

# Unitarian Universalist Fellowship of San Dieguito



Board Meeting Minutes - April 15, 2021

Meeting begins 7:08 PM via Zoom Online platform

Present: Pres D.Gottdank, Rev. Jo Green, Sec L. Kian-Gutierrez, VP D.Kiddy, A.Knappenberger, R. Macdonald, Masser-Frye, Diane, Treasurer S. Miller

Guest: Cheryl Close, Nominations Committee

Chalice Lighting/Check-in/Board Covenant - All

1. Approval of February Meeting Minutes
  - Motion to approve: Duane
  - Second to approve: Angie

**ACTION: All Agreed**

2. Committee, Staff and Treasurer's Reports/Discussion
  - Motion to approve: Angie
  - Second to approve: Dale

**ACTION: All Agreed**

Buildings and Grounds  
Communications  
Design Review  
Dream Builders  
Environmental Justice/ Sustainability  
Finance  
Kitchen  
Leadership Development  
Membership  
Nominating Committee  
Pastoral Care  
Policies and Procedures  
Religious Education  
Social Justice and Action/Casa de Luz  
Stewardship  
Worship

Audit update - met with the auditor, we received notification that the audit can't be completed until additional items need to be completed. There is no legal reason to have an audit as a church. Some options were offered to complete the process. The Board needs to make a decision that we close out the books for this year and start with a fresh set of books beginning July 1, 2021.

Motion: - Get an invoice and get the information from the review and close out the contract. Conduct an exit interview with the auditor.

- Motion to approve: Rich
- Second to approve: Angie

**ACTION: All Agreed**

3. Nominating/Nominations Committee ( P&P and Bylaws updates)

- The P&P are already corrected from the previous revision changing “Nominations” to Nominating.”
- Duane will prepare the Bylaws revision for the June Congregational meeting, also changing “Nominations” to “Nominating.”

4. Vote to elect Alisa Gualnick to the Planned Giving Committee

- A motion was made, seconded and approved, appointing Alisa Guralnick to the Planned Giving Committee.
- Dale will notify Mark Tuller and Alisa Guralnick via email.

5. General Assembly

- Is anyone attending? Delegates:
- Dale will submit an inquiry in the newsletter to ask who from the congregation will be attending.

6. Interfaith Power & Light and UUFSD (Linda Pratt initiative)

- The overview document was reviewed which covers: education, sustainability, reducing pollution and climate justice.

Motion: agree to join Interfaith Power & Light with Linda Pratt taking the leading

- Motion to approve: Dale
- Second to approve: Angie

**ACTION: All Agreed**

7. 8th Principle discussion

- Paula Cole Jones presented a comprehensive overview and historical background of the 8th Principle.
- We do consider the needs of mental health - yes
- We do consider the needs of physical mobility issues-yes
- We provide auditory support for those who needs this assistance-yes
- Is your group accessible to those with limited income-yes
- Does your meeting time allow for parents and guardians of young children to attend - yes
- How equipped is the group to be present for and attentive to the needs of BGLTQA individuals - we could do more to welcome those from this community. Possibly offer a small group ministry. We need widespread education for our congregation to learn more about how we are treating others.
- # 6 we do think that our sources are pretty widespread

8. UUFSD Safe Reopening Task Force update

- The Board agreed to plan for restarting onsite services June 27. The plan is for a single service at 10:00am., to be streamed, which will require additional A/V equipment.
- We have a proposal about the audio needs and costs for us to be able to record/stream the service. We need \$10,000 to make this happen.

The Board will accept the offer in the proposal to fundraise \$10,000 at the beginning of May 2021 if it is necessary.

- Motion to approve: Dale
- Second to approve: Sarah

**ACTION: All Agreed**

9. Dream Builders/Capital Campaign memo for approval

Motion to approve the Dream Builders’ planned replacement of the wood entry stairs with

concrete entry stairs and landings and refurbishing of the exterior of the kitchen to match the classroom buildings.

- Motion to approve: Dale
- Second to approve: Angie

**ACTION: All Agreed**

10. Minister question re: Contract/Worship

- Board members can encourage congregants to speak directly with everyone when they have concerns. This is in reference to Rev Jo as well. Practice good communication skills and be direct in communication when concerns arise. Avoid triangulation.

11. Budget

- Schedule budget meetings: the finance committee should be involved in a budget discussion.
- The meeting is scheduled for May 6 at 7:00 pm via Zoom. Dale has invited all Finance Committee members should they wish to attend.
- Pledge Drive update discussion

12. Future Business

- Committee on Ministry (Policy?)
- Personnel Committee?
- Pastoral Care (need chair)
- UUFSD Historic Records Task Force

Board Meeting Ended: 9:15 pm

Next Board Meeting May 20, 2021 7:00 pm via Zoom

**APPENDED TO THESE MINUTES:**

- **Committee, Staff, and Treasury Reports April 2021**
- **Financials - P&L March 2021**
- **Financials - BS March 2021**

**UUFSD Committee, Staff & Treasury Reports April 2021**

**Buildings and Grounds (Dale)**

- Ed Mlakar spent several days in the hospital, but is back home and feeling better.
- Betsy Gilpin is at the site at least 2 times per week watering plants and clearing brush.
- Jim Hagan was at the site every day last week cleaning, standing water, and drain cleaning in the amphitheater.

**Communications** - (Liora) - nothing new to report

**Design Review** - (Dale) - nothing to report

**Dream Builders** (Dale)

- Founders Hall Moveable Partition: Work is continuing. The adjacent finishes and trim have been installed and should be painted by the time of our meeting. Completion is still on track for mid-May.
- Approved and Pending Projects: Attached summary provided by Chris Faller, outlining approved and pending projects along with costs for board review and support/approval.

***Recommendations to the Board:***

**Approved Projects**

1. Parking Lot – hammerhead: approved by the committee
  - a. White Const quote - \$573,000, worst case
  - b. Updated quote pending, remove trash enclosure, save ~(\$50,000)
  - c. Allocation for stairs to La Port School – add \$10,000
  - d. Possible reduction of parking lot paving based on soils report
  - e. Other opportunities for minor decrease.
  - f. Jon Luft is leading the final negotiations with White Const.
2. Front Stairs Upgrade: approved by the committee
  - a. Cost estimate \$25,000
  - b. Multiple quotes received
  - c. Greg Brown is leading final design and contractor selection
3. Kitchen Exterior Upgrade: approved by the committee
  - a. Cost Estimate \$20,000
  - b. Jon Luft is leading the final design and contractor selection.
4. John Sherman has committed to fund up to \$50,000 for the Front Stairs and Kitchen Exterior projects.

**Pending Projects**

1. Amphitheater Shade Sails: \$100,000, updated estimate pending  
Design review completed by Greg Brown, comments submitted to SoCal Shade Sails
2. Amphitheater ADA stage access: \$25,000 best guess -
  - a. Formal quote pending
  - b. High probability that this will be required as part of the Shade Sails permit
3. Administration Building Remodel – \$ pending
  - a. Final design and budget now being developed
  - b. Available funds TBD, the following numbers suggest some funds will be available

**Current Capital Funds**

\$890,700	Capital campaign funds
(\$61,800)	Final payment for Founder Hall
\$50,000	John Sherman commitment
(\$4,000)	Domus final payment
\$874,900	Available Funds

\$550,000	Parking Lot – estimated final contract
\$25,000	Front Stairs
\$20,000	Kitchen Exterior
\$595,000	Total approved projects

\$279,900 Available capital funds

### **Pending Projects**

\$100,000	Shade Sails
\$25,000	ADA access
\$125,000	Total Amphitheater

\$154,900 Remaining Capital Funds

\$20,000	General contingency, DBs committee suggested
\$134,900	Available funds for Administration Building Remodel

### **Finance (Rich)**

- The committee is working on the preliminary budget and preparing an audit debrief for the Board.

**Kitchen (Duane)** - nothing to report

### **Leadership Development (Angie)**

Chair – Christie Turner

1. Leadership Gathering scheduled for April 17th 10 am – 11:30 am.
2. 15 RSVPs so far Board members to attend: Dale, Sarah, Duane, Liora.
3. Will include band recordings, Carol Mason, revamped slide show highlighting our love of the natural world, strength of RE, Social Justice work, music /art, worship.

**Membership** - (Duane) Updating the Membership Handbook. Will be asking for Board Member representation at the Greet and Welcome tables. Request to be kept in the loop for the return to campus. Betsy is a member of the UUFSD Safe Reopening Task Force.

**Nominating Committee** - (Duane) Currently scheduled to present a candidate slate to the board by May 15.

**Pastoral Care** - (Rev Jo/Alison) - See Rev. Jo's report and Alison's report

**Personnel** - (Dale) - nothing to report

### **Policies and Procedures (Dale)**

### **Religious Education - (Alison)**

RE Board Report March/ mid April 2021

Classes are going well and most of the students are having spring break this week and next. So they are taking trips with family or going to see family, emotionally youth seem to be doing a little better. Coming of Age just had Jesus of Latter Day Saints Elders in to talk to us and they were very interesting and dynamic. It was a great session and ability to ask questions. Evidently the Prophet of the LDS Church gave a state of the union speech this past weekend

and he said that “Of course Black Lives Matter because All Lives Matter.” So I am not sure if the LDS faith is going to be joining in protests as allies in the BLM movement, or if they are just going to go with “All lives matter.” My guess is the latter but in my thank you note to the elders, I included BLM stickers.

Pastoral Care has been ongoing and each week is a little different. I have been seeing on average 4 families/people a week. Everyone is in therapy and seeing professionals so there is no liability on the Fellowship.

I have contacted The Southern California Tribal Chairmen’s Association (SCTCA) in an effort to gain some direction in where we should give our 1200 dollars. According to their website: “The SCTCA is a multi-service non-profit corporation established in 1972 for a consortium of 20 federally-recognized Indian tribes in Southern California.” I called them and they said to send an email which no one has responded to. So I have now reached out to Jacob Alvarez who is the Waipuk Chair of Tribal Relations, Tribal Liaison, Division of Diversity and Innovation Director at San Diego State University. I emailed him earlier this week and if I don’t hear back from him via email, I will start contacting via phone.

Finding Our Way Home is the BIPOC Religious Professional conference that is held every year. It took place last week and was a good success. There were a lot of sessions regarding processing trauma and connecting with people. Susan Fredrick Grey came and spoke, talked about the UUA plans to move forward with AR/AO strategies for our congregations. There will be an “OWL” like curriculum that will be made for all ages but centered around AR/AO. Because issues in this area are ever changing and rapidly at times, it will be online rather than in book form.

Renaissance Modules (Ren Mods) are ongoing learning seminars that are offered by the UUA and LREDA. They are offered to ministers, religious educators and lay people of congregations. The classes are 18 hours of instruction with a final project/ presentation. I am a Ren Mod facilitator and this past month we had weekly training sessions to work through issues that have come up in different modules and refresh our skills.

The Commission on Social Witness had a 2 hour open session to get feedback on our Actions of Immediate Witness and the Statement of Conscious. We had over 100 participants with 6 break out rooms to talk about how congregations are putting into action the AIW decisions that were voted on this past summer. It was really interesting to hear what people are doing. We as the CSW are looking to collect all of this information and provide a knowledge base where people can go to get ideas.

Here is the draft opening statement of the Statement of Conscious, I am looking forward to finalizing the project and having it be a finished statement:

### **DRAFT Statement of Conscience (SOC)**

#### **Undoing Systemic White Supremacy: A Call to Prophetic Action**

Seeking universal justice and equity, we call upon the Unitarian Universalist Association and Unitarian Universalist individuals and congregations/groups to actively engage in undoing systemic white supremacy in all of its manifestations. Systemic white supremacy refers to the embedded, institutional, and pervasive nature of racism, white privilege, and racial bias and oppression in our society. We acknowledge the impact of systemic white supremacy is intersectional, meaning it impacts people differently across race, income/class, gender, age,

ethnicity, immigration status, sexual orientation, religion, ability, and more.<sup>1</sup> As Unitarian Universalists, we decry the ways in which the intersectional impact of systemic white supremacy divides our human family by privileging some groups over others and thereby generating resistance to the common goal of universal equity and justice. Systemic white supremacy is a direct affront to every one of our principles.<sup>2</sup> Most egregious, we are losing lives of Black, Indigenous, and People of Color all across this nation—from long-standing ills of police violence, to hate crimes, to emerging crises of the pandemic—due to the evil of systemic white supremacy. Therefore, as Unitarian Universalists we must engage in urgent action to confront the moral crisis of our time:

Citations:1. Intersectionality was coined by Dr. Kimberle' Crenshaw to mean "a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other." Words of Kimberle' Crenshaw *in* "She Coined the Term 'Intersectionality' Over 30 Years Ago. Here's What It Means to Her Today," by Kathy Steinmetz, *Time*, 2020.

2. The harms of systemic white supremacy defy the inherent worth and dignity of every person; deny justice, equity, and compassion; reject acceptance of one another with encouragement to spiritual growth; prevent free and responsible meaning-making; undermine democratic participation and rights of conscience; mock the goal of world community of peace and justice; and disrespect our interdependence. In short, they are a direct affront to every one of our principles.

### **Social Justice Action (Angie)**

- Social Justice Action Group
    1. Still no chair; Barbara Walker authorizing budget expenditures
    2. UUFSD P&P requires SJA to have chair
    3. Meeting 3/20/2021 for budget requests initially came to \$5000 :
    4. \$500 for NAMI in lieu of Generosity Sunday; \$500 for truck maintenance for Casa de Luz;
    5. \$500 for RJTF speakers; \$500 for congregational activities; \$3000 Helping Our Neighbors
    6. SJA submitted formal request for 2021-2022 budget allocation to Finance/Treasurer for only \$3000 but are truly hoping for more per above activities
  - 1. Backpack Project (Liz Young) – nothing new
  - 2. Casas de Luz (Kathy Faller) - nothing new
  - 3. Environmental Justice
- UUFSD has joined Interfaith Power & Light – a coalition of churches mobilizing a religious response to global warming. Linda Pratt is our liaison.
4. Generosity Sundays – on hold until July 2021; need coordinator
  5. Helping Our Neighbors (Irv Himmelblau)  
Continuing to support Encinitas Safe Parking
  6. Racial Justice (Julia Darling)

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<sup>2</sup> The harms of systemic white supremacy defy the inherent worth and dignity of every person; deny justice, equity, and compassion; reject acceptance of one another with encouragement to spiritual growth; prevent free and responsible meaning-making; undermine democratic participation and rights of conscience; mock the goal of world community of peace and justice; and disrespect our interdependence. In short, they are a direct affront to every one of our principles.

- Paula Cole Jones , the speaker at our fellowship Sunday service on April 11th and forum directly after the service regarding the 8th principle, about 40 members participated
1. Cost for Paula Cole Jones @ 700: \$200 from the Worship Committee; \$100 from RJTF; \$400 from SJA general funds
  2. Three session Book club discussion of Caste, Isabel Wilkerson went well but was small
  3. April 25 Book discussion on Minor Feelings

### **Stewardship (Rich)**

- The committee is 1/3 of the way through the pledge drive with 10% of our goal reached.

### **Worship (Angie)**

Co-Chairs: Mary Anne Trause, Chris Brynes, Angie K

1. Article in 4/16/2021 newsletter summarized survey results
2. Tracking Sunday offering to evaluate if offering placement as part of “business” is working
3. Attendance since 1/17/21 has counted both Zoom and YouTube views; average attendance since 1/17/21 has been 100 with 85 being the low and 119 being the high.

### **Minister Report: (Rev Jo)**

March 2021

Happy Spring! And many of us have already received our vaccinations and are feeling more safe. I'm looking forward to when we will be in person and we seem to be getting closer and closer to that day.

I attended 30 meetings this month as I also took a week of Study Leave off. I held a Coffee Chat on a Wednesday morning at 9 am to see if that time was more conducive for members and friends, but I did not have anyone attend. That may not be an available time for people so this experiment to see when people can attend shows me that! I met with my Spiritual Director twice and my Mentor once. These meetings included rehearsals, Sacred Circles, Staff meetings, DRE meetings, Exec Team and Board meetings, Racial Justice, Book Club, 2 meetings with colleagues, Pastoral Care, and Worship Committee. I also attended one of the Coming of Age sessions as the guest was a friend colleague of mine! It was great to see the children and get to know them a tiny bit and hear their questions to this Pentecostal minister. I also was able to attend a Choir Rehearsal for a change as that usually conflicts with other commitments.

I began a series of classes on Widening the Circle of Concern with colleagues that met for the first time this month. It's so enlightening to share what we have read together. I also attended the San Diego Regional Interfaith Collaborative at their Spring Gathering this month. I'm looking forward to getting to know other clergy here in the San Diego area. I noticed that First Church was listed as a member and this could be an organization we could become affiliated with also. When we are in person once again, we will be able to meet others and find collaboration with other organizations. Our Cluster is planning another service in May that we will all do together and we began planning that. I was grateful to meet for an afternoon with a colleague in our cluster and to connect with the 2 guest ministers we had this month by Zoom meetings with them.

I attended the Caste book club meetings and was so grateful to read this book. It is a text that I feel every white adult in our country should read. I was also very impressed with how well the Racial Justice Task Force facilitated the meetings; they were very well done.

We had a new member Jan Berlin joined and we honored him in the last service in February last month which did not get included in my report. We are so thrilled to have him as a member now and I've heard he is an amazing singer! I look forward to hearing him. Worship has been going well and I received some really good comments on my last services which was really nice to hear! Our Choir has been performing even on Zoom which has been wonderful to watch and listen, along with the Band monthly adding their voices to our services. I have discontinued the Forums on the first Sunday of the month as people seemed to want to talk in Coffee Hour instead. This could be something we resume when we are in person in the future.

I am grateful for all the hard work so many people are doing to keep this congregation running through one of the hardest years we've had as a country in a long, long time.

Thank you for all you do!

Rev Jo

The Unitarian Universalist Fellowship of San Dieguito  
Profit & Loss Budget vs. Actual  
July 2020 through April 2021

	Jul 2020 - Apr 2021	Annual Budget	\$ Remaining	83% thru Year % Budget Used
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Revenues</b>				
<b>Fundraising</b>				
REV.AUC.01 - Auction Income	0.00	8,000.00	8,000.00	0.0%
REV.MIS.01 - Fundraising Income	2,358.38	0.00	-2,358.38	100.0%
Fundraising - Other	-27.50			
<b>Total Fundraising</b>	<u>2,330.88</u>	<u>8,000.00</u>	<u>5,669.12</u>	<u>29.14%</u>
<b>Pledges</b>				
REV.PLG.01 - Pledge Current Yr	305,673.54	312,748.00	7,074.46	97.74%
<b>Total Pledges</b>	<u>305,673.54</u>	<u>312,748.00</u>	<u>7,074.46</u>	<u>97.74%</u>
<b>RE Program Income</b>				
REV.REL.01 - RE Donations	424.90	1,000.00	575.10	42.49%
REV.REL.02 - COA/OWL Fees	0.00	200.00	200.00	0.0%
<b>Total RE Program Income</b>	<u>424.90</u>	<u>1,200.00</u>	<u>775.10</u>	<u>35.41%</u>
REV.MIS.04 - Misc Contributions	14,289.27	10,000.00	-4,289.27	142.89%
REV.SUN.01 - Sunday Collection	4,492.57	6,000.00	1,507.43	74.88%
Scripp Sales	278.15	200.00	-78.15	139.08%
<b>Investment Income</b>				
Fees & Commissions	-307.89			
Interest & Dividends	8,488.33			
<b>Total Investment Income</b>	<u>8,180.44</u>			
<b>Site Rental</b>				
REV.SIT.01 - Sandy Hill	37,750.00	45,000.00	7,250.00	83.89%
REV.SIT.02 - Special Evnt Rent	-600.00	0.00	600.00	100.0%
<b>Total Site Rental</b>	<u>37,150.00</u>	<u>45,000.00</u>	<u>7,850.00</u>	<u>82.56%</u>
<b>Total Revenues</b>	<u>372,819.75</u>	<u>383,148.00</u>	<u>10,328.25</u>	<u>97.3%</u>
<b>Total Income</b>	<u>372,819.75</u>	<u>383,148.00</u>	<u>10,328.25</u>	<u>97.3%</u>
<b>Gross Profit</b>	<u>372,819.75</u>	<u>383,148.00</u>	<u>10,328.25</u>	<u>97.3%</u>
<b>Expense</b>				
<b>Administration Expenses</b>				
OPS.ADM.01 - Postage	308.54	800.00	491.46	38.57%
OPS.ADM.02 - Office Supplies	2,522.21	2,000.00	-522.21	126.11%
OPS.ADM.03 - Copier	6,050.95	7,200.00	1,149.05	84.04%
OPS.ADM.05 - Phone & Internet	2,220.94	2,900.00	679.06	76.58%
OPS.ADM.06 - Adm Mileage Exp	81.04	200.00	118.96	40.52%
OPS.ADM.07 - Misc Supplies	104.95	450.00	345.05	23.32%
OPS.ADM.09 - Miscellaneous	20.00			
<b>Total Administration Expenses</b>	<u>11,308.63</u>	<u>13,550.00</u>	<u>2,241.37</u>	<u>83.46%</u>
Bank Service Charges	-97.81			
<b>Board &amp; Committee Expenses</b>				
COM.BRD.03 - Board Exp	0.00	150.00	150.00	0.0%
COM.COM.03 - Communcations Exp	1,599.55	2,000.00	400.45	79.98%
COM.CNX.03 - Kitchen Exp	0.00	500.00	500.00	0.0%
COM.FND.03 - Fundraising Exp	0.00	500.00	500.00	0.0%
COM.MEM.03 - Membership Exp	0.00	500.00	500.00	0.0%
COM.MUS.03 - Choir & Music Exp	723.89	400.00	-323.89	180.97%

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COM.PCC.03 - Pastoral Care Exp	0.00	150.00	150.00	0.0%
COM.PGC.03 - Planned Giving Exp	0.00	200.00	200.00	0.0%
COM.SAC.03 - Social Action Exp	1,693.90	3,000.00	1,306.10	56.46%
COM.SUN.03 - Worship Exp	2,219.92	4,800.00	2,580.08	46.25%
<b>Total Board &amp; Committee Expenses</b>	<b>6,237.26</b>	<b>12,200.00</b>	<b>5,962.74</b>	<b>51.13%</b>
<b>Denomination Expenses</b>				
OPS.DEN.01 - UUA Dues	26,687.00	23,928.00	-2,759.00	111.53%
<b>Total Denomination Expenses</b>	<b>26,687.00</b>	<b>23,928.00</b>	<b>-2,759.00</b>	<b>111.53%</b>
<b>Finance Expenses</b>				
OPS.FIN.03 - Accounting Fees	7,401.20	9,000.00	1,598.80	82.24%
OPS.FIN.05 - Other Finance Exp	946.46	9,000.00	8,053.54	10.52%
OPS.FIN.06 - Credit Card Fees	1,654.59	1,350.00	-304.59	122.56%
<b>Total Finance Expenses</b>	<b>10,002.25</b>	<b>19,350.00</b>	<b>9,347.75</b>	<b>51.69%</b>
<b>Payroll Expenses</b>				
<b>Congregational Administrator</b>				
PER.OFF.01 - Admin Wages	32,426.96	38,550.00	6,123.04	84.12%
PER.OFF.02 - Admin UUA Pension	3,137.82	3,855.00	717.18	81.4%
PER.OFF.03 - ER Payroll Taxes	2,577.70	2,949.00	371.30	87.41%
PER.OFF.04 - Admin Medical	12,998.80	12,242.00	-756.80	106.18%
PER.OFF.07 - Admin LTDLife Ins	439.12	651.00	211.88	67.45%
PER.OFF.08 - Admin Prof Exp	100.00	200.00	100.00	50.0%
<b>Total Congregational Administrator</b>	<b>51,680.40</b>	<b>58,447.00</b>	<b>6,766.60</b>	<b>88.42%</b>
<b>Director of RE Expense</b>				
PER.DRE.01 - DRE Wages	47,872.14	56,787.00	8,914.86	84.3%
PER.DRE.02 - DRE UUA Pension	4,598.02	5,679.00	1,080.98	80.97%
PER.DRE.03 - ER Payroll Taxes	3,496.97	4,344.00	847.03	80.5%
PER.DRE.04 - DRE Medical	5,829.67	6,736.00	906.33	86.55%
PER.DRE.07 - DRE LTDLife Ins	585.20	923.00	337.80	63.4%
PER.DRE.09 - DRE Prof Exp	731.57	2,500.00	1,768.43	29.26%
<b>Total Director of RE Expense</b>	<b>63,113.57</b>	<b>76,969.00</b>	<b>13,855.43</b>	<b>82.0%</b>
<b>Minister Expense</b>				
<b>Minister Benefits</b>				
PER.MIN.00 - in Lieu of FICA	4,938.32	7,267.00	2,328.68	67.96%
PER.MIN.02 - Minister Housing	34,717.21	35,000.00	282.79	99.19%
PER.MIN.03 - Minister UUA Pens	7,712.28	9,500.00	1,787.72	81.18%
PER.MIN.04 - Minister Medical	4,626.39	3,149.00	-1,477.39	146.92%
PER.MIN.05 - Minister Dental	240.00	0.00	-240.00	100.0%
PER.MIN.07 - Mnster LTDLife Ins	1,399.16	1,714.00	314.84	81.63%
PER.MIN.08 - Minister Prof Exp	2,045.77	5,000.00	2,954.23	40.92%
<b>Total Minister Benefits</b>	<b>55,679.13</b>	<b>61,630.00</b>	<b>5,950.87</b>	<b>90.34%</b>
<b>Minister Wages</b>				
PER.MIN.01 - Minister Salary	44,215.74	60,000.00	15,784.26	73.69%
<b>Total Minister Wages</b>	<b>44,215.74</b>	<b>60,000.00</b>	<b>15,784.26</b>	<b>73.69%</b>
PER.MIN.10 - Moving Expenses	4,691.34	5,000.00	308.66	93.83%
<b>Total Minister Expense</b>	<b>104,586.21</b>	<b>126,630.00</b>	<b>22,043.79</b>	<b>82.59%</b>
<b>Music Expenses</b>				
<b>Choir Director</b>				

The Unitarian Universalist Fellowship of San Dieguito  
Profit & Loss Budget vs. Actual  
July 2020 through April 2021

	Jul 2020 - Apr 2021	Annual Budget	\$ Remaining	83% thru Year % Budget Used
PER.MUS.01 - Choir Dir Wage	20,451.90	22,200.00	1,748.10	92.13%
PER.MUS.03 - ER Payroll Tax	1,508.56	1,698.00	189.44	88.84%
PER.MUS.04 - Choir Dir Prof Exp	80.00	1,000.00	920.00	8.0%
<b>Total Choir Director</b>	<b>22,040.46</b>	<b>24,898.00</b>	<b>2,857.54</b>	<b>88.52%</b>
PER.MUS.11 - Accompanist	9,237.61	10,691.00	1,453.39	86.41%
<b>Total Music Expenses</b>	<b>31,278.07</b>	<b>35,589.00</b>	<b>4,310.93</b>	<b>87.89%</b>
PER.MIS.01 - Misc Personnel Exp	561.38	500.00	-61.38	112.28%
PER.SIT.07 - Worker's Comp Ins	2,253.00	1,923.00	-330.00	117.16%
<b>Site Support Staff</b>				
PER.SIT.01 - Childcare Wage	240.00	240.00	0.00	100.0%
PER.SIT.02 - Custodian	4,935.00	7,000.00	2,065.00	70.5%
PER.SIT.03 - Site Caretaker	225.00	3,000.00	2,775.00	7.5%
PER.SIT.09 - Sound Technician	16,387.50	18,000.00	1,612.50	91.04%
PER.SIT.11 - Lead Teach & Asst.	2,092.50	5,484.00	3,391.50	38.16%
PER.SIT.12 - ER Payroll Taxes	2,636.67	2,044.00	-592.67	129.0%
<b>Total Site Support Staff</b>	<b>26,516.67</b>	<b>35,768.00</b>	<b>9,251.33</b>	<b>74.14%</b>
<b>Total Payroll Expenses</b>	<b>279,989.30</b>	<b>335,826.00</b>	<b>55,836.70</b>	<b>83.37%</b>
<b>Religious Exploration</b>				
COM.OWL.03 - COA/OWL Exp	0.00	200.00	200.00	0.0%
COM.REL.03 - RE Program Exp	1,379.87	2,000.00	620.13	68.99%
<b>Total Religious Exploration</b>	<b>1,379.87</b>	<b>2,200.00</b>	<b>820.13</b>	<b>62.72%</b>
<b>Reserve Expense Accounts</b>				
RES.EXP.01 - Buildings & Ground	0.00	500.00	500.00	0.0%
RES.EXP.02 - Appliance & Furnit	193.94	0.00	-193.94	100.0%
RES.EXP.03 - Audio Visual	0.00	1,000.00	1,000.00	0.0%
RES.EXP.04 - Ministr Sabbatical	0.00	3,000.00	3,000.00	0.0%
<b>Total Reserve Expense Accounts</b>	<b>193.94</b>	<b>4,500.00</b>	<b>4,306.06</b>	<b>4.31%</b>
<b>Site Operations</b>				
OPS.SIT.01 - Property Insurance	4,621.00	4,356.00	-265.00	106.08%
OPS.SIT.02 - Real Estate Taxes	4,065.54	4,066.00	0.46	99.99%
OPS.SIT.03 - Gas & Electric	-39.75	300.00	339.75	-13.25%
OPS.SIT.04 - Solar Loans	2,201.64	4,405.00	2,203.36	49.98%
OPS.SIT.05 - Water	2,567.00	3,850.00	1,283.00	66.68%
OPS.SIT.07 - B&G Maintenance	7,356.79	8,000.00	643.21	91.96%
OPS.SIT.10 - Audio/Visual Exp	118.51	1,000.00	881.49	11.85%
<b>Total Site Operations</b>	<b>20,890.73</b>	<b>25,977.00</b>	<b>5,086.27</b>	<b>80.42%</b>
<b>Total Expense</b>	<b>356,591.17</b>	<b>437,531.00</b>	<b>80,939.83</b>	<b>81.5%</b>
<b>Net Ordinary Income</b>	<b>16,228.58</b>	<b>-54,383.00</b>	<b>-70,611.58</b>	<b>-29.84%</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
<b>Covid Grants</b>	<b>47,067.00</b>			
<b>Total Other Income</b>	<b>47,067.00</b>			
<b>Net Other Income</b>	<b>47,067.00</b>			
<b>Net Income</b>	<b>63,295.58</b>	<b>-54,383.00</b>		

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The Unitarian Universalist Fellowship of San Dieguito  
**Balance Sheet**  
As of April 30, 2021

	<u>Apr 30, 21</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
Union Bank Chkg	271,373.42
UUA Common Endowment Fund	116,960.26
Vanguard Cap. Camp. x2001	867,739.59
Vanguard Investment x6320	
Vanguard CDs	200,457.99
Vanguard Money Market	469,503.29
Vanguard VFSUX	302,148.05
Vanguard Investment x6320 - Other	-961,947.91
<b>Total Vanguard Investment x6320</b>	<u>10,161.42</u>
<b>Total Checking/Savings</b>	1,266,234.69
<b>Accounts Receivable</b>	
Accounts Receivable	-14,316.99
Capital Campaign Pledges	250.11
<b>Total Accounts Receivable</b>	-14,066.88
<b>Other Current Assets</b>	
Undeposited Funds	3,441.35
<b>Total Other Current Assets</b>	<u>3,441.35</u>
<b>Total Current Assets</b>	1,255,609.16
<b>TOTAL ASSETS</b>	<u><u>1,255,609.16</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
Accounts Payable	131.25
<b>Total Accounts Payable</b>	131.25
<b>Other Current Liabilities</b>	
Bonus' Payable	206.28
Payroll Liabilities	
LIA.PER.01 - Payroll Taxes	572.04
Medical Liability	-2,957.46
UUA Pension Liability	-110.85
<b>Total Payroll Liabilities</b>	<u>-2,496.27</u>
<b>Total Other Current Liabilities</b>	<u>-2,289.99</u>
<b>Total Current Liabilities</b>	<u>-2,158.74</u>
<b>Total Liabilities</b>	-2,158.74
<b>Equity</b>	
Dividend Income	945.03
Unrealized Gains & Losses	10,822.34

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The Unitarian Universalist Fellowship of San Dieguito  
**Balance Sheet**  
As of April 30, 2021

	<u>Apr 30, 21</u>
Gains/Losses from Investments	8,680.89
FND.SPG.01 - Spirit Grant Fund	0.00
Opening Balance Equity	-1,813.82
Permanent Restricted	
FND.PGE.01 - Endowment Fund	110,447.84
Total Permanent Restricted	110,447.84
Temp. Restricted	
Building Funds	
FND.CAP.01 - Capital Campaign	
FND.CAP.02-Cap Cam Donations	1,865,469.45
FND.CAP.03-Cap Cam Expense	-972,645.30
FND.CAP.01 - Capital Campaign - Other	-6,200.00
Total FND.CAP.01 - Capital Campaign	886,624.15
Total Building Funds	886,624.15
Committee Funds	
COM.ADL.04 - Adult Programs Fund	168.20
COM.LIB.04 - Library Fund	782.72
COM.MUS.04 - Choir/Music Fund	1,261.80
COM.SAC.04 - SAC Fund	
Helping our Neighbors	3,329.90
UU the Vote	278.75
Backpack Fund	-65.41
Racial Justice	295.49
COM.SAC.04 - SAC Fund - Other	23.14
Total COM.SAC.04 - SAC Fund	3,861.87
COM.SUN.04 - Worship Comm Fund	-36.23
Total Committee Funds	6,038.36
Other Funds	
FND.COF.02 - Coffee Fund	995.43
FND.CON.02 - Concert Fund	3,072.47
FND.DBN.02 - DeBenneville Pines	3,774.51
FND.DRE.02 - DRE Discre. Fund	7,276.82
FND.HFH.02 - Casas de Luz	77,920.81
FND.MIN.02 - Min Discr Fund	1,627.61
FND.MWL.02 - Memorial Wall Fund	14,839.63
FND.REL.02 - RE Special Fund	150.00
FND.YOU.02 - Youth RE Fund	3,786.36
Total Other Funds	113,443.64
Reserves	
RES.ADT.01 - Audit Reserve	6,000.00
RES.MSB.01 - Signing Bonus	6,196.46
RES.AFR.01 - Appliance & Furn	2,316.66

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The Unitarian Universalist Fellowship of San Dieguito  
**Balance Sheet**  
As of April 30, 2021

	<u>Apr 30, 21</u>
RES.BAG.01 - B&G Reserve	4,908.28
RES.GEN.01 - General Fund	6,692.25
RES.SAB.01 - Ministr Sabbatical	455.96
RES.SAB.02 - DRE Sabbatical	1,976.81
RES.SND.01 - Audio Visual Res	2,399.72
<b>Total Reserves</b>	<u>30,946.14</u>
<b>Total Temp. Restricted</b>	1,037,052.29
<b>Unrestricted Net Assets</b>	28,337.75
<b>Net Income</b>	63,295.58
<b>Total Equity</b>	<u>1,257,767.90</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>1,255,609.16</u></u>