

**2024-04-14 UUFSD Board Meeting Minutes**  
**Founders Hall, 11:30- 1:52p.m.**

**Present:**

Mary Anne Trause, President  
Andi MacLeod, Vice President  
Livia Walsh, Secretary  
Julia Darling  
Rich MacDonald  
Pam Parker  
Rev Ellie, non-voting member

**Absent:**

Sarah Miller, Treasurer

**Guests:** Libby Scott, presenting on marketing strategies and concert series proposal.  
Susan Hahm, Chairperson Religious Exploration Committee  
Greg Observer

Libby Scott presentation:

Libby presented a comprehensive plan to market UUFSD which has the potential to increase awareness of UUFSD, increase membership and increase funding. Libby previously coordinated a successful concert series in 2019 and proposed something similar for 2025 titled, "Concerts with a Cause." Part of the proceeds from each concert would be donated to a community-based program as well as to the Fellowship.

**ACTION:** The Board will further discuss Libby' proposal and conveyed this to her. Also conveyed that due to the proposed Phase 2 & 3 construction we would likely need to delay the concert series.

- I. **CONSENT AGENDA:** All Approved
  - Board Meeting Minutes 2024-03-10 Approved

- **Proposal to the Board to purchase a new automated external defibrillator (AED).** **Approved**
- **Proposal for contract to supply internet infrastructure for administration building.** **Approved**
- **Revision of P&P 750 Use of Facilities - submitted by Finance Committee.** **Approved**
- **Article II Task Force Plans.** **Approved**

## II. DISCUSSION AGENDA

### 1. Proposal by the Capital Campaign Committee re. approving capital campaign plan Phase 2 and 3.

**Discussion:** The CC committee requested that we approve the plan to move forward as long as the pledges were committed but the money would not actually be in the bank. Currently there is approximately \$500, 000 in the Capital Campaign account for the improvement projects The projected budget for completion is approximately \$1.1 Million

**Decision:** The Board approved the CC plan to move forward with the accessibility and safety improvements as long as we have the pledges committed to cover the projected expenses.

**ACTION:** The Board president will notify the Capital Campaign committee of the above decision.

### 2. Proposal to hire Bellino Brothers for Landscape Maintenance this spring: When and what are the tasks?

**Discussion:**

The Landscape company submitted a proposal to do the larger landscape projects beyond the scope of the Buildings and Grounds committee. This includes such work as pruning trees and shrubs, proper care of native plants, etc. Concerns were addressed regarding the company's contract with regards to liability.

**Decision:** The Board did not approve this proposal as more information and clarification is required regarding liability issues.

**ACTION:** the board president will consult with UUFSD member Mark Tuller, retired lawyer, regarding the liability issues, insurance riders and the general language of the proposal. Follow-up discussion will be an agenda item at the May Board meeting.

### 3. **Approval of Revised P&P#520 Child and Youth Protection** (ref P&P)

#### **Discussion:**

There were several issues needing further clarification and revision including:

#### III General Policies

- Item a: Clarify that the first sentence applies to both in-person and online events.
- VI Training Requirements
- Item b, iv Reword this vague sentence for clarity.
- VII Restroom Policy: Children under 10, clarify that RE employees/volunteers will first check that the restroom is clear of all adults. Children may enter together.
- Clarification the any child/youth participating in a UUFSD activity must be registered.

Item f: Research further with Pilgrim UCC and UUA about whether known Registered Sex Offender's should be barred from participating in online UUFSD events and meetings, i.e. services, committees, etc.

- Note that this item will require further investigation and clarification and a separate Policy and Procedure.

**Action:** Rev Ellie will contact the UUA for consultation

Also, Concerns regarding our alcohol policy were raised. Particularly that any alcohol stored on the premises must be in a locked cabinet.

**ACTION:** Buildings and Grounds will be asked to install a lock in one of the kitchen cabinets in which alcoholic beverages are to be stored.

**Decision:** The P&P #520 was approved pending completion of all revisions.

**ACTION:** The DRE and RE Committee will complete the revisions and submit the final P&P to the Board at the May meeting.

4. Minister's Report, Rev. Ellie: (ref Appendix)

**Discussion:**

The DREF's goals and objectives were discussed along with the future status of this position.

**Decision:**

Further discussion will be held at an Executive Session on April 21<sup>st</sup>.

5. **Article II:**

UUFSD will begin the process of polling members beginning at the May 5<sup>th</sup> forum. The vote will not be a formal vote (according to our By Laws). Delegates, who will be solicited from membership, will bring that information to the UUA General Assembly in June. Mark Tuller is coordinating this effort.

6. Religious Exploration and Fellowship: Goals and Objectives  
Review DREF Report and RE Committee report. Status of  
Child Care hire? (ref. appendix)

**Discussion:** The Board reviewed the DREF's goals and objectives and requested they be prioritized. Clarification was also requested regarding ways in which the DREF's goals and objectives interfaced with the DRE Committee's goals.

**Decision:** Rev Ellie to meet with Rose to review and clarify.

**ACTION:** Rev Ellie to schedule a meeting with Rose to discuss the above.

7. Visioning: how do we wish to engage the fellowship? Time frame?

**Discussion:** The Board completed the visioning training retreat with consultant D. Olandt on April 7<sup>th</sup>. A draft of the Mission statement, values and covenant were developed. Discussion was held to determine when and how this information will be shared with the congregation.

**Decision:** The following were discussed as possibilities for action.

- Rev Ellie to do sermon on 4/21 tying in our visioning with Home theme and capital campaign.
- Invite the congregation to continuation the conversation in small group discussions with Rev Ellie and board.
- Possibly introduce the information at the first leadership council meeting on 5/19, in committee meetings, or in other small groups
- Vote in January 2025 congregational meeting.

**ACTION:** The Board President will meet with Rev Ellie to put together a plan for the initial introduction to the congregation.

#### 7. Wage increase for AV Specialist and AV Assistant

**Decision:** Item to be discussed in the Board's April 21st budget review process meeting.

**ACTION:** Pam to speak with Kathryn Sturch (Finance Committee) and Alisa Guarlnick (HR Specialist) to further research.

Next Regular Meeting 2024- 05-05, Founders Hall

Minutes taken and submitted by Livia Walsh, Secretary

## Article II Plan

From Mary Anne (4/11/24) : Mark Tuller sent this proposed plan to me on 3/14/24 and I forwarded it to all the board members asking if there were any questions or problems with it. There were none. Therefore Mark has gone forward with executing the plan. I have included it in the Consent Agenda so we have a record of the plan and the Board's approval.

From Mark (3/14/24):

The Article II Task Force has agreed the main outline of how we will conclude the Article II process leading up to GA on June 20-23. Please share this with the Board. Unless the Board disagrees (there are three Board members on the Task Force, so we anticipate the Board does not disagree), we will execute per the below.

Kind regards,  
Mark

### Debate

- The debate is set for May 5 after service, in Founders' Hall, streamed and recorded, to be followed immediately by opening Congregational Poll for those who wish to vote at once.
- Logistics (the details are *tentative*, but the main ideas are agreed). Rich MacDonald (Pro) and Mark Tuller (Con) will debate. Other Task Force members will be panelists to ask questions and funnel audience questions to maintain relevance. Rev. Ellie wishes to be moderator, which entails opening, explaining ground rules, and explaining voting procedure, as well as keeping the debate moderate and respectful. Pro and Con will each get an opening speech slot (10-15 minutes) for their case, followed by rebuttal (5-10 minutes), followed by questions from panel and congregation. Congregational questions will not be silenced but may be tabled as too technical or extraneous. We've only got an hour!
- Rev. Ellie wants to preview Pro and Con points, not to censor but she does want to avoid extraneous material.

### Congregational Poll

- Per Breeze 171 Voting Members and Members Emeritus have voting rights. The goal is to get as many as possible to participate, by voting either "yes" or "no" or "abstain."
- This is a "Congregational Poll" and not a formal Congregational vote, so practical, informal means may be used to collect as many members' opinions as possible.

- The Congregational Poll will begin at the May 5 meeting and continue until the Task Force judges it has run its course.
- The voting will be on a simple cardstock anonymous ballot that asks “Do you support the proposed changes to Article II?” with “Yes”, “No,” and “Abstain” boxes. After completing the ballot, the member will seal it in an envelope and write their name and signature on the envelope, so we can keep track of who voted while the ballot itself remains anonymous, just like California elections.
- Just like California elections, voters don’t have to be anonymous about how they vote if they don’t want to.
- We’ll set up appropriate procedures for reaching people who don’t come or can’t come and getting their vote.
- Results of the vote: majority rules. If majority votes “no” all delegates will vote against the revision at GA, and vice versa. (There are other issues still to work though. It was noted that the Article II revision at GA requires a 2/3 yes vote to pass, so a majority vote at UUFSD arguably favors the revision; a voting participation threshold therefore seems needed to get a real barometer of sentiment; that’s why “abstain” is a valid vote.)

## Delegates

- UUFSD is entitled to 4 voting delegates at GA 2024; plus Rev. Ellie has a vote that she intends to formally cast in favor of the Article II revision.
- The delegates will be morally bound to respect the result of the Congregational Poll.
- The call for delegates should begin now, mainly by the Task Force in its articles, and always accompanied with the explanation that the delegate will be morally bound to vote on Article II per the Congregational Poll. (There are other votes on which the delegates may exercise their own discretion, such as Statements of Immediate Witness, elections, etc.)
- Formal delegate selection has historically been the province of the Board President, who must validate the credentials. In this case, it is expected that the Task Force will consider and recommend delegates who agree to be morally bound to respect the Congregational Poll, and the President will accept them, perhaps with Board ratification if she wishes.
- We didn’t discuss this, but Rev. Ellie suggested the Board may wish to set aside scholarship money for delegate registrations. The entire GA is on-line from June 20-23. Plenary registration costs \$400 per delegate and is not transferable; business-only delegate registration is free with donation-appreciated.

## Publicity

- Publicity will start immediately explaining the above, with OOS and newsletter insertions beginning 3/15. Task Force members have agreed to write these serially to run for two weeks. (Chris Byrnes March 15; Angie Knappenberger March 29; Mark Tuller April 12; Rich MacDonald April 26)

- Respectful Pro and Con links may be added to the website, newsletter articles, etc. (e.g., Hartford Unitarian Universalist Teach-In)
- “Come to the Drama in Solana!” shall be used sparingly if at all. LOL.
- Not decided yet: Use of UUFSD communications for Pro and Con arguments.

### Respective Roles

- The Article II Task Force is a lay-led initiative with the mandate of directing the overall education of the Congregation on Article II, and coalescing the Congregation’s opinion into voting by UUFSD delegates at GA.
- The Board is the Board, so it has oversight. Since the Task Force has three Board members on it, it is expected it will accept Task Force decisions unless a good reason exists to overrule them.
- The Minister has freedom of the pulpit, a vote at GA, and is an ex officio member of the Task Force.

**Minister's Report**  
**Rev. Ellie Kilpatrick (she/her)**  
**4/13/2024**

Big Picture: We are juggling a lot of mission critical big picture aspects of congregational life! As the board knows, we underwent an extraordinary visioning and mission statement workshop with D, we are navigating a somewhat disappointing pledge drive, about to begin the capital campaign, starting a leadership council, implementing child protection laws, and urging the congregation to consider article ii once more before making an informal vote. All of this while going through a staffing turnover. The moral of the story is to remember to give each other some grace - we're doing a lot! And some aspects will be more important to individuals than others. We need everyone's passion.

Worship and Rites of Passage:

Worship has continued to go well. Beginning on the 21st, we're going to make a change to the announcements policy in a pilot program. I will be putting out an email blast about it next week. Lisa is stepping off the worship committee so that she can focus on the capital campaign, and we are in the midst of looking for new members.

Pastoral Care and Presence:

The pastoral care committee is meeting regularly. Unfortunately, all of my personal requests to members to join the committee have been declined.

Spiritual Development for Self and Others:

As the board can see, there has been a huge amount of work done in this arena. Rose, Andi, Angie, and Susan worked incredibly hard to put together policies to be in compliance with AB506. I have put an application in to be the custodian of record (in order to clear background checks for all of our volunteers). Rose and I are also working together on an RE retreat. This will include some RE visioning, planning for sustainability next year, and coming to some resolution on curricula. One thing that I would like some clear feedback from the board on is with regard to Rose's position next year. I feel strongly about a proposal to keep her on virtually (at will), so that we have some continuity. We are not in a position to go into search at this moment, and I would rather have a virtual DREF in August than none at all. She has made clear that she is perfectly comfortable to release the position if we find someone in person, but I would be loath to have no DRE at all in the hopes that we find someone come September. Rose and I have put together a proposal for the board to consider in the RE folder of the board meeting folder. I imagine we do not have time to go over it this week, but I would like for us to consider it in the next meeting.

Social Justice in the Public Square:

I try to stay active with preaching on social justice initiatives.

Administration:

The administrator search team came together amazingly, and with hard and efficient work, we made the recommendation to hire Tristan through a temp agency. So far, he's doing wonderfully. Denise has been training him, and he's very receptive to feedback. We are incredibly blessed to have such an amazing team ensuring that our administration moves smoothly. As I mentioned above, I am in the process of trying to become the formal COR in addition to being the agency head. Although the process with Ivey leaving was frustrating, it did lead to us identifying some holes in supervision that I'm now rectifying with Tristan (reviewing time sheets as an example). Tristan has also been added to committee aliases in order to help me stay organized.

Serves the Larger Unitarian Universalist Faith:

The article II task force continues to do wonderful work. The board will need to start thinking about the process to nominate delegates, and what level of commitment we would like to ask from them as to honoring how the congregation votes on article ii. The task force would like a straw poll to take place on May 5th, after the debate. I will probably urge us to do the straw poll during the congregational meeting, when we actually have most of the congregation in attendance.

Leads the Faith into the Future:

I really feel that the board is leading the congregation (and the faith) into the future. I am so proud of the beautiful visioning work that we did together, stretching our ideas of church and who we want to be. This is the future of our faith: precisely what this board is doing. I am so honored to be your minister.

**? RE Committee Report April 2024**

RE Committee monthly Zoom meeting convened on Wednesday 4/3/24 at 8:00 pm. The March game night happened on 3/25 at 5:300 in Founders Hall. Attendance tracking for the 23-24 program year follows.

ATTENDANCE: UUFSD 4th MONDAY TABLE GAME NIGHT										Attendance Average:					
22	28	20	17	29	20	18	16	27	23	14	20	None	12	18	19
Fall 22	1/23/23	2/27/23	3/27/23	4/24/23	5/22/23	6/26/23	7/24/23	8/28/23	9/25/23	10/23/23	11/27/23	12/25/23	1/22/24	2/26/24	4/3/24

April 3, 2024

Agenda Items Discussed

1. New Employee

Charlotte Rosen will join UUFSD staff as a childcare worker as soon as background checks have been cleared.

## 2. RE Priorities

- Revision of UUFSD P&P 520: Child and Youth Protection  
*(Proposed revision submitted for Board approval via Safe Communities Task Force)*
- Creating a self-sustaining Program Infrastructure
- Update of UUFSD Website RE Pages

## 3. Progress on P&P 520: Child and Youth Protection and forthcoming volunteer training sessions

- RE Volunteer Training sessions were held on 4/5/24 and 4/7/24. 6 volunteers completed training and began steps on background checks.
- Additional volunteers will be invited to another group session (TBD) or meet one-on-one with DREF to complete requirements.
- P&P 520 Related forms and volunteer tracking systems have been revised, completed or are still in revision, and uploaded to RE Committee Google Folder.

## 4. First Aid, CPR, AED group training to be scheduled at UUFSD, tentative date is May 11, 9:00 AM.

## 5. Website

- Rose had removed outdated information from the UUFSD Website RE Pages, added a digital Volunteer Application Form.
- New or updated content to be discussed further at RE Retreat.

## 6. Retreat Scheduling and agenda items

- Review RE Committee P&P 430 for update
- How to help implement the self-sustaining RE program infrastructure
- Outreach and Marketing strategies

**Next Meeting: Wednesday, May 1, 8:00 PM Zoom    RE Retreat: Saturday**

## **UUFSD Admin Building Intent Proposal**

Proposal from Chris Faller for board approval to contract with Wave Connects to install the infrastructure in the new admin building which will provide a path to all future phone choices.

Wave Connects Quote:

1. Quote received for \$3,000, this includes all wiring to the 6 locations identified and equipment to connect ethernet, hardwire, internet to all locations. Wiring will be provided for whatever phone system we choose. Not included in the quote is one additional wireless repeater in the building. The building will have good wifi connectivity. Also not included is wiring for a potential TV monitor on the north wall of the conference room. It is recommended that this be added to the scope of work. I believe that the total including the additional wifi router and TV monitoring hook up will be less than \$3,500. This work is mandatory to provide the infrastructure now and in the future. I am requesting board approval.

There may be additional cost from Chris Kolb to install the conduit to the 6 or 7 locations, this is really a mandatory expense. Clint has requested info.

Internet and Phone Service

1. Spectrum now provides both internet and VoIP phone service. In the short term there is no need to change. I do not know the monthly cost or quality level (speed) of internet access.

Internet Connection

1. When the security cameras were installed a wifi network to connect the cameras was included. This wifi network is called UUFSDMESH and reaches to all classrooms, library, core area, and hall.

2. Sometime in the last year Sandy Hill was given access to this network and is actively using it for internet access. I know this because I get the calls when the network goes down. Not sure we ever committed to provide Sandy Hill with wifi access.

3. The prior UUFSD wifi network, name?, remains with limited range, right now this wifi network is accessible in the hall and library. The wifi router from Admin was move to the library when construction began.

4. My recommendation is to use the UUFSDMESH network as our primary wifi network and over time stop supporting the old network.

Phone system

1. Spectrum now provides VoIP phone service which is converted at the Spectrum modem to a old style phone connection. Phone service is now connected to the library with one phone line.

2. Further discussion is needed to determine what type of phone system we want going forward. Our options are to essentially re-install what we had or upgrade to something with more extensions and features.

Upon board approval I will schedule the work.

Chris

## **DREF Board Report March 2024**

Hello Board!

The month of March primarily focused on the launch of the Children's/Youth Re Programming:

- Chalice Children
  - Still operating smoothly under the direction of Liora and Sheryl
- 1<sup>st</sup>-3<sup>rd</sup> (Grab-N-Go)
  - We had one successful meeting of this group, but this is the current age group with the fewest attendees, when only 1 child is present, they join in with Chalice Children or 4<sup>th</sup>-6<sup>th</sup> – depending on the age of the child.
- 4<sup>th</sup>-6<sup>th</sup> (Grab-N-Go)
  - 4<sup>th</sup> – 6<sup>th</sup> has been meeting regularly, though I am getting feedback regarding behavioral issues. Currently in development is a “Behavior Incident Report” for leaders to be able to bring parents into the behavior correction equation, and to be implemented immediately is a “Classroom Behavior Guidelines” form for parents to read and discuss with their children, to be signed by both the child and parent.
- Youth ages 12-18 (UU inspired video game design through April, service project starting in May)
  - Youth successfully met once – and had a great time, however this is also a group that we have current low attendance for. Our regular youth are JRUU youth age 12/13 – so when only one is present they join the 4<sup>th</sup> – 6<sup>th</sup> graders as they prefer not to be alone.

As well as the workshopping of the RE program P&P bringing us into alignment with the AB506 law implemented in January 2024.

In fellowship I have redirected TV Talks from in person, to online, in an attempt to increase participation – to no avail. I consider TV Talks a non-starter. I will be focusing in on supporting and generating interest in the current Monday night Game Nights. Considering what other Saturday activities may spark interest. Considering a crafters activity day – possibly a brown bag lunch. Still workshopping. I'm thinking daytime activities may be more in line with the fellowship's needs. Welcome to and would love feedback and ideas! Below, you will find our Children's program registration and attendance totals.

## Upcoming priorities and timeline:

- AB-506 Compliance for all staff and volunteers
  - Complete training of current volunteers
    - By April 30
  - Full compliance of paperwork (trainings/certifications/etc.)
    - By May 15
- Website updating of the RE sections with new information generated by AB506 work
  - By April's 30
- Creating an infrastructure for the program that is clear and easy to follow for those that will be holding the program after August.
  - Volunteer drive
    - Direct asks (via phone) – complete by April 30
    - Parent involvement (once monthly volunteerism) – complete by April 30
  - Select a “Theology through play” based curriculum for 1<sup>st</sup> – 6<sup>th</sup> grades for the summer
    - Select by May 15
  - Identifying leads for all classrooms
    - Chalice Children – Liora & Sheryl
    - Summer 1<sup>st</sup> – 6<sup>th</sup> - ? - find leads by May 15 for mid-June summer launch
    - Youth - ? – Find leads by May 15 for summer, to carry through 24/25
    - 1<sup>st</sup> – 3<sup>rd</sup> - ? – find leads by July for program launch in September
    - 4<sup>th</sup> – 6<sup>th</sup> – find leads by July for program launch in September
  - Select 1<sup>st</sup> – 3<sup>rd</sup> & 4<sup>th</sup> – 6<sup>th</sup> curriculum for leads that requires little prep time
    - By July for Launch in September
  - Launch a self-maintaining volunteer/Person-in-charge/Mandated reported schedule accessible to all leads and program volunteers
    - Have in place by June
- Enhancing youth programming and splitting the youth into JRUU (junior high) and YRUU (senior high)
  - Make direct contact with: UCC Pilgrim, UCC Community Church of Del Mar and Chabad Jewish Center for collaboration
    - By April 22
  - Seek collaboration for a JR High OWL with the cluster for the summer
    - Announce-able information by mid-May
- Beginning a young adult group
  - Connect with current UUFSD young adults around desires and needs
    - By April 30
  - Contact local UCC's for collaboration
    - By April 30

- Launch program
  - By Mid-June

UUFSD RE 2023-2024		Complete								
All Classes										
			Ave	Reg						
Totals				22						
Attendance			5		5	12	8	7	5	10
C = Combined Classes; NA , or InterG #										
#	Class		Average Attendance	Registered?	04-07-24	03-31-24	03-24-24	03-17-24	03-10-24	03-03-24
1	Childcare		1	2	2	3	2	2	1	2
2	Pre K / Kindergarden		2	8	0	1	3	1	1	4
3	1st - 4th Grade		2	6	1	7	2	1	1	1
4	5th - 6th Grade		1	6	2	1	1	3	2	3
5	JRUU: 7th - 8th Grade		0	0	0	0	0	0	0	0
6	YRUU: 9th - 12th		0	0	0	0	0	0	0	0

**DREF Priorities and Timeline**

**By April 22**

- Enhancing youth programming and splitting the youth into JRUU (junior high) and YRUU (senior high)
  - Make direct contact with: UCC Pilgrim, UCC Community Church of Del Mar and Chabad Jewish Center for collaboration

**By April 30**

- AB-506 Compliance for all staff and volunteers

- Complete training of current volunteers
- Website updating of the RE sections with new information generated by AB506 work
- Creating an infrastructure for the program that is clear and easy to follow for those that will be holding the program after August.
  - Volunteer drive
    - Direct asks (via phone)
    - Parent involvement (once monthly volunteerism)
- Beginning a young adult group
  - Connect with current UUFSD young adults around desires and needs
  - Contact local UCC's for collaboration

#### By May 15

- AB-506 Compliance for all staff and volunteers
  - Full compliance of paperwork (trainings/certifications/etc.)
- Creating an infrastructure for the program that is clear and easy to follow for those that will be holding the program after August.
  - Select a "Theology through play" based curriculum for 1<sup>st</sup> – 6<sup>th</sup> grades for the summer
  - Identifying leads for all classrooms
    - Chalice Children – Liora & Sheryl
    - Summer 1<sup>st</sup> – 6<sup>th</sup> - ? - find leads for mid-June summer launch
    - Youth - ? – Find leads for summer, to carry through 24/25
- Enhancing youth programming and splitting the youth into JRUU (junior high) and YRUU (senior high)
  - Seek collaboration for a JR High OWL with the cluster for the summer, and have announce-able information.

#### By June

- Launch a self-maintaining volunteer/Person-in-charge/Mandated reported schedule accessible to all leads and program volunteers

#### By July

- Creating an infrastructure for the program that is clear and easy to follow for those that will be holding the program after August.
  - Identifying leads for all classrooms
    - 1<sup>st</sup> – 3<sup>rd</sup> - ? – find leads for program launch in September
    - 4<sup>th</sup> – 6<sup>th</sup> – find leads for program launch in September
  - Select 1<sup>st</sup> – 3<sup>rd</sup> & 4<sup>th</sup> – 6<sup>th</sup> curriculum for leads that requires little prep time for Launch in September
- Launch a young adult group program

## **UUFSD Policy and Procedure Document**

### **Policy ID: 750**

#### **Title: Special Use of UUFSD Facilities**

Date Approved: February 10, 2013 the Board of Directors

Updated: September 18, 2019 by the Board of Directors

Reviewed and Approved: September 18, 2022 by the Board of Directors

### **Purpose**

Our site is primarily for the use of the UUFSD membership and staff in conducting our regular services, operations, and other Fellowship sponsored programs. However, we also welcome the opportunity to make our site available to members and non-members as outlined in this policy, when such use does not conflict with our tax-exempt status or regularly scheduled Fellowship activities. Anyone using this site is expected to respect that this is a religious institution and to conduct their programs in accord with the Principles and Purposes of the Unitarian Universalist Association of Congregations.

The Internal Revenue Service, in granting tax-exempt status, requires that a 501(c)(3) organization's activities must be directed exclusively toward charitable, educational, religious, or other exempt purposes. Such an organization's activities may not serve the private interests of any individual or organization. Rather, beneficiaries of an organization's activities must be recognized objects of charity (such as the poor or the distressed) or the community at large (for example, through the conduct of religious services or the promotion of religion).<sup>1</sup> For this reason, UUFSD facilities may not be used for activities that result in personal financial benefits for individuals or commercial organizations other than payments for goods and services procured in support of the Fellowship-related programs.

When our site is not being used for regular services, operations, and other Fellowship-sponsored activities organized by the various committees and groups within the congregation, it can be made available:

- for members to hold ceremonies at important times of their lives, such as weddings and memorial services.
- for non-member non-profit groups to hold community or educational activities (musical performances, lectures, meetings, etc.) provided such activities are consistent with Fellowship goals and principles.

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<sup>1</sup> IRS Pub. 1828: [Tax Guide for Churches and Religious Organizations](#)

- for members to hold classes, art shows, and other demonstrations or exhibits. No member may receive direct financial benefits from the use of the facilities. However, money may be collected to cover direct costs and/or to contribute to the Fellowship.
- on a fee basis for non-members to hold celebrations such as weddings, memorial services or other events, provided that such events are consistent with UU Principles. The Board or its designee will be the sole arbiter of whether an event is permissible under this provision.

Consistent with our designation as a religious organization, we do not allow the site to be used for meetings supporting any particular political candidate or organization.

Any use other than those specifically covered above must be approved in advance by the Board of Directors or its Designee. The Congregational Administrator is responsible for the day-to-day decision-making and for obtaining any necessary documentation regarding the group requesting use. For any event which does not meet the criteria described above, the Administrator will refer the matter to the Board of Directors.

### **Exception to this Policy**

This policy does not apply to the rental of classrooms and other spaces by Sandy Hill nursery school. The agreements between UUFSD and Sandy Hill are documented in a separate lease.

This policy does not apply to authorized fundraising events for the Fellowship. The requirements for these events are established by the Board in consultation with the Stewardship Committee and other appropriate committees.

### **Policy**

#### **All Parties Using the Site:**

- We expect that those using the site will recognize that it is a religious center and will treat it with respect.
- We reserve the right, at the sole direction of the UUFSD Board of Directors, to refuse the use of the facilities to any member, non-member, or group.
- We limit the use to the purposes outlined in the “Purpose” section, above. Any questions concerning the proper interpretation of this policy should be directed to the President of the Board.

- Any Sunday rentals will not begin before 2:00 p.m.

### **Rental Fee Schedule:**

- The Church Administrator maintains a fee schedule listing the prices for renting various facilities on our site. (Attached)
- The fee schedule for site rentals is to be reviewed every **year** by the Finance Committee, and approved by the Board of Directors. The goals for setting the fees should include: (1) recovering any additional maintenance or other costs directly resulting from the rental program, (2) ensuring consistency with local market pricing, and (3) generating revenue.
- All rentals and use require, at a minimum, a non-refundable custodial fee to ensure that our site remains clean and ready for Fellowship use, and a refundable security deposit to cover any damages or any unusual extent of cleaning.
- If access to the facilities is needed **for more than 5 hours on the day of the event, or if access is required any days** prior to **or after** an event (e.g., to drop off, store, or set up items for the event), then the site must be reserved and the applicable payment made **for the additional time. Reservations for additional access should be arranged at least 2 weeks before the event.**
- The Board may waive or reduce any fee when this seems warranted by the individual circumstances.

### **Special Conditions:**

This section of the policy defines various circumstances where the fees may be reduced or waived.

#### **Members Using the Site:**

There is no site use charge for those who are current UUFSD voting members and have been members for at least one year and their immediate family members (spouse/partner and children) to use the site for weddings and memorial services. The members do not have to sign a hold harmless agreement for this type of use. The custodial fee and security deposit apply, and there will be an hourly fee applied if audiovisual staff are required.

#### **Other UU Organizations Using the Site:**

There will be no charge for site use by other Unitarian Universalist congregations or organizations that are hosted or approved by the Minister, Director of RE or the

Music Director. There is also no requirement for a hold harmless agreement. The custodial fee and security deposit will be applied.

Organizations requesting use of the facility with a fee waiver may make a tentative reservation at any time. Confirmation cannot be provided more than three months before the planned use unless the organization pays the “other non-profit use” fee.

**Public Use of the Site:**

Other applicants (non-members or those who have not been voting members for one year or more) will pay the custodial fee, the security deposit, plus the normal rental rate, and will complete all needed paperwork, including the hold harmless agreement.

**Procedure**

- |                              |   |
|------------------------------|---|
| Applicant for Use or Rental  | 1. Contacts the Congregational Administrator.   |
| Congregational Administrator | 2. Checks the date of the proposed event and advises Applicant whether the date is available.<br>3. Advises Applicant of all applicable rates and fees (fee schedule attached)<br>4. Ensures that the event is consistent with this policy. In the event of any doubts on the interpretation of this policy, or if applicant is seeking a waiver from the policy, consults with the Minister or President of the Board, or its designee. Obtains any needed approvals as outlined in the policy section above.<br>5. If the date is available, the use is appropriate, and the Applicant wishes to proceed, provides the Applicant with the forms in use at the time. |
| Applicant                    | 6. Completes and submits all forms and required deposits to hold the date.<br>7. 30 days prior to the event, pays the balance of the rental fee due.  |

Congregational Administrator and Applicant

8. Coordinate together all details relating to the event, **including setup schedule.** Applicant may involve others (for example, an “Event Coordinator”) who may act as agents for the Applicant.

Congregational Administrator

9. After the event, receives a report of the event and clean up from the custodian or event coordinator. Requests reimbursement for additional expenses, if any, related to set-up or clean-up.

The Unitarian Universalist Fellowship of San Dieguito

**Balance Sheet**

As of April 30, 2024

	<u>Apr 30, 24</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
US Bank Savings x9485	218,320.67
US Bank Chkg x2702	51,994.80
<b>Total Checking/Savings</b>	<u>270,315.47</u>
<b>Accounts Receivable</b>	
Accounts Receivable	-21,700.00
<b>Total Accounts Receivable</b>	<u>-21,700.00</u>
<b>Total Current Assets</b>	248,615.47
<b>Other Assets</b>	
<b>Investments</b>	
UUCEF - Endowment Fund	131,059.58
UUCEF - Music Fund	12,022.19
Vanguard x2001-Capital Campaign	595,814.18
Vanguard x6230-General Fund	256,752.62
<b>Total Investments</b>	<u>995,648.57</u>
<b>Total Other Assets</b>	995,648.57
<b>TOTAL ASSETS</b>	<u><u>1,244,264.04</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
Accounts Payable	269.96
<b>Total Accounts Payable</b>	<u>269.96</u>
<b>Credit Cards</b>	
US Bank Credit Cards	3,762.48
<b>Total Credit Cards</b>	<u>3,762.48</u>
<b>Other Current Liabilities</b>	
Bonus' Payable	260.96
<b>Payroll Liabilities</b>	
LIA.PER.03 - Medical Insurance	120.00
LIA.PER.04 - LTD&Life Insurance	-160.49
<b>Total Payroll Liabilities</b>	<u>-40.49</u>
<b>Total Other Current Liabilities</b>	<u>220.47</u>
<b>Total Current Liabilities</b>	4,252.91
<b>Long Term Liabilities</b>	
<b>Long Term Liabilities</b>	
LIA.OPS.01 - Solar Loans	11,781.96
<b>Total Long Term Liabilities</b>	<u>11,781.96</u>
<b>Total Long Term Liabilities</b>	<u>11,781.96</u>
<b>Total Liabilities</b>	16,034.87
<b>Equity</b>	
<b>Unrealized Gains&amp;Losses</b>	

The Unitarian Universalist Fellowship of San Dieguito

**Balance Sheet**

As of April 30, 2024

	<u>Apr 30, 24</u>
Unrealized Gains&Losses Music F	695.33
Unrealized Gains&Losses UUCEF	-1,197.28
Unrealized Gains&Losses Vx2001	-3,539.65
Unrealized Gains&Losses Vx6230	-3,924.92
<b>Total Unrealized Gains&amp;Losses</b>	<b>-7,966.52</b>
<b>Permanent Restricted</b>	
FND.END.01 - Endowment Fund	126,124.77
FND.END.02 - Music Fund	11,569.98
<b>Total Permanent Restricted</b>	<b>137,694.75</b>
<b>Temp. Restricted</b>	
<b>Building Funds</b>	
FND.CAP.01 - Capital Campaign	822,258.92
<b>Total Building Funds</b>	<b>822,258.92</b>
<b>Other Funds</b>	
FND.CDL.04 - Casas de Luz Fund	81,866.05
FND.DBN.04 - DeBenneville Fund	3,424.53
FND.LIB.04 - Library Fund	1,259.72
FND.MWL.04 - Memorial Wall Fund	17,466.58
FND.MIN.04 - Minister Disc Fund	7,862.32
FND.SAC.04 - SAC Funds	
CATF	456.01
Garden Fund	55.76
Helping our Neighbors	2,087.79
UU the Vote	729.37
<b>Total FND.SAC.04 - SAC Funds</b>	<b>3,328.93</b>
<b>Total Other Funds</b>	<b>115,208.13</b>
<b>Board Designated Reserves</b>	
RES.PGM.01 - Program Reserve	6,374.51
RES.MIN.01 - Minister Reserve	12,765.93
RES.SIT.01 - Facilities Reserve	50,000.00
RES.OPS.01 - Operations Reserve	86,000.00
<b>Total Board Designated Reserves</b>	<b>155,140.44</b>
<b>Total Temp. Restricted</b>	<b>1,092,607.49</b>
<b>Unrestricted Net Assets</b>	<b>87,890.49</b>
<b>Net Income</b>	<b>-81,997.04</b>
<b>Total Equity</b>	<b>1,228,229.17</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,244,264.04</b>

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget vs. Actual**  
July 2023 through April 2024

	<u>Jul 2023 - Apr 2024</u>	<u>Annual Budget</u>	<u>Over/Under Budget</u>	<u>83% of Year % of Budget</u>
Ordinary Income/Expense				
Income				
Assets Released From Restriction				
From Endowed Funds	4,275.00			
Total Assets Released From Restriction	4,275.00			
Revenues				
Pledges				
REV.PLG.01 - Pledge Income	326,156.05	326,800.00	-643.95	99.8%
Total Pledges	326,156.05	326,800.00	-643.95	99.8%
Site Rental				
REV.SIT.01 - Sandy Hill	45,555.54	50,400.00	-4,844.46	90.39%
REV.SIT.02 - Special Event	4,488.30	6,000.00	-1,511.70	74.81%
REV.SIT.03 - Other	492.31	0.00	492.31	100.0%
Total Site Rental	50,536.15	56,400.00	-5,863.85	89.6%
Fundraising				
REV.AUC.01 - Auction	3,726.74	13,000.00	-9,273.26	28.67%
REV.FDR.02 - Other	1,502.75	2,400.00	-897.25	62.62%
Total Fundraising	5,229.49	15,400.00	-10,170.51	33.96%
Contributions to Programs				
REV.CON.01 - Concerts	395.00			
REV.FNF.01 - Fun & Fellowship	202.00			
REV.SAC.01 - Social Action	309.27			
Total Contributions to Programs	906.27			
Contributions to General Fund				
REV.SUN.01 - Sunday Collection	9,421.72	12,000.00	-2,578.28	78.51%
REV.MIS.01 - Other	4,925.82	5,200.00	-274.18	94.73%
Total Contributions to General Fund	14,347.54	17,200.00	-2,852.46	83.42%
Contributions to Other Funds				
REV.END.01 - Endowment Fund	6,000.00			
REV.CAP.01 - Capital Fund	2,200.00			
REV.CDL.01 - Casas de Luz	158,286.74			
REV.DBN.01 - DeBenneville Fund	11,884.36			
REV.LIB.01 - Library Fund	201.00			
REV.MWL.01 - Memorial Wall Fund	300.00			
REV.MIN.01 - Minister Disc Fund	500.00			
REV.SPC.01 - Special Collection	57,623.49			
Total Contributions to Other Funds	236,995.59			
Investment Income				
UUCEF Realized Gains & Losses	24.89			
Vanguard x2001 Income	29,559.74			
Vanguard x6320 Income	9,536.71			
Vanguard Realized Gains & Losses	-48.71			
Investment Income - Other	320.84			
Total Investment Income	39,393.47			
Total Revenues	673,564.56			
Total Income	677,839.56			
Gross Profit	677,839.56			
Expense				
Operations Expenses				
Office				

The Unitarian Universalist Fellowship of San Dieguito  
Profit & Loss Budget vs. Actual  
July 2023 through April 2024

	Jul 2023 - Apr 2024	Annual Budget	Over/Under Budget	83% of Year % of Budget
OPS.OFF.01 - Postage	147.90	300.00	-152.10	49.3%
OPS.OFF.02 - Office Supplies	439.24	1,500.00	-1,060.76	29.28%
OPS.OFF.03 - Copier	6,777.65	7,400.00	-622.35	91.59%
OPS.OFF.04 - eSubscriptions	2,222.45	2,500.00	-277.55	88.9%
OPS.OFF.05 - Phone & Internet	1,738.09	3,250.00	-1,511.91	53.48%
OPS.OFF.07 - Other Expenses	120.00	300.00	-180.00	40.0%
<b>Total Office</b>	<b>11,445.33</b>	<b>15,250.00</b>	<b>-3,804.67</b>	<b>75.05%</b>
<b>Finance</b>				
OPS.FIN.01 - Accounting Fees	7,899.17	10,560.00	-2,660.83	74.8%
OPS.FIN.02 - Credit Card Fees	1,173.18	1,300.00	-126.82	90.25%
OPS.FIN.03 - Bank Fees	18.24	0.00	18.24	100.0%
OPS.FIN.04 - Other Expenses	182.53	400.00	-217.47	45.63%
<b>Total Finance</b>	<b>9,273.12</b>	<b>12,260.00</b>	<b>-2,986.88</b>	<b>75.64%</b>
<b>Site</b>				
OPS.SIT.01 - Property Insurance	350.00	6,000.00	-5,650.00	5.83%
OPS.SIT.02 - Real Estate Taxes	4,066.28	4,100.00	-33.72	99.18%
OPS.SIT.03 - Gas & Electric	117.49	240.00	-122.51	48.95%
OPS.SIT.04 - Water	2,780.10	2,800.00	-19.90	99.29%
OPS.SIT.06 - AV Maintenance	4,185.82	3,000.00	1,185.82	139.53%
OPS.SIT.07 - B&G Maintenance	9,795.45	12,000.00	-2,204.55	81.63%
<b>Total Site</b>	<b>21,295.14</b>	<b>28,140.00</b>	<b>-6,844.86</b>	<b>75.68%</b>
<b>Total Operations Expenses</b>	<b>42,013.59</b>	<b>55,650.00</b>	<b>-13,636.41</b>	<b>75.5%</b>
<b>Denomination Expenses</b>				
OPS.DEN.01 - UUA Dues	8,000.00	8,000.00	0.00	100.0%
<b>Total Denomination Expenses</b>	<b>8,000.00</b>	<b>8,000.00</b>	<b>0.00</b>	<b>100.0%</b>
<b>Committee Expenses</b>				
EXP.BRD.03 - Board Exp	351.93	600.00	-248.07	58.66%
EXP.COM.03 - Communcations Exp	152.00	1,900.00	-1,748.00	8.0%
EXP.END.03 - Endowment Exp	0.00	200.00	-200.00	0.0%
EXP.FND.03 - Fundraising Exp	1,017.58	450.00	567.58	226.13%
EXP.MEM.03 - Membership Exp	48.00	100.00	-52.00	48.0%
EXP.PCC.03 - Pastoral Care Exp	0.00	600.00	-600.00	0.0%
EXP.SUN.03 - Worship Exp	1,902.22	5,450.00	-3,547.78	34.9%
<b>Total Committee Expenses</b>	<b>3,471.73</b>	<b>9,300.00</b>	<b>-5,828.27</b>	<b>37.33%</b>
<b>Program Expenses</b>				
EXP.FNF.03 - Fun&Fellowship Exp	1,814.48	2,500.00	-685.52	72.58%
EXP.MUS.03 - Music Program Exp				
EXP.MFG.03 - Music Fund Grant	150.00	500.00	-350.00	30.0%
EXP.MUS.03 - Music Program Exp - Other	1,852.81	2,000.00	-147.19	92.64%
<b>Total EXP.MUS.03 - Music Program Exp</b>	<b>2,002.81</b>	<b>2,500.00</b>	<b>-497.19</b>	<b>80.11%</b>
EXP.REL.03 - RE Program Exp	490.61	5,900.00	-5,409.39	8.32%
EXP.SAC.03 - Social Action Exp	3,196.02	2,150.00	1,046.02	148.65%
<b>Total Program Exenses</b>	<b>7,503.92</b>	<b>13,050.00</b>	<b>-5,546.08</b>	<b>57.5%</b>
<b>Other Fund Expenses</b>				
EXP.CAP.03 - Capital Fund Exp	302,008.73			
EXP.CDL.03 - Casas de Luz Exp	133,315.61			
EXP.DBN.03 - Debenneville Exp	800.00			
EXP.MWL.03 - Memorial Wall Exp	244.68			
EXP.SPC.03 - Special Coll Exp	5,425.54			
<b>Total Other Fund Expenses</b>	<b>441,794.56</b>			

## The Unitarian Universalist Fellowship of San Dieguito

### Profit & Loss Budget vs. Actual

July 2023 through April 2024

	Jul 2023 - Apr 2024	Annual Budget	Over/Under Budget	83% of Year % of Budget
<b>Payroll Expenses</b>				
<b>Minister Expenses</b>				
PER.MIN.00 - MIN Housing	66,816.80	90,000.00	-23,183.20	74.24%
PER.MIN.01 - MIN Wages	6,885.40	8,070.00	-1,184.60	85.32%
PER.MIN.02 - MIN UUA Pension	7,131.97	9,807.00	-2,675.03	72.72%
PER.MIN.03 - in Lieu of FICA	5,638.13	7,502.00	-1,863.87	75.16%
PER.MIN.07 - MIN LTDLife Ins	1,243.36	2,100.00	-856.64	59.21%
PER.MIN.08 - MIN Prof Exp	0.00	8,000.00	-8,000.00	0.0%
<b>Total Minister Expenses</b>	<b>87,715.66</b>	<b>125,479.00</b>	<b>-37,763.34</b>	<b>69.91%</b>
<b>DRE Expenses</b>				
PER.DRE.01 - DRE Wages	12,460.00	29,120.00	-16,660.00	42.79%
PER.DRE.02 - DRE UUA Pension	1,204.00	2,912.00	-1,708.00	41.35%
PER.DRE.03 - ER Payroll Taxes	567.63	2,228.00	-1,660.37	25.48%
PER.DRE.04 - DRE Medical	0.00	4,000.00	-4,000.00	0.0%
PER.DRE.07 - DRE LTDLife Ins	334.80	2,000.00	-1,665.20	16.74%
PER.DRE.08 - DRE Prof Exp	358.82	1,000.00	-641.18	35.88%
<b>Total DRE Expenses</b>	<b>14,925.25</b>	<b>41,260.00</b>	<b>-26,334.75</b>	<b>36.17%</b>
<b>Administrator Expenses</b>				
PER.ADM.01 - ADM Wages	45,560.77	54,018.00	-8,457.23	84.34%
PER.ADM.02 - ADM UUA Pension	534.24	5,402.00	-4,867.76	9.89%
PER.ADM.03 - ER Payroll Taxes	2,999.00	4,132.00	-1,133.00	72.58%
PER.ADM.04 - ADM Medical	1,277.94	11,326.00	-10,048.06	11.28%
PER.ADM.07 - ADM LTDLife Ins	1,018.37	1,156.00	-137.63	88.09%
<b>Total Administrator Expenses</b>	<b>51,390.32</b>	<b>76,034.00</b>	<b>-24,643.68</b>	<b>67.59%</b>
<b>Music Program Expenses</b>				
<b>Choir Director</b>				
PER.MUS.01 - Choir Dir Wages	10,752.60	17,473.00	-6,720.40	61.54%
PER.MUS.03 - ER Payroll Tax	601.92	1,337.00	-735.08	45.02%
<b>Total Choir Director</b>	<b>11,354.52</b>	<b>18,810.00</b>	<b>-7,455.48</b>	<b>60.36%</b>
<b>Accompanist</b>				
PER.MUS.11 - Accompanist Wages	8,747.34	11,480.00	-2,732.66	76.2%
PER.MUS.12 - Accompanist PR Tax	382.39	878.00	-495.61	43.55%
<b>Total Accompanist</b>	<b>9,129.73</b>	<b>12,358.00</b>	<b>-3,228.27</b>	<b>73.88%</b>
<b>Total Music Program Expenses</b>	<b>20,484.25</b>	<b>31,168.00</b>	<b>-10,683.75</b>	<b>65.72%</b>
<b>Site Support Staff Expenses</b>				
PER.SIT.01 - Childcare	0.00	6,984.00	-6,984.00	0.0%
PER.SIT.02 - Custodian	10,543.50	8,710.00	1,833.50	121.05%
PER.SIT.03 - Setup Staff	4,810.56	5,220.00	-409.44	92.16%
PER.SIT.09 - AV Specialist	12,975.00	16,750.00	-3,775.00	77.46%
PER.SIT.10 - AV Assistant	575.00	2,125.00	-1,550.00	27.06%
PER.SIT.12 - ER Payroll Taxes	2,522.05	2,378.00	144.05	106.06%
<b>Total Site Support Staff Expenses</b>	<b>31,426.11</b>	<b>42,167.00</b>	<b>-10,740.89</b>	<b>74.53%</b>
PER.MIS.01 - Worker's Comp Ins	7,248.00	1,725.00	5,523.00	420.17%
PER.MIS.02 - Other Personnel Exp	916.68	2,840.00	-1,923.32	32.28%
<b>Total Payroll Expenses</b>	<b>214,106.27</b>	<b>320,673.00</b>	<b>-106,566.73</b>	<b>66.77%</b>
<b>Total Expense</b>	<b>716,890.07</b>	<b>406,673.00</b>	<b>310,217.07</b>	<b>176.28%</b>
<b>Net Ordinary Income</b>	<b>-39,050.51</b>	<b>-406,673.00</b>	<b>367,622.49</b>	<b>9.6%</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
<b>Donor Restricted Activity</b>				

The Unitarian Universalist Fellowship of San Dieguito  
**Profit & Loss Budget vs. Actual**  
 July 2023 through April 2024

	<u>Jul 2023 - Apr 2024</u>	<u>Annual Budget</u>	<u>Over/Under Budget</u>	<u>83% of Year % of Budget</u>
Released from Endowed Funds	-4,275.00			
Total Donor Restricted Activity	-4,275.00			
Total Other Income	-4,275.00			
Other Expense				
Grants Awarded by UUFSD	2,333.45			
Board Approved Expenses	36,338.08			
Total Other Expense	38,671.53			
Net Other Income	-42,946.53			
Net Income	<u>-81,997.04</u>			

**OTHER BUDGETED LINE ITEMS**

Other Expense

**LIABILITIES**

LIA.OPS.01 - Solar Loans	2,201.64	4,405.00	-2,203.36	49.98%
Total Other Expenses	<u>2,201.64</u>	<u>4,405.00</u>	<u>-2,203.36</u>	<u>49.98%</u>

**NET INCOME - GENERAL FUND ONLY**

Total Revenues - General Fund ONLY	397,175.50	415,800.00	-18,624.50	95.52%
Total Expenses - General Fund ONLY	<u>238,625.62</u>	<u>411,078.00</u>	<u>-172,452.38</u>	<u>58.05%</u>
Net Income - General Fund ONLY	<u><b>158,549.88</b></u>	<u><b>317.00</b></u>		