

# Unitarian Universalist Church of Bloomington, Indiana

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

Approved Board Minutes

October 17, 2018



<b><u>I. CALL TO ORDER</u></b>	<b>3</b>
<b><u>II. CHALICE LIGHTING AND READING (MICHELLE COOK)</u></b>	<b>3</b>
<b><u>III. CHECK-IN (ALL)</u></b>	<b>3</b>
<b><u>IV. APPROVAL OF THE MINUTES</u></b>	<b>3</b>
<b><u>V. SENIOR MINISTER'S REPORT</u></b>	<b>3</b>
A. CONNECTIONS COORDINATOR REPORT	3
B. SENIOR MINISTER'S REPORT	3
<b><u>VI. OLD BUSINESS</u></b>	<b>3</b>
A. DEBRIEF ON BOARD RETREAT	3
B. UNDESIGNATED GIFTS BYLAW AND BOARD POLICY CHANGE	3
<b><u>VII. MONITORING (PER BOARD POLICIES, SECTION IV)</u></b>	<b>4</b>
A. CALENDAR UPDATES (MICHELLE COOK)	4
B. BOARD OF DIRECTORS POSITION DESCRIPTION REVIEW (MICHELLE COOK)	4
C. STATEMENT OF CASH FLOW (II.E. FINANCIAL CONDITION) (ED ROBBINS)	4
D. REPORT FROM COFFEE WITH THE BOARD (ED ROBBINS)	4
E. OBSERVATIONS TO SHARE	4
<b><u>VIII. NEW BUSINESS</u></b>	<b>4</b>
A. RESCHEDULE NOVEMBER BOARD MEETING (MICHELLE COOK)	5
B. CONGREGATIONAL MEETING PREPARATIONS (MICHELLE COOK)	5
C. LCC SPONSORED LEADERSHIP WORKSHOP	5
<b><u>IX. EXECUTIVE SESSION</u></b>	<b>5</b>
<b><u>X. ADJOURNMENT</u></b>	<b>5</b>

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

**Not attending:** Helmut Hentschel

**Present by invitation of the Board:** Ann LeDuc

**Ministers attending:** Reverend Mary Ann Macklin

**Submitted by:** Steven Gilbert

**Attached Documents:**

- A. Chair's Report to the Board
- B. Senior Minister's Report
- C. Connections Coordinator's Report
- D. Undesignated Gifts Messaging Plan
- E. Financial Conditions Report

## **I. Call to Order**

Michelle Cook called the meeting to order at 7:13 p.m.

## **II. Chalice Lighting and Reading (Michelle Cook)**

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

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

Michelle moved for approval of the September 19 board minutes with Julia seconding. All approved.

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

### **A. Connections Coordinator Report**

Ann LeDuc reviewed church attendance figures and summaries of connections activities, as shown on Attachment C.

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

Reverend Macklin presented her monthly report (Attachment B), pointing out extensive staff enthusiasm and participation in last week's production of the play, *Resilience*. In other business, she suggested that the board establish a regular monitoring schedule for Reverend Gilmore, at least once a year. She noted that Reverend Gilmore has offered to conduct a full day workshop to include the board on how to address the needs of people in crisis, at various levels. The increasing need for memorial services in an aging congregation was also raised as a particular concern.

## **VI. Old Business**

### **A. Debrief on Board Retreat**

Michelle summarized the retreat as shown in Reports to the Board (Attachment A) and noted the need to inform the congregation of ongoing appreciative inquiry efforts.

### **B. Undesignated Gifts Bylaw and Board Policy Change**

Ed Robbins noted for the record that most gifts are undesignated. Efforts to inform the congregation about current gifts policy are planned by the Undesignated Gifts Committee as shown in Attachment D.

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

### **A. Calendar Updates (Michelle Cook)**

Michelle informed the board that Rev. McNeill will be presenting monitoring updates on social justice activities on a quarterly basis, in January, April, August, and November. An annual report by the Right Relations Committee will be expected each March.

### **B. Board of Directors Position Description Review (Michelle Cook)**

Necessary changes in the position descriptions for at-large board members and for secretary were identified. Steven will make and post changes in the documents to the UUCB folders and send copies of the changed documents to Michelle for distribution to the Leadership Cultivation Committee.

### **C. Statement of Cash Flow (II.E. Financial Condition) (Ed Robbins)**

Ed Robbins submitted a report on the current financial condition of the church (Attachment E). Ed hopes to use past and current data to identify patterns in the flow of finances that would allow the treasurer to identify dips that are abnormal.

In another item of business, Ed submitted a motion that the Board approve the transfer of \$27,000 (approximately the T CD Cash-in, July 2011) from the church checking account to a Vanguard mutual fund with check-writing privileges, and with those proceeds to establish an "Operating General Fund." The monies would belong to the Church but would be managed (for investment purposes) by the SPF Committee.

Steven seconded the motion and it carried by vote of the full board.

### **D. Report from Coffee with the Board (Ed Robbins)**

Most people visiting the Connections Booth were other board members.

### **E. Observations to Share**

In the event that a scheduled board member is unexpectedly absent from presenting the Welcome and Announcements at a service, Ann LeDuc could be tapped to take that responsibility. However, it was suggested that a reminder to the designated board member from Carol or the office staff might prevent future unexpected absences. Rev. Macklin said she would see to having such a reminder sent out from now on. Stuart praised Rev. Macklin for her job in working with new members. Sharon singled out the new feather flags out front for praise.

## **VIII. New Business**

**A. Reschedule November Board Meeting (Michelle Cook)**

The November meeting is rescheduled from November 21<sup>st</sup> to November 20<sup>th</sup> from 7-9pm in Room 110 to avoid certain conflicts with the Thanksgiving holiday.

**B. Congregational Meeting Preparations (Michelle Cook)**

A few items were discussed in anticipation of the December 9 congregational meeting including slide limits (4) in presentations, limits on lengths of reports (500 wds) and summaries for the minutes (250 wds), and the need to ensure a sufficient number of agendas for the people who attend. Michelle will advertise the meeting in upcoming communications.

**C. LCC Sponsored Leadership Workshop**

Sharon announced the presentation of a leadership workshop by her and Dan Wiseman on Saturday, November 3 from 9:30-12:30. The Board is invited to participate.

**IX. Executive Session**

The board entered executive session at 8:44 p.m.

**X. Adjournment**

A motion by Steven to adjourn was seconded by Michelle and approved at 9:05 p.m.

## ATTACHMENT A

# Reports to the Board

Michelle Cook, President

October 17th, 2018

## Old Business

### Debrief: Board Retreat

The Board's annual retreat took place on Sunday, October 7th, 2018 under the facilitation of Nancy Olson, and Revs. Macklin and McNeill.

Board members discussed matters relating to the church's institutional history, policy governance, and visioning. The Board will initiate and undertake a process for Appreciative Inquiry in the coming months under the guidance of the ministers and leaders within the congregation.

### Undesignated Gifts Bylaw & Board Policy Change

BACKGROUND: A committee to propose a set of bylaw and policy changes with regards to undesignated gifts has been formed. Its members are Sharon Wiseman, Libby DeVoe, Chris Haynes, and Ed Robbins. The Undesignated Gifts Committee has the charter of drafting a set of bylaw changes and relevant policies such that undesignated gifts to UUCB are well allocated strategically by UUCB ([background](#)). The committee's proposed changes need to be endorsed by the Board, Planned Giving, and SPF and then presented to the Congregation at the December 2018 Congregational Meeting for any needed approval.

*As reported by Chris Haynes, August 27, 2018:*

The Undesignated Gifts Committee (ad hoc committee of the Board) has a completed report for review by all the committees of the church concerned with finance: Board, SPFC, Planned Giving, Stewardship, and Finance. See the full report and proposal from SPF here:

<https://docs.google.com/document/d/1DM3lfQmJhc8MgVyQ4GhJ0Slp-5cJ6SHg5NBa7xuUolk/edit?usp=sharing>

This report contains a little background, suggested bylaw change and accompanying SPF-Board policy, and rationales for both.

The recommended changes will have a very large long-term effect on church finances. Thus it is important that the finance-related leadership of the church be in agreement with these changes, and that the committee has not failed to take some important possibility in to consideration.

Once agreement on the bylaw and policy changes is confirmed, the committee will need time to educate the congregation. The committee has already begun planning this “messaging” phase its work, but cannot begin informing the congregation until broad leadership agreement is obtained, including assurance that the text of the bylaw change and policy are firm. (The rationales in the report are for leadership consumption, and will need further crafting for broader distribution.)

In addition to approval, critiques, and improvements of the suggested bylaw and policy, the Undesignated Gifts Committee would also value suggestions of other individuals who might assist us with messaging, either as added committee members or as consultation resources.

A congregation bylaws vote at the December 9th Congregational Meeting is anticipated as a result of this committee’s work.

### Proposed Bylaw Change

Replace the last sentence of section 7.6, which reads

If an asset is received by the Committee they shall **place it in the Fund or in the Endowment as they deem appropriate**, except that they will honor any instruction concerning placement which was made by the donor of the asset.

with the following sentence (which replaces the highlighted text above with the highlighted text below)

If an asset is received by the Committee they shall **apportion it as they deem appropriate among the SPF general fund, SPF endowment, operational general fund, and operational endowment**, except that they will honor any instruction concerning placement which was made by the donor of the asset.

At the September meeting of the Board, members moved to:  
*approve to amend the language of bylaws section 7.6, and associated SPF Policy on Undesignated Gift Management, as presented by the Undesignated Gifts Committee to apportion undesignated financial gifts to the church among the SPF general fund, SPF endowment, operational general fund, and operational endowment, as deemed appropriate by the SPF Committee.*

The motion was approved unanimously. The Undesignated Gifts Committee is now charged with educating the congregation on the proposed changes and has plans to do so prior to the December Congregational Meeting.

# Monitoring

## Monitoring Calendar Updates

The following items have been added to the Board's monitoring schedule:

- Quarterly updates on the Social Justice activities of the church to occur in January, April, August, November. Associate Minister, Rev. Scott McNeill will provide this report on behalf of the Social Justice Committee and Task Forces.
- An annual update from the Right Relations Committee was added to the Board's monitoring calendar for March.

## Board of Directors Position Description Review

Individual Board members are required to review their position descriptions annually and provide any updates to the Leadership Cultivation Committee to assist in their recruitment efforts for new and emerging church leaders.

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

Treasurer, Ed Robbins, presented the statement of Cash Flow per bylaws section II.E: Financial Condition to the Board for review.

## New Business

### Reschedule November Board Meeting

The November meeting of the Board shall be rescheduled to an alternate date to accommodate the Thanksgiving Holiday.

### Congregational Meeting Preparations

President, Michelle Cook, will advertise the notice of the Congregational Meeting in the Prologue, Friday Update, and on Social Media beginning in November. Board members are encouraged to notify Michelle of any matters that the congregation should be informed of ahead of the meeting by Tuesday, November 6th so that they might be communicated to/through the proper channels.



## ATTACHMENT B

**Reverend Mary Ann Macklin**  
**Senior Minister**  
**Board Report October 17, 2018**

Issues concerning constraints of the Board Policies or UUCB Bylaws  
 Reports of conflict of interest by the Senior Minister (Section II.G: Purchases, Grants, and Contracts) **None at this time.**

Issues related to policy II.H: Communication and Counsel to the Board  
**Request for Board Time on Saturday, March 2<sup>nd</sup>**  
**Three hours with Reverend Keith Kron**  
**Also Reverend Scott McNeill is taking 3 weeks off as part of his accumulated time off.**

Issues related to policy II.I: Sanctuary  
**As part of National Hispanic Heritage Month 2018, our congregation received the Outstanding Community Agency Award on October 3<sup>rd</sup>. I, along with Reverend Scott McNeill and Immigration Task Force Chair, Debbie Fish accepted the award on behalf of UUCB. As part of our remarks in receiving the award, a group of us (including choir members) sang “Sanctuary”.**

Issues with or proposals to improve the Board-Senior Minister relationship (IV)  
**Important to meet monthly with President and Vice President.**

**Progress of UUCB towards Ends: A view from August 2018**  
**Seeking the Spirit**

We have a meaningful liberal religious experience which includes:

1. **A rich diverse worship life: Our themes continue to inform our rich, diverse worship life. We also integrate current issues into our worship services. From the life-cycle of the monarch butterfly to the challenges of dementia, we create a full array of issues and inspirations. Our music program continues to deliver dynamic and diverse music. On September 30<sup>th</sup>, we installed our Community Minister, Reverend Forrest Gilmore and celebrated the 20<sup>th</sup> Anniversary of Reverend Macklin’s ordination. Many commented after that with all the terrible news surrounding us, it is important to have such times of joy and affirmation. Guest minister, Reverend Chris Long, brought his strong and embodied presence to our**

pulpit last Sunday after offering a workshop on Justice the day before. He specifically commented about the quality and vitality of music in our congregation.

2. Compassionate pastoral care.

I meet monthly with Health Concerns Chair and Caring Committee Chair. This meeting is proving to be very helpful. Ann LeDuc continues to meet with the Caring Committee and provides updates and connections all around.

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

Reverend Emily Manvel Leite works with our Adult Religious Education Committee and Reverend Scott McNeill, along with Ann LeDuc, serve on the Leadership Cultivation Committee. I will meet quarterly with Leadership Cultivation as well. I will be attending a Center for Congregations workshop on Strategic Planning with Vice President Stuart Yoak tomorrow and in November will participate in a Webinar about new aspects of leadership in the 21<sup>st</sup> century. In terms of community action, we are bursting at the seams with opportunities through our task forces. Our choir has also been VERY involved in community partnering: two theater projects--- Resilience and The Christians. Please thank our choir members and music director , Reverend Susan Swaney, for their dedication.

4. Knowledge of denominational and congregational history and traditions.

**We are** moving forward, from an aesthetic standpoint, to restoring the historic congregational photographs and information to our library; basically we ran out of room for ministers' photos within the current framework. We covered aspects of congregational history within our Board Retreat on October 7<sup>th</sup>. I believe it would bode the Board well to hear more about our heritage; the good, the bad and the curious. Reverend McNeill continues to keep his finger on the pulse of denominational history.

## **Building Community**

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

5. We are generous with our time, talent, and resources.

The recent theater production of *Resilience: The Untold Story of African Americans in Monroe County* was an amazing production. Our staff and lay leaders and choir were very generous with time, talent and resources in order to help make this production a reality. Kudos to congregation members Gladys DeVane and Liz Mitchell whose creative genius brought us this gift.

6. We actively encourage ministry, lay leadership and congregational participation in social justice and the operation of UUCB.

The Social Justice Circle, chair Jackie Hall, hosted Reverend Chris Long here on Saturday for a Justice Workshop with social justice task force leaders to deepen our understanding of justice, beyond charity and service. Both provocative and informative, this workshop affirmed our work and raised new questions about how to go forward for justice in the 21<sup>st</sup> century.

7. We responsibly manage our staff, volunteers, resources, and facilities.

Reverend Macklin arranged for Reverend Forrest Gilmore to meet with our staff last week regarding how to deal with people in different levels of crisis. We hope to have a daylong training with Reverend Gilmore, for staff and congregation, on this topic sometime during the winter season. Reverend Macklin is currently in the midst of staff reviews and is also working on clarifying avenues of communication within the staff structure. CFO Arzetta Hults-Losensky, Reverend Macklin and Church Administrator Carol Marks meet regularly to go over issues regarding resources and facilities. *Resilience Productions*, now a part of the congregation, was a major success in the use of our facilities.

8. We provide pastoral care as appropriate to the congregation's needs and our ability. We had two member memorials within the past several weeks. Reverend Macklin presided and the Caring Committee provided the resources, food and people for the reception. Follow-up pastoral efforts, including mention in our October 28<sup>th</sup> worship service on ancestors, is in the making.

## Changing the World

We are leaders in our community and world.

9. We are committed to social justice and equality for all people.

A report will soon be out from our Racial Justice Task Force on this topic within Monroe County. (see workshop information above). We also purchase several large flag/banners to share our message of justice and compassion with those who walk, bike, or drive by (the three newest flags say, "No person is illegal," "Climate change is real," and "Black Lives Matter," plus we have a special flag honoring "Resilience").

10. We advocate against prejudice, injustice, and oppression of any person or group. (See upcoming Social Justice Report from Reverend McNeill)

11. We work with other congregations and institutions with shared values and goals.

I will be meeting with representatives from Monroe County SURJ this Friday. SURJ's role as part of a multi-racial movement is to undermine white support for white supremacy and to help build a racially-just society. The work we do cannot be done in isolation from or disconnected from the powerful leadership of communities of color. It is one part of a multi-racial, cross-class movement centering the leadership of people of color.

12. We work with the Unitarian Universalist Association and the MidAmerica Region.

I am considering offering a workshop at the MidAmerica gathering in April of 2019. We remain in contact with their staff around issues with our congregation and beyond. Also we have encouraged the MidAmerica staff to have their spring meeting in the Bloomington area! ☺ We'll see. As for the UUA, Reverend McNeill is in regular contact with UUA, particularly with his leading role with UUA elections.

Also I just secured a visit from UUA staff member Reverend Keith Kron to visit us in early March.

(next page)

13. We help heal the earth.

Working with Green Grounds regarding the permaculture revisioning of our grounds. Also Green Sanctuary continues their work---legislatively, locally, congregationally. Our church electric bill continues to report at negative use due to our Solar panels.

As some of you know a grounds issue has occurred regarding our Monarch Butterfly garden. A misguided landscaping effort occurred wherein many of the plants were cleared, most likely including some monarch chrysalis(s).

We are working to ensure that our beloved Monarch garden returns next year. We're grateful so many of the congregation took milkweed seeds home to create their own backyard sanctuary to support their ecosystems in many places.

# ATTACHMENT C

## Report to Board from Connections Coordinator

October 17, 2018

### The numbers

#### Membership

September 2009: 415  
September 2010: 453  
September 2011: 473  
September 2012: 480  
September 2013: 510  
September 2014: 510  
September 2015: 483  
September 2016: 482  
September 2017: 516  
September 2018: **531**

#### New members

2012: 44 new members  
2013: 32 new members  
2014: 27 new members  
2015: 24 new members  
2016: 46 new members  
2017: 55 new members  
2018 (to date): 32 new members (compare to 35 in 2017, and 21 in 2016 at this time)

In late fall every year, the membership rolls are reviewed and members who are no longer active in the church are contacted to see if they wish to remain a member of the church. If the member replies that they would like to be removed from membership, we remove them. In January of 2018, **23 members** were removed from membership as a result of this process. This is very comparable to the number of members removed in recent years.

#### Live and Recorded Video

Year	Average First Service Live	Average First Service Recorded	Average Second Service Live	Average Second Service Recorded
2016	17	13	16	19

2017	19	25	20	38
2018 (to date)	19	29	23	<b>63</b>

### On- Site Attendance

Year	Average Adults	Average Children	Total Average
2011	325	75	400
2012	329		
2013	310	77	387
2014	297	72	369
2015	278	46	324
2016	280	53	333
2017	284	55	339
2018 (to date)	284	49	333

### Summer Attendance June 1- July 30

Year	Average Attendance
2011	269
2012	286
2013	263
2014	294
2015	205*
2016	217*
2017	231*
2018	229

\*Denotes years with one only service during summer months.

### Connections Activities

I continue to employ a variety of connections activities, including:

- Offering First Steps and Exploring UU classes,
- Holding Getting Involved Fairs in February and August,
- Offering membership ceremonies,
- Organizing the Fourth of Parade
- Co-organizing Splash of the Sacred with Adrienne,
- Welcoming newcomers,
- Organizing welcome emailers,

- Assisting new members in connecting to groups and activities at the church,
- Contacting members on the month of their membership anniversary,
- Connecting current members to the church,
- Maintaining membership and attendance data,
- Recruiting volunteers for many activities.
- Offering Exploring U.U. class reunions,
- Organizing luncheons with U.U.s at Meadowood and Bell Trace,
- Organizing the Bloomington Pridefest booth,
- Working with the ministers to create surveys, and
- Assisting with Pledge Day.

In addition, I serve the Caring Committee, Leadership Cultivation Committee, Public Relations Committee, and Auction Committee. I am the staff contact for the Java Crew, Worship Associates, Coffee Hour Hosts, Greeters and Welcomers.

Additionally, I have added a few new activities this year including:

- Offering information at IU Student Involvement Fair,
- Administering the Young Adult and Campus Ministry Facebook page,
- Organizing SafeTALK Suicide Prevention Training,
- Organizing Birds of a Feather Common Interest Table,
- Overseeing purchase and use of feather flags on the front lawn,
- Administering the UU Singles Facebook Group,
- Offering Dementia Friendly Location training, and
- Working to create a group for Families with Young Children.



## ATTACHMENT D

# Undesignated Gifts Messaging Plan

What follows is the plan for informing the congregation of the proposed undesignated gifts bylaw change and corresponding SPF Policy in preparation for its approval at the Dec 9th congregational meeting. It emerged primarily from the Undesignated Gifts Committee meeting of Oct 10, 2018.

Names in brackets indicate the committee member responsible for drafting each element and seeing to its publication, or showing up at event. Dates in brackets indicate approximately when the draft text is to be shared with the committee for comment. Text elements are preferably shared as google documents in the committee folder to facilitate commenting and collaborative editing.

- **White Paper** [Chris, 10/14], drawn mostly from existing committee report, with url [tinyurl.com/undesignated-gifts](http://tinyurl.com/undesignated-gifts) to facilitate linking to it in most of the other messaging text elements. About a half dozen pages, with hard copy versions available for church office, at forum and at information table.
- **Yellow Paper** [Libby, 10/14], about half a page, to be printed on yellow paper, for handing out at FH table, forum, church office, and other contexts when something less detailed than the white paper is desired. Contains most elements of initial Prologue announcement, along with graphic from white paper with brief explanation.
- **Rationales for bylaw change and SPF Policy** [Chris, 11/15] Provided for Dec. 9 Congregational Meeting attendees
- **Prologue announcements** [Libby]
  - **Nov. 5**, to Carol Oct 29 [10/25]: summarize proposed bylaw change, announce forum, FH table, and white paper
  - Nov. 19, to Carol Nov 12 [11/8]: summary and notice of congregational meeting bylaws vote (could be part of Board notice of meeting)
    - Alert to FH table on Dec 2nd.
- **Friday update announcements** [Scott]
  - Nov 2: notice of forum
  - Nov 9: notice of forum, white paper
- **Order of Service announcements** [Scott]
  - Nov 4: announcing forum
  - Nov 11: announcing forum
  - Dec 2: announcing FH table that day (also after 2nd service)
- **Pulpit plug** [Scott] Dec 2, announcing FH table
- **Forum**: Nov 11, Library, 12:30-1:15 [all, or at least most, committee members on panel]
- **Fellowship Hall Table** (Lucy Booth if available, or separate table)
  - Nov 11 [Chris and Ed]

- Dec 2 [Chris and ??]

The above reflects my awkward notes. Please correct. **Question:** Since CM on 12/9 is Sunday afternoon, would OOS and pulpit plugs noted above for Dec 2 be better on the 9th, or both?

ATTACHMENT E

**Statement of Cash Flow  
Board Report**

<b>Revenue and Expense</b>		<b>9/30/2018</b>	
<b>Category</b>	<b><u>Revenue</u> Budget</b>	<b>Actual</b>	<b>Notes</b>
Pledges and Grants-Cmtd	640,000	229,656	35.88%
Pledges and Grants-New	3,000	375	12.50%
Bazaar	10,000	-	
Facilities Use Fees	6,500	2,859	44.00%
Investment Income	4,000	578	14.45%
Grocery Card Fundraiser	7,000	-	
Miscellaneous	10,200	1,031	10%
Prior Year Pledges	12,500	26,783	214.27%
Sunday Plate	24,000	5,984	25%
Talent Auction	11,000	-	
<b>Totals</b>	<b>728,200</b>	<b>267,266</b>	<b>36.70%</b>
	<b><u>Expense</u></b>		
	<b>Budget</b>	<b>Actual</b>	
Campus Min & Outreach	2,976	61	2%
Childcare	11,642	2,133	18.33%
Committees	13,337	1,799	13.49%
Denominational	48,662	11,008	22.62%
Ministry - Salary	169,016	40,795	25.05%
Ministry - Benefits	55,043	16,887	30.68%
Ministry - Other	9,300	1,379	14.83%
Music	45,544	10,438	22.92%
Office	146,125	33,268	22.77%
Plant	133,011	34,415	25.87%
Religious Education	91,540	24,877	27.18%
<b>Totals</b>	<b>726,196</b>	<b>177,060</b>	<b>24.38%</b>
<b>Net Income</b>	<b>2,004</b>	<b>90,206</b>	
<b>Subject to subsequent reallocation.</b>			

## **Financial Condition Sept.30, 2018 - Board Report**

### **Revenue:**

1. For Fiscal Year 2018-19, the budgeted amount for new and anticipated pledges FY to date was \$160,000 versus actual pledges to date were approximately \$230,000. We understand that pledges generally do not come in uniformly through the year, so that run rate cannot be counted on.
2. Sunday plate income was approximately on schedule, budget \$24,000 vs. actual to date of \$6,000.
3. Budgeted total income YTD is \$182,000 versus actual \$267,000.  
This is reflected in the higher than pro rate amount of pledge income.

### **Expense:**

Budget expense for FY to date was \$181,000, while actual expense was \$177,000, approximately on schedule in total.

**FY 2018-19 Operating Revenue and Expenses by Month**  
**\$ (in \$1,000's)**

<b>Month</b>	<b>I/E</b>	<b>FY to Date 9/30</b>	<b>Curr. Mo.</b>
July	I	146.6	146.6
	E	49.2	49.2
	Net Inc	97.4	97.4
Aug	I	239.7	93.1
	E	116.2	67.0
	Net Inc	123.5	26.1
Sep	I	267.3	27.6
	E	177.1	60.9
	Net Inc	90.2	(33.3)