

Board Meeting Minutes for March 21, 2017

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; Greg Cruz, VP Congregational Life Ministry; Pam Johnson, Secretary; Bill Derrickson, Treasurer; Rev. Cathy Harrington, Developmental Minister.

Visitors: Christy Tittsworth, Lynna Ruth Standridge

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

Nominating Committee – Christy Tittsworth reported that one of the most difficult positions to fill has been the VP of Religious Growth. The committee has a dilemma in that they have a candidate they feel would be a good fit for the board, but the person who has not been a member for one year, though the person will reach that milestone in September. One question the committee raises is “Why is it this position so difficult to fill?” A good candidate would be someone who has kids of RE age that also has the time to take on the position. The challenge is that many parents who have the interest and enthusiasm lack the time because of the demands of parenting. Is it possible to share a position?

Christy noted that parental involvement in RE is phenomenal, praised the DRE and the amazing program that is going on and how the church is growing because of it. She highlighted how wonderful it was that special needs kids are being involved, included, and nurtured in the RE program. She added there is a lot of potential for growth at UUCC, especially due to the political events of the last year. Christy’s suggested that it might be beneficial for parents currently raising children to be mentored by seasoned parents who have already raised kids and that perhaps the board position could be a mentor-mentee position like that. That would make for some good leadership

Greg made a motion that we waive the one year membership requirement in order to facilitate filling this position. Cecile seconded the motion it passed unanimously.

Send Jim Welborn and Mary Lou Reed an email re: board waiver.

February Minutes: Minutes were unanimously approved

Treasurer’s Report:

Good news: Net pledges running ahead of last year. Bad news, current month is low, but YTD is still \$2000 ahead of last year YTD. The UUA is supposed to send a bill of approximately \$1200 per month for our Fair Share contribution, but they haven’t been sending an invoice. Bill decided to catch us up on payments regardless so we wouldn’t be too far behind at the end of the year.

2017-2018 Budget – Bill reviewed the highlights of the budget. This preliminary budget was made with the following assumptions: a 10% increase in pledge income, a 3% increase in salaries, increasing the amount set aside for ministerial search/sabbatical to a more realistic amount, and fulfilling the budget requests submitted by committees.

Resources Report

- 1) Adopt preliminary budget – Bill moved that we adopt the preliminary budget presented by him for use by the stewardship campaign. Bart seconded. Motion approved.
- 2) Minimum salary – The Finance Committee recommends that all church employees shall receive a minimum of \$15.00 per hour; that there be a two-year transition to reach this minimum; and that the transition will occur regardless of the results of this and next year's stewardship campaigns. Bill moved that we accept the Finance Committee's recommendation. Linda seconded the motion and the motion passed unanimously.
- 3) Credit card form revisions – Finance committee worked on revisions to policy manual regarding how committees spend their budgeted funds. The revisions include the following provisions: Committees spend their budgeted funds as they see fit. Committee members can spend funds by using their own money or credit card and get reimbursed, they can use the church's credit card, or they can have the church issue a check directly. In all cases, a receipt for the purchases must be provided.

Pam suggested that a line be added that sales tax would not be reimbursed, so purchasers are encouraged to get a tax exemption form from the church administrator.

Bill added the following sentences to the proposed policy: "Please note that all purchases are reimbursed net of sales tax. We have tax exemption forms available from the church administrator that are to be used for all purchases within Tennessee."

Bill moved that proposed changes (with addition) to the policy manual be accepted. Bart seconded the motion. Motion passed.

Outreach Report: No report.

Religious Growth Report: Kay's report is attached to the end of the minutes. Cecile had nothing additional to report.

Congregational Life Report: Greg had nothing to report.

Developmental Minister's Report: Cathy's report is attached to the end of the minutes. She just dropped off the grant proposal to the Community Fund for funding Father Lapsley's visit. Healing of Memories is raising funds to send facilitators who are trained with us in May to be sent to other locations to work as co-facilitators.

Cathy also reported on the following items:

- Attended the Call-In event with Judith Pederson-Benn. Call-In is an event that brings together gang members, police officers, TBI agents, and other officials that are interested in helping gang members
- Gloria Hagee wrote a letter absolving the church of any financial liability for the Healing of Memories.
- VEATCH grant has been sent in.
- Celebration of Life service for Marcia Jenison is scheduled for April 8 at 4:00 pm. Several musical groups will play.

- Travel schedule: Cathy will travel to Arizona for lead facilitator training May 18-21. She will be back for Celebration Sunday. On June 19 flying to New Orleans for General Assembly and won't be back until August 20 (1st Sunday back in pulpit).

New Business:

- Stewardship Report – Stewardship team has put five articles in newsletter and three inserts in the Order of Service. A survey was inserted into the Order of Service asking whether individuals used the fair share guide when pledging; ½ of respondents said yes; ½ said no. Monique identified 20 people to be visiting stewards and 12 of them agreed to serve. Joint service with Cathy and Bill Clontz will lead a joint service on Sunday, March 26 which will be followed by the Stewardship kickoff and a potluck lunch. We have 77 existing pledge units, 12 new members, and 103 potential pledging units. Training for stewards occurs on March 25.
- The Stewardship Team has categorized contributors as members, contributing friends, inactive members (haven't pledged for last 2 years, but not taken out of data base), other (not member, not contributing friend)
- Put something in the newsletter and on the website about the Facebook page having 1000 likes.
- Summer Seminary request – Sophie McCurdy has been accepted into the program. Most of expense is paid, but the church is asked to contribute the registration fee of \$425. Bill moved that the church pay the \$425 registration fee out of YRE fundraiser account 3290, pending approval by the RE committee. Linda seconded the motion and the motion passed.

Minister's Ideas

Cathy shared some innovative ideas for membership, church growth, and efficiency.

Quick Report Items:

- 1) Board Rep/Usher Schedule: April, May, June
- 2) Next meetings: April 18, May 16, June 20
- 3) Opening and closing reading for April - Bill

Closing Words: Greg read our closing words. The meeting was adjourned at 8:30 pm.

DRE Report for Board of Trustees
March, 2017

- Weekly Attendance:
February 05: 29
February 12: 27
February 19: 33
February 26: 32
- DRE delivered truck full of kitchen supplies (pots, pans, dishes, utensils, small appliances) to Bridge Refugee services. Truly a generous outpouring from our congregation.
- Fair Trade Chocolate sale (also to benefit Bridge Refugee services) has been extended through Sunday, March 19.
- We have 17 kids/teens attending Youth Cons at The Mountain this spring, our highest enrollment ever! It has definitely been a staffing and scheduling challenge, but worth it!
- Speaking of which...A big shout out to our volunteer Youth Advisors, who give a weekend of their time to drive/chaperone our UU Kids. Many thanks to: Steve Hollingsworth, Beth Terry, Deana Cruz, Wendy Sapp, and Eric Tittsworth!
- RE Committee Retreat on April 8th.
- We have new regular RE volunteers! Anne Cornwell and Beth Terry have been volunteering twice (in Beth's case: thrice) per month. And many thanks to Bill Derrickson, Yvonne Derrickson and Linda Park, who are beautiful people giving their time to our UU Kids. (In all honesty, they were beautiful people before they volunteered in RE. But they're even more beautiful now!)
- Our annual Easter Egg Hunt will be held on Sunday, April 16, immediately following service.
- The wonderful Reverend/Master-Baker Cathy is offering a Bagel Making class for our Medievals class on Saturday, April 22nd. The following day, April 23rd, the Medievals will sell the Bagels after service, to raise funds for RE.
- DRE will not take her scheduled Sunday off (March 26) in order to be around for Stewardship kick-off. (Has changed travel plans and will instead be out of town on March 21 & 22.)
- DRE met Ron Pasch & Rob Audier **at Lowe's to purchase lumber for** new cabinets for Sprouts & Medievals room. Many thanks to these awesome fellows, especially Ron, who has spent many hours constructing, trimming and sanding. DRE primed & painted the cabinets, will finish up with coats of polyurethane this coming week.
- May 7th **"RE" service will include** Bridging Ceremony for graduating seniors, as well as recognition of RE Volunteers. Also a secret surprise for Chris Tregaskis. (Sssshhh.)
- DRE requests guidelines from BOT regarding her professional expenses.
- DRE will be eligible to request sabbatical leave at end of this fiscal year. But. DRE does not plan to request sabbatical leave until the summer of 2019. July, 2019 will mark my 10th year as your DRE.

March 21, 2017

UUCC

Minister's Notes

2/22 Grant site visit **outreach**

2/22 Interview with a student comparative religions **outreach**

2/23 Call In (outreach Gang members, mayor, police chief) **outreach**

2/24 Sermon prep/slides **Worship/Community**

2/25 Church Council Meeting **Church Community/governance**

sermon prep **worship**

2/26 Sunday Worship **Worship/Community**

Nominating Committee **Leadership**

2/27 Chaplain meeting **outreach**

wrote letter of recommendation for Sophie McCurdy to attend UU Summer Seminary

2/28 Mission Team meeting **Mission/Church community**

2/28 Meeting with Wendy **Pastoral Care & Outreach**

3/2 meeting with Monique and Bart **Governance**

3/3 Sermon prep **Worship/Community**

3/4 Sermon prep/slides **Worship/Community**

3/6 Accompanied murder victim family member (mother) for hearing **Outreach**

3/7 Stewardship meeting **Church Community**

3/7 consultation with Fred Holland **Church Community/Governance/Communication**

3/8 Lay Pastoral Care meeting **Pastoral Care & Church Community**

3/8 Finance Committee meeting **Church Community/Governance**

3/9 meeting with founder of Gamaliel **Outreach**

3/9 meeting with Monique **Governance**

3/10 meeting with Judith **outreach**

3/10 Transition team meeting **Church Community/Governance**

3/10 Home Visit Maureen Olin **Pastoral Care**

3/11-3/15 Boston

3/16 Designed postcard for Stewardship **Church Community**

3/17 sermon prep/slides **Worship/Community**

3/18 sermon prep/slides **Worship/Community**

3/19 Sunday worship **Worship/Community**

Wowzer meeting **Worship/Community**

Attended the memorial dedication on Walnut Street Bridge for Ed Johnson **Outreach**

Stewardship meeting **Church Community**

3/21 Meeting with Walt Jennison and son to plan Memorial Service for Marsha **Pastoral Care**

Balance Sheet

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		Current Year	Previous Year
ASSETS	1000		
BANK ACCOUNTS AND CASH	1050		
First Volunteer Checking	1110	\$15,156.98	\$21,678.73
First Volunteer Money Mkt	1210	41,818.42	41,585.23
Subtotal Bank Accounts And Cash	1050	56,975.40	63,263.96
INVESTMENTS	1300		
CD 55291 md 03/28/16	1310	5,796.17	5,796.17
CD 55292 md 03/28/16	1320	5,831.25	5,831.25
CD 56157 md 12/29/15	1330	5,772.56	5,772.56
CD 56159 md 12/29/15	1340	5,772.56	5,772.56
CD 53276 md 03/4/16	1350	20,361.27	20,361.27
Subtotal Investments	1300	43,533.81	43,533.81
TOTAL ASSETS		\$100,509.21	\$106,797.77
LIABILITIES	2000		
CURRENT LIABILITIES	2010		
TAXES PAYABLE	2205		
Federal Withholding	2215	\$56.00	\$149.00
Social Security	2217	345.00	329.66
Medicare	2219	80.68	77.10
OfficeDepot CreditCard	2245	0.00	-49.07
OTHER DEDUCTIONS	2250		
Health Insurance Withheld	2270	294.69	79.46
Subtotal Taxes Payable	2205	776.37	586.15
PASS THRU CONTRIBUTIONS	2300		
GA Expense Acct	2306		
Poinsettias	2308	47.00	47.00
RE-OWL	2309-002	24.45	0.00
Share the Plate	2320	0.00	340.87
Very Temporary	2350	130.43	174.11
Subtotal Pass Thru Contributions	2300	201.88	561.98
OTHER CURRENT LIABILITIES	2400		
Building Use Deposits	2410	50.00	50.00
Prepaid Pledges Next FY	2415	0.00	3,000.00
WUTC	2520-001	1,544.80	2,042.80
Subtotal Other Current Liabilities	2400	1,594.80	5,092.80

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Balance Sheet

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		Current Year	Previous Year
Subtotal Current Liabilities	2010	2,573.05	6,240.93
TOTAL LIABILITIES		2,573.05	6,240.93
NET ASSETS	3000		
UNRESTRICTED	3100		
Unrestricted Net Assets	3110	\$35,724.70	\$35,726.92
TEMPORARILY RESTRICTED	3201		
Building Reserve Fund	3210-102	16,913.78	19,158.78
Church of God Rent	3218-001	32,000.00	29,000.00
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	3,054.29
Flower Fund	3230-106	8.00	8.00
Landscaping Reserve	3236-002	260.07	260.07
Growth Initiatives	3238-009	3,310.04	6,515.26
Min. Search/Sabbatical	3245-109	1,544.55	1,544.55
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	6.72
Social Justice	3279-003	220.76	351.20
YRE Fundraisers	3290-118	668.32	668.32
Teen Fundraising	3293-119	360.50	360.50
ALL FUNDRAISING	3631-399		
Fundraiser Auction	3631-413	195.55	0.00
Fundraiser Art Sales	3631-435	29.00	0.00
Fundraiser T shirts	3631-440	0.00	15.00
Subtotal All Fundraising	3631-399	224.55	15.00
Subtotal Temporarily Restricted	3201	62,211.46	64,829.92
TOTAL FUND BALANCE		97,936.16	100,556.84
TOTAL LIABILITIES AND FUND BALANCE		\$100,509.21	\$106,797.77

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	\$8,035.41	\$132,958.35	\$130,860.62	\$119,962.64	110.83%	\$179,944.00	73.89%
Pledges - Prior FY	4040	0.00	2,315.00	1,352.00	1,000.00	231.50%	1,500.00	154.33%
Sunday Offertory	4050	519.08	3,520.11	3,971.66	4,000.00	88.00%	6,000.00	58.67%
Subtotal Unrestricted	4020	8,554.49	138,793.46	136,184.28	124,962.64	111.07%	187,444.00	74.05%
Budgeted		8,554.49	138,793.46	0.00	124,962.64	111.07%	187,444.00	74.05%
Non-Budgeted		0.00						
GIFT INCOME	4051							
Gifts	4051-400	23.00	1,575.53	141.84	700.00	225.08%	1,050.00	150.05%
Gifts In Memoriam	4051-410	0.00	0.00	0.00	333.36	0.00%	500.00	0.00%
Subtotal Gift Income	4051	23.00	1,575.53	141.84	1,033.36	152.47%	1,550.00	101.65%
Budgeted		23.00	1,575.53	0.00	1,033.36	152.47%	1,550.00	101.65%
Non-Budgeted		0.00						
INCOME ALL FUNDRAISERS	4100							
Fundraiser Income	4100-400	0.00	0.00	247.50	666.64	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	257.50	666.64	0.00%	1,000.00	0.00%
Budgeted		0.00	0.00	0.00	666.64	0.00%	1,000.00	0.00%
Non-Budgeted		0.00						
INTEREST INCOME	4500							
Banking Interest	4510	0.57	4.75	3.71	4.64	102.37%	7.00	67.86%
Savings Acct Interest	4512	4.81	41.70	44.97	50.00	83.40%	75.00	55.60%
Endowment CD Interest	4515	10.02	79.20	102.34	100.00	79.20%	150.00	52.80%
Regular CD Interest	4520	0.00	0.00	32.18	42.64	0.00%	64.00	0.00%
Subtotal Interest Income	4500	15.40	125.65	183.20	197.28	63.69%	296.00	42.45%
Budgeted		15.40	125.65	0.00	197.28	63.69%	296.00	42.45%
Non-Budgeted		0.00						
MISCELLANEOUS INCOME	4600							
Miscellaneous Income	4620	0.00	0.00	3.06	0.00	0.00%	0.00	0.00%
Photocopy Income	4621	0.00	10.25	13.00	8.00	128.13%	12.00	85.42%
Subtotal Miscellaneous Income	4600	0.00	10.25	16.06	8.00	128.13%	12.00	85.42%
Budgeted		0.00	10.25	0.00	8.00	128.13%	12.00	85.42%
Non-Budgeted								

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		Current Period	Year to Date	YTD Prior Year	Year to Date Budget	YTD Budget Percentage	Annual Budget	Annual Budget Percentage
<i>Non-Budgeted</i>		0.00						
RENTS AND LEASES	4700							
Cell Tower Income	4703-005	1,361.60	10,561.44	11,878.68	10,054.00	105.05%	15,081.00	70.03%
Bridge Club	4704	28.00	175.00	156.00	133.36	131.22%	200.00	87.50%
Chions	4707	25.00	118.00	90.00	66.64	177.07%	100.00	118.00%
Church of God	4708	0.00	0.00	0.00	16,666.64	0.00%	25,000.00	0.00%
12-Step Group	4709	25.00	100.00	0.00	0.00	0.00%	0.00	0.00%
Special Rentals	4711	125.00	537.50	750.00	333.36	161.24%	500.00	107.50%
Subtotal Rents And Leases	4700	1,564.60	11,491.94	12,874.68	27,254.00	42.17%	40,881.00	28.11%
<i>Budgeted</i>		1,564.60	11,491.94	0.00	27,254.00	42.17%	40,881.00	28.11%
<i>Non-Budgeted</i>		0.00						
TOTAL INCOME		10,157.49	151,996.83	149,657.56	154,121.92	98.62%	231,183.00	65.75%
<i>Budgeted</i>		10,157.49	151,996.83	0.00	154,121.92	98.62%	231,183.00	65.75%
<i>Non-Budgeted</i>		0.00						
EXPENSES	5000							
PERSONNEL EXPENSES	5010							
DIRECTOR OF MUSIC	5080							
Salary/Wages-DirMusic	5081-001	\$835.92	\$6,687.36	\$6,621.28	\$6,687.36	100.00%	\$10,031.00	66.67%
Employer Taxes-DirMus	5082-002							
FICA-DirMus	5083-002	51.82	429.95	410.56	414.64	103.69%	622.00	69.12%
Medicare-DirMus	5084-002	12.12	100.56	96.00	98.00	102.61%	147.00	68.41%
Subtotal Employer Taxes-dirmus	5082-002	63.94	530.51	506.56	512.64	103.49%	769.00	68.99%
<i>Budgeted</i>		63.94	530.51	0.00	512.64	103.49%	769.00	68.99%
<i>Non-Budgeted</i>		0.00						
Prof Expenses-DirMus	5088-008	0.00	0.00	0.00	333.36	0.00%	500.00	0.00%
Subtotal Director Of Music	5080	899.86	7,217.87	7,127.84	7,533.36	95.81%	11,300.00	63.87%
<i>Budgeted</i>		899.86	7,217.87	0.00	7,533.36	95.81%	11,300.00	63.87%
<i>Non-Budgeted</i>		0.00						
DIR RELIGIOUS EDUCATION	5090							
Salary/Wages-DRE	5091-001	2,025.84	16,206.72	16,046.08	16,206.64	100.00%	24,310.00	66.67%
Employer Taxes-DRE	5092-002							
FICA-DRE	5093-002	146.26	1,180.34	1,040.47	1,004.64	117.49%	1,507.00	78.32%
Medicare-DRE	5094-002	34.20	276.04	243.29	235.36	117.28%	353.00	78.20%

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Subtotal Employer Taxes-dre	5092-002	180.46	1,456.38	1,283.76	1,240.00	117.45%	1,860.00	78.30%
<i>Budgeted</i>		180.46	1,456.38	0.00	1,240.00	117.45%	1,860.00	78.30%
<i>Non-Budgeted</i>		0.00						
Supplemental wages-DRE	5095-005	333.34	2,583.33	2,000.00	2,666.64	96.88%	4,000.00	64.58%
PROF. EXPENSES--DRE	5098-008	0.00	179.00	179.00	1,620.64	11.05%	2,431.00	7.36%
Retirement DRE	5099	202.58	1,620.64	1,604.64	1,620.64	100.00%	2,431.00	66.67%
Subtotal Dir Religious Education	5090	2,742.22	22,046.07	21,113.48	23,354.56	94.40%	35,032.00	62.93%
<i>Budgeted</i>		2,742.22	22,046.07	0.00	23,354.56	94.40%	35,032.00	62.93%
<i>Non-Budgeted</i>		0.00						
ADMINISTRATOR	5150							
Salary/Wages-Admin	5151-001	1,769.68	14,157.44	14,017.28	14,157.36	100.00%	21,236.00	66.67%
Employer Taxes-Admin	5152-002							
FICA-Admin	5153-002	130.38	1,057.04	922.11	878.00	120.39%	1,317.00	80.26%
Medicare-Admin	5154-002	30.50	247.17	215.61	205.36	120.36%	308.00	80.25%
Subtotal Employer Taxes-admin	5152-002	160.88	1,304.21	1,137.72	1,083.36	120.39%	1,625.00	80.26%
<i>Budgeted</i>		160.88	1,304.21	0.00	1,083.36	120.39%	1,625.00	80.26%
<i>Non-Budgeted</i>		0.00						
Supplemental wages-Admin	5155-005	333.34	2,643.35	2,476.96	2,666.64	99.13%	4,000.00	66.08%
PROF EXPENSES--ADM	5159-009	30.79	220.92	266.65	333.36	66.27%	500.00	44.18%
Retirement -Admin	5170-001	177.00	1,416.00	1,401.36	1,416.00	100.00%	2,124.00	66.67%
Subtotal Administrator	5150	2,471.69	19,741.92	19,299.97	19,656.72	100.43%	29,485.00	66.96%
<i>Budgeted</i>		2,471.69	19,741.92	0.00	19,656.72	100.43%	29,485.00	66.96%
<i>Non-Budgeted</i>		0.00						
NURSERY	5200							
Salary/Wages-Nursery	5201-001	267.00	1,843.11	2,084.63	4,266.64	43.20%	6,400.00	28.80%
Employer Taxes-Nursery	5202-002							
FICA-Nursery	5203-002	16.54	145.03	158.43	264.64	54.80%	397.00	36.53%
Medicare-Nursery	5204-002	3.86	33.91	37.09	62.00	54.69%	93.00	36.46%
Subtotal Employer Taxes-nursery	5202-002	20.40	178.94	195.52	326.64	54.78%	490.00	36.52%
<i>Budgeted</i>		20.40	178.94	0.00	326.64	54.78%	490.00	36.52%
<i>Non-Budgeted</i>		0.00						
Nursery Contract Labor	5299-001	0.00	314.00	430.00	0.00	0.00%	0.00	0.00%

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Subtotal Nursery	5200	287.40	2,336.05	2,710.15	4,593.28	50.86%	6,890.00	33.90%
Budgeted		287.40	2,336.05	0.00	4,593.28	50.86%	6,890.00	33.90%
Non-Budgeted		0.00						
DEVELOPMENTAL MINISTER	5400							
Salary/Wages DevMin	5401	2,802.14	22,250.55	19,192.00	22,562.64	98.62%	33,844.00	65.74%
FICA-DevMin	5403	346.34	2,770.72	2,639.36	2,746.00	100.90%	4,119.00	67.27%
Life Ins-DevMin	5404	74.26	546.10	531.16	607.36	89.91%	911.00	59.95%
SUPPLEMENT WAGES-DevMin	5405	192.00	1,849.71	3,511.91	1,536.00	120.42%	2,304.00	80.28%
Supple Wages-DevMinRetir	5405-001	382.76	765.52	0.00	0.00	0.00%	0.00	0.00%
SUPPLEMENT RET-Dev.Mi	5405-003	-0.01	1,913.73	0.00	3,062.00	62.50%	4,593.00	41.67%
Housing DevMin	5407	1,666.66	13,499.95	16,000.00	13,333.36	101.25%	20,000.00	67.50%
Professional Exp-DevMin	5408	358.80	3,221.43	2,852.60	4,666.64	69.03%	7,000.00	46.02%
Retirement DevMin	5409	448.67	3,589.36	3,519.36	3,589.36	100.00%	5,384.00	66.67%
Subtotal Developmental Minister	5400	6,271.62	50,407.07	48,246.39	52,103.36	96.74%	78,155.00	64.50%
Budgeted		5,888.86	49,641.55	0.00	52,103.36	95.28%	78,155.00	63.52%
Non-Budgeted		382.76	765.52					
Subtotal Personnel Expenses	5010	12,672.79	101,748.98	98,497.83	107,241.28	94.88%	160,862.00	63.25%
Budgeted		12,290.03	100,983.46	0.00	107,241.28	94.16%	160,862.00	62.78%
Non-Budgeted		382.76	765.52					
BOARD/PROGRAM EXPENSES	6000							
BOARD EXPENSES	6001							
BOT Retreat & Quart.	6002	0.00	383.04	535.04	666.64	57.46%	1,000.00	38.30%
Leadership Development	6010	0.00	700.00	97.64	500.00	140.00%	750.00	93.33%
Minister Search/Sabbatic	6050	0.00	0.00	0.00	556.64	0.00%	835.00	0.00%
Subtotal Board Expenses	6001	0.00	1,083.04	632.68	1,723.28	62.85%	2,585.00	41.90%
Budgeted		0.00	1,083.04	0.00	1,723.28	62.85%	2,585.00	41.90%
Non-Budgeted		0.00						
PROGRAMS	6100							
Art on the Walls	6105	0.00	0.00	95.19	153.36	0.00%	230.00	0.00%
Caring Committee	6110	0.00	22.31	49.99	166.64	13.39%	250.00	8.92%
Coffee Hour Expense	6120	176.36	419.86	535.80	466.64	89.98%	700.00	59.98%
Fellowship-General	6130	30.45	57.91	0.00	166.64	34.75%	250.00	23.16%
Lay Pastoral Care	6145	134.74	461.30	655.94	933.36	49.42%	1,400.00	32.95%
Membership Expense	6150	0.00	246.06	461.11	566.64	43.42%	850.00	28.95%

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Music Program	6155	230.00	510.54	596.37	666.64	76.58%	1,000.00	51.05%
Small Group Ministry	6165	0.00	0.00	423.67	700.00	0.00%	1,050.00	0.00%
Social Justice	6167	99.50	857.53	619.61	666.64	128.63%	1,000.00	85.75%
Worship Programs Exp	6170	180.83	1,121.67	905.29	1,733.36	64.71%	2,600.00	43.14%
Subtotal Programs	6100	851.88	3,697.18	4,342.97	6,219.92	59.44%	9,330.00	39.63%
Budgeted		851.88	3,697.18	0.00	6,219.92	59.44%	9,330.00	39.63%
Non-Budgeted		0.00						
RELIGIOUS EDUCATION	6200							
Adult RE	6210	0.00	607.07	59.94	533.36	113.82%	800.00	75.88%
RE Youth	6220	144.88	1,869.04	2,896.83	3,974.64	47.02%	5,962.00	31.35%
Subtotal Religious Education	6200	144.88	2,476.11	2,956.77	4,508.00	54.93%	6,762.00	36.62%
Budgeted		144.88	2,476.11	0.00	4,508.00	54.93%	6,762.00	36.62%
Non-Budgeted		0.00						
Subtotal Board/program Expenses	6000	996.76	7,256.33	7,932.42	12,451.20	58.28%	18,677.00	38.85%
Budgeted		996.76	7,256.33	0.00	12,451.20	58.28%	18,677.00	38.85%
Non-Budgeted		0.00						
OPERATIONS	6300							
FACILITIES	6301							
Exterminating	6315	0.00	280.00	315.00	300.00	93.33%	450.00	62.22%
Repairs/Maint-Facilities	6325	208.77	443.53	947.41	1,066.64	41.58%	1,600.00	27.72%
Safety & Enhancement	6330	22.77	1,070.11	619.97	3,333.36	32.10%	5,000.00	21.40%
Security Management	6335	150.00	494.40	450.00	600.00	82.40%	900.00	54.93%
Supplies-Building	6340	59.33	308.72	319.42	333.36	92.61%	500.00	61.74%
Trash Services	6350	97.49	779.92	779.92	910.00	85.71%	1,365.00	57.14%
Subtotal Facilities	6301	538.36	3,376.68	3,431.72	6,543.36	51.60%	9,815.00	34.40%
Budgeted		538.36	3,376.68	0.00	6,543.36	51.60%	9,815.00	34.40%
Non-Budgeted		0.00						
GROUNDS	6370							
Landscaping	6371	0.00	20.98	46.31	666.64	3.15%	1,000.00	2.10%
Lawn Care	6372	0.00	0.00	0.00	1,000.00	0.00%	1,500.00	0.00%
Subtotal Grounds	6370	0.00	20.98	46.31	1,666.64	1.26%	2,500.00	0.84%
Budgeted		0.00	20.98	0.00	1,666.64	1.26%	2,500.00	0.84%
Non-Budgeted		0.00						

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OFFICE EXPENSES	6400							
Copier Maintenance	6410	0.00	795.00	795.00	566.64	140.30%	850.00	93.53%
Office Equipment	6420	0.00	0.00	0.00	170.00	0.00%	255.00	0.00%
Postage	6440	0.00	147.45	295.64	220.00	67.02%	330.00	44.68%
Supplies-Office	6460	0.00	261.37	287.31	533.36	49.00%	800.00	32.67%
Subtotal Office Expenses	6400	0.00	1,203.82	1,377.95	1,490.00	80.79%	2,235.00	53.86%
<i>Budgeted</i>		0.00	1,203.82	0.00	1,490.00	80.79%	2,235.00	53.86%
<i>Non-Budgeted</i>		0.00						
OPERATIONS - GENERAL	6500							
Bank Charges	6505	0.00	0.00	3.49	0.00	0.00%	0.00	0.00%
Credit Card /PayPal Charg	6506	0.00	27.09	0.00	0.00	0.00%	0.00	0.00%
Communications/Advertis	6507	0.00	194.87	728.97	666.64	29.23%	1,000.00	19.49%
Computer Services/Website	6509	0.00	143.64	137.35	466.64	30.78%	700.00	20.52%
Contingency Expense	6510	0.00	0.00	47.79	166.64	0.00%	250.00	0.00%
Domain Names	6512	0.00	76.55	0.00	0.00	0.00%	0.00	0.00%
Newsletter	6512-001	0.00	704.95	0.00	1,200.00	58.75%	1,800.00	39.16%
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	2,550.00	2,325.00	2,666.64	95.63%	4,000.00	63.75%
Classroom Equip&Maintain	6533	0.00	0.00	0.00	140.00	0.00%	210.00	0.00%
Supplies/Altar-Decoration	6541	0.00	0.00	200.00	133.36	0.00%	200.00	0.00%
Utilities Expense	6580							
Electricity	6581	684.12	3,898.99	3,745.40	4,000.00	97.47%	6,000.00	64.98%
Gas	6582	275.67	921.53	649.39	1,066.64	86.40%	1,600.00	57.60%
Internet Service/Phone	6583	128.75	1,030.00	1,030.00	1,033.36	99.67%	1,550.00	66.45%
Water	6585	82.16	1,019.39	625.71	1,000.00	101.94%	1,500.00	67.96%
Subtotal Utilities Expense	6580	1,170.70	6,869.91	6,050.50	7,100.00	96.76%	10,650.00	64.51%
<i>Budgeted</i>		1,170.70	6,869.91	0.00	7,100.00	96.76%	10,650.00	64.51%
<i>Non-Budgeted</i>		0.00						
Subtotal Operations - General	6500	1,470.70	14,733.01	13,568.10	17,039.92	86.46%	23,310.00	63.20%
<i>Budgeted</i>		1,470.70	14,705.92	0.00	17,039.92	86.30%	23,310.00	63.09%
<i>Non-Budgeted</i>		0.00	27.09					
STEWARDSHIP	6700							
Stewardship--Fellowship	6701	0.00	0.00	75.00	666.64	0.00%	1,000.00	0.00%
Stewardship--supplies	6705	0.00	0.00	75.97	133.36	0.00%	200.00	0.00%
Subtotal Stewardship	6700	0.00	0.00	150.97	800.00	0.00%	1,200.00	0.00%

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<i>Budgeted</i>		0.00	0.00	0.00	800.00	0.00%	1,200.00	0.00%
<i>Non-Budgeted</i>		0.00						
Subtotal Operations	6300	2,009.06	19,334.49	18,575.05	27,539.92	70.21%	39,060.00	49.50%
<i>Budgeted</i>		2,009.06	19,307.40	0.00	27,539.92	70.11%	39,060.00	49.43%
<i>Non-Budgeted</i>		0.00	27.09					
DENOMINATIONAL EXPENSES	7000							
G.I.F.T Program	7020	2,479.60	8,678.60	8,981.00	8,677.90	100.01%	12,397.00	70.01%
TOTAL EXPENSES		18,158.21	137,018.40	133,986.30	155,910.30	87.88%	230,996.00	59.32%
<i>Budgeted</i>		17,775.45	136,225.79	0.00	155,910.30	87.37%	230,996.00	58.97%
<i>Non-Budgeted</i>		382.76	792.61					
EXCESS INCOME\EXPENSES		-\$8,000.72	\$14,978.43	\$15,671.26	-\$1,788.38	-837.54%	\$187.00	8,009.86%
<i>Budgeted</i>		-7,617.96	15,771.04	0.00	-1,788.38	-881.86%	187.00	8,433.71%
<i>Non-Budgeted</i>		-382.76	-792.61					