



Annual Report

MAY 23, 2021





ANNUAL CONGREGATIONAL MEETING
SUNDAY, MAY 23, 2017

AGENDA

Call to Order.....K Redford, President
Lighting the Chalice/Reading.....Rev. Katie Kandarian-Morris
Establishing a Quorum.....Teresa Jordan, Secretary
Review of Agenda and Procedures.....K Redford, President
Business:

Affirmation of new Mission Statement

Love courageously. *Inspire* spiritual growth. *Work* for justice.

Approval of Minutes of 2020 Annual Congregational Meeting

Financial Report

Vote on Fiscal Year 2021-2022 Proposed Operating Budget

Election of Board of Trustees Officers and Positions

Election of Nominating/Leadership Development Committee Members

Other Business

Announcements

Extinguishing the Chalice

Adjournment

2020-2021 Board of Trustees

President.....K Redford
Vice President.....Terri Reheman
Secretary.....Teresa Jordan

Treasurer.....Rachel Lasiewicz
Member At-Large.....John Redemske
Ex Officio.....Rev. Katie Kandarian-Morris

UUFD BOARD OF TRUSTEES CANDIDATES

PRESIDENT: John Redemske

John Redemske moved to Durango nine years ago with his wife after spending thirty-two years working as a metallurgical engineer in southern New Hampshire. An active member of the Unitarian Universalist congregation in Milford, NH for about fifteen years, he served on a team that doubled the size of the 1888 vintage church building; adding proper classrooms, offices and a fellowship hall. He has served as UUFD Building & Grounds Committee Chair for the last five years, coordinating the office suite conversion and the expansions of the sanctuary and chancel. This past year he has also served as a Member-At-Large on the Board of Trustees. Retirement in Durango allowed for lots of hiking and horseback riding with his now late wife Susan. He is an avid contra dancer. He has one adult daughter, one adult stepdaughter and an eight year-old granddaughter.

VICE PRESIDENT: Terri Reheman

Biographical brief was not available.

SECRETARY: Carolyn Miller

I am married to Tim Miller and we have two daughters and three grandchildren. I found Unitarian Universalism after taking "Cakes For The Queen of Heaven" class in the 1980s at the Jefferson UU Church in Golden, CO. In 1990, we moved to Houston and joined First UU of Houston. After I retired as a geology and environmental science professor, we decided to escape the Houston heat and humidity. The welcoming and warmth of the UUFD congregation convinced us to move to Durango, and we joined in 2013. I have loved working with many friends on several UUFD committees, and served as chair of Nominating/Leadership Development Committee and co-chair of Membership Committee.

MEMBER-AT-LARGE: Jill Bystydzienski

For over forty years, I was a college professor (teaching sociology and women's studies) and administrator; first at Franklin College of Indiana, then at Iowa State University, and finally at Ohio State University. I retired in 2018 from OSU and moved with my husband, Hal Pepinsky, to Durango to join our daughter, her husband, and our two grandchildren. Before becoming a member of UUFD, I occasionally attended UU services in Indiana, Iowa and Ohio. I have volunteered through UUFD at Manna Kitchen, am a member of a Covenant Group, and recently served on the Covenant Groups Task Force. I enjoy hiking, reading, writing, working for local political candidates, and spending time with my grandchildren. I look forward to contributing my skills and experience serving UUFD as Member-At-Large on the Board of Trustees.

MEMBER-AT-LARGE: Steve Govreau

I moved to Durango with Lisa and my two eldest sons in 1993, to escape to fresh air, beautiful vistas, and where our family could be raised in community. The air must have been nourishing as we now have three sons and a daughter. I have enjoyed a variety of careers, including cartography and purchasing, and retired about a year ago. Now I fill my time with fly fishing, boating, the occasional hike, struggle with golf and writing, and enjoy landscaping, the highlight of which is building a water feature. I am honored to have participated on several professional and local boards and committees, including serving on the High Noon Rotary board, peaking as President, and serving as Co-Chair of District 9-R's Blue Ribbon Facility Committee, which successfully passed the largest bond issue as of that time (about twelve years ago), which included building a new Riverview Elementary School and additions and upgrades to all District facilities. I would like to see UUFD continue to provide and be a safe space for all people and beliefs.

NOMINATING/LEADERSHIP DEVELOPMENT COMMITTEE CANDIDATES

Kathleen Devine

A native Californian from Oakland, Kathleen has traveled the world with her husband Barry Devine; lived on and cruised their sailboat "JOSS" for five years, and then lived fifteen years in Mexico before moving to Durango, CO in October 2017. She has one adult son with two grandsons and three adult stepchildren with four more grandsons. After obtaining a B.A. in psychology from U.C. Berkeley, her professional career spanned sales and marketing, and H.R. having been VP at Bank of America, an executive recruiter, and a manager in business services, temporary help, executive search, and residential and commercial real estate. Kathleen has been a founding board member of Women's Executive Network (L.A.); Friends of the L.A. City Commission on the Status of Women; Democrats Abroad, San Miguel de Allende Chapter; A. C. (NGO) Presidents Group in San Miguel de Allende; and 100 Women Who Care, San Miguel de Allende Chapter. She also served as secretary and then as president of Mujeres en Cambio, a Mexican NGO providing scholarships to impoverished rural girls. As a UU in Mexico, she served on the Social Justice Team and Chaired the Minister Search Committee. At UUFD, she has served on the Hospitality Team, Chairs the Basic Needs Team, and is the liaison with the annual Love Out Loud project. Interests/activities include tennis, pickleball, birding, yoga, Shakespeare, international travel and hiking.

Donna Nelson

My husband, Syl Allred, and I moved to Durango from Flagstaff nine years ago to live near our son and his family, retiring from careers in medicine and biology. Though new to Unitarian Universalism, we joined UUFD a few months after our move, realizing we had found our community. I have served on Membership Committee and Hospitality Team and was Board Secretary from 2015-2017. I take advantage of our splendid hiking opportunities several times a week, volunteer at Durango Food Bank, belong to the League of Women Voters, American Association of University Women, and 100 Women Who Care, continue to try to perfect at least one piece of music on my Celtic harp, and I spend time with my teenage granddaughters as often as they invite me.

Mary Sison

I've been associated with UUFD since 2004 when we still met at the Smiley Building. I have participated in choir, the *White Fragility* discussion group as a facilitator, and the Environmental Justice Team. I studied business in community college in north San Diego County, now Cal State San Marcos, California, and graduated from Fort Lewis College with a sociology major and political Science minor. I worked for doctors' groups and hospitals both in California and Durango; working front office, billing insurance companies and patient billing. At the old Mercy campus I worked in patient admissions in ER and Same Day Care. My daughter, her husband and my two granddaughters live in Denver, and my son lives in north coastal San Diego County where he owns a landscaping business. I enjoy yoga, hiking with my dog, gardening, and dancing.

Nancy Burpee

NOTE: Nancy will continue committee service for the second year of her elected two-year term.
Biographical brief was not available.

TREASURER: Rachael Lasiewicz

NOTE: Rachel will continue to serve as Treasurer for the second year of her elected two-year term

Rachel Lasiewicz is a Durangotang through and through. Raised in Durango, Rachel loves everything this area has to offer. You can usually find her exploring the mountains, cooling off at the lake, or going for a morning run. A licensed Certified Public Accountant in Colorado since 2012, she currently works as a Controller for the AccountingDepartment.com. She also manages a small portfolio of local clients through her personal company RL Financial Services. She earned her B.A. in Accounting from Fort Lewis College before beginning her career in auditing for the firm Moss Adams in Albuquerque. Most recently, she was the Controller of LPEA before leaving in 2019 as the Interim Chief Financial Officer. Rachel has served as Treasurer for UUFD this past year and looks forward to this upcoming year.

Unitarian Universalist Fellowship of Durango
ANNUAL CONGREGATIONAL MEETING
SUNDAY MAY 17, 2020
Meeting Minutes

Call to Order and Welcome..... Frank Lockwood, President, Board of Trustees
Lighting the Chalice/Reading.....Rev. Katie Kandarian-Morris
Establishing a Quorum.....Shannon Beaver

Eligible Members: 170
Quorum = 30% = 51 Members
Present: 74
Members Represented by Proxy: 3
Total Members qualifying towards a quorum: 77

Review of Agenda.....Frank Lockwood
Faith Formation Report Sara Saunders
Business: Approval of Minutes of 2019 Annual Congregational Meeting..... Becky Malecki
Presentation of slate of candidates for Board of Trustees.....Frank Lockwood
Election of Board of Trustees.....Frank Lockwood
Election of Nominating CommitteeFrank Lockwood
Proposed budget for 2020/21.....Tim Miller, Acting Treasurer
Vote on Proposed Budget..... Frank Lockwood
Closing Reading /Extinguish Chalice Rev. Katie
ADJOURN

Minutes of Annual Meeting Unitarian Universalist Fellowship of Durango May 17, 2020

UUFD President, Frank Lockwood,, called the virtual/online meeting (due to Covid19) to order at 11:10am. Rev. Katie gave the invocation and the Chalice was lit.

Establishing a Quorum.....Shannon Beaver

Eligible Members is 170

Quorum: 30% of Membership = 51

Members needed: Present today = 88, so Quorum established.

Frank Lockwood began the Agenda for the Fellowship Business:

1. Faith Formation Director Sarah Sauder's Report

Interim goals were established, including 1) to be radically welcoming to youth and families, 2) support parents, 3) create relationships between members and youth. Part time teachers were hired to provide continuity, Soul Matters curriculum was adopted, pre-school was started vs nursery care, safety policies were addressed, coming of age program for middle school students, and weekly attendance was streamlined through BREEZE, ... then the pandemic hit and in person gatherings could no longer happen. Efforts were shifted to enhancing parent

communication, moving FF to ZOOM platform, students sent care packages, parents' happy hour established. Interim work has been postponed for now, due to the pandemic.

2. APPROVAL OF MINUTES OF 2019 ANNUAL CONGREGATIONAL MEETING. Motion to approve 2019 meeting minutes as written: Becky Malecki. Seconded: Kathleen Adams. No Corrections noted. Motion to approve the minutes approved by a Zoom vote of 74 members' yes votes.

3. ELECTION OF OFFICERS for 2020/2021 Frank Lockwood presented the following Board positions: Vice President (2 year term): K Redford; Secretary (1 year term): Rachel Lasiewicz; Treasurer (1 year term): Teresa Jordan; Member at Large (2 year term): John Redemske. No nominations were taken from the floor. The motion to approve the Board of Trustees' slate of candidates as presented was made by Joanna Jennings, and seconded by Lisa McCrory. The motion carried unanimously through verbal agreement. Then a formal zoom vote was made to approve the nominated officers; there were 75 yes votes to accept the new officers, 0 opposed..

4. ELECTION OF THE NOMINATING/LEADERSHIP DEVELOPMENT COMMITTEE

MEMBERS: Frank Lockwood presented the following list of candidates for Nominating/Leadership Committee: Two new members for two year terms: Nancy Burpee and Mary Ocken. Carolyn Miller remains on the committee for her second year. The motion to approve the slate as presented was moved and seconded. There was no discussion. The motion carried unanimously with 78 in favor, and 0 opposed. Richard Butler made the motion, seconded by Laurie Meininger.

5. BUDGET PRESENTATION & DISCUSSION

Acting Treasurer and Finance Committee Member Tim Miller was acknowledged for all of his hard work on the budget, as were Stewardship Committee co-chairs Kathleen Adams and Sheryl Guy. Kathleen and Sheryl worked very hard on this spring's stewardship drive, and were successful even in the midst of the Covid19 pandemic.

Tim Miller reviewed current financial status, and presented the operating budget for the upcoming fiscal year - the 2020/2021 Budget. He stated that generosity is strong here in this congregation, making us exceed last year's pledge totals by \$ 17,000, for a gross pledge total of \$291,414. This is a 6% increase from FY20. This year, due to the Covid pandemic, we are allowing a pledge slippage increase from 3 to 5%, anticipating collecting 95% of pledges, vs the usual 97%.

Tim also stressed the following highlights:

- Frolic of spring 2021 is tentatively planned, contributing \$10,500 to anticipated revenue.
- UUFD dues - regional and national - is increasing 10% a year until we get to \$22,000 (about 6% of operating cost).
- We have reduced our carbon footprint with adding solar installation so utility bills will be decreasing.
- The Social Justice budget was increased by 35% to \$12,000. This is an acknowledgement that social justice is one of the primary missions/purposes of our church.

- There was a 4% increase to the minister plus a one-time cash bonus.
- There are increased healthcare benefits for the minister, the Director of Faith Formation (DFF), and the office administrator (OA).
- There are extended retirement contributions to DFF and OA, as well as minister
- There is full year funding for FF teachers and childcare.

Tim explained that the full budget is available on the UUFDF website.

In summary, the fellowship's total income for the coming year is projected to be \$335K. Total expenses are expected to be \$331 K. Net operating result is \$4,749. but, as we are a cash budgeting organization, we don't recognize mortgage principal reductions, and that leaves us with a \$ 68. surplus balanced budget.

Tim then presented a Program Budget in a pie chart, to share how the budget allocations break down into categories. This Program Budget included \$330,000. plus "share the plate" revenues.

Payroll - which accounts for 70% of the budget - was distributed throughout the categories based on how staff spend their time (e.g. on Sunday worship, on other internal church business, community business, etc)

Faith Formation - including childcare:	20%	\$69,648.
Community Within	27%	\$90,869.
Outreach	19%	\$64,403.
Worship and music	27%	\$91,076
Denominational connections	7%	\$24,112.

Questions asked by members (via Zoom):

- **Q: What piece of the pie does the Caring Committee fit into?**

A: They operate on a mere \$300. budget, so they are highly efficient. In the Community Within piece of the pie.

- **Q: How is loss of the Ministerial allocation fund going to affect the budget?**

A: Years past members had set aside \$230,000 aside to show commitment to a minister.

Once an actual minister was hired, we essentially had an excess of funds. We have slowly been drawing on a portion of those monies each year. Next year we will be out of those particular funds. We will take the last step to no longer depending on those funds when the final \$21,000 will be used next year.

- **Q: What about PPP Funds?**

A: Federal program due to COVID19 - we applied for, and received, \$37,000. If we spend it in the next 8 weeks on payroll utilities, mortgage interest, etc. we can get that forgiven and converted into a grant during the next fiscal year. It is not forgiven yet, so it's still a liability, but it is anticipated that this will be a big help to the budget. Most of the spending of these monies will occur on the current budget, not next year's budget. Our operating surplus will be increased. It's a security blanket now.

- **Q: Do we have an investment fund that is separate from the budget?**

A: Yes, we have three. Mark Swanson (previous treasurer) initiated a program to invest surplus operating cash in CDs, now paying .16% with low interest rates. Capital campaign fund has \$51,000 seed money when we next do a capital project, invested

conservatively in CDS. Third, we have a Legacy Fund that is approximately \$600,000, invested in the UU Common Endowment Fund - a diversified fund, and a low cost index fund. Half of that is still in cash because we've been dollar cost averaging into the Legacy Fund.

- ***Q: Have we budgeted enough discretionary monies to help members that might be in financial distress due to Covid19?***

A: The Minister's Discretionary Fund(MDF) had been depleted until lately, as it is mostly funded by Christmas Eve donations, but recently members contributed to MDF - outside of the regular budget. That is a way for other members to minister to fellow members experiencing difficulty.

- ***Q: Why don't we rent out space more?***

A: Not much demand. Many organizations we support, that match our mission's values, we don't charge. There is an application process to rent on our website, but usually our space is pretty full from our own programs and meetings.

- ***Q: Will there be savings from a closed campus?***

A: Yes, utility bills are going down. But wages are 70% of the operating budget, and we do plan on continuing to pay wages.

- ***Q: Why is the liturgical music budget being cut? And why does Marilyn Garst's income get included in the liturgical music budget, instead of as a separate staff salary?***

A: The overall music compensation budget was set by the BOT, to be fair to all musicians, and to best reflect the values and mission of the fellowship. It was asked that all other questions about this be handled as a personnel matter.

- ***Q: The large Outreach section on the pie chart - what does it include besides social justice?***

A: Share the plate + social justice + Needham Elementary contributions + allocated share of staff's time in outreach to the community.... Remembering staff is 70+% of the operating budget, we allocate some of that by how the staff spends their time. The pie chart split the staff's time into appropriate categories.

- ***Q: Do you have a spreadsheet that shows how the percentage of program monies are allocated?***

A: Yes, available to anyone who requests it.

Motion to approve the budget by Richard Butler, and seconded by Don Spangler.

Members voted: 70 in favor of the budget, 0 opposed

6. NEW BUSINESS

The Fellowship is working on guidelines for re-opening our fellowship. Rev Susuan Grey, president of UUA, is advising us on how to open gradually and safely during this pandemic. Places of worship are considered to be high risk. Thus, our facilities and grounds remain closed until further notice.

CLOSING

A closing responsive reading was read by Rev. Katie.

The chalice was extinguished and **the meeting was adjourned at 12:35pm**

PROPOSED 2020-21 BOARD OF TRUSTEES NOMINEES

The Nominating and Leadership Development Committee nominates the following members for our 2020/21 Board of Trustees:

President:	<i>Frank Lockwood</i>	One year term
Vice President:	<i>K Redford</i>	One year term
Secretary:	<i>Teresa Jordan</i>	One year term
Treasurer:	<i>Rachel Lasiewicz</i>	One year term
Member-at-Large:	<i>John Redemske</i>	Two year term

PROPOSED 2020-21 NOMINATING/LEADERSHIP DEVELOPMENT COMMITTEE

NOMINEES Carried over from last year: ***Carolyn Miller***

The Nominating and Leadership Development Committee nominates the following members to join the Nominating & Leadership Development Committee:

<i>Nancy Burpee</i>	Two-year term
<i>Mary Ocken</i>	Two-year term

The Rev. Katie Kandarian-Morris

Minister's Report to the Congregation UUFD May 2021

*Each of us is meant to have a character all our own, to be what no other can exactly be,
and do what no other can exactly do.* -William Ellery Channing, "apostle of Unitarianism"

Dear Beloveds,

Looking back on last year's annual report I was reminded how we handled contagious illness over a century ago. The newspaper clipping from 1918 in Lowell, Massachusetts read, "With the desire to do everything to eradicate this epidemic from this city, Grace Universalist Church will remain closed another Sunday." They were still doing ministry in keeping people safe. Sadly, they didn't have Zoom to allow them to feel connected. This year, we have ministered through any number of challenges to keep our community safe and linked. We have continued and improved our online-based ministry throughout the entirety of this church year. We've welcomed new visitors who've joined us via Zoom, and continued to add to our worship some folx who live miles away and for whom our online platform has brought them closer. Our next big challenge will be to make the shift to coming back together, integrating some of the technology discovered during this time. Church consultant Susan Beaumont calls this "liminal time," and we will *learn* our way through it. I think we can!

So much of this year's ministry happened invisibly. Once again, I am grateful for our wonderful staff, consisting of our Office Administrator, Jeanne MacKenzie, Finance Clerk, Tricia Bayless, our Interim Director of Faith Formation, Sara Sautter (as we say goodbye!) as well as our professional teaching staff. I am grateful for our music professionals that include Elizabeth Crawford, Choir Director/Music Coordinator, José Duran, Choir Accompanist, Marilyn Garst, Classical Pianist and Dir. Of Recital Series, and Lawrence Nass, Contemporary Pianist. Our Connections Coordinator, Shannon Beaver, has picked up tech duties, and Caesar Sanchez, Sexton has kept the building clean and safe. We've also added new staff in James Mirabal Tech Director, and Naomi Moon, our website administrator. Please join me in thanking these marvelous individuals who add so much to our community.

I have deep gratitude for the ministry teams that have been active even while we've been mostly at home. Thank you to team leaders Mary Ocken, Worship Arts, Bonnie Miller, Social Justice, Susan Koonce, Caring Team, Laurie Meininger, Membership, Faith Formation Search Team, Becca Trefry and Anna Royer. Arts and Aesthetics, led by Ann Smith has created an online library for use during worship. Social Justice sub-team leaders include Barry Devine, Kathy Devine, Richard Butler, Tom Miller, Emily Thompson, Marianna Valdez, and Bonnie Miller. We'll be recruiting new team leaders for Hospitality Team as Ilona Hruska and Kathy Devine have completed their service. Thank you, all!

In our shared ministry model, the minister is an ex-officio member of the Board of Trustees. The board has worked extra hard this year, as the pandemic has made everything trickier. I thank our president, K Redford, vice-president, Terri Reheman, secretary, Teresa Jordan, treasurer Rachel Lasiewicz, and member at large, John Redemske.

We have welcomed new members (membership hovers at 170). With all the pandemic loss this year, of our UUFD members, only one, Sue Loweree, has died. We miss her creative spirit.

In faith, with love for all of you, *Katie*

President's Report to the UUFD Congregation May 2021

So much has changed since my first newsletter article as president (October 2021):

Given the current pandemic, politics, weather and wildfires, I am filled with concern for the future of our world. I consider the future of our fellowship with the certainty that we will once again see each other in person.

Many of the changes have filled me with relief and hope: for the world, our country, and our beloved fellowship. Yet, the disruptions to our congregation and community have been traumatic. We will need to be patient and kind with each other as we explore ways to safely come together again.

COVID -- Change is on the way!

In September 2020, a Task Force was charged with making recommendations for the eventual opening of our UUFD campus. A policy for out door gathering was passed in the fall, and revised this spring. As of May13, the new CDC guidelines added excitement, relief and a new element to our planning!

UUA Words of Wisdom as we go forward:

- **Take Your Time:** When COVID-19 struck in March of 2020, congregations quickly adapted their activities to be 100% online. We don't need to be in a hurry this time!
- **Listen Deeply to One Another:** There will be no one-size-fits-all answer to how to be inclusive in programming going forward. The work on justice, diversity, equity and inclusion we've been doing will serve us well as we center voices at the margins to make sure we don't exclude anyone from congregational life.
- **Online is not "less than."** Online programming is likely to continue to be primary for quite some time. Online and in-person are equally real; each has its blessings.
- **Be realistic.** Don't feel compelled to do everything as a "both/and." Find a reasonable path forward, based on your resources and the capacity of your staff and volunteers.

Healthy Congregation Committee (HCC)

The UUFD Board approved the HCC Charter in September 2019. The recently formed committee is taking advantage of a wide range of services and resources available from our UUA Pacific Western Region. Once training is complete, the committee will reach out to share their learning, to develop a congregational behavioral covenant and to raise awareness of the services HCC can offer to help resolve conflicts. Instead of dividing us, conflict can be viewed as a faith formation opportunity and normal part of religious community and the human journey.

Mission Statement

A couple of years ago, the Board initiated a process to update our rather lengthy, 2006-vintage UUFD Mission Statement. Combined with more recent input, key words and ideas were identified and sent to our talented wordsmiths. The results:

Love courageously. *Inspire* spiritual growth. *Work* for justice.

What happens to us becomes a part of us. Resilient people do not bounce back from hard experiences; they find healthy ways to integrate them into their lives.. Eric Greitens

With gratitude and love to all you wonderful resilient people -- K

FY22 OPERATING BUDGET AND CHART OF ACCOUNTS					
(JULY 1, 2021 - JUNE 30, 2022)					
To Be Recommended by Board for Congregational Adoption at Annual Meeting 052321					
QB Line Item #	Description	FY22	QB Line Item #	Description	FY22
41000	INCOME		65000	FAITH FORMATION	
	Pledge Payments, gross	291,151	65020	Youth Activities	500
41011	Pledge Payment Slippage (5%)	(14,558)	65030	Adult Education	400
41010	Pledge Payments, net	276,593	65040	OWL Program	400
41020	Non-Pledge Contributions	3,500	65050	Young Adult Activities	0
41030	Sunday Collection	10,000	65055	Family Group Activities	250
41040	Interest Income	1,000	65060	FF Supplies	3,000
41050	Miscellaneous Income	3,000	65075	FF Teacher Training	500
41070	Donations for Facility Use	500		TOTAL FAITH FORMATION	5,050
41090	MCF Allocation	0			
41095	Prior Year Pledge	3,500	66000	SOCIAL JUSTICE	
41098	DFF Allocation	6,000	66020	Social Responsibility & Justice	4,000
41100	FROLIC (FALL 2021)	15,000	66030	Soc Just Disaster Relief-Dev Fund	8,000
NEW	Retained Earnings Allocation	34,000	66650	Scholarship Fund Donation	1,000
	TOTAL INCOME	353,093	62114	UU Service Committee	1,000
				TOTAL SOCIAL JUSTICE	14,000
	EXPENSE				
62000	ADMINISTRATIVE EXPENSE		66000	COMMITTEES	
62020	Miscellaneous Expense	600	66004	Board	\$600
62045	Office Supplies	3,800	66005	Stewardship	550
62050	Insurance	6,300	66025	Governance	100
62080	Bookkeeping Services	5,000	66049	Communications	5,700
62005	UUA Annual Fair Share	16,484	66091	Risk Management	200
62118	Chalice Lighters	500	66007	Healthy Congregation	500
62120	Leadership Training	2,000	66095	Leadership Development	250
62140	Property Tax	225		TOTAL COMMITTEES	7,900
62160	Legal/Prof. Fees	100			
62170	VANCO/Bank Fees	1,782	65500	Midyear Contingency Spending	5,000
	TOTAL ADMINISTRATIVE EXPENSE	36,791			
62200	INFORMATION TECHNOLOGY		61350	MINISTRY	
62125	IT Support (Mac Ranch)	800	61355	Salary	38,685
62130	Breeze Software	600	61360	Housing Allowance	34,000
62131	Office 365 Business	504	61365	Health Allowance	6,438
66092	Website Software/Maintenance	309	61370	Retirement	7,269
62040	Hardware/Software	0	61380	In Lieu of Employer's Social Security	5,560
62041	Internet, Web Hosting, VOIP	2,185	61381	Group Life Insurance	600
62044	Constant Contact	840	61390	Professional Expenses	8,000
	TOTAL INFORMATION TECHNOLOGY	5,238	61391	Long Term Disability	936
				TOTAL MINISTRY	101,488
63000	BUILDING AND GROUNDS			FY22 COLA: 1.2%	
63020	Church Mortgage Interest	3,076	67000	NON-MINISTERIAL STAFF	
63030	Building Maintenance & Supplies	4,000	60599	Child Care Wages	0
63070	Grounds&Garden Supplies/Repairs	1,200	62030	Office Administrator	26,391
63090	Grounds Snow Removal	600	62035	OA Health Insurance	1,949
63107	Utilities	8,400	62037	OA Retirement	2,639
	TOTAL BUILDING AND GROUNDS	17,276	65010	Director FF	41,000
64000	MINISTRY TEAMS		60510	FF Teachers	7,488
64010	Pulpit Guest	1,000	66509	DFF Prof Development	600
64015	Pulpit Guest Travel	500	65016	DFF Health Allowance	3,500
66006	Art and Aesthetics	210	65017	DFF Retirement	4,100
66010	Membership	500	64025	Music Coordinator	10,000
66040	Care Team	300	60506	Music Coordinator Prof Development	500
66050	Hospitality	800	60505	Liturgical Musicians	10,700
66056	Hospitality - Special Events	200	NEW	A/V Technical Support	7800
66403	Music Supplies	403	63050	Sexton	8,700
66404	Guest Musicians	500	60507	Finance Clerk	3,495
66405	Music Scholarship	1,000	60508	Connections Coordinator	9,472
64040	Worship Supplies & Training	1,000	62135	NMS Payroll Tax (estimated)	9,566
66045	Worship Arts A/V	TBD	61385	Workers Compensation	1,950
64060	Special Worship Services	500		TOTAL NON-MINISTERIAL STAFF	149,850
	TOTAL MINISTRY TEAMS	6,913		TOTAL EXPENSES	349,506
				NET OPERATING SURPLUS (DEFICIT)	\$3,588
				LESS: MORTGAGE PRINCIPAL REDUCTION	(3,483)
				CHANGE IN CASH BALANCE	\$105

NONOPERATING (SELF-FUNDING) EXPENSE LINE ITEMS					
QB Line Item #	QB Line Item Description		QB Line Item #	QB Line Item Description	
68010	Annual 4Corners Retreat Income		72001	Renovations Unrestricted Income	
68020	Annual 4Corners Retreat Expenses		72002	Renovations Unrestricted Expense	
68030	Annual Retreat Speaker Fees				
			73001	Sanctuary Renovations Income	
67010	Recital Income		73002	Sanctuary Renovations Expense	
67020	Recital Expense				
67050	Musicians 80% of Ticket Sales		73002	Sanctuary Renovations Expense	
67070	Musician Travel				
67080	Piano Tuning and Repairs		74001	Legacy Fund Donations	
			74002	Legacy Fund Expense	
66036	Scholarship Income				
66037	Scholarship Awarded		75001	Needham Elementary Donations	
			75002	Needham Elementary	
69010	Frolic Income Donations				
69020	Frolic Income Sales/Tickets		76001	SJ Merchandise/Ticket Sales	
69030	Frolic Expense		76002	SJ Merchandise/Ticket Expense	
63905	Frolic Restricted Disbursements				
			77001	Solar Panel Income	
612020	Ministers Discretionary Donations		77002	Solar Panel Expense	
612030	Ministers Discretionary Expended				
			78000	Ministerial Reserve	
692311	Guest at the Table Collections				
692312	Guest at the Table Paid Out				