

First Universalist Church Board of Trustees

May 21, 2014

Board Packet

<u>Table of Contents</u>	<u>Page</u>
Letter from the President	1
Agenda	2
April Board Minutes	3-4
Sr. Minister's Report	5-8
April Attendance	9
Membership Report	10
Draft Budget Presentation	Attached
Capital Budget Priorities	Attached
FY14-15 Budget Draft	Attached

Date: May 14, 2014
To: First Universalist Board of Trustees
From: David Bach
Re: May 21, 2014 Meeting

The budget has been THE topic of conversation this month, not just at the scheduled budget meetings, but with congregants everywhere. I was at the Y the other day and a staff member informed me that she and her partner are concerned about the potential budget cuts at First Universalist. I think the message has really gotten out. I expect us to have an update from Justin on pledging for the board meeting so we have a current picture of where revenue projections stand as we make courageous decisions on the budget that will be brought to the congregation for approval at the June 1 Annual Meeting. Please review all the budget materials carefully before our board meeting which is on WEDNESDAY, May 21. We will have a recommendation from the Finance Committee to start our discussions.

We will have two new board members joining us after election at the Annual Meeting. Eric Cooperstein and Richard Spratt are being brought forward by the Nominating Committee as candidates for these positions. I am personally delighted at these selections. Finding strong candidates is hard work and we need to thank Ginny, Lark, and the rest of the committee for their great work. I will be suggesting that we meet each month over the summer and use the July meeting, or a date close to it, for a Board Orientation and Retreat. With the volume of work we have to do, I would prefer we work through the summer knowing that some may have to miss a time. Give this some thought and we will discuss it at the board meeting.

Justin and I are meeting tomorrow to discuss the Annual Meeting on June 1. I will update you on plan at our meeting. Please make sure it is on your calendar. Carol Johnson will be our parliamentarian for the meeting.

In Eastern medicines, the changing of the seasons call us to realign our body energies. Acupuncture is often used for that purpose. Don't be surprised if you feel like a different person with different energies and emotions this time of the year. What do you do to re-center yourself? Take time for yourself to make this seasonal adjustment and bring your best to our meeting on May 21.

Thanks again for all you do for First Universalist Church.

First Universalist Church of Minneapolis
Board of Trustees Meeting May 21, 2014
6:30 p.m. Cummins Room
Agenda

6:30 Call to Order

- Lighting of the Chalice – *May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.*
- Reading and Check in – Paul Robinson

6:50 Items for Approval

- Minutes from April 17, 2014 meeting
- 2014-15 Budget for Congregational approval – Paul Robinson
- UUA retirement plan changes – Karin Wille

8:15 Items from the Senior Minister – Justin Schroeder

- Report on sabbatical studies and activities
- Other items

8:45 Items from Monitoring Schedule

- Attendance and Membership numbers and trends- Justin
 - Membership to YTF, trends, clean up status
- Staff and significant volunteer changes- Justin
- Staff/volunteer grievances - Justin
- Job descriptions - Justin
- Congregant grievances- Governance Committee
- Financial condition - Paul

9:00 Committee Reports not covered above

- Governance Committee - Karin Wille
- Finance Committee - Paul

9:10 Items from the President

- Mapping Racism meetings
- Annual Meeting
- Summer schedule / Board Orientation and Retreat
- Communications from the Congregation and others

9:20 Executive Session

9:30 Adjournment

April 2014 Board of Trustees Minutes

Present: Dan Berg, David Bach, Lark Weller, Cindy Marsh, Paul Robinson, Dick Niemic, Karin Wille, Jill Braithwaite, Jen Crow,

Others present: Ginny McAninch, Diane Gravere, David Potyondy, Marcia Wattson

Chalice Lighting—words by Dan Berg

May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.

Opening Words- Pam Vincent From John O'Donohue "To Bless the Space Between Us"

Check Ins/reflections on opening words

Consent agenda:

- Approval of March minutes
 - **Action:** moved and approved.
- Approval of 27 members added this year—moved and approved.

Items from the Acting Senior Minister (refer to Senior Minister Report for details)

- Attendance and membership numbers and trends
 - Attendance is down March this year from last March.
 - Membership is even from last month
 - Work continues on cleaning up membership rolls, as it relates to those who have not made a pledge.
- Staff and significant volunteer changes
 - Plans for John Jensen's retirement- last official Sunday June 1. Special celebration May 18. Plan for recognition at annual meeting. Plan is to hire interim accompanist for the 2014-15 year.
 - Having office closed on Friday has been working well for staff to work on projects, allowing flexibility as well.

Report and Discussion from Pledge Team- David Potyondy and Marcia Watson

David presented "Reflections from the Chair"—see attached. Discussion of recommendations from the pledge team.

Need to make phone calls to members who have not yet pledged. Suggest board members and pledge team do phone banking as soon as possible. Board will make calls, Jen will solicit additional volunteers for phone banking as needed. Marcia will work with Jen.

Changes to the UUA Pension Plan-Diane Gavere and Karin Wille

Diane and Karin presented a summary of changes to the UUA pension plan. The Board needs to approve recommendations at May meeting to allow sign off by June. Governance and Finance committees will review plan changes and staff recommendations, and will make final recommendations to the Board for voting in Ma

Committee reports

- **Governance Committee-** Karin Wille
 - **Revised GPH distributed-** will ask Heidi to place on website.
 - **Volunteer staff survey-**being developed
 - **Senior minister evaluation-** under review
 - **Minister contracts-** under review. Committee is requesting that no future contracts be entered into without Board review.
 - **Congregational Survey-**Dave Leppik is working this, will be done through Vocalabs.
 - **Board Evaluation**
 - Board evaluation has been developed; will be sent to Board by April 21, need results back by April 28.
- **Finance Committee-** Paul Robinson
 - **Update on ongoing work and timelines**
 - Working on divestment process
 - Budget will be focus of coming FMT meeting
 - Reserve policy needs finalization

Moved to executive session at 8:30 pm

Return to regular session at 9:39 pm

Items from the President

- Annual meeting
- Budget Meeting April 27
 - Jen will prepare draft budget as presented tonight, with budget notes
 - Develop narrative explaining how we arrived at this balanced budget, and what alternative were considered
 - Present re structured portfolios and organizational chart that reflects programming responsibilities (faith in action)
- Communications with the congregation
- May 10 working session- review trends, membership, pledging, etc- at Karin's house
- May opening words and treats: Dan Berg
 - June- Paul

Change in meetings:

May board of trustees meeting has moved to **Wednesday, May 21**

Governance committee will hold two meetings in May: May 5, and May 22

Motion to return to executive session at 10:08

Returned to regular session at 10:13, Motion to adjourn at 10:14

Sr. Minister Report, May, 2014

Report on Sabbatical:

As a refresher, here are the sabbatical goals I shared with the Board at the February, 2014, meeting:

During the sabbatical, Justin will focus on spiritual deepening, researching church growth and church management, and more. Here is a general outline of how he's spending his sabbatical time:

- *More intensive time with his Spiritual Director and other members of his spiritual and self care team.

- *Regular work with a "voice coach," who focuses on helping clients discover the places where they've been "silenced" in their lives, to un-silence those places, and then to speak with a more authentic, grounded, and compelling voice.

- *A site visit to All Souls Church in Tulsa, OK. All Souls is one of the largest Unitarian Universalist churches in the country; they are deeply engaged in multi-cultural, multi-racial work, they live stream their Sunday services, and they offer three unique services. They also have a different (and larger) staff than we do, including a Development Director.

- *A deeper exploration of the history of First Universalist, including review of past Board minutes, annual reports, and more.

- *Reading and continued learning and reflection on our racial justice journey.

- *Reading and continued learning about managing and leading a large and growing congregation.

*The sabbatical was a time of spiritual deepening. I met weekly with Spiritual Director. I also began a daily meditation practice. I felt and still feel the impact of this meditation in every other area of life – church, parenting, staff leadership. I feel more grounded, better able to listen, and present. Interestingly enough, the voice coaching/singing work also helped me slow down and listen more intentionally.

*Site visit to All Souls Church (and other churches, too). Ruth MacKenzie and Terri Burnor accompanied me on this trip. It was a rich trip, and some of the learning is already being incorporated into the Sunday morning worship and bulletin (i.e., announcing the offering in the Words of Welcome, changing the layout and size of the bulletin.) It was also incredibly helpful to talk with the All Souls' staff about their racial justice work, and some of the challenges and successes they've experienced. In addition to All Souls, I visited Bethlehem Lutheran and Jacob's Well, here in Minneapolis.

*Deeper exploration of First Universalist history. During my sabbatical, I read through the past 20 years of annual reports. This was remarkably helpful to understand some of the recurring themes and issues

of the church (for example, for at least the past 15 years, there have been conversation about the direction and shape of the Faith in Action programming, with a desire for some kind of focus.) In addition to the dashboard the Church Board is creating and reviewing, I would encourage Board members to read the past 20 years worth of annual reports, perhaps reading one a month.

* Deepen my commitment to our racial justice journey. During the sabbatical I read, *What does Justice Looks Like?*, a history of the treatment of the Dakota people in Minnesota. I also read *Bury My Heart at Wounded Knee*, and *White Privilege: Essential Readings on the Other Side of Racism*. As I've read, reflected, and talk with First Universalist congregants, I know this journey will challenge, confuse, and break our hearts – *and*, it is incredibly important work, there are members and friends who are at the church because we've begun this journey, and they trust that we are serious about continuing and deepening this work.

* See more clearly my leadership strengths, weaknesses, and growing edges; work with an Executive Coach and consult with colleagues. (This is an expanded version of *"Reading and continued learning about managing and leading a large and growing congregation."*)

During the Sabbatical, I read "Strengths Finder 2.0," "Emotional Intelligence," and "Understanding the Enneagram," which were all very helpful in clarifying what my strengths are, and what areas I can work on. Additionally, I met week with my spiritual director (to reflect on these issues through a more spiritual lens), and I met with a coach who has taught and studied the Enneagram for 30 years. Getting clearer about my personality type, a Type 3, was helpful, as it highlighted both my strengths and the shadow sides to watch out for. Finally, I also met three times with a business/executive coach who helped me expand my understanding of leadership and what that can look like, with my staff, the congregation, and the wider community. The biggest take away from this reading and these meetings was how important it is for me to move and go a bit slower than I often do. Moving slower allows me to see the details around me, and to be prepared for what's ahead. This particularly relates to communication, so that after a meeting, whether it's a staff meeting, a worship team meeting, or any other meeting, I, and the staff can ask, "What have we decided? Who needs to know? Who else do we need to communicate this with?" I believe that this practice and discipline, as well as adding a "communications with the congregation" item to our weekly staff agenda, will help us move toward timely, effective communication.

During the sabbatical, I also spoke with three colleagues who serve in large churches; our conversations included talking about management, performance reviews, budgeting, and more.

Though I didn't work with Donna DiMenna during the sabbatical, I reflected on the work we've done with her. Donna has helped Jen, Diane, and me explore how we work together, how we work with the staff, and how we work and communicate with the congregation and Board. She has been helping us prioritize what's really important and helping us get clear about what we can let go of, or do less of. Working with Donna and meeting 1 x 1 with my staff, I have been able to get very direct feedback about what they need from me as Sr. Minister and "CEO."

Additional Updates for the Board of Trustees about my involvement in the larger community, especially as it relates to Visionary Goal Four:

- 1) In September, Rev. Victoria Safford and I will be co-teaching a preaching class at United Theological Seminary. This class meets on Tuesday mornings from September-December.
- 2) As part of my involvement with Downtown Clergy Group, I'll be part of a panel discussing, "Why Are Millions of Americans Leaving their Faith behind?" (More info here: <http://multifaithnetwork.org/#/voices-of-faith-events/upcoming-events>)

Here's the copy of what I'll share with the congregation in the Annual Report. I want the Board to see it in advance:

Report from the Senior Minister, June 2014

In *Daring Greatly*, author Brene Brown writes, "*Empathy is a strange and powerful thing. There is no script. There is no right way or wrong way to do it. It's simply listening, holding space without judgment, emotionally connecting, and communicating that incredibly healing message of, 'You're not alone.'*"

Though she's not a Universalist, Brene Brown is pointing to the Universalist message of Love and Hope. When we feel hope, it is because we know we're not alone. When we feel love, it is because we know there are others who walk with us, who care about us, who want the best for us, who are there when we stumble or fall short.

As I look back over this year, filled with countless Circle meetings, of truly digging into our racial justice journey, of raising money and then beginning to build a Habitat Home for a family that had previously been living in cramped quarters, this has been a year of empathy, of engaging in the spiritual practice of listening deeply, of saying, in word and action, "You're not alone." "You're not alone in your spiritual questions and struggles." "You're not alone in your desire to have this church be a place that lives and breathes racial justice principles." "You're not alone in your desire for an affordable home to raise your family in."

Once again, the heartbeat that held all of this together – the container that allowed our hearts to expand and our empathy to deepen - was our Sunday morning worship services, beautifully constructed by Rev. Ruth MacKenzie, our Minister of Worship Arts, as she worked closely with Dr. Randy Buikema, our Choral Director, and John Jensen, our beloved Music Director. Together, they brought beauty and grace to the Sunday morning experience. John Jensen announced that he will be retiring from his position in June, and we will miss him. Fortunately, he will still bless us with his presence from time to time. I am incredibly grateful for the work that Rev. Ruth has done with our Worship Associates program, with our Coming of Age youth, and with our Youth Sunday service. Likewise, Sunday mornings would not sing without the gifts of Dr. Randy Buikema, as he helps the choir stretch both spiritually and vocally.

As I complete my fifth year as your Senior Minister, I am learning that each year brings its own transitions and changes. This year we welcomed Rev. Elaine Aron Tenbrink as our Minister of Membership and Adult Ministries, Bree Matson as our Office and Events Manager, K.C. Bogdan as our Administrative Assistant, and Abe Levine as our Youth Ministries Coordinator. We said goodbye to Lily

Franz, Administrative Assistant, and Craig Lindahl-Urben, Communications Manager. Debra Rodgers, our Director of Faith in Action, resigned to January to take a position with Beacon Interfaith Housing Collaborative, and John Jensen announced that he will be retiring in June. I am grateful for the contributions of each of these individuals and wish them many blessings in the years to come.

With the exception of Sandy DiNanni, our Membership Support staff person, this is an entirely new staff from when I first began. As a new staff team, we are still learning how we work together, and how we can best partner with congregants in shared ministry, as we help the Universalist flame of love and hope glow ever more brightly. It takes time for these relationships to deepen and grow. We're just beginning to sink our roots deep into the ground of shared ministry. I trust that empathy and listening will guide and strengthen us.

Empathy and compassion will guide us on our racial justice journey as well. As many of us heard again and again from Dr. Heather Hackman, our coach and consultant in this work, guilt and shame are not useful tools as we discuss and learn about race, racism, and whiteness. Instead, the 80 people who went through the 24 hour training and the 400 people who attended one of the 90 minute monthly workshops that Dr. Heather Hackman led from September through February, heard that compassion, empathy, and curiosity are the tools and the way forward.

In 2013-2014, we celebrated our fourth year as a teaching congregation, with Terri Burnor as our Cummins Ministerial Intern. It is a great privilege and responsibility that First Universalist Church holds as we shape the next generation of Unitarian Universalist ministers, and I am grateful to Rev. Jen Crow who so ably supervises our interns.

I am also incredibly grateful for the leadership of Dave Bach, Chair of the Board of Trustees, and for the work of the entire Board. The past four years have been years of growth, and it appears we're reaching a place of settling in, and of being good stewards of the growth we've experienced. The Board's calm, steady approach is a gift to this congregation.

I love working with our staff. Though you might not know all of the staff (many of them aren't here on Sunday morning), I can tell you that they are hardworking, committed, and creative staff! They are here because they love the values of this faith community, even if they are not Unitarian Universalist. It is a joy to laugh together, work hard together, and to serve you all, the people of First Universalist Church. I am especially grateful for the gift of a two month sabbatical I took in March and April, a time of personal growth, slowing down, and deep reflection. Because of this sabbatical time, I see myself – my strengths and my growing edges - more clearly. I am indebted to Rev. Jen Crow who stepped in as Acting Sr. Minister during this time.

Finally, it is a privilege to dedicate your children, to memorialize your loved ones, to walk with you through the lowest lows and the joyful highs, and to lead worship on a regular basis. Together, in so many countless ways, we give, receive, and grow into Love's people, saying to one another, and those in our wider community, *"You are not alone. You are not alone."*

In deep gratitude,
Rev. Justin Schroeder

April Attendance

	2014			2013		
Adults	9:30	11:15		9:30	11:15	
1st week	292	285	577	333	350	683
2nd week	208	245	453	244	261	505
3rd week	398	297	695	376	389	765
4th week	265	293	558	295	336	631
5th week						
Monthly Total	1163	1120	2283	1248	1336	2584
Average for April	290.75	280	570.75	312	334	646
RE						
1st week	107	106	213	161	137	298
2nd week	155	142	297	167	159	326
3rd week	24	15	39	208	199	407
4th week				86	55	141
5th week						
Monthly Total	286	263	549	622	550	1172
Average for April	95.3	87.7	183	155.5	137.5	293
Combined Average	386.05	367.7	753.75	467.5	471.5	939

Notes No Re in the 4th week because it was Youth Sunday

**First Universalist Church
April, 2014 Statistical Report
May 15, 2014**

MEMORIAL SERVICES: 1

Elle Sachs – April 26, 2014 – Rev. Jen Crow

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 3

Ellis and Terri Delaney, Minneapolis

Nicole Binger, Minneapolis

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 5

Gerald Meader, not attending regularly

Jen and Zach Pierce – rarely attending

Julie Stewart – no longer attending

Donald Ryberg – unable to attend any more

CHILDREN DEDICATED: 0

	To Date:	Year End Totals:			
Fiscal Year	2013-2014	2012-2013	2011-2012	2010-2011	2009-2010
Members	30	110	76	98	75
Total Members	1024	1030	953	927	849

TOTAL MEMBERS AS OF THE LAST MEETING: 1026

To be added: 3

To be removed: 5

TOTAL MEMBERS: 1024

FY14-15 Proposed Budget w/Ministerial Allocations by Department

1
05/15/2014
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	6/30/14 Projected		FY13-14		FY14-15	
	Income		Budget		Budget	Comments
OPERATING REVENUE						
OPERATING CONTRIBUTIONS						
Pledges	1,087,527.29		1,182,503.00		1,089,839.03	See footnote
Estimated O/S Pledges					31,614.17	See Footnote
Contingency for Unpaid Pledges	-60,265.00		-59,125.00		-55,470.00	5% write offs
Pledges Prior	-3,919.00		0.00		0.00	None budgeted
Contributions	65,046.62		44,500.00		48,333.34	Misc unrestricted contributions
Offering Plate for Church	29,423.52		30,000.00		40,000.00	Church's portion 60/40 split
Release of Restrictions	26,550.33		6,000.00		9,500.00	\$2,000 Cummins Fund, \$3,500 Children's Choir Dir
TOTAL OPERATING CONTRIBUTIONS	1,144,363.76		1,203,878.00		1,163,816.54	
FUNDRAISERS						
House That LOVE Built	111,861.66		60,000.00		0.00	Greater Good Proj every other year
Youth Cultural Exchange	25,330.00		11,000.00		11,000.00	Offset by Pgm Exp in FIA
The Great Gathering (formerly Auction)	41,362.66		36,000.00		0.00	
Other Fundraisers	4,967.06		14,000.00		47,000.00	& misc smaller ones. \$10K Youth Boston Trip, \$2K Amazon
TOTAL FUNDRAISERS	183,521.38		121,000.00		58,000.00	
DIVIDENDS & INTEREST & REALIZED GAIN/LOSS						
Reserve Account Div & Int	26,666.74		10,000.00		10,000.00	Same as FY13-14 budget
Realized Gain & Loss	545.78		0.00		0.00	
Don Carter Fund Div & Int	0.00		0.00		0.00	
TOTAL DIV & INT & REALIZED GAIN/LOS	27,212.52		10,000.00		10,000.00	
BUILDING USE						
Antenna Lease	12,204.22		12,144.00		12,144.00	T-Mobile contract
Rental Income	24,854.70		11,600.00		19,933.33	Anticipate slight increase based on FY13-14
TOTAL BUILDING USE	37,058.92		23,744.00		32,077.33	
MISCELLANEOUS						
Offering Plate for Community	70,843.87		70,000.00		60,000.00	60/40 Split given away
From Foundation	1,000.00		1,000.00		0.00	Admin work done by volunteer
Legacy Fund Distribution	7,483.93		4,000.00		13,061.88	Increase draw to 7% of rolling avg bal
Misc Funds and Other Donations	7,681.95		0.00		3,333.33	
Hospitality	413.79		700.00		500.00	
Bequests Unrestricted	350.00		0.00		0.00	
TOTAL MISCELLANEOUS	87,773.54		75,700.00		76,895.21	
RELIGIOUS EDUCATION						
Contributions	0.00		0.00		0.00	Offsets RE expenses
Program Fees	39,571.00		55,075.00		42,310.00	
TOTAL RELIGIOUS EDUCATION	39,571.00		55,075.00		42,310.00	
TOTAL OPERATING REVENUE	1,519,501.12		1,489,397.00		1,383,099.08	

FY14-15 Proposed Budget w/Ministerial Allocations by Department

2
05/15/2014
Draft

	6/30/14 Projected		FY13-14		FY14-15	
	Expenses		Budget		Budget	Comments
OPERATING EXPENSE						
MINISTERS						
Ministerial Salaries & Benefits	297,027.15		301,191.00		88,098.50	Portion allocated for administrative functions
Program Expenses	200.00		2,000.00		0.00	No accrual for future sabbatical
TOTAL MINISTERS	297,227.15		303,191.00		88,098.50	
WORSHIP						
Ministerial Salaries & Benefits					99,190.20	Allocation of Support by Ministers
Salaries & Benefits	51,904.79		59,276.00		50,795.00	Reconfiguration planned resulting in lower salaries/benefits
Program Expenses	17,618.99		13,250.00		17,220.00	\$3,500 offsetting income for Children's Music Director, Chancel spruce up postponed
TOTAL WORSHIP	69,523.78		72,526.00		167,205.20	
CHILDREN YOUTH & FAMILY MINISTRIES						
Salaries & Benefits	134,524.40		149,340.00		137,263.00	Reduced/restructured staffing FY14-15
Program Expenses	39,210.33		35,700.00		31,800.00	Eliminate free childcare
TOTAL CYF MINISTRIES	173,734.73		185,040.00		169,063.00	
CONGREGATIONAL CARE						
Ministerial Salaries & Benefits					52,996.60	Allocation of Support by Ministers
Program Expenses	11,789.80		4,800.00		5,600.00	Includes \$4,000 TRUST Offering Plate
TOTAL CONGREGATIONAL CARE	11,789.80		4,800.00		58,596.60	
ADULT MINISTRIES						
Ministerial Salaries & Benefits	66,820.50		67,657.00		51,478.55	Allocation of Support by Ministers
Program Expenses	9,406.73		6,300.00		2,950.00	FY13-14 included relocation exp
TOTAL ADULT MINISTRIES	76,227.23		73,957.00		54,428.55	
MEMBERSHIP						
Ministerial Salaries & Benefits					18,212.25	Allocation of Support by Ministers
Salaries & Benefits	29,402.52		25,515.00		25,917.00	
Program Expenses	22,550.36		25,400.00		14,200.00	FY13-14 included software conversion costs
TOTAL MEMBERSHIP	51,952.88		50,915.00		58,329.25	
FAITH IN ACTION						
Ministerial Salaries & Benefits					41,838.40	Allocation of Support by Ministers
Salaries & Benefits	19,840.19		27,467.00		0.00	
Program Expenses	197,734.76		83,000.00		69,300.00	Offsetting revenue for YCE and offering plate give away portion
TOTAL FAITH IN ACTION	217,574.95		110,467.00		111,138.40	
DENOMINATIONAL CONNECTIONS						
Ministerial Salaries & Benefits					12,360.50	Allocation of Support by Ministers
Program Dues UUA	20,801.00		20,000.00		20,000.00	No increase in dues planned
Program Dues Mid America	6,000.00		6,000.00		6,000.00	
Scholarships	55.00		0.00		730.00	
TOTAL DENOMINATIONAL CONNECTION	26,856.00		26,000.00		39,090.50	

FY14-15 Proposed Budget w/Ministerial Allocations by Department

05/15/2014
Draft

3

	6/30/14 Projected		FY13-14		FY14-15	
	Expenses		Budget		Budget	Comments
COMMUNICATIONS						
Salaries & Benefits	46,354.12		63,787.00		62,616.00	Reclassified Sound Tech under Communications
Program Expenses	12,922.31		7,100.00		4,800.00	Reduced printing costs, reduced temp help, reclassified some exp to admin
TOTAL COMMUNICATIONS	59,276.43		70,887.00		67,416.00	
FUNDRAISING						
Salaries & Benefits	0.00		0.00		0.00	
Program Expenses	26,281.99		56,600.00		8,000.00	Reclassified offering plate under FIA
TOTAL FUNDRAISING	26,281.99		56,600.00		8,000.00	
FINANCE/ADMINISTRATION						
Salaries & Benefits	194,750.28		212,103.00		225,487.43	Increase due to employees now eligible for retirement plan
Finance & Admin Expenses	95,730.78		90,924.00		81,835.00	Reduced temp help, reduced consultants
TOTAL FINANCE/ADMINISTRATION	290,481.06		303,027.00		307,322.43	
FACILITIES						
Salaries & Benefits	82,434.93		77,493.00		84,929.00	Increase offset by rental income, Sound tech reclassified to Communications, no restoration of hours from FY13-14
Facilities Expenses	154,456.83		172,495.00		169,307.81	Reduced mortgage interest, no plan to use additional line-of-credit funding for capital improvements
TOTAL FACILITIES	236,891.76		249,988.00		254,236.81	
TOTAL OPERATING EXPENSES	1,537,817.76		1,507,398.00		1,382,925.24	
NET OPERATING INCOME (LOSS)	-18,316.64		-18,001.00		173.84	
ADDITIONAL INFORMATION:						
Loan Principal	-20,925.56		-20,925.56		-25,374.11	
	-39,242.20		-38,926.56		-25,200.27	

Footnote: The pledges received as of 5/14/14 are \$1,054,839.03. The members who pledged for FY13-14, but have not pledged for FY14-15 yet were analyzed.

The total was reduced by pledges we know will not come in. The giving patterns were analyzed for the remaining balance.

Based on that information an assumption was developed. The assumption is that an additional \$31,614.17 in pledges for FY14-15 could reasonably be expected to come in.

Capital Budget - Priority Items			
Priority	Area	Description	Est Cost
1	Overall	Reserve Study	\$ 5,000
1	Atrium	Replace railing on northeast stairs	\$ 1,000
1	Lighting	Choir Lighting	\$ 3,000
1	Outside	Repair main entrance middle landing	\$ 4,000
1	HVAC	Replace condensing unit In Boiler Room	\$ 4,000
1	Plumbing	Inspect all underground plumbing from kitchen north and east to street with cameras	\$ 2,000
1	Computer systems	Computers and printers	\$ 18,000
1	Sanctuary	Install railing on balcony	\$ 4,000
2	Furniture	Rolling carts (3) for coffee stations	\$ 1,500
2	Lighting	Nave Lighting	\$ 3,000
2	Lighting	Chancel Lighting	\$ 5,000
2	New	Monitor in Kitchen to view nave	\$ 1,500
2	Parking	Replace parking lot surface	\$ 30,000
2	Outside	Repair main entrance sidewalk	\$ 6,000
2	Windows & Doors	Door closers (16) social hall to north vestibule, social hall to back hall, nave to upper narthex, nave to chancel c orridor, balcony	\$ 5,800
2	HVAC	Education wing modify ducting, zoning and thermostats	\$ 8,000
3	Sanctuary	Nave ceiling tiles and wall repair and replace	\$ 5,000
3	Social Hall	Install shelves in storage room above 6'	\$ 1,000
3	Lighting	Under Balcony Lighting	\$ 2,000
3	AV	Ceiling mounted projector, screen, player and speakers in Nave	\$ 5,000
3	New	Roland Digital Keyboard	\$ 3,000
3	Outside	Repair main entrance stair sidewall	\$ 8,000
3	Outside	Regrade some areas away from the building	\$ 4,000
3	HVAC	Automatic nave and social hall balancing for cooling	\$ 6,000
3	Wiring	Add receptacles in social hall	\$ 8,000
3	Plumbing	Repair all underground plumbing from kitchen north and east to street with pipe liner	\$ 20,000
4	Sanctuary	Chancel upgrade	\$ 5,000
4	Education Wing	Upgrade two more classrooms (to be like 203)	\$ 14,000
			\$ 182,800

Loan Advance of \$182,800 will result in a total payment of \$14,476.80 (\$5,460.81 Principal and \$9,015.96 interest)

FY14-15 Proposed Budget No Increase over FY13-14 Spending and Director's Cuts

1
05/15/2014
Draft

	Proj Inc	Proj TR	6/30/14 Projected	FY13-14	FY14-15	Variance FY13-14
	Jul '13 - Jun 14	Jul '13 - Jun 14	Totals	Budget	Budget	vs FY14-15 Budget
Income			w/Director's Cuts		w/Director's Cuts	
4000 - Pledges						
4010 - Pledges Current Yr	0.00	0.00	0.00	35,000.00	35,000.00	
4015 - Pledges Current Yr Releases	1,087,527.29	0.00	1,087,527.29	1,147,503.00	1,054,839.03	
Estimated O/S Pledges					31,614.17	See footnote
4017 - Pledges Future Yr Temp Restr	0.00	0.00	0.00	0.00	0.00	
4020 - Unpaid Pledges Current Year	-10,265.00	0.00	-10,265.00	-1,750.00	-1,750.00	
4022 - Unpaid Pledges Prior Year	-3,919.00	0.00	-3,919.00	0.00	0.00	
4025 - Est Unpaid Pledges Releases	-50,000.00	0.00	-50,000.00	-57,375.00	-53,720.00	
Total 4000 - Pledges	1,023,343.29	0.00	1,023,343.29	1,123,378.00	1,065,983.20	-57,394.80
4100 - Contributions Unrestricted						
4110 - Contributions Unrestricted	65,046.62	0.00	65,046.62	44,500.00	48,333.34	
4113 - Contributions Hospitality	413.79	0.00	413.79	700.00	500.00	
4120 - Memorials Designated Contribs	350.00	0.00	350.00	0.00	0.00	
4130 - Contribution from Foundation	1,000.00	0.00	1,000.00	1,000.00	0.00	
4140 - Offering Plate for Church	29,423.52	0.00	29,423.52	30,000.00	40,000.00	
4145 - Offering Plate for Community	0.00	0.00	0.00	0.00	0.00	
Total 4100 - Contributions Unrestricted	96,233.93	0.00	96,233.93	76,200.00	88,833.34	12,633.34
4200 - Contributions Temp Restricted						
4210 - Misc Contr Temp Restr	0.00	-1,330.98	-1,330.98	0.00	0.00	
4215 - Contr RE Temp Restr	0.00	0.00	0.00	0.00	0.00	
4220 - Offering Plate for Community	-410.84	0.00	-410.84	0.00	0.00	
4230 - Childrens Offering Temp Restr	0.00	0.00	0.00	0.00	0.00	
4280 - Legacy Fund Temp Restr	0.00	0.00	0.00	0.00	0.00	
4291 - Cummins Contr Temp Restr	0.00	226.62	226.62	0.00	0.00	
4293 - Cummins Pledges Temp Restr	0.00	2,000.00	2,000.00	2,000.00	2,000.00	
4290 - Cummins Fund Temp Restr - Other	0.00	0.00	0.00	0.00	0.00	
Total 4200 - Contributions Temp Restricted	-410.84	895.64	484.80	2,000.00	2,000.00	0.00
4300 - Contributions Release From Rest						
4310 - Misc Contr Releases	0.00	26,020.53	26,020.53	4,000.00	7,500.00	*\$600 added for musicians TR
4315 - RE Contr Releases	0.00	45.00	45.00	0.00	0.00	*\$3500 TR added for Children's Music Director
4320 - Offering Plate for Comm Release	22,077.50	48,766.37	70,843.87	70,000.00	60,000.00	
4380 - Legacy Fund Releases	7,483.93	0.00	7,483.93	4,000.00	13,061.88	
4390 - Cummins Fund Releases	0.00	0.00	0.00	0.00	0.00	
Total 4300 - Contributions Release From Rest	29,561.43	74,831.90	104,393.33	78,000.00	80,561.88	2,561.88
4500 - Fundraisers						
4510 - Auction	41,362.66	0.00	41,362.66	36,000.00	0.00	
Amazon					2,000.00	
4520 - Valentines Dance	0.00	0.00	0.00	2,000.00	0.00	
4540 - Misc Fundraisers	0.00	0.00	0.00	12,000.00	35,000.00	
4550 - YCE	25,000.00	330.00	25,330.00	11,000.00	11,000.00	
4560 - Youth Trips	759.80	0.00	759.80	10,000.00	10,000.00	
4580 - The House That LOVE Built (Hab)	111,861.66	0.00	111,861.66	60,000.00	0.00	
4590 - Racial Justice	4,207.26	0.00	4,207.26	0.00	0.00	
Total 4500 - Fundraisers	183,191.38	330.00	183,521.38	131,000.00	58,000.00	-73,000.00
4600 - Program Fees						
4601 - RE Basic	32,760.00	0.00	32,760.00	36,000.00	32,760.00	
4602 - RE 7th Grade	100.00	0.00	100.00	750.00	750.00	
4603 - RE 8th Grade	550.00	0.00	550.00	1,750.00	1,500.00	
4604 - RE COA	1,375.00	0.00	1,375.00	2,875.00	2,500.00	
4609 - RE Summer	675.00	0.00	675.00	1,200.00	1,200.00	
4610 - Re 5th Grade OWL	1,711.00	0.00	1,711.00	0.00	1,600.00	
4620 - Chalice Camp Fees	2,000.00	0.00	2,000.00	2,000.00	2,000.00	

FY14-15 Proposed Budget No Increase over FY13-14 Spending and Director's Cuts

2
05/15/2014
Draft

	Proj Inc	Proj TR	6/30/14 Projected	FY13-14	FY14-15	Variance FY13-14
	Jul '13 - Jun 14	Jul '13 - Jun 14	Totals	Budget	Budget	vs FY14-15 Budget
4650 - Adult Ed	400.00	0.00	400.00	500.00	0.00	
Total 4600 - Program Fees	39,571.00	0.00	39,571.00	45,075.00	42,310.00	-2,765.00
4700 - Rental Income						
4711 - Misc Room Rentals	11,406.15	0.00	11,406.15	2,000.00	10,333.33	
4712 - Weight Watchers	4,800.00	0.00	4,800.00	4,800.00	4,800.00	
4713 - ShirTikvah	3,200.00	0.00	3,200.00	3,800.00	3,800.00	
4714 - 12 Step Groups	380.00	0.00	380.00	500.00	500.00	
4770 - Antennae Lease	12,204.22	0.00	12,204.22	12,144.00	12,144.00	
4781 - Weddings & Commitments	5,068.55	0.00	5,068.55	500.00	500.00	
Total 4700 - Rental Income	37,058.92	0.00	37,058.92	23,744.00	32,077.33	8,333.33
4800 - Dividends & Interest						
4801 - Div & Int Unrestricted	12,087.61	0.00	12,087.61	10,000.00	10,000.00	
4805 - Div & Int Don Carter Fund	358.56	0.00	358.56	0.00	0.00	
4809 - Div & Int Legacy Fund	14,220.57	0.00	14,220.57	0.00	0.00	
4815 - Div & Int Library Fund TempRest	0.00	0.00	0.00	0.00	0.00	
4820 - Div & Int Cummins Fund TempRest	0.00	0.00	0.00	0.00	0.00	
Total 4800 - Dividends & Interest	26,666.74	0.00	26,666.74	10,000.00	10,000.00	0.00
4840 - Realized Gains & Losses	334.22	0.00	334.22	0.00	0.00	
4851 - Unrl Gains & Losses Ch Reserve	0.00	0.00	0.00	0.00	0.00	
4852 - Unrl Gains & Losses Oper Acct	211.56	0.00	211.56	0.00	0.00	
4853 - Unrl Gains & Losses Don Carter	0.00	0.00	0.00	0.00	0.00	
4854 - Unrl Gains & Losses Legacy Fund	0.00	0.00	0.00	0.00	0.00	
4855 - Unrl Gains & Losses Library Fun	0.00	0.00	0.00	0.00	0.00	
4856 - Unrl Gains & Losses Foundation	0.00	0.00	0.00	0.00	0.00	
4857 - Unrl Gain/ Loss Cummins Fund TR	0.00	0.00	0.00	0.00	0.00	
Total 4850 - Unrealized Gains & Losses	545.78	0.00	545.78	0.00	0.00	0.00
4950 - Other Income				0.00	0.00	
4951 - Misc Income	7,681.95	0.00	7,681.95	0.00	3,333.33	
4955 - Capital Contr Temp Restr	0.00	0.00	0.00	0.00	0.00	
4956 - Capital Contr Releases	0.00	0.00	0.00	0.00	0.00	
Total 4950 - Other Income	7,681.95	0.00	7,681.95	0.00	3,333.33	3,333.33
Total Income	1,443,443.58	76,057.54	1,519,501.12	1,489,397.00	1,383,099.08	-106,297.92
Gross Profit	1,443,443.58	76,057.54	1,519,501.12	1,489,397.00	1,383,099.08	
Expense						
5000 - Salaries & Wages						
5001 - Salaries & Wages	631,403.08	3,541.22	634,944.30	658,571.00	635,236.00	
5003 - Senior Ministers Salary	109,802.64	0.00	109,802.64	109,803.00	109,803.00	
Total 5000 - Salaries & Wages	741,205.72	3,541.22	744,746.94	768,374.00	745,039.00	-23,335.00
5015 - Payroll Taxes	36,360.16	262.82	36,622.98	39,547.00	34,244.43	-5,302.57
5020 - Employee Benefits						
5021 - Medical Insurance	77,167.47	0.00	77,167.47	99,063.00	83,054.00	
5022 - LTD	437.50	0.00	437.50	1,371.00	1,940.00	
5024 - Dental Insurance	49.75	0.00	49.75	0.00	0.00	
5026 - Life Insurance	1,807.52	0.00	1,807.52	783.00	2,378.00	
5028 - 401K	44,950.40	0.00	44,950.40	48,444.00	62,531.00	
Total 5020 - Employee Benefits	124,412.64	0.00	124,412.64	149,661.00	149,903.00	242.00

FY14-15 Proposed Budget No Increase over FY13-14 Spending and Director's Cuts

3
05/15/2014
Draft

	Proj Exp	Proj TR	6/30/14 Projected	FY13-14	FY14-15	Variance FY13-14
	Jul '13 - Jun 14	Jul '13 - Jun 14	Totals	Budget	Budget	vs FY14-15 Budget
5030 - Professional Expenses						
5031 - Professional Expenses	11,000.00	0.00	11,000.00	16,600.00	15,995.00	
5035 - Senior Minister Prof Expenses	6,276.32	0.00	6,276.32	6,000.00	6,000.00	
5030 - Professional Expenses - Other	0.00	0.00	0.00	0.00	0.00	
Total 5030 - Professional Expenses	17,276.32	0.00	17,276.32	22,600.00	21,995.00	-605.00
5040 - Temporary Labor						
5041 - Temp Labor	14,862.13	0.00	14,862.13	2,808.00	4,500.00	
5042 - Childcare	10,340.72	45.00	10,385.72	4,000.00	0.00	
5043 - Guest Speakers	250.00	0.00	250.00	0.00	0.00	
5044 - Worship Associates		800.00	800.00	0.00	0.00	
5045 - Musicians	6,915.00	885.00	7,800.00	7,800.00	10,500.00	\$3500 offset by TR 4310
5047 - Sound Technicians	6,595.00	0.00	6,595.00	1,360.00	3,300.00	
5049 - Contractors Misc	514.42	0.00	514.42	0.00	0.00	
Total 5040 - Temporary Labor	39,477.27	1,730.00	41,207.27	15,968.00	18,300.00	2,332.00
5100 - Program Expenses						
5101 - Program Supplies	0.00	510.57	510.57	0.00	0.00	
5118 - Grade 5 OWL	1,036.00	0.00	1,036.00	0.00	0.00	
5103 - Classroom Supplies	2,560.29	0.00	2,560.29	6,000.00	9,000.00	
5119 - Chalice Camp Expenses	0.00	0.00	0.00	0.00	0.00	
5120 - Curriculum	6,500.00	0.00	6,500.00	2,500.00	0.00	included under 5103 now
5121 - Teacher Workshops	1,500.00	0.00	1,500.00	1,600.00	1,300.00	
5122 - Program Volunteer Appreciation	1,200.00	0.00	1,200.00	1,200.00	1,200.00	
5123 - Grade 7	1,400.00	0.00	1,400.00	1,800.00	800.00	
5124 - Grade 8	3,000.00	0.00	3,000.00	1,800.00	1,800.00	
5125 - Grade 9 COA	4,200.00	0.00	4,200.00	4,200.00	2,500.00	
5126 - Grade 10 11 12	700.00	0.00	700.00	1,000.00	700.00	
5127 - Summer Programs	600.00	0.00	600.00	1,200.00	600.00	
5128 - Youth Social Activities	100.00	0.00	100.00	400.00	400.00	
5129 - Senior High Trips	1,000.00	0.00	1,000.00	10,000.00	10,000.00	
5131 - Adult Ed	520.00	0.00	520.00	0.00	200.00	
5132 - Small Groups	1,524.74	0.00	1,524.74	1,000.00	1,600.00	
5133 - Multigenerational Worship	0.00	0.00	0.00	250.00	0.00	
5134 - Multigenerational Music	500.00	0.00	500.00	200.00	500.00	
5135 - Music Purchases	2,770.18	1,061.00	3,831.18	3,000.00	3,000.00	
5136 - Piano Tuning	1,420.00	0.00	1,420.00	1,200.00	1,420.00	
5137 - Worship Items Misc	600.00	0.00	600.00	300.00	500.00	
5139 - Training	200.00	0.00	200.00	0.00	200.00	
5140 - Memorials Expense	358.98	0.00	358.98	400.00	400.00	
5141 - Sabbatical Expenses	200.00	0.00	200.00	0.00	0.00	
5199 - Other Program Expense	5,922.62	10,300.10	16,222.72	500.00	8,980.00	
Total 5100 - Program Expenses	37,812.81	11,871.67	49,684.48	38,550.00	45,100.00	6,550.00
5200 - Misc Programs						
5201 - Winter Solstice	0.00	0.00	0.00	500.00	0.00	
5202 - Labyrinth	0.00	0.00	0.00	300.00	0.00	
5203 - Library	0.00	319.44	319.44	0.00	0.00	
5209 - Action Groups	1,264.90	0.00	1,264.90	1,500.00	500.00	
5210 - Friendship Caring Corner	407.72	0.00	407.72	400.00	400.00	
5231 - YCE Supplies	10,590.98	330.00	10,920.98	11,000.00	11,000.00	
5232 - YCE Travel & Related	17,000.00	0.00	17,000.00	0.00	0.00	
5233 - YCE Other	10.00	0.00	10.00	0.00	0.00	
Total 5200 - Misc Programs	29,273.60	649.44	29,923.04	13,700.00	11,900.00	-1,800.00
5250 - Membership Program Expenses						
5251 - Hospitality	7,591.36	0.00	7,591.36	9,500.00	8,500.00	
5252 - Visitor Welcoming	614.00	0.00	614.00	600.00	600.00	

FY14-15 Proposed Budget No Increase over FY13-14 Spending and Director's Cuts

4
05/15/2014
Draft

5254 - New Member Programs	2,412.32	0.00	2,412.32	2,200.00	1,200.00	
	<u>Proj Exp</u>	<u>Proj TR</u>	<u>6/30/14 Projected</u>	<u>FY13-14</u>	<u>FY14-15</u>	<u>Variance FY13-14</u>
	<u>Jul '13 - Jun 14</u>	<u>Jul '13 - Jun 14</u>	<u>Totals</u>	<u>Budget</u>	<u>Budget</u>	<u>vs FY14-15 Budget</u>
5255 - Social Gatherings	733.22	0.00	733.22	600.00	0.00	
Total 5250 - Membership Program Expenses	11,350.90	0.00	11,350.90	12,900.00	10,300.00	-2,600.00
5300 - Fundraising Expenses						
5301 - Pledge Drive	4,927.01	0.00	4,927.01	4,600.00	5,000.00	
5302 - Planned Giving	3,023.67	0.00	3,023.67	3,000.00	3,000.00	
5303 - Auction	16,000.00	0.00	16,000.00	0.00	0.00	
5390 - Racial Justice	2,536.00	0.00	2,536.00	0.00	0.00	
5808 - The House That LOVE Built (Hab)	111,482.49	28.78	111,511.27	60,000.00	0.00	
Total 5300 - Fundraising Expenses	137,969.17	28.78	137,997.95	67,600.00	8,000.00	-59,600.00
5400 - Office Supplies						
5401 - General Office Supplies	8,000.00	0.00	8,000.00	5,700.00	6,100.00	
5402 - Paper	3,000.00	0.00	3,000.00	4,000.00	2,000.00	
Total 5400 - Office Supplies	11,000.00	0.00	11,000.00	9,700.00	8,100.00	-1,600.00
5410 - Small Furnishings Purchases	2,000.00	0.00	2,000.00	4,000.00	2,000.00	
5412 - Visual Arts	4,138.56	0.00	4,138.56	4,570.00	4,200.00	
5414 - Printing & Copying	16,493.84	0.00	16,493.84	20,003.00	15,000.00	
5416 - Postage & Shipping	6,199.42	0.00	6,199.42	8,150.00	5,960.00	
5418 - Telephone	2,847.59	0.00	2,847.59	3,085.00	2,900.00	
5420 - Internet Expense	1,771.42	0.00	1,771.42	1,000.00	1,800.00	
5422 - Website	1,235.60	0.00	1,235.60	1,500.00	1,500.00	
5424 - Software Expense	12,691.64	215.54	12,907.18	15,150.00	6,650.00	
5426 - Equipment Leases	174.98	0.00	174.98	300.00	175.00	
5432 - Sound System	2,702.82	0.00	2,702.82	1,000.00	3,000.00	
Total	50,255.87	215.54	50,471.41	58,758.00	43,185.00	-15,573.00
5440 - Insurance						
5441 - Workers Comp	5,800.00	0.00	5,800.00	5,800.00	5,800.00	
5442 - Liability Insurance	15,500.00	0.00	15,500.00	15,500.00	17,000.00	
Total 5440 - Insurance	21,300.00	0.00	21,300.00	21,300.00	22,800.00	1,500.00
5450 - Dues & Memberships						
5451 - Dues & Memberships UUA	17,354.28	3,446.72	20,801.00	20,000.00	20,000.00	
5452 - Dues & Memberships PSD	6,000.00	0.00	6,000.00	6,000.00	6,000.00	
5453 - Dues & Memberships Other	55.00	0.00	55.00	730.00	730.00	
Total 5450 - Dues & Memberships	23,409.28	3,446.72	26,856.00	26,730.00	26,730.00	0.00
5405 - Legal	810.00	0.00	810.00	0.00	0.00	
5475 - Financial Review/Audit	1,662.50	0.00	1,662.50	4,000.00	1,700.00	
5480 - Consultants	8,490.79	0.00	8,490.79	8,440.00	4,500.00	
5490 - Employee Appreciation	1,486.55	0.00	1,486.55	1,500.00	1,500.00	
5510 - Volunteer Appreciation	426.28	0.00	426.28	420.00	420.00	
5530 - Board Expenses	979.97	0.00	979.97	1,000.00	1,000.00	
5540 - Leadership Development	3,011.74	0.00	3,011.74	3,000.00	0.00	
5560 - Interest Expense	40,130.00	0.00	40,130.00	40,130.00	41,908.81	Includes payments for loan adv of \$182,800
5571 - Payroll Processing Fees	2,776.40	0.00	2,776.40	2,520.00	2,800.00	
5572 - Bank Service Charges	1,428.84	0.00	1,428.84	180.00	1,500.00	
5573 - Credit Card Discount Fees	12,185.38	0.00	12,185.38	18,700.00	13,000.00	
Total	73,388.45	0.00	73,388.45	79,890.00	68,328.81	-11,561.19
5580 - Mileage	2,117.98	0.00	2,117.98	1,340.00	2,200.00	860.00
5590 - Utilities						
5591 - Utilities Electric	25,663.70	0.00	25,663.70	27,000.00	27,000.00	
5592 - Utilities Gas	13,000.00	0.00	13,000.00	13,000.00	14,000.00	
5593 - Utilities Water & Sewer	7,118.76	0.00	7,118.76	6,850.00	7,000.00	
Total 5590 - Utilities	45,782.46	0.00	45,782.46	46,850.00	48,000.00	1,150.00

FY14-15 Proposed Budget No Increase over FY13-14 Spending and Director's Cuts

5
05/15/2014
Draft

	Proj Exp	Proj TR	6/30/14 Projected	FY13-14	FY14-15	Variance FY13-14
	Jul '13 - Jun 14	Jul '13 - Jun 14	Totals	Budget	Budget	vs FY14-15 Budget
5600 - Repairs & Maintenance						
5601 - Repairs & Maintenance General	5,792.62	0.00	5,792.62	21,200.00	17,200.00	
5602 - HVAC Repairs & Maintenance	5,845.00	0.00	5,845.00	11,000.00	10,000.00	
5603 - Elevator Maintenance	2,791.56	0.00	2,791.56	3,200.00	3,300.00	
5604 - Alarm Maintenance	1,382.68	0.00	1,382.68	1,300.00	1,500.00	
Total 5600 - Repairs & Maintenance	15,811.86	0.00	15,811.86	36,700.00	32,000.00	-4,700.00
5620 - Janitorial Supplies	5,178.42	0.00	5,178.42	6,000.00	6,000.00	
5630 - Trash & Recycling	2,913.32	0.00	2,913.32	3,700.00	3,000.00	
5640 - Groundskeeping	13,000.00	515.31	13,515.31	7,000.00	11,700.00	
5650 - Pest Control	450.98	0.00	450.98	530.00	600.00	
5660 - Other Expense	8,151.68	0.00	8,151.68	17,000.00	5,000.00	
5701 - Offering Plate for Community	0.00	2,331.31	2,331.31	49,000.00	49,000.00	
5702 - Habitat for Humanity	0.00	337.29	337.29	0.00	0.00	
5703 - Simpson Meals	0.00	792.24	792.24	0.00	0.00	
5704 - TRUST	4,000.00	686.57	4,686.57	4,000.00	4,000.00	
5799 - Racial Justice	9,861.33	6,893.32	16,754.65	10,000.00	7,500.00	
5700 - Offering Plate for Community - Other	0.00	36,203.65	36,203.65	0.00	0.00	
Total	43,555.73	47,759.69	91,315.42	97,230.00	86,800.00	-10,430.00
5800 - Other Charitable Contributions						
5802 - Pastoral Care Donations	0.00	5,004.01	5,004.01	0.00	0.00	
5803 - Misc Donations	0.00	1,547.65	1,547.65	0.00	0.00	
Total 5800 - Other Charitable Contributions	0.00	6,551.66	6,551.66	0.00	0.00	
Total Expense	1,461,760.22	76,057.54	1,537,817.76	1,507,398.00	1,382,925.24	-124,472.76
Net Income	-18,316.64	0.00	-18,316.64	-18,001.00	173.84	18,174.84
Loan Principal			(20,925.56)	(20,925.56)	(25,374.11)	-4,448.55
Adjusted Net Income			-39,242.20	-38,926.56	-25,200.27	13,726.29

Footnote: The pledges received as of 5/14/14 are \$1,054,839.03. The members who pledged for FY13-14, but have not pledged for FY14-15 yet were analyzed. The total was reduced by pledges we know will not come in. The giving patterns were analyzed for the remaining balance. Based on that information an assumption was developed. The assumption is that an additional \$31,614.17 in pledges for FY14-15 could reasonably be expected to come in.