

UUFSD BOARD MEETING MINUTES
February 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

January Board Meeting minutes approved.

Committee, Staff, and Treasurer Reports: received and attached. No RE report.

Oral Reports & Discussion:

1. **Dreambuilders-** Dale reports office bathroom addition was discussed at last meeting, and will be added to new plans. Kitchen water filter is being replaced and FH doors are being finished. FH divider- Chris Kolb under contract for preliminary plans, but will then be put out to bid. Dale & Jon Luft are working on guidelines for hiring contractors, will submit to board for approval & inclusion in P&P.
2. **Rev. Meghan-** Beloved Conversations ha 17 participants, had 4th meeting, going well
3. **Social Justice-** Rich reports UUA grant for CRC mentoring program will not work due to requirement that it be a matching grant, and would not be able to reimburse CRC staff for their work. R Sales & another member are looking into Surj program (Standing Up for Racial Justice)
4. **Financial statements-** several restricted funds have negative balance. Most are accounted for and will be brought out of red. Coffee Fund needs to be addressed.

Action: Glen will review accounts and make recommendations for how to fund Coffee Account, and solicit budget request from L Garrett for next year

Old Business

1. **Social Media team:** Venmo may be best way to get online payments for Sunday offering and other items. Alison provided names of younger members who might assist- Karen Faller, Katy Kelsoe, Maddy Scott, Marta Giri

Actions- ask D Masser-Frye to set up account and give tutorial to interested members.

Next steps for social media group still to be determined.

2. **Fundraising Summit:** 16 members attended on 2/10/19. Multiple suggestions for fundraising discussed. Minimum pledge now \$150 does not cover our denomination dues. Proposal for 3/17 Sunday Service to raise \$600 for keyboard & sound equipment- attendees to take envelope numbered 1-34, and give the amount on the envelope, if willing. **MSC** to approve 3/17 fundraising.

Actions: Rich will go to new member orientations & discuss UUFSD finances and pledging. Rich will check how many members are paying minimum pledge or less. & ask Finance Committee to consider revising minimum amt.

New Business

1. **Leadership positions:** Dale is now board liaison to Dreambuilders. I Himelbrau & B Quick will cochair Design Review. NomCom still working on getting Treasurer for next fiscal year, and Stewardship chair. New vacancy- Sunday Service video downloader to replace R Mitchell. New member interest forms could be helpful, but info not currently accessible to Board or NomCom.

Actions: Linda will draft Sunday announcement re vacancies, and give to Worship Associates. Linda will create member interest spreadsheet. Rev. Meghan will ask staff (? Kay or Tracey) if they can enter the info

2. Raffles: Libby Scott has requested a raffle at concert. Cal. law requires annual application and reporting of results. We may wish to use raffles for future fundraisers.

Action: Rich will review application form and process and write proposed policy.

3. Leadership Development Council: board would like to see role expanded beyond proposing committee chair candidates, to include developing candidates, informing them of responsibilities, and assisting them with role transition

4. LDC Brunch: 32 invited to March 16 brunch. Carol Mason to present UUFSD history. LDC will plan activities

Action: Linda will send out food signup list

5. Sunday Services inside v. outside: C Lehman has requested to make the call & include music considerations. Given congregation desire to have services outdoors as much as possible, and that decision must be made very early in morning: **MSC:** Set-up crew to make decision based on weather & state of amphitheater. For Music Sundays, and occasional special requests for challenging music, Chris will let set-up staff & Tracey know 1 mo in advance, and it will be announced in newsletter that service will be indoors due to special music.

6. Auction: Special Board fundraising meeting was held in January, with decision to hold silent auction. Various jobs reviewed & changes made:

Create online form for donations- Jill (done and live on UUFSD website)

Advertising- Dale (ad is running in newsletter, and notice is on website with link to form)

Obtaining Fellowship donations- Rich (about to start soliciting on Sundays)

Obtaining Merchant donations- all asked to ask merchants they utilize if they would consider, then Rich would send formal request, standard letter is available

Signs for Patio recruiting & Auction Display- Alana

Online Brochure- Linda

Bid & Purchase Sheets- Linda

Food & Beverage- Robin, Ernie, L Garrett- budget needed

Decorations- Linda

Music- Alana- Joe to be asked to setup recorded music

Set up & Clean up- Cole & Christina (needs to be arranged)

Accounts Payable- A Guralnick, L Shaffer, Jill

Onsite purchase management- B Quick (retrieval of items bought)

Entering Sales Data & Sending Statements to winners and providers- Jill will ask B Walker, ? N Hebert

7. Site rental policy: Per our P&P, Board to appoint ad hoc committee every 3 yrs to review rental rates, we are overdue.

Action: ask Finance Committee to review rental rates and recommend changes as needed. Update P&P to reflect this. Linda will obtain editable version of P&P's.

Adjourned 3:50 PM

Submitted by J Ballard, Board Secretary

NEXT MEETING- WED. MARCH 20, 1:30PM

STAFF & BOARD LIAISON REPORTS FEBRUARY 2019

CONGREGATIONAL ADMINISTRATOR

MEMBERSHIP STATISTICS

Total number of members: 246
Members emeritus: 6
Pledging friends: 14
Friends: 53

2/12/18 - Total of members, members emeritus, pledging friends and friends: 319

SUNDAY ATTENDANCE

Date	9:00am	11:00am
January 13	50	130
January 20	39	111
January 27	52	No count taken
February 3	32	177
February 10	45	109

FOUNDERS HALL SLIDERS

Chris Kolb told me the sliders would be usable by Friday, February 15th, although not completely finished aesthetically.

SITE RENTALS

We have a member wedding coming up on May 18th. The deposit has already been paid.
Tracey Weiss, Congregational Administrator

MUSIC DIRECTOR

UUFSD Music Board Report, February 17, 2019

1. We've had \$1200 donated towards our keyboard! There are plans for further fundraising on March 17.
2. I am planning to lead two hymn sing-a-longs for anyone who is interested.

Sunday, March 24

Sunday, April 21

Both from 10:20 – 10:50 in Founders Hall

The choir will be present to beef up the singing, and we will invite the congregation to enjoy learning some new hymns and becoming more familiar and confident in singing some we may already know.

This has been a goal of mine for some time. Following Jason Shelton's workshop at First Church last month, I was inspired to get on with it. Jason spoke of the sources for our UU faith reflected in our diverse hymns and the origins of many of them. He told fascinating stories about the evolution of our faith, our response to world and national events through new compositions, changes in lyrics to promote inclusion, and the collection of new hymns from many varied sources. It would be good for us to know our hymns better. I hope to include some history along with the singing.

3. The Choir hosts a Dining4\$ Singing Event on Sat. evening March 30. Please talk it up. We'll provide dinner, pick some fun songs for all to sing, and there will be a few feature performances. A fun evening for all ages.
4. The first Coastal Concert, Seachange Brass generated \$1500 in donations to Solana Beach schools and a Title I qualifying low income school. The concert was sold out with 90% of the audience new to the Fellowship. We have a full house for the Peter Sprague Trio, Feb. 17, and are expecting the same for the Celtic Celebration, March 24. Coastal Concerts are going very well in terms of bringing the community to our campus, generating money for various community projects, staying in the black, and raising community awareness about our cultural offerings and beautiful venue. Libby Scott , Jill Ballard, Irv Himelblau and Livia Walsh are working hard on these.

Chris Lehman

BUILDINGS & GROUNDS

Nothing to report.

CONCERTS

The January concert grossed \$3127 plus \$577 donated by the Scotts, who are running the concert series. After expenses, the net was \$1500. \$500 was donated to the Solana Beach School District Band Program, and \$1000 will go to Seachange Brass, who are fundraising to provide educational performances for elementary schools in San Diego County that do not currently offer music as a part of their curriculum.

Thanks to Libby's extensive marketing efforts, the January & February concerts both sold out. She believes the concert program has a huge potential to attract the community to UUFSD, but is concerned there is not congregational support. Only 10 UUFSD members attended in Jan. The Feb concert had greater UUFSD attendance.

DESIGN REVIEW

Nothing to report.

DREAM BUILDERS

Alana and Dale attended the February 12 DB meeting where Chris Kolb's progress on the Kitchen punchlist and the Founders Hall east patio sliding doors were discussed. The committee members are reviewing a Guiding Principles document prepared by Jon Luft and Dale Gottdank for future design and construction projects at UUFSD. We expect that this will eventually be included in UUFSD Policies and Procedures.

Dale Gottdank

NOMINATING COMMITTEE

Marta Nagdeep reports-

- Irv H and Bob Quick have been tapped to co-chair the Design Review Committee
- We're still searching to fill the Treasurer role on the board
- Still need to revive the Stewardship Committee - in need of 4-6 members
- Planned Giving Committee is okay for now but might have turnover soon (note received by Alana from Caroline De Mar)

The committee would like to have a regular newsletter posting of volunteer needs, and asks that that board liaisons let them know on a monthly basis.

Invitations have gone out to 32 members for the Leadership Development Council Brunch on 3/16.

Jill Ballard

SOCIAL JUSTICE

The mentoring grant through the UUA is on hold for now. Rich can explain in more detail.

Robin Sales

STEWARDSHIP

I have attached two items:

1. An analysis of our Pledges for the past year, meant to be suitable to show members and prospective members.
2. An example of Mission-based budgets from the UUA, which is a way to present the budget to the congregation for approval that is supposed to encourage higher pledges.

I think we should start to think about the next budget cycle. Our P&P says that the Finance Committee does the first pass of the budget. I think the Board should look at the mission based method and decide if we want to go that route, so that the finance committee have a framework to begin the detailed work.

Here is an idea of how the responsibility of finance and budgets are shared from the book "Creating Congregations of Generous People", by Michael Durall. The committees mentioned can be ad hoc.

- A. The Stewardship committee encourages donations
- B. The Budget committee makes the budget
- C. The Finance committee makes sure A and B are in synch
- D. The Audit committee audits the expenditures

Chris Butler said the Finance committee wants to do the budget. I suggested he create an ad hoc budget committee, which can have people on it from other groups. I asked to be on it.

Rich MacDonald

The Unitarian Universalist Fellowship of San Dieguito
Balance Sheet

As of January 31, 2019

Accrual Basis

	Jan 31, 19
ASSETS	
Current Assets	
Checking/Savings	
Union Bank Chkg	235,970.35
Vanguard Money Market	274,708.03
Vanguard CDs	449,999.00
UUFSD Endowment Account	24,872.00
WF \$ Market Savings x1459	-10.96
WF \$ Market Savings x1974	-10.98
WF Bus Chkg x3757	3,321.99
Total Checking/Savings	988,849.43
Accounts Receivable	
A/R - Auction	757.00
Accounts Receivable	160,746.71
Capital Campaign Pledges	314,007.96
Total Accounts Receivable	475,511.67
Other Current Assets	
Undeposited Funds	2,590.00
Total Other Current Assets	2,590.00
Total Current Assets	1,466,951.10
TOTAL ASSETS	1,466,951.10
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	-686.71
Total Accounts Payable	-686.71
Other Current Liabilities	
Bonus' Payable	321.75
Payroll Liabilities	
LIA.PER.01 Payroll Taxes	300.29
Medical Liability	2,391.38
UUA Pension Liability	2,532.59
Payroll Liabilities - Other	-4,171.42
Total Payroll Liabilities	1,052.84
Reimbursed Expenses	-3.65
Total Other Current Liabilities	1,370.94
Total Current Liabilities	684.23
Total Liabilities	684.23
Equity	
FND.SPG.01 - Spirit Grant Fund	
FND.SPG.02 - Initial Grant	100,000.00
FND.SPG.07 Membership Wages	-7,715.00
FND.SPG. 08 Membership P/R Tax	-441.34
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	20,072.73
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	29,226.60
Total Permanent Restricted	29,226.60

The Unitarian Universalist Fellowship of San Dieguito

Balance Sheet

As of January 31, 2019

Accrual Basis

	Jan 31, 19
Temp. Restricted	
Building Funds	
YRUU	-633.05
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Campaign Income	1,991,618.24
FND.CAP.03-Cap Campaign Expense	-812,488.49
Total FND.CAP.01 - Capital Campaign	1,179,129.75
Total Building Funds	1,178,496.70
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	2,999.16
COM.MUS.04 Choir/Music C/O	-284.88
COM.SAC.04 SAC C/O	
Backpack Fund	40.83
Families in Need	1,366.71
Homelessness	1,982.23
Human Rights	1,590.55
Total COM.SAC.04 SAC C/O	4,980.32
COM.SUN.04 - Worship Comm C/O	947.01
Total Committee Funds	9,449.91
Other Funds	
FND.ART.01	2,168.90
FND.COF.02 -Coffee Fund	-792.15
FND.CON.02 - Concert Fund	5,858.40
FND.DBN.02 - DeBenneville Pines	3,240.31
FND.DRE.02 - DRE Discre. Fund	1,573.96
FND.HFH.02 - Casas de Luz	28,276.13
FND.JRU.02 -JRUU Fund	1,100.11
FND.LIB.02 - Lib Improv't Fund	250.00
FND.MIN.02 - Min. Discr. Fnd.	-710.49
FND.MWL.02 - Memorial Wall Fnd.	17,170.24
FND.REL.02 - RE Special Fnd.	2,600.00
FND.SAC.02 - SAC Schlrship/Art	626.43
FND.SPC.02 - Spcl. Coll. Fnd.	5,039.00
FND.YOU.02 - Youth Scholarship	1,275.75
FND.YRU.02 - YRUU Fund	79.11
Total Other Funds	67,755.70
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	1,272,055.49
Unrestricted Net Assets	28,310.20
Net Income	118,415.67
Total Equity	1,466,266.87
TOTAL LIABILITIES & EQUITY	1,466,951.10

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
 January 2019

	<u>Jul '18 - Jan 19</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
Income					
Revenues					
Fundraising					
REV.AUC.01 - Auction Income	4,661	0	4,661	100.0%	18,000
REV.MIS.01 - Fundraising Income	7,986	8,000	-14	99.8%	8,000
REV.MIS.05 - Luncheon Income	0	875	-875	0.0%	1,500
Total Fundraising	12,647	8,875	3,772	142.5%	27,500
Interest Income	1				
Pledges					
REV.PLG.01 -Pledge Current Yr	229,348	192,152	37,196	119.4%	329,402
Total Pledges	229,348	192,152	37,196	119.4%	329,402
RE Program Income					
REV.REL.01 RE Donations	830	583	247	142.3%	1,000
REV.REL.02 COA/OWL Fees	60	117	-57	51.4%	200
Total RE Program Income	890	700	190	127.1%	1,200
REV.MIS.04 Misc. Contributions	12,289	7,583	4,706	162.1%	13,000
REV.SUN.01 - Sunday Collection	8,070	8,167	-96	98.8%	14,000
Scripp Sales	48	146	-98	33.1%	250
Site Rental					
REV.SIT.01 Sandy Hill	24,675	24,500	175	100.7%	42,000
REV.SIT.02 - Spc. Evnt. Rent	1,108	2,333	-1,226	47.5%	4,000
REV.SIT.03 - Site Use Contrib.	1,842	2,917	-1,075	63.2%	5,000
Total Site Rental	27,625	29,750	-2,126	92.9%	51,000
Revenues - Other	0	0	0	0.0%	0
Total Revenues	290,919	247,373	43,546	117.6%	436,352
Total Income	290,919	247,373	43,546	117.6%	436,352
Gross Profit	290,919	247,373	43,546	117.6%	436,352
Expense					
Administration Expenses					
OPS.ADM.01 Postage	264	408	-144	64.8%	700
OPS.ADM.02 Office Supplies	1,022	1,458	-437	70.1%	2,500
OPS.ADM.03 Copier	3,917	4,083	-166	95.9%	7,000
OPS.ADM.05 Telephone & Internet	1,546	1,750	-204	88.4%	3,000
OPS.ADM.06 Adm. Mileage Exp	79	88	-9	90.0%	150
OPS.ADM.07 Misc. Supplies	70	0	70	100.0%	0
OPS.ADM.09 - Miscellaneous	248	233	15	106.4%	400
Total Administration Expenses	7,147	8,021	-874	89.1%	13,750
Bank Service Charges	79				
Boards & Committees					
COM.BRD.03 Board Expenses	88	50	38	176.6%	125
COM.COM.03 Communications Comm.	1,489	922	567	161.5%	1,250
COM.FND.03 Fundraising Comm. Ex	452	292	160	155.0%	500
COM.FNF.03 Fun & Fellowship	0	0	0	0.0%	0
COM.MEM.03 Membership Comm Exp.	930	583	346	159.4%	1,000
COM.MUS.03 Choir & Music Exp.	666	1,167	-500	57.1%	2,000
COM.PCC.03 Pastoral Care Comm.	0	88	-88	0.0%	150
COM.SAC.03 Social Action Comm.	5,219	4,440	779	117.6%	6,325

The Unitarian Universalist Fellowship of San Dieguito
Profit & Loss Budget Performance
January 2019

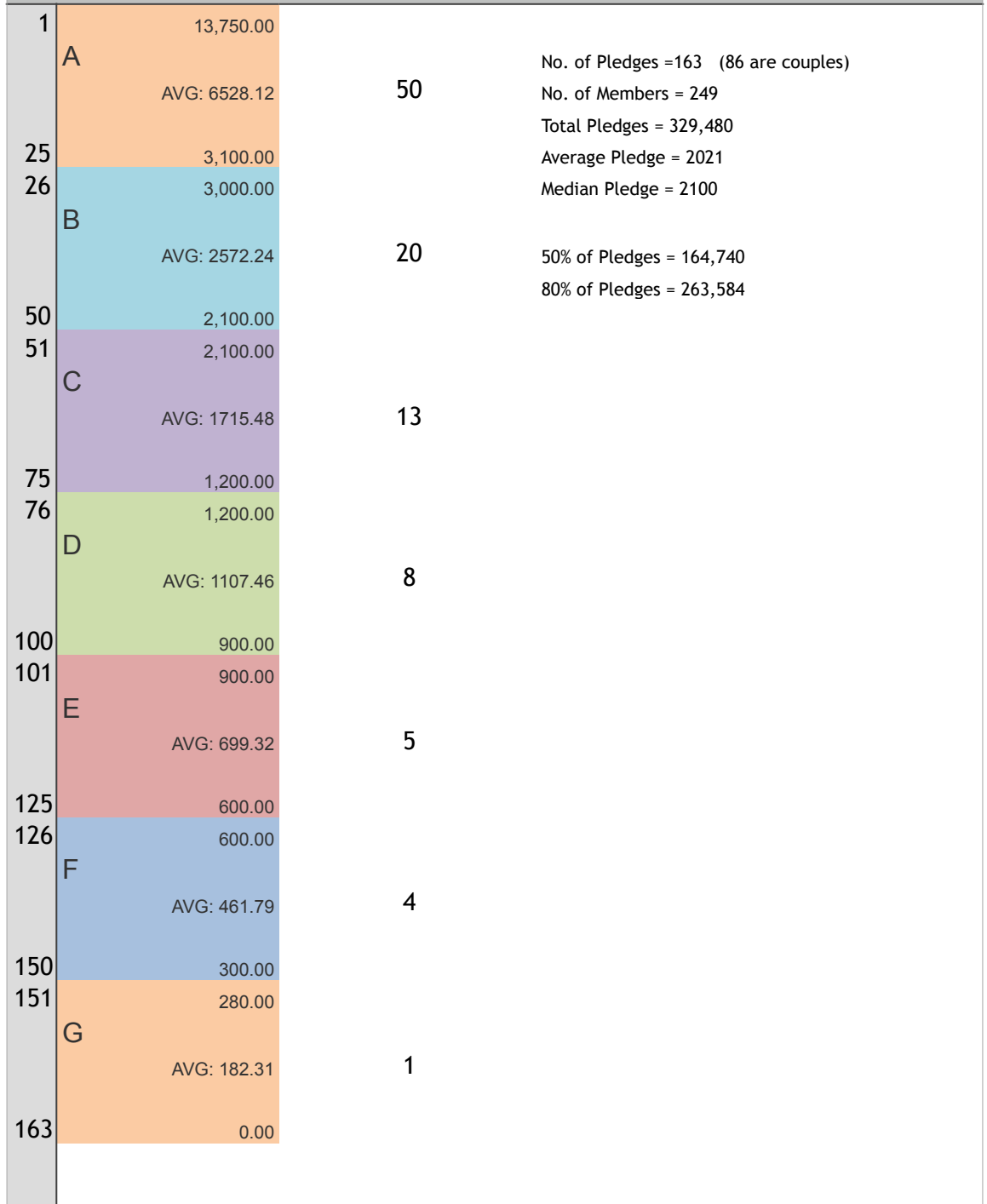
	<u>Jul '18 - Jan 19</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
COM.SUN.03 Worship Comm.	2,029	1,575	454	128.8%	2,700
Total Boards & Committees	10,874	9,116	1,758	119.3%	14,050
Denomination Expenses					
OPS.DEN.01 - UUA dues	13,860	13,860	0	100.0%	13,860
OPS.DEN.02 - 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	332	379	-47	87.6%	650
OPS.FIN.03 Accounting Fees	5,262	5,250	12	100.2%	9,000
OPS.FIN.04 Pledge Campaign Exp.	0	0	0	0.0%	0
OPS.FIN.05 Other Finance Exp.	217	1,444	-1,227	15.0%	2,475
OPS.FIN.06 Credit Card Fees	708	700	8	101.2%	1,200
Total Finance Expenses	6,620	7,773	-1,152	85.2%	13,325
Payroll Expenses					
PER.HFH.01	1,523				
COM.PER.03 - Misc. Personel Exp	307				
Congregational Administrator					
PER.OFF.01 Cong. Adm. Wages	22,400	21,247	1,153	105.4%	36,427
PER.OFF.02 Cong. Adm. UUA Pens.	2,240	2,125	116	105.4%	3,642
PER.OFF.03 - ER Payroll Taxes	1,570	1,626	-56	96.6%	2,787
PER.OFF.04 Cong. Adm. Medical	6,325	6,861	-537	92.2%	11,762
PER.OFF.06 Cong. Adm. Life Ins.	0	145	-145	0.0%	248
PER.OFF.07 Cong. Adm LTD Ins	0	214	-214	0.0%	367
PER.OFF.08 - Admin. Prof. Exp.	0	117	-117	0.0%	200
Total Congregational Administrator	32,534	32,334	201	100.6%	55,433
Director of RE					
RE Director Sabbatical	390				
PER.DRE.01 DRE Wages	33,352	31,654	1,698	105.4%	54,264
PER.DRE.02 DRE - UUA Pension	3,274	3,228	46	101.4%	5,533
PER.DRE.03 - ER DRE Payoll Tax	2,400	2,421	-21	99.1%	4,151
PER.DRE.04 DRE Medical	4,685	4,908	-222	95.5%	8,413
PER.DRE.05 DRE Dental	414				
PER.DRE.06 DRE Life Ins.	0	205	-205	0.0%	352
PER.DRE.07 DRE LTD Ins.	319	323	-4	98.8%	553
PER.DRE.09 DRE Professional Exp	1,390	1,458	-68	95.3%	2,500
Director of RE - Other	-390				
Total Director of RE	45,834	44,197	1,637	103.7%	75,766
Minister Expense					
Minister Benefits					
PER.MIN.00 in Lieu of FICA	4,331	4,106	226	105.5%	7,038
PER.MIN.02 Minister Housing	18,462	17,500	962	105.5%	30,000
PER.MIN.03 Minister Pension	5,662	5,367	295	105.5%	9,200
PER.MIN.04 Minister Medical	8,907	7,526	1,381	118.4%	12,901
PER.MIN.06 Minister Life Ins.	0	371	-371	0.0%	636
PER.MIN.07 Minister LTD Ins.	0	546	-546	0.0%	936
PER.MIN.08 Minister Profess. Ex	5,320	5,600	-280	95.0%	9,600

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Profit & Loss Budget Performance
 January 2019

	<u>Jul '18 - Jan 19</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
Total Minister Benefits	42,681	41,015	1,667	104.1%	70,311
Minister Wages					
PER.MIN.01 Minister Salary	38,154	36,167	1,987	105.5%	62,000
Minister Wages - Other	0				
Total Minister Wages	38,154	36,167	1,987	105.5%	62,000
Total Minister Expense	80,835	77,181	3,654	104.7%	132,311
Music Expenses					
Choir Director					
PER.MUS.01 Choir Director Wage	18,324	17,411	913	105.2%	29,848
PER.MUS.02 Choir Dir. Prof. Exp	-1,195	1,266	-2,461	-94.4%	2,170
PER.MUS.03 - Benefits	0	123	-123	0.0%	211
Total Choir Director	17,129	18,800	-1,672	91.1%	32,229
Music ER Payroll Tax	1,432	1,332	100	107.5%	2,283
PER.MUS.11 Accompanist	5,250	0	5,250	100.0%	0
PER.MUS.12 Music Substitute	0	5,250	-5,250	0.0%	9,000
Total Music Expenses	23,811	25,382	-1,571	93.8%	43,512
PER.MIS.01 Misc. Personnel	0	58	-58	0.0%	100
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	2,019	3,208	-1,189	62.9%	5,500
PER.SIT.02 - Custodian	3,726	3,413	314	109.2%	5,850
PER.SIT.03 - Site Caretaker	3,332	3,704	-372	89.9%	6,350
PER.SIT.09 - Sound Technician	5,671	5,250	421	108.0%	9,000
PER.SIT.11 - Lead Teach & Asst.	2,786	3,996	-1,210	69.7%	6,850
PER.SIT.12 - ER Payroll Taxes	1,416	1,497	-81	94.6%	2,567
Total Site Support Staff	18,950	21,068	-2,118	89.9%	36,117
Payroll Expenses - Other	644				
Total Payroll Expenses	207,557	202,071	5,487	102.7%	345,089
Religious Exploration					
COM.OWL.03 COA/OWL Exp.	0	117	-117	0.0%	200
COM.REL.03 RE Program Exp.	1,166	2,217	-1,050	52.6%	3,800
Total Religious Exploration	1,166	2,333	-1,167	50.0%	4,000
Site Operations					
OPS.SIT.01 Property Insurance	1,990	3,800	-1,810	52.4%	3,800
OPS.SIT.02 Real Estate Taxes	3,970	3,785	185	104.9%	3,785
OPS.SIT.03 Gas & Electric	516	88	429	590.0%	150
OPS.SIT.04 - Solar Loans	1,468	2,570	-1,102	57.1%	4,405
OPS.SIT.05 Water	2,354	1,867	487	126.1%	3,200
OPS.SIT.07 B&G Maintenance	6,752	4,299	2,453	157.1%	7,370
OPS.SIT.10 Audio/Visual Exp.	93	313	-220	29.7%	536
Total Site Operations	17,143	16,721	423	102.5%	23,246
Total Expense	268,927	264,874	4,053	101.5%	432,300
	21,992	-17,501	39,493	-125.7%	4,052
Net Income	<u>21,992</u>	<u>-17,501</u>	<u>39,493</u>	<u>-125.7%</u>	<u>4,052</u>

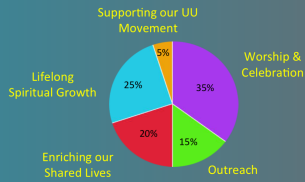
UUFSD Pledges 2018-19

Percent dollars



Mission/Ministry Based Budgets

Focus is on the ministries and values, not staff salaries, building expenses ...



Assign ALL Your Expenses to Programs

Categories	Worship & Celebration	Lifelong Spiritual Growth	Enriching Our Shared Lives	Outreach	Supporting Our UU Movement
Staff \$135,000	30% \$40,500	25% \$33,750	25% \$33,750	15% \$20,250	5% \$6,750
Mortgage \$60,000	25% \$15,000	35% \$21,000	20% \$12,000	18% \$10,800	2% \$1,200
Utilities \$30,000	25% \$7,500	35% \$8,750	20% \$6,000	18% \$5,400	2% \$600
Misc. \$25,000	25% \$6,250	35% \$8,750	10% \$2,500	20% \$5,000	10% \$2,500
Total \$250,000	28% \$69,250	29% \$72,250	22% \$54,250	17% \$41,450	4% \$11,050

