

UUFSD BOARD MEETING MINUTES
March 20, 2019

Meeting called to order at 1:30 PM

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

Absent: R Sales

February Board Meeting minutes approved.

Committee, Staff, and Treasurer Reports: received and attached. Discussion:

1. Correction to DRE Report- average Sunday attendance is 44. Rich asked for individual names of children attending so we can get a sense of how many we are serving. **ACTION: Alison will send RE attendance records to Rich.**
2. Chris Kolb submitted bill for extra \$1608 for changes to FH doors. Will be paid 50% of this until doors are completed
3. Contractor Guidelines have been submitted for review. Board expects Worker's Comp requirement will be included.
4. Rich reports Venmo won't work for us as it links others to our bank accounts and allows funds to be taken out as well as deposited. Setting up a PayPal app instead for us to try out.

Old Business

1. Auction:

- a. Volunteers-B Walker has agreed to notify winners and providers of sales. N Hebert & J Ballard will enter sales data. V Newman has offered to volunteer (no specific task yet).
- b. Offerings- we now have 16. One member entered a request to raise funds for a designated purpose of improving our site; it is not a new event or item for sale.
ACTION: Jill will send link to spreadsheet so all board members can view offerings
Rich will inform member he cannot solicit funds without board approval and auction items must be for an event or item for sale, with proceeds going to General Fundraising
- c. Suggestion was made to use on-line auction software that would take payments and track bids
ACTION: Rich will try a sample of the on-line program for consideration to use next year.
- d. Fundraising Budget- expenses were incorrectly assigned. Glen has made the correction, leaving the full \$500 for the auction expenses. Ruth Gregory has offered to donate new tablecloths- the Board gratefully accepts.

2. FEMA Grant: UUFSD passed the first round of pre-application process. Ron Demuth is writing application. A vulnerability assessment is being scheduled to itemize our safety needs related to violence/terrorism.

3. Site rental policy: Board agreed that Finance Comm would be asked to take responsibility for review of policy and rates. We have not a Board liaison to function in role of getting monthly Finance Comm reports or communicating Board decisions/requests, so this request has not been communicated.

ACTION: Rich will be Finance Liaison and ask for site rental policy and rate review . Alana will notify Glen.

New Business

- 1. InsightSD:** renting FH weekly. Arrangement has been as member-sponsored non-profit, asking for 50% of their intake (but without custodial fee). This amounted to \$230 for the first 6 meetings. They are requesting a fixed rate. Board agrees to \$40 per meeting, subject to Finance Comm update of our rates & policies.
- 2. Treasurer:** Board reviewed Sarah Miller's qualifications and voted unanimously to approve her as Treasurer beginning June 2019. She will orient with Glen in the interim.
- 3. Pledge letter/Budget process:** Board approved letter as revised by Linda, to go out via email to all members and pledging friends. Board agrees that Budget presented to Congregation will be based on whatever actual pledges we have, not on hoped-for increases. Rich and J Sherman may do a more pointed drive to increase pledges in fall.
- 4. Concerts:** L Scott has requested to attend a Board meeting before May to present her proposal to expand the concert series. She is also protesting our policy of requiring 10% of fundraising to go into General Fund. Board agrees there are too many more pressing priorities at this time.
ACTION: Alana will reply to L. Scott's letter, explaining policy and declining series expansion at this time
- 5. 2019-20 Board members:** R Sales will go off board; Alana will stay if Nom Com/LDC agrees to expanded role and running of Brunch all others are staying. Alana will inform NomCom.
ACTION: Linda will set-up database of member interests/skills for NomCom's use in recruiting for leadership positions
- 6. Minister resignation:** accepted with great sadness, effective end of June 2019. Email will go out to congregation tonight. Alana, Robin, and Jill met with Sarah Millspaugh, UUA Regional Rep, who informed us of process and next steps. When Meghan notifies UUA, we will be given a password for access to online interim minister application. Jill will complete application. Candidates names will be given to us in May. Interims generally start in August. Meghan has offered to be available through summer for urgent pastoral needs.
ACTION: Executive Session scheduled for March 29 to choose Interim Minister Search Committee and discuss UUFSD needs during interim period. All to read Transitional Ministry Handbook (esp pages 23-41) prior to Executive Session- check email for link

Adjourned 4:00 PM

DATES TO REMEMBER:

Executive Session Fri March 29, 1:00 PM @ Alana's Home

Regular Meeting Wed April 17 @ 1:30 PM

Congregational Meeting June 23 @ 11:00 AM (after single service)

Submitted by J Ballard, Board Secretary

**STAFF & BOARD LIAISON REPORTS
MARCH , 2019**

**CONGREGATIONAL ADMINISTRATOR
MEMBERSHIP STATISTICS**

Total number of members: 244
 Members emeritus: 6
 Pledging friends: 14
 Friends: 53

3/14/18 - Total of members, members emeritus, pledging friends and friends: 317

SUNDAY ATTENDANCE

Date	9:00a m	11:00am
February 17	60	106
February 24	59	118
March 3	48	108
March 10	43	79

FORMS

Some Site Rental forms have been updated, with Alana Schuller's assistance, and some extra copies will be kept at the office desk for easy access if they are needed and I am not in the office.

SITE RENTALS

Memorial scheduled for March 30th for a member's relative.

April 12th is the UURise Fundraiser in the evening. Because we are sponsoring (per prior year agreements) the donations are not being shared. I advised their rep that this may change next year.

T Weiss

DIRECTOR OF RELIGIOUS EDUCATION

These are the averages of attendance numbers for Jan-Mar. 3rd,

Class	1st Service Averages	2nd Service Averages
Childcare	3	4
Prek-K	1	1
1st-3rd	2.5	4.5
4th-6th	1	4
OWL	NA	17
YRUU	NA	6

Youth Group Tuesday Nights	6	
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1st Service Average number of students- 13.5 (no youth programming)

2nd Service Average number of students- 36.5

So each Sunday we are seeing an average of 50 students.

The only class that I am really concerned about the enrollment is Prek K-K. However, we have waves of kids per years. But this is the 2nd year in the row that the attendance has been lower. Something to keep our eye on.

I just implemented weekly emails for 1-6th grades from teachers to parents about what what talked about, what materials they used, and add pictures into them so they are fun, informative and enticing.

We are doing a Maker's Guild program the first Sunday of each month. The first one went really well and I have high hopes for the future.

A Crotty

PRESIDENT'S REPORT

1. I have been re-writing UUFSD forms and reviewing policies that need attention (amending, changing and elaborating)

Policy 350 "Hiring Contractors,,,,," needs to include something like "Contractors and sub-contractors are required to carry both, General Liability Insurance and Workers' Compensation."

This came to my attention when we realized that Chris Kolb does not carry Workers' Comp Insurance, and thus, if he (or one of his sub-contractors—assuming that they also do not carry WC) were to become injured on our property, we would have liability and could be forced to pay medical bills, etc. I spoke to our Church Insurance rep who clearly indicated their recommendation for coverage.

P & P's need to include the Leadership Development Committee and a clear definition of its function. If it is deemed that LDC is a sub-committee of NOMCOM, its function should be described in the By-Laws under NOMCOM. Christie T has been asked to provide some clarity about LDC.

Policies under 7XX Facilities, Physical Use

Under this section there are policies regarding pets and tobacco but nothing about alcohol. This needs to be added.

2. FEMA grant is happening. The application process has begun to try to get some funds for infrastructure improvements regarding safety and security. I am on it and Ron Demuth is our resident grant writer. Ron will be 'attending' a webinar on 3/21 regarding this application process and I am scheduling an onsite Vulnerability Infrastructure Assessment with the Supervisor of the San Diego Law Enforcement Coordination Centers Critical Infrastructure Protection Unit....Whew! What a mouthful!

The word is that this will move fast and that FEMA, who has a \$60Million budget (\$50Million for 'urban areas' and \$10Million for non-urban areas) will make their decisions in April. Last year, California was allocated \$5.8M from FEMA, and this is for non-profits. If the 2018 guidelines remain in effect, we can request \$150,000 if we fall under the 'urban area' definition

or up to \$100,000 if we are in the 'non-urban' designated area. Keep your fingers and toes crossed.....

3. The board voted to approve Casas de Luz fundraising concert in May. Due to the confusion about this process, whenever any entity asks Tracey if a certain day is available for a fundraiser, Tracey will ALWAYS ask if they received approval for the fundraiser from the Board.

4. Chris Faller is now the Chairperson for Dream Builders; John Sherman has stepped down to focus on upcoming capital campaign.

5. According to Meghan, Alison will be providing the board a head count of children attending classes similar to what we received from Katherine Buffington during the 6 months Alison was on sabbatical.

6. Conversations with Marta Giri, Chair of NOMCOM, indicate that there is agreement that NOMCOM could/should have an expanded role to include: identifying possible chairperson replacements, meeting with potential replacements and reviewing the skills most needed for the position, and if it looks like a match, facilitating the transition to the new role. More conversation will happen about this, and if it is agreed upon, the board will have to figure out how to either amend the By-Laws regarding NOMCOM or include these new responsibilities under 4XX 'Committee Operations' of the P & P's.

7. Jill made the suggestion that we identify someone other than the Treasurer to be the acting board liaison to the Finance Committee. Think about this.

8. And on that note, thankfully, Sarah Miller has agreed to take over the Treasurer role beginning 6/1. Yay!
A Schuller

MUSIC DIRECTOR

1. Joe is ordering items for the Simplified AV cart for Founders Hall.

2. It has become clear to me that further instruction from Caroline Miller on our sound systems would be beneficial. Caroline will plan to work with Joe through the morning on Sun. April 21.

3. My husband, Richard is still hoping/planning to avoid shoulder surgery, and has incurred no further expenses related to his injury in Founders' Hall.

C Lehman

TREASURER

I have put an announcement in today's newsletter and am sending an email to Lisa requesting she make an announcement this Sunday. I am in the process of updating the pledge database and will be sending out an email on Monday. You will also be happy to know that we have had \$12,845 in new pledges this year. With an attrition of \$2,925 that makes a net of \$9,920. The following is the text of the email:

Attention UUFSD Members and Pledging Friends: Our fellowship has changed the way we make pledges. We are now doing what is called 'Continuous Pledging'. This means that you don't need to submit a pledge form this year unless you wish to change the amount of your pledge. If you wish for your pledge to remain the same for the coming church year, you don't need to do anything. Your pledge will remain the same. Of course, we would be very happy if

you would like to increase your pledge. We also realize that your circumstances may have changed and you may need to reduce your pledge. If either of these is the case, please go to the UUFSD website and choose the pledge button under the Giving menu. Then fill out the form and submit. Thanks so much for your generous support of UUFSD.

The fundraising expenses were for 3 pledge and donor related mailings. I have moved everything to the category: Other Finance Expense *(note- this leaves \$500 in Fundraising account that can be used for the auction. JB)*

Here are Sarah's qualifications: She has run her own businesses, been president of a national professional association for years, and the executive director of a national nonprofit. She has kept the books for her businesses and is familiar with Quickbooks and spreadsheets. And she understands financial analysis.

G Bowden

BUILDINGS & GROUNDS

Nothing to report

CONCERT

The Peter Sprague concert sold out, with total revenue of \$3675. After expenses- net profit estimate is \$1515. \$1250 was donated to San Elijo Lagoon Conservancy.

Here are some stats on where ticket sales came from

Peter Sprague Concert-- 58% NEW to UUFSD

San Elijo Lagoon Conservancy	15.4%
Peter	5.2%
Libby	21%
UUFSD	44%
Newspapers	8%
Unknown	9%

Seachange Brass Concert- 92.5% NEW to UUFSD

Solana Beach School District and musicians	53%
Libby	28%
UUFSD	7.5%
Email/ Facebook	4%
Newspapers	4%
Unknown	3.5%

Libby would like to expand the concert series with the goal of attracting the community to UUFSD and increasing our membership. She has ideas for starting a jazz venue co-run by some local musicians, and would like UUFSD to hire someone to manage it. She requests, that if the board is interested, that she can present her proposal in person.

JBallard

DESIGN REVIEW

New co-chairs are Bob Quick and Irv Himelblau. My first interaction with them on the ongoing Founders Hall east wing door construction went very well.

D Gottdank

DREAM BUILDERS

Chris Faller is now Chair; taking over from John Sherman.

Chris Kolb has been directed to work on nothing else until the door project is complete. His projected completion date is March 19, the day before our meeting. Since Jon Luft is away through 3/28, I'm planning on doing a walk-through with Chris K. on March 19 or 20.

There are concerns about Chris Kolb's ability to complete the partition and admin. building projects in a timely manner. Alternatives are being considered.

D Gottdank

ENVIRONMENTAL JUSTICE

Nothing to report

L Pratt

NOMINATING COMMITTEE/LDC

14 guests attended a successful 3/16 LDC Brunch. Some suggestions/observations made by participants:

- Better communicate pledge commitment on joining
- Track what people are involved with
- Lack of young adults
- Look at new member's involvement 6 mo after joining, and then try to engage in activities/volunteerism
- Think of ways to engage introverts, especially during coffee hour
- There are so many activities at UUFSD vying for attention- perhaps have fewer but more focused

Alana and I are trying to schedule a meeting with NomCom to discuss role expansion.

J Ballard

SOCIAL JUSTICE

We are considering doing a survey of members to see if they are interested in participating in a community based mentoring program.

R Sales

STEWARDSHIP

I have talked to about 30 people about the auction and have about the same number of auction items in discussion. Some are repeats like the beach party, but many are new like a trip to the desert or mountains (depending on the season) in 2 off-road jeeps (Didge and Chris Faller driving).

Didge told me we needed to start the pledge process soon, even with continuous pledging. The process includes purging the membership list, creating the letter to pledgers, figuring out who has and has not

given their full pledge last year, doing follow-up phone call or in-person collections, plus more. He recommended the following people be on this ad hoc pledge committee — Didge, Glen and/or Sarah (for pledge Info), Betsy (for membership and collections), Lisa Shaffer (for all-round support), and me. Anyone else? I asked Didge to chair it, but he declined, so I will chair it. I also want the committee to discuss some ideas garnered from other congregations who have moved to continuous pledging — like going from one time-of-year pledging to anniversary pledging, meaning you revisit your pledge in your birthday month (happy birthday with cake and pledge info, 12 per year with approximately 15 people each), or on the anniversary quarter of your joining the fellowship (thus 4 per year with approximately 40 people each). Celebration and re-affirmation of your commitment to the fellowship!

Here is a copy of the email Didge sent about Venmo. He will work with Tracey to set it up. There are some accounting issues for Glen to respond to.

Please check out <https://help.venmo.com/hc/en-us/articles/226001687-General-Business-Partnership-Inquiries>

Basically, Venmo is saying they are for peer to peer right now and are exploring b2b and non-profits. One consequence of Venmo is that users can not only send you money, they can request it, too. In addition, Venmo is not just a payment platform, it is also a social network.

Payments are public by default, but we can change that to private.

Other things to consider are the accounting and tax receipt handling for the payments. If users just send us money without attribution, then we will have to follow up to determine how to account for it. We will also have to produce tax receipts for all payments. My recommendation is that we do a trial and keep it very quiet until we are confident that we won't have any unintended consequences.

I ask Tracey to get started.

didge

I have gone over the registration forms for raffles. As I read it, we can put in an application now for the 12 months starting September 1, 2019. The only tricky thing is we need to know the number and dates of the raffles we want to conduct (the dates can change somewhat but not the number of raffles). I will pass the forms to Tracey to get her to fill out the UUFSD info.

R MacDonald

The Unitarian Universalist Fellowship of San Dieguito
Balance Sheet

As of February 28, 2019

Accrual Basis

	Feb 28, 19
ASSETS	
Current Assets	
Checking/Savings	
Union Bank Chkg	231,360.28
Vanguard Money Market	476,564.95
Vanguard CDs	250,000.00
UUFSD Endowment Account	24,883.75
WF \$ Market Savings x1459	-10.96
WF \$ Market Savings x1974	-10.98
WF Bus Chkg x3757	3,321.99
Total Checking/Savings	986,109.03
Accounts Receivable	
A/R - Auction	757.00
Accounts Receivable	142,877.80
Capital Campaign Pledges	313,378.63
Total Accounts Receivable	457,013.43
Other Current Assets	
Undeposited Funds	3,472.25
Total Other Current Assets	3,472.25
Total Current Assets	1,446,594.71
TOTAL ASSETS	1,446,594.71
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	-3,971.18
Total Accounts Payable	-3,971.18
Other Current Liabilities	
Bonus' Payable	321.75
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	300.29
Medical Liability	1,902.06
UUA Pension Liability	2,373.34
Payroll Liabilities - Other	-4,171.42
Total Payroll Liabilities	404.27
Total Other Current Liabilities	726.02
Total Current Liabilities	-3,245.16
Total Liabilities	-3,245.16
Equity	
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.07 Membership Wages	-8,085.00
FND.SPG. 08 Membership P/R Tax	-469.64
FND.SPG.04 - D.o C.ER PayTaxes	-214.96
FND.SPG.06 - D. of C. Expenses	-71,555.97
Total FND.SPG.01 - Spirit Grant Fund	19,674.43
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	29,238.35
Total Permanent Restricted	29,238.35
Temp. Restricted	
Building Funds	

	Feb 28, 19
YRUU	-808.87
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,997,476.16
FND.CAP.03-Cap Campaign Expense	-815,029.47
Total FND.CAP.01 - Capital Campaign	1,182,446.69
Total Building Funds	1,181,637.82
Committee Funds	
COM.ADL.04 - Adult Prms C/O	442.20
COM.CNX.04 Joy Comm. C/O	366.10
COM.LIB.04 Library Comm. Carryo	3,146.16
COM.MUS.04 Choir/Music C/O	-284.88
COM.SAC.04 SAC C/O	
Backpack Fund	40.83
Families in Need	1,516.71
Homelessness	2,249.86
Human Rights	1,185.19
Total COM.SAC.04 SAC C/O	4,992.59
COM.SUN.04 - Worship Comm C/O	947.01
Total Committee Funds	9,609.18
Other Funds	
FND.ART.01	2,293.90
FND.COF.02 -Coffee Fund	-861.79
FND.CON.02 - Concert Fund	3,546.47
FND.DAY.02 - Day Laborer Lunch	420.00
FND.DBN.02 - DeBenneville Pines	6,180.31
FND.DRE.02 - DRE Discre. Fund	1,185.88
FND.HFH.02 - Casas de Luz	31,017.84
FND.JRU.02 -JRUU Fund	1,100.11
FND.LIB.02 - Lib Improv't Fund	250.00
FND.MIN.02 - Min. Discr. Fnd.	-764.73
FND.MWL.02 - Memorial Wall Fnd.	17,170.24
FND.REL.02 - RE Special Fnd.	5,600.00
FND.SAC.02 - SAC Schlrship/Art	626.43
FND.SPC.02 - Spcl. Coll. Fnd.	6,228.43
FND.YOU.02 - Youth Scholarship	1,275.75
FND.YRU.02 - YRUU Fund	1,679.11
Total Other Funds	76,947.95
Reserve Funds	
FND.BGR.02 - B&G Reserve	-2,470.00
Total Reserve Funds	-2,470.00
Reserves (pe J.Penny)	
RES.BAG.01 - B&G Reserve	12,550.58
RES.AFR.01 - Appliance & Furn.	970.11
RES.SAB.01 - Sabbatical Reserve	455.96
RES.SAB.02-Dir of RE Sabbatical	1,976.81
RES.SND.01 - Sound Reserve	399.72
Total Reserves (pe J.Penny)	16,353.18
Total Temp. Restricted	1,282,078.13
Unrestricted Net Assets	28,310.20
Net Income	92,352.58
Total Equity	1,449,839.87
TOTAL LIABILITIES & EQUITY	1,446,594.71

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
July 2018 through February 2019

	Jul '18 - Feb 19	Budget	\$ Over Budget	% of Budget	Annual Budget
Revenues					
Fundraising					
REV.AUC.01 - Auction Income	4,412	0	4,412	100.0%	18,000
REV.MIS.01 - Fundraising Income	8,176	8,000	176	102.2%	8,000
REV.MIS.05 - Luncheon Income	0	1,000	-1,000	0.0%	1,500
Total Fundraising	12,588	9,000	3,588	139.9%	27,500
Interest Income	1				
Pledges					
REV.PLG.01 -Pledge Current Yr	245,450	219,602	25,848	111.8%	329,402
Total Pledges	245,450	219,602	25,848	111.8%	329,402
RE Program Income					
REV.REL.01 RE Donations	830	667	163	124.5%	1,000
REV.REL.02 COA/OWL Fees	60	133	-73	45.0%	200
Total RE Program Income	890	800	90	111.3%	1,200
REV.MIS.04 Misc. Contributions	9,224	8,667	558	106.4%	13,000
REV.SUN.01 - Sunday Collection	9,282	9,333	-52	99.4%	14,000
Scripp Sales	110	167	-57	66.0%	250
Site Rental					
REV.SIT.01 Sandy Hill	28,200	28,000	200	100.7%	42,000
REV.SIT.02 - Spc. Evnt. Rent	1,198	2,667	-1,469	44.9%	4,000
REV.SIT.03 - Site Use Contrib.	2,279	3,333	-1,055	68.4%	5,000
Total Site Rental	31,676	34,000	-2,324	93.2%	51,000
Revenues - Other	0	0	0	0.0%	0
Total Revenues	309,222	281,569	27,653	109.8%	436,352
	309,222	281,569	27,653	109.8%	436,352
	309,222	281,569	27,653	109.8%	436,352
Administration Expenses					
OPS.ADM.01 Postage	388	467	-79	83.1%	700
OPS.ADM.02 Office Supplies	1,222	1,667	-445	73.3%	2,500
OPS.ADM.03 Copier	4,395	4,667	-271	94.2%	7,000
OPS.ADM.05 Telephone & Internet	1,554	2,000	-446	77.7%	3,000
OPS.ADM.06 Adm. Mileage Exp	104	100	4	104.3%	150
OPS.ADM.07 Misc. Supplies	0	0	0	0.0%	0
OPS.ADM.09 - Miscellaneous	318	267	52	119.3%	400
Total Administration Expenses	7,981	9,167	-1,185	87.1%	13,750
Bank Service Charges	79				
Boards & Committees					
COM.BRD.03 Board Expenses	88	75	13	117.7%	125
COM.COM.03 Communcations Comm.	1,390	987	403	140.8%	1,250
COM.FND.03 Fundraising Comm. Ex	184	333	-149	55.3%	500
COM.FNF.03 Fun & Fellowship	0	0	0	0.0%	0
COM.MEM.03 Membership Comm Exp.	1,071	667	405	160.7%	1,000
COM.MUS.03 Choir & Music Exp.	666	1,333	-667	50.0%	2,000
COM.PCC.03 Pastoral Care Comm.	0	100	-100	0.0%	150
COM.SAC.03 Social Action Comm.	5,219	4,817	402	108.4%	6,325
COM.SUN.03 Worship Comm.	2,329	1,800	529	129.4%	2,700
Total Boards & Committees	10,949	10,112	837	108.3%	14,050
Denomination Expenses					

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
July 2018 through February 2019

	Jul '18 - Feb 19	Budget	\$ Over Budget	% of Budget	Annual Budget
OPS.DEN.01 - UUA dues	13,860	13,860	0	100.0%	13,860
OPS.DEN.02 - PSWD Dues	4,480	4,480	0	100.0%	4,480
OPS.DEN.04 - Cluster Dues	0	500	-500	0.0%	500
Total Denomination Expenses	18,340	18,840	-500	97.3%	18,840
Finance Expenses					
OPS.FIN.01 Payroll Fees	102				
OPS.FIN.02 Bookkeeping Supplies	364	433	-69	84.1%	650
OPS.FIN.03 Accounting Fees	6,711	6,000	711	111.9%	9,000
OPS.FIN.04 Pledge Campaign Exp.	0	0	0	0.0%	0
OPS.FIN.05 Other Finance Exp.	376	1,650	-1,274	22.8%	2,475
OPS.FIN.06 Credit Card Fees	800	800	0	100.0%	1,200
Total Finance Expenses	8,353	8,883	-531	94.0%	13,325
Payroll Expenses					
COM.PER.03 - Misc. Personel Exp	307				
Congregational Administrator					
PER.OFF.01 Cong. Adm. Wages	25,200	24,283	917	103.8%	36,427
PER.OFF.02 Cong. Adm. UUA Pens.	2,520	2,428	92	103.8%	3,642
PER.OFF.03 - ER Payroll Taxes	1,784	1,858	-74	96.0%	2,787
PER.OFF.04 Cong. Adm. Medical	7,115	7,841	-726	90.7%	11,762
PER.OFF.06 Cong. Adm. Life Ins.	0	165	-165	0.0%	248
PER.OFF.07 Cong. Adm LTD Ins	0	245	-245	0.0%	367
PER.OFF.08 - Admin. Prof. Exp.	0	133	-133	0.0%	200
Total Congregational Administrator	36,619	36,954	-334	99.1%	55,433
Director of RE					
RE Director Sabbatical	0				
PER.DRE.01 DRE Wages	37,527	36,176	1,351	103.7%	54,264
PER.DRE.02 DRE - UUA Pension	3,683	3,689	-6	99.8%	5,533
PER.DRE.03 - ER DRE Payoll Tax	2,694	2,767	-73	97.4%	4,151
PER.DRE.04 DRE Medical	5,271	5,609	-338	94.0%	8,413
PER.DRE.05 DRE Dental	465				
PER.DRE.06 DRE Life Ins.	0	235	-235	0.0%	352
PER.DRE.07 DRE LTD Ins.	359	369	-10	97.3%	553
PER.DRE.09 DRE Professional Exp	1,497	1,667	-169	89.8%	2,500
Total Director of RE	51,496	50,511	985	102.0%	75,766
Minister Expense					
Minister Benefits					
PER.MIN.00 in Lieu of FICA	4,872	4,692	180	103.8%	7,038
PER.MIN.02 Minister Housing	20,769	20,000	769	103.8%	30,000
PER.MIN.03 Minister UUA Pension	6,369	6,133	236	103.8%	9,200
PER.MIN.04 Minister Medical	10,020	8,601	1,420	116.5%	12,901
PER.MIN.06 Minister Life Ins.	0	424	-424	0.0%	636
PER.MIN.07 Minister LTD Ins.	0	624	-624	0.0%	936
PER.MIN.08 Minister Profess. Ex	7,012	6,400	612	109.6%	9,600
Total Minister Benefits	49,043	46,874	2,169	104.6%	70,311
Minister Wages					
PER.MIN.01 Minister Salary	42,923	41,333	1,590	103.8%	62,000
Minister Wages - Other	0				
Total Minister Wages	42,923	41,333	1,590	103.8%	62,000
Total Minister Expense	91,966	88,207	3,759	104.3%	132,311
Music Expenses					
Choir Director					

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
July 2018 through February 2019

	<u>Jul '18 - Feb 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
PER.MUS.01 Choir Director Wage	20,620	19,899	721	103.6%	29,848
PER.MUS.02 Choir Dir. Prof. Exp	-1,195	1,447	-2,642	-82.6%	2,170
PER.MUS.03 - Benefits	0	141	-141	0.0%	211
Total Choir Director	19,425	21,486	-2,061	90.4%	32,229
Music ER Payroll Tax	1,608	1,522	86	105.6%	2,283
PER.MUS.11 Accompanist	6,000	6,000	0	100.0%	9,000
PER.MUS.12 Music Substitute	0	0	0	0.0%	0
Total Music Expenses	27,032	29,008	-1,976	93.2%	43,512
PER.MIS.01 Misc. Personnel	0	142	-142	0.0%	175
PER.SIT.07 Worker's Comp Ins.	3,119	1,850	1,269	168.6%	1,850
Site Support Staff					
PER.SIT.01 -Childcare Wage	2,352	3,667	-1,315	64.1%	5,500
PER.SIT.02 - Custodian	4,196	3,900	296	107.6%	5,850
PER.SIT.03 - Site Caretaker	3,698	4,233	-535	87.4%	6,350
PER.SIT.09 - Sound Technician	6,386	6,000	386	106.4%	9,000
PER.SIT.11 - Lead Teach & Asst.	3,506	4,567	-1,060	76.8%	6,850
PER.SIT.12 - ER Payroll Taxes	1,646	1,711	-66	96.2%	2,567
Total Site Support Staff	21,784	24,078	-2,294	90.5%	36,117
Payroll Expenses - Other	683				
Total Payroll Expenses	233,006	230,749	2,257	101.0%	345,164
Religious Exploration					
COM.OWL.03 COA/OWL Exp.	45	133	-88	33.7%	200
COM.REL.03 RE Program Exp.	1,338	2,533	-1,195	52.8%	3,800
Total Religious Exploration	1,383	2,667	-1,283	51.9%	4,000
Site Operations					
OPS.SIT.01 Property Insurance	2,340	3,800	-1,460	61.6%	3,800
OPS.SIT.02 Real Estate Taxes	3,970	3,785	185	104.9%	3,785
OPS.SIT.03 Gas & Electric	516	100	416	516.3%	150
OPS.SIT.04 - Solar Loans	1,468	2,937	-1,469	50.0%	4,405
OPS.SIT.05 Water	2,354	2,133	220	110.3%	3,200
OPS.SIT.07 B&G Maintenance	5,377	4,913	463	109.4%	7,370
OPS.SIT.10 Audio/Visual Exp.	93	357	-264	26.0%	536
Total Site Operations	16,118	18,026	-1,908	89.4%	23,246
	296,209	298,444	-2,235	99.3%	432,375
	13,013	-16,875	29,888	-77.1%	3,977
	13,013	-16,875	29,888	-77.1%	3,977