



Foothills Unitarian

LOVE UNITES US ALL

FOOTHILLS UNITARIAN CHURCH

Notice of Meeting 2020

Notice of Meeting Annual Congregational Meeting 2020

FOOTHILLS UNITARIAN CHURCH WILL CONVENE ITS ANNUAL MEETING OF ALL MEMBERS ON JUNE 14, 2020 AT 11:00 VIA ZOOM.

Agenda

1. Call to order & chalice lighting
2. Announcement of quorum
3. Approval of standing rules (vote)
4. Adoption of agenda (vote)
5. Approval of minutes from previous congregational meeting (vote)
 - a. Annual congregational meeting, 6/2/19
 - b. Special congregational meeting to initiate capital campaign, 10/6/19
 - c. Special congregational meeting to approve annual budget, 12/8/19
 - d. Special congregational meeting to authorize final design work and C-PACE loan, 3/1/20
6. President's Report
 - a. Thank you to elected leaders
 - b. Update on building expansion and capital campaign
 - c. Board committee/task force updates
7. Senior Minister Evaluation Report
8. Senior Minister's Report
9. Endowment Update
10. Election of the slate of nominees (vote)
11. Closing Words
12. Adjournment

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Congregational Meeting Standing Rules and Covenant

Standing Rules

1. Members shall abide by the Foothills Unitarian Church Covenant of Right Relations.
2. No member shall speak more than once in debate on the same question until all members wishing to speak have done so.
3. No member shall speak more than twice in debate on the same question.
4. Comments made in debate shall be limited to a maximum of two minutes.
5. Any motions to amend must be in writing and in the hand of the President before the motion is made from the floor.

Our Covenant of Right Relations

We covenant to build a religious community guided by love and sustained by respectful relationships, which work towards the greater and common good. Believing that building healthy relationships is a spiritual practice, we aim to listen appreciatively, speak with care, express gratitude, honor and value our differences, and assume good intentions. We will communicate directly, honestly and compassionately, particularly when we are in conflict, and we will not expect to always get our own way. When we feel hurt or when we hurt others, we will try to forgive, make amends and connect in a spirit of love. In celebration of the common purpose that unites us, we will do our best to abide by this covenant.

Congregational Meeting minutes to approve

With four sets of minutes to approve (so many congregational meetings this year!), we have chosen to include links to the minutes rather than the full text here. Please click on each link (underlined in blue) to review the minutes.

[Minutes from Annual Congregational Meeting](#), June 2, 2019

[Minutes from Special Congregational Meeting to Initiate Capital Campaign](#),
October 6, 2019

[Minutes from Special Congregational Meeting to Approve Annual Budget](#),
December 8, 2019

[Minutes from Special Congregational Meeting to Authorize Final Design Work and C-PACE Loan](#), March 1, 2020

Reports from Board Committees and Task Forces

Board President's Report

Sara Manvel Steen

What a long, strange year it's been...

I feel like in a normal year (does such a thing exist?) it would be easy to make a list of the major things that happened at Foothills, but this year as I've tried to reconstruct our work together, I've been taken aback both by how much we accomplished and how very long ago so much of it seems in this moment.

Here are some of the things that happened this year: Gretchen took a well-deserved and much-needed ten week sabbatical, and on her return moved her workspace into our former coat closet as our offices were double- and triple-booked; we voted to ordain Christopher WatkinsLamb, our beloved music lead, which is the third ordination we've voted on in as many years (we are a minister-making machine!); we carried out a very successful capital campaign, raising six million dollars towards renovation and new construction of our campus; we voted to move forward with Phase One of our building project at the conclusion of the campaign; AND... we moved all of our services and work together online in mid-March with almost no prior planning in response to the threat posed by COVID-19.

The Board's work this year was focused on a few key areas: building expansion decisions; supporting the capital campaign; endowment issues; restoring wholeness work; and supporting the move to a fully virtual church for the foreseeable future. To facilitate our work, we created task forces for much of the endowment and restoring wholeness work (see their reports separately below).

Starting with the "normal" work, the Board wants to express its deep gratitude to all the people who helped move our project of Building for Courageous Love forward this year. While the Building Expansion Team and the Capital Campaign Team did the bulk of the work, the Board remained involved in decision-making along the way. After reviewing proposed design plans from Ewers Architects and the recommendation of the Building Expansion Team, the Board recommended to the Congregation in October that we initiate a capital campaign with a goal of eight million dollars, working towards a design costing eleven million. We hired a capital campaign consulting firm, and our consultant, John Morrison, worked with us from September until early February. The capital campaign resulted in over 350 pledges totaling just over six million dollars, which we then took back to our architect with a request for a phased construction plan. In March, the Board returned to the congregation with a recommendation to instruct our architect to begin final design on a Phase One focused primarily on our new sanctuary, with a total cost of no more than 8.2 million. The Board also asked the congregation to authorize a C-PACE loan of 1.29

million, which it did, and asked the ministry to explore ways to make up the difference of roughly 900,000. Less than two weeks later, the church moved completely online, and the Board voted to ask our architect to pause on final design work while we assessed our financial situation.

Since then, the ministry has assembled a team of volunteers to check in with many of you who pledged to the capital campaign. Their job is to assess the stability of pledges given the new realities that face us all. The ministry will report those results back to the Board (perhaps even prior to our annual meeting), and we will share them with you when we get them. Early conversations show we are on track to maintain a pledge base of six million, but we want to have a chance to speak to the majority of our donors before we proceed. . The Board hopes to return to the congregation in early fall with our assessment of the situation.

While everything around us has shifted dramatically, the Board is very optimistic that we will be able to return to our previously scheduled programming regarding our building expansion at that point; the delay in design will mean that, while we won't be in our new building quite as soon as we anticipated, the work that we will be asking our architect to do will be the right work for our new reality. Additionally, your continued payment on your pledges will mean that we will need to rely less on a construction loan, which will significantly reduce costs for the project.

In the meantime, you may have noticed that our building constraints don't seem to be affecting us as much these days! In consultation with the board, our ministers made the decision to move all church activity online as of March 15, 2020. Foothills has been fortunate to have strong leadership both from our ministers and also from the UUA (our national association). On March 12, all UUA member congregations received guidance from the UUA president, Susan Frederick-Gray, recommending that we refrain from in-person gatherings as a way to slow the spread of the virus. We were able to pivot quickly due in large part to the creativity, technological expertise, and unwavering dedication of our amazing staff team. Since then, we have had two Sunday services each week, with attendance numbers significantly greater than our pre-COVID attendance, and have been able to invite smaller UU congregations without our infrastructure to join us. On May 13, 2020, we received [updated guidance from the UUA](#) advising UU congregations to plan for remaining virtual through May, 2021, in the hopes that a vaccine might be available by then. Church gatherings are among the highest risk behaviors for a variety of reasons, and Foothills' leadership has been clear that we don't want to gather again until it is safe for *all of us* to gather again. We continue to be guided by our UUA leadership and our values, which mean that we are currently planning for the coming church year (July 2020-June 2021) to be almost fully online.

In addition to our Sunday services, Foothills leadership has found ways to remain deeply connected to our [mission, values, and vision](#) through (among other things): the creation of

neighborhood-based community circles, the opening of our building to ongoing occupancy by homeless families served by the Family Housing Network (formerly Faith Family Hospitality), and the expansion of our work with our local immigrant population through the Emergency Immigration Fund of Northern Colorado. We continue to be guided by Our Bold Vision, and are constantly looking for the opportunities that arise every day to live into it even more fully.

In the following section, you will find reports from the three standing committees of the Board (Governance, Finance, and Personnel), along with reports from the three task forces that concluded their work this year (Restoring Wholeness, Senior Minister Evaluation, and Endowment). Following the Board reports, you will find reports from the Nominating and Endowment Committees, and financial reporting from the ministry through the first quarter of 2020. Your Board of Trustees is honored to continue to serve our beloved community through these challenging times. Don't hesitate to reach out to us at theboard@foothillsuu.org.

Governance Committee Report

Brian Woodruff
 Sarah Parrish
 Larry Watson
 Tim Pearson
 Joan Woodbury (Board Liaison)

The Governance Committee (GC) responded to the Board's requests for policy revisions and new policies during the 2019-2020 church year. For example, once the Board determined that there should be a policy that directs how the church responds to issues of misconduct and other ethical issues, the GC began its drafting work. This is an on-going project. The GC's policy on senior minister compensation was adopted by the Board in November 2019. There had previously been no policy on the senior minister's compensation.

In addition to its work of policy revision and policy drafting, the Governance Committee spent time on congregational education. How can the GC educate the congregation on our fairly new policy governance system? The committee prepared a pamphlet on policy governance (available soon) and discussed holding educational sessions which would include a brief presentation and questions. The presentations have been put on hold for the time being.

Personnel Committee Report

Cheryl Hazlitt (Board Liaison)
 Teresa Morgan

This year's work included redefining a draft letter of call for Gretchen Haley, upon return from her sabbatical and updating language in the letter to match UUA policies; benefits, and terms for arbitration. The Personnel Committee assists the Board in developing policies to ensure compliance with applicable laws and with the highest standards of integrity and compassion in its relationship with the staff.

Finance Committee Report

Brendan Mahoney, Board Treasurer

Jay Ham

Daniel Blum

The finance committee continues to review and assess the finance handbook to ensure it is in line with Policy and bylaws.

Restoring Wholeness update from the Board

In response to multiple instances of past professional misconduct within our church that came to light within the past few years, the Board of Trustees and Ministry jointly formed the Restoring Wholeness Task Force in February, 2019.

Foothills, like many congregations, has a decades-long, episodic history, involving multiple ministers and staff members, of professional misconduct. Until 2017, this misconduct has been treated as a secret, left undisclosed and unaddressed, without a public acknowledgement and without the necessary systemic changes to prevent it from happening again.

Congregations with rumored or proven misconduct often share characteristics including lack of trust, ongoing dysfunction, and a failure to thrive or fulfill their potential.

We desire to create and maintain a healthy culture at Foothills where each person's integrity is respected and expectations for healthy boundaries between religious professionals and congregants, and between congregants, are clear; people understand why these boundaries exist; and there is a clear path toward accountability and healing if violations do occur.

The task force began meeting in April, 2019, and included Herb Orrell, Mary Louise Gerek, Glenn Pearson, Sally Harris, Sara Steen, and Debbie Gentry as Chair. Its work included compiling for the Board of Trustees a history of the at times complex relationships between religious professionals and staff and lay leaders, and the people they served at Foothills, including but not limited to professional misconduct.

It was also charged with assessing Foothills' current church systems and culture to identify healthy and maladaptive aspects that impact the safety and integrity of our church as a whole.

The task force completed its work at the end of January, 2020 and sent a comprehensive report to the Board. The Board has taken this report and is deciding upon a tiered narrative that can be disseminated within the congregation that is meant to respect legacies and dignity, protect victims, and help the congregation to heal, while at the same time living our values of honesty and transparency and ensuring the safety of our members.

The Board is also finalizing comprehensive additions and changes to Board policy and monitoring practices involving ministry staff and lay leaders that will enhance our church's culture, prevent future misconduct, and promote healthy relationships between religious professionals and congregants.

Senior minister evaluation task force report

Glenn Pearson
Lola Sorenson
Susan Williams
Linda Kothera

The Senior Minister Evaluation task Force had two main purposes. The first was to fulfill a current requirement in Board policy to do an extensive review of our senior minister every three years. Of note-- The task force found that the great majority of large UU churches contacted do not do an evaluation such as we performed. They rely on the policy-based government approach of monitoring outcomes of mission/vision/implementation to evaluate performance. The second purpose of the evaluation was to give feedback to Gretchen.

The Task Force began in January of 2020 and included three church members and one Board member as Chair. Prior to our initial meeting, the task force researched how other large churches perform evaluations of their senior ministers and researched

rubrics/areas/questions that are or have been used for evaluating ministers throughout the UUA. At our initial meeting our senior minister attended and we discussed rubrics/methods to use for the evaluation. In the following month the senior minister provided names of numerous church members, lay leaders, church staff, ministers throughout the UUA, and non-church leaders in the wider community that she thought would be able to provide feedback regarding specific areas of the evaluation.

At the next meeting the task force decided upon a rubric and process to use for the evaluation and divided up responsibility for each section to be included in the report. Task force members had the power to do a small amount of adjusting or eliminating questions as they determined what was useful, and each of us used the great majority of the agreed upon questions. Task force members could also add people to be interviewed at their discretion and could add a small amount of their own feedback if they were personally knowledgeable in the specific section. It was not required to reach all suggested people (in most sections our senior minister provided 9-15 names).

The task force members independently obtained feedback and compiled data in their sections from both personal interviews and from emailing questions and follow up questions to interviewees. We finished most data gathering by early March. Over the following month task force members produced a first draft of their sections, shared those drafts with the task force, and we all then helped edit each others' sections. At our last meeting via Zoom we finalized all sections. The Chair then wrote a [summary of the evaluation](#) which was also reviewed by task force members. The Evaluation, including all sections and the summary, was sent to the Board for discussion and approval in May 2020.

Endowment Task Force Report

John Busby (Chair)

Julie Pass (Endowment Committee representative)

Steve Tenbrink

Jeffrey Dean

Brendan Mahoney (Board Treasurer)

Sue Sullivan (Board President Elect)

Assigned by the board of trustees to gather information from other large UU policy based churches, the UUA's various stewardship resources, and other more general advice about endowment governance, the committee met five times between Feb. 24 and May 14, with

the goal of helping the board to establish lines of authority and accountability for the endowment that were congruent with the policy-based governance structure Foothills adopted several years ago.

The two-page [task force report can be found here](#). The report includes a list of major considerations raised by the task force, after evaluating a full range of governance options for the endowment.

The task force felt that the board should make the final decision, based on its deeper knowledge of both policy-based governance and the needs of Foothills at this moment in time and going forward.

The board of trustees in turn is asking the congregation to join in a thorough discussion of endowment governance to help inform the final decision.

Reports from Committees of the Congregation

Nominating Committee Report

Cheryl Hazlitt (Board Liaison)
Linda Kothera
Elizabeth Stanley
Michelle Venus

The Nominating Committee started its work last fall with the goal of developing a slate of qualified candidates for elected Committee and Board of Trustee positions. Because of the transition to policy-based governance, the number and kinds of elected positions were revised several years ago to encompass three groups: Nominating Committee, Endowment Committee, and the Board of Trustees. Other committees or task forces are now appointed as per the policies of Foothills. Our work included reviewing job descriptions and committee charters to make sure they reflected the current work of the Board and committees. Representatives from the Board and the Endowment and Nominating Committees outlined existing needs that would be addressed by filling vacancies with appropriately qualified candidates. We worked closely with the Leadership Development Team, which identifies the talents and interests of congregants and works with those interested in serving in leadership positions.

With respect to the Endowment Committee, work continues on a process to update committee responsibilities that align with our policy based governance. During what could be considered a restructuring process, it is recommended that two of the three open positions be filled by members of the recent Endowment Task Force and the third by an additional qualified Foothills congregant.

Current Members and Nominees for Elected Leadership in 2020-2021

2019-2020 Board of Trustees

Sara Steen, President
 Sue Sullivan, President-elect
 Debbie Gentry, Secretary
 Brendan Mahoney, Treasurer
 Cheryl Hazlitt
 Glenn Pearson
 Joan Woodbury

Continuing Board of Trustees (2020-2021)

Debbie Gentry - two years left of three year term
 Brendan Mahoney - one year left of three year term
 Glenn Pearson - one year left of three year term
 Sue Sullivan - two years left of three year term, moving from President-elect to President

Nominees for the Board of Trustees

Nominated for a three year term

Andrea Delorey
 Doug Powell

Nominated for a one year term

Sara Steen, moving from President to Trustee

2019-2020 Nominating Committee Members

Cheryl Hazlitt (Board Liaison)
 Linda Kothera
 Elizabeth Stanley
 Michelle Venus

Continuing Nominating Committee Members (2020-2021)

Linda Kothera - one year left of three year term

Nominees for the Nominating Committee

Nominated for a two year term

Dick Cullor

Nominated for a three year term

Susan MacQuiddy

2019-2020 Endowment Committee Members

Jennifer Crane
 Julie Pass
 Chuck Fletcher

Continuing Endowment Committee Members (2020-2021)

Jennifer Crane - two years left of a three year term

Julie Pass - one year left of a three year term

Nominees for the Endowment Committee

Nominated for a three year term

John Busby

Steve Tenbrink

Nominated for a one year term

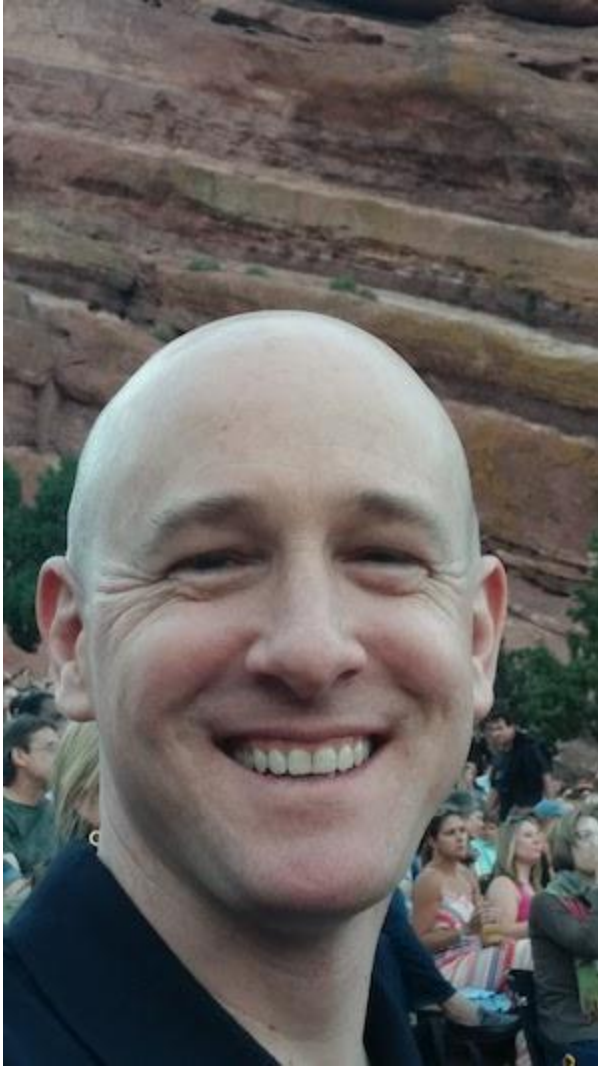
Joan Woodbury

Biographies of Candidates



Andrea Delorey

Andrea is passionate about designing experiences that put people on a path to fulfill their potential, both personally and as agents of positive change in the world. Andrea has worked as a school administrator, curriculum specialist, and leader at the nonprofit No Barriers. Prior to these roles, she taught in South America and New York City. Andrea earned her Master's in Education from Columbia University, and completed the Principal Licensure program at Colorado State University. Outside of work, Andrea thrives on new challenges, and loves exploring the wilderness and the world alongside her husband and son. Andrea is active in the local community, serving in volunteer roles at Compass Community Collaborative School and Foothills Unitarian Church.

**Doug Powell**

I have been an active Foothills member for over 9 years. During that time I have enjoyed serving on the Religious Education Committee, Worship Learning Community as well as teaching Religious Education Sunday classes. My partner in life is Jenn Hawk Powell, and I am the father to two amazing young men, Spencer-19, and Owen-10. I love this church and our community, and I am excited for the opportunity to serve more deeply through being on the board. Professionally I am an IT Project Manager, and hope to bring my skills and passion to the board.

**Sara Manvel Steen**

I grew up at Foothills in the 70s and 80s and joined as an adult in 2017. My husband, Dug, and youngest daughter Ali (13) are also active in the church, and older daughters Katie (26) and Meg (20) pop in when they are in town. I have participated in the church in many ways, including past service on the space committee, governance committee, rummage sale leadership team, auction team, and pastoral care team, and I'm currently finishing a one-year term as Board President. I like to bake pies, and I do not like to take selfies (the photo above is literally the only picture of me without my girls that I could locate. I hope you enjoy it).

**Dick Cullor**

I have attended Foothills, along with my wonderful wife Laurie, for about 20 years. While at Foothills I have served in various ways including Sunday Hospitality Host, Chair of the Endowment Committee, as well as the chair of the Stewardship Team. I am retired from Poudre School District. Also I am blessed with two children and four grandchildren.

**Susan MacQuiddy**

Our family joined Foothills almost 30 years ago when our two children were young. I enjoyed teaching RE and serving on the Religious Education committee at that time. I'm

currently a member of the Hospitality Team and have been involved in coordinating one of our Community Circles. After many years at CSU, I am now a mostly-retired psychologist who likes to travel (pre-COVID) with my husband, Ernie, and spend time with our kids and their families.



John Busby

I have been attending Foothills for the last four years with my partner Juanita Sauvage. I was delighted to become a member just last year. Recently, I retired from a long career in commercial banking. My experience was centered in lending to small businesses, credit administration and all forms of commercial real estate lending. I moved to Fort Collins in April 1996. I am proud of my two adult children and seven grandchildren all of which are under 15. Finally, I am a Colorado native and a UNC Bear!



Steve Tenbrink

I have been involved with various aspects of UU church finances for over 25 years. As a member of the Unitarian Church of Los Alamos I have been Treasurer, Steward, Building and Grounds Chair, and served on the Finance Committee. For the 3 years we were in Tacoma and part of the Tahoma UU church there I was the chair of the Finance Committee. I was born in Denver and went to both East High and University of Denver. I went to UCLA for graduate school. Most of my career has been in computer network engineering. I retired from the Los Alamos National Laboratory in 2008. My wife, Nancy, and I lived in Los Alamos, NM, for 35 years, 3 years in Tacoma, and, now, 2 years here in Fort Collins.



Joan Woodbury

My family started attending Foothills in 2005. My husband and I became members while our two children (now 21 and 18) searched for canned goods on Easter, went on the 9th grade trip and worked as counselors at the summer camp. I grew up in western Montana

but have lived most of my life in Colorado. I am an attorney with Colorado Legal Services. I love to read, run and ski fast. I am currently completing a one year position on the Board to fill an unexpired term.

Endowment Committee Update

Submitted by Sue Sullivan, Board President-Elect and member of Endowment Task Force

The Endowment Committee's work has been on hiatus most of this year, due to vacancies on the committee, the competing demands of the capital campaign, personal circumstances, and the board's on-going work to restructure its governance model.

The endowment remains invested in the Unitarian Universalist Common Endowment Fund, a diversified investment fund seeking current income and long-term investment returns through portfolio allocation and professional asset management with UU socially responsible investing goals. The most recent official fund balance is \$297,160.48 as of 04/30/20. No disbursements have been made in the last 12 months.

Financial reporting from the ministry

Extension Year July - December 2019 Income vs. Expense Overview

To: Foothills Unitarian Church Board of Trustees

From: Rev. Gretchen Haley, Senior Minister

Jeffrey Mizell, Business Administrator

March 10, 2019

Income Category	Actual	Budget	Difference
Pledge Income	\$337,367.04	\$387,480	\$-50,112.96
Plate	\$46,463.57	\$45,000	\$1,563.57
Donations	\$81,528.35	\$22,200	\$59,328.35
Other	\$3,861.04	\$3,300	\$-561.04
Total Income	\$469,220	\$457,980	\$11,240.96

Notes regarding income:

The change in pledge year caused a lot of confusion both on our donors' parts, and on our own. This accounts for a good amount of the discrepancy in budget versus actuals in this category. Additionally, we had two larger donors complete their 2019 pledge in mid-January, which will inflate our January 2020 results and deflate our 2019 results.

Our plate collection was strong through 2019, resulting in giving away over \$23,000 to community partners in this six month span.

The donation budget category was significantly over budget due to a single donation at mid-year that facilitated the final pay off of our church's debt.

Expense Category	Actual	Budget	Difference
Personnel	\$355,604.50	\$359,036	\$-3,431.50
Operating	\$16,209.34	\$20,160	\$-3,950.66
Building	\$27,657.71	\$20,354	\$7,303.71
General Admin	\$33,219.24	\$29,426	\$3,793.24
All other Ministry Costs	\$66,785.15	\$66,027	\$-758.15
Total	\$499,475.94	\$495,003	\$4,472.94

Notes regarding expense:

Staffing remained generally on target, with a slight under-expense due to Kathryn Boyle's resignation in November.

Operating expenses (includes everything from food costs to classroom supplies to travel - all those expenses that support the operating of our ministries at Foothills; these were minorly under-budget in 2019.

Building costs were over budget due to the building of the "closet office" upon Rev. Gretchen's return from sabbatical (\$5,000), plus high costs for snow removal (over \$4,000).

General Administration (costs not directly associated with the delivery of a particular ministry) were minorly over budget due to an under-budgeting in the area of merchant fees; this has been corrected for the 2020 budget.

All other areas of expense were on budget within a few hundred dollars.

Net income EY 2019: \$2,019.02

** Detailed report follows at the end of this packet*

2020 Quarter 1 Financial Report, Notes on PPP Loan/COVID 19

To: Foothills Unitarian Church Board of Trustees

From: Rev. Gretchen Haley, Senior Minister

Jeffrey Mizell, Business Administrator

May 29, 2020

Subject: 2020 Q1 Financial Report + Notes on PPP Loan/COVID19 Updates

Attached you will find 2020 Q1 Financial Summary. All income and expenses have been accounted, and all transfers and journal entries made for the January 2020 – March 2020 timeframe.

Total Income through Quarter 1:

Q1: \$269,021.43

Total Expense through Quarter 1:

Q1: \$245,685.58

Net Income: \$23,335.85

You'll see here that our net income for the first quarter of 2020 was 23,335.85. As is typical for Foothills, we were budgeted to have been at a net income amount for Q1 of -\$48,645 due to the historical trends of receipt of large pledge contributions toward the end of the calendar year. Our actual income vs. the budgeted amount is then **\$71,980.85**.

With regard to the PPP Loan received as a result of the CARES Act from the Small Business Administration, we received \$106,767. This money was set aside in an equity account to be used only for payroll in accordance with SBA requirements to have the loan forgiven (transferred to a grant). The majority of these funds were used after Q1 ended throughout the months of April and May.

A more detailed breakdown of the total income and expenses of the organization can be found in the Statement of Activities/P&L provided.

Very Respectfully,

Jeffrey Mizell
Business Administrator

Foothills Unitarian Church	
Statement of Activities Quarter 1 2020	
REVENUE AND OTHER SUPPORT	
Pledges	\$221,116.88
Share the Plate	\$17,543.16
Donations	\$25,159.01
Fundraisers	-
Special Events	-
Grants	-
Program Fees	975
Facility Rental	\$1,750
Other Income	2,477
Total Revenue and Other Support	\$269,021.43
EXPENSES and TRANSFERS	
Worship	30860.27
Adult Ministries	52574.53
Family Ministries	40439.48
Community Outreach	\$8,774.58
Stewardship & Finance	10471.42
Leadership	12513.44
Administration	\$90,051.86
Total Expenses & Transfers	245,686
NET INCREASE (DECREASE) IN NET ASSETS	\$23,335.85



Foothills Unitarian Church

Balance Sheet as of April 30, 2020

ASSETS

Current Assets

Checking/Savings

Cash

Checking \$154,443

Savings \$6,988

Savings \$52,051

PPP Loan Distribution \$106,736

Total Checking/Savings \$320,218

Other Current Assets

Scrip Cards \$1,279

Prepaid Expenses \$2,575

Total Current Assets \$324,072

Fixed Assets

Buildings \$1,735,200

Total Fixed Assets \$1,735,200

Investments UUA Common Endowment Fund \$310,760

Total Assets \$2,370,032

LIABILITY AND EQUITY

Current Liabilities

Accounts Payable \$653.00

Credit Cards \$5,226

Accrued Liabilities

Employee Health &
Dental W/H \$1,562

	Employee Pension W/H	\$2,350
	Employee HSA W/H	\$272
Total Current Liabilities		\$10,063.00
Equity		
Temporary Restricted Net Assets		
	Ministers Discretionary Fund	\$13,910
	Capital Campaign Fund	\$2,244,112
	Sanctuary Everywhere	\$13,046
	Scholarship Fund	(\$240)
	Racial Justice Ministry	(\$265)
	One Village One Family	\$4,358
	Required Operating Reserves	\$74,985
Total Liabilities and Equity		\$2,370,032

July - December 2019 Extension Year Results

		Jul - Dec 19	Budget	Budget Difference
Income				
	41000 • Contributions			
	41100 • Pledges	337,367.04	387,480	-50,112.96
	41200 • Share the Plate	46,563.57	45,000	1,563.57
	41300 • Donations	81,528.35	22,200	59,328.35
	Fundraising	3,762.00	3300	462.00
	Total 41000 • Contributions	469,220.96	457,980	11,240.96
	43100 Program Fees	19,249.00	18,799	450.00
	45100 • Facility Rentals	5,199.70	4,300	899.70
	47100 • Product Sales	909.17	200	709.17
	48100 Other Income	3,976.13	3,630	346.13
	49990 Release of Restricted Funds	3,000.00	3,500	-500.00
Total Income		501,554.96	488,409	13,145.9
Expense				
	500000 • Ministries and Programs			
	50100 • Personnel Costs	355,604.50	\$359,036	-3,431.50
	50200 • Operating Expenses	16,209.34	\$20,160	-3,950.66
	50300 Contractual Services	41,789.61	\$43,527	-1,737.39
	50500 • Building & Occupancy	27,657.71	\$20,354	7,303.71
	500000 • Ministries and Programs - Other	55		-55.00
	Total 500000 • Ministries and Programs	441,316.16	\$443,077	-1,760.84
	60000 General & Administration	33,219.24	\$29,426	3,793.24

	70000 • Stewardship & Finance			0.00
	70100 • Grants to Other Organizations	24,940.54	\$22,500	2,440.54
	70180 • Debt Service	0.00		0.00
	Total 70000 • Stewardship & Finance	24,940.54	\$22500	2,440.54
	Total 99990 • Transfer to Restricted Funds			0.00
Total Expense		499,475.94	\$495,003	4,472.94
	Net Income	2,079.02		2,079.02