



WSUU BOARD AGENDA — January 16, 2020

WSUU Mission: To support one another, expand our minds, and build a more just world.

Timekeeper? Process Observer?

Who does this meeting, this agenda, this event serve? Who and what are we centering?

- | | | |
|---------------|--|---|
| 7:00pm | Chalice Lighting & Welcome | ○ Check-In |
| <i>15 min</i> | | |
| 7:15pm | Covenant | ○ How are we living our covenant? Review the covenant together. |
| <i>5 min</i> | | |
| 7:20pm | Minutes | ○ Changes or approve as written |
| | | ○ Discuss our approach to board minutes documentation |
| <i>15 min</i> | Reports | ○ Bridge Minister |
| | | ○ Administrator |
| | | ○ DRE |
| | | ○ Music Report |
| | | ○ Finance Committee Report – Review Budget Request Form |
| | | ○ Treasurer Report |
| | | ○ Transition Working Group Report (none this month) |
| 7:35pm | Music Ministry Planning | ○ Executive Session for contract planning |
| <i>20 min</i> | | ○ Right relationship metric for music and other staff positions |
| 7:55pm | Board Goals and Liaison Role Planning | ○ Goal tracking updates |
| <i>30 min</i> | | ○ Liaison updates |
| | | • Roseanne – Leadership Assembly |
| | | • Aimee and Thomas -- Photography Policy |
| | | • Tony — RJCT – Survey, Equity Training |
| | | • Shelley —Stewardship budget planning |
| | | • Jade/Matt — Right Relations |
| | | • Jade/Thomas – Personnel Committee |
| 8:25pm | Updates and Follow-Up | ○ Christopher’s contract updates, family leave, and moving expenses |
| <i>20 min</i> | | ○ Raise the Paddle presentation planning |
| | | ○ Mid-Year Congregational Meeting |
| | | ○ Mid-Year Board Retreat |
| | | ○ Bathroom signage |
| | | ○ Building Committee |
| | | ○ Music Council |
| | | ○ Tabling & Article Sign-Ups |
| 9:00pm | Close of the Meeting | ○ Process Observer Report |
| | | ○ Thank you notes |



Westside
Unitarian Universalist
Congregation

MINUTES: MEETING OF THE BOARD OF TRUSTEES OF WESTSIDE UNITARIAN UNIVERSALIST CONGREGATION

January 16, 2020

BOARD ATTENDING: Shelley Webb, Jade Lowry, Roseanne Lorenzana, Matt Aspin, Aimee Schiefelbein, Tony Ricardi, Thomas Terrence

STAFF: Shannon Day, Rev. Deanna Vandiver (by Zoom)

TIMEKEEPER: Matt PROCESS OBSERVER: Thomas

CHECK IN: 7:03pm

COVENANT: The Board and staff read the covenant and agreed to covenant together.

MUSIC MINISTRY PLANNING:

- ❖ **EXECUTIVE SESSION:** Began at 7:30pm. The Board unanimously approved extending the Music Director position to Scott Farrell. Shelley recommended extending the Acting Music Director contract until February 28th to give time to inform the writing of the permanent contract. The Board discussed contract planning and the learning gained through this process. Currently there is no metric written for right relationship in any of our job descriptions. Since the willingness of staff to be working toward right relationship is an important metric to add to all staff positions, this will be considered in the development of the Music Director contract as well.

APPROVAL OF MINUTES: December minutes approved as corrected.

BRIDGE MINISTER REPORT: *See report attached.*

ADMINISTRATOR REPORT: *See report attached.*

DRE REPORT: *See report attached.*

MUSIC REPORT: *See report attached.* The Board noted the action item - the request for new choir risers for greater accessibility. This request was acknowledged and tabled as part of a larger process the Board is undertaking to prioritize accessibility needs in the congregation through our Raise the Paddle auction focus.

FINANCE COMMITTEE REPORT: *See report attached.* The Board reviewed the 2020-2021 budget request form. There was a request from the Finance Committee for an email called budget@wsuu.org for people with questions to write in to. There was a request for clarity around specifics on the form and how people know what account to ask for. **ACTION:** The Finance Committee will review these questions and the Board will review the final draft over email. Shannon will create the budget@wsuu.org email address.

TREASURER REPORT: *See report attached.*

TRANSITION WORKING GROUP REPORT: There is no Transition Working Group report this month.

BOARD GOALS AND LIASON ROLE PLANNING:

- LEADERSHIP ASSEMBLY: Roseanne shared upcoming Leadership Assembly dates 3/29 and 5/31 from 1pm-3pm in the social hall. She will share follow-up notes to those who did not attend the 1/12 Leadership Assembly meeting.
- PHOTOGRAPHY POLICY: *See policy attached.* Thomas and Aimee are receiving input from current stakeholders. **Action:** Thomas and Aimee will send out an updated photo policy via email to vote on before the February meeting.
- RJCT: There were two specific asks from the BIPOC-led group DRUUMM: to accommodate rides and provide food for meeting events. Tony, as a representative of RJCT, will offer support for this at the RJCT table in the social hall. The Board also discussed BLUU's request for congregations to host black organizing. Some Board members are reviewing what might be needed to honor that request for space in our building. Shannon offered to be a part of the conversation with RJCT. In addition, RJCT will be using the Conversations for Liberation BIPOC feedback about how RJCT moves forward with the information learned from them. The Board discussed possible options for funding another Cultures Connecting training this spring.
- FINANCE: *See report attached.*
- RIGHT RELATIONS: The Board discussed the formation of the Right Relations Team and offered the potential for congregation member support to Matt, Right Relations Representative. Matt provided an update that he will be meeting with Tandi Rogers, Congregational Life Staff for the Pacific Western Region to get additional support on ways to get started.
- PERSONNEL COMMITTEE: *See report attached.* Thomas will write an e-news article this month asking for nominations for the Personnel Committee, based on the scope and vision of the Personnel Committee created by a board-appointed ad-hoc group in spring 2019.

UPDATES AND FOLLOW-UP:

REV CHRISTOPHER UPDATE, FAMILY LEAVE, AND MOVING EXPENSES: The Board discussed upcoming expenses and support for Rev. Christopher's family leave, reviewing varied scenarios and timelines. Once we have our site visit with USCIS, the potential timelines for Rev. Christopher's visa to be approved and for his arrival will become clear. This will have implications for how he will take the family leave time allocated through his contract. Once a moving plan is made, the Board will also discuss in more detail what might be needed for moving expenses.

RAISE THE PADDLE PRESENTATION MEETING: The Board discussed the focus and details of the accessibility presentation for the auction's Raise the Paddle event. A new ongoing line item will be added to this year's budget for accessibility.

MID-YEAR CONGREGATIONAL MEETING: Shelley shared budget slides for the mid-year congregational meeting. The Board discussed suggested topics of our financial status, our board goals, the status of Rev. Christopher's arrival and Rev. Deanna as Bridge Minister, our focus on equity, and updates on the Music Ministry.

MID-YEAR BOARD RETREAT: Discussed the possibility of a mid-year retreat for the board to reflect on our progress. Possible dates for meeting will be discussed through email.

BATHROOM SIGNAGE: Not discussed due to time constraints.

BUILDING COMMITTEE: Not discussed due to time constraints.

MUSIC WORSHIP SUPPORT TEAM: Not discussed due to time constraints.

TABLING AND ARTICLE SIGN-UPS: Board members signed up for board table dates and for a monthly article.

REV. DEANNA VANDIVER CONTRACT: The Board discussed and approved the revision to Rev. Deanna's Bridge Minister contract allocating approximately 25% of her salary to a housing allowance. This will total approximately \$1900 a month.

CLOSE OF THE MEETING:

- **THANK YOU NOTES:** Completed.
- **PROCESS OBSERVER REPORTS:** Thomas shared feedback on interactions among board members.

The Board adjourned at 9:27pm. The next regular meeting of the board will be held on February 20, 2020 in the Admin Office.

Aimee Schiefelbein, Secretary

Bridge Minister's Report
January 2020

Dear Ones,

Thank you for the invitation to continue accompanying you on this ever-emergent faith journey. I witness your struggles and I honor your commitment to each other and to the faithful leadership of Westside UU Congregation. May you each feel held in care in this community.

In an effort to deepen resources for the congregation in these challenging times, John Britt of the Pastoral Care team plans to hold Pastoral Associate office hours on Sundays. I am available by phone and zoom and will be offering office hours on Wednesday, January 22 from 10 am - 6 pm, in addition to scheduled meetings.

Deep gratitude to the generous efforts of the religious professionals and volunteers who made the many December services possible and meaningful.

I am delighted to share with you that Worship Planning Team has worship scheduled through April 12th at this time and at our January 5th meeting, we co-created this covenant:

How do we choose to be together?

We covenant to:

Communicate respectfully

-listening

-trusting good intentions and honoring impacts

Act collectively - as "we"

-be able to disagree and commit

-collective accountability and responsibility

Stay informed as a team, especially with collective impact

Honor relationships and time

*Conduct ourselves with generosity and respect in
relationship with the congregation.*

In light of the weather forecast for the week ahead, we have rescheduled the January 13th pathways to leadership Common Quest offering to Feb. 23rd and cancelled the January Aging to Saging gathering.

As part of our spiritual practice together, I encourage us to take a breath, in an out, and sit with the uncomfortable wisdom of Octavia E. Butler:

*"All that you touch
You Change.
All that you Change*

*Changes you.
The only lasting truth is
Change.
God is Change."*

-from the Parable of the Sower

Administrator Report to Board January 2020

Greetings wonderful board. I write to you late in the day with not much to say about December as the office was closed the last two weeks of the year. January is the busiest month of the year for a church administrator so I will have much to say next month but December's work was centered around preparing for the holiday services and prepping the sanctuary. We had 7 services in December!

No action items for me this month.

Sunday Morning Attendance and Offering (Charity Portion)

Date	Speaker/Special Circumstances	Attendance	Collection (charity portion)
12.15.19	Rev. Deanna	80	138.69
12.22.19	Kari Gottfried	103	176.62
12.24.19	Family Christmas Eve	No count	
12.24.19	Candlelight Christmas Eve	87	Both services 352.58
12.29.19	Kari Kopnick	66	93.36
1.5.20	Rev. Deanna	92	175.67

Membership: No changes in Membership as new members were reported last month. Membership count this month is 194

Stewardship: No update from stewardship – still settling on a theme and meeting more frequently. No changes in pledge levels. Pledges in hand are \$301,869.

Leaps and Bounds and Space sharing: We are continuing to meet regularly with the staff of Leaps and Bounds to communicate about space sharing issues. I sent a few emails to the leadership this month about parking lot use and the doorbell by the social hall door. We plan to do some signage both on the fence near the gate opening and on the building to help educate Westside folx about building/parking lot access that respects our contract with Leaps and Bounds.

Things requiring extra attention and time this month :

Coordinating and facilitating the decorating and undecorating of the sanctuary for the holidays, preparations for the seven services in December.

In loving Community,

Shannon

January 7, 2020

To: WSUU Board Members

From: Cynthia Westby, DRE

Happy New Year! Here is my Board Report for January 2020.

Attendance: Below is the attendance from September 2019 through January 5, 2020.

Class	Sept			Oct				Nov				Dec				
	15	22	29	6	13	20	27	3	10	17	24	1	8	15	22	29
Nursery	7	5	2	6	2	6	2	2	3	2	3	1	5	-	-	-
Spiritplay	-	-	5	5	5	-	4	7	-	9	-	-	8	-	-	-
4-6	-	-	6	6	4	-	4	6	-	5	-	-	6	-	-	-
MS OWL	-	13	-	13	12	13	12	13	-	13	-	-	-	-	-	-
COA	-	7	-	7	-	7	0	6	5	0	-	6	-	-	-	-
HSYG	-	-	-	1	4	-	-	3	8	2	-	-	2	-	-	-
Chalice Chapel/ Multi-Gen	-	12	-	-	-	-	-	-	7	-	-	5	5	-	-	-
Daily Total	7	37	13	38	27	26	22	37	23	31	3	12	26	0	0	0

Jan			
5	12	19	26
3			
7			
2			
11			
-			
1			
-			
24			

RE Classes: This year, pre-K children are in the nursery. K-3 children are in a Spirit Play class focused on our UU principles and sources. 4th-6th graders are in a class focused on “The Questing Year” to engage in four important quests learning more about UU, social justice, mystery, and themselves, over the course of the year. 9th-10th graders are participating in a year-long Coming of Age class. Youth Group (9th-12th graders) is held two Sunday mornings a month from 10:30-noon (coordinated with the Coming of Age class so 9th graders can attend both).

Chalice Chapels and Multi-Gen Services:

We held the Family Christmas Eve Service at 5 pm as a Family Sing-A-Long and Stories which was fun, well-attended, and well-received. It was a delight for all.

Our next multi-gen will be held on Sunday, January 19th and is being organized by the racial justice team. The next multi-gen after this will be held on Sunday, February 23 and is being planned by Stephen Scheurich, Rev. Deanna and myself.

Chalice Chapels and multi-gens are held on Sundays of school breaks and holidays. Our next Chalice Chapel will be held on Sunday, February 16.

RE Council: The RE Council will meet next on February 2nd. Nola Balch is the RE Council chair, with members Jeanette Hitch, Vanessa Shaughnessy, David Edwards, Mike Fox, Kasey Langley, Amy Hance-Brancati, Cara Mathison, and Laura Strand.

Youth Group is led by lead youth advisor, Simon Knaphus, with Amy Hance-Brancati, Julie Forkasdi, Neve Mazique-Bianco, Marissa Ohoyo, and Laura Strand. They are working on their Youth-Led Service which will be held on Sunday, March 15th. Two of our youth will be going on the Youth Pilgrimage to Transylvania in July of 2020. On Sunday, January 5th they held a teach-in focused on White Supremacy. On January 12th they will be focusing on preparing for the youth led service.

YAC (Youth-Adult Committee which helps facilitate the youth group activities) meets quarterly and will next on Wednesday, February 26th. This committee is comprised of myself, Simon Knaphus, Amy Hance-Brancati, Julie Forkasdi, Stephen Scheurich, Claire Bucklew, Talulla Shaughnessy, and Quinn Douros.

COA (Coming of Age) is led by Shelley Webb, John Monahan, and Steve Burrows. Seven ninth and tenth graders meet twice a month on Sunday mornings in this year-long program Westside offers our 9th and 10th graders. This is a valuable opportunity for our youth, teachers, and mentors to engage in learning together. These youth also participate in youth group 1-2 weeks of the month, on Sunday mornings.

Nursery: Ivy Ficarra and Julie Vance are our nursery teachers, with substitute teaching by Marie Kaz. This wonderful team supports our youngest children.

MS OWL: This year-long program for Middle School 7th-8th graders in OWL (Our Whole Lives) has 13 children participating in this class. Class meets 2-3 Sunday mornings a month. This important Westside social justice program is led by the inspiring commitment of six trained teachers: Liz Bucklew, David Edwards, Marissa Ohoyo, Kevin Lane-Cummings, and Anne Fox.

Stories for All Ages: I'm working with a strong team of tellers with a wonderfully diverse range of styles and strengths. Storytellers are scheduled through May 2020.

ACTING MUSIC DIRECTOR MONTHLY REPORT

January, 2020

ACTION ITEM: I'm not sure this qualifies exactly, but I do want to reiterate the importance of addressing the situation about the unsafe, unfriendly and uncomfortable risers and seating for the Chorale. The seats have broken in the past when people sat on them, and in at least one case caused an injury. People with heavier bodies are particularly affected by this situation, and the lack of accessibility to the risers (as well as the platform) is an obstacle to participation by members of our congregation. This was the very first thing members of the choir spoke to me about a year ago when I became acting music director, and I included these concerns in previous board reports. I know the complexities of funding, but I would be remiss in representing the Chorale were I not to continue to vigorously advocate for a change.

I truly enjoyed preparing for the holiday season and collaborating with Cynthia and Deanna was a joy. I was unprepared however for the number of hours of preparation necessary for this to all go smoothly, as well as the number of hours of meetings associated with deciding on my new contract. In the future

1. The Westside Chorale and Chalice Singers: The members really come forward and put in the extra work necessary for the very music-heavy (yay!) season. We are fortunate indeed to have such a dedicated group of talented people singing for us. Until the situation with the risers is addressed as mentioned above, I intend on looking for other solutions to ensure the safety and comfort of out singing members.
2. Meetings: As I mentioned before, there were more than the usual number of meetings over the past month, and while I do see the value, they added to the difficulty of sticking to my contracted 20 hours a week. The actions, which I wholeheartedly support, to spend the time necessary to assure that right relations are occurring simply takes more time. I'm still learning how to balance time demands.
3. Looking ahead: I intend on working with Jade on the formation of the music ministry support group and will be meeting with Paula vanHaagen in the near future to work on a covenant for the Westside Chorale. During an earlier meeting Paula and I identified that a document identifying our relationship with one another was necessary (covenant), in addition to a handbook for new singers delineating policies. Hopefully I'll find a bit more spaciousness in my schedule to address these over the next couple of months.

I look forward to the decision on moving forward with the definition of my new contract, and to looking at renegotiation when the new budget year occurs. As I've expressed before, I'm loving my work here and look forward to continuing fairness and right relationship by all parties concerned.

In Harmony,

Scott Farrell

Finance Committee Report January 2020

This report contains one action item for the Board.

Financial Highlights for December 2019 (50% of the year):

December 2019 Highlights	Actuals - December	Actuals – YTD	YTD % of Budget	Budget
Total Income	\$ 37,327.02	\$217,681.15	49%	\$ 441,547
Pledges - CY	\$ 25,742.31	\$160,358.78	55%	\$292,183
Total Expenses	\$ 27,889.68	\$192,052.97	43 %	\$ 441,547
Net Income/Expenses	\$ 9,437.34	\$25,628.18		

Financial Status: Our December Income exceeded our Expenses by \$9,437.34. As we will continue to see until Rev. Christopher joins us, the positive balance benefits from the reduced expenses for ministerial compensation. We saw again an above-average amount of Pledge income. Income also benefitted from the Book Sale (\$1,218, \$218 more than budgeted! Thank you Patti McCall and crew) and Auction ticket sales (thanks again to Patti and Auction Committee, now in high gear). Note the Year-To-Date positive balance of \$25.6k.

Unanticipated Expenses: Good news that we don't have any.

2020/21 Budget Formulation: The Finance Committee recommends that the 2020/21 budget continue at the current level with exceptions for staff salary increases, a full-time on-board minister, and strategic increases. Currently we roughly estimate expenses next year to be \$40k more than this year. (This estimate is being honed.) We are saving unexpected gifts and income in our Undesignated Donations Fund Balance to help us step up to next year's anticipated increased expenses. It would be wise to hold some of these funds in reserve so that we can step up to our anticipated increased expenses over two years, thus minimizing the burden on increased pledges and fundraising a year from now. FC advises against "kicking the can down the road" on a \$40k increase. Please keep in mind that this year we benefit from \$24k of Wake Now Our Vision funds. We will work with the Stewardship Committee on how this "flat plus" budget translates to the Stewardship Campaign.

Action Request: That the BoT support flat budget requests while welcoming limited strategic funding for high priority work of WSUU. The Budget Requests will not address salaries and benefits; they will be developed separately. The proposed 2020/21 Budget Request Form is attached. I plan to send the form with an email that addresses this "flat plus" approach (if endorsed) and strategic priority investments later this month (earlier than the Budget Development timeline date of 2/3).

FY 2020/21 Budget Request

The Finance Committee is developing an initial draft budget that they will present to the Board of Trustees. We seek your input as we develop this initial draft. Preliminary analysis of next year's costs indicates that budget requests should be *essentially flat aside from salaries, although strategic requests will be considered*. Please fill out the form below and return it to Paula vanHaagen, Finance Committee Chair (pvanhaag@comcast.net) by February 24.

A copy of the FY2019/20 budget is available at this link: ([link to OneDrive budget document](#)) Please refer to it to identify all the line items under both Income and Expenses for which your part of WSUU is responsible. **Please do not include staff salaries or benefits although your comments are welcome under the Explanation section.**

While an explanation for the source of income and rationale for expenses is requested, you do not need to provide an explanation for ongoing operational expenses. Providing the source of income ensures that the Finance Committee and Board of Trustees can be confident of your forecast and prevent duplication of fundraising ideas. The explanation for expenses may provide essential information for why the expense is necessary, should be a priority for the coming year, or why an ongoing expense would be increased.

Ministry/Committee/Program: _____

FY2020/21 Budget Request:

Income:

Account Name: _____ Amount: _____
Source of Income: (e.g., 3 pie sales) _____
Account Name: _____ Amount: _____
Source of Income: _____
Account Name: _____ Amount: _____
Source of Income: _____
Proposed New Account: _____ Amount: _____

Expenses:

Account Name: _____	Amount: _____
Account Name: _____	Amount: _____
Account Name: _____	Amount: _____
Account Name: _____	Amount: _____
Account Name: _____	Amount: _____
Proposed New Account: _____	Amount: _____

Explanation of expenses: (Please list increases in priority order)

Submitted by: _____ Role: _____ Date: _____

email: _____ phone: _____

4.3 Adult Photography / Video Policy

I. Photography / Video Intent:

As is the case with most churches and social organizations, Westside Unitarian Universalist Congregation takes pictures and videos of itself in action. We do this for several reasons: it is part of our recorded history, it tells a story of the life of our congregation, it illustrates our principles in action, and it allows potential new members to have a preview of what to expect when they first visit.

These photographs/videos may be displayed on our website, promotional materials, and/or on social media related to WSUU. There are some congregants and visitors who wish not to have their likeness utilized for those purposes. The intent of this policy is to ensure we value the inherent worth and dignity of those congregants and visitors by honoring their request. As such, the following procedures will be taken to ensure their privacy:

II. Adult Photography / Video Procedure:

For Representatives of the Church:

- The administrator will include a notice in the Order of Service informing congregants and visitors that photos/video may be taken by a head photographer and/or their assistant(s) during the Sunday service or at other church-sponsored events for publication on the church website, social media, and/or other promotional materials.
- The resulting videos/photos taken will be secured in a digital library that is password protected and is only accessible by the photographer representative (currently Jonathan Rawle), staff, and the communications group.
- The staff and the communications group will vet the videos/photos before any of them are posted on social media, ensuring that adults who have “opted-out” will not have their images used.
- The people who work with videos/photos (head photographer, staff, communications group) will make every effort to inform people with whom they work of the relevant rules.

Note: The procedure concerning pictures involving children is addressed in The Safety Policy for Children and Youth section.

For Congregants:

- Any congregant not wishing to have their likeness utilized will notify the photographer or greeter that they do not wish to be included.

- Congregants wishing to opt-out of photo/video may sign the Adult Photo/Video Opt-out Form and return it to a greeter at Sunday services or email it to our administrator at office@wsuu.org.
- Congregants and visitors are encouraged to take photos/videos from their seats of their family members, and in ways that cause the least disruption to the people around them.
- Congregants are encouraged to not upload photos and videos containing people other than family members without first obtaining their explicit permission.

Sample Adult Photo/Video Opt-Out Form

Church policy allows us to include photos or videos of adult staff and members, friends, and guests or visitors (without identification by name), in church publicity such as in public areas of our church website and social media, without authorization and without notice.

However, we will honor an individual's preference to not have his or her photo appear in such media if we are given notice by the individual on this form provided by the church. This form shall then be returned to a greeter at Sunday services or emailed to our administrator at office@wsuu.org.

Complete and return this form to the church office ONLY if you do NOT want any photo or video of you to appear in church publicity images, including postings on the public areas of the website and social media.

This opt-out request is valid indefinitely. If you change your mind about your photo or video being used, please contact the church office at office@wsuu.org.

Full name (please print) _____

Signature _____ Date _____

Processed by _____ Date _____

Adopted by:	Board of Trustees	Date of adoption:	
Reviewed/revised by:		Date of last review/revision:	

Proposed Vision, Mission and Scope for the WSUU Personnel Committee

Vision: The WSUU workplace fosters relationships that are accountable and respectful, where staff feel valued and are treated fairly.

Mission: To establish and maintain fair, equitable, and transparent employment policies and practices for staff members at WSUU congregation.

The personnel committee accomplishes its mission by: Defining the characteristics and qualities of a strong human resources program appropriate to WSUU; working with the Minister to identify gaps within WSUU's existing program; and developing and implementing a plan to address program gaps in a timely way. Once strong policies and procedures are developed, the Committee's main purpose is to support the Minister in his/her/their role as the staff supervisor.

Roles:

Minister	Personnel Committee
Supervise staff	Prepare recommended personnel policies for approval by the Board and Minister
Complete performance reviews	Ensure compliance with State and Federal HR laws
Develop and maintain job descriptions	If requested by the Minister or Board, conduct research on special topics
Oversee hiring	At the discretion and invitation of the Minister, provide support to the minister in their supervisory role.
Receive feedback from congregational members, committees, councils about staff performance	
Meet one-on-one with staff	
Support professional development of staff	

Other roles:

Committee on Shared Ministry: Responsible for the evaluation of the minister for at least the first three years as part of Rev. Wulff's fellowship process.

RE and Music Councils: Work closely with staff members; may participate during the hiring process for program staff in a role that is defined by the Minister; advocate on behalf of program staff with the understanding that overall staffing plans will reflect the holistic needs of the congregation.

Committee Composition:

4-5 members, composed of members with experience in human resources and representing labor/management perspectives. Members would be appointed by the Board in consultation with the Minister.

As of: **Friday, January 3, 2020****BUDGET SUMMARY**% thru Year: **50%**

	YTD Actuals	%	Full Year Budget	Amount Remaining
Income				
Pledges	\$ 160,784	55%	\$ 294,183	\$ 133,399
Sunday Plate	12,469	52%	24,000	11,531
Other Donations	8,465	30%	28,236	19,771
Fund Raising	5,018	11%	47,000	41,982
Affinity Programs	998	62%	1,620	622
RE Ministry	4,523	146%	3,100	(1,423)
Youth Group Ministry	25	0%	-	(25)
Music Ministry	686	66%	1,040	354
Program and Misc	5,463	117%	4,650	(813)
Rentals	19,250	51%	37,718	18,468
Total Income	\$ 217,681	49%	\$ 441,547	\$ 223,866
Expenses				
Minister Compensation	\$ 16,148	22%	\$ 73,125	\$ 56,977
Additional Minister	610	4%	15,500	14,890
RE Director Compensation	37,355	49%	76,079	38,724
RE Staff	4,806	47%	10,220	5,414
RE Training	-	0%	800	800
RE Youth Group	90	0%	-	(90)
RE Operations	1,541	45%	3,450	1,909
Music Director Compensation	16,256	55%	29,741	13,485
Music Staff	5,055	47%	10,733	5,678
Other Music	480	120%	400	(80)
Administrator Compensation	22,969	45%	51,325	28,356
Additional Employee Benefits	1,545	45%	3,453	1,908
UUA Dues	3,445	33%	10,336	6,891
Loans, Taxes, Fees	26,972	49%	55,555	28,583
Discretionary	3,676	50%	7,400	3,725
Facility	27,202	47%	57,880	30,678
Fundraising & Rentals	2,855	25%	11,600	8,745
Committees	21,048	88%	23,950	2,902
Total Expenses	\$ 192,053	43%	\$ 441,547	\$ 249,494
YTD Cash Flow (GF):	\$ 25,628			

	YTD Balance
BANK ACCOUNT BALANCES	
Umpqua General Fund Checking #7545	\$ 63,717
Sound Credit Money Market #6299	113,148
Sound Credit Savings #6290	25
Petty Cash	200
Total Account Balances	\$ 177,090
ASSETS	
Church Bldg & Land (book value)	\$ 2,889,800
Cash - Operations	48,708
Cash - Building Fund	\$ 76,959
Cash - Elevator Fund	2,937
Other Dedicated Fund Balances	16,339
Undesignated Donations	32,146
<i>Total Fund Balances</i>	<i>\$ 128,381</i>
Total Assets	\$ 3,066,890
LIABILITIES	
Loan fm UUA	\$ 435,136
Loan fm Pacific NW Growth Fdtn	61,474
Other Current Liabilities	23,141
Other Dedicated Fund Balances	16,339
Total Liabilities	\$ 536,091
CONGREGATIONAL EQUITY	
Beginning of FY Equity	\$ 2,128,317
<i>YTD Change in Equity</i>	<i>402,483</i>
DEDICATED FUND BALANCES	
Beginning of FY Dedicated Fund Balances	\$ 144,328
<i>YTD Change in Dedicated Fund Balances</i>	<i>(15,947)</i>
Overall YTD Cash Flow with Fund Balances:	\$ 9,682

As of: Friday, January 3, 2020				% Thru Year: 50%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt	Over Budget	Notes
GENERAL FUND INCOME							
Pledges							
4.100.100	Pledges - Current Year Income	25,742.31	160,358.78	292,183.00	55%	-	
4.100.110	Pledges - Prior Year Income	-	425.00	2,000.00	21%	-	
	Total Pledges	25,742.31	160,783.78	294,183.00	55%	-	
Sunday Plate							
4.100.140	Contributions - Sunday WSUU	2,192.07	8,359.98	16,000.00	52%	-	
4.100.141	Contributions - Sunday WSUU Minister Discretion	-	-	600.00	0%	-	
4.100.142	Contributions - Sunday WSUU Kitchen/Hospitality	-	-	150.00	0%	-	
4.100.143	Contributions - Sunday WSUU Youth Programs	-	-	450.00	0%	-	
4.100.150	Contributions Sunday Charities	1,029.66	4,109.13	6,800.00	60%	-	7 services in Dec.
	Total Sunday Plate Income	3,221.73	12,469.11	24,000.00	52%	-	
Other Donations							
4.100.135	Give Big (Non-pledge gifts and stretch dollars)	-	-	-	0%	-	
4.100.155	Endowment Fund Transfers IN	-	-	-	0%	-	
4.100.160	Special Gifts & Campaigns	-	8,465.07	28,236.00	30%	-	
4.100.244	Elevator Fund Donations	-	-	-	0%	-	
	Total Other Donations	-	8,465.07	28,236.00	30%	-	
Fund Raising							
4.100.245	Auction Income	1,580.00	3,799.26	46,000.00	8%	-	ticket sales
4.100.247	Raise the Paddle Income	-	-	-	0%	-	
4.100.250	Rummage & Book Sale Income	1,218.91	1,218.91	1,000.00	122%	218.91	book sale
4.100.257	Misc. Fundraising Income	-	-	-	0%	-	
	Total Fund Raising Income	2,798.91	5,018.17	47,000.00	11%	218.91	
Affinity Program Income							
4.100.210	E Scrip GF Income	1.69	8.19	120.00	7%	-	
4.100.211	Amazon Rebate Income	68.93	729.56	1,500.00	49%	-	
4.100.212	Thriftway Rebate Program	-	260.32	-	0%	260.32	
	Total Affinity Program Income	70.62	998.07	1,620.00	62%	260.32	
RE Ministry Income							
4.100.258	RE Fund Transfers IN	-	-	-	0%	-	
4.100.259	RE Fundraising & Donations	51.38	1,223.38	1,500.00	82%	-	donation
4.100.260	OWL Registration Fees	-	3,300.00	800.00	413%	2,500.00	
4.100.263	OWL Fund Transfers IN	-	-	800.00	0%	-	
4.100.264	RE Coming of Age Program Fees	-	-	-	0%	-	
	Total RE Ministry Income	51.38	4,523.38	3,100.00	146%	2,500.00	
Youth Group Ministry Income							
4.100.261	RE Youth Group Fund Transfers IN	-	-	-	0%	-	
4.100.262	RE Youth Group Fundraising & Gifts	-	25.00	-	0%	25.00	
	Total Youth Group Ministry Income	-	25.00	-	0%	25.00	

As of: Friday, January 3, 2020				% Thru Year: 50%		Over Budget	Notes
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt		
<u>Music Ministry Income</u>							
4.100.221	Music Fund Transfers IN	-	-	-	0%	-	
4.100.222	Music Fundraising and Donations	-	685.72	1,040.00	66%	-	
4.100.223	Music Programs Income	-	-	-	0%	-	
	Total Music Ministry Income	-	685.72	1,040.00	66%	-	
<u>Program and Misc Income</u>							
4.100.220	Coffee Income	21.00	219.58	500.00	44%	-	
4.100.225	Membership Fundraising and Donations	-	-	500.00	0%	-	
4.100.240	Interest Income	96.02	664.59	50.00	1329%	614.59	
4.100.241	Board Designated Fund Transfers to GF	-	-	-	0%	-	
4.100.242	Building Fund Transfer IN	-	-	-	0%	-	
4.100.251	Social & Envir. Justice Fundraising	593.00	4,578.88	3,600.00	127%	978.88	welcome table and seath/denny closet - pass through
4.100.255	Common Quest Income	-	-	-	0%	-	
4.100.265	Ministerial Intern Inc	-	-	-	0%	-	
4.100.267	Minister Search Fund Transfers IN	-	-	-	0%	-	
4.100.268	Web Development Fund Transfers IN	-	-	-	0%	-	
4.100.270	Building Maintenance/Janitorial transfer IN	-	-	-	0%	-	
	Total Program and Misc Income	710.02	5,463.05	4,650.00	117%	1,593.47	
<u>Rentals</u>							
4.100.300	Cell Tower Rental & Elec Reimb	1,226.55	7,359.30	14,718.00	50%	-	
4.100.302	Cell Tower Electricity Reimb True-up	-	-	1,500.00	0%	-	
4.100.305	Rental Income - Single Events	375.50	2,505.50	2,000.00	125%	505.50	AA event, feb event deposit
4.100.310	Leases Income- Pre School	3,000.00	9,000.00	18,000.00	50%	-	
4.100.311	Donations- Service Groups Meeting at WSUU	130.00	385.00	1,500.00	26%	-	
	Total Rental Income	4,732.05	19,249.80	37,718.00	51%	505.50	
TOTAL GENERAL FUND INCOME		\$ 37,327.02	\$ 217,681.15	\$ 441,547.00	49%	\$ 5,103.20	

As of: Friday, January 3, 2020			% Thru Year: 50%			Notes	
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt		Over Budget
GENERAL FUND EXPENSE							
MINISTER POSITION							
Minister Compensation							
5.100.100	Minister Housing Allow Exp	-	7,000.00	26,975.00	26%	-	
5.100.101	Minister Salary Exp	-	6,250.00	24,542.00	25%	-	
5.100.105	Minister Cost of Living Adj Exp	-	-	5,851.00	0%	-	
5.100.106	Minister Group Term Life Ins Exp	-	34.27	401.00	9%	-	
5.100.107	Minister Long Term Disability Ins Exp	-	84.00	660.00	13%	-	
5.100.110	Minister Retirement Exp	-	1,332.12	5,492.00	24%	-	
5.100.115	Minister-FICA Exp	-	478.00	3,704.00	13%	-	
5.100.125	Minister's Professional Exp	970.00	970.00	5,500.00	18%	-	
	Total Minister Compensation	970.00	16,148.39	73,125.00	22%	-	
Additional Minister Exp							
5.100.102	Minister Moving Exp	-	-	10,000.00	0%	-	
5.100.120	Minister's Sabbatical Exp	-	-	-	0%	-	
5.100.126	Minister Installation Exp	-	-	2,500.00	0%	-	
5.100.128	Minister Search Exp	-	610.00	3,000.00	20%	-	
	Total Additional Minister Exp	-	610.00	15,500.00	4%	-	
Total Minister Position Expense		970.00	16,758.39	88,625.00	19%	0.00	

As of: Friday, January 3, 2020				% Thru Year: 50%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt	Over Budget	Notes
CHILDREN AND YOUTH MINISTRY							
RE Director Compensation							
5.100.150	RE Director Salary Exp	5,129.75	30,678.75	61,557.00	50%	-	
5.100.153	RE Director Group Term Life Ins Exp	-	-	-	0%	-	
5.100.154	RE Director Long Term Disability Ins Exp	-	-	-	0%	-	
5.100.155	RE Director Cost of Living Adj Exp	-	-	-	0%	-	
5.100.158	RE Director FICA Exp	372.80	2,229.58	4,800.00	46%	-	
5.100.160	RE Director Retirement Exp	513.00	3,412.18	6,222.00	55%	-	
5.100.165	RE Director Professional Exp	-	1,034.11	3,500.00	30%	-	
	Total RE Director Compensation	6,015.55	37,354.62	76,079.00	49%	-	
RE Staff Expense							
5.100.162	RE Story Time Toddler Teacher Exp	-	-	-	0%	-	
5.100.163	RE Nursery Lead Teacher Exp	160.00	1,153.75	2,200.00	52%	-	
5.100.164	RE Nursery Assistant Exp	120.00	795.00	1,920.00	41%	-	
5.100.168	RE Program Assistant Exp	408.00	2,652.00	5,300.00	50%	-	
5.100.169	RE Summer Coordinator Exp	-	-	-	0%	-	
5.100.170	Childcare Exp	-	205.00	800.00	26%	-	
	Total RE Staff Exp	688.00	4,805.75	10,220.00	47%	-	
RE Training Expense							
5.100.151	RE Youth Leadership Development Exp	-	-	-	0%	-	
5.100.152	RE OWL Leadership Development Exp	-	-	800.00	0%	-	
5.100.166	RE Leader Training Exp	-	-	-	0%	-	
5.100.167	RE Teacher Appreciation Exp	-	-	-	0%	-	
	Total RE Training Expense	-	-	800.00	0%	-	
RE Youth Group Expense							
5.100.161	RE Lead Youth Advisor Exp	-	-	-	0%	-	
5.100.132	RE High School Youth Programs Exp	90.03	90.03	-	0%	90.03	
5.100.136	RE High School Youth Scholarships Exp	-	-	-	0%	-	
5.100.227	RE Youth Group Fund Transfers OUT	-	-	-	0%	-	
	Total RE Youth Group Expense	90.03	90.03	-	0%	90.03	
RE Operations Expense							
5.100.131	RE OWL Programs Exp	-	125.72	200.00	63%	-	
5.100.133	RE Middle School Youth Programs Exp	-	-	-	0%	-	
5.100.134	RE Operational Exp	176.87	1,415.24	3,250.00	44%	-	
5.100.135	RE Middle School Scholarships Exp	-	-	-	0%	-	
5.100.171	RE Program Support Exp	-	-	-	0%	-	
5.100.172	RE Curricula Exp	-	-	-	0%	-	
5.100.225	RE Fund Transfers OUT	-	-	-	0%	-	
5.100.229	RE OWL Fund Transfers OUT	-	-	-	0%	-	
	Total RE Operations Expense	176.87	1,540.96	3,450.00	45%	-	
Total Children & Youth Ministry Expense		6,970.45	43,791.36	90,549.00	48%	90.03	

As of: Friday, January 3, 2020				% Thru Year: 50%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt	Over Budget	Notes
MUSIC MINISTRY							
Music Director							
5.100.185	Music Dir Salary Exp	2,361.53	13,719.19	24,984.00	55%	-	
5.100.186	Music Dir Cost of Living Adj Exp	-	-	-	0%	-	
5.100.187	Music Dir Retirement Exp	-	-	1,320.00	0%	-	
5.100.188	Music Dir FICA Exp	180.65	1,049.51	937.00	112%	112.51	this budget number is 50% of what it should have been.
5.100.190	Music Dir Professional Exp	-	1,487.77	2,500.00	60%	-	
5.100.200	Music Dir Group Term Life Ins Exp	-	-	-	0%	-	
5.100.205	Music Dir Long-Term Disability Ins Exp	-	-	-	0%	-	
Total Music Director Compensation		\$ 2,542.18	\$ 16,256.47	\$ 29,741.00	55%	\$ 112.51	
Music Staff							
5.100.193	Music Sunday Service Pianist Exp	625.00	2,875.00	4,974.00	58%	-	
5.100.195	Music Percussionist Exp	300.00	1,900.00	3,725.00	51%	-	
5.100.197	Music Chorale Rehearsal Pianist Exp	-	80.00	1,084.00	7%	-	
5.100.198	Music Bassist Exp	200.00	200.00	950.00	21%	-	
5.100.199	Music Administrator Exp	-	-	-	0%	-	
Total Other Music Staff Expense		1,125.00	5,055.00	10,733.00	47%	-	
Other Music Expense							
5.100.191	Music Purchase Exp	-	369.91	-	0%	369.91	
5.100.192	Music Equipment Maint Exp	-	110.00	400.00	28%	-	
5.100.194	Music Programs Exp	-	-	-	0%	-	
5.100.196	Music Council Fundraising Exp	-	-	-	0%	-	
5.100.201	Music Equipment Purchase Exp	-	-	-	0%	-	
5.100.202	Music Marketing Exp	-	-	-	0%	-	
Total Other Music Expense		-	479.91	400.00	120%	369.91	
Total Music Ministry Exp		3,667.18	21,791.38	40,874.00	53%	482.42	
ADMIN STAFF & SUPPORT							
Congr Administrator & Bookkeeper							
5.100.173	Congr Admin Group Term Life Ins Exp	-	-	-	0%	-	
5.100.174	Congr Admin Salary Exp	3,630.00	19,784.12	43,200.00	46%	-	
5.100.175	Congr Admin Cost of Living Adj Exp	-	-	-	0%	-	
5.100.176	Congr Admin Retirement Exp	381.18	1,600.60	4,320.00	37%	-	
5.100.177	Congr Admin FICA Exp	277.70	1,513.50	3,305.00	46%	-	
5.100.230	Congr Admin Long Term Disability Ins Exp	-	-	-	0%	-	
5.100.231	Congr Admin Professional Exp	-	71.27	500.00	14%	-	
Total Congr Administrator & Bookkeeper Compensation		4,288.88	22,969.49	51,325.00	45%	-	

As of: Friday, January 3, 2020				% Thru Year: 50%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt	Over Budget	Notes
<u>Additional Employee Benefits</u>							
5.100.178	Labor & Industries Ins Exp	-	794.83	2,200.00	36%	-	
5.100.181	Family and Medical Leave Ins Exp	-	381.50	453.00	84%	-	
5.100.184	Part time Empl FICA SS Exp	52.65	368.83	800.00	46%	-	
	Total Additional Employee Benefits Expense	52.65	1,545.16	3,453.00	45%	-	
Total Admin Staff & Support Expense		4,341.53	24,514.65	54,778.00	45%	-	
DUES & FINANCIAL EXPENSE							
<u>UUA Dues Expense</u>							
5.100.300	Partner Church Dues Exp Bud	-	-	-	0%	-	
5.100.320	UUA Dues Exp Bud	-	3,445.16	10,336.00	33%	-	
	Total UU Organizations Dues Expense	-	3,445.16	10,336.00	33%	-	
<u>Financial Expense</u>							
5.100.650	Loan Debt Service - UUA	3,287.66	19,725.96	39,455.00	50%	-	
5.100.655	Loan Debt Service - PNW Growth Fdtn Exp	659.96	3,959.76	7,950.00	50%	-	
5.100.457	Annual City/County/State Fees	-	1,441.81	2,750.00	52%	-	
5.100.520	Banking & Credit Card Fees e.g.Vanco	487.94	1,844.06	5,400.00	34%	-	
	Total Financial Expense	4,435.56	26,971.59	55,555.00	49%	-	
Total Dues & Financial Expense		4,435.56	30,416.75	65,891.00	46%	-	
DISCRETIONARY EXPENSE							
<u>Discretionary Expense</u>							
5.100.757	Sunday Morning Contrib to Charity	-	3,675.50	6,800.00	54%	-	
5.100.758	Minister Discretionary Fund	-	-	600.00	0%	-	
	Total Discretionary Expense	-	3,675.50	7,400.00	50%	-	
Total Discretionary Expense		-	3,675.50	7,400.00	50%	-	

As of: Friday, January 3, 2020				% Thru Year: 50%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt	Over Budget	Notes
OTHER OPERATIONAL EXPENSE							
Facility Expense							
5.100.450	Telephone/Cable/Internet	-	1,495.98	3,000.00	50%	-	
5.100.460	Web Hosting Exp	19.00	78.13	250.00	31%	-	
5.100.470	Web Maintenance Exp Bud	51.88	51.88	100.00	52%	-	support for website
5.100.475	Technology Management	1.99	509.92	1,500.00	34%	-	storage fee
5.100.480	Office Expense	-	161.77	1,000.00	16%	-	
5.100.481	Postage Exp Bud	-	186.15	500.00	37%	-	
5.100.482	Printing / Copying	428.80	2,572.80	5,500.00	47%	-	
5.100.483	Constant Contact Email Service	-	405.02	425.00	95%	-	
5.100.550	Liability Insurance Exp Bud	(263.00)	3,583.00	6,500.00	55%	-	safety dividend
5.100.452	Security Alarm System	-	437.10	500.00	87%	-	
5.100.453	Electricity - SCL	-	4,260.65	10,000.00	43%	-	
5.100.454	Water/Sewer - SPU	155.67	1,249.77	2,000.00	62%	-	
5.100.455	Waste/Recycling/Green	161.06	1,244.16	3,000.00	41%	-	
5.100.456	Gas - PSE	510.02	1,166.48	5,000.00	23%	-	
5.100.451	Janitorial Supplies	76.75	405.69	1,500.00	27%	-	
5.100.458	Landscaping Exp	-	60.00	500.00	12%	-	
5.100.459	Building Maint Supplies & Small Labor	24.00	1,087.67	2,500.00	44%	-	light bulbs
5.100.461	Building Capital Reserve Exp-GF	-	-	-	0%	-	
5.100.462	Lift Phone Monitoring	-	90.28	-	0%	90.28	
5.100.463	Elevator Fund Reserve Exp	-	-	-	0%	-	
5.100.471	Janitorial Service	630.00	4,770.90	8,000.00	60%	-	
5.100.484	Marketing and Advertising	-	-	-	0%	-	
5.100.726	AV Tech Expense	800.00	3,320.00	5,880.00	56%	-	
5.100.727	AV Equipment & Maintenance	-	65.12	225.00	29%	-	
5.100.900	Transfers to Operations Cash Reserve Fund	-	-	-	0%	-	
	Total Facility Expense	2,596.17	27,202.47	57,880.00	47%	90.28	

As of: Friday, January 3, 2020				% Thru Year: 50%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY19-20 Budget	YTD %ofBgt	Over Budget	Notes
<u>Fundraising & Rentals Expense</u>							
5.100.819	Raise the Paddle Purchase Exp-GF	-	-	-	0%	-	
5.100.820	Auction Expense	-	2,579.96	11,000.00	23%	-	
5.100.821	Rummage Sale Expense	-	-	-	0%	-	
5.100.822	Canvass Expense	-	-	100.00	0%	-	
5.100.823	Misc. Fundraising Exp Bud	-	-	-	0%	-	
5.100.305	Facilities Rental Exp - single events	-	275.00	500.00	55%	-	
	Total Fundraising & Rentals Expense	-	2,854.96	11,600.00	25%	-	
<u>Committees Expense</u>							
5.100.222	Coffee and Other Kitchen Exp	193.80	535.45	1,100.00	49%	-	
5.100.710	Membership Exp Bud	64.99	127.06	500.00	25%	-	new member ceremony exp.
5.100.725	Worship Council Expense Budget	4,450.00	17,235.00	18,475.00	93%	-	Deanna plus some honorarium
5.100.754	Partner Church Program Exp	-	-	-	0%	-	
5.100.756	Social Action Expense	-	250.00	-	0%	250.00	
5.100.759	Board Discretionary Fund	-	-	100.00	0%	-	
5.100.800	All Congr Social Events	-	-	175.00	0%	-	
5.100.801	All Congr Retreats and Trainings	200.00	2,900.00	3,600.00	81%	-	BC panelists
5.100.829	Common Quest Exp	-	-	-	0%	-	
	Total Committees Exp	4,908.79	21,047.51	23,950.00	88%	250.00	
Total Other Operational Support Expense		7,504.96	51,104.94	93,430.00	55%	340.28	
TOTAL GENERAL FUND EXPENSE		\$ 27,889.68	\$ 192,052.97	\$ 441,547.00	43%	\$ 912.73	
Income less Expense		\$ 9,437.34	\$ 25,628.18	\$ -			

As of: Friday, January 3, 2020								
Fund Acct	Fund Balances	Curr Balance	Mo. Change	Notes/Explanation	Prior Year Balance	YTD Income	YTD Expense	Ann. Change
3.200.100	Building Fund FB	76,959.46	-		77,621.35			(661.89)
3.201.100	Elevator FB	2,936.73	53.00		49,323.59	29,368.27	(75,808.13)	(46,386.86)
3.202.100	Building Maintenance/Janitorial Fund Balanc	329.42	-		329.42			-
3.302.100	Minister's Discretion FB	807.77	-		807.77			-
3.303.100	Minister Search Fund Balance	142.88	-		142.88			-
3.304.100	Gifts to be Designated by Board FB	-	-	-	-			-
3.305.100	Undesignated Donations FB	32,146.18	-		1,163.27	24,982.91		30,982.91
3.310.100	Conference Scholarship FB	321.21	-		596.21			(275.00)
3.321.100	Miscellaneous Grants	160.33	-		160.33			-
3.345.100	Hymnals FB	98.71	-		98.71			-
3.350.100	Music FB	290.53	-		290.53			-
3.355.100	WSUU Sponsored Events Balance	1,201.31	-		931.99			269.32
3.360.100	Youth Group FB	5,036.74	512.50	bake sale proceeds	4,904.24			132.50
3.370.100	OWL Fund Balance	1,240.10	-		1,240.10			-
3.380.100	Religious Ed Misc FB	1,883.46	-		1,883.46			-
3.385.100	Raise the Paddle FB	114.34	-		114.34			-
3.390.100	Art and Aesthetics Fund Balance	2,929.50	-		2,929.50			-
3.391.100	Social Justice FB Balance	705.54	-		705.54			-
3.400.100	Endowment FB	55.00	-		55.00			-
3.405.100	Little Free Library Balance	40.00	-		40.00			-
3.815.100	Partner Church FB	612.36	-		620.00			(7.64)
3.835.100	Community Meal Trust Fund Balance	369.87	-		369.87			-
Total Dedicated Funds		\$ 128,381.44	\$ 565.50		\$ 144,328.10			\$ (15,946.66)