

UNITARIAN SOCIETY OF NEW HAVEN
MINUTES OF THE CONGREGATIONAL MEETING
May 20, 2018

Approved November 11, 2018

Attendance: 68

Quorum requires 36 members.

D. Gelperin called the Meeting to order at 12:04 pm and P. Miller recorded the minutes. D. Gelperin read the USNH Covenant.

D. Gelperin and P.J. Deak counted 68 members present for a quorum.

D. Stagg introduced the mortgage proposal presentation. ***The proposed covenant and the mortgage proposal are attached at the end of the minutes.*** The mortgage for the construction of the sanctuary was refinanced in 2008 to allow additional borrowing for the installation of a sprinkler system. The current mortgage balloons and must be paid back by July 2, 2018. The exterior dryvit must be repaired or replaced. This is estimated to be a \$60,000 expense and will be added to the \$380,000 required for the mortgage repayment. The best bank option from the three banks contacted is with Webster Bank for 15 years at 5.9%. This would halve our mortgage obligation. Endowment & Legacies has proposed a plan to match the bank, but this plan will be less expensive, having little or no closing costs.

F. Morrison talked about the proposed mortgage covenant. G. Seaman put together the documents which were presented. G. Burton provided pro bono advise on the covenant. L. Lloyd Joiner assisted with the preparation of the proposal. The proposed covenant will reduce our annual operating costs and will reduce the closing costs that would be required by a bank. We will maintain the expected return on the endowment. In 2014, we began a 10-year campaign to grow the endowment to \$2.5 million by 2024. This is intended to provide future income for USNH. We would be able to contribute \$50,000 per year to operating expenses when that goal is reached.

The mortgage plan is not a loan. It is a mortgage payment contribution. Funds would be paid back over 15 years. After 7 years, the interest rate would be recalculated within a range of 3-7%. The money does not come from the endowment principle. It will come from growth funds. The endowment is worth \$1,100,000. Over half that amount is from growth. We need \$440,000 for this proposal.

J. Hill stated that this plan will not reduce the value of the endowment.

G. Feeley asked if it really is as clear cut as it sounds? L. Mehta responded that we are paying ourselves the interest. The endowment does not become smaller.

J. Rosenthal commended the hard work behind the plan. Will the obligation be the same as if we borrowed from a bank? How do we repossess our building for failure to repay the amount?

J. Trimble Shapiro asked if there are no restrictions in the bylaws on taking money from the growth of the endowment fund? F. Morrison replied that is correct.

D. Johnson said that we are borrowing from our 401K. If we can only use the interest on the endowment, why not pay off the mortgage? F. Morrison replied that would abrogate the goal of growing the endowment to \$2.5 million. D. Johnson asked if that is the only way to fulfill the commitment? F. Morrison answered, yes, it is. We will continue to encourage contributions to the endowment.

S. Forman asked if we do not spend the \$500,000 for the mortgage, what would we do with the money? F. Morrison stated that the congregation determines that. We will continue to make 2% contribution to the operating budget. The calculation for the 2% will not be reduced by framing this "mortgage" as an asset to be paid back.

L. DeVos asked why is it for 7 years? F. Morrison replied that it is a 15-year payback period with a chance to revisit at 7 years, given that we can't predict the market. The proposal is to use the previous 3 years of endowment reports to calculate the new rate. L. DeVos noted that we might be at \$2.5 million by then.

B. Congdon noted that the advantage is that during the second half of the repayment period we won't be paying interest on the full \$440,000. The principal will have been partially repaid. This is not typical of a bank loan.

P. Trotta asked if a motion is in order? D. Gelperin replied that the discussion can continue before a motion is made.

J. Copes asked is this legal in Connecticut? What happens if there is a change that would render it not legal? F. Morrison stated that G. Burton advised this conforms with all known non-profit laws. Our bylaws may be changed but they would be changed by this body.

D. Jones commented that this is a compromise proposal. This is the best compromise we could get to repay the money and keep the endowment going. It will give us flexibility.

A. Clark noted that the clear savings will be transaction costs. What are those costs? F. Morrison replied that they are estimated at \$5,000 – \$8,000.

D. Stagg stated that the Webster costs would be around \$5000. We won't know the exact costs until the documents are signed. A. Clark then commented that after 7 years we have the risk that our interest rate goes up if the market improves. This risk is not so large. The pro is that we are saving costs, the con is if the market takes off we have an increased interest rate. F. Morrison stated that we capped the interest rate at 7%. This mitigates the risk. If the market tanks we stay with 3% to maintain income. Another risk is that USNH decides not to pay it back, therefore we have the covenant.

L. Barrett asked whether another benefit is that we are not paying up front interest? Are we reducing principal more quickly? F. Morrison answered no, we will still pay interest.

G. Seaman commented that having a covenant provides more flexibility than a bank. We would have penalties for early payment if we were using a bank.

C. Chelcun expressed gratitude for those who worked out this proposal. While working on the stewardship campaign she learned that stewardship goals have become more difficult to reach. This will help.

C. Stockton asked whether we can change the covenant at any time? F. Morrison assumes so, but it would require intense discussion among ourselves. There is a lot of flexibility.

P. Myers is in favor of the proposal. She is struck that we are fortunate to have this conversation, that we have this endowment available.

M. Goodwin noted that this is the ultimate in ethical and politically correct investment, we are investing in ourselves and the community.

D. Gelperin stated that it is time for motion.

MOTION by G. Feeley, to approve the covenant as written. SECONDED by P. Trotta;

PASSED unanimously; 73 approved, 0 opposed, 0 abstentions.

D. Gelperin thanked those who worked on the proposal.

MOTION by D. Gelperin, to adjourn the meeting. SECONDED by D. Pascale; PASSED unanimously.

The Congregational Meeting adjourned at 12:39 pm.

Attachments:

Repayment Covenant
2018-2019 Operating Budget Working Draft

Unitarian Society of New Haven DRAFT

Covenant Concerning Use of USNH Endowment Funds to Retire Mortgage

This covenant has been proposed by the Endowment and Legacies Committee (the "Committee"), recommended by the Management Team and by the Board of Trustees, and approved by Congregational vote at a duly called meeting on _____. This covenant reflects the intent of the Congregation and its members and officers ("USNH") regarding endowment funds proposed to be used to retire the mortgage owed by USNH.

PURPOSE

This proposal by the Endowment and Legacies Committee (the Committee) proposes terms by which USNH will use money from its endowment in order to pay off its current mortgage. The goals are:

1. To reduce USNH operating costs by paying off the commercial mortgage using endowment funds
2. To reduce the cost of refinancing by reducing or eliminating bank, accounting, and legal fees
3. To maintain the expected returns that the endowment would earn if it were invested, so that the endowment will continue to grow

ENDOWMENT CONTRIBUTION

The Endowment and Legacies Committee shall transfer from funds under its control and management (the "Endowment") to the operating budget of USNH the sum of \$440,000 (the "Mortgage Payoff Contribution"). These funds shall be used by USNH to pay off the balance of the mortgage on USNH property and for certain capital repairs and improvements to the property.

ENDOWMENT RESTORATION

In order to support the long term financial sustainability of USNH that the Endowment provides, and in consideration of future savings by USNH on account of the elimination of interest, loan closing and maintenance costs owed to a bank lender, USNH covenants FOR FIFTEEN YEARS to restore to the Endowment the Mortgage Payoff Contribution plus the reasonably anticipated investment return that would have been earned by the Endowment on that amount.

During any period in which USNH is otherwise unable to make monthly payments specified below to Endowment when due, USNH will make the monthly payments to Endowment from its operating reserve.

If any difference or misunderstanding arises as to this covenant at any time before the completion of the payback, such dispute will be resolved by a committee of two members each from the Management Team and the Endowment and Legacies Committee with the assistance of one or more members of the Right Relations Team

FIRST SEVEN YEARS

For the first seven (7) years following the Mortgage Payoff Contribution from Endowment, USNH covenants to contribute \$3,642.03 per month to the Endowment ("Endowment Restoration Contributions"). This Endowment Restoration Contribution amount is based on equal payments that would, if paid for fifteen (15) years, restore the Mortgage Payoff Contribution, as well as provide a return on that amount of 5.7% per year.

REMAINING EIGHT YEARS

Beginning with the eighth (8th) year, the interest rate for each year on the remaining principal balance shall be equal to the average actual return on the endowment investment funds for the previous three years, provided that the interest rate shall never be more than 7% nor lower than 3%.

Mortgage Information

13May18

1. A mortgage of \$850,000 was taken with Citizens Bank 11/18/03 to pay the balance of the sanctuary (after capital campaign payments) and was refinanced 6/30/08 to add \$150,000 for the sprinkler system for the day care rental.
2. This modified mortgage is our current mortgage:
 - a. Principal of \$802,103 at 6.67% with a 15-year 4-month amortization
 - b. Mortgage payments are \$84,800 this budget year (about \$7000 per month).
 - c. It has a 10-year "balloon" in that we are required to refinance by June 30, 2018 (July 2 since June 30 is a Saturday) at current interest rates.
 - d. The principal at refinance will be about \$380,000 (\$379,699.84).
3. Citizens Bank, Webster Bank, and Peoples Bank have offered refinancing with:
 - a. Rates around 5.7%
 - b. Various fees, like appraisal, title search, attorneys, etc.
 - c. Amortization can be 10, 15 or 20 years
4. Endowment has proposed a mortgage repayment plan that has:
 - a. 5.7 % interest on \$440,000 (\$380,000 plus \$60,000 for capital projects)
 - b. 15-year amortization
 - c. Monthly payments of \$3642, or \$43,704 per year.
 - d. Use of Endowment fund growth only, not any of the donated amount
 - e. After 7 years, the most recent 3-year compounded annual growth will be used to reset the interest rate, within the range 3-7%.
5. Other Endowment information
 - a. Currently there are three Endowment funds. 31-Mar-18 values were:
 - i. 1978 fund (invested in UUA Common Endowment Fund)
 - ii. Winchell Fund (invested at Schwab)
 - iii. 1989 Fund (invested at Schwab)

| Fund | <u>1978 fund</u> | <u>1989 fund</u> | <u>Winchell fund</u> | <u>Totals</u> |
|------------------------|------------------|------------------|----------------------|----------------|
| Donations (restricted) | \$ 41,000 | \$ 185,544 | \$ 357,818 | \$ 584,362 |
| Growth | <u>205,605</u> | <u>29,494</u> | <u>317,651</u> | <u>552,770</u> |
| Totals | 246,605 | 215,038 | 675,469 | 1,137,112 |

- b. Endowment funds are invested 75% in securities and 25% in fixed income. Funds will be withdrawn from 1978 and Winchell Funds so that the mix of expected returns will be about 5.7%.
- c. New donations can still be made to Endowment, and will be permanently restricted.
- d. The mortgage repayment from Endowment will be paid back monthly from the annual operating budget, and will be an asset in the Endowment portfolio.
- e. Monthly payments will be invested in Endowment funds.
- f. Endowment will continue to make annual contributions to the operating fund, based on the total assets, which will include the mortgage repayment balance as an asset.

| | | 2015-16 Budget | 2015-16 Actual | 2016-17 Budget | 2016-2017 Actual | 2017-18 Budget | 3/31/2018 actual | % of Budget | Proposed budget | Comments (from 17-18 and for 18-19) | |
|----|---|-------------------|-------------------|-------------------|---------------------|-------------------|---------------------|----------------|--------------------|---|-----------|
| | INCOME | | | | | | | | | | |
| 1 | 4000 Pledges | 467,829.00 | 466,265.00 | 465,000.00 | 448,594.93 | 461,742.00 | 354,667.15 | 76.8% | 462,000.00 | Pledges to date plus anticipated pledges | 1 |
| 2 | 4100 Collection Plate | 23,000.00 | 26,227.00 | 25,000.00 | 25,264.25 | 25,000.00 | 17,090.65 | 68.4% | 25,000.00 | same as last year | 2 |
| 3 | 4200 Misc. donations, incl. Coffee and Flower donations | 3,300.00 | 1,923.00 | 2,000.00 | 1,961.42 | 1,500.00 | 1,020.94 | 68.1% | 1,500.00 | same as last year | 3 |
| | 4300 Rentals | | | | | | | | | | |
| 4 | 4310 Regular Tenant | 55,520.00 | 54,903.00 | 58,000.00 | 57,781.00 | 58,000.00 | 43,317.00 | 74.7% | 58,000.00 | FC 59,000 | 4 |
| 5 | 4320 Incidental | 7,400.00 | 5,750.00 | 6,000.00 | 9,303.00 | 8,000.00 | 4,905.00 | 61.3% | 7,000.00 | FC 8,000 | 5 |
| 6 | 4400 RE Income | 900.00 | 1,150.00 | 900.00 | 170.00 | 0.00 | 250.00 | | 500.00 | based on actuals | 6 |
| | 4500 Fundraising | | | | | | | | | | |
| 7 | | 14,000.00 | 14,282.00 | 16,000.00 | 16,689.37 | 21,500.00 | 18,399.52 | 85.6% | 21,000.00 | Additional Income projected for another Service Auction | 7 |
| 8 | BLUU fundraising | | | | | | | | 3,500.00 | New activity - See Note 1. | 8 |
| | 4600 Interest | | | | | | | | | New 1 yr CD at 1.7% APY, monthly interest. Assume renewal at same rate. | 9 |
| 9 | | 1,000.00 | 1,089.00 | 1,500.00 | 630.01 | 500.00 | 5.28 | 1.1% | 1,700.00 | | |
| | 4700 Restricted Funds Released | | | | | | | | | | |
| | Released from Senn fund | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 | 100.0% | 0.00 | Restricted fund for RE. Used to bring DRE to full time. Depleted this year. | 10 |
| | Released from Emerson fund | | | | | | | | | Restricted fund for RE. Used to help bring DRE to full time. Funds remain for future use. | 11 |
| 11 | | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | 100.0% | 10,000.00 | | 11 |
| 12 | 4900 Endowment contribution (2%) | 16,255.00 | 16,255.00 | 17,461.00 | 17,461.00 | 27,000.00 | 9,096.50 | 33.7% | 19,062.00 | Approx 2% of Endowment. 3% in 2017-18. | 12 |
| 13 | Total Income | 616,327.00 | 602,844.00 | 606,861.00 | 592,854.98 | 618,242.00 | 463,752.04 | 75.0% | 609,262.00 | Total Income | 13 |
| | EXPENSES | | | | | | | | | | |
| 14 | Facility | | | | | | | | | | |
| 15 | 5100 Utilities | 39,000.00 | 23,976.00 | 31,000.00 | 23,754.93 | 27,000.00 | 17,650.57 | 65.4% | 25,000.00 | Decreased due to switch to natural gas. | 16 |
| 16 | 5120 Maintenance and Repair | 10,000.00 | 13,428.00 | 9,200.00 | 7,138.74 | 9,200.00 | 1,699.93 | 18.5% | 9,200.00 | Some expenses moved to Property management and Landscape. | 17 |
| 17 | 5130 Property management | 20,000.00 | 8,084.00 | 8,000.00 | 9,396.88 | 9,000.00 | 7,024.54 | 78.1% | 9,000.00 | Some expenses moved to Office Service Contracts and snow removal moved to Landscape. | 18 |
| 18 | 5140 Custodial Supplies | 4,200.00 | 3,598.00 | 3,500.00 | 2,665.90 | 2,700.00 | 2,163.49 | 80.1% | 2,700.00 | Estimation based on actuals | 19 |
| 19 | 5150 Landscape | 2,000.00 | 12,460.00 | 11,000.00 | 9,506.78 | 10,000.00 | 10,534.25 | 105.3% | 10,000.00 | mostly snow removal | 20 |
| 20 | 5160 Security/Alarm system | 360.00 | 3,175.00 | 3,260.00 | 3,571.84 | 3,000.00 | 2,301.93 | 76.7% | 3,000.00 | same as last year | 21 |
| 21 | Facility total | 75,560.00 | 64,721.00 | 65,960.00 | 56,035.07 | 60,900.00 | 41,374.71 | 67.9% | 58,900.00 | | 22 |
| 22 | Communication, Media | | | | | | | | | | |
| 23 | 5200 Office Supplies (copier paper, supplies) | 1,800.00 | 1,418.00 | 1,500.00 | 1,431.74 | 2,000.00 | 1,209.41 | 60.5% | 2,000.00 | same as last year | 24 |
| 24 | 5220 Postage | 1,150.00 | 739.00 | 700.00 | 791.48 | 1,000.00 | 630.75 | 63.1% | 1,000.00 | same as last year | 25 |
| 25 | 5230 Office service contracts (copier, Poland Spring) | 7,000.00 | 8,050.00 | 7,000.00 | 8,571.88 | 10,000.00 | 6,537.08 | 65.4% | 10,000.00 | same as last year | 26 |
| 26 | 5240 Cable service: Internet, phone, TV, wi-fi | 3,400.00 | 3,328.00 | 3,400.00 | 3,642.24 | 3,500.00 | 3,074.83 | 87.9% | 4,000.00 | New Contract | 27 |
| 27 | 5250 Office contingency | 500.00 | 119.00 | 400.00 | 295.21 | 300.00 | 0.00 | 0.0% | 0.00 | To be used in the case of overages or unexpected office expenses | 28 |
| 28 | 5260 Tech: hosting, software, licensing | 1,800.00 | 1,867.00 | 1,500.00 | 2,611.00 | 1,800.00 | 1,401.48 | 77.9% | 1,800.00 | Estimation based on actuals | 29 |
| 29 | Communication total | 15,650.00 | 15,521.00 | 14,500.00 | 17,343.55 | 18,600.00 | 12,853.55 | 69.1% | 18,800.00 | | 30 |

| | | 2015-16 Budget | 2015-16 Actual | 2016-17 Budget | 2016-2017 Actual | 2017-18 Budget | 3/31/2018 actual | % of Budget | Proposed budget | Comments (from 17-18 and for 18-19) | |
|----|------|----------------|----------------|----------------|------------------|----------------|------------------|-------------|-----------------|--|----|
| 31 | 5300 | | | | | | | | | | 31 |
| | | | | | | | | | | | |
| 32 | 5310 | 1,000.00 | 742.00 | 1,000.00 | 962.16 | 1,000.00 | 532.21 | 53.2% | 1,000.00 | same as last year | 32 |
| 33 | 5320 | 2,000.00 | 2,000.00 | 2,000.00 | 1,780.03 | 1,500.00 | 800.00 | 53.3% | 1,500.00 | same as last year | 33 |
| 34 | 5330 | 2,000.00 | 1,918.00 | 2,000.00 | 1,702.03 | 1,800.00 | 1,377.91 | 76.6% | 1,800.00 | same as last year | 34 |
| 35 | 5340 | 2,000.00 | 1,518.00 | 2,000.00 | 1,637.82 | 1,800.00 | 558.03 | 31.0% | 1,800.00 | same as last year | 35 |
| 36 | 5350 | 2,000.00 | 247.00 | 2,000.00 | 1,250.75 | 1,500.00 | 1,842.30 | 122.8% | 2,000.00 | Increase from last year | 36 |
| 37 | 5360 | 300.00 | 100.00 | 300.00 | | 150.00 | 0.00 | 0.0% | 150.00 | same as last year | 37 |
| 38 | 5370 | 100.00 | 84.00 | 245.00 | 210.89 | 200.00 | 131.50 | 65.8% | 200.00 | same as last year | 38 |
| 39 | 5380 | 200.00 | 120.00 | 200.00 | 200.00 | 200.00 | 0.00 | 0.0% | 200.00 | same as last year | 39 |
| 40 | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 40 | | 9,600.00 | 6,729.00 | 9,745.00 | 7,763.68 | 8,150.00 | 5,241.95 | 64.3% | 8,650.00 | | 40 |
| 41 | 5400 | | | | | | | | | | 41 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 41 | 5410 | | | | | | | | | | 41 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 42 | | 20,088.00 | 19,440.00 | 17,760.00 | 17,760.00 | 19,560.00 | 20,049.00 | 102.5% | | Jan 19, 2018 letter from UUA combines UUA & regional dues at 29,40\$. Propose \$1000 more than last year | 42 |
| 43 | 5420 | 6,480.00 | 7,128.00 | 6,512.00 | 6,512.00 | 7,172.00 | 0.00 | 0.0% | | | 43 |
| 44 | | 26,568.00 | 26,568.00 | 24,272.00 | 24,272.00 | 26,732.00 | 20,049.00 | 75.0% | 27,732.00 | 94% of requested amount | 44 |
| 45 | 5500 | | | | | | | | | | 45 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 45 | 5510 | | | | | | | | | | 45 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 46 | | 83,853.00 | 82,563.00 | 85,100.00 | 82,869.61 | 85,234.00 | 63,972.12 | 75.1% | 43,704.36 | Assuming 15 year payback of \$440,000 loan at 5.7% | 46 |
| 47 | 5520 | 7,200.00 | 7,262.00 | 7,900.00 | 7,790.00 | 7,900.00 | 7,791.00 | 98.6% | 7,900.00 | same as last year | 47 |
| 48 | 5530 | 4,700.00 | 3,875.00 | 4,350.00 | 3,500.00 | 3,500.00 | 3,600.00 | 102.9% | 3,600.00 | Estimation based on actuals | 48 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 49 | 5540 | 280.00 | 268.00 | 270.00 | 526.47 | 270.00 | 312.21 | 115.6% | 400.00 | We hope members will use other methods to fulfill pledges | 49 |
| 50 | 5550 | 600.00 | 600.00 | 600.00 | 600.00 | 0.00 | 900.00 | | 0.00 | Roof Loans repaid 12/31/2017 | 50 |
| 51 | 5560 | | 56.00 | | -138.83 | | 93.30 | | 200.00 | very variable | 51 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 52 | 5570 | 650.00 | 535.00 | 600.00 | 524.60 | 500.00 | 363.11 | 72.6% | 500.00 | We hope members will use other methods to fulfill pledges | 52 |
| 53 | 5570 | 100.00 | 248.00 | 250.00 | 133.35 | 250.00 | 285.82 | 114.3% | 250.00 | | 53 |
| 54 | 5580 | | 35.00 | 0.00 | 35.37 | 50.00 | 28.69 | 57.4% | 50.00 | same as last year | 54 |
| 55 | | 97,383.00 | 95,442.00 | 99,070.00 | 95,840.57 | 97,704.00 | 77,346.25 | 79.2% | 56,604.36 | Lower due to lower mortgage cost | 55 |
| 56 | 5600 | | | | | | | | | | 56 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 57 | 5610 | 245,650.00 | 270,572.00 | 249,370.00 | 239,085.27 | 243,640.00 | 180,121.20 | 73.9% | 248,512.82 | 2% COLA for employees with more than 1 year service | 57 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 58 | 5620 | 26,572.00 | 26,270.00 | 27,110.00 | 31,799.89 | 35,346.00 | 26,722.00 | 75.6% | 37,826.52 | Increase Membership Coordinator hours and rate. Add Hospitality Coordinator | 58 |
| 59 | 5625 | 0.00 | 4,673.00 | 12,000.00 | 11,456.25 | 12,000.00 | 9,307.50 | 77.6% | 14,250.00 | Increase Bookkeeper hours from 8 to 9.5 | 59 |
| 60 | 5630 | 37,286.00 | 26,201.00 | 24,247.00 | 22,978.87 | 26,659.00 | 17,881.10 | 67.1% | 26,659.00 | 10% increase midway through year | 60 |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 61 | 5640 | 7,675.00 | 6,048.00 | 7,366.00 | 7,138.84 | 8,149.00 | 6,488.93 | 79.6% | 8,963.90 | small increase | 61 |

| | | 2015-16 Budget | 2015-16 Actual | 2016-17 Budget | 2016-2017 Actual | 2017-18 Budget | 3/31/2018 actual | % of Budget | Proposed budget | Comments (from 17-18 and for 18-19) | | |
|----|------|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-----------------|-------------------------------------|---|----|
| 62 | 5650 | Federal Insurance Contributions Act (FICA) Tax | 20,557.00 | 22,137.00 | 20,878.00 | 19,178.55 | 21,342.00 | 15,259.61 | 71.5% | 21,768.84 | Increase based on 2% salary increases | 62 |
| 63 | 5660 | Pensions (Minister, DLRE, Administrator, Sexton) | 21,405.00 | 17,564.00 | 21,352.00 | 21,855.84 | 22,896.00 | 16,897.79 | 73.8% | 23,355.96 | Increase based on 2% salary increases | 63 |
| 64 | 5670 | Payroll service, admin fees, etc | 2,700.00 | 2,688.00 | 3,000.00 | 2,601.28 | 3,000.00 | 2,155.72 | 71.9% | 3,200.00 | slight increase | 64 |
| 65 | 5680 | Professional Expense Accounts (Minister, DLRE, Administrator, Director of Music) | 13,500.00 | 11,235.00 | 13,600.00 | 12,585.51 | 13,700.00 | 7,072.20 | 51.6% | 13,700.00 | same as last year | 65 |
| 66 | | Personnel total | 375,345.00 | 387,388.00 | 378,923.00 | 368,680.30 | 386,734.00 | 281,906.05 | 72.9% | 398,237.04 | | 66 |
| 67 | 5700 | Trustees Research and Development | 3,000.00 | 1,554.00 | 3,000.00 | 275.00 | 500.00 | 182.74 | 36.5% | 2,000.00 | modest increase towards previous years | 67 |
| 68 | 5710 | Management Team Discretionary Fund (new in 2016-17) | 0.00 | | 3,000.00 | 1,951.99 | 1,000.00 | 0.00 | 0.0% | 1,000.00 | same as last year | 69 |
| 70 | | | | | | | | | | | | 70 |
| 71 | 6100 | Music | | | | | | | | | | 71 |
| 72 | | Music Dir-Training, Conference | 1,000.00 | 1,096.00 | 0.00 | | | | | | For 2017-18 and 2018-19 music conference and dues have been moved to professional expenses. | 72 |
| 73 | 6110 | Paid Instrumentalists | 800.00 | 400.00 | 1,000.00 | 550.00 | 1,150.00 | 0.00 | 0.0% | 1,150.00 | same as last year | 73 |
| 74 | 6120 | Accompanist for memorials | 300.00 | 0.00 | 300.00 | 150.00 | | | | 0.00 | | 74 |
| 75 | 6130 | Sheet Music/Library | 800.00 | 576.00 | 800.00 | 486.43 | 500.00 | 394.90 | 79.0% | 500.00 | same as last year | 75 |
| 76 | 6140 | Piano Tuning/Repair | 700.00 | 675.00 | 750.00 | 1,281.00 | 700.00 | 375.00 | 53.6% | 700.00 | same as last year | 76 |
| 77 | 6150 | Dues, Tapes, Misc | 200.00 | 146.00 | 200.00 | 81.00 | 100.00 | 50.00 | 50.0% | 100.00 | same as last year | 77 |
| 78 | | Music total | 3,800.00 | 2,893.00 | 3,050.00 | 2,548.43 | 2,450.00 | 819.90 | 33.5% | 2,450.00 | | 78 |
| 79 | 6200 | Religious Education | | | | | | | | | | 79 |
| 80 | 6201 | Adult RE | 600.00 | 607.00 | 1,300.00 | 1,088.27 | 1,300.00 | 1,064.26 | 81.9% | 1,300.00 | same as last year | 80 |
| 81 | 6202 | CYRE discretionary fund | 500.00 | 426.00 | 500.00 | 302.97 | 400.00 | 214.00 | 53.5% | 400.00 | same as last year | 81 |
| 82 | 6203 | Teacher Training & Support | 300.00 | 300.00 | 300.00 | 300.00 | 300.00 | 131.74 | 43.9% | 300.00 | same as last year | 82 |
| 83 | 6204 | Curriculum, supplies, equipment | 1,200.00 | 1,121.00 | 1,200.00 | 897.30 | 1,200.00 | 366.97 | 30.6% | 1,200.00 | same as last year | 83 |
| 84 | 6205 | YR UU Support | 800.00 | 597.00 | 800.00 | 580.10 | 700.00 | 291.20 | 41.6% | 700.00 | same as last year | 84 |
| 85 | 6206 | Family Multigenerational Activities | 750.00 | 413.00 | 750.00 | 537.86 | 500.00 | 392.03 | 78.4% | 500.00 | same as last year | 85 |
| 86 | 6207 | Teacher/volunteer background checks | 300.00 | 96.00 | 300.00 | 0.00 | 150.00 | 0.00 | 0.0% | 150.00 | same as last year | 86 |
| 87 | 6208 | OWL Teacher/Training | 1,500.00 | 750.00 | 1,500.00 | 1,501.15 | 500.00 | 0.00 | 0.0% | 500.00 | same as last year | 87 |
| 88 | 6209 | Affirmations Class Expense | 1,500.00 | 1,592.00 | 1,500.00 | 1,500.00 | 1,500.00 | 473.68 | 31.6% | 1,800.00 | slight increase from last year | 88 |
| 89 | | Religious Education total | 7,450.00 | 5,902.00 | 8,150.00 | 6,707.65 | 6,550.00 | 2,933.88 | 44.8% | 6,850.00 | | 89 |
| 90 | 6300 | Social Justice | | | | | | | | | | 90 |
| 91 | 6301 | Abraham's Tent/Columbus House (HEART) | | 434.00 | 600.00 | 569.04 | 450.00 | 449.97 | 100.0% | | | 91 |
| 92 | 6302 | Anti-Racism TF | | 971.00 | 700.00 | 700.00 | 400.00 | 207.00 | 51.8% | | | 92 |
| 93 | 6303 | Peace TF | | 550.00 | 650.00 | 650.00 | 650.00 | 400.00 | 61.5% | | | 93 |
| 94 | 6304 | Kids' Service Team TF | | 1,032.00 | 1,000.00 | 1,000.35 | 1,000.00 | 702.67 | 70.3% | | | 94 |
| 95 | 6305 | Immigration and Refugee TF | | 1,472.00 | 1,450.00 | 1,387.37 | 1,300.00 | 1,163.59 | 89.5% | | | 95 |
| 96 | 6306 | Green Sanctuary TF | | 53.00 | 200.00 | 141.47 | 280.00 | 190.00 | 67.9% | | | 96 |

