

INCOME

During October 2011, it was not necessary to use any of the accumulated 2011-2012 Prepaid Pledges. There are \$25,560.21 in Prepaid 2011-2012 Pledges in our Schwab account (earning interest). Our Prior Year Carry Over of \$8,405.01 has also been moved to our Schwab account. We have thus far collected \$7,324.70 in Prior Year Pledges and it is projected that we could collect as much as \$7,800.

An additional tab has been added here that reflects our YTD Pledge vs. Giving. With 33 % of the fiscal year passed we have collected 50% of the pledges made. This percentage out performs the previous three fiscal years as follows:

<u>MONTH/YEAR</u>	<u>% COLLECTED</u>	<u>\$ COLLECTED</u>
October 2010	37.50%	\$118,810
October 2009	34.60%	\$109,072
October 2008	37.00%	\$123,821

Through October 31, 2011 there remains \$28,440 worth of 2011-2012 pledges that have no payments made toward them. This represents 10% of the pledges made for FY 2011-2012 and is an improvement from the 21% seen through September 2011. This percentage out performs the previous three fiscal years as follows:

<u>MONTH/YEAR</u>	<u>% NON-PAY</u>	<u>\$ NON-PAY</u>
October 2010	17.19%	\$54,348
October 2009	15.37%	\$48,435
October 2008	15.46%	\$53,705

We have received thus far this fiscal year, \$1380 worth of identifiable non-pledge giving.

EXPENSES

The Compensation line items for DRE (551000) and Minister (552000) continue to reflect funding these positions at budgeted amounts for the remainder of the fiscal year. As transitional issues become resolved these line items will be changed to reflect estimated funding for these positions for the remainder of FY 2011-2012.

Payroll is generated every two weeks. This fiscal year there happens to be 27 pay periods (rather than the 'usual' 26). The Salary/Wages line item for the Business Manager (555100) and the Youth Advisor (557103) have been changed to reflect 27 pay periods rather than the 26 pay periods for which they were budgeted. The FICA line items (as they represent a percentage of Salary/Wages) have also been changed for the Business Manager (555500) and the Youth Advisor (557500). The Business Manager Pension line item (555200), as it is also a percentage of Salary/Wages has been changed. At present, based on current staffing schedules, it is only necessary to make adjustments to these two positions.

It had been decided in September 2011 to renew our health insurance with our present carrier ConnectiCare. The premium renewal of the existing plan represented a 9.55% increase. The approved 2011-2012 budget had allotted a 10% increase. The loss of our DRE and the subsequent move from three

insured employees to two insured employees has meant an increase in the renewal premiums of the two remaining insured employees (Minister & Business Manager). This increase in the renewal premium represents a 17.78% increase. The following Business Manager line items have been changed to reflect this increased premium: Salary/Wages (555100), Insurance (555300), Health Reimbursement Account (555700). Adjustments will be made to the Minister's compensation in December 2011 to account for this increased insurance premium. Open Enrollment with the UUA Health Plan begins 11.01.2011 and a thorough review of their options will be explored.

All remaining expense line items are currently tracking toward budgeted amounts.

OVERALL

The Congregational vote on 09.18.2011 to remove the Minister has resulted in the following changes to our Current Fiscal Year Pledge (417100) line item:
 18 resignations (in addition to three pledge reductions), resulting in a loss of pledged income of \$21,090;
 9 increased pledges, resulting in a gain in pledge income of \$15,900.

The Current Fiscal Year Pledge (417100) line item (highlighted in yellow) on the Budget Review Tab, reflects the above-mentioned changes and stands at \$263,062 (95% of the total pledges made as of 11.03.2011 of \$276,908.00).

Although cash flow has been very good, and we have more cash on hand at present than compared to several of the last fiscal years, the collections from the last couple of Sundays in October were poor. The following represents attendance and money collected from the Sunday's beginning in September:

<u>DATE</u>	<u>ATTENDANCE</u>	<u>\$ COLLECTED</u>
09.04.2011	63	\$801
09.11.2011	137	\$3,336
09.18.2011	160	\$1,245
09.25.2011	97	\$575
10.02.2011	161	\$3,240
10.09.2011	73	\$1,790
10.16.2011	79	\$320
10.23.2011	71	\$180
10.30.2011	Cancelled due to snow storm	

The Pledge vs. Giving Tab has a column added to it called 'Last Pay' (the date of the most recent payment made to a pledge). This along with the above information will be tools we can use to try and gauge pledge collectability this Fiscal year.

The October 31, 2011 Budget Review projects a year-end deficit of \$4,776.13.

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 10.31.2011	Budget Review 10.31.2011
Ordinary Income/Expense				
Income				
410000 · Administration				
411000 · Endowment				
411200 · Operations	50,000.00	45,000.00	15,302.96	45,000.00
Total 411000 · Endowment	<u>50,000.00</u>	<u>45,000.00</u>	<u>15,302.96</u>	<u>45,000.00</u>
412000 - Fundraising	463.54	-	-	-
413000 · Holiday Letter		-	-	-
414000 - Prior Year Carry Over	29,835.48	-	-	-
415000 - Memorial Contributions	190.00		90.00	90.00
416000 · Rental Contributions	15,090.00	14,000.00	4,965.00	14,000.00
417000 · Stewardship				
417100 · Current Fiscal Year Pledge	276,746.63	270,221.00	114,097.32	263,062.00
417200 · Prior Fiscal Year Pledge	7,898.08	5,000.00	7,324.70	7,800.00
Total 417000 · Stewardship	<u>284,644.71</u>	<u>275,221.00</u>	<u>121,422.02</u>	<u>270,862.00</u>
418000 · Sunday Contributions	3,912.06	4,400.00	1,289.17	4,400.00
419000 · Minister's Discretionary Fund	590.00	-	380.00	380.00
Total 410000 · Administration	<u>384,725.79</u>	<u>338,621.00</u>	<u>143,449.15</u>	<u>334,732.00</u>
420000 · Community Within				
421000 · Festival of the Season	185.00			
422000 - Used Book Sales	529.00	600.00	159.10	600.00
423000 - Performing Arts			745.00	745.00
424000 · Caring Network		-	-	-
424100 - Memorial Receptions	500.00	200.00	120.00	200.00
426000 - Circle of Caring	1,000.00	-	-	-
427100 - Membership Initiative	792.12		154.94	154.94
429000 · UAMW	2,762.18		2,958.00	2,958.00
Total 420000 · Community Within	<u>5,768.30</u>	<u>800.00</u>	<u>4,137.04</u>	<u>4,657.94</u>
430000 · Social Justice				
434500 - Interweave		-	-	-
434000 · SJ Miscellaneous Income		-	-	-
431000 · SJ Sunday Collections	5,253.25	-	150.00	150.00

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 10.31.2011	Budget Review 10.31.2011
432000 · Coffee Ministry	136.50	-	5.00	5.00
434800 - Green Sanctuary	1,834.66	-	83.00	83.00
Total 430000 · Social Justice	7,224.41	-	238.00	238.00
440000 · Spiritual Life				
441000 · Annual Retreat				
442000 · Adult Programs	5,546.00	7,000.00	1,267.00	7,000.00
443000 · Flower Contributions	50.00	-	50.00	50.00
445000 · Music Sunday Contributions	518.00	-	-	-
446000 · Music Program Fundraising	4,076.00	-	-	-
447000 · Religious Education				
447100 · Soup Making	285.71	225.00	-	225.00
447200 · Guest at Your Table	216.35	-	-	-
447300 - Sleeping Out in Boxes	2,345.00	-	-	-
447500 · Ski Trip		300.00	219.39	300.00
Total 447000 · Religious Education	2,847.06	525.00	219.39	525.00
448000 · Miscellaneous - Spiritual Life				
448100 · Recording Donations	18.00	-	-	-
448200 - Hymnal Donations	366.00	-	248.00	248.00
448300 · Volunteer Recognition				
448000 - Miscellaneous				
Total 446000 · Miscellaneous - Spiritual Life	384.00	-	248.00	248.00
Total 440000 · Spiritual Life	13,421.06	7,525.00	1,784.39	7,823.00
450000 - Other Income	2,298.80	-	988.71	988.71
Total Income	413,438.36	346,946.00	150,597.29	348,439.65
Expense				
510000 · Administration Expenses				
512000 · UUA & District Payments				
512001 · Clara Barton District	5,037.96	5,038.00	1,591.32	4,774.00
512002 · UUA Fair Share	12,823.92	12,824.00	4,195.32	12,586.00
Total 512000 · UUA & District Payments	17,861.88	17,862.00	5,786.64	17,360.00
515000 · Stewardship				

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 10.31.2011	Budget Review 10.31.2011
515100 · Annual Canvass	448.28	600.00	-	600.00
515200 · Credit Card Expense	534.79	645.00	167.37	645.00
Total 528000 · Stewardship	<u>983.07</u>	<u>1,245.00</u>	<u>167.37</u>	<u>1,245.00</u>
516000 · Building & Grounds				
516100 · General Maintenance	9,156.64	7,500.00	1,521.02	7,500.00
516200 · Snow Removal	9,500.00	6,600.00	-	6,600.00
516300 · Lawn Care	4,835.00	5,560.00	1,870.00	5,560.00
516400 · Water	2,320.85	1,800.00	1,457.78	1,800.00
516500 · Electric	8,413.29	8,000.00	2,099.07	8,000.00
516600 · Natural Gas	9,740.85	10,000.00	855.44	10,000.00
516700 · Memorial Garden	313.56	500.00	-	500.00
Total 516000 · Building & Grounds	<u>44,280.19</u>	<u>39,960.00</u>	<u>7,803.31</u>	<u>39,960.00</u>
517000 · Office				
517100 · Equipment				
517101 · Equipment Purchases		-	-	-
517102 · Equipment Rental	7,675.58	7,436.00	2,765.27	7,436.00
Total 517100 · Equipment	<u>7,675.58</u>	<u>7,436.00</u>	<u>2,765.27</u>	<u>7,436.00</u>
517200 · Security	15.00	240.00	-	240.00
517300 · Printing	463.86	525.00	274.29	525.00
517400 · Postage	859.52	1,676.00	142.09	1,676.00
517500 · Telephone	2,510.43	2,400.00	849.09	2,400.00
517600 · Dues and Subscriptions	721.39	700.00	75.00	700.00
517700 · Office Supplies	2,936.70	3,100.00	366.81	3,100.00
517800 · Service Contracts	189.98	360.00	-	360.00
517900 · Service Charges				
517910 · Bank	61.75	61.75	33.88	61.75
517920 · Credit Card Expense	627.24	700.00	180.41	700.00
517930 · Payroll Expense	401.89	420.00	104.31	420.00
517940 · Miscellaneous			59.31	59.31
Total 517900 · Service Charges	<u>1,090.88</u>	<u>1,181.75</u>	<u>377.91</u>	<u>1,241.06</u>

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 10.31.2011	Budget Review 10.31.2011
Total 517000 · Office	16,463.34	17,618.75	4,850.46	17,678.06
518000 · Insurance				
518100 · Workers' Compensation	2,694.50	3,243.50	591.25	3,243.50
518200 · Liability Insurance	8,672.00	9,300.00	2,113.75	9,300.00
518300 · Umbrella	700.00	700.00	-	700.00
Total 518000 · Insurance	<u>12,066.50</u>	<u>13,243.50</u>	<u>2,705.00</u>	<u>13,243.50</u>
519000 · Administration - Other				
519200 · Rental Expense	625.00	-	75.00	75.00
519300 · General Assembly Expense		-	-	-
519400 · Minister Discretionary Fund	590.00	-	380.00	380.00
519500 · Board Expense		-	-	-
Total 519000 · Administration - Other	<u>1,215.00</u>	<u>-</u>	<u>455.00</u>	<u>455.00</u>
Total 510000 · Administration Expenses	<u>92,869.98</u>	<u>89,929.25</u>	<u>21,767.78</u>	<u>89,941.56</u>
520000 · Community Within Expenses				
521000 · Caring Network		100.00	-	100.00
522000 · Communications				
522200 · Telephone Advertisement				
522300 · Web Page	408.75	500.00	-	500.00
522400 · External Marketing		-	-	-
522500 · Software Upgrades		1,200.00	1,140.00	1,200.00
Total 522000 · Communications	<u>408.75</u>	<u>1,700.00</u>	<u>1,140.00</u>	<u>1,700.00</u>
523000 · Coffee Hour Supplies	72.11	300.00	(9.50)	300.00
524000 · Festival of the Season	454.90	500.00	-	500.00
562000 · Performing Arts				
526100 · Credit Card Expense			1.31	1.31
Total 562000 · Performing Arts	<u></u>	<u></u>	<u>1.31</u>	<u>1.31</u>
527000 · Membership				
527000 · Membership	200.00	200.00	-	200.00

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 10.31.2011	Budget Review 10.31.2011
527100 - Membership Initiative	792.12		154.94	154.94
Total 527000 - Membership	<u>992.12</u>	<u>200.00</u>	<u>154.94</u>	<u>354.94</u>
529000 - Community Within - Other				
529200 - Lay Listeners		-	-	-
529300 - UAMW	2,762.18	-	2,958.00	2,958.00
529400 - Circle of Caring	1,000.00		-	
529500 - Memorial Receptions	375.02	200.00	95.27	200.00
Total 529000 - Community Within - Other	<u>4,137.20</u>	<u>200.00</u>	<u>3,053.27</u>	<u>3,158.00</u>
Total 520000 - Community Within Expenses	<u>6,065.08</u>	<u>3,000.00</u>	<u>4,340.02</u>	<u>6,114.25</u>
530000 - Social Justice Expenses				
531000 - Info & Advocacy Sub-Council	72.00	120.00	-	120.00
532000 - Miscellaneous		-	-	-
533000 - SJ Collection Disbursements	5,253.25	-	150.00	150.00
534000 - Interweave	200.00	200.00	-	200.00
535000 - Coffee Ministry		-	-	-
537000 - Equal Access		-	-	-
538000 - Green Sanctuary	1,232.18	-	-	-
539000 - Noah Webster Partnership	300.00	300.00	-	300.00
Total 530000 - Social Justice Expenses	<u>7,057.43</u>	<u>620.00</u>	<u>150.00</u>	<u>770.00</u>
540000 - Spiritual Life Expenses				
541000 - Adult Programs				
541100 - Administrative Expenses	3,767.88		405.01	
541200 - Compensation	1,960.00		400.00	
541300 - Credit Card Expense	2.70		0.74	
Total 541000 - Adult Programs	<u>5,730.58</u>	<u>7,000.00</u>	<u>805.75</u>	<u>7,000.00</u>
542000 - Annual Retreat				
543000 - Music				
543200 - Guest Musicians	425.00	2,400.00	800.00	2,400.00

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 10.31.2011	Budget Review 10.31.2011
543300 · Sheet Music				
543400 · Instrument Maintenance				
543401 · Organ	1,072.00	1,072.00	-	1,072.00
543402 · Piano	270.00	900.00	220.00	900.00
Total 543400 · Instrument Maintenance	<u>1,342.00</u>	<u>1,972.00</u>	<u>220.00</u>	<u>1,972.00</u>
Total 543000 · Music	1,767.00	4,372.00	1,020.00	4,372.00
544000 - Religious Education				
544200 · Supplies	199.80	600.00	120.14	600.00
544300 - Guest at Your Table	216.35	-	-	-
544500 · Ski Trip	400.00	600.00	-	600.00
544700 · Curriculum		300.00	298.50	300.00
544800 · Religious Education - Other				
544802 · Training		300.00	-	300.00
544803 · RE Staff Recruitment		100.00	-	100.00
544804 · RE Staff Security Checks		25.00	-	25.00
544805 · RE Classroom Refurbishment		100.00	-	100.00
544806 - Sleeping Out In Boxes	2,345.00	-	-	-
Total 544800 · Religious Education - Other	<u>2,345.00</u>	<u>525.00</u>	<u>-</u>	<u>525.00</u>
Total 544000 · Religious Education	<u>3,161.15</u>	<u>2,025.00</u>	<u>418.64</u>	<u>2,025.00</u>
545000 · Worship				
545100 · Guest Speakers	450.00	400.00	-	400.00
545200 · Flowers & Candles	346.62	500.00	92.93	500.00
545201 - Hymnals	285.00			
545300 · Recording Expense		-	-	-
Total 545000 · Worship	<u>1,081.62</u>	<u>900.00</u>	<u>92.93</u>	<u>900.00</u>
Spiritual Life Other				
Total 540000 · Spiritual Life Expenses	<u>11,740.35</u>	<u>14,297.00</u>	<u>2,337.32</u>	<u>14,297.00</u>
550000 · Compensation				
551000 · DRE				

	Year-End Actual	Approved Budget	Actual	Budget Review
	2010-2011	2011-2012	10.31.2011	10.31.2011
551100 · Salary/Wages	28,425.08	28,425.18	6,484.38	28,425.18
551200 · Pension	2,864.29	2,842.51	864.59	2,842.51
551300 · Insurance	5,640.36	6,136.36	1,428.57	6,136.36
551400 · Professional Development	270.00	2,000.00	-	2,000.00
551500 · FICA	2,174.52	2,174.52	496.05	2,174.52
551700 - Health Reimbursement	2,500.00	2,500.00	625.00	2,500.00
Total 551000 · DRE	<u>41,874.25</u>	<u>44,078.57</u>	<u>9,898.59</u>	<u>44,078.57</u>
552000 · Minister				
552100 · Salary/Wages	34,517.75	22,000.00	7,333.32	22,000.00
552200 · Pension	24,000.00	20,000.00	6,666.68	20,000.00
552300 · Insurance	13,080.75	13,347.36	4,449.12	13,347.36
552400 · Professional Development	15,110.52	6,611.58	2,203.88	6,611.58
552500 · FICA	5,864.04	3,225.00	1,075.00	3,225.00
552600 · Housing Allowance	28,270.39	21,000.00	7,000.00	21,000.00
552700 - Health Reimbursement	5,000.00	2,500.00	825.99	2,500.00
Total 552000 · Minister	<u>125,843.45</u>	<u>88,683.94</u>	<u>29,553.99</u>	<u>88,683.94</u>
553000 · Building Staff				
553100 · Salary/Wages				
553101 · Sunday Sexton	2,130.00	2,000.00	522.50	2,000.00
553102 · Custodian	3,350.00	4,000.00	807.50	4,000.00
553103 · Sexton	9,450.00	10,500.00	2,754.00	10,500.00
553104 · Evening Attendant	3,632.50	-	195.00	195.00
Total 553100 · Salary/Wages	<u>18,562.50</u>	<u>16,500.00</u>	<u>4,279.00</u>	<u>16,695.00</u>
553500 · FICA	1,419.32	1,491.75	327.35	1,491.75
Total 553000 · Building Staff	<u>19,981.82</u>	<u>17,991.75</u>	<u>4,606.35</u>	<u>18,186.75</u>
554000 · Music Staff				
554100 · Salary/Wages				
554101 · Music Director	17,038.44	13,000.00	4,500.00	13,000.00
554102 · Associate Music Director	6,461.56	-	-	-
554103 · RE Music Director	100.00	500.00	-	500.00
554104 · Section Leads	4,076.00	-	-	-
554105 - Cantor	1,400.00	1,400.00	-	1,400.00

	Year-End Actual	Approved Budget	Actual	Budget Review
	2010-2011	2011-2012	10.31.2011	10.31.2011
Total 554100 · Salary/Wages	29,076.00	14,900.00	4,500.00	14,900.00
554500 · FICA	2,223.48	1,139.85	344.25	1,139.85
Total 554000 · Music Staff	<u>31,299.48</u>	<u>16,039.85</u>	<u>4,844.25</u>	<u>16,039.85</u>
555000 · Business Manager				
555100 · Salary/Wages	38,878.98	44,428.80	15,056.38	45,487.17
555200 · Pension	3,856.29	4,442.88	1,474.17	4,339.32
555300 · Insurance	4,999.17	5,293.87	1,709.72	6,245.84
555500 · FICA	3,022.05	3,398.80	1,157.54	3,477.39
555700 · Health Reimbursement	1,472.56	1,375.00	574.12	2,001.45
Total 555000 · Business Manager	<u>52,229.05</u>	<u>58,939.35</u>	<u>19,971.93</u>	<u>61,551.17</u>
556000 · Administrative Assistant				
556100 · Salary/Wages	7,049.00	6,720.00	1,211.00	6,720.00
556200 · Pension				
556500 · FICA				
Total 556000 · Administrative Assistant	<u>7,049.00</u>	<u>6,720.00</u>	<u>1,211.00</u>	<u>6,720.00</u>
557000 · Religious Education				
557100 · Paid RE Staff				
557101 · Nursery & Child Care	1,823.75	1,800.00	480.00	1,800.00
557103 · Youth Advisor	4,501.90	4,501.90	1,558.35	4,675.05
Total 557100 · Paid RE Staff	<u>6,325.65</u>	<u>6,301.90</u>	<u>2,038.35</u>	<u>6,475.05</u>
557105 · Paid RE Staff FICA	344.40	344.39	119.21	357.64
Total 557000 · Paid RE Staff	<u>6,670.05</u>	<u>6,646.29</u>	<u>2,157.56</u>	<u>6,832.69</u>
Total 550000 · Compensation	<u>284,947.10</u>	<u>239,099.75</u>	<u>72,243.67</u>	<u>242,092.97</u>
590000 - Other Expense	<u>810.30</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Expense	<u>403,490.24</u>	<u>346,946.00</u>	<u>100,838.79</u>	<u>353,215.78</u>
Net Ordinary Income	<u>9,948.12</u>	<u>-</u>	<u>49,758.50</u>	<u>(4,776.13)</u>