

# Unitarian Universalist Church of Bloomington, Indiana

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

Approved Board Minutes

January 16, 2019



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**Board members attending:** Michelle Cook, Stuart Yoak, Steven Gilbert, Ed Robbins, Julie Lawson, Helmut Hentschel

**Not attending:** Sharon Wiseman

**Present by invitation of the Board:** Adrienne Summerlot

**Ministers attending:** Reverends Emily Manvel Leite and Susan Swaney

**Submitted by:** Steven Gilbert

**Attached Documents:**

- A. Chair's Report to the Board
- B. Music Director's Report
- C. Religious Education Report
- D. Social Justice Quarterly Report
- E. Statement of Financial Condition
- F. Statement of Cash Flow

## **I. Call to Order**

Michelle Cook called the meeting to order at 7:02 p.m.

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

Steven Gilbert conducted the chalice lighting and reading.

## **III. Check-in (All)**

## **IV. Approval of the Minutes**

Steven Gilbert moved for approval of the December board minutes, seconded by Ed Robbins. The motion carried.

## **V. Senior Minister's Report**

Senior Ministers Report was Tabled for this month.

### **A. Music Director**

Rev. Susan Swaney provided a report summarized in Attachment B. Also expressed thanks to Jeff for and satisfaction with the new risers.

### **B. Religious Education (II.J. Religious Education)**

Adrienne Summerlot and Rev. Emily Manvel Leite provided the quarterly RE report summarized in Attachment C. A "hot button" issue currently being explored by the visioning committee concerns recruitment and training of lay leaders for childcare.

## **VI. Old Business**

### **A. Update on Sunday Announcements Signup**

Michelle Cook updated the board on new procedures for Sunday announcements signup. See RTB, Attachment A.

## **VII. Monitoring (per Board Policies, Section IV)**

**A. Social Justice Quarterly Report**

Reverend McNeill was unable to address the board due to illness but submitted the quarterly report in Attachment D.

**B. Assessment Effectiveness of Ends Statements**

Michelle Cook, with input from Von Welch, provided the board with the Assessment of the Effectiveness of Ends Statements in Reports to the Board, Attachment A.

**C. Statement of Cash Flow**

Ed Robbins provided the board with a statement of the church's current financial condition (Attachment E) and a statement of current cash flow (Attachment F) noting that on the latter, a new column has been added (Seasonally Adjusted %) which is an average of percentage of budget for the past 3 years. This column was added to provide a historical comparison to present expenditures so significant deviations can immediately be detected.

Current expenditures are about on target for this time of year.

**D. Report from Coffee with the Board**

No significant items to report.

**E. Observations to Share**

- Ed Robbins earlier wondered whether data should be collected to determine who reads the Prologue and what sections.
- Stuart Yoak pointed out the excellent job that staff, and especially Ann LeDuc are doing for the church.
- Ed Robbins reported that efforts are currently underway to clarify the complex requirements for the handing of SPF funds contained in its spreadsheets, especially because Chris Haynes cannot continue as chair after his term ends this year.
- Helmut Hentschel expressed concern that more attention needed to be paid to the growth of funds in SPF to maintain their purchasing power.

**VIII. New Business**

**A. Future of Stewardship Committee**

Michelle Cook provided a report on the activity of the Future of Stewardship Committee (RTB, Attachment A). Rev. Macklin identified a need for a board policy clarifying the process whereby a person whose request for funds from the operational general fund is denied by the senior minister can then take

the request to the board for approval. Michelle Cook with work with Stuart Yoak and Steven Gilbert to craft a proposal for such a policy

**B. Operational General Fund**

Ed Robbins moved that \$46,612.37 be moved from the Chase Bank UU checking account to the SPF checking account in order to fund the new Operational General Fund. Because of some difficulties that need to be worked out regarding a portion of these funds, the motion was modified to move \$26,612.37 at the present time, with the balance to be moved later.

The modified motion as provided in RTB Attachment A to move \$26,612.37 to fund the OTF was made by Michelle Cook, seconded by Stuart Yoak and carried by the board.

**C. Miscellaneous Upcoming Business**

Michelle Cook reviewed the several upcoming business items shown in RTB, Attachment A. She also informed the board that she may not be able to chair the next board meeting, turning the duties over to Stuart Yoak.

**IX. Executive Session**

Board entered executive session at 8:51 p.m.

**X. Adjournment**

A motion to adjourn made by Steven Gilbert and seconded by Julie Lawson was carried by the board at 8:55 p.m.

## ATTACHMENT A

# Reports to the Board

Michelle Cook, President

January 16th, 2019

## Old Business

### Update: Sunday Announcements Signup Procedures

In December, 2018 the office staff have asked if the Board would consider utilizing the SignUpGenius platform in place of Google Docs to schedule representatives for Sunday Announcements and Connections Booth representation. This action lessens the burden on office staff to send out weekly email reminders to Board members as reminders are an automatic function of SignUpGenius. All the other groups -- Java Crew, Worship Associates, Greeters and Welcomers, Friday Volunteers, and so forth -- have also transitioned to SignUpGenius. Connections Coordinator Ann LeDuc is assisting in setting up the monthly sign-ups for the Board, with three-months of dates available at a time.

## Monitoring

### Social Justice Quarterly Report

Rev. McNeill presented a monitoring report on the church's Social Justice Task Forces.

### Assessment of Effectiveness of Ends Statements (I. All Ends Statement Policies)

Presented by: Michelle Cook

Our Ends statements, which are in Appendix A and also on the UUCB website<sup>1</sup>, are now over eight years old, having been adopted by the congregation in 2010 during our transition to Policy Governance. The preamble from the Board Policies describes the Ends Statements well:

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<sup>1</sup> <http://www.uubloomington.org/about-us/board-of-directors/>

'In policy governance, the board sets forth a set of Ends statements which establish our general principles as well as what our congregation aspires to do. They expand upon our congregation's vision statement of "Seeking the Spirit, Building Community, and Changing the World" and our congregation's mission statement (below) to provide spiritual and governance guidance to the ministers, staff, and lay leaders.'

Some observations and opinion regarding the Ends Statements:

- It is generally assumed that the Ends Statements have not been changed since their adoption in 2010.
- The most effective use of the Ends Statements that I have seen is by the Senior Minister in structuring some of her self-evaluations and monthly reports to the board (e.g. "March 2014 Executive Ministers Report. Ends Statements for UUCB."<sup>2</sup>)
- In 2015, MidAmerican Region consultant Nancy Heege noted the Ends Statements were not well known to the congregation<sup>3</sup>, which resulted in their being posted to our website and some communication of them by the Board to the congregation. However I don't believe we did an effective job of sustaining this communication campaign and the Ends Statements are still not generally well known to the congregation (certainly nowhere close to their familiarity with our Vision Statement).
- While I believe the Board has always governed in alignment with the Ends Statements they are not a document we often refer to frequently during our governance processes.
- We also have a Mission Statement, approved by the congregation in 2009 and captured in the preamble for the Ends Statement in Appendix A and also on the website<sup>4</sup>. It is not a very prescriptive statement and has not been used in governance. I also believe it is not familiar to our congregation.

Recommendations:

1. As the Board consider its strategic planning, also revisit the Ends Statements in the process and ensure they still reflect our congregations goals. Part of the evaluation of the Ends Statements could be to solicit feedback on them from the congregation. This would have the added benefit of making the Ends Statements better known.
2. Once we are confident of the Ends Statements, the Board should explore how to better incorporate them into its governance processes. Following the example of the Senior Minister's report referenced previously, the Board could restructure the Board Policies (particularly the Monitoring) to conform to the structure of the Ends Statements, and use the Ends Statements to structure its reporting to the congregation.

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<sup>2</sup> <https://drive.google.com/file/d/0B9UfuXp-8lpmaTYyNFV5UjJiZWdvaGdvZkYzMklwRjhxWnZr/view?usp=sharing>

<sup>3</sup> <http://www.uubloomington.org/wp-content/uploads/2015/09/2015-Sep-RE-Report-and-Letter.pdf>

<sup>4</sup> <http://www.uubloomington.org/about-us/mission/>

3. Consider incorporating the Ends Statements into the Bylaws. This would raise their visibility and also give us a clear governance process for changing the Ends Statements. A fair amount of socialization is needed to build congregational awareness and support for the Ends Statements to implement this incorporation.
4. Finally, discern how the Mission statement relates to our Vision and Ends Statements and what purpose it serves.

## Statement of Cash Flow (II.E: Financial Condition)

Treasurer, Ed Robbins, presented the [Financial Condition Report](#) and [Statement of Cash Flow](#) to the Board of Directors.

## New Business

### Future of Stewardship Committee

The Future of Stewardship Committee met on January 9th, 2019. The committee debriefed the process and potential implications of the bylaw and SPF policy changes regarding undesignated financial gifts to the church. Several points were raised:

1. Planned Giving is updating their brochure and creating a standardized form for financial gifts as a result of the new bylaw change. The committee will be contacting those currently in the Legacy Circle to have them formally record their gift to the church and indicate any wishes for allocations or other 'instructions'.
2. Senior Minister, Mary Ann Macklin expressed that there is some ambiguity on if a request for funds from the operational general fund is denied by the senior minister whether that person can forward their request to the board who can approve the disbursement. The answer is generally yes, but needs to be explicitly stated in the Board policies.
3. The Special Purposes Fund Committee wants to receive more explicit instructions from the Board on management, uses, and disbursement limits from the Operational General Fund (OGF).

In addition, the committee discussed issues of CrowdSourcing as a fundraising method for the Church and its Social Justice Task Forces. The group also discussed potential uses and impacts of implementing ways of giving that are not online (web payments), cash, or check (i.e., text, card reader, etc.). Rev. McNeill is investigating these issue further with input from various congregation members with expertise in this area, as well as the Church Administrator, Carol Marks, and will report back to the committee at its next quarterly meeting on April 2, 2019.



## Board Action Items:

1. Board to work with MAM, CFO, and SPF Committee, to work through nuances of requests for disbursements from the Operational General Fund (OGF).
2. Board to discuss adding a line item in future budgets for building maintenance (i.e., new furnace, carpet replacement, solar panels, projectors, and other equipment replacement, etc.). Once the mortgage is paid in full, such expenses should not come from SPF unless absolutely necessary.

# Stewardship Charter

As approved by the Board of Directors on September 20, 2017

Committee Mission: (1) Coordinating short-term fund-raising events throughout the year, (2) coordinate, regarding finances and fundraising as needed, amongst the Planned Giving, Finance Committee, SPF, the Board, and other groups as needed, and (3) work towards strategic goals, e.g. as defined in the [Future of Stewardship Report](#).

Initial membership: President and Vice-President of the Board, Senior Minister or delegate, Treasurer, CFO, delegate from Special Purposes Fund committee, delegate from Planned Giving. The committee will be free to make changes to its membership as it sees fit.

Governance and lifecycle: The committee will choose its own chair, governance processes, and procedures. It will report annually, in December, to the Board of Directors. It will continue to exist as long as deemed useful and ratified by the Board of Directors each January, starting in 2019.

## Operational General Fund

MOTION: To transfer the following amounts from the Chase Bank UU checking account to the SPF checking account, such action to take place [between January 17 and January 19, 2019](#):

- \$26,612.37 (formerly referred to as the “TCD cash-in”)

This amount will cause the new Operational Unrestricted Income (OUI) Fund to appear in the Asset section of the Church Balance Sheet [beginning July 1, 2019](#).

## Upcoming Business, Miscellaneous

- Upon request of the Senior Minister, the At-Large Members of the Board are requested to work closely with the Ministry Team as the “face of the Pledge Drive”. Rev. Macklin will provide additional detail and instruction to the At-Large Members upon return from sabbatical.
- Next month, the Board will approve the Pledge Goal for FY2019-2020 to present to the Finance Committee for consideration in planning next year’s budget.



## ATTACHMENT B

UU Board Report

Nice underwriting of orchestras by Tom Gregory and Harlan Lewis has allowed me to hire more instrumentalists to spice up regular Sundays.

The commissioning project is underway.

Sarah Flint benediction in memory of Cherry Merritt-Darriau will be February closer.

Keaton Springfield is writing a piece to a text by Misty Copeland in memory of Ray Murray.

“Be strong, be fearless, be beautiful.

And believe that anything is possible when you have the right people there to support you.”

Sing for Joy choir is also underway! Sandra Freund recently directed our fourth concert, with another one coming up in February. The choir is now under the auspices of Area 10 and can solicit donations and grants. The church is still helping with some photocopies of word sheets, but they should be able to wean off that help soon.

Also, I'm very pleased the church has become Dementia Friendly!

We bought a pair of timpani last year with Special Purposes funds, and this Fall I had the guy at Melody put new heads on them and get them all balanced and beautiful. And we bought some inexpensive cardboard covers for them. We loaned them to Cardinal Stage Company for Beauty and the Beast. And Colleen will play them on Jan. 27!

## ATTACHMENT C

### Religious Education Report to the Board -January 16th, 2019 Prepared by Adrienne Summerlot and Emily Manvel Leite

#### Fall 2018

We have had 4 more families register for Religious Education since our last report and quite a few visitors.

#### World of Wonder (Preschool)

Preschool has been settling in, with the three year olds slowly learning how to join the circle and enjoy exploration time. We have had up to 10 preschoolers first service, which has created an extra challenge for teachers trying to help the youngest children get their bearings. A particular challenge was teaching the children how to sit in a circle—they didn't know how to arrange themselves. At the suggestion of teachers, we added a tape line on the floor so the children know what a circle looks like! Second service has a different challenge: there are usually only 1-3 children. Fortunately, our teachers are adaptable, and enjoy class even if there is only one child. The preschool children are especially enjoying exploring the story baskets. A new story basket was created for Rosh Hashanah, Arni the Engineer.

#### Roots and Wings (K-2nd grade)

This classroom has also had the challenge of integrating the youngest children, but they are slowly finding their way. The K-2 group has a couple of children who need extra support, and fortunately we have two teachers with expertise in that support who have joined our teaching team this fall. This class really struggled with allowing the teacher to tell the story without grabbing at the pieces, so we've added a tape line to the floor to help them keep themselves at an appropriate distance to watch. They are finding it a little easier to wait to explore the stories on their own later on.

A new story basket was created for Rosh Hashanah, Happy Birthday Beni.

**Curiosity Club (3rd-6th grade)**- we have found that having 2 sections of this class at 11:15am has been helpful in managing class size and allowing the teachers and kids to go deeper in a developmentally appropriate way. We have been intentional as well, of making sure there are opportunities to combine the 3rd and 4th-6th graders so that meaningful connections can be made with bigger age ranges of kids. The kids had a field trip to Dan Willard Pavillion where they celebrated our connection to nature and commitment to protecting the earth. Darja Malcolm-Clarke came from Earth Kin came and visited the class to talk about Autumn Equinox and we were able to have the group together and then allow them opportunities to choose between spaces for exploration. We also learned about Indigenous People, treaties, and understanding that we are surrounded in Indiana by a lot of history that may or may not be in our textbooks. Other lessons included learning about the healing power of music, ideas on death through the lens of world religions, as well as several holidays; Diwali, Hanukkah, and Advent. Kids especially loved the exploration of science and reason via The Wright Brothers.

**Our Whole Lives Sexuality Education (7th-8th grade)** is going well and has continued to thrive, although the large size of the group and kids who have been absent from RE in the past year or two has presented challenges. In September, eight youth attended Camp Piomingo Regional Retreat in Bradenburg, KY. They also had an overnight in December which allowed them to cover a lot of content and also help to deeper connect the group through fun, food and fellowship. OWL should wrap up in late March barring any weather cancellations and we are working to try to create an opportunity for these kids to maintain their connection in a group setting in April and May.

#### High School Youth Group

Our high school youth group is smaller than in recent years, with a ninth-grade group which has been hesitant to join religious education for a while. It is hard for the one ninth grader to find her way into a group that has 3.5 very active seniors who have been together for three years already. The high schoolers have enjoyed activities together, including a cabin weekend in Brown County, attending Contagious high school youth conference in Indianapolis, and helping with the Intergenerational Procession of Gifts Service, sorting the gifts and playing Laser Tag with the ministers. High School youth group is currently working in their youth led service scheduled for Sunday, January 27th

## **Religious Exploration**

**October 7-** John Loveland from Pawsabilities brought in his service dog, to help educate the kids on how they work with children with autism. We bagged over a 100 lbs of pet food for Back to Basics which is an organization working to help people keep their pets fed, especially reaching out to those utilizing rural food pantries. They also made bookmarks for Kids With Absent Parents

**December-23-** Adrienne and Kitty led the kids in crafts, carols and stories around Christmas.

**December 30-** artist in residence Janiece Jaffe led the kids in movement and music to explore both our December theme of Deep Listening and our upcoming January theme of Imagination.

## **January Intersession Wintersession**

We have affectionately renamed our January Intersession- "Wintersession". We are learning about Unitarian ancestor Beatrix Potter through art, cooking, and animals! Based on feedback from our August Intersession, we have opted to have our preschool children participate in the wintersession, but in the familiarity of their classroom, with special additions weekly. While we have been able to recruit specialty leaders and guides, we are realizing the unpredictability of class size and teachers ability to reliably commit due to winter weather and illness to be something we might want to consider and explore other possibilities to the model we have been using.

## **Additional Programs, Special Worship and Services**

**Fall Equinox**, Friday, September 21st

**Giving Tree-** which collected a record breaking number of gifts for Head Start, Positive Link and Stepping Stones. We piloted using Sign Up Genius this year.

**Thanksgiving Intergenerational Service**, Sunday, November 11th

**Age of Reason**, Sunday, November 25th 7 families participated.

**Procession of Giving Intergenerational Service**, Sunday, December 2nd which collected \$1,207.43 in golden gifts and 140 pounds of food for MCUM.

**Holiday Sing Along**, attended by 25 people on Wednesday, December 16th

**Winter Solstice**, Wednesday, December 19th which had about 100 people, the largest number of late.

**Away in a Manger**, Monday, December 24th

**Labyrinth Walk** in January.

## **Childcare**

Offered childcare for the Bazaar for the first time.

Kitty and Adrienne met with Michelle Cook and and Rev. McNeill to discuss ideas of how to support those who have young children to be more actively involved in the congregation and leadership. We welcomed Natalia Fuentes-Rohwer and Matt McIntosh to our childcare team.

## **Continuing Education**

In September, Adrienne and Emily attended a training on the basics of recognizing and understanding dementia. In October, we sent Jessica McCanse to be trained as a 7th-8th grade OWL facilitator. In November, Adrienne and Emily attended LREDA Fall Conference (together for the first time) and in addition, the RE Team attended an Implicit Bias training. In December, the RE Team attended Monroe County Youth Summit. In January, Adrienne attended an intensive workshop offered by Crossroads AntiRacism Organizing and Training that focused on Dismantling Racism and Building Racial Justice in Institutions.

## **Vision Team**

Hosted 2 opportunities for feedback from families, one in the library in November and another in Fellowship Hall via the Lucy Booth in December. There did not appear to be much interest to offer feedback. Currently, and at Reverend Macklin's suggestion, we are taking a look at what may be impeding the growth of our RE program at this time, even as our congregation is growing. To do this, we have identified 10 congregations of similar size that have a larger RE program and currently researching what these congregations offer, how RE is structured and hopefully talking to some of the leadership within their programs for more information about what might make their RE program a thriving one. Hosting Playful RE-imagining, Sunday, January 20th for families to dream together of what RE could look like here at UU Bloomington.

## **Current Things in the Works:**

Our congregation was selected to participate in a pilot program of the UUA to Dismantle White Supremacy in our congregation, specifically looking at religious education. Our workgroup has been established and members of that team are: Renee Reed, Aleisha Kropf, Luis Fuentes-Rohwer, Mary Beth O'Brien, Kitty McIntosh, Adrienne Summerlot and Emily Manvel Leite. We will be committed to this work throughout June and Emily and Adrienne have online support with a co-hort of peers also participating in this pilot.

## **Exciting Things On the Horizon:**

Our congregation will be hosting regional Middle School Election Conference March 29-31st, 2019. Emily plans to attend Regional Assembly in St. Louis, MO April 5-7th.

Younger siblings of those in our 7th-8th grade OWL class usually arrive during coffee hour, which has allowed us to observe that those kids and families are connecting and playing together before service and their respective classes happen. We are also strategizing with Ann LeDuc about how to continue to create more opportunities for kids and families to connect, especially for the age group of 4th-6th graders when kids and their families have started to opt out of church in the past.

## ATTACHMENT D

Social Justice Quarterly Report – January 2019

### **Black Lives of UU/Racial Justice Update:**

One of the things that Reverend Mary Ann and I have recently brought back to mind is that we committed to raising funds/donating to the UUA's fundraiser on behalf of "BLUU" ([Black Lives of UU](#)). In order to have our donation matched by a grant from UUs in New England, we pledged to donate \$10 per member (at the time, we committed to 5000 dollars because our membership was in flux during the membership review and UUA certification process), paid by June 30, 2019. As a note, this can be fulfilled by individual gifts that are collected by our congregation (so, Person X can donate – but it needs to go through the church), fundraisers, allocating funds from the congregation, etc.

Also last year, as part of the brainstorming related to the Board's pledge to support the Black Lives of Unitarian Universalism's "[The Promise and The Practice](#)" fund, we explored the idea of bringing in a guest speaker for January/February 2019. In particular, Racial Justice suggested the Reverend Bill Sinkford as a possibility. Unfortunately this hasn't worked out for the winter, though we're continuing to explore the possibility for fall 2019. And, we're looking at a variety of options; for instance: is this a Bloomington specific event, or could we partner with our UU colleagues in Columbus or Indianapolis to get more people to attend? Also, should we look at having other speakers: one idea I've proposed is to have two speakers – someone who can speak from a more historical perspective and one who comes from a more contemporaneous perspective.

**Martin Luther King, Jr. Day event** – Reverend Emily and families in our religious education program are working with other faith communities in town to put together supplies for people experiencing homelessness. This brings together our families/religious education program with our interfaith work and work on homelessness. Anyone can join in the activity in making these bags, Monday from 9a-11a, at Congregation Beth-Shalom.

**Social Justice Bulletin Board** – Many of you may be familiar with the area in the commons where you can learn about our variety of social justice activities. Working with Reverend Mary Ann and GK Rowe regarding aesthetics, we've moved the bulletin board down the hall slightly (so that, potentially, there could be artwork together in one section of the commons and the social justice board wouldn't be in the middle of it). If you have feedback about this (or perhaps this gives you a chance to go check it out), please let me (Rev. Scott) know as we try to discern if this seems like a good option. We're also exploring ways to move to a "digital" bulletin board (using a tv screen/computer monitor to show slides) – though there are a number of things to work on before that comes to fruition.

**SJ Information in Worship** – Each month, we have a task force present information about their social justice work and this provides an effective way for people to connect with the vast amount of work that happens within (and beyond) the church. One of the projects we're exploring for upcoming months is to ask task forces to come up with 3-5 quick bullet points that we can print in the order of

service (or as a separate handout) that people can take home to spur their own work in these areas. For example, Green Sanctuary had ideas about eating lower on the food chain, buying less, traveling less, etc. This would offer people concrete (and hopefully manageable – although sometimes aspirational) ideas about how to continue this work in their own lives.



## ATTACHMENT E

### **Financial Condition Report as of December 31, 2018**

The Budget Report financial condition indicates that the Church is in a healthy financial state. Namely, Net Income is well ahead of the pro rata Budget for FY 2018-2019. Two comments deserve mention:

First, there is a large Endowment Fund (\$72,000 approx.) embedded in the assets, and, since its monies are not freely available to the Church, it should either have an offsetting liability or a restricted surplus designation. Alternatively, the Endowment Fund could be placed in the Special Purpose Fund (SPF), along with the other Endowment Funds of the Church. We concluded that the latter is the best and simplest course of action. And we are in process of moving the Endowment Fund to the SPF, along with other conforming adjustments to the financials.

Second, we are adding a column to the Quarterly Statements of Cash Flows, such column to be labeled "Seasonally Adjusted Percent". The reason for this is that the individual income and expense items are not necessarily incurred on a pro rata basis. The "Seasonally Adjusted Percent" column represents the 3-year history of how the individual income and expense categories are incurred through the year. This is a better indicator of the financial progress the Church is making relatively to past history.

## ATTACHMENT F

**Statement of Cash Flows FY To Date December 31, 2018**  
**[Rev 1/15/2019]**

<b>Revenue Category</b>	<b>Budget</b>	<b>Actual</b>	<b>% of Budget</b>	<b>Seasonally Adjusted %</b>
Pledges	655,500.00	420,220.83	64.1%	65.7%
Fund Raising	28,000.00	-	0.0%	0.5%
Other Income	20,700.00	11,775.62	56.9%	63.7%
Sunday Plate	24,000.00	12,293.90	51.2%	64.9%
<b>Totals</b>	<b>728,200.00</b>	<b>444,290.35</b>	<b>61.0%</b>	<b>61.5%</b>

<b>Expenses Category</b>	<b>Budget</b>	<b>Actual</b>	<b>% of Budget</b>	<b>Seasonally Adjusted %</b>
Campus Ministry & Outreach	2,976.00	61.20	2.1%	55.5%
Childcare	11,642.00	4,539.24	39.0%	49.5%
Committees	13,337.00	4,206.46	31.5%	36.6%
Denominational	48,662.00	22,016.00	45.2%	41.7%
Ministry - Salary, Sr. Minister	96,501.00	49,034.58	50.8%	50.1%
Ministry - Salary, Assoc. Minister	72,515.00	34,850.50	48.1%	49.1%
Ministry - Benefits, Sr. Minister	31,080.00	14,499.33	46.7%	40.3%
Ministry - Benefits, Assoc. Minister	23,823.00	10,822.54	45.4%	37.7%
Ministry - Other	9,300.00	2,679.40	28.8%	52.4%
Music	45,544.00	20,843.50	45.8%	47.6%
Office	146,125.00	67,075.85	45.9%	49.4%
Plant	133,011.00	58,901.36	44.3%	51.1%
Religious Education	91,540.00	44,152.77	48.2%	47.8%
<b>Totals</b>	<b>726,056.00</b>	<b>333,682.73</b>	<b>46.0%</b>	<b>47.9%</b>

<b>Net Income</b>	<b>2,144.00</b>	<b>110,607.62</b>		
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