

	<b>TOTAL INCOME</b>	384,351	419,266	419,399	416,570	420,739
	<b>TOTAL EXPENSES</b>	364,024	419,266	419,399	404,151	420,738
		<b>20,327</b>	-	-	<b>12,418</b>	<b>0</b>
		<b>Actual</b>	<b>Actual</b>	<b>Budget</b>	<b>3 - Year</b>	<b>Planned</b>
		<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>Average</b>	<b>2019</b>
	<b>INCOME</b>					
1	<b>Pledged Contributions</b>					
2	(Pledges before 4% reduction)			363,213		349,718
3	Annual Pledges	321,077	324,943	348,684	331,568	335,729
4	Prior Year Pledges Postpaid	2,653	3,252	2,800	2,902	3,000
5	Retrieved Mid-Year Pledges	150	-	300	150	200
6	New Mid-year Pledges	1,625	2,475	4,500	2,867	3,000
7	<b>Total Pledges Contributions</b>	<b>325,505</b>	<b>330,669</b>	<b>356,284</b>	<b>337,486</b>	<b>341,929</b>
8	<b>General Donations</b>					
9	Anonymous Cash Donations	7,119	7,331	4,628	6,359	6,500
10	Attributable Donations	9,160	12,958	4,437	8,852	26,201
11	<b>Total General Donations</b>	<b>16,279</b>	<b>20,288</b>	<b>9,065</b>	<b>15,211</b>	<b>32,701</b>
12	<b>Goods/Services Exchanges</b>					
13	Office/Copy Contributions	1,610	449	500	853	500
14	Auction Receipts	13,932	13,881	13,000	13,604	13,000
15	Bookstore Receipts	1,524	938	1,200	1,221	1,000
16	Sunday Coffee Donations		1,031	1,300	1,166	1,200
17	Art Commissions	148	315	250	238	250
18	Fundraising Contributions	3,337	2,988	4,000	3,442	1,000
19	Receptions	300	1,050	500	617	500
20	<b>Total Goods/Services Exchanges</b>	<b>20,851</b>	<b>20,652</b>	<b>20,750</b>	<b>21,140</b>	<b>17,450</b>
21	<b>Church Facility Use</b>					
22	Facility User Contributions	20,655	23,180	23,600	22,478	26,000
23	<b>Total Church Facility Use</b>	<b>20,655</b>	<b>23,180</b>	<b>23,600</b>	<b>22,478</b>	<b>26,000</b>
24	<b>Supplemental Income</b>					
25	DAC GA Support					721
26	Solar Net Metering LES		6,519		6,519	
27	Miscellaneous Refunds	1,061	2,178	500	1,246	500
28	Transfer from prev. year surplus					
29	Transfer from General Reserves		8,253	8,000	8,127	1,438
30	Transfer from Special Reserves		7,526	1,200	4,363	
31	<b>Total Supplemental Income</b>	<b>1,061</b>	<b>24,476</b>	<b>9,700</b>	<b>20,255</b>	<b>2,658</b>
32	<b>TOTAL INCOME</b>	<b>384,351</b>	<b>419,266</b>	<b>419,399</b>	<b>416,570</b>	<b>420,739</b>

<b>TOTAL INCOME</b>		384,351	419,266	419,399	416,570	420,739
<b>TOTAL EXPENSES</b>		364,024	419,266	419,399	404,151	420,738
		20,327	-	-	12,418	0
		Actual 2016	Actual 2017	Budget 2018	3 - Year Average	Planned 2019
33	<b>EXPENSES</b>					
34	<b>Board of Trustees</b>					
35	Accounting Consultant	983	3,815	3,000	2,599	3,000
36	Board Leadership Training	158		200	179	400
37	<b>Total - Board of Trustees</b>	1,141	3,815	3,200	2,778	3,400
38	<b>Worship Committee</b>					
39	Speakers & Other	380	963	1,500	948	1,500
40	Choir Music	1,410	903	1,000	1,104	1,000
41	Instrument Maintenance	380	240	320	313	320
42	Supplies/Misc.	209	164	550	308	550
43	Musicians	5,088	6,145	6,600	5,944	7,200
44	<b>Total Worship Committee</b>	7,467	8,415	9,970	8,617	10,570
45	<b>Religious Education</b>					
46	Library Expenses	-	199	200	133	200
47	Bookstore Expenses	669	136	100	302	120
48	Adult RGL					150
49	<i>Children &amp; Youth Committee</i>					
50	Summer Camp	467	110	500	359	-
	Acting RGD					
51	RGL Food & Beverages	696	1,036	600	777	800
52	Summer Sunday Program	551	295	550	465	850
53	Curricula & Resources	919	1,246	600	922	800
54	Interage Activities	255		400	328	200
55	RGL Supplies	2,226	2,121	2,000	2,116	2,000
56	Youth Activites	-	160	200	120	200
57	Volunteer Development	55	101	700	285	700
58	<i>Total Children &amp; Youth Committee</i>	5,169	5,070	5,550	5,372	5,550
59	<b>Total Religious Education</b>	5,838	5,404	5,850	5,807	6,020
60	<b>Fellowship Programs</b>					
61	Leadershp Development	-		400	200	500
62	Audio Visual Support	4,515	4,960	5,000	4,825	5,300
63	AV Committee					500
64	Fellowship Catering	29		450	240	450
65	Membership Umbrella	249	652	400	434	400
66	Receptions	25	392	500	306	500
67	Friendly Faces					50
68	Pastoral Associates	-	210	200	137	-
69	Welcoming Committee	-		300	150	300
70	<b>Total Fellowship Programs</b>	4,818	6,214	7,250	6,290	8,000
	<b>Extension Programs</b>					
71	Open Circle Leaders			100	100	100
72	Meditation Sangha			125	125	125
73	<i>Social Justice</i>					
74	Programs & Supplies	-	100	350	150	350
75	Contributions	445	170	445	353	445
76	<i>Total Social Justice</i>	445	270	795	503	795
77	<i>Denominational Affairs</i>					
78	UUA Dues	17,880	18,120	18,120	18,040	17,220
	Mid America UUA Dues	7,152	7,550	7,550	7,417	7,462
79	Denominational Affairs Committee					1,200
80	<i>Total Denominational Affairs</i>	25,032	25,670	25,670	25,457	25,882
81	Green Sanctuary Committee	-	199	200		200

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		<b>20,327</b>	-	-	<b>12,418</b>	<b>0</b>
		<b>Actual</b>	<b>Actual</b>	<b>Budget</b>	<b>3 - Year</b>	<b>Planned</b>
		<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>Average</b>	<b>2019</b>
83	<i>Public Relations</i>					
84	Advertising	1,845	4,150	4,000	3,332	4,000
85	Pamphlets & Supplies	72	160	250	161	250
86	<i>Total Public Relations</i>	1,917	4,310	4,250	3,492	4,250
87	<b>Total Extension Programs</b>	27,394	30,450	31,140	29,678	<b>31,352</b>
88	<b>Church Properties</b>					
89	<i>Building Committee</i>					
90	<i>Maintenance Services</i>					
91	Fire Abatement	405	1,260	550	738	550
92	Custodial Services	10,500	12,670	13,220	12,130	13,220
93	Furnace Maintenance	1,105	925	925	985	925
94	Extinguisher & Alarm Services			600	600	283
95	Pest Control	507	398	440	448	440
96	<i>Total Maintenance Services</i>	12,517	15,253	15,735	14,902	15,418
97	<i>Utilities</i>					
98	Gas	1,203	1,413	1,700	1,439	1,700
99	Electricity	5,170	4,596	4,000	4,589	6,000
100	Water/Sewer	1,161	1,295	1,100	1,185	1,500
101	Garbage	660	720	700	693	700
102	<i>Total Utilities</i>	8,194	8,024	7,500	7,906	9,900
103	Building Supplies & Tools	980	1,249	1,200	1,143	1,960
104	Minor Repair Replace	898	3,909	5,000	3,269	5,000
105	<i>Total Building Committee</i>	22,589	28,435	29,435	27,220	32,278
106	<i>Grounds Expenses</i>					
107	Snow Removal	1,084		1,200	1,142	1,200
108	Lawn Care	3,155	4,140	2,700	3,332	3,400
109	Landscape Materials	457		650	554	250
110	Landscaping Service	945		2,500	1,723	1,500
111	<i>Total Grounds Expenses</i>	5,641	4,140	7,050	6,750	6,350
112	<i>Kitchen</i>					
113	Supplies	962	1,244	1,200	1,135	1,400
114	Equipment Purchases	-	315	700	338	500
115	<i>Total Kitchen</i>	962	1,559	1,900	1,474	1,900
116	<b>Total Church Properties</b>	29,192	34,134	38,385	35,443	<b>40,528</b>
117	<b>Finance Activities</b>					
118	Auction Expenses	210	228	350	263	500
119	Fundraising Expenses Pledge Drive	1,019	1,161	1,200	1,127	1,200
120	Property/Liability Insurance	9,563	10,671	10,500	10,245	11,019
121	<b>Total - Finance Activities</b>	10,792	12,060	12,050	11,634	<b>12,719</b>
122	<b>Staff Compensation</b>					
123	<i>Staff Salaries</i>					
124	<i>Minister</i>					
125	Minister Salary		42,520	32,300	37,410	36,300
126	Minister Housing Allowance		27,125	35,700	31,413	35,700
127	<i>Total Minister</i>	68,500	69,645	68,000	68,822	72,000
128	Religious Growth Director Salary	38,889	41,850	42,687	41,142	43,500
	Acting RGD Salary					1,438
129	Youth Associate		368	1,200	784	2,000
130	Worship Arts Director Salary	15,938	17,000	17,340	16,759	23,450
131	Choir Director					4,700

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<b>TOTAL EXPENSES</b>		364,024	419,266	419,399	404,151	420,738
		20,327	-	-	12,418	0
		<b>Actual 2016</b>	<b>Actual 2017</b>	<b>Budget 2018</b>	<b>3 - Year Average</b>	<b>Planned 2019</b>
132	AV Specialist (2016)	500			500	
133	Administrative Director Salary	36,300	45,572	51,755	44,542	52,527
134	Administrative Associate Salary	10,588	10,588	10,800	10,659	11,050
135	<i>Sunday &amp; Activities Childcare</i>					
136	Preschool Lead Teacher	2,600	2,318	2,652	2,523	2,652
137	Sunday & Activities Childcare	2,000	3,865	2,200	2,688	2,200
138	<i>Total Sunday &amp; Activities Childcare</i>	4,600	6,183	4,852	5,212	4,852
139	Membership Associate Salary	7,721	8,300	8,466	7,900	8,650
140	<i>Total Staff Salaries</i>	183,036	199,505	205,100	195,820	218,029
141	<i>Staff Insurance</i>					
142	Employee Dental Insurance		840	1,344	1,092	1,344
143	Employee Disability/Life		2,646	2,419	2,532	2,868
144	Employee Health Insurance		15,073	15,853	15,463	15,730
145	<i>Total Staff Insurance</i>	26,612	18,559	19,616	19,087	19,942
146	Staff Pension Contributions	14,368	21,693	15,037	17,033	15,595
147	Payroll Taxes	13,985	13,357	13,917	13,753	14,608
148	<b>Total Staff Compensation</b>	238,001	253,113	253,670	245,693	<b>268,174</b>
149	<b>Staff Support</b>					
	Administrative Assistant					1,105
150	Membership Associate	772	813	847	811	865
151	Minister	6,850	6,854	6,800	6,835	7,200
152	Religious Growth Director	3,888	4,152	4,269	4,103	4,350
153	Administrative Director	3,630	2,525	3,968	3,374	4,045
154	Worship Arts Director	1,600	1,876	1,734	1,737	2,345
155	<b>Total Staff Support</b>	16,740	16,220	17,618	16,859	<b>19,910</b>
156	<b>Office Expenses</b>					
157	Telephone	2,106	2,176	2,000	2,094	2,000
158	Equipment lease/purchase	5,617	6,015	6,000	5,877	6,000
159	Bulk Mailing	500	800	1,000	767	1,000
160	Office Supplies & Fees	3,718	5,511	6,500	5,243	6,500
161	Office Transportation	200	200	200	200	200
162	Postage	629	498	300	476	300
163	Computer Support	2,105	1,832	3,200	2,379	3,200
164	Recycling Services	240	280	240	253	240
165	<b>Total Office Expenses</b>	15,115	17,312	19,440	17,289	<b>19,440</b>
166	<b>Major Repair/Replace</b>					
167	Building Repair/Replace	-	1,756	9,000	3,585	* 1
168	Major Repair/Replace - Other	-			-	
169	<b>Total Major Repair/Replace</b>	-	1,756	9,000	3,585	
170	Miscellaneous Expenses		15,365	11,200	13,282	
171	<b>Supplemental Expenses</b>					
172	Video License			276	276	276
173	Transfer to Special Reserves	7,526	8,439			
174	Committee on Ministry			350	350	350
175	Solar Net Metering LES		6,519		6,519	
176	Facility Use Refund		50		50	
177	<b>Total Supplemental Expenses</b>	7,526	15,008	626	7,195	<b>626</b>
178	<b>TOTAL EXPENSES</b>	<b>364,024</b>	<b>419,266</b>	<b>419,399</b>	<b>404,151</b>	<b>420,738</b>
*1	Major Repair & Replace is not typically funded in the annual budget, but does have money in reserves on the Balance Sheet. Per the policy approved in June, 50% of any surplus at the end of the year after mandatory reserves have been replenished goes to Major R&R on the Balance Sheet with a goal to get it to \$30,000 in 3 years time.					