

The Community Church of Chapel Hill

UNITARIAN UNIVERSALIST

106 Purefoy Road, Chapel Hill, NC 27514 • 919-942-2050 • c3huu.org

BOARD OF TRUSTEES

Meeting Minutes

June 12, 2018

Members:	Lilie Bonzani	Steve Day (absent)	Bianca Rodriguez (absent)
	Russ Bowen	Andy Hencke	Jenny Warnasch, chair
	Barb Chapman	Dave Klibanow	Steve Warshaw

Ex Officio:	Thom Belote	Bonnie Nelson	Andrew Wright
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Chalice Lighting/Opening Reading (7:03) J. Warnasch called the meeting to order. D. Klibanow provided a reading and R. Bowen lit the chalice.

Check-in The Board of Trustees (BoT) members shared during a check-in.

Consent Agenda (7:15) J. Warnasch asked if there were any changes that needed to be made to the Agenda. There were none. There was a correction made to the minutes from the Open Session, regarding B. Chapman's recommendation to the BoT and the Endowment Committee. There being no further changes,

S. Warshaw made a motion to approve the Consent Agenda and the amended May BoT Minutes, as well as to accept the Minister's Monthly Report.

D. Klibanow seconded the motion.

All in favor with none opposing and none abstaining.

June Congregational Meeting Review (7:19) B. Chapman reported that the overall tone was very positive and that there was an excellent turn-out for the celebration following the meeting. T. Belote noted that there were about 200 congregants at the service before the meeting. A. Hencke asked if this was a good turn-out and T. Belote said that it was. This seemingly translated into a good turn-out for the Congregational Meeting.

As there were no questions about the budget or any of the line items, J. Warnasch wondered if there should be a "town hall" before the budget is presented, perhaps in May 2019? B. Chapman reminded the BoT that under governance, the budget is only presented to be affirmed by the congregation. J. Warnasch did concede that the budget was sent out with the announcement. A. Hencke said decisions at a Congregational Meeting should be mainly ceremonial and that a town hall, a feedback cycle, or a review process would ensure that was the case. S. Warshaw agreed with A. Hencke's premise but also noted that sometimes, even with a feedback process, a controversial issue will still generate questions. J. Warnasch made a note to review this issue at a later date. B. Chapman suggested this be an agenda item for the August BoT meeting. J.

Warnasch agreed.

CCTF Dissolution and Moving Forward (7:25) J. Warnasch moved this agenda item up. A. Hencke reminded the BoT of his concern at the last BoT meeting about the need for follow-up with the Capital Campaign. T. Belote said that he would be responsible, along with Andrea Sordean-Mintzer, Congregational Administrator, and will follow-up. A. Hencke added that he will provide reporting points to A. Wright for presenting to the BoT. J. Warnasch reminded A. Wright to notify the BoT if help is needed during this next phase.

T. Belote informed the BoT that he, along with A. Sordean-Mintzer, would be sending thank you notes to those who pledged to the Capital Campaign.

J. Warnasch called for a motion to officially disband the Capital Campaign Task Force (CCTF).

B. Chapman made a motion to officially disband the CCTF.

J. Warnasch seconded the motion.

All in favor with none opposing and none abstaining.

Building Project Update (7:29) A. Wright told the BoT that the next phase of the building project will continue to be led by the Building Team Task Force (BTTF). The BTTF will be comprised of two members from each of the Building Task Force, the Finance Task Force, and the Communications Task Force. He will only bring to the BoT any large concerns. A. Hencke repeated that he would draft some suggestions for data points that would be useful to the BoT for oversight.

A. Wright said that Brad Kosiba and Mary Hulett are reviewing the contracts, which will then come to J. Warnasch for signature. J. Warnasch asked if the Finance Task Force meets monthly, to which A. Wright replied that it did. R. Bowen inquired as to where copies of the contracts are kept. A. Wright thought that B. Kosiba and A. Sordean-Mintzer each kept a copy but that he would confirm. S. Warshaw asked if the BTTF and the Building Task Force met monthly and A. Wright confirmed that they did. S. Warshaw wondered about the communication between the task forces and A. Hencke said that Gail McKinley was assisting with that.

A. Hencke raised the issue of who would be the face of the Building Project, as Mary Hulett was for the previous building project. B. Kosiba has called together many of the people involved with the previous Capital Campaign; however, he and the BoT president (currently J. Warnasch and in 2019, R. Bowen) will be the points of contact.

Moving Capital Campaign Fund Account (7:37) At the previous BoT meeting, A. Wright brought a recommendation to the BoT from the Finance Task Force that the church open a money market account to use in the future as a church account. He is providing additional information on this recommendation, noting that the bulk of the fund would be moved into an interest-bearing account. The church would keep only enough in the Capital Campaign Fund to cover any remaining bills.

A. Henke made a motion to accept the recommendation.

D. Klibanow seconded the motion.

All in favor with none opposing and none abstaining.

R. Bowen said that the Governance Committee had discussed which issues must be addressed at a Closed Session. He noted that this is not clearly defined in the Board Policy Book and that the Committee would bring a policy recommendation to the BoT at a later date.

Budget (7:30) T. Belote referenced the Budget document previously distributed. He said that the total monies raised is now \$490,750.00. This is an increase of \$750.00 over September 2017 and \$11,000.00 ahead of this point last year. He noted that two new members haven't pledged but all others have. There are also eight families that have not yet pledged but most likely will. D. Klibanow asked T. Belote how he felt it went with the new members and the recent Congregational Meeting. T. Belote replied that he thought it went very well and that the "First Year" member badge additions were well-received. B. Chapman said that Gail McKinley had asked if the BoT would provide the tags to the new members during check-in but it was decided that it would be better to just direct them to G. McKinley and Steve McNeary, after checking them in. All felt that it was a very positive check-in, Congregational Meeting, and Capital Campaign celebration and newcomer reception.

T. Belote returned to the Budget discussion stating that the only change is a 2% Cost of Living adjustment. J. Warnasch asked why the health insurance was lower. T. Belote replied that last year's cost stayed level and his own professional costs are reduced so the two things combined make that expense category look lower. J. Warnasch asked if there was the suggested amount in the Ministerial Transition Fund. T. Belote confirmed that there was but that the BoT should begin discussing plans for his Sabbatical, which he intends to take in the fall of 2021. It is important to manage the congregation's expectations. J. Warnasch and A. Hencke inquired about what is included in the General Operations Fundraiser. T. Belote replied that it is a placeholder for a spring fundraiser if the Service Auction in the fall does not raised the anticipated amount. A. Hencke commented that he is not a fan of having operational fundraisers in the budget. D. Klibanow added that charlie kast, Minister Emeritus, was against such things because budgeting becomes reliant upon it. A. Hencke noted that it is approximately 1% of the budget.

B. Chapman made a motion to approve the budget as presented.

S. Warshaw seconded the motion.

All in favor with none opposing and none abstaining.

T. Belote will inform A. Sordean-Mintzer that the budget has been approved. He will provide a budget update to the BoT in September 2018, at which time the pledges should have all been received and any necessary changes can get made at that time. R. Bowen asked about the possibility of creating a surplus budget. D. Klibanow replied that the budget is constructed so that any surplus goes to the maintenance and operating reserves. B. Chapman added that in previous years there were no reserves so these are better funded now. T. Belote said that a surplus budget would raise issues for giving if perceived that the church had extra, unallocated funds. A. Hencke noted that monies raised should be expected to be spent in support of the mission of the church and managed by the BoT as a fiduciary responsibility. B. Chapman returned to the topic of reserves stating that the goal is to have those accounts fully funded and that the budget is not quite there yet.

Nominating Committee (7:59) J. Warnasch spoke with the current members of the Nominating Committee. She reported that Elsbeth von Tongren does not want to lead the Committee. She asked the other two members, Sindy Baker and Kim Gush, and both are not planning to continue on the Committee. J. Warnasch added that the BoT needs to figure this out by late August or early September in order to allow time for the Committee to create a slate of candidates by mid-October. S. Warshaw suggested that the BoT come up with a list of possible Committee members. S. Warshaw offered to collect the names, work with T. Belote and M. Hirsch, Director of Religious Education, to review the names, and have an initial conversation with the vetted candidates. J. Warnasch said that K. Gush offered to share a list of potential BoT members previously asked. She said that she would add those names to the names tendered by the BoT. She and S. Warshaw will work with T. Belote and M. Hirsch and will bring a list of possible candidates to the August BoT meeting.

Comment to the Board Feedback Form (8:06) J. Warnasch reported on a comment that was sent to the BoT via the online feedback form. It was a request to install a wayside pulpit. R. Bowen said that there are many sayings available on the UUA website. T. Belote added that the church needs a new sign. S. Warshaw agreed. A. Hencke asked if the BoT was the natural ministry to address this request. It was noted that the Concert Committee has funds to be expended and that it was approximately \$40K for the new electric sign at ERUFF. A question was raised as to the zoning requirements. Several suggestions were made as to the appropriate committee to address this request. T. Belote suggested a task force for this and said he would bring it up at the next Church Council.

Preschool Lease Extension (8:16) A. Wright said that he had asked B Kosiba about the costs of extending the Preschool Lease. A. Wright was told that, at this point, the costs are unknown. R. Bowen remarked that matters of personnel, litigation, personal concerns, and contracts should be dealt with in a Closed Session. He added that the Preschool Lease discussion is for a negotiation on a contract.

A. Hencke made a motion for the BoT to go into a Closed Session.

S. Warshaw seconded the motion. A general discussion ensued on the pros and cons of going into a Closed Session and whether the Preschool Lease extension discussion warranted it. A vote was taken on the motion.

Majority in favor with one opposing and one abstaining.

CLOSED SESSION: Preschool Lease Extension

R. Bowen made a motion to extend the BoT meeting to 9:15pm.

L. Bonzani seconded the motion.

All in favor with none opposing and none abstaining.

A. Hencke made a motion to move out of the Closed Session.

R. Bowen seconded the motion.

All in favor with none opposing and none abstaining.

Preschool Lease Extension, continued The BoT returned to Open Session. J. Warnasch and B. Chapman will discuss the proposed reply to the Preschool's lease extension request with M. Hulett and B. Poteat. They will bring the review and a motion to the July 2018 BoT meeting.

Process Evaluation (9:13) D. Klibanow provided a process evaluation. He said that it was generally a good meeting and that there was good focus on providing clarity for each issue. A. Hencke added that he thought the go-around for the Preschool lease extension discussion was very productive. B. Chapman offered to be "Board Member of the Month" for the July 2018 BoT meeting that has been added to the meeting calendar.

Action Items B. Nelson indicated the following items require follow-up:
J. Warnasch will add an agenda item to discuss whether a town hall or feedback process is needed before voting on the budget. A. Hencke will provide reporting points to A. Wright for presenting the Construction budget to the BoT. T. Belote and A. Sordean-Mintzer will be sending thank you notes to those who pledged to the Capital Campaign. A. Wright will confirm who has copies of the Building Project contracts R. Bowen will bring a policy recommendation regarding the guidelines for going into a Closed Session to the BoT at a later date. J. Warnasch will add an agenda item for the BoT to begin planning for T. Belote Sabbatical. J. Warnasch and S. Warshaw will generate a list of Nominating Committee candidates and present them at the August BoT meeting. J. Warnasch and B. Chapman will draft a reply to the Preschool lease extension request and will present it at the next BoT meeting.

Chalice Extinguishing/Closing Reading (9:18) The BoT said the traditional chalice extinguishing words in unison and R. Bowen extinguished the chalice. The meeting was then adjourned.

ATTACHMENTS:

Board Agenda

Minister's Monthly Report

FY19 Financial Report

The Community Church of Chapel Hill

Unitarian Universalist

June Board Meeting
June 12, 2018
7-9pm; Straley Room
Board Member of the Month: Dave Klibanow

Item	Responsible Person	Time
<u>Chalice Lighting/Opening Reading</u>	Dave	7:00-7:02
<u>Check-in</u>	All	7:02-7:15
<u>Consent Agenda [vote]</u> <ul style="list-style-type: none">• Approval of Agenda• Approval of May Minutes• Acceptance of Minister's Monthly Report	Jenny	7:15-7:20
<u>June Congregational Meeting Review</u>	Jenny	7:20-7:25
<u>Building Project Update</u>	Andy	7:25-7:30
<u>CCTF Dissolution and Moving Forward [vote]</u>	Andy/Jenny	7:30-7:35
<u>Managing Building Fund Expenses Process</u>	Andrew	7:35-7:45
<u>Moving Capital Campaign Fund Account [vote]</u>	Andrew	7:45-8:00
<u>Budget [vote]</u>	Thom	8:00-8:15
<u>Nominating Committee</u>	Jenny	8:15-8:25
<u>Comment to Board Feedback Form</u>	Jenny	8:25-8:30
<u>Preschool Lease Extension [vote?]</u>	Jenny	8:30-8:50
<u>Need for July Meeting?</u>	Jenny	8:50-8:53
<u>Process Evaluation</u>	Dave	8:53-8:57
<u>Action Items</u>	Bonnie	8:57-8:59
<u>Chalice Extinguishing/Closing Reading</u>	Dave	8:59-9:00

May Minister's Report
Rev. Thom Belote
6/12/18

Since Last Time (5/8/18)

Worship

- Preached and led worship on 5/13 and 5/27. Will preach and lead worship on June 10.
- Delivered homily during Coming of Age service on 5/20.
- Delivered homily during Rising Up service on 6/3.
- Held preaching "retreat" for spring 2018 preaching practicum class.
- Summer preaching schedule (6/17-7/29) will feature: Eric Bannan, George Thompson, Krista Rowe, Danny Gotham, Cheryl Wilder, Sara Gush, and Lizzie Lange. **Please attend and support your fellow congregants!**

Membership

- Taught May Exploring Membership class with Rachel Rose.
- 7 New Members since last report: Janice Parker, Steven and Laurie Prentice-Dunn, Merry K Moos, Jenny Daniel and Nathan Boucher, and Amanda Murray.
- Am currently teaching June Exploring Membership class with Rachel Rose.
- Will hold new member recognition ceremony during worship on 6/10.
- Current Membership = 428 (Compare to 416 at same point last year.)

Stewardship

- Current pledge total is \$490,750. (Compare to \$478,000 at same point last year.)
- I took over the clean-up campaign as of 5/17 and am finishing up the chasing of pledges.
- We have approximately 8 families in the church who we think may pledge based on past pledge activity and current levels of involvement. 4 additional families who have not yet pledged are participating in the current Exploring Membership class which ends 6/10.
- Met with Ivy, Paige, Cathy, and Marion Hirsch to discuss additional fundraising activities for the Capital Campaign beyond the congregation.

Community Engagement

- Met with Sanctuary & Immigrant Support Ministry
- Hosted and chaired meeting of the Chapel Hill / Carrboro NAACP Religious Affairs Committee.
- Attended dedication of the Tengono family's Habitat for Humanity house. 11 people from Community Church attended.

Parish Ministry

- Meetings attended included: Worship Ministry, Caring Ministry, and Committee on Ministry as well as weekly staff meetings.
- Attended family celebration at the conclusion of Coming of Age program on 5/17.

- Attended orientation for Coming of Age trip to Boston. Will serve as chaperone on trip from June 13-17.
- Attended Brazilian Dinner auction event hosted by Nancy Mayer & Dave Salman.
- Met with Marion to review job description for Religious Education Assistant and to plan interview format for interviews. Co-led interviews with two candidates for RE Assistant position.
- Engaged in end-of-year evaluation process with the five staff members I supervise directly: Marion Hirsch, Glenn Mehrbach, Rachel Rose, Andrea Sordean-Mintzer, and Elisabeth Allore.
- Met with Carolyn Holt to collaborate on fall offering for Spiritual Exploration for Adults.
- Met with Pat Smith, Susan Spalt, and Barb Chapman for planning related to Endowment application for an AED and first aid training.
- Will attend and offer invocation for Eagle Scout ceremony for Levi Hencke on 6/8.

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	FY2017 ACTUAL	FY2018 BUDGET	FY2019 BUDGET	FY18 BUD vs FY19 BUD DIFF	%	
Income						
Collections						
Operations Pledge Income	455,459	490,000	492,000	2,000	100%	
ID Contributions	3,266	6,000	6,000	0	100%	
Loose collection	7,718	7,000	7,000	0	100%	
Total Collections	466,443	503,000	505,000	2,000	100%	
Other Income						
Service Auction Fund Raiser	18,277	13,350	15,000	1,650	112%	
Interest Income	288	100	250	150	250%	
General Operation Fund Raiser	218	4,000	4,000	0	100%	
Misc. Income	145	-	-	0	0%	
Total Other Income	18,927	17,450	19,250	1,800	110%	
Rental Income						
Building Rental	7,427	5,000	5,000	0	100%	
Parking Lot Rental	53,546	55,000	58,000	3,000	105%	increase \$5 per mo
Pre-School Lease	66,287	68,607	35,181	-33,426	51%	3 mos @ \$5766, 3 mos @ \$5961
Total Rental Income	127,260	128,607	98,181	-30,426	76%	
Total Income	612,631	649,057	622,431	-26,626	96%	
Expense						
Administrative Operations						
Board Activities	-	500	100	-400	20%	reduced
Congr Admin - F/M & Benefits	16,618	17,730	17,886	156	101%	
Congr Admin - Wages	39,562	40,749	41,564	815	102%	
Off Assist - F/M & Benefits	7,490	8,365	8,331	-33	100%	
Off Asst - Wages	19,890	20,487	20,896	410	102%	
Office Expenses / Technology	19,065	19,000	19,000	0	100%	
Payroll service	1,465	1,500	1,500	0	100%	
Total Administrative Operations	104,091	108,330	109,278	948	104%	
Building & Grounds						
B&G Committee Operations						
Contracted Maintenance Services	9,661	11,200	10,413	-787	93%	preschool reduction
Janitorial & Restroom Supplies	1,313	1,550	1,294	-256	83%	preschool reduction
Kitchen Supplies	30	100	100	0	100%	
Maintenance & Project Supplies	3,339	1,400	1,400	0	100%	
Total B&G Committee Operations	14,344	14,250	13,207	-1,043	93%	
Facility Mgr or Handiman - Contracted						
Insurance	8,886	10,000	10,000	0	100%	
Janitorial Service - Contracted	10,500	11,000	11,000	0	100%	
Lawncare - Contracted	2,647	2,300	2,300	0	100%	
Maintenance Reserves	36,758	45,434	43,570	-1,864	96%	7% of Income
Manse Operations Expenses	4,068	4,875	4,875	0	100%	
* Mortgage P&I - Church & Manse	33,654	47,784	23,892	-23,892	50%	**see notation at bottom
Tax - Stormwater Mgmt	1,809	1,850	1,850	0	100%	
Utilities	15,287	17,000	14,627	-2,373	86%	preschool reduction
Total Building & Grounds	127,953	156,493	125,321	-31,172	80%	

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Denominational Affairs						
Denominational Connections	360	1,000	-	-1,000	0%	
UUA & SE District (combined) Annual Dues	29,856	30,000	30,000	0	100%	35,628 is Fair Share
Total Denominational Affairs	30,216	31,000	30,000	-1,000	97%	
Lifespan Religious Education						
Adult Ministry (SEA)	2,024	1,000	1,000	0	100%	
Campus Ministry	1,425	1,000	1,250	250	125%	increased
Children's Ministry	2,777	4,000	4,000	0	100%	
Dir of Lifespan F/M & Benefits	19,926	21,737	21,903	165	101%	
Dir of Lifespan RE - Wages	56,146	57,823	58,980	1,156	102%	
RE Assistant - F/M & Benefits	5,262	5,806	5,630	-176	97%	
RE Assistant - Wages	14,828	15,756	16,071	315	102%	
Sunday Childcare	10,248	10,592	10,592	0	100%	
Youth Ministry	2,334	2,450	2,450	0	100%	
Total Lifespan Religious Education	114,971	120,165	121,875	1,711	101%	
Ministerial Operations						
Minister - Benefits & Expenses	32,012	34,682	32,315	-2,367	93%	
Minister - Wages & Housing	85,887	88,464	90,233	1,769	102%	
Ministerial Transitions Reserves	4,000	-	-	0	0%	
Total Ministerial Operations	121,899	123,146	122,548	-598	100%	
Rental Expense						
Tax Accountant Services Fees	-	440	440	0	100%	
Tax - Parking Business	6,840	7,000	7,000	0	100%	
Facility Supervisor & Sound Technicians	81	-	-	0	0%	
Rental Space Janitorial - Contracted	225	-	-	0	0%	
Preschool Janitorial - Contracted	10,200	10,500	5,250	-5,250	50%	preschool reduction
Total Rental Expense	17,346	17,940	12,690	-5,250	71%	
Programs and Ministries						
Caring Ministry	250	462	300	-162	65%	
Communications	570	500	500	0	100%	
Community Service Ministry	211	300	300	0	100%	
Covenant Groups	331	760	760	0	100%	
Dir of Membership - F/M & Benefits	6,097	6,747	6,780	33	100%	
Dir of Membership - Wages	16,824	18,000	18,360	360	102%	
ECO	166	385	385	0	100%	
Fellowship Ministry	693	1,000	1,000	0	100%	
General Childcare	341	515	515	0	100%	
Membership	2,086	2,400	2,900	500	121%	increased
Mental Health Ministry	100	500	500	0	100%	
P&J	265	350	350	0	100%	
Sanctuary for Dialogue	-	450	750	300	167%	increased
SOSL	28	215	-	-215	0%	
Stewardship	1,092	1,350	1,350	0	100%	
Sunday Fellowship Hour	800	950	950	0	100%	
Sunday Hospitality F/M	217	224	228	4	102%	
Sunday Hospitality - Wages	2,840	2,926	2,985	59	102%	
Total Programs and Ministries	32,910	38,034	38,913	879	102%	
Service Auction						
Service Auction Expense	965	850	850	0	100%	
Service Auction Distribution	1,500	-	-	0	0%	
Total Service Auction	2,465	850	850	0	100%	

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Worship & Arts						
Accompanist - Contracted Staff	6,075	6,162	6,273	111	102%	
Dir of Music - F/M & Benefits	13,830	14,076	14,197	121	101%	
Dir of Music - Wages	31,718	32,669	33,323	653	102%	
Music Committee	5,162	4,200	4,200	0	100%	
Sound Room Technology	1,535	1,000	1,000	0	100%	
Worship Honorariums	1,150	1,500	1,500	0	100%	
Worship Ministry	230	1,500	500	-1,000	33%	
Total Worship & Arts	59,699	61,108	60,993	-114	100%	
Total Operations Expense	611,551	657,065	622,468	-34,597	95%	
Net Income	1,080	(8,008)	(37)	7,971		
Financial Reserves:						
Reserve balance at end of previous year	54,041	55,122	47,113			
Minus budgeted Net Income	1,080	-8,008	-37			
Budgeted balance at end of FY	55,122	47,113	47,076			
Fully funded Financial Reserves minimum	\$ 36,693	\$ 39,424	\$ 37,348			
* Profit and Loss Statement only shows Mortgage Interest payments Balance Sheet only shows Mortgage Principal payments This report combines both for Budgeting purposes						
** FY2017 - the capital fund was paying the principal for part of the year back when we thought the preschool lease would be ending much sooner, but when they extended, the operating budget picked it back up. FY2018 - "normal" payments for the operating budget, FY2019 the existing debt is due in Dec 2018 so payments would end after that making it half a year						

000000The Community Church of 000000Chapel Hill UU Flat000000 Budget for FISCAL YEAR 2018-2019

	Budget for FY17		Budget for FY18		Budget for FY19	
	FY15 Actual	Percent	FY16 Actual	Percent	FY17 Actual	Percent
Total Expense	569,676		600094		611550	
UUA Dues	25,332		28950		29856	
Reserves - Maintenance	16,988		29425		36758	
Reserves - Minister Trans.	11,000		4000		4000	
Mortgage Principal	22485		25148		13119	
	493,871		512,571		527,817	
Percent	29,632	0.06	30,754	0.06	31,669	0.06
			35,880	0.07	35,628	0.0675
			29,729	0.058	30,613	0.058
			37640	Fair Share		Fair Share

000000The Community Church of 000000Chapel Hill UU Flat000000 Budget for FISCAL YEAR 2018-2019

FY2016 Staff Compensation Budget

FY15 COLA	0.015
FY16 COLA	0.030
FY17 COLA	0.020
FY18 COLA	0.030
FY19 COLA	0.020

Employee Compensation

Budget Year	TOTAL Impact to C3H	Yr to Yr Diff	Annual Hours	Wages Base Rate	Payroll Wages	Housing	Fica/Med	TOTAL Payroll	HRA	UUA Health Plan 80/50 %	Life Ins.	Long Term Disability	Retirement	Prof Exp	TOTAL Benefit	Budget Wages	Budget Benefits with F/M
Minister - Thom Belote																	
FY2015	115,672		N/A	N/A	81,750.00	0.00	6,253.88	88,003.88	N/A	9,873	628	818	8,175	8,175	27,668	81,750	33,922
FY2016	116,308	636	N/A	N/A	84,202.50	0.00	6,441.49	90,643.99	N/A	8,605	647	842	8,420	7,150	25,664	84,203	32,106
FY2017	119,475	3,167	N/A	N/A	66,758.55	19,128.00	6,570.32	92,456.87	N/A	9,602	660	668	8,589	7,500	27,018	85,887	33,588
FY2018	122,940	3,465	N/A	N/A	52,463.61	36,000.00	6,767.47	95,231.08	N/A	10,011	722	630	8,846	7,500	27,708	88,464	34,476
FY2019	122,548	-391	N/A	N/A	53,512.88	36,720.00	6,902.82	97,135.70	N/A	10,011	736	642	9,023	5,000	25,412	90,233	32,315
Dir of Lifespan RE - Marion Hirsch																	
FY2013	65,520		2080	24.41	50,776.96	N/A	3,884.44	54,661.40	3,883	N/A	390	508	5,078	1,000	10,859	50,777	14,743
FY2014	65,757	237	2080	24.41	50,776.96	N/A	3,884.44	54,661.40	4,120	N/A	390	508	5,078	1,000	11,095	50,777	14,980
FY2015	69,351	3,594	2080	24.78	51,538.61	N/A	3,942.70	55,481.32	5,805	N/A	396	515	5,154	2,000	13,870	51,539	17,812
FY2016	72,327	2,976	2080	25.52	53,084.77	N/A	4,060.99	57,145.76	6,534	N/A	408	531	5,308	2,400	15,181	53,085	19,242
FY2017	76,841	4,514	2080	26.99	56,149.00	N/A	4,295.40	60,444.40	7,389	N/A	431	561	5,615	2,400	16,396	56,149	20,692
FY2018	79,498	2,658	2080	27.80	57,823.38	N/A	4,423.49	62,246.86	7,904	N/A	472	694	5,782	2,400	17,252	57,823	21,675
FY2019	80,882	1,384	2080	28.36	58,979.84	N/A	4,511.96	63,491.80	7,904	N/A	481	708	5,898	2,400	17,391	58,980	21,903
Music Dir - Glenn Mehrbach																	
FY2013	38,893		1144	26.00	29,547.00	N/A	2,260.35	31,807.35	3,008	N/A	227	295	2,955	600	7,085	29,547	9,346
FY2014	39,382	489	1144	26.00	29,754.96	N/A	2,276.25	32,031.21	3,249	N/A	229	298	2,975	600	7,350	29,755	9,627
FY2015	41,861	2,479	1144	26.39	30,190.16	N/A	2,309.55	32,499.71	4,608	N/A	232	302	3,019	1,200	9,361	30,190	11,670
FY2016	43,556	1,696	1144	27.18	31,095.86	N/A	2,378.83	33,474.70	5,222	N/A	239	311	3,110	1,200	10,081	31,096	12,460
FY2017	45,022	1,466	1144	27.73	31,717.78	N/A	2,426.41	34,144.19	5,945	N/A	244	317	3,172	1,200	10,878	31,718	13,304
FY2018	46,738	1,717	1144	28.56	32,669.32	N/A	2,499.20	35,168.52	6,444	N/A	267	392	3,267	1,200	11,570	32,669	14,069
FY2019	47,520	782	1144	29.13	33,322.70	N/A	2,549.19	35,871.89	6,444	N/A	272	400	3,332	1,200	11,648	33,323	14,197
Congregational Admin. - Andrea Sordean-Mintzer																	
FY2013	48,034		1820	20.38	36,443.34	N/A	2,787.92	39,231.26	4,514	N/A	280	364	3,644	0	8,803	36,443	11,591
FY2014	49,183	1,148	1820	20.38	37,099.97	N/A	2,838.15	39,938.12	4,879	N/A	285	371	3,710	0	9,244	37,100	12,083
FY2015	51,894	2,711	1820	20.69	37,656.47	N/A	2,880.72	40,537.19	6,925	N/A	289	377	3,766	0	11,356	37,656	14,237
FY2016	54,171	2,277	1820	21.31	38,786.17	N/A	2,967.14	41,753.31	7,853	N/A	298	388	3,879	0	12,417	38,786	15,385
FY2017	56,191	2,020	1820	21.74	39,561.89	N/A	3,026.48	42,588.37	8,947	N/A	304	396	3,956	0	13,603	39,562	16,629
FY2018	58,475	2,284	1820	22.39	40,748.75	N/A	3,117.28	43,866.02	9,712	N/A	333	489	4,075	0	14,609	40,749	17,726
FY2019	59,450	975	1820	22.84	41,563.72	N/A	3,179.62	44,743.35	9,712	N/A	339	499	4,156	0	14,707	41,564	17,886
Membership Director																	
FY2014	14,274		884	15.00	13,260.00	N/A	1,014.39	14,274.39	0	N/A	0	0	0	0	0	13,260	1,014
FY2015	13,765	-509	780	15.00	11,700.00	N/A	895.05	12,595.05	0	N/A	0	0	1,170	0	1,170	11,700	2,065
FY2016	14,173	408	780	15.45	12,051.00	N/A	921.90	12,972.90	0	N/A	0	0	0	1,200	1,200	12,051	2,122
FY2017	22,313	22,313	1040	15.56	16,177.20	N/A	1,237.56	17,414.76	2,895	N/A	124	162	1,618	100	4,899	16,177	6,136
FY2018	23,108	23,108	1040	16.02	16,662.52	N/A	1,274.68	17,937.20	3,069	N/A	136	200	1,666	100	5,171	16,663	6,446
FY2019	24,747	2,433	1040	17.31	18,000.00	N/A	1,377.00	19,377.00	3,107	N/A	147	216	1,800	100	5,370	18,000	6,747
FY2019	25,140	393	1040	17.65	18,360.00	N/A	1,404.54	19,764.54	3,069	N/A	150	220	1,836	100	5,375	18,360	6,780
DRE Asst.																	
FY2014	17,314		1040	12.50	13,000.00	N/A	994.50	13,994.50	1,790	N/A	100	130	1,300	0	3,320	13,000	4,314
FY2015	19,706	2,391	1040	14.00	14,560.00	N/A	1,113.84	15,673.84	2,318	N/A	112	146	1,456	0	4,032	14,560	5,146
FY2016	20,487	781	1040	14.42	14,996.80	N/A	1,147.26	16,144.06	2,578	N/A	115	150	1,500	0	4,343	14,997	5,490
FY2017	21,138	651	1040	14.71	15,296.74	N/A	1,170.20	16,466.94	2,871	N/A	117	153	1,530	0	4,671	15,297	5,841
FY2019	20,814	-324	1040	14.71	15,296.74	N/A	1,170.20	16,466.94	2,547	N/A	117	153	1,530	0	4,347	15,297	5,517

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000000The Community Church of 000000Chapel Hill UU Flat000000 Budget for FISCAL YEAR 2018-2019

FY2016 Staff Compensation Budget

FY15 COLA	0.015
FY16 COLA	0.030
FY17 COLA	0.020
FY18 COLA	0.030
FY19 COLA	0.020

Employee Compensation

Budget Year	TOTAL	Yr to Yr	Annual	Wages	Payroll	Housing	Fica/Med	TOTAL	HRA	UUA	Life Ins.	Long Term	Retirement	Prof Exp	TOTAL	Budget Wages	Budget Benefits	
FY2018	21,324	510	1040	15.15	15,755.64	N/A	1,205.31	16,960.94	2,470	N/A	129	189	1,576	0	4,363	15,756	5,568	
FY2019	21,701	377	1040	15.45	16,070.75	N/A	1,229.41	17,300.16	2,470	N/A	131	193	1,607	0	4,401	16,071	5,630	
Office Assistant																		
FY2013	22,980		1300	13.00	16,900.00	N/A	1,292.85	18,192.85	3,225	N/A	130	169	1,264	0	4,787	16,900	6,080	
FY2014	23,666	686	1300	13.00	16,900.00	N/A	1,292.85	18,192.85	3,485	N/A	130	169	1,690	0	5,473	16,900	6,766	
FY2015	28,233	4,566	1300	15.00	19,500.00	N/A	1,491.75	20,991.75	4,946	N/A	150	195	1,950	0	7,241	19,500	8,733	
FY2016	29,594	1,362	1300	15.45	20,085.00	N/A	1,536.50	21,621.50	5,609	N/A	154	201	2,009	0	7,973	20,085	9,509	
FY16 New Elisabeth Allore																		
FY2017	28,597	-997	1300	15.30	19,890.00	N/A	1,521.59	21,411.59	4,845	N/A	153	199	1,989	0	7,186	19,890	8,707	
FY2018	28,737	140	1300	15.76	20,486.70	N/A	1,567.23	22,053.93	4,222	N/A	167	246	2,049	0	6,683	20,487	8,251	
FY2019	29,228	490	1300	16.07	20,896.43	N/A	1,598.58	22,495.01	4,222	N/A	171	251	2,090	0	6,733	20,896	8,331	
Sunday Hospitality - Abigail Castenada																		
FY2013	2,442		208	11.74	2,441.92	N/A	N/A	2,441.92	0	N/A	0	0	0	0	0	2,442		
FY2014	2,364	-78	197	12.00	2,364.00	N/A	N/A	2,364.00	0	N/A	0	0	0	0	0	2,364		
FY2015	2,757	393	197	13.00	2,561.00	N/A	195.92	2,756.92	0	N/A	0	0	0	0	0	2,561	196	
FY2016	2,998	241	208	13.39	2,785.12	N/A	213.06	2,998.18	0	N/A	0	0	0	0	0	2,785	213	
FY2017	3,058	60	208	13.66	2,840.82	N/A	217.32	3,058.15	0	N/A	0	0	0	0	0	2,841	217	
FY2018	3,150	92	208	14.07	2,926.05	N/A	223.84	3,149.89	0	N/A	0	0	0	0	0	2,926	224	
FY2019	3,213	63	208	14.35	2,984.57	N/A	228.32	3,212.89	0	N/A	0	0	0	0	0	2,985	228	
Contract Pianist																		
FY2013	5,400		54	100.00	5,400.00	N/A	N/A	5,400.00	0	N/A	0	0	0	0	0	5,400		
FY2014	5,400	0	54	100.00	5,400.00	N/A	N/A	5,400.00	0	N/A	0	0	0	0	0	5,400		
FY2015	6,000	600	54	100.00	5,400.00	N/A	0.00	5,400.00	0	N/A	0	0	0	600	600	5,400	600	
FY2016	6,162	162	54	103.00	5,562.00	N/A	0.00	5,562.00	0	N/A	0	0	0	600	600	5,562	600	
FY17 New Alice Tien																		
FY2017	6,000	-162	54	100.00	5,400.00	N/A	0.00	5,400.00	0	N/A	0	0	0	600	600	5,400	600	
FY2018	6,162	162	54	103.00	5,562.00	N/A	0.00	5,562.00	0	N/A	0	0	0	600	600	5,562	600	
FY2019	6,273	111	54	105.06	5,673.24	N/A	0.00	5,673.24	0	N/A	0	0	0	600	600	5,673	600	
Contract Facility Mgr/Sexton - new hire																		
FY2015	3,000	3,000	120	25.00	3,000.00	N/A	N/A	3,000.00	0	N/A	0	0	0	0	0	3,000		
FY2016	3,000	0	120	25.00	3,000.00	N/A	N/A	3,000.00	0	N/A	0	0	0	0	0	3,000		
FY2017	3,000	0	120	25.00	3,000.00	N/A	N/A	3,000.00	0	N/A	0	0	0	0	0	3,000		
FY2018	2,000	-1,000	80	25.00	2,000.00	N/A	N/A	2,000.00	0	N/A	0	0	0	0	0	2,000		
FY2019	2,000	0	80	25.00	2,000.00	N/A	N/A	2,000.00	0	N/A	0	0	0	0	0	2,000		
TOTAL Employees																		
		Diff																
FY2015	352,237																	
FY2016	362,776	10,539																
FY2017	381,635	33,032																
FY2018	392,133	33,135																
FY2019	397,955	4,184														290,084	107,871	

FEDERAL SS COLA	%
2011	3.6
2012	1.7
2013	1.5
2014	1.7
2015	0
2016	

FY2016 Staff Compensation Budget																	
					FY15 COLA	0.015											
					FY16 COLA	0.030											
					FY17 COLA	0.020											
					FY18 COLA	0.030											
					FY19 COLA	0.020											
Employee Compensation																	
Budget Year	TOTAL	Yr to Yr	Annual	Wages	Payroll	Housing	Fica/Med	TOTAL	HRA	UUA	Life Ins.	Long Term	Retirement	Prof Exp	TOTAL	Budget Wages	Budget Benefits
2017																	

