

Board Meeting Minutes for December 20, 2016

Unitarian Universalist Church of Chattanooga

Present: Monique Lewis, President; Bart Solomon, President-Elect; Cecile de Rocher, VP Religious Growth Ministry; Linda Park, VP Outreach Ministry; Pam Johnson, Secretary; Bill Derrickson, Treasurer; Rev. Cathy Harrington, Developmental Minister.

Absent: Buck O'Rear, VP Resources Ministry; Greg Cruz, VP Congregational Life Ministry.

Monique called the meeting to order at 6:30 pm. Pam lit the chalice and shared opening words. Everyone checked in.

November Minutes: November minutes were approved by acclamation.

Treasurer's Report: Financial reports are attached to the end of the minutes.

Finance Report - The following items are highlights from the Finance Committee meeting:

- We have received notice from the IRS that our application for exemption from federal income tax as a 501 (c) (3) organization has been accepted. Kudos to Lynna Ruth Standridge and Bill Derrickson for initiating this effort and seeing it through!
- Monique reported the following schedule for the upcoming Stewardship Campaign: March 25-Steward Training; March 26-Kick Off; April 2 through May 7-Stewardship Campaign; May 21-Celebration Sunday; June 4-Annual Congregational Meeting.
- Committees should turn in their budget requests for the next fiscal year (beginning July 1, 2017) by December 31. Minister and staff budget requests (funneled through Cathy) should also be turned in by December 31. All budget requests should go to Bill Derrickson, Treasurer.

Minister's Report: Cathy's report is attached to the end of the minutes.

Religious Growth Report: Kay's report is attached to the end of the minutes. Cecile reported that the RE committee met to propose a budget for next year and that the no-rehearse Christmas pageant was a success.

Congregational Life Report: Greg's report is attached at the end of the minutes.

Outreach Report: Linda's report is attached to the end of the minutes.

Old & New Business:

- a. Emergency Preparedness Plan – After a brief discussion of the temporary emergency plan proposed by the Lay Pastoral Care Team, the board tabled further discussion until January when a team can be appointed to develop a comprehensive emergency plan.
- b. VP/Resources vacancy – Buck has resigned as Vice President of Resources due his mobility issues and need for rehabilitation following hip replacement surgery.
- c. Church floor covering – Bill reports that there is approximately \$600 left over from funds raised to replace the floor coverings in the sanctuary, fellowship area and kitchen. He proposed that

we use the remaining funds to recarpet the stairway. Bart seconded the motion and it was unanimously approved.

- d. Candle safety – Bill motioned that in the interest of safety, we not use live candles for the labyrinth in the future. Bart seconded the motion and it passed unanimously.
- e. Board oversight of potential grant – Cathy reported that she will be applying for a grant from VEATCH to fund Father Lapsley’s workshop planned for May of 2017. VEATCH requires that a board oversee any project that it funds. Cathy asked the board to assume that responsibility, should the grant be awarded. Linda moved that the UUCB board accept responsibility for overseeing any funds awarded for the Father Lapsley workshop. Monique seconded the motion and it was unanimously approved.

Quick Report Items:

- a. Next meetings—January 17 (Bart will preside), February 21, March 21
- b. Board Reps—December 25th (none needed); January-March schedule
- c. Opening/Closing readings for January – Bill
- d. January meeting—Cecile takes minutes for Pam

Closing Words: Pam read our closing words. The meeting was adjourned at 8:10 pm.

Respectfully submitted,

Pam Johnson

Minister's Notes - December 20, 2016

Identity. Vision and Mission. Who do we say we are, to ourselves and to the world? How do we express the unity that binds us despite our humanistic and spiritualist differences?

January will be MISSION MONTH at UUCC. Linda Helton and I have met three times to plan for having the goal of creating a new mission statement by the end of February. Linda H. said to me, "I don't think this church has a soul." We decided to find out and since the process is more important the actual words, we invited Nicky Ozbeck to meet with us because she is presenting the sermon on New Year's Day. Here's our plan:

1. The minister's newsletter column coming out next week will describe Mission Month and its goal.
2. Jan 1 service will be about identifying values and introducing the idea of creating a personal mission statement.
3. Jan 8th service, we are showing the Service of the Living Tradition sermon, *For a Time Such as This* from 2015 by Marlin Lavinhar, the minister of our congregation in Tulsa OK.
4. Jan 15th guest speaker, Professor Earl Braggs from UTC will be speaking about his new book of poetry called, **Ugly Love: Notes from the Negro Side of the Moon (Winter Soup Bowl)**.
5. Jan 22nd service will be about mission and Beloved Community followed by soup and bread workshops to begin writing personal mission statements that will be shared (hopefully) with the Mission team who will create a special word cloud with the results to identify a common theme.
6. January 31st service will be sharing the results and celebrating who we are and brainstorming who we are collectively. We will appoint a team to write a mission statement for the church with a deadline of Feb 28, 2016.

We will send readings to all committees and small groups and ask them to use them as opening words for their meetings. We have asked Kay to include the RE folks and kids to participate. We hope that the board members will lead the way by writing personal mission statements as models.

Member Engagement. How do we build a larger core of active members? Are there programming changes that will help? How do we identify and build the next generation of church leaders? How do we build a financial stewardship tradition that will sustain the church?

We officially welcomed five new members on Sunday, December 4, 2016.

The new stewardship team met on November 22, 29, and Dec 15. Monique will give you a more detailed report, but I would add that the mission process will benefit our stewardship efforts as the UUC members become creatively inspired.

Community Outreach: How do we do a better job of telling our story to the larger community?

On Nov 17, UUC hosted the Third CPD Chaplain's Graduation

Chief Fred Fletcher welcomed 10 new chaplains bringing the number of ICPC trained police chaplains to 32. Beginning Jan 1, our on-call duty will be just once a month for one day instead of 5 days. I finished my second 5-day on call last week with one call out to Children's Hospital ER to sit with a mother whose 2-year old stopped breathing. The toddler was stabilized and placed in Pediatric ICU with a caution that she might have a cardiac arrest due to toxins built up from lack of oxygen. I returned that evening to check on the child and the mother and all was well. I like happy endings. That wasn't the case on Nov 21st when I was called to the scene of the bus accident that claimed the lives of 6 elementary children. I spent several hours at the scene and the hospital and later attended two of the six funerals in solidarity.

On Dec 3, the CPD Chaplains held a benefit concert called, "Gathering Hope." Beth Terry was extremely helpful in every aspect of making this event successful. Our Jennifer and Johnathon performed and helped recruit three other acts. The concert was a roaring success thanks to all the help we had. The money will be used to assist victims and officers in need.

On December 17, UUC shared the plate with Welcome Home and when Sherry Campbell spoke she lifted up UUC as one of the few churches that has stepped up to support her ministry with money and volunteers. Moved by her words, Rose and Paul Seemuth, (new visitors who left Calvary Chapel because they felt ostracized because they have a lesbian daughter who has a new baby) told their study group from Calvary Chapel about Welcome Home and they purchased paper goods and other items to donate to WC. Very cool. My mother and I are having dinner with Rose and Paul tomorrow night. They identify as Christian, but so far they are feeling very welcome and safe at UUC, this in spite of the fact that UU's have changed some of the words to the traditional hymns & Christmas carols in our hymnal. ☺

How do we express the unity that binds us despite our humanistic and spiritualist differences? from our first goal above will be put the test, no doubt with this openly Christian couple seeking a safe and loving religious and spiritual home at UUC.

Committee Meetings

Finance

Transition Team

Nominating

Worship

Social Justice Movie night

New Member dinner and meeting

Pastoral Care

Council Meeting

Pastoral visit (Maureen Olin)

GOALS

- A. Identity. Vision and Mission. Who do we say we are, to ourselves and to the world? How do we express the unity that binds us despite our humanistic and spiritualist differences?
- B. Covenant and Safe Community Policy. What are the standards for the relationships we want to have with one another? How shall we respond when behavior violates these standards?
- C. Member Engagement. How do we build a larger core of active members? Are there programming changes that will help? How do we identify and build the next generation of church leaders? How do we build a financial stewardship tradition that will sustain the church?
- D. Governance. How do we extricate our Board of Trustees from the ever-flowing nitty-gritty of ministerial decision making to create time for governance and strategic thinking? How do we develop policies that will make our decision making more consistent?
- E. Better Communication. What procedures and habits must we build to make decision making as transparent as possible and build trust within the community? How do we do a better job of telling our story to the larger community?

DRE Report for BOT - November, 2016

- Weekly attendance:
November 06: 21
November 13: 29
November 20: 27
November 27: 25
- RE parent Deana Cruz gave a volunteer day to RE on November 23, and worked tirelessly with Kay to clean and re-organize the RE supplies and storage. Many thanks to Deana!
- DRE hosted a holiday breakfast/ornament decorating workshop for our UU Kids.
- DRE met with Emily (RE Committee Chair) and Cecile (VP for RE) to develop RE Budget proposal for the 2017/2018 year, then submitted to Bill Derrickson, BOT Treasurer.
- Our Medievals class hosted a Hat, Glove & Sock Drive. In addition, the Medievals made 40 fleece scarves to go into gift bags along with toiletries, which were taken by the DRE to the Community Kitchen to benefit our homeless friends and neighbors. Thanks to our generous congregation for their donations.
- Final Elementary OWL class on December 11. Co-facilitators Wendy Sapp & Greg Cruz were (and are!) kind, generous, and enthusiastic. Great folks!
- Due to a family emergency, Nursery caregiver Destiny will need to be absent on December 18 and January 8. DRE has secured volunteers to cover her shifts.
- RE sponsored Indoor Walking Labyrinth will be held on December 19 & 20, from 5:30-8:30 p.m. All ages welcome!
- DRE will be off on December 25 (regularly scheduled last Sunday of the month off) and January 1 (Holiday).
- DRE sent an email to RE Families to gauge interest in attending Youth Cons at The Mountain. Responses (so far): 3 females for Elementary Con; 3 females, 1 male for Intermediate Con; 2 females, 1 male for Senior High Con.
- Kindergarten-Grade 1 OWL class now confirmed. Classes on January 8 & 22, February 5 & 19, from 12:30-2:00 p.m. Led by Wendy Sapp & Greg Cruz.
- DRE expresses gratitude to all the members of the BOT and Cathy for all you do to make our church community thrive. Huzzah!

Board Report – VP Outreach Ministry – December 20, 2016

Social Justice

The Social Justice team continues to host movies on the 4th Fridays of every month, despite aggravating issues with the system. The next movie, “It’s a Wonderful Life” is December 23rd, the techs are working on the system to make sure we can watch the movie this time and in the future. The doors open at 6:30 and the movie starts at 7, with free popcorn and discussion following each movie.

Several members of the Social Justice team are organizing dinners for Welcome Home on a regular basis. We would like to see several groups like this come together within the congregation to work on different Social Justice Issues.

Social Justice will be setting up tables periodically to enable church members to sign-up for activities and learn more about community and church Social Justice activities.

Members of the Social Justice team have been attending Caleb meetings once a month. This group organizes with other churches and community members for the “common good”.

Membership

Members of the Membership Team are:

1. Susan Kennedy – coordinator of New Member Sunday; and coordinator of Greeters.
2. Jim and Sue Welborn – coordinators of the Connecting Points Class (All about UUC).
3. Kristie McKinley – will follow-up with new members to see if they have any concerns or questions.
4. Carol Hobbs – will be photographing new members and creating a display for those pictures
5. Miranda Hofelt – makes sure we have enough brochures, name tags, etc.

Open Positions

1. Chairperson(s) – Linda Park will have to be chairperson until another person is found.
2. Coordinator(s) of the Beginning Points Class (What is Unitarian Universalism) – This class will not be held until someone steps up to be the coordinator.

We will have classes and new member Sundays 3 times a year. Due to have no one to be the Coordinator of the Beginning Points class, we will not have a Beginnings Points class until there is a Coordinator. The Welborns and Susan Kennedy and the acting Chairperson will determine the dates for the next class and new member Sunday.

Communications

The Communication team continues to communicate effectively to our members, friends, visitors and the greater community via the website, Facebook, tweets, and WUTC.

The Communications team is moving into Phase 2 of the website as the New Year begins. Some of you may be asked to give your input on issues with which you have been involved. Also, please feel free to send questions and/or suggestions to comm@uucc.org.

The newsletter was successfully moved to an in-house publication in November. The feedback has been overwhelmingly positive.

The team discussed the current and future plans for the UUCC's communication at the Quarterly Council Meeting and brought breakfast for everyone.

A Conversation with the Board

This will be revived in January. We want this to be a regularly scheduled event once a month on the Sunday following the Board Meeting. We all need to think about how we can set this up to be an important part of communicating with church members, friends and even visitors. So, give this some thought, please.

Submitted by Linda Park, December 20, 2016

Congregational Life Report

I attended the Quarterly round table meeting. I am proud to say that all the committees under the umbrella of CL have done a stellar job.

Caring: has been especially busy with all the illnesses and unexpected deaths in the congregation.

Art on the Walls: Have requested new hanging brackets. Private funds will be used to facilitate this. I understand the final proposal has not yet been completed. The new system will properly secure art and also facilitate a much easier placement of said art on the walls.

Worship Enhancement: with the new carpet and construction the annual Poinsettia Drive for the homebound members has been limited.

Nominating, Pastoral Care and Transitions Team and Wowzers also have been very busy. Current updates can be addressed by Cathy since she works very closely with these dedicated committees.

Sincerely

Greg Cruz

VP of Congregational Life

Unitarian Universalist Church of Chattanooga

Balance Sheet

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Consolidated - November 2016

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		Current Year	Previous Year
ASSETS	1000		
BANK ACCOUNTS AND CASH	1050		
First Volunteer Checking	1110	\$31,159.62	\$6,452.34
First Volunteer Money Mkt	1210	41,773.22	41,531.27
Petty Cash on Hand	1260	0.00	100.00
Subtotal Bank Accounts And Cash	1050	72,932.84	48,083.61
INVESTMENTS	1300		
CD 55291 md 03/28/16	1310	5,796.17	5,791.89
CD 55292 md 03/28/16	1320	5,831.25	5,826.94
CD 56157 md 12/29/15	1330	5,772.56	5,768.29
CD 56159 md 12/29/15	1340	5,772.56	5,768.29
CD 53276 md 03/4/16	1350	20,361.27	20,346.22
Subtotal Investments	1300	43,533.81	43,501.63
TOTAL ASSETS		<u>\$116,466.65</u>	<u>\$91,585.24</u>
LIABILITIES	2000		
CURRENT LIABILITIES	2010		
TAXES PAYABLE	2205		
Federal Withholding	2215	\$149.00	\$0.00
Social Security	2217	336.46	31.24
Medicare	2219	77.34	7.30
OTHER DEDUCTIONS	2250		
Health Insurance Withheld	2270	222.69	-119.25
Subtotal Taxes Payable	2205	785.49	-80.71
PASS THRU CONTRIBUTIONS	2300		
GA Expense Acct	2306		
Poinsettias	2308	47.00	347.00
RE-OWL	2309-002	94.41	0.00
Sextons	2310	0.00	50.00
Share the Plate	2320	340.87	340.87
Very Temporary	2350	0.00	42.43
Subtotal Pass Thru Contributions	2300	482.28	780.30
OTHER CURRENT LIABILITIES	2400		
Building Use Deposits	2410	50.00	50.00
WUTC	2520-001	2,624.80	2,558.80
Subtotal Other Current Liabilities	2400	2,674.80	2,608.80

Balance Sheet

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		Current Year	Previous Year
Subtotal Current Liabilities	2010	3,942.57	3,308.39
TOTAL LIABILITIES		3,942.57	3,308.39
NET ASSETS	3000		
UNRESTRICTED	3100		
Unrestricted Net Assets	3110	\$39,368.07	\$25,215.81
TEMPORARILY RESTRICTED	3201		
Building Reserve Fund	3210-102	16,913.78	19,158.78
Church of God Rent	3218-001	29,000.00	26,000.00
Endowment Holding	3220-104	130.13	130.13
Energy Efficiency	3221-103	1,804.67	1,804.67
Equipment Reserve Fund	3222-102	2,937.95	3,329.27
Flower Fund	3230-106	8.00	8.00
Landscaping Reserve	3236-002	260.07	1,000.00
Growth Initiatives	3238-009	3,052.04	6,515.26
Min. Search/Sabbatical	3245-109	1,544.55	1,543.12
Music Enhancement Fund	3250-110	1,374.54	1,374.54
Passover Seder	3255-111	326.71	265.08
REfurbish	3268	312.81	312.81
Restricted Lewis Prop Tax	3271-120	-185.92	199.36
Social Justice	3279-003	220.76	351.20
Staff Christmas Bonus	3280-116	0.00	40.00
YRE Fundraisers	3290-118	668.32	668.32
Teen Fundraising	3293-119	360.50	360.50
ALL FUNDRAISING	3631-399		
Fundraiser Auction	3631-413	14,398.10	0.00
Fundraiser Art Sales	3631-435	29.00	0.00
Subtotal All Fundraising	3631-399	14,427.10	0.00
Subtotal Temporarily Restricted	3201	73,156.01	63,061.04
TOTAL FUND BALANCE		112,524.08	88,276.85
TOTAL LIABILITIES AND FUND BALANCE		\$116,466.65	\$91,585.24

Unitarian Universalist Church of Chattanooga

Income and Expense Statement

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		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
INCOME	4000							
UNRESTRICTED	4020							
Net Pledges - Current FY	4030	\$18,238.41	\$88,175.27	\$76,875.37	\$74,976.65	117.60%	\$179,944.00	49.00%
Pledges - Prior FY	4040	0.00	2,315.00	1,352.00	625.00	370.40%	1,500.00	154.33%
Sunday Offertory	4050	468.17	2,247.75	2,588.20	2,500.00	89.91%	6,000.00	37.46%
Subtotal Unrestricted	4020	18,706.58	92,738.02	80,815.57	78,101.65	118.74%	187,444.00	49.48%
Budgeted		18,706.58	92,738.02	0.00	78,101.65	118.74%	187,444.00	49.48%
Non-Budgeted		0.00						
GIFT INCOME	4051							
Gifts	4051-400	120.00	1,552.53	75.00	437.50	354.86%	1,050.00	147.86%
Gifts In Memoriam	4051-410	0.00	0.00	0.00	208.35	0.00%	500.00	0.00%
Subtotal Gift Income	4051	120.00	1,552.53	75.00	645.85	240.39%	1,550.00	100.16%
Budgeted		120.00	1,552.53	0.00	645.85	240.39%	1,550.00	100.16%
Non-Budgeted		0.00						
INCOME ALL FUNDRAISERS	4100							
Fundraiser Income	4100-400	0.00	0.00	237.50	416.65	0.00%	1,000.00	0.00%
Income-Sage-ing Wkshp	4100-440	0.00	0.00	10.00	0.00	0.00%	0.00	0.00%
Subtotal Income All Fundraisers	4100	0.00	0.00	247.50	416.65	0.00%	1,000.00	0.00%
Budgeted		0.00	0.00	0.00	416.65	0.00%	1,000.00	0.00%
Non-Budgeted		0.00						
INTEREST INCOME	4500							
Banking Interest	4510	0.70	2.54	1.86	2.90	87.59%	7.00	36.29%
Savings Acct Interest	4512	5.15	26.24	29.44	31.25	83.97%	75.00	34.99%
Endowment CD Interest	4515	10.02	49.46	63.91	62.50	79.14%	150.00	32.97%
Regular CD Interest	4520	0.00	0.00	0.00	26.65	0.00%	64.00	0.00%
Subtotal Interest Income	4500	15.87	78.24	95.21	123.30	63.45%	296.00	26.43%
Budgeted		15.87	78.24	0.00	123.30	63.45%	296.00	26.43%
Non-Budgeted		0.00						
MISCELLANEOUS INCOME	4600							
Photocopy Income	4621	0.00	3.25	13.00	10.40	31.25%	25.00	13.00%
RENTS AND LEASES	4700							
Cell Tower Income	4703-005	1,331.17	6,507.07	8,137.60	6,283.75	103.55%	15,081.00	43.15%
Bridge Club	4704	20.00	97.00	98.00	83.35	116.38%	200.00	48.50%
Chions	4707	29.00	79.00	46.00	41.65	189.68%	100.00	79.00%

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		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
Church of God	4708	0.00	0.00	0.00	10,416.65	0.00%	25,000.00	0.00%
12-Step Group	4709	25.00	25.00	0.00	0.00	0.00%	0.00	0.00%
Special Rentals	4711	150.00	412.50	287.50	208.35	197.98%	500.00	82.50%
Subtotal Rents And Leases	4700	1,555.17	7,120.57	8,569.10	17,033.75	41.80%	40,881.00	17.42%
Budgeted		1,555.17	7,120.57	0.00	17,033.75	41.80%	40,881.00	17.42%
Non-Budgeted		0.00						
TOTAL INCOME		20,397.62	101,492.61	89,815.38	96,331.60	105.36%	231,196.00	43.90%
Budgeted		20,397.62	101,492.61	0.00	96,331.60	105.36%	231,196.00	43.90%
Non-Budgeted		0.00						
EXPENSES	5000							
PERSONNEL EXPENSES	5010							
DIRECTOR OF MUSIC	5080							
Salary/Wages-DirMusic	5081-001	\$835.92	\$4,179.60	\$4,138.30	\$4,179.60	100.00%	\$10,031.00	41.67%
Employer Taxes-DirMus	5082-002							
FICA-DirMus	5083-002	51.82	259.10	256.60	259.15	99.98%	622.00	41.66%
Medicare-DirMus	5084-002	12.12	60.60	60.00	61.25	98.94%	147.00	41.22%
Subtotal Employer Taxes-dirmus	5082-002	63.94	319.70	316.60	320.40	99.78%	769.00	41.57%
Budgeted		63.94	319.70	0.00	320.40	99.78%	769.00	41.57%
Non-Budgeted		0.00						
Prof Expenses-DirMus	5088-008	0.00	0.00	0.00	208.35	0.00%	500.00	0.00%
Subtotal Director Of Music	5080	899.86	4,499.30	4,454.90	4,708.35	95.56%	11,300.00	39.82%
Budgeted		899.86	4,499.30	0.00	4,708.35	95.56%	11,300.00	39.82%
Non-Budgeted		0.00						
DIR RELIGIOUS EDUCATION	5090							
Salary/Wages-DRE	5091-001	2,025.84	10,129.20	10,028.80	10,129.15	100.00%	24,310.00	41.67%
Employer Taxes-DRE	5092-002							
FICA-DRE	5093-002	141.10	705.50	621.80	627.90	112.36%	1,507.00	46.81%
Medicare-DRE	5094-002	33.00	165.00	145.40	147.10	112.17%	353.00	46.74%
Subtotal Employer Taxes-dre	5092-002	174.10	870.50	767.20	775.00	112.32%	1,860.00	46.80%
Budgeted		174.10	870.50	0.00	775.00	112.32%	1,860.00	46.80%
Non-Budgeted		0.00						
Supplemental wages-DRE	5095-005	250.00	1,250.00	1,250.00	1,666.65	75.00%	4,000.00	31.25%
PROF. EXPENSES--DRE	5098-008	0.00	0.00	179.00	1,012.90	0.00%	2,431.00	0.00%

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		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
Retirement DRE	5099	202.58	1,012.90	1,002.90	1,012.90	100.00%	2,431.00	41.67%
Subtotal Dir Religious Education	5090	2,652.52	13,262.60	13,227.90	14,596.60	90.86%	35,032.00	37.86%
Budgeted		2,652.52	13,262.60	0.00	14,596.60	90.86%	35,032.00	37.86%
Non-Budgeted		0.00						
ADMINISTRATOR	5150							
Salary/Wages-Admin	5151-001	1,769.68	8,848.40	8,760.80	8,848.35	100.00%	21,236.00	41.67%
Employer Taxes-Admin	5152-002							
FICA-Admin	5153-002	128.92	644.60	543.20	548.75	117.47%	1,317.00	48.94%
Medicare-Admin	5154-002	30.14	150.70	127.00	128.35	117.41%	308.00	48.93%
Subtotal Employer Taxes-admin	5152-002	159.06	795.30	670.20	677.10	117.46%	1,625.00	48.94%
Budgeted		159.06	795.30	0.00	677.10	117.46%	1,625.00	48.94%
Non-Budgeted		0.00						
Supplemental wages-Admin	5155-005	309.62	1,548.10	1,548.10	1,666.65	92.89%	4,000.00	38.70%
PROF EXPENSES--ADM	5159-009	38.99	134.53	161.45	208.35	64.57%	500.00	26.91%
Retirement -Admin	5170-001	177.00	885.00	875.85	885.00	100.00%	2,124.00	41.67%
Subtotal Administrator	5150	2,454.35	12,211.33	12,016.40	12,285.45	99.40%	29,485.00	41.42%
Budgeted		2,454.35	12,211.33	0.00	12,285.45	99.40%	29,485.00	41.42%
Non-Budgeted		0.00						
NURSERY	5200							
Salary/Wages-Nursery	5201-001	287.38	1,170.48	1,298.38	2,666.65	43.89%	6,400.00	18.29%
Employer Taxes-Nursery	5202-002							
FICA-Nursery	5203-002	17.81	72.56	80.50	165.40	43.87%	397.00	18.28%
Medicare-Nursery	5204-002	4.16	16.97	18.85	38.75	43.79%	93.00	18.25%
Subtotal Employer Taxes-nursery	5202-002	21.97	89.53	99.35	204.15	43.86%	490.00	18.27%
Budgeted		21.97	89.53	0.00	204.15	43.86%	490.00	18.27%
Non-Budgeted		0.00						
Nursery Contract Labor	5299-001	0.00	234.00	190.00	0.00	0.00%	0.00	0.00%
Subtotal Nursery	5200	309.35	1,494.01	1,587.73	2,870.80	52.04%	6,890.00	21.68%
Budgeted		309.35	1,494.01	0.00	2,870.80	52.04%	6,890.00	21.68%
Non-Budgeted		0.00						
DEVELOPMENTAL MINISTER	5400							
Salary/Wages DevMin	5401	2,802.14	13,844.13	11,995.00	14,101.65	98.17%	33,844.00	40.91%
FICA-DevMin	5403	346.34	1,731.70	1,649.60	1,716.25	100.90%	4,119.00	42.04%

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Life Ins-DevMin	5404	0.00	333.24	379.40	379.60	87.79%	911.00	36.58%
SUPPLEMENT WAGES-DevMin	5405	192.00	1,273.71	2,149.66	960.00	132.68%	2,304.00	55.28%
SUPPLEMENT RET-Dev.Mi	5405-003	-0.01	-0.04	0.00	1,913.75	0.00%	4,593.00	0.00%
Housing DevMin	5407	1,666.66	8,499.97	10,000.00	8,333.35	102.00%	20,000.00	42.50%
Professional Exp-DevMin	5408	1,067.37	1,819.07	1,301.93	2,916.65	62.37%	7,000.00	25.99%
Retirement DevMin	5409	448.67	2,243.35	2,199.60	2,243.35	100.00%	5,384.00	41.67%
Subtotal Developmental Minister	5400	6,523.17	29,745.13	29,675.19	32,564.60	91.34%	78,155.00	38.06%
Budgeted		6,523.17	29,745.13	0.00	32,564.60	91.34%	78,155.00	38.06%
Non-Budgeted		0.00						
Subtotal Personnel Expenses	5010	12,839.25	61,212.37	60,962.12	67,025.80	91.33%	160,862.00	38.05%
Budgeted		12,839.25	61,212.37	0.00	67,025.80	91.33%	160,862.00	38.05%
Non-Budgeted		0.00						
BOARD/PROGRAM EXPENSES	6000							
BOARD EXPENSES	6001							
BOT Retreat & Quart.	6002	193.82	383.04	535.04	416.65	91.93%	1,000.00	38.30%
Leadership Development	6010	0.00	700.00	97.64	312.50	224.00%	750.00	93.33%
Minister Search/Sabbatic	6050	0.00	0.00	0.00	347.90	0.00%	835.00	0.00%
Subtotal Board Expenses	6001	193.82	1,083.04	632.68	1,077.05	100.56%	2,585.00	41.90%
Budgeted		193.82	1,083.04	0.00	1,077.05	100.56%	2,585.00	41.90%
Non-Budgeted		0.00						
PROGRAMS	6100							
Art on the Walls	6105	0.00	0.00	0.00	95.85	0.00%	230.00	0.00%
Caring Committee	6110	0.00	0.00	49.99	104.15	0.00%	250.00	0.00%
Coffee Hour Expense	6120	17.76	212.14	263.91	291.65	72.74%	700.00	30.31%
Fellowship-General	6130	27.46	27.46	0.00	104.15	26.37%	250.00	10.98%
Lay Pastoral Care	6145	8.31	8.31	17.00	583.35	1.42%	1,400.00	0.59%
Membership Expense	6150	78.00	197.77	256.42	354.15	55.84%	850.00	23.27%
Music Program	6155	75.04	230.54	364.95	416.65	55.33%	1,000.00	23.05%
Small Group Ministry	6165	0.00	0.00	423.67	437.50	0.00%	1,050.00	0.00%
Social Justice	6167	54.01	251.53	619.61	416.65	60.37%	1,000.00	25.15%
Worship Programs Exp	6170	0.00	607.02	855.29	1,083.35	56.03%	2,600.00	23.35%
Subtotal Programs	6100	260.58	1,534.77	2,850.84	3,887.45	39.48%	9,330.00	16.45%
Budgeted		260.58	1,534.77	0.00	3,887.45	39.48%	9,330.00	16.45%
Non-Budgeted		0.00						

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RELIGIOUS EDUCATION	6200							
Adult RE	6210	89.94	607.07	59.94	333.35	182.11%	800.00	75.88%
RE Youth	6220	145.21	1,116.84	2,188.99	2,484.15	44.96%	5,962.00	18.73%
Subtotal Religious Education	6200	235.15	1,723.91	2,248.93	2,817.50	61.19%	6,762.00	25.49%
Budgeted		235.15	1,723.91	0.00	2,817.50	61.19%	6,762.00	25.49%
Non-Budgeted		0.00						
Subtotal Board/program Expenses	6000	689.55	4,341.72	5,732.45	7,782.00	55.79%	18,677.00	23.25%
Budgeted		689.55	4,341.72	0.00	7,782.00	55.79%	18,677.00	23.25%
Non-Budgeted		0.00						
OPERATIONS	6300							
FACILITIES	6301							
Exterminating	6315	70.00	210.00	210.00	187.50	112.00%	450.00	46.67%
Repairs/Maint-Facilities	6325	3.49	84.35	449.64	666.65	12.65%	1,600.00	5.27%
Safety & Enhancement	6330	0.00	358.72	619.97	2,083.35	17.22%	5,000.00	7.17%
Security Management	6335	0.00	344.40	300.00	375.00	91.84%	900.00	38.27%
Supplies-Building	6340	12.00	115.35	123.77	208.35	55.36%	500.00	23.07%
Trash Services	6350	97.49	487.45	487.45	568.75	85.71%	1,365.00	35.71%
Subtotal Facilities	6301	182.98	1,600.27	2,190.83	4,089.60	39.13%	9,815.00	16.30%
Budgeted		182.98	1,600.27	0.00	4,089.60	39.13%	9,815.00	16.30%
Non-Budgeted		0.00						
GROUNDS	6370							
Landscaping	6371	0.00	0.00	46.31	416.65	0.00%	1,000.00	0.00%
Lawn Care	6372	0.00	0.00	0.00	625.00	0.00%	1,500.00	0.00%
Subtotal Grounds	6370	0.00	0.00	46.31	1,041.65	0.00%	2,500.00	0.00%
Budgeted		0.00	0.00	0.00	1,041.65	0.00%	2,500.00	0.00%
Non-Budgeted		0.00						
OFFICE EXPENSES	6400							
Copier Maintenance	6410	0.00	795.00	795.00	354.15	224.48%	850.00	93.53%
Office Equipment	6420	0.00	0.00	0.00	106.25	0.00%	255.00	0.00%
Postage	6440	141.00	147.45	147.00	137.50	107.24%	330.00	44.68%
Supplies-Office	6460	40.47	168.41	183.38	333.35	50.52%	800.00	21.05%
Subtotal Office Expenses	6400	181.47	1,110.86	1,125.38	931.25	119.29%	2,235.00	49.70%
Budgeted		181.47	1,110.86	0.00	931.25	119.29%	2,235.00	49.70%

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<i>Non-Budgeted</i>		0.00						
OPERATIONS - GENERAL	6500							
Credit Card /PayPal Chrg	6506	11.18	18.95	0.00	0.00	0.00%	0.00	0.00%
Communications/Advertis	6507	32.24	130.00	459.21	416.65	31.20%	1,000.00	13.00%
Computer Services/Website	6509	0.00	143.64	0.00	291.65	49.25%	700.00	20.52%
Contingency Expense	6510	0.00	0.00	37.98	104.15	0.00%	250.00	0.00%
Domain Names	6512	76.55	76.55	0.00	0.00	0.00%	0.00	0.00%
Newsletter	6512-001	0.00	300.00	0.00	750.00	40.00%	1,800.00	16.67%
Insurance-Bldg/Liability	6525	0.00	4,166.00	4,075.00	4,500.00	92.58%	4,500.00	92.58%
Janitorial Service	6530	300.00	1,575.00	1,350.00	1,666.65	94.50%	4,000.00	39.38%
Classroom Equip&Maintain	6533	0.00	0.00	0.00	87.50	0.00%	210.00	0.00%
Supplies/Altar-Decoration	6541	0.00	0.00	0.00	83.35	0.00%	200.00	0.00%
Utilities Expense	6580							
Electricity	6581	371.82	2,899.15	2,687.52	2,500.00	115.97%	6,000.00	48.32%
Gas	6582	33.43	141.15	142.03	750.00	18.82%	1,800.00	7.84%
Internet Service/Phone	6583	128.75	643.75	643.75	645.85	99.67%	1,550.00	41.53%
Water	6585	123.77	793.34	428.98	625.00	126.93%	1,500.00	52.89%
Subtotal Utilities Expense	6580	657.77	4,477.39	3,902.28	4,520.85	99.04%	10,850.00	41.27%
<i>Budgeted</i>		657.77	4,477.39	0.00	4,520.85	99.04%	10,850.00	41.27%
<i>Non-Budgeted</i>		0.00						
Subtotal Operations - General	6500	1,077.74	10,887.53	9,824.47	12,420.80	87.66%	23,510.00	46.31%
<i>Budgeted</i>		1,066.56	10,868.58	0.00	12,420.80	87.50%	23,510.00	46.23%
<i>Non-Budgeted</i>		11.18	18.95					
STEWARDSHIP	6700							
Stewardship--Fellowship	6701	0.00	0.00	75.00	416.65	0.00%	1,000.00	0.00%
Stewardship--supplies	6705	0.00	0.00	75.97	83.35	0.00%	200.00	0.00%
Subtotal Stewardship	6700	0.00	0.00	150.97	500.00	0.00%	1,200.00	0.00%
<i>Budgeted</i>		0.00	0.00	0.00	500.00	0.00%	1,200.00	0.00%
<i>Non-Budgeted</i>		0.00						
Subtotal Operations	6300	1,442.19	13,598.66	13,337.96	18,983.30	71.63%	39,260.00	34.64%
<i>Budgeted</i>		1,431.01	13,579.71	0.00	18,983.30	71.54%	39,260.00	34.59%
<i>Non-Budgeted</i>		11.18	18.95					
DENOMINATIONAL EXPENSES	7000							

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G.I.F.T Program	7020	2,479.60	3,719.40	5,132.00	4,958.80	75.01%	12,397.00	30.00%
TOTAL EXPENSES		17,450.59	82,872.15	85,164.53	98,749.90	83.92%	231,196.00	35.84%
<i>Budgeted</i>		17,439.41	82,853.20	0.00	98,749.90	83.90%	231,196.00	35.84%
<i>Non-Budgeted</i>		11.18	18.95					
EXCESS INCOME\EXPENSES		\$2,947.03	\$18,620.46	\$4,650.85	-\$2,418.30	-769.98%	\$0.00	0.00%
<i>Budgeted</i>		2,958.21	18,639.41	0.00	-2,418.30	-770.77%	0.00	0.00%
<i>Non-Budgeted</i>		-11.18	-18.95					