

# Unitarian Universalist Church of Bloomington, Indiana

*Seeking the Spirit, Building Community, Changing the World*



## Board Minutes

April 15, 2015

<b>I. CALL TO ORDER 7:00 PM</b>	<b>2</b>
<b>II. CHALICE LIGHTING AND READING</b>	<b>2</b>
<b>III. CHECK-IN</b>	<b>2</b>
<b>IV. MAIN MEETING</b>	<b>2</b>
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<b>VI. ADJOURNMENT 9:37 PM</b>	<b>5</b>

**Attending:** Kathleen Sideli, Von Welch, Arzetta Hults-Losensky, Ann LeDuc, Doug Cauble, Deb Hutton, Pat Brantlinger

**Ex-officios:** Reverend Doug Wadkins and Reverend Emily Manvel-Leite

Submitted by Ann LeDuc, Secretary

## **I. Call to Order 7:00 PM**

Call to order by Kathleen Sideli, President, at 7:00PM

Changes to the agenda: None

## **II. Chalice Lighting and Reading**

Chalice lighting and reading by Ann LeDuc.

## **III. Check-in**

Attendance and check-in.

## **IV. Main Meeting**

### **A. Approval of Previous Board Minutes**

Motion by Pat: to approve the March 2015 Board of Directors meeting minutes.

Seconded by Deb.

Vote: approved unanimously.

### **B. Interim Minister's Report Reverend Wadkins**

In the fall, we will complete another review of the interim ministry. The goals of the interim ministry include the interim focus points stated at the December 17, 2014 board meeting of heritage, leadership, connections and future. Additionally we will work on the following:

- helping the congregation articulate the church's mission and vision,
- working with leadership to find meaningful ways for the congregation to have a voice in the congregation's future,
- working with Religious Education to help all demographics within Religious Education to feel connected to the congregation,
- helping discern the Religious Education program's mission and vision,
- and working with Reverend Macklin and the staff towards best practices for shared ministry with future staff configurations.

Our mission and vision needs to be specific enough to let perspective candidates know the role of the Senior minister.

Reverend Wadkins is working with all the staff to identify their strengths.

Reverend Wadkins feels we have balanced our policy governance role. Identity crisis are not uncommon in policy governance. He warned that often, during times of transition, including after a ministerial search, it is sometimes tempting to be drawn back towards operational governance work.

## **C. Old Business**

### **1. MSC Timeline and Communications Update**

A Prologue article will be published on April 20th to summarize our current efforts. By May 4th we will need search committee bios. The search committee will be announced in the May 4th Prologue. Bios will be available via the Prologue and on the Ministerial Transition website.

Board availability during coffee hours may be a good idea before the Congregational meeting.

### **2. Preliminary Stewardship Campaign Arzetta Hults-Losensky**

158 have pledged so far, for a total of \$345.5K in pledges, which is 63% of our goal.

### **3. Attorney Search Kathleen Sideli**

Kathy contacted another lawyer with a connection to the congregation. Unfortunately, as a professor of law the individual is not qualified to practice law.

Generalist lawyers are not readily available. The amount of work performed by the church legal counsel is minimal. It may be advisable to have a lawyer to whom we can ask questions from time to time, and have a law office that we could consult if larger legal issues arise.

Von will consult with the Center for Congregations to see if they have any resources for church legal counsel. We could research how other churches in the area obtain legal counsel.

Guy Loftman has agreed to be our parliamentarian for the Congregational meeting.

### **4. Update on Green Spaces Payments Arzetta Hults-Losensky**

On March 18<sup>th</sup> Carol Marks and Arzetta mailed pledge statements with return postcards. 10 postcards have been returned out of the 45 postcards that were sent out. We have received about \$6K additional towards the Green Spaces payments. Not all of the \$6K will go into the Green Spaces T account since a percentage needs to go into the Social Justice fund. Money has been requested from SPF to pay the Green Spaces loans by the end of June. The money is only to repay the loans. In the future we should be careful about initiatives where funds are provided via loans from the congregation in expectation that pledges towards the initiative will be used to pay back the loans. One of the problems may be that the construction was completed so fast that pledgers forgot about their pledges.

## **D. New Business**

### **1. Monitoring**

*I All Ends Statement Policies. Required exhibits: Sen Min Report*

See attached “Ends Report for Board.”

It was noted that the ends statements were very pertinent to this year.

#### *II D1. Annual Budgeting*

*Written report by Sen Minister. Exhibit: Proposed Annual Budget*

See attached “Fiscal 2015-2016 Budget.”

Reverend Wadkins recommended that we may want to shorten the amount of time between sabbaticals, but also have shorter sabbaticals.

In the future it would be helpful to break information technology out of “utilities” and into a separate line item.

Additional changes will be made to the proposed budget and will be shared with the board.

#### *II E. Financial Condition*

*Written report by Sen Minister. Exhibit: Statement of cash flow*

See attached “Statement of Cash Flow.”

Committees are aware of their account balances.

It may be worthwhile to consider a paid accountant position for the future, to do all the work that Arzetta currently does.

#### *II H. Communication and Counsel to Board*

*Inspection of board of effectiveness of board-senior minister communication*

#### *IIIF. Standing Committee*

*Written report by the Finance Committee*

See attached “Finance Committee Report to the Board.”

A discussion occurred regarding the budget in terms of the growing Special Purposes Fund (SPF), and strategizing the use of the SPF. In the future the Board may work on strategizing the use of SPF funds.

There was a discussion regarding whether or not churches are required to submit 990 tax forms. A quick search on-line indicated that the church does not.

**V. Executive Session 8:47 PM**

The board met in executive session at 8:47 PM.

**VI. Adjournment 9:37 PM**

Motion by Doug Cauble: to adjourn.

Seconded by Pat.

Vote: approved unanimously.

The meeting adjourned at 9:37 PM.

**Ends Report for Board.  
Reverend Mary Ann Macklin  
April 2015**

*Seeking the Spirit*

**We have a meaningful liberal religious experience which includes:**

**1. A rich diverse worship life**

We continue to be in a process of discernment regarding the use of technology to enrich the worship experience. We project words to hymns up front so many people are now looking up instead of having their heads buried in hymnals. We have experimented with the use of images, videos and audio during worship and enjoy the less intrusive use of wall space to project upon, as opposed to a cumbersome screen. Each year our Worship Artist in Residence brings new and diverse styles to our worship. This year Janiece Jaffe has brought jazz, chanting and meditative exercises to our worship. We also have used movement meditation and times of quiet and music. We welcomed Reverend Wadkins who has brought his own unique voice and style to our pulpit. He has also collaborated with our Music Director, Susan Swaney, to create special music Sundays such as Omaha Beach.

We have increased age diversity and experience in worship. Our Children's Choir has added their voice to both Sunday Worship as well as our Solstice and Equinox Services. Reverend Leite has worked to increase youth voices in our Sunday worship. And during our Time for All Ages, we've had several dramatic presentations including our children. We continue to receive wonderful feedback for our youth services (which involves all three ministers in helping the youth craft the service) as well as Coming of Age.

Our monthly themes have helped us connect within worship on a deeper level as well as with other aspects of our congregation (Chalice Circles) and other Unitarian Universalist congregations who are doing the same theme.

We've had a rock band this year as well as a variety of instrumentalists and singing groups to enhance our summer worship topics. We've enjoyed special music and strive to have our music weave within each Sunday's focus. Our pianist and choir remain open to last minute changes in liturgy to respond to occurrences within the congregation and world.

We continue to create space for Social Justice Moments each month and address social justice issues from the pulpit. Our Time for All Ages involves our children through story, drama and hymn sings. The hymn sings afford the children the opportunity to shape the content of services by selecting hymns.

## **2. Compassionate pastoral care**

We have a caregiver network in this congregation which includes our Caring Committee, our Elder Focus Task Force, our Choir (known as the good karma fishing team), Religious Education, our Chalice Circles and our staff. Our Connections Coordinator has devoted more time to Caring Committee issues and needs. This year we successfully launched a support meeting for those who are caregivers in their own homes and lives---an increasing need in our society. The development of the 'youth helping elders with technology' program has offered its own brand of pastoral care in our community.

Other congregations learn from us in terms of our ongoing care for all ages. Our worship services offer pastoral moments from our Pastoral Prayer to our Candles for Joys and Sorrows. We also offer End of Life panels and workshops for people not only in our congregation but within the Bloomington community.

## **3. Life-long opportunities for spiritual growth through religious practice, leadership roles, and community action**

From children through elders, we have ongoing opportunities for spiritual growth. We now have three weekly opportunities for meditation: Monday Noon Shambhala Meditation, Wednesday evening Conscious Contact (Insight Meditation) and Thursday Chanting Meditation. We also have an ongoing Saturday Tai Chi class. Our Exploring UU classes offer Spiritual growth for grown-ups as do our Adult Spirit Play classes and other adult religious education classes.

At most meetings within the congregation, it is customary to light a chalice and have a check-in as 'religious practice' to remember why we are gathering. Our Chalice Circles offer a space to practice and learn about deep listening: this year our Chalice Circles process has been enhanced through the use of monthly themes. Chalice Circles also offer spiritual growth through opportunities for leadership (facilitators) and community action (service projects). In addition, many consider their volunteer work in social justice (ie Winter Shelter) to be part of their ongoing spiritual growth.

Senior Minister and Minister of Religious Education are participating in a year-long training for Group Spiritual Direction through the MidAmerica Region.

## **4. Knowledge of denominational and congregational history and traditions**

As part of our Interim process we have been collecting stories from congregation members regarding our congregational history and traditions. Our K-2 Spirit Play classes are working on our vision statement. We have added an additional class on Unitarian Unitarian History for our Exploring UU experience.

We are about to debut a new web-site which will include a brand new history of our congregation as well as the history of Unitarian Universalism, as created by Elof Carlson!~ Elof has also been a source of history columns for our newsletter. And thanks to many hours offered by our Church Administrator in editing and formatting care.

As reported in last year's report, we continue the many traditions of this congregation (ie Flower Communion, El Dia Des Los Muertos, Thanksgiving Intergenerational Service and Procession of Gifts, etc). We continue to offer the 4pm Away in the Manger Service (now livestreamed) as well as our 7pm Christmas Eve service. We dropped the 9pm service due to previous year's low attendance and did not hear a complaint. Next year we may tweak the Water Communion Ceremony. So stay tuned.

## *Building Community*

**We have a policy of nondiscrimination -- we welcome all and are supportive of people of all ages, races, gender, sexual orientation, abilities, education, and politics.**

### **1. We are generous with our time, talent, and resources.**

Throughout our congregation, we have folks of exceptional talent and gifts, who offer their time and resources in furtherance of our vision. From Social Justice and Religious Education to our Choir and other groups, the willingness to be generous is well noted. A few examples: 1) Members and friends often offer their professional musical talents free of charge. 2) This year we honored Renee Reed's ten years of effort and energy in helping to make our soul food dinner evening a success. 3) Our Fourth Friday Fellowships rely on the resources and talents of our members 4) We had a coffee house which donated time and talents to raise money for Winter Shelter. 5) Our Green Sanctuary Task Force, in addition to ALL they do, support our Interfaith Community of Environmental Youth (ICEY). 6) Our choir members volunteered an evening to participate in Black History Month with local African American congregation. 7) Our Grounds Crew and volunteers devote a Saturday morning to improving grounds. 8) Our Sunday volunteers from Coffee Makers to Worship Associates to Greeters/Ushers to Booktable Keepers, help create a meaningful and safe experience for all. Through art and images we try to create an atmosphere which reflects the diversity of our world.

### **2. We actively encourage shared ministry and lay leadership.**

Our Ministers responded to the call from our UUA Moderator Jim Key to go to Selma, Alabama to commemorate the 50<sup>th</sup> anniversary of Bloody Sunday and all the marches which led to the passing of the Voting Rights Bill. They also honored the UU martyrs (Reverend James Reeb and Viola Liuzzo) who died 50 years ago for this cause. The ministers also honored and celebrated the civil rights achievements within our congregation and Bloomington during the Martin Luther King, Jr. Day services and the Selma Sunday services. Ministers and lay leaders also responded by participating in marches and demonstrations for BlackLivesMatter, and are committed to continuing to share the ministry in this cause.

We actively encourage continuing education for lay leaders and staff through the Center for Congregations as well as MidAmerica Regional and national Unitarian Universalists conferences and trainings. Our Leadership Cultivation Committee is exploring new strategies and techniques for training (possible new data base?) Our Continuing Connections Team, made up of a diverse lay leaders, youth and staff, is developing a strategy to keep youth connected to our congregational community.

We continue to have a monthly meeting of the A-Team which is composed of lay leaders and staff in order to keep communications and activities woven well together. Currently the A-Team and staff are working on a new web-site which should be up by the end of April! Many hours have been put forth into this effort.

Our Connections Coordinator strives to interview each new member and see what areas of interest they have within the congregation. She also stays abreast of activities and opportunities to connect members and friends within the congregation, including the Getting Involved Fair to more subtle efforts by simply making one on one connections.



Our Senior Minister is sharing her ministerial experience by mentoring a nearby minister who is seeking final fellowship as well as supervising a ministerial intern.

### **3. We responsibly manage our staff, resources, and facilities.**

Between our Senior Minister and Church Administrator, we strive to manage these areas to our best of our abilities. We make our facilities available to many organizations outside of our congregation to align with our ongoing mission. We appreciate the care offered by our custodian for our building and we have managed his absences due to illness and injury with little interruption. We are indebted to Molly O'Donnell for all of her amazing work with Buildings and Grounds and her co-chairs (Dick Stumpner: Building) (Rhonda Baird: Grounds); they not only help us physically keep things going but also do so in a sustainable way for our planet! We instituted new quarterly walkthrough of the building with these folks to insure new keep abreast of new maintenance and building needs. Kudos also to Arzetta Hulls Losensky and John Lawson for their continued updating five to twenty year plans for building maintenance.

Our Usher program, thanks to John Summerlot, helps keep our grounds safe for Sunday Worship Services, and John has helped us develop new emergency management plans which have been sorely needed for many years. And we all, staff and volunteers, strive to maintain a sense of humor during times of adversity.

We continue to acknowledge the small efforts of staff which make a difference. For example, our childcare staff helps prevent mold from spreading in our religious education wing by helping with the dehumidifier OR Kitty McIntosh, RE Assistant, lends her accounting skills to enhance accounting needs within religious education.

We all strive to manage staff compassionately and joyously without micromanaging. We also strive to support and protect our staff from unnecessary abuses by congregation and community members; we utilize regional and local support in these efforts.

Senior Minister maintains ongoing communication and goodwill with neighbor, Mrs. Belcher, both intentionally and unintentionally. ☺

## ***Changing the World***

### **We are leaders in our community and world.**

#### **1. We are committed to social justice and equality for all people.**

We strive to create a system in which we can respond quickly to social justice needs and equality for all people. For example, during the recent Religious Freedom Restoration Act, our ministers, staff and lay leaders responded on Facebook and also attended key meetings strategizing how to go forward. We also incorporated this issues into our Sunday worship service, which we often do with something so timely. Of note, this is not always easy due much which is already planned for Sunday services. Sometimes content of music and reflections need to change to accommodate different foci. Our ministers also responded to an immediate call to respond to Ferguson and engaged in a BlackLivesMatter die-in. While this did go on Facebook, many more congregation members would have participated had they known about it. So we are exploring Twitter and other avenues for immediate calls for justice.

Our music continues to provide music with a social justice voice (Omaha Beach. Somali piece for Commitment Sunday, etc).

## **2. We advocate against prejudice, injustice, and oppression of any person or group.**

Our Social Justice Task Forces are a key force in this area. To that end, our Social Justice Bulletin Board underwent improvement measures this year; now visitors can more readily see all the areas in which we are making a difference. Our Facebook presence has also been a key in this area. Also our Interim Minister met with all Social Justice Task Forces individually to affirm their efforts and encourage collaboration.

Our staff visited Monroe County United Ministries in order to hone our abilities to help those who are experiencing the harsh effects of poverty, some of which are members and friends of our congregation.

Our 25% Sunday Plate this year went to Susie's Place, which has increased our congregation's awareness of childhood sexual abuse issues in Monroe County. Staff have created two opportunities for trainings to prevent child abuse, Stewards of Children, to deepen our efforts.

Interim Minister attended a training on dementia and brought that back to the staff for a mini-training. Senior Minister, along with her Intern, attended a daylong workshop on Mental Illness within Congregations; brought back resources.

Members of our Habitat for Humanity Task Force went to El Salvador this past summer. Through video and a worship service they were able to share their experiences and insights about mutuality while working with people beyond US borders.

## **3. We work with other congregations and institutions with shared values and goals.**

Our youth have been attending and hosting conferences with other congregations. Our Board visited our sister congregation in Columbus, Indiana. Our Church Administrator and our Connections Coordinator mentor other staff in Unitarian Universalist congregations. Our Minister of Religious Education has become a Spirit Play Trainer for other congregations. Our ministers and our religious education folks attend, host and facilitate professional cluster meetings. Ministers and lay leaders often attend Monroe County Religious Leaders meeting. Our high school and PRISM youth helped with the Winter Shelter. Recently, our Just Peace Task Force, engaged with other community leaders, to speak with Senator Joe Donnelly's main Foreign Policy staff person. Our Elder Focus Task Force Housing group has been in touch with a variety of institutions and individuals throughout Bloomington (including IU) regarding fair housing for elders in Bloomington.

At various times when we have hosted Regional Staff (Dori Davenport; Generosity Workshop) (Lisa Presley: Intercultural Competency) we readily host members of other congregations who attend. Also Senior Minister has participated in a year-long multi-site webinar training through UUA, albeit with minimal insights gained.

We were represented at the Homeless Memorial Service this year.

Our Reproductive Rights Task Force is involved with supporting the new All Options Pregnancy Center which will open in early May!

We continue to be a presence on the Courthouse Square when called upon by my conscience or other members of the Bloomington community.

We had a booth at the first ever Bloomington Gay Pride event last summer and we continue to support Spencer Pride.

#### **4. We work with the Unitarian Universalist Association and the MidAmerica Region**

Senior minister is vice president of our Heartland UUMA chapter, and is responsible for programming for clergy. Board Member Doug Cauble is now vice president of our MidAmerica region; not sure what he is responsible for, but we are glad he is representing us.

We were able to schedule a visit with UUA Moderator Jim Key, which created important connections, despite the snow. Staff and lay leaders will be attending MidAmerica Region Conference and Pre-Conferences in mid-April. Church Administrator will lead a workshop there as well. There will be attendance by staff and lay leadership this year at General Assembly. Also, we hope to make connections via livestream for some of the events! (ie Ware Lecture this year by Cornell West). Senior Minister also scheduled Jim Key to meet with district ministers at meeting in fall.

Senior Minister is now also a part of Unitarian Universalist Service Committee group for ministers, which includes key contacts and communications regarding their work and how congregation's can carry forward their efforts. Senior Minister did cancel one scheduled visit by UUSC representative this year simply because our congregational plate was full.

#### **5. We help heal the earth.**

Minister of Religious Education accompanied a group Interfaith Climate Environmental Youth for three days of lobbying in Washington DC. By collaborating with the Friends Committee on National Legislation (FCNL) they were able to make great gains in an efficient way. Last fall many of our congregation members and friends rode a bus to New York for the National March on Climate Change; a few vans went as well! Ministers blessed them in the Parking Lot! This year, we as a congregation, have learned about Habits and Hobbits and Rabbits of the month. Our solar panels continue to provide energy resulting in considerable drop in utility bills. One of our Chalice Circles created a beautiful low impact path to the office entrance of our building from the bypass. New signage has helped with thermostat usage and maintenance. We have a new Butterfly Garden which we plan to expand; the sustainable qualities of which were presented at a Women's Alliance Meeting.

We continue to appreciate the efforts of and guidance from the Green Sanctuary Task Force in this area of healing the earth. We look forward to another Earth Day Service and Fair. We applaud the Green Sanctuary Task Force's decision to take a break this summer and allow their energies to replenish. Great modeling for all!

**NOTE:** With a congregation as active as this one, I do not doubt that I have left many details out. My apologies. However, I believe this report offers a solid representation of our congregation's efforts to align with our vision and mission. Peace out, Mary Ann

#### **FINAL NOTE**

Of note, overall, a focus during this interim period has been to engage the Interim Minister's denoted tasks of a congregation during this time of transition; out of necessity much energy has been utilized in striving for healthy responses to challenging areas involving conflict. This has been challenging. We appreciate the support of our lay leadership as we go forward Seeking Spirit, Building Community and Changing the World.

## FINANCE COMMITTEE REPORT TO BOARD

1. We reviewed and discussed the preliminary budget dated 03/17/15.
2. If additional pledge income is received, we may want to increase:
  - Campus Ministry Coordinator's salary (line 23)
  - Program/Special Events/Substitutes (line 56)
  - Staff cost of living adjustment to 1.7% (instead of the 1.2%)
  - Building Maintenance, Long Term Maintenance Reserve, and Equipment Reserve (lines 150, 151, and 152)
3. If we don't receive the proposed Committed and New Pledge income of \$550,000, we will need to reduce:
  - Some committee budgets if they have a T account
  - Everyone's professional expenses and staff development
  - Long Term Maintenance Reserve and Equipment Reserve
4. Health Insurance: We propose to pay 67% of the minister's health care premiums. A 10% increase has been built in for the second half of the fiscal year, January to June 2016. If the health care premiums do not increase by 10%, we recommend putting the excess funds in reserve and apply these savings to the Associate Ministers compensation line for FY2016-17.  
We propose to pay a percentage of the health care premiums of full time employees. Currently the Church Administrator is the only full time staff member. Unfortunately, we are not in a position to pay a percentage of health insurance premiums for part time staff members.
5. Presently, three staff members are still in the packet system. We propose taking the Church Administrator out of the packet system. The DRE and MRE will remain in the packet system for now. The Senior Minister concurs with this.
6. Refinancing: We must refinance the church's mortgage loan every five years.
  - Arzetta will check with Carol. When did we last refinance?
  - Do we want to refinance earlier than the expiration of the 5 years? There are costs involved that must be considered.
  - Rob will keep an eye on interest rates and keep the committee apprised. We will revisit this issue as needed.
7. External Audit: We sent requests to four CPA firms inviting them to submit proposals. To date, we have received one proposal from Blue and Co. Two firms indicated they would not submit proposals. We have not heard from the fourth firm. Do we select the one CPA firm who has submitted the proposal or do we wait until the deadline of June 5 (as stated in our initial letter)? We all agreed that it would be wise to compare two proposals. Do we risk losing a contract with the one company, if their schedule becomes too full by June 5? Arzetta will contact Blue and Co. concerning this issue.
8. We discussed adding a fifth person to the Finance Committee. We agreed that this is a good idea for a number of reasons. Depending on the person and their abilities, it may be someone who could become treasurer in the future.

Statement of Cash Flow – Board Report

Revenue:

1. For FY 2014-2015 the budgeted amount for new and anticipated pledges is \$ 520,000. The budgeted amount for total income is \$604,650.
2. For the period July 2014 through March 31, 2015, the new and anticipated pledge income was \$367,042. This is 71% of the budget.
3. As of 04/12/15, the new and anticipated pledges received was: \$392,154. The total dollar amount pledged as of 04/12/15 is \$513,510. This is \$6,490 less than the budgeted amount of \$520,000.
4. The prior year pledges for July through March was \$29,722. This is \$ 1,110 more than February 2015.
5. The total income for the July through March period was \$444,940. This is 73.6% of the budgeted amount.
6. As of March 31, 2015, the balance in the T Operating Extra account is \$ 17,793. This is the excess income from FY 2013-2014.

Expenses:

The budgeted expenses for FY 2014-2015 is \$611,054.

We are over budget in the following areas: Hospitality 117.5%, Program/Spec Events/Substitutes 115.2%, and Custodian Substitute Wages 126.8%. There is \$50 left in the Snow Removal line and \$46 remaining in the Worship Supplies/Expenses.

FY 2014-2015 Operating Revenue and Expense by Month:

<u>Month</u>	<u>I/E</u>	<u>\$</u>	<u>Month</u>	<u>I/E</u>	<u>\$</u>
Jul	I	63.2	Jan	I	356.2
	E	42.2		E	340.6
Aug	I	119.8	Feb	I	404.2
	E	92.8		E	389.6
Sep	I	161.8	Mar	I	444.9
	E	146.1		E	447.9
Oct	I	200.3			
	E	194.7			
Nov	I	243.2			
	E	240.4			
Dec	I	299.7			
	E	297.8			

The net ordinary income at the end of this 9 month period was (\$2,933) (negative).

Income for this period: \$444,939.69

Expenses for this period: \$447,872.85

	A	B	C	D	E	F
1	<b>Unitarian Universalist Church of Bloomington Indiana</b>					
2	<b>Fiscal 2015-2016 Budget</b>					<b>3/31/2015</b>
3			<b>2014-15</b>	<b>2014-15</b>	<b>2015-16</b>	
4			<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	
5				<b>Current</b>		
6	<b>Income</b>					
7	Committed and New Pledges & Grants		520,000		550,000	Includes new and anticipated pledges
8	Sunday Plate		28,000		28,000	
9	Investment Income		2,500		2,500	
10	Interest		50		50	
11	Bazaar		10,000		10,000	
12	Kroger-Marsh Fund		7,000		7,000	
13	Auction		11,000		11,000	
14	Building Use Fees		6,100		6,100	
15	Other Fundraising		6,000		2,000	
16	Miscellaneous		4,000		6,000	misc contributions and gifts
17	Prior Year Pledges		10,000		20,000	cash basis - prior year pledge payments to current year
18	<b>Total Income</b>		<b>604,650</b>	<b>444,940</b>	<b>642,650</b>	
19						
20	<b>Expense</b>					
21	<b>Outreach and Campus Ministry</b>					
22	Outreach & Campus Ministry		1,000		1,000	
23	Outreach & Campus Ministry Coordinator		0		3,400	
24	Outreach & Campus Min Payroll Taxes		0		260	
25	<b>Total Outreach &amp; Campus</b>		<b>1,000</b>	<b>164</b>	<b>4,660</b>	
26						
27	<b>Ministry-Interim Minister</b>					
28	Housing & Salary		64,500		66,760	3.5% increase
29	Section 125 Plan					Total bens are 30 percent of sal & housing
30	Healthcare insurance		5,100		7,601	67 per cent of health care prem 11% of sal
31	Prof Expenses		4,575		6,000	9% of sal & housing
32	Retirement		6,450		6,676	10% of sal & housing
33	<b>Total Compensation - Interim Minister</b>		<b>80,625</b>	<b>61,339</b>	<b>87,037</b>	
34						
35	<b>Ministry-Senior Minister</b>					
36	Housing & Salary		80,500		83,318	3.5% increase
37	Section 125 Plan					Total bens are 30 percent of sal & housing
38	Healthcare insurance		6,440		9,160	67 per cent of health care prem 11% of sal
39	Prof Expenses		5,500		7,200	9% of sal & housing
40	Retirement		8,050		8,332	10% of sal & housing
41	<b>Total Compensation - Senior Minister</b>		<b>100,490</b>	<b>77,968</b>	<b>108,010</b>	
42						
43	<b>Other Ministry</b>					
44	Sabbatical Fund		0		0	
45	Search Fund Reserve		5,000		7,000	increase for search
46	Other Ministry		1,500		1,500	
47	Pulpit Guests		1,500		2,000	
48	UU Staff Health Ins Resrv		570		1,000	
49	<b>Total Other Ministry</b>		<b>8,570</b>	<b>6,344</b>	<b>11,500</b>	
50						
51	<b>Music</b>					
52	Music Director		22,044		22,309	1.2 per cent increase paid for 11 months
53	Music Director Section 125					
54	Pianist		8,100		8,200	MAM will check with Sue 1.2% inc
55	Piano Maintenance		300		300	
56	Program/Special Events/Substitutes		3,000		3,750	
57	Music Director-Children		1,717		1,738	1.2% increase

	A	B	C	D	E	F
58	Payroll Taxes		2,437		2,467	
59	Music Honorarium		1,000		1,000	
60	<b>Total Music</b>		<b>38,598</b>	<b>30,076</b>	<b>39,764</b>	
61						
62	<b>Office</b>					
63	Administrator Health Insurance		5,400	0	3,430	67 % of hlth care prem
64	Administrator Prof Expenses		2,000		2,000	
65	Administrator Retirement Plan		3,600		3,930	
66	Administrator Salary		36,000		39,300	
67	Administrator Section 125 Plan		0			
68	Administrator Payroll taxes		3,000		2,853	
69	<b>Total Compensation - Administrator</b>		<b>50,000</b>		<b>51,513</b>	2015 No longer in packet system.
70						
71						
72						
73						
74	<b>Office (con't)</b>					
75	Office Assistant		12,740		13,325	1300hrs ,2positions \$9.50 & \$10.10/hr 2015-16 \$10&10.50/hr
76	Membership Coordinator		13,383		13,544	1.2% increase 1020 hrs
77	Membership Coord ProfExp		500		500	
78	Membership retirement		1,338		1,354	
79	Multimedia Specialsit		4,620		5,120	2014:308hrs/yr at \$15/hr averaging 5hrs/wk + spec. events
80	Other Payroll Taxes		2,352		2,447	Media Spec 2015 320hrs at \$16/hr
81	Office Expenses		20,500		22,500	
82	Data Base Maintenance		2,320		2,320	
83	Worship Expenses		600		700	
84	Staff Development		600		800	
85	CPA (Sec125 Plan Updates)		750		750	
86	Auditor		500		1,000	to T-Acct to fund external audit
87	<b>Total Office</b>		<b>110,203</b>	<b>78,064</b>	<b>115,873</b>	
88						
89	<b>Childcare</b>					
90	Wages		11,068		11,650	1165 hrs. at \$9.50/hr 2015-16 \$10/hr
91	Payroll Taxes		847		891	new ee's begin at \$9.50/hr
92	<b>Total Childcare</b>		<b>11,915</b>	<b>6,615</b>	<b>12,541</b>	
93						
94	<b>Religious Education</b>					1.2% increase
95	DRE Salary		21,846		22,108	
96	DRE Payroll Taxes		1,671		1,691	
97	DRE Professional Expenses		1,000		1,000	
98	DRE Retirement Plan		2,185		2,211	
99	DRE Sec 125					
100	<b>Total Compensation - DRE</b>		<b>26,702</b>		<b>27,010</b>	still in packet system
101						
102	MRE Salary & Housing		27,831		28,165	
103	MRE LTD Insurance		300		300	
104	MRE Retirement		2,783		2,816	
105	MRE Professional Expenses		1,600		1,600	
106	<b>Total Compensation - MRE</b>		<b>32,514</b>		<b>32,881</b>	still in packet system
107						
108	RE Assistants		12,792		13,182	1248 hrs,2 pos \$9.50&\$10.50/hr 15-16 \$10&\$10.75/hr
109	Payroll Taxes - Assistants		979		1,008	RE assist 312hrs x \$10 and 936hrs x \$10.75
110	YRE Program		5,000		5,300	
111	YRUU Program		700		800	
112	YUUMS Program/OWL		1,200		1,300	
113	<b>Total Religious Educ.</b>		<b>79,887</b>	<b>56,477</b>	<b>81,481</b>	
114						
115	<b>Committees &amp; Programs Expenses</b>					
116	Adult RE		50		100	ARE has \$737 in a T account

	A	B	C	D	E	F
117	Aesthetics		300		300	
118	Board		500		500	
119	Caring		250		250	
120	Celebrations		1,200		1,200	Ramadan, Thanksgiving, Splash of the Sacred
121	Chalice Circles		1,000		1,100	
122	Communications		300		100	
123	Earth Kin		50		50	
124	Elder Focus		500		700	
125	Hospitality		2,000		2,200	for coffee supplies
126	Library		100		100	
127	Leadership Cultivation		2,000		2,000	
128	Membership		300		300	
129	Planned Giving		200		200	
130	Total Social Justice		1,692		2,168	
131	Social Justice Fund		1,000		1,000	
132	UUSC		492		468	\$1 per member
133	MCUM		200		200	
134	SJ Other				500	Restored
135	Stewardship		2,000		2,000	
136	<b>Total Committees</b>		<b>12,442</b>	<b>5,319</b>	<b>13,268</b>	
137						
138	<b>Denominational</b>					
139	MidAmerica Annual Meeting		1,630		1,630	
140	UUA Annual Program		29,520		28,080	468 members x 60
141	MidAmerica Annual Dues		11,500		11,232	468 members x 24
142	UUA Conference Support		3,800		3,800	
143	<b>Total Denominational</b>		<b>46,450</b>	<b>34,202</b>	<b>44,742</b>	
144						
145						
146						
147						
148						
149	<b>Physical Plant</b>					
150	Building Maintenance		14,871		15,000	
151	Long Term Maintenance Reserve		5,300		5,900	
152	Equipment Reserve		9,865		10,500	
153	Custodial Carpet Cleaning		2,500		2,500	
154	Custodial Salary		17,811		18,659	2014-15: increased to 21 hrs/week 2015-16 increase to 22 hrs/wk
155	Custodial Sect 125 Plan					
156	Custodial retirement		1,781		1,866	
157	Custodial Substitute Salary		500		1,000	
158	Custodial Payroll Tax		1,363		1,504	
159	Grounds		700		1,000	
160	Snow Removal		2,000		2,000	Also put 5,000 in T Snow Removal Reserve account
161	Housekeeping supplies		2,800		2,800	
162	Insurance		5,200		5,300	
163	Sound Equipment Reserve		1,800		1,800	
164	Utilities		17,300		14,400	Includes \$ for live streaming
165	Mortgage		36,284		36,284	
166	<b>Total Physical Plant</b>		<b>120,075</b>	<b>91,304</b>	<b>120,513</b>	
167						
168						
169	<b>Total Expense</b>		<b>610,255</b>	<b>447,873</b>	<b>639,389</b>	
170						