OUUC Board Meeting Minutes November 15, 2018 OUUC Classroom 3

Board officers present: Don Melnick, President, Fritz Wrede, Vice-president, John Tafejian, Treasurer, and Jim Anest, Secretary.

Members at large present: Wendy Tanner, Sara St. Clair, Maureen Canny.

Members at large not present: Barry Zickuhr, Christine Parke

Exofficio Board Member present: Reverend Eric Posa

Congregational members present: James Trujillo and Tiffany Feltch.

Opening words were shared by Don.

We all read the Board Covenant.

We reviewed the agenda and agreed to minor adjustments.

The Consent agenda was approved, which included the October Board meeting minutes, John's financial report for October.

John presented a projection of 2018 revenue. He reported that pledges are projected to total \$430,000, for an estimated total income of \$487,000.

John presented and we discussed the 2019 budget which will be proposed to the congregation at our December 14 Congregational Meeting. The budget will total \$488, 574. A copy of John's Budget report is attached the note below.

We discussed the specific terms of the proposed contract for the new settled minister. We considered some revised standard language suggested by the UUA. We agreed upon the language for the Negotiations Team.

We discussed the compensation package for the new Settled Minister and agreed on a minimum offer of \$77,000, understanding that there would be some room to negotiate based on years of experience and other relevant factors.

The Ministerial Search Team (MST) was represented by James Trujillo and Tiffany Feltch. They reported that they are on schedule to submit quality products to the UUA, and expect the Congregational Record to be completed by the end of November.

We discussed and approved the Monitoring Calendar. See the specifics below in a note.

We agreed to move the next Board Meeting to December 6 in order to give us more time to prepare for the December 14 Congregational Meeting.

We adjourned our regular meeting and had a short meeting in Executive Session, in response to a request for information as a part of a routine fiscal review.

Then in the open session that followed we voted to: 1) Provide a copy of Thomas's resignation agreement, but 2 declined providing contact information for the then board President because she is no longer a members of this congregation. We did agree to give the financial reviewer opportunity to talk with still sitting board members, Jim Anest and Wendy Tanner, who were on the board at the time of Thomas's resignation.

The next board meeting will be Thursday, December 6, 2018.

Submitted this 16th day of November, 2018 by Jim Anest, Board Secretary.

(See 2 Notes below)

Note 1: 2019 Budget proposed by the Board

MINISTRY AREA - COMMUNITY LIFE		Values		
Member Services \$885 \$760 \$760 Partner Church \$710 \$710 \$710 Young Adults \$150 \$150 \$150 =MINISTRY AREA - EXECUTIVE/BOARD \$113,960 \$88,650 \$92,427 Committee on Ministry \$500 \$500 \$76,001 \$78,347 Financial - Fixed - Loans, Dues \$91,857 \$76,001 \$78,347 Financial - Variable - Fees, Bookkeeping, Insu \$17,553 \$8,549 \$8,549 Fundraising \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 Leadership Development \$800 \$800 \$800 \$800 \$800 Minister Search \$1,25 \$1,000 \$800 \$800 \$800 Ministry AREA - FAITH DEVELOPMENT \$7,291 \$7,075 \$7,075 \$7,075 Adult Education \$1,125 \$1,000 \$4,600 \$4,500 \$4,500 Addiction Ministry \$200 \$200 \$100 \$4,600 \$4,500 \$4,500 \$4,500 \$4,500 \$4,500	Row Labels	Sum of 2017 Budget	Sum of 2018 Budget	Sum of 2019 Budget
Partner Church	MINISTRY AREA - COMMUNITY LIFE	\$1,595	\$1,620	\$1,620
Young Adults \$150 \$150 =MINISTRY AREA - EXECUTIVE/BOARD \$113,960 \$88,650 \$92,427 Committee on Ministry \$500 \$500 \$78,347 Financial - Fixed - Loans, Dues \$91,857 \$76,001 \$78,347 Financial - Variable - Fees, Bookkeeping, Insu \$17,553 \$8,549 \$8,549 Fundraising \$2,500 \$2,500 \$2,500 \$2,500 Leadership \$7750 \$800 \$800 \$800 Leadership Development \$800 \$800 \$800 Minister Search \$1,431 \$7,075 \$7,075 HMINISTRY AREA - FAITH DEVELOPMENT \$7,291 \$7,075 \$7,075 Adult Education \$1,125 \$1,000 \$1,000 Family Ministry \$6,166 \$6,075 \$6,075 HINISTRY AREA - FAITH IN ACTION \$4,650 \$4,600 \$4,500 Addiction Ministry \$200 \$200 \$3,000 \$3,500 Faith in Action - BENEV \$3,500 \$35,000 \$3,500 \$3,500 \$3,500	Member Services	\$885	\$760	\$760
MINISTRY AREA - EXECUTIVE/BOARD	Partner Church	\$710	\$710	\$710
Committee on Ministry	Young Adults		\$150	\$150
Financial - Fixed - Loans, Dues \$91,857 \$76,001 \$78,347 Financial - Variable - Fees, Bookkeeping, Insu \$17,553 \$8,549 \$8,545 Fundraising \$2,500 \$2,500 \$2,500 Leadership \$750 \$800 \$800 Leadership Development \$800 \$800 \$800 Minister Search \$1,431 \$1,431 HMINISTRY AREA - FAITH DEVELOPMENT \$7,291 \$7,075 \$7,075 Adult Education \$1,125 \$1,000 \$1,000 Family Ministry \$6,166 \$6,075 \$6,075 HINISTRY AREA - FAITH IN ACTION \$4,650 \$4,600 \$4,500 Addiction Ministry \$200 \$200 \$3,500 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Gerean Sanctuary \$350 \$250 \$250 HINISTRY AREA - RESOURCE MINISTRY \$41,411 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500	MINISTRY AREA - EXECUTIVE/BOARD	\$113,960	\$88,650	\$92,427
Financial - Variable - Fees, Bookkeeping, Insu \$17,553 \$8,549 \$8,545 Fundraising \$2,500 \$2,500 \$2,500 \$2,500 Leadership \$750 \$800 \$800 Leadership Development \$800 \$800 \$800 Minister Search \$1,431 MINISTRY AREA - FAITH DEVELOPMENT \$7,291 \$7,075 \$7,075 Adult Education \$1,125 \$1,000 \$1,000 Family Ministry \$6,166 \$6,075 \$6,075 MINISTRY AREA - FAITH IN ACTION \$4,650 \$4,600 \$4,500 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Green Sanctuary \$350 \$250 \$250 MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,017 Addio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$500 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Office \$17,834 \$12,007 \$12,717 MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Sylond \$1,061 \$1,062 \$2,000 \$3,500 Office \$17,834 \$12,007 \$12,717 MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 \$3,500 PPERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$24,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703 Salaria	Committee on Ministry	\$500		
Fundraising	Financial - Fixed - Loans, Dues	\$91,857	\$76,001	\$78,347
Leadership \$750 \$800 \$800 Leadership Development \$800 \$800 \$800 Minister Search \$1,431 ■MINISTRY AREA - FAITH DEVELOPMENT \$7,291 \$7,075 \$7,075 Adult Education \$1,125 \$1,000 \$1,000 Family Ministry \$6,166 \$6,075 \$6,075 ■MINISTRY AREA - FAITH IN ACTION \$4,650 \$4,600 \$4,500 Addiction Ministry \$200 \$200 \$3,500 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Green Sanctuary \$330 \$250 \$250 ■MINISTRY AREA - RESOURCE MINISTRY \$41,411 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$500 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Kitchen \$1,600 \$800 \$800 Kitchen \$1,600	Financial - Variable - Fees, Bookkeeping, Insu	\$17,553	\$8,549	\$8,549
Leadership Development \$800 \$800 \$800 \$800 Minister Search \$1,431 \$1,431 \$1,431 \$1,431 \$1,431 \$1,000 \$1	Fundraising	\$2,500	\$2,500	\$2,500
Minister Search \$1,431 ■ MINISTRY AREA - FAITH DEVELOPMENT \$7,291 \$7,075 \$7,075 Adult Education \$1,125 \$1,000 \$1,000 Family Ministry \$6,166 \$6,075 \$6,075 ■MINISTRY AREA - FAITH IN ACTION \$4,650 \$4,600 \$4,500 Addiction Ministry \$200 \$200 \$100 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Green Sanctuary \$350 \$250 \$250 ■ MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,007 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$500 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,712 ■MINISTRY AREA - SPIRITUAL LIFE	Leadership	\$750	\$800	\$800
MINISTRY AREA - FAITH DEVELOPMENT \$7,291 \$7,075 \$7,075 Adult Education \$1,125 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$1,000 \$2,000 \$4,500 \$4,500 \$4,500 \$4,500 \$4,500 \$4,500 \$4,500 \$4,500 \$4,500 \$4,500 \$1,000 \$	Leadership Development	\$800	\$800	\$800
Adult Education \$1,125 \$1,000 \$1,000 Family Ministry \$6,166 \$6,075 \$6,075 MINISTRY AREA - FAITH IN ACTION \$4,650 \$4,600 \$4,500 Addiction Ministry \$200 \$200 \$100 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Green Sanctuary \$350 \$250 \$250 General Support \$41,411 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$500 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 *MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 *Vorship Arts	Minister Search			\$1,431
Family Ministry \$6,166 \$6,075 \$6,075 ■MINISTRY AREA - FAITH IN ACTION \$4,650 \$4,600 \$4,500 Addiction Ministry \$200 \$200 \$100 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Green Sanctuary \$350 \$250 \$250 ■MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$0 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 ■ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONN	MINISTRY AREA - FAITH DEVELOPMENT	\$7,291	\$7,075	\$7,075
MINISTRY AREA - FAITH IN ACTION	Adult Education	\$1,125	\$1,000	\$1,000
Addiction Ministry \$200 \$200 \$100 Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Green Sanctuary \$350 \$250 \$250 = MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$0 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Kitchen \$1,600 \$800 \$800 Music \$1,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 PERSONNEL \$327,248 \$335,080 \$34,035 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 <td>Family Ministry</td> <td>\$6,166</td> <td>\$6,075</td> <td>\$6,075</td>	Family Ministry	\$6,166	\$6,075	\$6,075
Faith in Action - BENEV \$3,500 \$3,500 \$3,500 General Support \$600 \$650 \$650 Green Sanctuary \$350 \$250 \$250 ■ MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$0 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 ■ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574	MINISTRY AREA - FAITH IN ACTION	\$4,650	\$4,600	\$4,500
General Support \$600 \$650 \$650 Green Sanctuary \$350 \$250 \$250 ➡ MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$0 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 ➡ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 ➡ Worship Arts \$2,500 \$2,500 \$2,500 ➡ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326	Addiction Ministry	\$200	\$200	\$100
Green Sanctuary \$350 \$250 \$250 = MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$50 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,495	Faith in Action - BENEV	\$3,500	\$3,500	\$3,500
= MINISTRY AREA - RESOURCE MINISTRY \$41,141 \$35,307 \$36,017 Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$0 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 = MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 = PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,495 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 </td <td>General Support</td> <td>\$600</td> <td>\$650</td> <td>\$650</td>	General Support	\$600	\$650	\$650
Audio Visual \$1,062 \$500 \$500 Buildings and Grounds - Annex \$1,000 \$500 \$0 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 ■ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,495 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703 <td>Green Sanctuary</td> <td>\$350</td> <td>\$250</td> <td>\$250</td>	Green Sanctuary	\$350	\$250	\$250
Buildings and Grounds - Annex \$1,000 \$500 \$0 Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 ■ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,495 Professional Exp & Other Benefits \$14,060 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	MINISTRY AREA - RESOURCE MINISTRY	\$41,141	\$35,307	\$36,017
Buildings and Grounds - Main \$17,595 \$19,000 \$17,500 Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 ■ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,495 Professional Exp & Other Benefits \$14,035 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Audio Visual	\$1,062	\$500	\$500
Caretaker \$2,050 \$2,500 \$4,500 Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,493 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Buildings and Grounds - Annex	\$1,000	\$500	\$0
Kitchen \$1,600 \$800 \$800 Office \$17,834 \$12,007 \$12,717 ■ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Buildings and Grounds - Main	\$17,595	\$19,000	\$17,500
Office \$17,834 \$12,007 \$12,717 ■ MINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,495 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Caretaker	\$2,050	\$2,500	\$4,500
HMINISTRY AREA - SPIRITUAL LIFE \$6,000 \$6,000 \$6,000 Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 HPERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Kitchen	\$1,600	\$800	\$800
Music \$3,500 \$3,500 \$3,500 Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Office	\$17,834	\$12,007	\$12,717
Worship Arts \$2,500 \$2,500 \$2,500 ■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	MINISTRY AREA - SPIRITUAL LIFE	\$6,000	\$6,000	\$6,000
■ PERSONNEL \$327,248 \$335,080 \$340,935 Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Music	\$3,500	\$3,500	\$3,500
Compensation - Hourly \$7,200 \$16,617 \$18,342 Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Worship Arts	\$2,500	\$2,500	\$2,500
Compensation - Salaried \$233,912 \$230,883 \$233,574 Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	■ PERSONNEL	\$327,248	\$335,080	\$340,935
Life/Disability Benefit \$4,410 \$4,275 \$4,326 Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Compensation - Hourly	\$7,200	\$16,617	\$18,342
Payroll Taxes \$14,732 \$16,428 \$16,499 Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Compensation - Salaried	\$233,912	\$230,883	\$233,574
Professional Exp & Other Benefits \$14,460 \$14,035 \$14,035 Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Life/Disability Benefit	\$4,410	\$4,275	\$4,326
Retirement Benefits \$21,875 \$21,206 \$21,456 UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Payroll Taxes	\$14,732	\$16,428	\$16,499
UUA Med/Dent Plan \$30,659 \$31,636 \$32,703	Professional Exp & Other Benefits	\$14,460	\$14,035	\$14,035
	Retirement Benefits	\$21,875	\$21,206	\$21,456
Grand Total \$501,885 \$478,332 \$488,574	UUA Med/Dent Plan	\$30,659	\$31,636	\$32,703
	Grand Total	\$501,885	\$478,332	\$488,574

Note 2: Ends Monitoring Calendar

Monitoring Schedule

Pol. #	Policy	Proc.	Frequency	Interpretation Confirmed	Monitoring Month
1.1.0	Ends	IR	Annually		September
	 UU Identities 			October	
	 Hearts Filled 			November	
	 Welcome All 			November	
	 Responds to Needs 			December	
	Justice Work			December	
	Environment			January	
II.2.0	Global Exec. Constraint	IR	Annually	January	April
II.2.1	Treatment of Congregants	IR	Annually	March	June
11.2.2	Treatment of Staff	DI	Annually	March	June
II.2.3	Financial Plng. & Budgeting	DI	Annually	August	November
II.2.4	Financial Cond. & Activities	IR	Quarterly	August	February., May, August., November
		Ext	As Needed		
II.2.5	Emergency Minister Succession	IR	Annually	February	May
II.2.6	Asset Prot.	IR	Annually	October	January
11.2.7	Comp & Ben	IR	Annually	January	April
		Ext	As Needed		
II.2.8	Communication & Support	IR	Annually	December	March
III.	Board-Exec. Delegation	DI	Annually		May
IV.	Gov. Process	DI	Annually		December

<u>Procedure for Monitoring:</u> IR= Internal Review, DI= Direct Inspection by the Board EXT=External Review (e.g.financial review)

Adopted by Board of Trustees 4-14-2016 Ends Policy added 4-25-2016, Updated 12-13-16, 5-11-17,12-6-2018