

East Shore Board of Trustees Meeting  
December 8, 2019

Present: Mary Stewart McGovern, Mark Guizlo, Jared Hammond, Minna Zelch, Shirley Hairston, Julia Kotowski, Bob Ross, Diana Jackson, Halcyon Domanski

Absent: Sue Borstein

Attending: Rev Denis Letourneau Paul, Marten Schreiber, Patrick McGovern

Meeting called to order at 12:37 pm by Julia Kotowski. Brief reading and Check-in shared.  
Updates and additions to the agenda occurred: Wifi Repair & Wellness Check added.

Motion made by Shirley to approve the November 10, 2019 board minutes as presented.  
Seconded by Minna Zelch . Mary abstained. Motion passed.

New Business:

- Music Program Update: Committee met. 4 points:
  - Fern asked to play at a per diem rate. Over the winter does not want to drive to ES.
  - Piano tuning? Last tuned in June. Julia checked on getting it tuned. Tuning in music budget. Fern has a good tuner. Piano been around a long time. Think about piano refurbishment, but.....
  - Rev. Denis-UUCA wants to gift us the Steinway at Cleveland Heights. It is a really fine piano. Board likes the idea of a free piano, but we really need to think about the care of the piano. The concern with the climatic changes in the sanctuary, which affects the piano.
  - Will get current one tuned in the meantime, but may need to invest some money in getting donated piano updated.
  - Shirley suggested a service contract for regular piano retuning. Discussed humidifier for the piano.
  - Music committee will present a proposal to board for funds (January). Next meeting on December 14th.
  - Survey (survey monkey) coming out for guest musicians Dale Lefkowitz will put together.
- Capital Campaign: Reminder to come. Nice lunch with it. Sunday, December 15th. Julia will send out reminder about meeting and focus on the lunch part. Pledging, December 29th. Julia and Ruth discussed. This is not first Capital Campaign. Starts July 1st, 2020 to June 30th, 2023
- Organizational Restructuring Committee: Saturday, December 14th next meeting at noon. Estimated ending at 2:00. Bring your own lunch. Invite will come out from Rev. Denis to assist with writing the structure and organization of the 6 committees to be proposed. Rev. Denis shared organizational structure model and gave an explanation of the implementation of the model. Rev. Denis used the white board to explain how the structure "could" work. Discussed the possible leadership structure of the committee chairpersons. Elected and appointed members of the committees. Rev. Denis shared his vision of the model and how it could work. Explained the potential roles of each committee within the model. Rev. Denis wants the BOT to attend next Saturday for the meeting. Rev. Denis wants BOT to consider current committees and how they get integrated into this model.

- Ad Hoc Security Committee: Julia presented recommendation to vote on.
  - Criminal Background checks to be paid for by the church. Halcyon to address further in DRE Report.
  - Halcyon shared that the checks are around \$50 dollars if we want fingerprint both (State and FBI). Do we do both. How often to get rechecked? No policy. Typically between 2 to 5 years. Halcyon called Berkshire about how often they check and asked who they require (Teachers and anyone going on a field trip with students. Anyone who can potentially be alone with a child.). No need for volunteers for things like cookies with Santa since always a qualified person with them, and they are never alone with kids. Outings, need parents permission for kids to going on trips. “Grey area people” they (Berkshire) go to the registered sex offender directory to check them out. Mark (process question) is the recommendation coming from the Security Committee or from Halcyon. Staff, Teachers, Mentors background checks paid for by the church. Halcyon can do the Registered Sex Offender sites to background check those not Teachers, Nine to 15 people at the cost of up to \$65. 9 is Teachers and Staff. 15 is adding Mentors. 15 people will be \$975. Security Committee recommends that the RE Committee takes on the matter of presenting a proposal.
  - Shirley-Wants RE Committee to bring a 3 step process 1. Sex offender Registry. 2. Criminal Background Checks. 3. Revisit the RE Safety and Security Policy. Suggests the proposal for the 3part process starting in December. Bring proposal to Finance Committee for their January meeting. Finance Committee would propose to the BOT on funds for the criminal background checks. RE Committee needs to decide if it is the State and/or the FBI checks and the number of people for the proposal to the Finance Committee, and then eventually to the BOT. May need to add a line item for budget. Do not need the policy done for the Finance Committee to consider proposal.
  - Pat McGovern encourages that the policy revisions get done and the Safety & Security Committee....
  - Mark-RE Committee needs to decide
  - Shirley moves that we establish the Security Policy that adults who are in contact with children by December 1st, 2020 Accept the Re Committee proposal to move forward with the **3 step process** to protect our children. Completed by August 2020. Brought to BOT by September 1st 2020. Seconded by Mary Stewart McGovern. Passed
- Wifi Repair: Mark sent Julia email about wifi not working.
  - Discussion-The system we have is a home system.
  - Do we get multiple hot spots?
  - Need new routers in the building. Routers are ineffective.
  - We need to audit what we need. Mary will email a consulting firm name to Shirley. Shirley will then take audit to Finance Committee.
  - Where do we need connectivity discussion?
  - Pat shared where routers are located and where the hub is located. Do we want to limit how many can access system? Need an audit.
  - Rev. Denis shared what First did. They had an audit done on their system. Can current system be password protected. Rev. Denis will send who First used to Shirley.

- Wellness Check: Discussed how it went. They (Lakeland) want to do it again. We need to share with the wider community. Shirley moved we invite them back. Mina seconded. The motion passed.
- Minister's Contract: Executive Session. Shirley will take the minutes.
- House Next Door: Rev. Denis shared the progress. Taxables Pantry. The church and Kirtland wants it to happen. What has been budgeted is emergency fix ups. Rev. Denis feels that it will not take much money to do the finishing work. Mold issue is primarily in the kitchen bay area. Rev. Denis shared what needs to be done. BOT make an action to say what the building will be used for, set a date for the proposal. Need to share the proposal with the congregation. Shirley shared what original proposal for funds to be used.
  - Exterior door-done
  - Gutters/Downspouts-not done
  - Garage-tear down or redo
  - Interior Throughout (to be considered later).

**Shirley**-Shared Finance Committee wants to see original proposal and where we are with what was allocated from the original approved proposal. Need to see where we are, what has been spent, what has been done. How much is left. Taxable Pantry a good idea.

**Shirley recommends takes it back to the Buildings & Grounds Committee for updated recommendations.**

**Finance Committee-Take revised proposal and consider what needs to be done based on new intended use (Taxable Pantry) and will bring their proposal to the BOT.**

**Rev. Denis-Do we need an ad hoc committee for draft recommendations (Mary/Sue/Bree) about the conversion to a pantry by February 9th, 2020 BOT meeting. Mary needs original proposal.**

Maybe ask City of Kirtland for a grant. Mary already researched.

Mark shared he was confused in the order of things being done. What is the order? Garage tear down may change that order of what needs to be done. Structural problems needs to be fixed first.

- Next Church Clean Up Day: Saturday, December 14th.
- Upcoming Events:
  - Theme Thursday
  - Great East Shore
  - Roaring 20s Party Update from Diana. Proposing do 2 hours earlier. Food. Dance Floor. Music (DJ). Beverages (alcoholic and non). Ask for donations. Do we have a budget? No. Ask for donations for the evening. Can someone put the dance floor down? Sunday after service. Snacks-Go to GFS to get hour de' vores. Mary will do GFS run with Diana. Have a suggested donation (individual/family rate). Music? Do we teach people how to dance. Mary Bender does dance classes. Can she get someone to come to teach us dances? Diana will ask Mary. DJ-Mary suggested Sirius XM (committee work). Gambling thing for kids. Make outfit things like headbands. Rev. Denis BOT already approved reimbursement of \$200 or less. This applies to this event.

## Reports

- Chair – see written report

- Minister -see written report
- DRE – see written report. Laura working in Library. Someone went in and moved stuff. Needs to be restarted. Will replace the lock on the Library (3 doors) and key access will be limited to who can get in.
- Building and Grounds- Not much new. Drywall in DRE office done. Carpet needs to be done (something). Marten will assess what is under the carpeting first. How to replace the floor is being evaluated now. Marten to check the status of the concrete under the carpeting. Bob to paint new wall at next clean up day. Goal to have everything done by June 30th, 2020. We have \$ for new carpeting. Need people to change lights at next Clean Up Day.
- Membership – see written report. Membership count is 154. Directories done. Next meeting is December 18th at 6:00 p.m.
- Treasurer report- See report. Cash flow continues to be good. Fahr fund funds for the Taxable Pantry. HVAC replaced and paid for. Wall 90% complete. No payment made yet. Floor cover being evaluated. BOT needs to be conscientious about funds (limited allowable) with our approval of funds.
- Finance Secretary- See report. Income expense sheet shared. Ahead on pledges.
- Finance Committee- Combined with Treasurer's Report.
- Committee on Ministry. Jared shared that the committee will meet at 2:45 p.m. on December 14th. Stay tuned.
- Unfinished Business: Julia went over the unfinished business. Discussed fees paid to UUA. Rev. Denis shared the policy of those who have not made pledges. Discussed policy for those who are listed as members, but never pledge and do not show up. Rev. Denis to make decisions about this matter. Patrick McGovern and his committee attempts to get in touch with these people (no show/no pledge people still on directory).
- Action Plan: Julia reviewed the Action Plan and will submit the December Action Plan.

**Motion made to move to Executive Session at 2:32pm by Shirley Hairston second by Minna Zelch approved**

**Motion made to return to session 2:40pm by Shirley Hairston second by Minna Zelch. Passed**

**Motion to adjourn made by Shirley Hairston second by Minna Zelch. Approved. Meeting adjourned at 2:41**

**Next Board Meeting January 8<sup>th</sup>, 2019 at 12:15 pm**

**Submitted by Bob Ross**

**APPROVED 1/12/2020**

## **Board Chair Report Dec. 8, 2019**

The following items have been completed by the Board Chair since the Nov. 2019 meeting:

11/6 Attended FWN at East Shore

11/8-10 Managed art show and laundered the table cloths

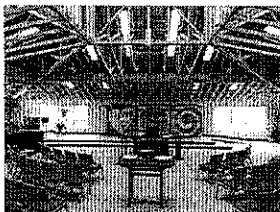
11/16 Helped to store art show boards and misc. items in house next door and helped to sort and stack excess chairs in the sanctuary closet

11/16 Attended the Organizational Restructuring meeting

11/17 Participated in service with Welcome and Gratitude. Chaired November board meeting

11/19 Reviewed November Board minutes and sent November Board highlights via listserv and to Linda Work to post in Beacon and on bulletin board

11/23 Led discussion for Forth small group meeting and participated in Music Committee meeting.



**East Shore Unitarian Universalist Church**  
**Kirtland, Ohio**  
**Minister's Report to the Board of Trustees**  
**December 6, 2019**

Dear Members of the Board,

It's always exciting when big things are happening, and November was full of big things.

I finally got a chance to preach at the Interfaith Thanksgiving Service at the Historic Kirtland Temple. Executive Director Seth Bryant and I agreed that preaching on the centrality of Gratitude in Islam would be the most truly interfaith service ever at the Temple. The services have traditionally been more ecumenical, showing a bit of diversity in strongly Christian services. There was something kind of gratifying in seeing the surprise in the faces of so many, and in seeing Lynne Killgore, who read the story of Maryam and Issa (Mary and Jesus) as the central text go on to share it a week later with Our Sisters Keepers. We are getting a lot from our relationship with our Muslim neighbors, and it was great to represent them where they are not present or even invited.

The Music Team continues to do the work of keeping music alive as we figure out what the future will look like and how to work together. I'd love to see more experimenting, and hope that can begin as the new members – Nancy Tozer, Dale Luckwitz and August Zelch – join choir members Mary Bender and Judy Willour.

The first organizational Restructuring meeting of the church year happened early in the month with great attendance, creativity, and enthusiasm. A clear structure is taking shape and break out teams have begun meeting to fill in the details of how the structure will be proposed to work and what each team in the structure will do. The plan is to have a proposal together for the Board in the spring, so that hopefully it can go before the congregation for a vote at the Annual Meeting in June. Once again, the rationale for restructuring our organization is to streamline structure so that the process is sustainable and easy to navigate so that we can spend more time on fully living out our mission to love, revere, discover and connect.

And finally, one of the clearest outcomes of the generational conversations over the last year has been that there is a very real desire among many of our members for more spiritual connection, grounded in practices that as individuals we share with East Shore members and friends and UUs around the nation and the world. To that end, I've been working on two things a lot lately: a Prayer Circle that will begin on January 8 and making the "ancient" UU holiday Chalice more meaningful by introducing "time

honored traditions." It's been a lot of fun for those who are willing to engage in the creating.

Here are some of the "regular" things I've been working on:

### **Worship Services**

11/3 "Shrines Along the Way"

11/6 First Wednesday Night "Attention"

11/17 "Les Oubliettes"

11/26 Kirtland Interfaith Thanksgiving, "Maryam and Issa"

### **Committees and Working Groups**

- Supervisory meetings with Director of Religious Education and Church Secretary
- Staff Meeting
- Board of Trustees
- Committee on Ministry
- Capital Campaign
- Music Team

### **Church Events**

- Writing for the Beacon and Listserv
- Diner meeting with Board Chair
- New to UU Class: Polity
- First Wednesday Night
- 2 Beverages + Banter gatherings
- Regular monthly Clean Up Day
- House Next Door
- GenX/Millennial dinner gathering
- Art Show Opening
- Hosted guest preacher Melissa Jeter
- Organizational Restructuring Meeting
- Training for a few more "Keepers of the Order," in how to arrange seating and liturgical furniture in the sanctuary

### **Beyond East Shore**

- Friends of Immigrants meeting with Sherrod Brown
- White male Ministers online class through UUMA
- Tamir Rice Center fundraiser
- Kirtland Interfaith Lunch

**December Schedule:** furlough week was scheduled back in April for 12/17 through 12/24. With all of the preparation that has to happen before the Christmas Eve Candlelight Service and other events, there is no way I will actually be able to take a real furlough week. Instead, I would like to take off Christmas Day through 11/28 or 29, Wednesday through Saturday or Sunday, depending on whether or not I am needed for worship on Sunday.

**Regular Office Hours:** Tuesdays, Noon to 4:00 PM

**Beverages and Banter (Community Office Hours):**

- 12/11, 7-9PM at Morehouse, 4054 Erie St., Willoughby

Respectfully Submitted,  
Rev. Denis Letourneau Paul



## **Religious Education Report to the Board**

*Love, Revere, Discover, Connect*

### **EAST SHORE UNITARIAN UNIVERSALIST CHURCH**

Director of Religious Education – Halcyon Domanski

Religious Education Chair – Minna Zelch

December 8, 2019

*~And how is the congregation?*

#### **SOCIAL JUSTICE**

- Mitten Tree – we are collecting mittens, hats, scarves, and new toys for Forbes house this holiday season
- Homeless Stand Down – we are in the processes of collecting items to make 50 hygiene bags for men
- Secret Santa – Halcyon is now receiving money to give to congregation members in need
- Night, night bags - the blanket are being sewn and other items are being collected.

#### **COOKIES WITH SANTA**

Cookies with Santa was on Saturday December 7. We invited families from Forbes House to join in this event. We also change the event to children of all ages, and those 4 years and younger have to have a parent/guardian stay with them.

#### **SAFETY POLICY**

Some research has been done on who is expected to get back ground checks at the public schools and recommendations for rescreening. The cost of fingerprinting for both state and FBI is between 50 and 65 dollars depending on location. We have 9 to 15 people at this time.

#### **RE CLASSES OR GROUPS**

First Wednesday Night

Theme Thursday

Circle of Mom

Sunday Classes

#### **OTHER**

Monthly staff meeting

Weekly meetings with Rev Denis

Board meeting

RE Meeting

Staff Meeting

Chaplain members of the congregation

Visited with Christine Artino

Restructure meeting

Church Clean up

Co-Lead Thanksgiving Service

Gen X / Millennial meeting

Children/teen Christmas meeting

Help to cater Art Show opening

UUJO Retreat

Transgender Memorial Candle Light Service

Decorating ESUUC

East Shore Unitarian Universalist Church  
Treasurer's Report to the Board  
December 8, 2019

First Nat. Bank Checking Account <b>per Bank</b>	\$29,027.94
Fidelity Account	\$ 27,379.99
Building Fund (3768)	\$ 104,160.40
Memorial Garden (1844)	\$ 17,334.31
Kluth Fund (1847)	\$ 7,913.59
Ropog Fund (1850)	\$ 6,608.68
Fahr Fund (6078)	\$ 21,204.35
Music Fund per books	\$ 3,865.00

The following major bills and transfers will be paid and/or completed later this month:

First Energy Company \$950  
Building fund donations were \$ 80 for the current.  
December 2019 mortgage payment - \$2,850.38  
December 2019 payroll - \$6,750.00 (estimate)

November offerings for food Sunday and paid Salvation Army was \$120  
Loose Offerings of \$210 was donated to FaCT-Ohio for November.  
Other payments and transfers were and will be for modest and routine bills.

Respectfully submitted,  
Shirley Hairston, Treasurer

# FINANCIAL SECRETARY REPORT - 12-2019

## EAST SHORE UNITARIAN UNIVERSALIST CHURCH

### Income and Expense Statement

Consolidated - November 2019

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>INCOME</b>					
<b>CONTRIBUTIONS</b>					
<b>PLEDGES</b>					
Pledges 2018-19	\$0.00	\$1,700.00	\$0.00	\$0.00	0.00%
Pledges 2019-20	11,708.00	95,271.00	73,708.35	176,900.00	53.86%
Subtotal Pledges	11,708.00	96,971.00	73,708.35	176,900.00	54.82%
<b>LOOSE OFFERINGS</b>					
Loose Offerings	126.50	1,030.26	833.35	2,000.00	51.51%
<b>GIFTS</b>					
General & Memorial	-150.00	1,445.00	0.00	0.00	0.00%
Subtotal Gifts	-150.00	1,445.00	1,333.35	3,200.00	45.16%
Subtotal Contributions	11,684.50	99,446.26	75,875.05	182,100.00	54.61%
<b>RENT</b>					
Church Rental Misc.	0.00	485.00	500.00	1,200.00	40.42%
<b>FUND RAISING</b>					
Auction	0.00	155.00	2,083.35	5,000.00	3.10%
Art Show	2,378.19	2,378.19	2,800.00	2,800.00	84.94%
Rummage sale	0.00	7.25	0.00	5,600.00	0.13%
St. Pauly Textile	57.13	258.22	0.00	0.00	0.00%
Environmental Action Grp					
Amazon Smile Donations	0.00	21.81	0.00	0.00	0.00%
Night at Races	0.00	0.00	1,041.65	2,500.00	0.00%
Misc. Fund Raising	0.00	-210.94	250.00	600.00	-35.16%
Subtotal Environmental Action Grp	0.00	-189.13	1,291.65	3,100.00	-6.10%
Subtotal Fund Raising	2,435.32	2,609.53	6,175.00	16,500.00	15.82%
<b>OTHER</b>					
Interest earned	0.00	0.41	0.00	0.00	0.00%
Other	0.00	-100.70	500.00	1,200.00	-8.39%
Subtotal Other	0.00	-100.29	500.00	1,200.00	-8.36%
<b>TOTAL INCOME</b>	<b>14,119.82</b>	<b>102,440.50</b>	<b>83,050.05</b>	<b>201,000.00</b>	<b>50.97%</b>

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement  
Consolidated - November 2019

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
<b>EXPENSES</b>					
<b>MINISTERIAL</b>					
<b>MINISTER</b>					
Salary	\$3,236.88	\$16,184.40	\$14,209.35	\$34,102.38	47.46%
Housing	800.00	4,000.00	4,540.70	10,897.62	36.71%
Min Health Ins Allowance	335.09	1,675.45	1,675.45	4,021.08	41.67%
Professional Expenses	121.54	1,367.88	1,875.00	4,500.00	30.40%
Pension	375.00	1,875.00	1,875.00	4,500.00	41.67%
MINISTER, OTHER EXPENSES	0.00	0.00	1,434.40	3,442.50	0.00%
Minister - Workers Comp	0.00	22.95	89.35	214.40	10.70%
Contract Pastoral Care	0.00	0.00	104.15	250.00	0.00%
Subtotal Minister - Workers Comp	0.00	22.95	193.50	464.40	4.94%
Subtotal Ministerial	4,868.51	25,125.68	25,803.40	61,927.98	40.57%
<b>ADMINISTRATION</b>					
<b>OFFICE EXPENSES</b>					
Office Expenses	20.16	20.16	208.35	500.00	4.03%
Copier Expenses	99.00	837.54	1,000.00	2,400.00	34.90%
Postage	220.00	220.00	208.35	500.00	44.00%
Bank Fees/Supplies	0.00	0.00	187.50	450.00	0.00%
Subtotal Office Expenses	339.16	1,077.70	1,604.20	3,850.00	27.99%
<b>SECRETARY</b>					
Sec Compensation	864.56	3,594.07	4,306.25	10,335.00	34.78%
Sec FICA Employer Exp	66.14	274.95	329.45	790.63	34.78%
Sec Worker's Compensation	0.00	6.21	38.85	93.20	6.66%
Subtotal Secretary	930.70	3,875.23	4,674.55	11,218.83	34.54%
Subtotal Administration	1,269.86	4,952.93	6,278.75	15,068.83	32.87%
<b>ORGANIZATION</b>					
<b>EXTERNAL</b>					
UUA Prog Fund Pledge	0.00	3,190.00	1,833.35	4,400.00	72.50%
OMD Pledge	0.00	0.00	825.00	1,980.00	0.00%
Subtotal External	0.00	3,190.00	2,658.35	6,380.00	50.00%
<b>INTERNAL</b>					
Board Discretionary Fund	0.00	0.00	125.00	300.00	0.00%
Subtotal Organization	0.00	3,190.00	2,783.35	6,680.00	47.75%
<b>WORSHIP</b>					
Worship Arts	679.00	1,239.00	833.35	2,000.00	61.95%
Music & Musicians	500.00	1,518.40	833.35	2,000.00	75.92%
<b>DO NOT USE</b>					
Audio	0.00	0.00	41.65	100.00	0.00%
Artwork and Podium Decor	0.00	0.00	83.35	200.00	0.00%
Subtotal Do Not Use	0.00	0.00	125.00	300.00	0.00%
Subtotal Worship	1,179.00	2,757.40	1,791.70	4,300.00	64.13%
<b>REL. EDUCATION</b>					
<b>D R E</b>					

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

Consolidated - November 2019

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
DRE Compensation	1,916.67	9,583.35	9,583.35	23,000.00	41.67%
DRE FICA Employer Exp	146.62	733.10	733.15	1,759.50	41.67%
DRE Worker's Comp	0.00	15.49	69.30	166.32	9.31%
DRE Pension	124.34	621.70	958.35	2,300.00	27.03%
DRE Prof Expenses	0.00	0.00	416.65	1,000.00	0.00%
<b>Subtotal D R E</b>	<b>2,187.63</b>	<b>10,953.64</b>	<b>11,760.80</b>	<b>28,225.82</b>	<b>38.81%</b>
<b>R E COMMITTEE</b>					
Curriculum/Supplies	421.35	1,094.39	625.00	1,500.00	72.96%
Young Adults 19-25					
Teens	168.43	181.80	250.00	600.00	30.30%
Library	0.00	49.00	20.85	50.00	98.00%
<b>Subtotal Young Adults 19-25</b>	<b>168.43</b>	<b>230.80</b>	<b>270.85</b>	<b>650.00</b>	<b>35.51%</b>
<b>Sunday Lunch</b>					
Event Childcare	0.00	0.00	41.65	100.00	0.00%
Adult RE	0.00	0.00	62.50	150.00	0.00%
<b>Subtotal Sunday Lunch</b>	<b>0.00</b>	<b>0.00</b>	<b>104.15</b>	<b>250.00</b>	<b>0.00%</b>
Sunday child care	288.00	504.00	708.35	1,700.00	29.65%
<b>Subtotal R E Committee</b>	<b>877.78</b>	<b>1,829.19</b>	<b>1,708.35</b>	<b>4,100.00</b>	<b>44.61%</b>
<b>Subtotal Rel. Education</b>	<b>3,065.41</b>	<b>12,782.83</b>	<b>13,469.15</b>	<b>32,325.82</b>	<b>39.54%</b>
<b>MEMBERSHIP</b>					
<b>MEMBERSHIP</b>					
Membership Coordinator					
Membership Committee	0.00	0.00	208.35	500.00	0.00%
Growth Task Force					
Pancake Breakfast	0.00	0.00	0.00	50.00	0.00%
<b>Subtotal Membership</b>	<b>0.00</b>	<b>0.00</b>	<b>208.35</b>	<b>550.00</b>	<b>0.00%</b>
<b>PROMOTION</b>					
Publicity/Promotion	0.00	0.00	354.15	850.00	0.00%
<b>CARE</b>					
Care Committee	0.00	11.88	0.00	0.00	0.00%
Pastoral Care	0.00	0.00	41.65	100.00	0.00%
<b>Subtotal Care</b>	<b>0.00</b>	<b>11.88</b>	<b>41.65</b>	<b>100.00</b>	<b>11.88%</b>
<b>Subtotal Membership</b>	<b>0.00</b>	<b>11.88</b>	<b>604.15</b>	<b>1,500.00</b>	<b>0.79%</b>
<b>SOCIAL JUSTICE</b>					
Social Justice Com	0.00	0.00	133.35	320.00	0.00%
<b>FACILITIES</b>					
<b>SERVICES AND SUPPLIES</b>					
<b>CUSTODIAN</b>					
Custodian	690.00	3,036.00	3,211.00	7,706.40	39.40%
Cust FICA Employer Exp	0.00	0.00	245.65	589.54	0.00%
Cust Workers Comp	0.00	0.00	64.15	154.00	0.00%
<b>Subtotal Custodian</b>	<b>690.00</b>	<b>3,036.00</b>	<b>3,520.80</b>	<b>8,449.94</b>	<b>35.93%</b>
Cleaning Supplies	11.72	76.35	270.85	650.00	11.75%

EAST SHORE UNITARIAN UNIVERSALIST CHURCH

Income and Expense Statement

Consolidated - November 2019

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	Current Period	Year to Date	Year to Date Budget	Annual Budget	Annual Budget Percentage
Subtotal Services And Supplies	701.72	3,112.35	3,791.65	9,099.94	34.20%
<b>UTILITIES</b>					
Electricity	680.25	4,362.61	3,375.00	8,100.00	53.86%
Telephone	209.77	717.36	708.35	1,700.00	42.20%
Waste Disposal Service	0.00	688.07	833.35	2,000.00	34.40%
Natural Gas	95.98	374.37	1,041.65	2,500.00	14.97%
Water	184.31	904.16	1,041.65	2,500.00	36.17%
Sewer	0.00	1,000.00	1,083.35	2,600.00	38.46%
Stormwater Management	0.00	0.00	833.35	2,000.00	0.00%
Insurance	0.00	5,440.00	2,166.65	5,200.00	104.62%
Subtotal Utilities	1,170.31	13,486.57	11,083.35	26,600.00	50.70%
<b>BUILDING LOAN PAYMENTS</b>					
Mortgage Payments	2,850.38	11,401.52	14,251.90	34,204.56	33.33%
Subtotal Facilities	4,722.41	28,000.44	29,126.90	69,904.50	40.06%
<b>FACILITIES COMMITTEE</b>					
<b>BLDG MAINTENANCE</b>					
Building Maintenance	0.00	37.31	833.35	2,000.00	1.87%
Security	24.50	342.50	208.35	500.00	68.50%
Equip Inspection/Fees	55.00	55.00	375.00	900.00	6.11%
Equipment Repair - Audio					
Pest Control	0.00	0.00	375.00	900.00	0.00%
Subtotal Bldg Maintenance	79.50	434.81	1,791.70	4,300.00	10.11%
<b>GROUNDS MAINTENANCE</b>					
Snow Plowing	0.00	0.00	500.00	4,500.00	0.00%
Lawn Mowing	0.00	481.95	100.00	200.00	240.98%
Grounds Maintenance	0.00	0.00	541.65	1,300.00	0.00%
<b>FURNISHINGS</b>					
	0.00	0.00	125.00	300.00	0.00%
<b>KITCHEN</b>					
Kitchen	0.00	91.49	104.15	250.00	36.60%
Coffee	0.00	0.00	166.65	400.00	0.00%
Subtotal Kitchen	0.00	91.49	270.80	650.00	14.08%
Subtotal Grounds Maintenance	0.00	573.44	1,537.45	6,950.00	8.25%
Subtotal Facilities Committee	79.50	1,008.25	3,329.15	11,250.00	8.96%
<b>FINANCE</b>					
Stewardship	0.00	0.00	291.65	700.00	0.00%
<b>TOTAL EXPENSES</b>	<b>15,184.69</b>	<b>77,829.41</b>	<b>83,611.55</b>	<b>203,977.13</b>	<b>38.16%</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>-\$1,064.87</b>	<b>\$24,611.09</b>	<b>-\$561.50</b>	<b>-\$2,977.13</b>	<b>-826.67%</b>