon noted his observation that the Fellowship appears to have no current, central organizational structure to effectively facilitate design and construction projects, and serve the best interests of the Fellowship thereby creating risks
- Jon noted that the kitchen repair project is an exception, and seems to be going according to plan other than taking longer than expected
- Jon noted that with his Fellowship hat on he's sensitive to the spirit of community and collaborative decision making, to the value of Chris Kolb's long-standing relationship with the Fellowship, and to the economic realities of a non-profit organization. But as an architect he sees risks and ineffectiveness in the current and future projects and will express his concerns.
- It was agreed to form a buildings subcommittee with Greg Brown, Clint Stoddard and Jon Luft to oversee the detailed processes involved with design and construction projects. The specific roles of this subcommittee was suggested to be as follows:
  - Manage the engagement of and provide guidance to consultants and contractors
  - Oversee the technical details of projects, review contracts, drawings and specifications
  - Review and comment on all project document packages before they are submitted to the authorities, to make sure they align with the Fellowship's interests
  - Act as the construction contract administrator for processing change orders, applications for payment and answering requests for information when there is no Architect for the project, or act as the Owners Rep when there is one
  - Report to the Dream Builders monthly or as needed
- Jon suggested adding a line item in the budget for of each small project for 3<sup>rd</sup> party, rough order of magnitude cost estimating in order to validate Chris Kolb's cost proposals in lieu of competitive bidding. No agreement was reached on this point. Jon suggested \$500 - \$1,000 for this.
- It was suggested to contract with Chris Kolb for all small projects that fall under a construction value of approximately \$250k until or unless otherwise

agreed. It was agreed this dollar value is a target only and each project would be evaluated in the basis of size and complexity by the buildings subcommittee. The expectation is that Chris would be responsible for generating basic drawing packages as part of his fee and also sit with the buildings subcommittee to work out the finer details so the Fellowship would know what it is getting. No specific action was determined or agreed at this time.

- For projects over a certain dollar threshold or level of complexity, it was agreed the Fellowship would engage appropriate consultants to design and assist with permitting, bidding and construction administration unless someone from the Fellowship volunteers to provide these services for free.
- Conditional Use Permit - It was noted that the CUP project drags on with new and unresolved

requirements being added by the Planning department. Jon suggested that the Fellowship take an even more active role in vetting all content that Domus develops and presents to the City, to make sure response strategies align best with the Fellowship's interests. Further actions were agreed as follows:

- John to contact Jessica and try to determine what triggered the requirement for the offsite sidewalk
- John to contact Jessica and alert her that Jon Luft will take a more active role in vetting all future submissions
- John to ask Tricia to conduct a door-to-door campaign as soon as possible asking the neighbors to write letters to the City in opposition to the requirement for new sidewalk along Solana Blvd. The justification for opposition other than cost would be that future building permits might require sidewalk improvements by these same individual property owners. Rev. Meghan would be a possible alternate for this effort.
- Office Addition – It was noted this project can't be constructed until the CUP is approved. It was also noted that Chris Kolb evidently has no contract for this work but has proceeded anyway based on oral representations from the Fellowship. This creates conflicts with the potential for competitive bidding and approval of the CUP. Jon said he reviewed the current set of plans produced by Chris and they are not fit for competitive bidding. There are too many errors and too incomplete. It was agreed that this project would be awarded to Chris Kolb without competitive bidding if the bylaws allowed, but that a course correction is required. Further actions were agreed as follows:
  - Alana to review the bylaws and confirm if competitive bidding is actually a requirement
  - John to contact the City and withdraw the current set of drawings that Chris Kolb submitted for plan review
  - John to contact Chris Kolb and explain the Fellowship intends to award this project to him and that he will be required to take corrective action as follows:

i. Make revisions and corrections per Jon's and any of Greg's redline comments on his drawing package

- Meet with the buildings subcommittee and work out the required details to assure quality in the project
- Prepare a comprehensive scope and fee proposal as the basis for award of a contract.
- Take no further action with the City on this project until his drawing package is fully vetted by the buildings subcommittee and they are approved for submission
- Canopy at Founders Hall – It was noted that this project cannot be constructed until the CUP is approved. Evidently the drawing package for this project has not been reviewed for quality control by the Fellowship. Further actions were agreed as follows:
  - Chris Kolb to provide the buildings subcommittee with whatever he has produced so far for review
  - Chris to meet with the buildings subcommittee and work out the required details to assure quality in the project
  - After review by the buildings subcommittee Chris to prepare a comprehensive scope and fee proposal as the basis for award of a contract.
- Movable Partition, Founders Hall – It was noted that this project is not subject to the CUP and should be proceeding to design and construction without delay. Jon provided a suggested action list to John recently to get this project rolling. It was noted that Greg has reached out to the original architect and structural engineer for required information and is awaiting their response. It was noted that Chris Kolb is proceeding with some kind of activity related to procurement of products but is operating without a contract and his actions are not well understood by the Fellowship at this time. Further actions were agreed as follows:

- Chris Kolb to provide the buildings subcommittee with whatever he has produced so far for review
- Chris to meet with the buildings subcommittee and work out the required details to assure quality in the project
- After review by the buildings subcommittee Chris to prepare a comprehensive scope and fee proposal as the basis for award of a contract.

This attending are invited to make suggested revisions or additions or correction of fact.

Respectfully, Jon Luft

### **Social Justice**

The Social Justice Action group held its quarterly meeting in August. Over 20 attended. Focus on immigration rights, racial Justice, and homelessness. Kathy Faller will conduct an ACLU Know Your Rights training on 9/23. Angela Fujii was introduced. CRC food drive currently going on.

Robin Sales

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

	<u>Jul '17 - Jun 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>
<b>Income</b>			
<b>Revenues</b>			
<b>Fundraising</b>			
REV.AUC.01 - Auction Income	19,980	17,000	2,980
REV.MIS.01 - Fundraising Income	7,924	8,000	(76)
REV.MIS.05 - Luncheon Income	340	2,500	(2,160)
<b>Total Fundraising</b>	<b>28,244</b>	<b>27,500</b>	<b>744</b>
Interest Income	5		
<b>Pledges</b>			
REV.PLG.01 -Pledge Current Yr	322,870	315,978	6,892
REV.PLG.02 -Pledge Pre-Pay	1,800		
REV.PLG.03 -Pledge Post Pay	(1,676)		
<b>Total Pledges</b>	<b>322,994</b>	<b>315,978</b>	<b>7,016</b>
<b>RE Program Income</b>			
REV.REL.01 RE Donations	808	500	308
REV.REL.02 COA/OWL Fees	100	1,300	(1,200)
<b>Total RE Program Income</b>	<b>908</b>	<b>1,800</b>	<b>(892)</b>
REV.MIS.04 Misc. Contributions	10,898	12,500	(1,602)
REV.SUN.01 - Sunday Collection	12,447	15,000	(2,553)
Scripp Sales	55	75	(20)
<b>Site Rental</b>			
REV.SIT.01 Sandy Hill	25,458	25,311	147
REV.SIT.02 - Spc. Evnt. Rent	3,779	6,500	(2,721)
REV.SIT.03 - Site Use Contrib.	4,725	0	4,725
<b>Total Site Rental</b>	<b>33,962</b>	<b>31,811</b>	<b>2,151</b>
Revenues - Other	0	0	0
<b>Total Revenues</b>	<b>409,513</b>	<b>404,664</b>	<b>4,849</b>
<b>Total Income</b>	<b>409,513</b>	<b>404,664</b>	<b>4,849</b>
	409,513	404,664	4,849
<b>Expense</b>			
<b>Administration Expenses</b>			
OPS.ADM.01 Postage	801	900	(99)
OPS.ADM.02 Office Supplies	2,328	2,750	(422)
OPS.ADM.03 Copier	7,289	6,300	989
OPS.ADM.05 Telephone & Internet	2,890	4,500	(1,610)
OPS.ADM.06 Adm. Mileage Exp	124	150	(26)
OPS.ADM.07 Misc. Supplies	381	300	81
OPS.ADM.09 - Miscellaneous	5		
<b>Total Administration Expenses</b>	<b>13,818</b>	<b>14,900</b>	<b>(1,082)</b>
Bank Service Charges	107		
Boards & Committees			

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

	<u>Jul '17 - Jun 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>
COM.BRD.03 Board Expenses	0	125	(125)
COM.COM.03 Communcations Comm.	1,537	950	587
COM.FND.03 Fundraising Comm. Ex	536	500	36
COM.FNF.03 Fun & Fellowship	86	450	(364)
COM.MEM.03 Membership Comm Exp.	981	1,400	(419)
COM.MUS.03 Choir & Music Exp.	2,107	2,500	(393)
COM.PCC.03 Pastoral Care Comm.	0	150	(150)
COM.SAC.03 Social Action Comm.	2,501	2,600	(99)
COM.SUN.03 Worship Comm.	2,500	2,500	0
<b>Total Boards &amp; Committees</b>	<b>10,248</b>	<b>11,175</b>	<b>(927)</b>
COM.MSC.03 - Ministerial Search	432		
<b>Denomination Expenses</b>			
OPS.DEN.01 - UUA dues	3,500	3,500	0
OPS.DEN.02 - PSWD Dues	1,000	1,000	0
OPS.DEN.04 - Cluster Dues	500	500	0
<b>Total Denomination Expenses</b>	<b>5,000</b>	<b>5,000</b>	<b>0</b>
<b>Finance Expenses</b>			
OPS.FIN.01 Payroll Fees	305		
OPS.FIN.02 Bookkeeping Supplies	889	650	239
OPS.FIN.03 Accounting Fees	9,079	7,500	1,579
OPS.FIN.04 Pledge Campaign Exp.	0	300	(300)
OPS.FIN.05 Other Finance Exp.	50	400	(350)
OPS.FIN.06 Credit Card Fees	1,595	1,200	395
<b>Total Finance Expenses</b>	<b>11,918</b>	<b>10,050</b>	<b>1,868</b>
<b>Payroll Expenses</b>			
COM.PER.03 - Misc. Personel Exp	35		
<b>Congregational Administrator</b>			
PER.OFF.01 Cong. Adm. Wages	36,210	36,427	(217)
PER.OFF.02 Cong. Adm. UUA Pens.	3,591	3,642	(51)
PER.OFF.03 - ER Payroll Taxes	3,052	2,787	265
PER.OFF.04 Cong. Adm. Medical	10,303	11,836	(1,533)
PER.OFF.06 Cong. Adm. Life Ins.	0	134	(134)
PER.OFF.07 Cong. Adm LTD Ins	0	364	(364)
PER.OFF.08 - Admin. Prof. Exp.	0	200	(200)
<b>Total Congregational Administrator</b>	<b>53,156</b>	<b>55,390</b>	<b>(2,234)</b>
<b>Director of RE</b>			
PER.DRE.01 DRE Wages	53,154	53,200	(46)
PER.DRE.02 DRE - UUA Pension	5,225	5,320	(95)
PER.DRE.03 - ER DRE Payoll Tax	4,117	4,070	47
PER.DRE.04 DRE Medical	7,614	8,874	(1,260)
PER.DRE.05 DRE Dental	672		
PER.DRE.06 DRE Life Ins.	0	331	(331)
PER.DRE.07 DRE LTD Ins.	518	532	(14)

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

	<u>Jul '17 - Jun 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>
PER.DRE.09 DRE Professional Exp	1,695	2,500	(805)
<b>Total Director of RE</b>	<b>72,995</b>	<b>74,827</b>	<b>(1,832)</b>
<b>Minister Expense</b>			
<b>Minister Benefits</b>			
PER.MIN.00 in Lieu of FICA	6,914	7,038	(124)
PER.MIN.02 Minister Housing	30,000	30,000	0
PER.MIN.03 Minister UUA Pension	9,107	9,200	(93)
PER.MIN.04 Minister Medical	14,617	11,624	2,993
PER.MIN.06 Minister Life Ins.	0	599	(599)
PER.MIN.07 Minister LTD Ins.	0	780	(780)
PER.MIN.08 Minister Profess. Ex	9,600	9,600	0
<b>Total Minister Benefits</b>	<b>70,238</b>	<b>68,841</b>	<b>1,397</b>
<b>Minister Wages</b>			
PER.MIN.01 Minister Salary	61,539	62,000	(461)
<b>Total Minister Wages</b>	<b>61,539</b>	<b>62,000</b>	<b>(461)</b>
PER.MIN.09 - Sett'd Min Search	0	0	0
<b>Total Minister Expense</b>	<b>131,777</b>	<b>130,841</b>	<b>936</b>
<b>Music Expenses</b>			
<b>Choir Director</b>			
PER.MUS.01 Choir Director Wage	28,273	28,700	(427)
PER.MUS.02 Choir Dir. Prof. Exp	2,162	2,170	(8)
PER.MUS.03 - Benefits	0	0	0
<b>Total Choir Director</b>	<b>30,435</b>	<b>30,870</b>	<b>(435)</b>
<b>Music ER Payroll Tax</b>	<b>2,600</b>	<b>2,674</b>	<b>(74)</b>
PER.MUS.11 Accompanist Wages	300	6,250	(5,950)
PER.MUS.12 Music Substitute	8,350	700	7,650
<b>Total Music Expenses</b>	<b>41,685</b>	<b>40,494</b>	<b>1,191</b>
PER.MIS.01 Misc. Personnel	108	100	8
PER.SIT.07 Worker's Comp Ins.	1,804	2,200	(396)
<b>Site Support Staff</b>			
PER.SIT.01 -Childcare Wage	4,167	4,800	(633)
PER.SIT.02 - Custodian	5,670	5,500	170
PER.SIT.03 - Site Caretaker	4,859	4,200	659
PER.SIT.09 - Sound Technician	9,243	9,800	(557)
PER.SIT.11 - Lead Teach & Asst.	7,005	6,700	305
PER.SIT.12 - ER Payroll Taxes	1,041	1,951	(910)
<b>Total Site Support Staff</b>	<b>31,985</b>	<b>32,951</b>	<b>(966)</b>
Payroll Expenses - Other	0		
<b>Total Payroll Expenses</b>	<b>333,545</b>	<b>336,803</b>	<b>(3,258)</b>
<b>Religious Exploration</b>			
COM.OWL.03 COA/OWL Exp.	180	1,400	(1,220)
COM.REL.03 RE Program Exp.	4,054	3,200	854

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

	<u>Jul '17 - Jun 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Total Religious Exploration	4,234	4,600	(366)
Site Operations			
OPS.SIT.01 Property Insurance	3,801	3,750	51
OPS.SIT.02 Real Estate Taxes	3,877	3,785	92
OPS.SIT.03 Gas & Electric	4,394	4,500	(106)
OPS.SIT.04 - Solar Loans	0	0	0
OPS.SIT.05 Water	3,229	2,700	529
OPS.SIT.07 B&G Maintenance	6,870	6,870	0
OPS.SIT.10 Audio/Visual Exp.	525	525	0
Total Site Operations	<u>22,696</u>	<u>22,130</u>	<u>566</u>
Total Expense	<u>401,998</u>	<u>404,658</u>	<u>(2,660)</u>
	<u>7,515</u>	<u>6</u>	<u>7,509</u>
	<u><u>7,515</u></u>	<u><u>6</u></u>	<u><u>7,509</u></u>

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

	<u>% of Budget</u>
<b>Income</b>	
<b>Revenues</b>	
<b>Fundraising</b>	
REV.AUC.01 - Auction Income	118%
REV.MIS.01 - Fundraising Income	99%
REV.MIS.05 - Luncheon Income	14%
<b>Total Fundraising</b>	<u>103%</u>
<b>Interest Income</b>	
<b>Pledges</b>	
REV.PLG.01 -Pledge Current Yr	102%
REV.PLG.02 -Pledge Pre-Pay	
REV.PLG.03 -Pledge Post Pay	
<b>Total Pledges</b>	<u>102%</u>
<b>RE Program Income</b>	
REV.REL.01 RE Donations	162%
REV.REL.02 COA/OWL Fees	8%
<b>Total RE Program Income</b>	<u>50%</u>
REV.MIS.04 Misc. Contributions	87%
REV.SUN.01 - Sunday Collection	83%
Scripp Sales	73%
<b>Site Rental</b>	
REV.SIT.01 Sandy Hill	101%
REV.SIT.02 - Spc. Evnt. Rent	58%
REV.SIT.03 - Site Use Contrib.	100%
<b>Total Site Rental</b>	<u>107%</u>
Revenues - Other	<u>0%</u>
<b>Total Revenues</b>	<u>101%</u>
<b>Total Income</b>	<u>101%</u>
	101%
<b>Expense</b>	
<b>Administration Expenses</b>	
OPS.ADM.01 Postage	89%
OPS.ADM.02 Office Supplies	85%
OPS.ADM.03 Copier	116%
OPS.ADM.05 Telephone & Internet	64%
OPS.ADM.06 Adm. Mileage Exp	83%
OPS.ADM.07 Misc. Supplies	127%
OPS.ADM.09 - Miscellaneous	
<b>Total Administration Expenses</b>	<u>93%</u>
<b>Bank Service Charges</b>	
<b>Boards &amp; Committees</b>	

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

	<u>% of Budget</u>
COM.BRD.03 Board Expenses	0%
COM.COM.03 Communcations Comm.	162%
COM.FND.03 Fundraising Comm. Ex	107%
COM.FNF.03 Fun & Fellowship	19%
COM.MEM.03 Membership Comm Exp.	70%
COM.MUS.03 Choir & Music Exp.	84%
COM.PCC.03 Pastoral Care Comm.	0%
COM.SAC.03 Social Action Comm.	96%
COM.SUN.03 Worship Comm.	100%
<b>Total Boards &amp; Committees</b>	<b>92%</b>
<b>COM.MSC.03 - Ministerial Search</b>	
<b>Denomination Expenses</b>	
OPS.DEN.01 - UUA dues	100%
OPS.DEN.02 - PSWD Dues	100%
OPS.DEN.04 - Cluster Dues	100%
<b>Total Denomination Expenses</b>	<b>100%</b>
<b>Finance Expenses</b>	
OPS.FIN.01 Payroll Fees	
OPS.FIN.02 Bookkeeping Supplies	137%
OPS.FIN.03 Accounting Fees	121%
OPS.FIN.04 Pledge Campaign Exp.	0%
OPS.FIN.05 Other Finance Exp.	13%
OPS.FIN.06 Credit Card Fees	133%
<b>Total Finance Expenses</b>	<b>119%</b>
<b>Payroll Expenses</b>	
COM.PER.03 - Misc. Personel Exp	
<b>Congregational Administrator</b>	
PER.OFF.01 Cong. Adm. Wages	99%
PER.OFF.02 Cong. Adm. UUA Pens.	99%
PER.OFF.03 - ER Payroll Taxes	110%
PER.OFF.04 Cong. Adm. Medical	87%
PER.OFF.06 Cong. Adm. Life Ins.	0%
PER.OFF.07 Cong. Adm LTD Ins	0%
PER.OFF.08 - Admin. Prof. Exp.	0%
<b>Total Congregational Administrator</b>	<b>96%</b>
<b>Director of RE</b>	
PER.DRE.01 DRE Wages	100%
PER.DRE.02 DRE - UUA Pension	98%
PER.DRE.03 - ER DRE Payoll Tax	101%
PER.DRE.04 DRE Medical	86%
PER.DRE.05 DRE Dental	
PER.DRE.06 DRE Life Ins.	0%
PER.DRE.07 DRE LTD Ins.	97%

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

	<u>% of Budget</u>
PER.DRE.09 DRE Professional Exp	68%
<b>Total Director of RE</b>	<b>98%</b>
<b>Minister Expense</b>	
<b>Minister Benefits</b>	
PER.MIN.00 in Lieu of FICA	98%
PER.MIN.02 Minister Housing	100%
PER.MIN.03 Minister UUA Pension	99%
PER.MIN.04 Minister Medical	126%
PER.MIN.06 Minister Life Ins.	0%
PER.MIN.07 Minister LTD Ins.	0%
PER.MIN.08 Minister Profess. Ex	100%
<b>Total Minister Benefits</b>	<b>102%</b>
<b>Minister Wages</b>	
PER.MIN.01 Minister Salary	99%
<b>Total Minister Wages</b>	<b>99%</b>
PER.MIN.09 - Sett'd Min Search	0%
<b>Total Minister Expense</b>	<b>101%</b>
<b>Music Expenses</b>	
<b>Choir Director</b>	
PER.MUS.01 Choir Director Wage	99%
PER.MUS.02 Choir Dir. Prof. Exp	100%
PER.MUS.03 - Benefits	0%
<b>Total Choir Director</b>	<b>99%</b>
<b>Music ER Payroll Tax</b>	<b>97%</b>
PER.MUS.11 Accompanist Wages	5%
PER.MUS.12 Music Substitute	1,193%
<b>Total Music Expenses</b>	<b>103%</b>
PER.MIS.01 Misc. Personnel	108%
PER.SIT.07 Worker's Comp Ins.	82%
<b>Site Support Staff</b>	
PER.SIT.01 -Childcare Wage	87%
PER.SIT.02 - Custodian	103%
PER.SIT.03 - Site Caretaker	116%
PER.SIT.09 - Sound Technician	94%
PER.SIT.11 - Lead Teach & Asst.	105%
PER.SIT.12 - ER Payroll Taxes	53%
<b>Total Site Support Staff</b>	<b>97%</b>
<b>Payroll Expenses - Other</b>	
<b>Total Payroll Expenses</b>	<b>99%</b>
<b>Religious Exploration</b>	
COM.OWL.03 COA/OWL Exp.	13%
COM.REL.03 RE Program Exp.	127%

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

	<u>% of Budget</u>
Total Religious Exploration	92%
Site Operations	
OPS.SIT.01 Property Insurance	101%
OPS.SIT.02 Real Estate Taxes	102%
OPS.SIT.03 Gas & Electric	98%
OPS.SIT.04 - Solar Loans	0%
OPS.SIT.05 Water	120%
OPS.SIT.07 B&G Maintenance	100%
OPS.SIT.10 Audio/Visual Exp.	100%
Total Site Operations	103%
Total Expense	99%
	125,250%
	<u>125,250%</u>

The Unitarian Universalist Fellowship of San Diegoito  
**Profit & Loss Budget Performance**  
July through August 2018

	<u>Jul - Aug 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Income</b>				
<b>Revenues</b>				
<b>Fundraising</b>				
REV.AUC.01 - Auction Income	2,749	0	2,749	100%
REV.MIS.01 - Fundraising Income	149	0	149	100%
REV.MIS.05 - Luncheon Income	0	250	(250)	0%
<b>Total Fundraising</b>	<b>2,898</b>	<b>250</b>	<b>2,648</b>	<b>1,159%</b>
Interest Income	1			
<b>Pledges</b>				
REV.PLG.01 -Pledge Current Yr	70,795	54,902	15,893	129%
<b>Total Pledges</b>	<b>70,795</b>	<b>54,902</b>	<b>15,893</b>	<b>129%</b>
<b>RE Program Income</b>				
REV.REL.01 RE Donations	0	167	(167)	0%
REV.REL.02 COA/OWL Fees	0	33	(33)	0%
<b>Total RE Program Income</b>	<b>0</b>	<b>200</b>	<b>(200)</b>	<b>0%</b>
REV.MIS.04 Misc. Contributions	2,370	2,167	203	109%
REV.SUN.01 - Sunday Collection	1,897	2,333	(436)	81%
Scripp Sales	17	42	(25)	40%
<b>Site Rental</b>				
REV.SIT.01 Sandy Hill	3,525	7,000	(3,475)	50%
REV.SIT.02 - Spc. Evnt. Rent	0	667	(667)	0%
REV.SIT.03 - Site Use Contrib.	402	833	(431)	48%
<b>Total Site Rental</b>	<b>3,927</b>	<b>8,500</b>	<b>(4,573)</b>	<b>46%</b>
Revenues - Other	0	0	0	0%
<b>Total Revenues</b>	<b>81,905</b>	<b>68,394</b>	<b>13,511</b>	<b>120%</b>
<b>Total Income</b>	<b>81,905</b>	<b>68,394</b>	<b>13,511</b>	<b>120%</b>
	81,905	68,394	13,511	120%
<b>Expense</b>				
<b>Administration Expenses</b>				
OPS.ADM.01 Postage	51	117	(66)	44%
OPS.ADM.02 Office Supplies	199	417	(218)	48%
OPS.ADM.03 Copier	1,096	1,167	(71)	94%
OPS.ADM.05 Telephone & Internet	422	500	(78)	84%
OPS.ADM.06 Adm. Mileage Exp	31	25	6	124%
OPS.ADM.07 Misc. Supplies	0	0	0	0%
OPS.ADM.09 - Miscellaneous	4	67	(63)	6%
<b>Total Administration Expenses</b>	<b>1,803</b>	<b>2,293</b>	<b>(490)</b>	<b>79%</b>
Bank Service Charges	50			
<b>Boards &amp; Committees</b>				
COM.BRD.03 Board Expenses	78	0	78	100%
COM.COM.03 Communications Comm.	252	131	121	192%

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget Performance**  
July through August 2018

	<u>Jul - Aug 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
COM.FND.03 Fundraising Comm. Ex	88	83	5	106%
COM.FNF.03 Fun & Fellowship	0	0	0	0%
COM.MEM.03 Membership Comm Exp.	113	167	(54)	68%
COM.MUS.03 Choir & Music Exp.	322	333	(11)	97%
COM.PCC.03 Pastoral Care Comm.	0	25	(25)	0%
COM.SAC.03 Social Action Comm.	491	754	(263)	65%
COM.SUN.03 Worship Comm.	250	450	(200)	56%
<b>Total Boards &amp; Committees</b>	<b>1,594</b>	<b>1,943</b>	<b>(349)</b>	<b>82%</b>
<b>Denomination Expenses</b>				
OPS.DEN.01 - UUA dues	18,340	13,860	4,480	132%
OPS.DEN.02 - PSWD Dues	0	4,480	(4,480)	0%
OPS.DEN.04 - Cluster Dues	0	0	0	0%
<b>Total Denomination Expenses</b>	<b>18,340</b>	<b>18,340</b>	<b>0</b>	<b>100%</b>
<b>Finance Expenses</b>				
OPS.FIN.01 Payroll Fees	69			
OPS.FIN.02 Bookkeeping Supplies	175	108	67	162%
OPS.FIN.03 Accounting Fees	2,442	1,500	942	163%
OPS.FIN.04 Pledge Campaign Exp.	0	0	0	0%
OPS.FIN.05 Other Finance Exp.	90	413	(323)	22%
OPS.FIN.06 Credit Card Fees	137	200	(63)	69%
<b>Total Finance Expenses</b>	<b>2,913</b>	<b>2,221</b>	<b>692</b>	<b>131%</b>
<b>Payroll Expenses</b>				
COM.PER.03 - Misc. Personel Exp	72			
<b>Congregational Administrator</b>				
PER.OFF.01 Cong. Adm. Wages	7,000	6,070	930	115%
PER.OFF.02 Cong. Adm. UUA Pens.	700	607	93	115%
PER.OFF.03 - ER Payroll Taxes	536	465	71	115%
PER.OFF.04 Cong. Adm. Medical	1,976	1,960	16	101%
PER.OFF.06 Cong. Adm. Life Ins.	0	41	(41)	0%
PER.OFF.07 Cong. Adm LTD Ins	0	61	(61)	0%
PER.OFF.08 - Admin. Prof. Exp.	0	33	(33)	0%
<b>Total Congregational Administrator</b>	<b>10,212</b>	<b>9,237</b>	<b>975</b>	<b>111%</b>
<b>Director of RE</b>				
PER.DRE.01 DRE Wages	10,394	9,044	1,350	115%
PER.DRE.02 DRE - UUA Pension	1,023	922	101	111%
PER.DRE.03 - ER DRE Payoll Tax	731	692	39	106%
PER.DRE.04 DRE Medical	1,464	1,402	62	104%
PER.DRE.05 DRE Dental	129			
PER.DRE.06 DRE Life Ins.	0	59	(59)	0%
PER.DRE.07 DRE LTD Ins.	100	92	8	109%
PER.DRE.09 DRE Professional Exp	39	417	(378)	9%
<b>Total Director of RE</b>	<b>13,880</b>	<b>12,628</b>	<b>1,252</b>	<b>110%</b>

The Unitarian Universalist Fellowship of San Diegoito  
**Profit & Loss Budget Performance**  
July through August 2018

	<u>Jul - Aug 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Minister Expense</b>				
<b>Minister Benefits</b>				
PER.MIN.00 in Lieu of FICA	1,353	1,173	180	115%
PER.MIN.02 Minister Housing	5,769	5,000	769	115%
PER.MIN.03 Minister UUA Pension	1,769	1,533	236	115%
PER.MIN.04 Minister Medical	2,783	2,150	633	129%
PER.MIN.06 Minister Life Ins.	0	106	(106)	0%
PER.MIN.07 Minister LTD Ins.	0	156	(156)	0%
PER.MIN.08 Minister Profess. Ex	1,770	1,600	170	111%
<b>Total Minister Benefits</b>	<u>13,444</u>	<u>11,718</u>	<u>1,726</u>	<u>115%</u>
<b>Minister Wages</b>				
PER.MIN.01 Minister Salary	11,923	10,333	1,590	115%
Minister Wages - Other	0			
<b>Total Minister Wages</b>	<u>11,923</u>	<u>10,333</u>	<u>1,590</u>	<u>115%</u>
<b>Total Minister Expense</b>	<u>25,367</u>	<u>22,051</u>	<u>3,316</u>	<u>115%</u>
<b>Music Expenses</b>				
<b>Choir Director</b>				
PER.MUS.01 Choir Director Wage	5,696	4,975	721	114%
PER.MUS.02 Choir Dir. Prof. Exp	0	362	(362)	0%
PER.MUS.03 - Benefits	0	35	(35)	0%
<b>Total Choir Director</b>	<u>5,696</u>	<u>5,372</u>	<u>324</u>	<u>106%</u>
<b>Music ER Payroll Tax</b>	436	381	55	114%
PER.MUS.11 Accompanist Wages	0	0	0	0%
PER.MUS.12 Music Substitute	1,500	1,500	0	100%
<b>Total Music Expenses</b>	<u>7,632</u>	<u>7,253</u>	<u>379</u>	<u>105%</u>
PER.MIS.01 Misc. Personnel	0	17	(17)	0%
PER.SIT.07 Worker's Comp Ins.	0	1,850	(1,850)	0%
<b>Site Support Staff</b>				
PER.SIT.01 -Childcare Wage	380	917	(537)	41%
PER.SIT.02 - Custodian	1,125	975	150	115%
PER.SIT.03 - Site Caretaker	939	1,058	(119)	89%
PER.SIT.09 - Sound Technician	888	1,500	(612)	59%
PER.SIT.11 - Lead Teach & Asst.	135	1,142	(1,007)	12%
PER.SIT.12 - ER Payroll Taxes	134	428	(294)	31%
<b>Total Site Support Staff</b>	<u>3,601</u>	<u>6,020</u>	<u>(2,419)</u>	<u>60%</u>
<b>Payroll Expenses - Other</b>	<u>0</u>			
<b>Total Payroll Expenses</b>	<u>60,764</u>	<u>59,056</u>	<u>1,708</u>	<u>103%</u>
<b>Religious Exploration</b>				
COM.OWL.03 COA/OWL Exp.	0	33	(33)	0%
COM.REL.03 RE Program Exp.	379	633	(254)	60%
<b>Total Religious Exploration</b>	<u>379</u>	<u>666</u>	<u>(287)</u>	<u>57%</u>
<b>Site Operations</b>				

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget Performance**  
 July through August 2018

	<u>Jul - Aug 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
OPS.SIT.01 Property Insurance	1,990	0	1,990	100%
OPS.SIT.02 Real Estate Taxes	0	0	0	0%
OPS.SIT.03 Gas & Electric	516	25	491	2,064%
OPS.SIT.04 - Solar Loans	0	734	(734)	0%
OPS.SIT.05 Water	573	533	40	108%
OPS.SIT.07 B&G Maintenance	2,094	1,228	866	171%
OPS.SIT.10 Audio/Visual Exp.	0	89	(89)	0%
<b>Total Site Operations</b>	<u>5,173</u>	<u>2,609</u>	<u>2,564</u>	<u>198%</u>
<b>Total Expense</b>	<u>91,016</u>	<u>87,128</u>	<u>3,888</u>	<u>104%</u>
	<u>(9,111)</u>	<u>(18,734)</u>	<u>9,623</u>	<u>49%</u>
	<u><b>(9,111)</b></u>	<u><b>(18,734)</b></u>	<u><b>9,623</b></u>	<u><b>49%</b></u>

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget Performance**  
July through August 2018

Annual Budget

Income

Revenues

Fundraising

REV.AUC.01 - Auction Income	18,000
REV.MIS.01 - Fundraising Income	8,000
REV.MIS.05 - Luncheon Income	1,500

Total Fundraising 27,500

Interest Income

Pledges

REV.PLG.01 -Pledge Current Yr	329,402
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Total Pledges 329,402

RE Program Income

REV.REL.01 RE Donations	1,000
REV.REL.02 COA/OWL Fees	200

Total RE Program Income 1,200

REV.MIS.04 Misc. Contributions 13,000

REV.SUN.01 - Sunday Collection 14,000

Scripp Sales 250

Site Rental

REV.SIT.01 Sandy Hill 42,000

REV.SIT.02 - Spc. Evnt. Rent 4,000

REV.SIT.03 - Site Use Contrib. 5,000

Total Site Rental 51,000

Revenues - Other 0

Total Revenues 436,352

Total Income 436,352

436,352

Expense

Administration Expenses

OPS.ADM.01 Postage 700

OPS.ADM.02 Office Supplies 2,500

OPS.ADM.03 Copier 7,000

OPS.ADM.05 Telephone & Internet 3,000

OPS.ADM.06 Adm. Mileage Exp 150

OPS.ADM.07 Misc. Supplies 0

OPS.ADM.09 - Miscellaneous 400

Total Administration Expenses 13,750

Bank Service Charges

Boards & Committees

COM.BRD.03 Board Expenses 125

COM.COM.03 Communications Comm. 1,250

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget Performance**  
July through August 2018

	<u>Annual Budget</u>
COM.FND.03 Fundraising Comm. Ex	500
COM.FNF.03 Fun & Fellowship	0
COM.MEM.03 Membership Comm Exp.	1,000
COM.MUS.03 Choir & Music Exp.	2,000
COM.PCC.03 Pastoral Care Comm.	150
COM.SAC.03 Social Action Comm.	6,325
COM.SUN.03 Worship Comm.	2,700
	<hr/>
Total Boards & Committees	14,050
<b>Denomination Expenses</b>	
OPS.DEN.01 - UUA dues	13,860
OPS.DEN.02 - PSWD Dues	4,480
OPS.DEN.04 - Cluster Dues	500
	<hr/>
Total Denomination Expenses	18,840
<b>Finance Expenses</b>	
OPS.FIN.01 Payroll Fees	
OPS.FIN.02 Bookkeeping Supplies	650
OPS.FIN.03 Accounting Fees	9,000
OPS.FIN.04 Pledge Campaign Exp.	0
OPS.FIN.05 Other Finance Exp.	2,475
OPS.FIN.06 Credit Card Fees	1,200
	<hr/>
Total Finance Expenses	13,325
<b>Payroll Expenses</b>	
COM.PER.03 - Misc. Personel Exp	
Congregational Administrator	
PER.OFF.01 Cong. Adm. Wages	36,427
PER.OFF.02 Cong. Adm. UUA Pens.	3,642
PER.OFF.03 - ER Payroll Taxes	2,787
PER.OFF.04 Cong. Adm. Medical	11,762
PER.OFF.06 Cong. Adm. Life Ins.	248
PER.OFF.07 Cong. Adm LTD Ins	367
PER.OFF.08 - Admin. Prof. Exp.	200
	<hr/>
Total Congregational Administrator	55,433
Director of RE	
PER.DRE.01 DRE Wages	54,264
PER.DRE.02 DRE - UUA Pension	5,533
PER.DRE.03 - ER DRE Payoll Tax	4,151
PER.DRE.04 DRE Medical	8,413
PER.DRE.05 DRE Dental	
PER.DRE.06 DRE Life Ins.	352
PER.DRE.07 DRE LTD Ins.	553
PER.DRE.09 DRE Professional Exp	2,500
	<hr/>
Total Director of RE	75,766

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget Performance**  
July through August 2018

Annual Budget

<b>Minister Expense</b>	
<b>Minister Benefits</b>	
PER.MIN.00 in Lieu of FICA	7,038
PER.MIN.02 Minister Housing	30,000
PER.MIN.03 Minister UUA Pension	9,200
PER.MIN.04 Minister Medical	12,901
PER.MIN.06 Minister Life Ins.	636
PER.MIN.07 Minister LTD Ins.	936
PER.MIN.08 Minister Profess. Ex	9,600
<b>Total Minister Benefits</b>	<u>70,311</u>
<b>Minister Wages</b>	
PER.MIN.01 Minister Salary	62,000
Minister Wages - Other	
<b>Total Minister Wages</b>	<u>62,000</u>
<b>Total Minister Expense</b>	<u>132,311</u>
<b>Music Expenses</b>	
<b>Choir Director</b>	
PER.MUS.01 Choir Director Wage	29,848
PER.MUS.02 Choir Dir. Prof. Exp	2,170
PER.MUS.03 - Benefits	211
<b>Total Choir Director</b>	<u>32,229</u>
<b>Music ER Payroll Tax</b>	2,283
PER.MUS.11 Accompanist Wages	0
PER.MUS.12 Music Substitute	9,000
<b>Total Music Expenses</b>	<u>43,512</u>
PER.MIS.01 Misc. Personnel	100
PER.SIT.07 Worker's Comp Ins.	1,850
<b>Site Support Staff</b>	
PER.SIT.01 -Childcare Wage	5,500
PER.SIT.02 - Custodian	5,850
PER.SIT.03 - Site Caretaker	6,350
PER.SIT.09 - Sound Technician	9,000
PER.SIT.11 - Lead Teach & Asst.	6,850
PER.SIT.12 - ER Payroll Taxes	2,567
<b>Total Site Support Staff</b>	<u>36,117</u>
<b>Payroll Expenses - Other</b>	
<b>Total Payroll Expenses</b>	<u>345,089</u>
<b>Religious Exploration</b>	
COM.OWL.03 COA/OWL Exp.	200
COM.REL.03 RE Program Exp.	3,800
<b>Total Religious Exploration</b>	<u>4,000</u>
<b>Site Operations</b>	

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget Performance**  
July through August 2018

	<u>Annual Budget</u>
OPS.SIT.01 Property Insurance	3,800
OPS.SIT.02 Real Estate Taxes	3,785
OPS.SIT.03 Gas & Electric	150
OPS.SIT.04 - Solar Loans	4,405
OPS.SIT.05 Water	3,200
OPS.SIT.07 B&G Maintenance	7,370
OPS.SIT.10 Audio/Visual Exp.	536
<b>Total Site Operations</b>	<u>23,246</u>
<b>Total Expense</b>	<u>432,300</u>
	<u>4,052</u>
	<u><u>4,052</u></u>

UUFSD - CASH ANALYSIS @ 8/31/18

ASSETS

Cash Per Books	928,749
Accounts Receivable	<u>335,326</u>
Total Assets	1,264,075

LIABILITIES

-1,890

EQUITY

Spirit Grant Balance	23,745
Endowment Fund	27,147
Capital Campaign Balance	1,171,584
Committee Funds	7,354
Other Funds	43,538
Reserves	<u>29,292</u>
Total Equity	1,302,660

Total Liab's + Equity 1,300,770

Net Cash -36,695

## The Unitarian Universalist Fellowship of San Dieguito

09/15/18

## Balance Sheet

Accrual Basis

As of June 30, 2018

	Jun 30, 18
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
PayPal	3.00
Union Bank Chkg	81,048.40
Vanguard Money Market	723,420.15
WF \$ Market Savings x1459	15,694.64
WF \$ Market Savings x1974	5,787.08
WF Bus Chkg x3757	98,782.61
Total Checking/Savings	924,735.88
Accounts Receivable	
A/R - Auction	6,182.00
Accounts Receivable	20,692.75
Capital Campaign Pledges	435,659.24
Total Accounts Receivable	462,533.99
Other Current Assets	
Undeposited Funds	-8,521.75
Total Other Current Assets	-8,521.75
Total Current Assets	1,378,748.12
<b>TOTAL ASSETS</b>	<b>1,378,748.12</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	19,918.10
Total Accounts Payable	19,918.10
Other Current Liabilities	
Bonus' Payable	-102.25
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	1,938.05
Medical Liability	-1,018.44
UUA Pension Liability	1,736.42
Payroll Liabilities - Other	-1,606.86
Total Payroll Liabilities	1,049.17
Total Other Current Liabilities	946.92
Total Current Liabilities	20,865.02
<b>Total Liabilities</b>	<b>20,865.02</b>
Equity	
Dividend Income	30,599.32
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.07 Membership Wages	-2,930.00
FND.SPG. 08 Membership P/R Tax	-117.05
FND.SPG.04 - D.o C.ER PayTaxes	-160.65
FND.SPG.06 - D. of C. Expenses	-71,555.97
Total FND.SPG.01 - Spirit Grant Fund	25,236.33
Gains/Losses from Investments	-31,200.26
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	27,146.59
Total Permanent Restricted	27,146.59
Temp. Restricted	

## The Unitarian Universalist Fellowship of San Dieguito

09/15/18

## Balance Sheet

Accrual Basis

As of August 31, 2018

	Aug 31, 18
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
PayPal	3.00
Union Bank Chkg	82,470.16
Vanguard Money Market	725,718.95
WF \$ Market Savings x1459	15,695.26
WF \$ Market Savings x1974	5,787.38
WF Bus Chkg x3757	99,074.42
Total Checking/Savings	928,749.17
Accounts Receivable	
A/R - Auction	3,173.00
Accounts Receivable	294,401.93
Capital Campaign Pledges	335,325.58
Total Accounts Receivable	632,900.51
Other Current Assets	
Undeposited Funds	-1,530.00
Total Other Current Assets	-1,530.00
Total Current Assets	1,560,119.68
<b>TOTAL ASSETS</b>	<b>1,560,119.68</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	-3,700.72
Total Accounts Payable	-3,700.72
Other Current Liabilities	
Bonus' Payable	-102.25
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	680.60
Medical Liability	3,030.39
UUA Pension Liability	2,373.38
Payroll Liabilities - Other	-4,171.42
Total Payroll Liabilities	1,912.95
Total Other Current Liabilities	1,810.70
Total Current Liabilities	-1,890.02
Total Liabilities	-1,890.02
Equity	
Dividend Income	32,898.12
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.07 Membership Wages	-4,315.00
FND.SPG. 08 Membership P/R Tax	-223.00
FND.SPG.04 - D.o C.ER PayTaxes	-160.65
FND.SPG.06 - D. of C. Expenses	-71,555.97
Total FND.SPG.01 - Spirit Grant Fund	23,745.38
Gains/Losses from Investments	-31,200.26
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	27,146.59
Total Permanent Restricted	27,146.59
Temp. Restricted	

## The Unitarian Universalist Fellowship of San Dieguito

## Balance Sheet

09/15/18

As of August 31, 2018

Accrual Basis

	Aug 31, 18
<b>Building Funds</b>	
YRUU	772.60
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,958,177.70
FND.CAP.03-Cap Campaign Expense	-787,365.87
<b>Total FND.CAP.01 - Capital Campaign</b>	<b>1,170,811.83</b>
<b>Total Building Funds</b>	<b>1,171,584.43</b>
<b>Committee Funds</b>	
COM.ADL.04 - Adult Prms C/O	442.20
COM.CNX.04 Joy Comm. C/O	504.69
COM.LIB.04 Library Comm. Carryo	2,619.86
COM.SAC.04 SAC C/O	
Backpack Fund	213.23
Homelessness	2,168.31
Human Rights	458.79
<b>Total COM.SAC.04 SAC C/O</b>	<b>2,840.33</b>
COM.SUN.04 - Worship Comm C/O	947.01
<b>Total Committee Funds</b>	<b>7,354.09</b>
<b>Other Funds</b>	
FND.ART.01	1,435.00
FND.COF.02 -Coffee Fund	-442.12
FND.CON.02 - Concert Fund	1,638.84
FND.DBN.02 - DeBenneville Pines	2,995.31
FND.DRE.02 - DRE Discre. Fund	1,573.96
FND.HFH.02 - Casas de Luz	12,314.79
FND.JRU.02 -JRUU Fund	1,100.11
FND.LIB.02 - Lib Improv't Fund	250.00
FND.MIN.02 - Min. Discr. Fnd.	-1,637.77
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.	2,862.00
FND.YOU.02 - Youth Scholarship	1,275.75
FND.YRU.02 - YRUU Fund	79.11
<b>Total Other Funds</b>	<b>43,537.65</b>
<b>Reserves (pe J.Penny)</b>	
RES.BAG.01 - B&G Reserve	22,411.51
RES.AFR.01 - Appliance & Furn.	1,025.11
RES.SAB.01 - Sabbatical Reserve	455.96
RES.SAB.02-Dir of RE Sebbatical	5,000.00
RES.SND.01 - Sound Reserve	399.72
<b>Total Reserves (pe J.Penny)</b>	<b>29,292.30</b>
<b>Total Temp. Restricted</b>	<b>1,251,768.47</b>
<b>Unrestricted Net Assets</b>	<b>30,415.55</b>
<b>Net Income</b>	<b>229,049.67</b>
<b>Total Equity</b>	<b>1,562,009.70</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,560,119.68</b>

## The Unitarian Universalist Fellowship of San Dieguito

09/15/18

## Balance Sheet

Accrual Basis

As of June 30, 2018

	Jun 30, 18
<b>Building Funds</b>	
YRUU	2,500.00
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,958,027.70
FND.CAP.03-Cap Campaign Expense	-767,733.33
<b>Total FND.CAP.01 - Capital Campaign</b>	<b>1,190,294.37</b>
<b>Total Building Funds</b>	<b>1,192,794.37</b>
<b>Committee Funds</b>	
COM.ADL.04 - Adult Prms C/O	442.20
COM.CNX.04 Joy Comm. C/O	504.69
COM.LIB.04 Library Comm. Carryo	2,524.86
COM.SAC.04 SAC C/O	
Backpack Fund	895.55
Human Rights	458.79
<b>Total COM.SAC.04 SAC C/O</b>	<b>1,354.34</b>
COM.SUN.04 - Worship Comm C/O	947.01
<b>Total Committee Funds</b>	<b>5,773.10</b>
<b>Other Funds</b>	
FND.ART.01	1,160.00
FND.COF.02 -Coffee Fund	-450.11
FND.CON.02 - Concert Fund	1,644.28
FND.DBN.02 - DeBenneville Pines	2,995.31
FND.DRE.02 - DRE Discre. Fund	1,573.96
FND.HFH.02 - Casas de Luz	15,565.63
FND.JRU.02 -JRUU Fund	1,100.11
FND.LIB.02 - Lib Improv't Fund	250.00
FND.MIN.02 - Min. Discr. Fnd.	-1,493.12
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.	3,150.00
FND.YOU.02 - Youth Scholarship	1,275.75
FND.YRU.02 - YRUU Fund	79.11
<b>Total Other Funds</b>	<b>46,943.59</b>
<b>Reserves (pe J.Penny)</b>	
RES.BAG.01 - B&G Reserve	25,107.54
RES.AFR.01 - Appliance & Furn.	1,025.11
RES.SAB.01 - Sabbatical Reserve	455.96
RES.SAB.02-Dir of RE Sebbatical	5,000.00
RES.SND.01 - Sound Reserve	399.72
<b>Total Reserves (pe J.Penny)</b>	<b>31,988.33</b>
<b>Total Temp. Restricted</b>	<b>1,277,499.39</b>
<b>Unrestricted Net Assets</b>	<b>22,898.90</b>
<b>Net Income</b>	<b>7,516.65</b>
<b>Total Equity</b>	<b>1,357,883.10</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,378,748.12</b>