

## INCOME

During November 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 \$8,679.70 in Prior Year Pledges.

An additional tab has been added here that reflects our YTD Pledge vs. Giving. With 41 % of the fiscal year passed we have collected 55.54% of the pledges made. This percentage out performs the previous two fiscal years as follows:

<u>MONTH/YEAR</u>	<u>% COLLECTED</u>	<u>\$ COLLECTED</u>
November 2011	55.54%	\$155,467
November 2010	44.21%	\$139,742
November 2009	44.62%	\$140,911

Through November 30, 2011 there remains \$23,450 worth of 2011-2012 pledges that have no payments made toward them. This represents 8.37% of the pledges made for FY 2011-2012 and is an improvement from the 10% seen through October 2011. This percentage out performs the previous two fiscal years as follows:

<u>MONTH/YEAR</u>	<u>% NON-PAY</u>	<u>\$ NON-PAY</u>
November 2010	15.27%	\$48,290
November 2009	13.58%	\$42,885

An anonymous donor has agreed to match up to \$20,000 for the next five years, monies raised through community building fundraising events. A line item will be added (under Fundraising - 412000) for the December 2011 Budget Review document to track these funds.

We have received thus far this fiscal year, \$1335 worth of identifiable non-pledge giving.

## EXPENSES

The Annual Premium Notice for our Worker's Compensation coverage has been received. The annual premium for this coverage (518100) is \$643 less than that for calendar year 2010. The reduction is due to lower compensation levels.

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

The Compensation line items for Minister (552000) now reflect the Memorandum of Understanding reached between Rev. Jamestone and the USH Board.

Compensation will be paid to Rev. Jamestone at her full rate through December 18, 2011 (90 days from the election to terminate service), with a negotiated provision allowing for accrued vacation time (which extends the payout period to December 31, 2011). The USH Board has agreed to spread these payments through January, 2012. Payments made in January 2012 do not represent additional compensation beyond that which was owed and negotiated.

Compensation line items for Consulting Minister (552001) have been added. They reflect the amount stipulated in the Consulting Ministry Contract entered into between Rev. Crane and the USH Board on November 1, 2011.

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;
- 15 increased pledges, resulting in a gain in pledge income of \$18,875.

The Current Fiscal Year Pledge (417100) line item (highlighted in yellow) on the Budget Review Tab, reflects the above-mentioned changes and stands at \$265,888 (95% of the total pledges made as of 11.28.2011 of \$279,883).

The following represents attendance and money collected from the Sunday's beginning in September:

<u>DATE</u>	<u>ATTENDANCE</u>	<u>\$ COLLECTED</u>	<u>DATE</u>	<u>ATTENDANCE</u>	<u>\$ COLLECTED</u>
09.04.2011	63	\$801	11.06.2011	Cancelled due to loss of electricity	
09.11.2011	137	\$3,336	11.13.2011	134	\$4,025
09.18.2011	160	\$1,245	11.20.2011	107	\$2,190 *
09.25.2011	97	\$575	11.27.2011	93	\$2,417
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				

*\*includes monies contributed to Horace Bushnell Children's Food Pantry*

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 historical calculations used to project pledge income will

begin to be used for the January 2012 Budget Review document.

Although the November 2011 Budget Review shows us funding the DRE position at current levels for the entire fiscal year, we have not paid a DRE since early September 2011. Even if we resumed paying this position on December 1, 2011 at the current budgeted levels, it can be estimated that we will spend approximately \$7,200 less on these line items (551000).

The November 30, 2011 Budget Review projects a year-end deficit of \$29,951.36. This projected deficit does not reflect the potential DRE savings just mentioned. This deficit also assumes the amount carried forward from FY 2010-2011 (\$8,405.01) that is being held in our Schwab account will not be used. This means there is the potential to reduce the current projected deficit from the November 2011 Budget Review by approximately \$15,000.

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 11.30.2011	Budget Review 11.30.2011
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>410000 · Administration</b>				
<b>411000 · Endowment</b>				
411200 · Operations	50,000.00	45,000.00	19,015.08	45,000.00
<b>Total 411000 · Endowment</b>	<u>50,000.00</u>	<u>45,000.00</u>	<u>19,015.08</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	5,470.00	14,000.00
<b>417000 · Stewardship</b>				
417100 · Current Fiscal Year Pledge	276,746.63	270,221.00	131,141.86	265,888.00
417200 · Prior Fiscal Year Pledge	7,898.08	5,000.00	8,679.70	8,679.07
<b>Total 417000 · Stewardship</b>	<u>284,644.71</u>	<u>275,221.00</u>	<u>139,821.56</u>	<u>274,567.07</u>
418000 · Sunday Contributions	3,912.06	4,400.00	1,539.17	4,400.00
419000 · Minister's Discretionary Fund	590.00	-	380.00	380.00
<b>Total 410000 · Administration</b>	<u>384,725.79</u>	<u>338,621.00</u>	<u>166,315.81</u>	<u>338,437.07</u>
<b>420000 · Community Within</b>				
421000 · Festival of the Season	185.00		375.00	640.00
422000 - Used Book Sales	529.00	600.00	178.00	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		3,233.00	3,233.00
<b>Total 420000 · Community Within</b>	<u>5,768.30</u>	<u>800.00</u>	<u>4,805.94</u>	<u>5,572.94</u>
<b>430000 · Social Justice</b>				
434500 - Interweave		-	-	-
434000 · SJ Miscellaneous Income		-	-	-
431000 · SJ Sunday Collections	5,253.25	-	1,904.91	1,904.91

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 11.30.2011	Budget Review 11.30.2011
432000 · Coffee Ministry	136.50	-	5.00	5.00
434800 - Green Sanctuary	1,834.66	-	133.00	133.00
<b>Total 430000 · Social Justice</b>	<b>7,224.41</b>	<b>-</b>	<b>2,042.91</b>	<b>2,042.91</b>
<b>440000 · Spiritual Life</b>				
441000 · Annual Retreat				
442000 · Adult Programs	5,546.00	7,000.00	1,507.00	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	35.00	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
<b>Total 447000 · Religious Education</b>	<b>2,847.06</b>	<b>525.00</b>	<b>254.39</b>	<b>525.00</b>
448000 · Miscellaneous - Spiritual Life				
448100 · Recording Donations	18.00	-	-	-
448200 - Hymnal Donations	366.00	-	248.00	248.00
448300 · Volunteer Recognition				
448000 - Miscellaneous				
<b>Total 446000 · Miscellaneous - Spiritual Life</b>	<b>384.00</b>	<b>-</b>	<b>248.00</b>	<b>248.00</b>
<b>Total 440000 · Spiritual Life</b>	<b>13,421.06</b>	<b>7,525.00</b>	<b>2,059.39</b>	<b>7,823.00</b>
450000 - Other Income	2,298.80	-	988.71	988.71
<b>Total Income</b>	<b>413,438.36</b>	<b>346,946.00</b>	<b>176,212.76</b>	<b>354,864.63</b>
<b>Expense</b>				
<b>510000 · Administration Expenses</b>				
512000 · UUA & District Payments				
512001 · Clara Barton District	5,037.96	5,038.00	1,989.15	4,774.00
512002 · UUA Fair Share	12,823.92	12,824.00	5,244.15	12,586.00
<b>Total 512000 · UUA &amp; District Payments</b>	<b>17,861.88</b>	<b>17,862.00</b>	<b>7,233.30</b>	<b>17,360.00</b>
515000 · Stewardship				

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 11.30.2011	Budget Review 11.30.2011
<b>515100 · Annual Canvass</b>	448.28	600.00	-	600.00
<b>515200 · Credit Card Expense</b>	534.79	645.00	184.81	645.00
<b>Total 528000 · Stewardship</b>	<u>983.07</u>	<u>1,245.00</u>	<u>184.81</u>	<u>1,245.00</u>
<b>516000 · Building &amp; Grounds</b>				
<b>516100 · General Maintenance</b>	9,156.64	7,500.00	1,744.63	7,500.00
<b>516200 · Snow Removal</b>	9,500.00	6,600.00	950.00	6,600.00
<b>516300 · Lawn Care</b>	4,835.00	5,560.00	1,700.00	5,560.00
<b>516400 · Water</b>	2,320.85	1,800.00	1,457.78	1,800.00
<b>516500 · Electric</b>	8,413.29	8,000.00	2,689.39	8,000.00
<b>516600 · Natural Gas</b>	9,740.85	10,000.00	1,207.66	10,000.00
<b>516700 · Memorial Garden</b>	313.56	500.00	-	500.00
<b>Total 516000 · Building &amp; Grounds</b>	<u>44,280.19</u>	<u>39,960.00</u>	<u>9,749.46</u>	<u>39,960.00</u>
<b>517000 · Office</b>				
<b>517100 · Equipment</b>				
<b>517101 · Equipment Purchases</b>		-	-	-
<b>517102 · Equipment Rental</b>	7,675.58	7,436.00	3,393.27	7,436.00
<b>Total 517100 · Equipment</b>	<u>7,675.58</u>	<u>7,436.00</u>	<u>3,393.27</u>	<u>7,436.00</u>
<b>517200 · Security</b>	15.00	240.00	-	240.00
<b>517300 · Printing</b>	463.86	525.00	296.31	525.00
<b>517400 · Postage</b>	859.52	1,676.00	235.89	1,676.00
<b>517500 · Telephone</b>	2,510.43	2,400.00	1,064.70	2,400.00
<b>517600 · Dues and Subscriptions</b>	721.39	700.00	75.00	700.00
<b>517700 · Office Supplies</b>	2,936.70	3,100.00	364.07	3,100.00
<b>517800 · Service Contracts</b>	189.98	360.00	-	360.00
<b>517900 · Service Charges</b>				
<b>517910 · Bank</b>	61.75	61.75	33.88	61.75
<b>517920 · Credit Card Expense</b>	627.24	700.00	270.58	700.00
<b>517930 · Payroll Expense</b>	401.89	420.00	128.05	420.00
<b>517940 · Miscellaneous</b>			59.31	59.31
<b>Total 517900 · Service Charges</b>	<u>1,090.88</u>	<u>1,181.75</u>	<u>491.82</u>	<u>1,241.06</u>

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 11.30.2011	Budget Review 11.30.2011
<b>Total 517000 · Office</b>	16,463.34	17,618.75	5,921.06	17,678.06
<b>518000 · Insurance</b>				
<b>518100 · Workers' Compensation</b>	2,694.50	3,243.50	591.25	2,431.75
<b>518200 · Liability Insurance</b>	8,672.00	9,300.00	2,113.75	9,300.00
<b>518300 · Umbrella</b>	700.00	700.00	-	700.00
<b>Total 518000 · Insurance</b>	<u>12,066.50</u>	<u>13,243.50</u>	<u>2,705.00</u>	<u>12,431.75</u>
<b>519000 · Administration - Other</b>				
<b>519200 · Rental Expense</b>	625.00	-	75.00	75.00
<b>519300 · General Assembly Expense</b>		-	-	-
<b>519400 · Minister Discretionary Fund</b>	590.00	-	380.00	380.00
<b>519500 · Board Expense</b>		-	-	-
<b>Total 519000 · Administration - Other</b>	<u>1,215.00</u>	<u>-</u>	<u>455.00</u>	<u>455.00</u>
<b>Total 510000 · Administration Expenses</b>	<u>92,869.98</u>	<u>89,929.25</u>	<u>26,248.63</u>	<u>89,129.81</u>
<b>520000 · Community Within Expenses</b>				
<b>521000 · Caring Network</b>		100.00	-	100.00
<b>522000 · Communications</b>				
<b>522200 · Telephone Advertisement</b>				
<b>522300 · Web Page</b>	408.75	500.00	-	500.00
<b>522400 · External Marketing</b>		-	-	-
<b>522500 · Software Upgrades</b>		1,200.00	1,140.00	1,200.00
<b>Total 522000 · Communications</b>	<u>408.75</u>	<u>1,700.00</u>	<u>1,140.00</u>	<u>1,700.00</u>
<b>523000 · Coffee Hour Supplies</b>	72.11	300.00	(9.50)	300.00
<b>524000 · Festival of the Season</b>	454.90	500.00	-	500.00
<b>562000 · Performing Arts</b>				
<b>526100 · Credit Card Expense</b>			1.31	1.31
<b>Total 562000 · Performing Arts</b>			<u>1.31</u>	<u>1.31</u>
<b>527000 · Membership</b>				
<b>527000 · Membership</b>	200.00	200.00	-	200.00

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 11.30.2011	Budget Review 11.30.2011
<b>527100 - Membership Initiative</b>	792.12		154.94	154.94
<b>Total 527000 - Membership</b>	<u>992.12</u>	<u>200.00</u>	<u>154.94</u>	<u>354.94</u>
<b>529000 - Community Within - Other</b>				
529200 - Lay Listeners		-	-	-
529300 - UAMW	2,762.18	-	3,233.00	3,233.00
529400 - Circle of Caring	1,000.00		-	
529500 - Memorial Receptions	375.02	200.00	95.27	200.00
<b>Total 529000 - Community Within - Other</b>	<u>4,137.20</u>	<u>200.00</u>	<u>3,328.27</u>	<u>3,433.00</u>
<b>Total 520000 - Community Within Expenses</b>	<u>6,065.08</u>	<u>3,000.00</u>	<u>4,615.02</u>	<u>6,389.25</u>
<b>530000 - Social Justice Expenses</b>				
531000 - Info & Advocacy Sub-Council	72.00	120.00	-	120.00
532000 - Miscellaneous		-	-	-
533000 - SJ Collection Disbursements	5,253.25	-	150.00	1,904.91
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
<b>Total 530000 - Social Justice Expenses</b>	<u>7,057.43</u>	<u>620.00</u>	<u>150.00</u>	<u>2,524.91</u>
<b>540000 - Spiritual Life Expenses</b>				
<b>541000 - Adult Programs</b>				
541100 - Administrative Expenses	3,767.88		627.09	
541200 - Compensation	1,960.00		400.00	
541300 - Credit Card Expense	2.70		0.74	
<b>Total 541000 - Adult Programs</b>	<u>5,730.58</u>	<u>7,000.00</u>	<u>1,027.83</u>	<u>7,000.00</u>
<b>542000 - Annual Retreat</b>				
<b>543000 - Music</b>				
543200 - Guest Musicians	425.00	2,400.00	800.00	2,400.00

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 11.30.2011	Budget Review 11.30.2011
<b>543300 · Sheet Music</b>				
<b>543400 · Instrument Maintenance</b>				
<b>543401 · Organ</b>	1,072.00	1,072.00	536.00	1,072.00
<b>543402 · Piano</b>	270.00	900.00	220.00	900.00
<b>Total 543400 · Instrument Maintenance</b>	<u>1,342.00</u>	<u>1,972.00</u>	<u>756.00</u>	<u>1,972.00</u>
<b>Total 543000 · Music</b>	1,767.00	4,372.00	1,556.00	4,372.00
<b>544000 - Religious Education</b>				
<b>544200 · Supplies</b>	199.80	600.00	120.14	600.00
<b>544300 - Guest at Your Table</b>	216.35	-	-	-
<b>544500 · Ski Trip</b>	400.00	600.00	-	600.00
<b>544700 · Curriculum</b>		300.00	298.50	300.00
<b>544800 · Religious Education - Other</b>				
<b>544802 · Training</b>		300.00	-	300.00
<b>544803 · RE Staff Recruitment</b>		100.00	-	100.00
<b>544804 · RE Staff Security Checks</b>		25.00	-	25.00
<b>544805 · RE Classroom Refurbishment</b>		100.00	-	100.00
<b>544806 - Sleeping Out In Boxes</b>	2,345.00	-	-	-
<b>Total 544800 · Religious Education - Other</b>	<u>2,345.00</u>	<u>525.00</u>	<u>-</u>	<u>525.00</u>
<b>Total 544000 · Religious Education</b>	<u>3,161.15</u>	<u>2,025.00</u>	<u>418.64</u>	<u>2,025.00</u>
<b>545000 · Worship</b>				
<b>545100 · Guest Speakers</b>	450.00	400.00	-	400.00
<b>545200 · Flowers &amp; Candles</b>	346.62	500.00	92.93	500.00
<b>545201 - Hymnals</b>	285.00		310.00	310.00
<b>545300 · Recording Expense</b>		-	-	-
<b>Total 545000 · Worship</b>	<u>1,081.62</u>	<u>900.00</u>	<u>402.93</u>	<u>1,210.00</u>
<b>Spiritual Life Other</b>				
<b>Total 540000 · Spiritual Life Expenses</b>	<u>11,740.35</u>	<u>14,297.00</u>	<u>3,405.40</u>	<u>14,607.00</u>
<b>550000 · Compensation</b>				
<b>551000 · DRE</b>				

	Year-End Actual	Approved Budget	Actual	Budget Review
	2010-2011	2011-2012	11.30.2011	11.30.2011
<b>551100 · Salary/Wages</b>	28,425.08	28,425.18	6,484.38	28,425.18
<b>551200 · Pension</b>	2,864.29	2,842.51	864.59	2,842.51
<b>551300 · Insurance</b>	5,640.36	6,136.36	1,428.57	6,136.36
<b>551400 · Professional Development</b>	270.00	2,000.00	-	2,000.00
<b>551500 · FICA</b>	2,174.52	2,174.52	496.05	2,174.52
<b>551700 - Health Reimbursement</b>	2,500.00	2,500.00	625.00	2,500.00
<b>Total 551000 · DRE</b>	<u>41,874.25</u>	<u>44,078.57</u>	<u>9,898.59</u>	<u>44,078.57</u>
<b>552000 · Minister</b>				
<b>552100 · Salary/Wages</b>	34,517.75	22,000.00	9,166.65	9,166.65
<b>552200 · Pension</b>	24,000.00	20,000.00	8,333.35	10,000.02
<b>552300 · Insurance</b>	13,080.75	13,347.36	7,201.31	8,940.46
<b>552400 · Professional Development</b>	15,110.52	6,611.58	2,754.85	3,305.82
<b>552500 · FICA</b>	5,864.04	3,225.00	1,343.75	1,612.50
<b>552600 · Housing Allowance</b>	28,270.39	21,000.00	8,750.00	10,066.55
<b>552700 - Health Reimbursement</b>	5,000.00	2,500.00	825.99	1,249.99
<b>Total 552000 · Minister</b>	<u>125,843.45</u>	<u>88,683.94</u>	<u>38,375.90</u>	<u>44,341.99</u>
<b>552001 · Consulting Minister</b>				
<b>552101 · Salary/Wages</b>	-	-	2,434.63	2,434.63
<b>552201 · Pension</b>	-	-	-	26,397.37
<b>552301 · Insurance</b>	-	-	123.75	1,494.00
<b>552401 · Professional Expenses</b>	-	-	629.50	5,036.00
<b>552501 · FICA</b>	-	-	481.50	3,852.00
<b>552601 · Housing Allowance</b>	-	-	4,400.00	35,200.00
<b>552701 - Health Reimbursement</b>	-	-	-	-
<b>Total 552000 · Consulting Minister</b>	<u>-</u>	<u>-</u>	<u>8,069.38</u>	<u>74,414.00</u>
<b>553000 · Building Staff</b>				
<b>553100 · Salary/Wages</b>				
<b>553101 · Sunday Sexton</b>	2,130.00	2,000.00	617.50	2,000.00
<b>553102 · Custodian</b>	3,350.00	4,000.00	1,100.00	4,000.00
<b>553103 · Sexton</b>	9,450.00	10,500.00	3,114.00	10,500.00
<b>553104 · Evening Attendant</b>	3,632.50	-	195.00	195.00
<b>Total 553100 · Salary/Wages</b>	<u>18,562.50</u>	<u>16,500.00</u>	<u>5,026.50</u>	<u>16,695.00</u>

	Year-End Actual 2010-2011	Approved Budget 2011-2012	Actual 11.30.2011	Budget Review 11.30.2011
553500 · FICA	1,419.32	1,491.75	384.53	1,491.75
<b>Total 553000 · Building Staff</b>	<b>19,981.82</b>	<b>17,991.75</b>	<b>5,411.03</b>	<b>18,186.75</b>
<b>554000 · Music Staff</b>				
554100 · Salary/Wages				
554101 · Music Director	17,038.44	13,000.00	5,500.00	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
<b>Total 554100 · Salary/Wages</b>	<b>29,076.00</b>	<b>14,900.00</b>	<b>5,500.00</b>	<b>14,900.00</b>
554500 · FICA	2,223.48	1,139.85	420.75	1,139.85
<b>Total 554000 · Music Staff</b>	<b>31,299.48</b>	<b>16,039.85</b>	<b>5,920.75</b>	<b>16,039.85</b>
<b>555000 · Business Manager</b>				
555100 · Salary/Wages	38,878.98	44,428.80	18,425.80	45,487.17
555200 · Pension	3,856.29	4,442.88	1,812.27	4,339.32
555300 · Insurance	4,999.17	5,293.87	2,936.74	6,245.84
555500 · FICA	3,022.05	3,398.80	1,415.31	3,477.39
555700 · Health Reimbursement	1,472.56	1,375.00	917.56	2,001.45
<b>Total 555000 · Business Manager</b>	<b>52,229.05</b>	<b>58,939.35</b>	<b>25,507.68</b>	<b>61,551.17</b>
<b>556000 · Administrative Assistant</b>				
556100 · Salary/Wages	7,049.00	6,720.00	1,519.00	6,720.00
556200 · Pension				
556500 · FICA				
<b>Total 556000 · Administrative Assistant</b>	<b>7,049.00</b>	<b>6,720.00</b>	<b>1,519.00</b>	<b>6,720.00</b>
<b>557000 · Religious Education</b>				
557100 · Paid RE Staff				
557101 · Nursery & Child Care	1,823.75	1,800.00	532.50	1,800.00
557103 · Youth Advisor	4,501.90	4,501.90	1,904.65	4,675.05
<b>Total 557100 · Paid RE Staff</b>	<b>6,325.65</b>	<b>6,301.90</b>	<b>2,437.15</b>	<b>6,475.05</b>
557105 · Paid RE Staff FICA	344.40	344.39	145.71	357.64
<b>Total 557000 · Paid RE Staff</b>	<b>6,670.05</b>	<b>6,646.29</b>	<b>2,582.86</b>	<b>6,832.69</b>

	Year-End Actual	Approved Budget	Actual	Budget Review
	2010-2011	2011-2012	11.30.2011	11.30.2011
<b>Total 550000 · Compensation</b>	<u>284,947.10</u>	<u>239,099.75</u>	<u>97,285.19</u>	<u>272,165.02</u>
<b>590000 - Other Expense</b>	<u>810.30</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Total Expense</b>	<u>403,490.24</u>	<u>346,946.00</u>	<u>131,704.24</u>	<u>384,815.99</u>
<b>Net Ordinary Income</b>	<u><u>9,948.12</u></u>	<u><u>-</u></u>	<u><u>44,508.52</u></u>	<u><u>(29,951.36)</u></u>