

August 2023 Board of Trustees Meeting Packet

<https://us02web.zoom.us/j/89722686555>

Meeting ID: 897 2268 6555 passcode: love

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Covenant of First Parish Brewster UU Board of Trustees

“Entrusted by the congregation, we recognize that ours is a sacred duty and we will bring our highest selves to all work on their behalf. We promise to arrive on time, come prepared, speak gently and respectfully with each other, and allow everyone time to speak. We will operate by majority vote, trying whenever possible to work toward consensus and support a decision once it has been made.

We pledge to use one-on-one communication to express concerns or resolve conflicts with each other. When communicating with the congregation and community at large, the Board speaks with one voice. Our primary commitment is to the long-range health of First Parish Brewster Unitarian Universalist congregation.”

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President’s Report

DLRE’s Report

AFD’s Report

Office Assistant Job Description

Treasurer & Financial Reports

FPBUU Board of Trustees Meeting Agenda
August 15, 2023, 6:30 PM Hybrid/Zoom Meeting

Welcome Board, Staff and Visitors; explain Timekeeping [5 minutes] - Jim
Chalice Lighting & Opening Words [5 minutes] - Rev Kaaren
Focused Check-in [13 minutes] – Jim
Read Board Covenant [2 minutes] – Carol
Transition [30 Minutes] – Rev Kaaren
Board Retreat [10 minutes] - Jim
Common Read [10 minutes] – Jim
Minutes [15 minutes] - Irie
Liaisons [5 minutes] – Jim [additional]
Treasurer’s Presentation [15 minutes] - Karen
Consent Agenda [5 minutes] – Jim: Lifespan Religious Education Director’s
Report, Administration and Finance Director’s Report, President’s Report,
Treasurer’s Report
EXECUTIVE SESSION [30 minutes] – Jim
Check out [5 minutes] – Jim
Adjourn

President's Report for August 2023

Transition

This past month has seen some significant transitions for FPB. In mid-July we said goodbye to Rev Jessica with a picnic on the Winslow House lawn and a final sermon. Then this past weekend we welcomed our Interim Minister, Rev Kaaren, with a heart-felt service conducted by our three Directors, Karena Stroh, Twinks Hasting and Kaeza Fern. (CHECK SPELLING AND TITLES). All the beginning of a period of transition which we will start to explore at this month's Board meeting.

FPB Campus Maintenance and Improvements

This past month saw a considerable amount of work on the buildings on FPB's campus (although truthfully there always seems to be a lot of that going on).

Most recently, during the heavy downpour on August 8, the Building Maintenance Committee was in our buildings before the rain was even finished, with shop vacs and mops to deal with flooding in the Parish Room's basement and other water intrusions in our buildings. Through July they were busy organizing and supervising contractors installing a new door in the lower level of the Barn (which held without a leak against the heavy rain on August 8), a new Parish Hall door, and repairs to a second floor shower in Winslow House (which was leaking onto Twinks' desk below). Other projects which involved substantial work by Committee members included woodworking and painting needed for the reconfiguration of the pews at the front of the Sanctuary (to provide a better location for our children) and repair of a very soggy sill on the front of the Meeting House.

Meanwhile, a separate "pick-up" crew has reorganized and cleaned the kitchen in Fellowship Hall, several spaces in Winslow House (in anticipation of Rev Kaaren's arrival) and all of the rooms in the Barn (in preparation for the SNO@UU summer program).

Director of Lifespan Religious Education, Twinks Hastings

Board Report August 2023

Overview

This was surely a month of transition. It is so good to have Rev Kaaren here now, and I look forward to working with her and her fresh eyes on First Parish Brewster. The process around the transition into Winslow House made for a rougher start to this ministry than anyone would have wanted. I am grateful that we are past this and that the board will be working on policies, procedures, and communication as we move forward together. It was great to lead worship together as the director team.

CYM Committee

I am still looking for 2-3 new members of the CYM committee; if you have any thoughts please let me know.

Summer Program

We currently have 64 children registered over the two weeks of the program, with a gross income of around \$16,000. We will have expenses from this (around \$5000), mostly pay for our three hired counselors. We are holding an orientation for the 40+ volunteers on Saturday morning.

Professional Development

I completed the Wellspring Article 2 program that I shared about last month. The Credentialing Program has also shifted some, and I received my new certificate for achieving the Advanced Level in the program.

NELREDA

The board met for the first time this week and we are focusing on creating a peer-to-peer mentoring program for DLREs as new DLRE's are onboarding.

Youth Con

We will be hosting the first regional youth con since pre-covid on Oct 20th - 22nd. I have been chairing a group of DREs, ministers, young adults, and youth as we create this event together. It's an exciting opportunity for our youth.

Pastoral Care

I supported 4 youths, and two families this month. We also welcomed Baby Callie, 4th child of Brittany and Zane, to the CYM family.

In conclusion

I am looking forward to our summer program and then we are full steam ahead for the 23/24 church year.

Report from Administration and Finance Director – August 2023

Financial Highlights & Pledges (see the Treasurer's report for more info)

- For FY23-24, we have received, as of 8/11/23, 177 pledge units for a total of \$417,224.

Property Management

- There have been several unexpected expenses for our buildings recently. In the short term, we will need to figure out which funds to use to pay these bills. This has brought up the issue of process when unexpected expenses occur. Who has what authority, and how others are informed. The Building Committee is meeting on 8/14 to discuss options and prioritize needed building projects. I have so much gratitude for the Building Committee members have been filling in the gap that existed due to our limited Sexton position.

Administration as Ministry

- It's been an extremely busy time welcoming our new Interim Minister, and I will continue to on-board Rev Kaaren over this next month. This includes updating payroll to include the housing allowance as submitted to the Board by Rev Kaaren. This approval must be in the Board minutes. The Board also needs to set a rental rate for the Winslow House residence because this is a taxable benefit and should be reported as imputed income on her W-2.
- Susan Smith, Daniel Beltran and I met to finalize the Office Assistant Ad and set a schedule for collecting resumes and interviewing potential candidates. My hope is that we can hire for this position by the end of September. I did include in the Board packet the Office Assistance Job Description which was reviewed by the Personnel Committee. Thinking ahead to the possibility of increasing rentals throughout our campus, this position would have the possibility of expanding to support that.
- I will continue to work with the Personnel Committee to update the job descriptions of all three director positions over the next month or so. All three directors have met with Personnel to clarify any needed updates that these documents should contain. Rev Kaaren is aware and supportive of this process.
- I received such wonderful appreciation for the service I co-lead with Twinks and Kaeza. It is a joy to collaborate with both of them to make Rev Kaaren's first Sunday with us reflect our dynamic worship services and the love within this congregation.
- I am working with Mike from Boardwalk Business Group, who did our financial review in 2022, to make the transition from QuickBooks Desktop version to QuickBooks Online. Our bookkeeper will be off in October for an extended period, and this switch will give us more flexibility to cover the various responsibilities of this position.
- I am working with Cove, Twinks and Rev Kaaren on scheduling our All Committees' Meeting sometime in October. This is a time for representatives from each FPBUU board, committee, team or group to share what they are working on this year along with review of our procedures for things such as room requests, fundraising events and public relations that support all work of the church.
- I continue to meet regularly with the 3 employees I am currently supervising. This will increase to 4 once the Office Assistant position is filled. The Audio-Visual Tech Support position is now being supervised by the Music Director.

Sustainability, Professional Development and Serving the Larger Community

- I will be off the week of August 28-31 for a meditation retreat. I am grateful for my work on the Pause A While, Inc. and the Association of UU Administrators Boards. Both organizations are great resources.

Kind regards, Karena Stroh, Administration and Finance Director

POSITION DESCRIPTION

Title: Office Assistant (OA)
Reports to: Administration & Finance Director
Date: 8/2023

FLSA Status: Hourly
HOURS: 10/weekly

Position Purpose

Administration and Finance duties as directed by the Administration and Finance Director. Responsible for website updates and other office tasks in coordination with COVE (Communications, Office Volunteer, Etc.) Office volunteers and AFD.

Core Competencies

Organization and Planning: Organizes people, funding, materials and support to accomplish multiple, concurrent goals and activities.

Vision and Purpose: Demonstrates commitment to and knowledge of Unitarian Universalist Principles and values.

Trust and Integrity: Is widely trusted to keep confidences, adhering to a transparent set of personal and professional values that are congruent with the ministry of FPBUU.

Interpersonal Relationships: Builds and maintains effective and constructive relationships inside and outside of the congregation, communicating with clarity and sensitivity.

Conflict Management: Recognizes and resolves conflicts effectively, applying principles of active listening and equity.

Volunteer Support: Identifies talent and recruits capable people into roles that match their abilities, while offering opportunities for growth. Communicates expectations clearly and manages accountability for results.

Essential Job Functions

Program Support: Resource for major office-related computer applications, including website, social media, public relations and database management. Supports the work of committees and groups of the church as needed.

Congregational Support: supports the integration of visitors, members, and friends into the life of FPBUU with emphasis on welcoming and inclusion.

Administrative & Financial Responsibilities: Oversees and collaborates with COVE volunteers to produce the weekly Order of Service for Sunday worship and the weekly e-newsletter. Sorts and distributes mail in coordination with the AFD. Supports systems of inventory. Supports financial tasks, including but not limited to bank deposits with direction from AFD.

Communications & Public Relations: Maintain the publications of the church, including our website and newsletters. Design and submit advertisements in local newspapers, online and special publications. Works collaboratively with program staff and volunteers to coordinate the production of church publications.

Property Management: Manages rentals and space usage requests. Responsible for ordering office and maintenance supplies.

Position Requirements

Skills & Knowledge	Minimum Education
<ul style="list-style-type: none"> ● Knowledge of general administration, website management and cloud-based software. ● Proven organizational and time-management skills with the ability to delegate. ● Ability to use verbal and written communication effectively across all constituencies. ● Understanding of Unitarian Universalist Principles, including demonstrated competency in anti-racism, anti-oppression, and multiculturalism. ● Proficiency in the software currently in use by the congregational office, knowledge of database administration and a demonstrated capacity to become proficient in new platforms. 	<p>Either:</p> <ul style="list-style-type: none"> ● Associate or bachelor’s degree, or the equivalent combination of education and business experience. <p>Minimum Experience</p> <ul style="list-style-type: none"> ● Two to Four years of administrative experience, preferably in a religious or non-profit organization. ● Experience working with other staff and volunteers.

Treasurer's Report

A) June Financial Report

The June Financial Report is the final report of the fiscal year, showing final actuals and comparisons with previous years. The wonderful news is that we have done over \$14,000 better than budget. Since the 22-23 budget used up all the remaining surplus, that \$14,000 plus will be added to the Sustainability Fund. (Note: final accounting of some expenditures is not complete, so this report is an estimate for some lines)

In the packet is the summary view, which shows the following:

- Page 1 – Summary information plus status of the Sustainability Fund and Capital Expense Fund
- Page 2 – Comparison of actual spending against budget
- Page 3 – Comparison of actual year to year spending
- Page 4 – Operating Account Balance Sheet

In addition, we have the Special Funds Balance Sheet – showing the balance of all our Special funds. And the final Endowment Distribution Report, showing how the Endowment distribution for 22-23 was spent.

B) Pledge Numbers

The Finance Committee has had several conversations regarding what pledging and membership information would be helpful during budget preparation. I've included a spreadsheet with the information that is easy to get, including one element that we have started to collect for the future. I'd like the Board's feedback regarding what kind of information would be helpful to their deliberations, especially about setting a Pledge budget.

Financial Reports - June 2023

Reconciled

Submitted by Karena Stroh, Admin & Finance Director

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Tab 3 (pages 3) - *Operating Fund* Profit & Loss Previous Year Comparison

Tab 4 (page 4) - *Operating Fund* Balance Sheet Previous Year Comparison

% of budget should typically be at 100%

Points of Interest

Total Income is at 100% of budget

Total Pledge Payments received 95% of budget

Offertory is at 91% of budget

Thrift Store Income is at 119% of budget

Total Expenses are at 97% of budget

Capital Expense Fund

	Spent	Planned
Balance 7/1/2022	23,750.00	23,750.00
Steeple	-18,000.00	-18,000.00
Transfer from Endowment	9,449.29	
Balance 7/1/2023	15,199.29	5,750.00

Sustainability Fund

	Spent	Planned
Balance 7/1/2022	27,275.00	27,275.00
ERTC	89,549.21	89,549.21
Leave Minister	-3,800.00	-5,650.00
Meetinghouse Motors income	1,584.50	
Remaining Surplus after June 2023	14,987.99	
Balance 7/1/2023	129,596.70	111,174.21

Operating Funds
Profit & Loss Budget vs. Actual
July 2022 through June 2023

	Jul '22 - Jun 23	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Pledges				
2022-2023 Pledges	330,238.60	349,200.00	-18,961.40	94.57%
2021-2022 Pledges	8,199.13	10,000.00	-1,800.87	81.99%
2020-2021 Pledges	1,395.59	0.00	1,395.59	100.0%
Total Pledges	339,833.32	359,200.00	-19,366.68	94.61%
Offertory	18,113.24	20,000.00	-1,886.76	90.57%
Fund Raising				
Thrift Store/Annex Income	112,895.39	95,000.00	17,895.39	118.84%
Church Fundraisers	20,389.27	19,000.00	1,389.27	107.31%
Food Certificate Sales	1,750.00	1,500.00	250.00	116.67%
Women's Circle Alliance	300.00	0.00	300.00	100.0%
Welcoming Congregation-Income	0.00	2,000.00	-2,000.00	0.0%
Total Fund Raising	135,334.66	117,500.00	17,834.66	115.18%
BldgUse	5,942.00	7,000.00	-1,058.00	84.89%
Investment,Interest,Misc Income	8,385.00	5,550.00	2,835.00	151.08%
Total Income	507,608.22	509,250.00	-1,641.78	99.68%
Gross Profit	507,608.22	509,250.00	-1,641.78	99.68%
Expense				
Staff Salaries	312,590.81	323,183.00	-10,592.19	96.72%
Staff Benefits/Payroll Expenses	91,486.04	93,069.20	-1,583.16	98.3%
Staff Professional Expenses	15,561.65	17,253.00	-1,691.35	90.2%
BldgGrounds	84,311.13	82,322.00	1,989.13	102.42%
Office Expenses	17,801.59	18,900.00	-1,098.41	94.19%
Loan & Mortgage Payments	7,387.32	7,200.00	187.32	102.6%
Denominational Dues	18,000.00	18,000.00	0.00	100.0%
Committees				
Caring Committee	95.00	0.00	95.00	100.0%
Board of Trustees	414.12	400.00	14.12	103.53%
Landscape Committee	140.00	850.00	-710.00	16.47%
Membership	445.83	750.00	-304.17	59.44%
Social Justice	1,000.00	1,000.00	0.00	100.0%
Stewardship	161.33	300.00	-138.67	53.78%
UU Connections	298.00	1,360.00	-1,062.00	21.91%
Total Committees	2,554.28	4,660.00	-2,105.72	54.81%
Lifespan Religious Education	5,316.74	6,200.00	-883.26	85.75%
Music	4,819.40	5,600.00	-780.60	86.06%
Worship	5,428.47	5,500.00	-71.53	98.7%
Total Expense	565,257.43	581,887.20	-16,629.77	97.14%
Net Ordinary Income	-57,649.21	-72,637.20	14,987.99	79.37%
Other Income/Expense				
Other Income				
Other Income and Expenses				
Surplus from prior year	0.00	72,637.20	-72,637.20	0.0%
Total Other Income and Expenses	0.00	72,637.20	-72,637.20	0.0%
Total Other Income	0.00	72,637.20	-72,637.20	0.0%
Net Other Income	0.00	72,637.20	-72,637.20	0.0%
Net Income	-57,649.21	0.00	-57,649.21	100.0%

Operating Funds
Profit & Loss Prev Year Comparison
July 2022 through June 2023

	Jul '22 - Jun 23	Jul '21 - Jun 22	\$ Change	% Change
Ordinary Income/Expense				
Income				
Pledges				
2022-2023 Pledges	330,238.60	0.00	330,238.60	100.0%
2021-2022 Pledges	8,199.13	357,770.18	-349,571.05	-97.71%
2020-2021 Pledges	1,395.59	13,257.67	-11,862.08	-89.47%
2019-2020 Pledges	0.00	900.00	-900.00	-100.0%
Total Pledges	339,833.32	371,927.85	-32,094.53	-8.63%
Offertory	18,113.24	17,191.33	921.91	5.36%
Fund Raising				
Thrift Store/Annex Income	112,895.39	101,698.41	11,196.98	11.01%
Church Fundraisers	20,389.27	18,384.16	2,005.11	10.91%
Food Certificate Sales	1,750.00	963.75	786.25	81.58%
Women's Circle Alliance	300.00	0.00	300.00	100.0%
Total Fund Raising	135,334.66	121,046.32	14,288.34	11.8%
BldgUse	5,942.00	5,486.73	455.27	8.3%
Investment,Interest,Misc Income	8,385.00	6,680.40	1,704.60	25.52%
Total Income	507,608.22	522,332.63	-14,724.41	-2.82%
Gross Profit	507,608.22	522,332.63	-14,724.41	-2.82%
Expense				
Staff Salaries	312,590.81	295,993.51	16,597.30	5.61%
Staff Benefits/Payroll Expenses	91,486.04	94,128.47	-2,642.43	-2.81%
Staff Professional Expenses	15,561.65	16,034.71	-473.06	-2.95%
BldgGrounds	84,311.13	74,049.10	10,262.03	13.86%
Office Expenses	17,801.59	21,157.77	-3,356.18	-15.86%
Loan & Mortgage Payments	7,387.32	7,387.32	0.00	0.0%
Denominational Dues	18,000.00	25,000.00	-7,000.00	-28.0%
Committees	2,554.28	2,212.59	341.69	15.44%
Lifespan Religious Education	5,316.74	4,325.50	991.24	22.92%
Music	4,819.40	4,481.97	337.43	7.53%
Worship	5,428.47	5,031.49	396.98	7.89%
Total Expense	565,257.43	549,802.43	15,455.00	2.81%
Net Ordinary Income	-57,649.21	-27,469.80	-30,179.41	-109.86%
Net Income	-57,649.21	-27,469.80	-30,179.41	-109.86%

Operating Funds
Balance Sheet Prev Year Comparison
As of June 30, 2023

	June 30, 23	June 31, 22	\$ Change	% Change
1				
2 ASSETS				
3 Current Assets				
4 Checking/Savings				
5 CC5 Ckg - 5859	42,537.64	31,579.25	10,958.39	34.7%
6 Repo Sweep - 0998	199,929.13	160,110.25	39,818.88	24.87%
7 Total Checking/Savings	242,466.77	191,689.50	50,777.27	26.49%
8 Other Current Assets				
9 Sustainability Fund	-114,608.71	-27,275.00	-87,333.71	-320.2%
10 Capital Expense Fund	0.00	-23,750.00	23,750.00	100.0%
11 Unearned Pledges	-88,540.50	-51,064.61	-37,475.89	-73.39%
12 Unearned Summer Program Funds	-1,900.00	0.00	-1,900.00	-100.0%
13 Payroll Corrections	-129.04	-129.04	0.00	0.0%
14 Total Other Current Assets	-205,178.25	-102,218.65	-102,959.60	-100.73%
15 Total Current Assets	37,288.52	89,470.85	-52,182.33	-58.32%
16 Fixed Assets	1,761,018.93	1,761,018.93	0.00	0.0%
17 Other Assets				
18 Transfer Suspense	0.00	1,034.13	-1,034.13	-100.0%
19 Food Coupon Inventory	7,079.76	4,279.76	2,800.00	65.42%
20 Petty Cash	75.79	100.00	-24.21	-24.21%
21 Total Other Assets	7,155.55	5,413.89	1,741.66	32.17%
22 TOTAL ASSETS	1,805,463.00	1,855,903.67	-50,440.67	-2.72%
23 LIABILITIES & EQUITY				
24 Liabilities				
25 Current Liabilities				
26 Other Current Liabilities				
27 Split Plate	6,367.00	5,808.00	559.00	9.63%
28 UUSC Coffee Sales	-80.18	541.40	-621.58	-114.81%
29 Current portion-Loan Meeting H	4,080.00	4,080.00	0.00	0.0%
30 Total Payroll Liabilities	5,938.09	3,424.02	2,514.07	73.43%
31 Total Other Current Liabilities	16,304.91	13,853.42	2,451.49	17.7%
32 Total Current Liabilities	16,304.91	13,853.42	2,451.49	17.7%
33 Long Term Liabilities				
34 Loan-Meeting House Improvements	61,180.89	66,189.63	-5,008.74	-7.57%
35 Total Long Term Liabilities	61,180.89	66,189.63	-5,008.74	-7.57%
36 Total Liabilities	77,485.80	80,043.05	-2,557.25	-3.2%
37 Equity				
38 Unrealized Endow Loan Gain/Loss	302,369.30	302,369.30	0.00	0.0%
39 Retained Earnings	1,473,491.32	1,496,124.30	-22,632.98	-1.51%
40 Net Income	-47,883.42	-22,632.98	-25,250.44	-111.57%
41 Total Equity	1,727,977.20	1,775,860.62	-47,883.42	-2.7%
42 TOTAL LIABILITIES & EQUITY	1,805,463.00	1,855,903.67	-50,440.67	-2.72%

Special Funds / First Parish Brewster
Balance Sheet
As of June 30, 2023

Jun 30, 23

ASSETS

Current Assets

Checking/Savings

Cape Cod Five-CK - 6071 39,999.96

Total Checking/Savings 39,999.96

Other Current Assets

Capital Expense Fund -15,199.29

Meetinghouse Speaker series -2,031.81

Building a Bigger Table -3,826.04

UUtheVote -1,568.48

Memorial Garden -3,385.15

Minister's Discretionary -1,144.15

Heed -3,261.66

Welc.Cong./Cochrane Fund -7,613.20

Total Other Current Assets -38,029.78

Total Current Assets 1,970.18

TOTAL ASSETS 1,970.18

LIABILITIES & EQUITY

Equity

Retained Earnings 454.05

Net Income 1,516.13

Total Equity 1,970.18

TOTAL LIABILITIES & EQUITY 1,970.18

First Parish Endowment Fund

Profit & Loss Budget vs. Actual

July 2022 through June 2023

	<u>Jul '22 - Jun 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
Gifts	17,275.38			
Interest Income	0.61			
Memorial Gifts	250.00			
Trans Fr Operating Fund	417.06			
Total Income	<u>17,943.05</u>			
Expense				
Endowment Distributions				
Steeple Repair	10,000.00	10,000.00	0.00	100.0%
Digital Signage	1,037.69	1,200.00	-162.31	86.47%
Chairs & Cart	927.78	900.00	27.78	103.09%
Office Assistant Add'l hours	0.00	0.00	0.00	0.0%
BMC Special Projects	3,673.13	8,065.00	-4,391.87	45.54%
Thrift Store	447.14	447.00	0.14	100.03%
Cove PC	1,390.48	1,500.00	-109.52	92.7%
Soul of Aging program	3,200.00	3,200.00	0.00	100.0%
"Voices of Cape Cod"	0.00	0.00	0.00	0.0%
Barn Repair	3,756.00	3,756.00	0.00	100.0%
Meeting House Windows	14,000.00	14,000.00	0.00	100.0%
Playground Materials	581.49	581.00	0.49	100.08%
Power Wash MH	1,850.00	1,850.00	0.00	100.0%
Barn Painting	7,450.00	7,450.00	0.00	100.0%
CYM Retreat	2,876.00	3,300.00	-424.00	87.15%
AFD Substitute	7,887.50	7,887.50	0.00	100.0%
Electrical Work	4,000.00	4,000.00	0.00	100.0%
Pew Change	0.00	3,000.00	-3,000.00	0.0%
Remaining for Distribution	0.00	1,390.00	-1,390.00	0.0%
Endowment Distributions - Other	9,449.29	0.00	9,449.29	100.0%
Total Endowment Distributions	<u>72,526.50</u>	<u>72,526.50</u>	<u>0.00</u>	<u>100.0%</u>
Total Expense	<u>72,526.50</u>	<u>72,526.50</u>	<u>0.00</u>	<u>100.0%</u>
Net Income	<u><u>-54,583.45</u></u>	<u><u>-72,526.50</u></u>	<u><u>17,943.05</u></u>	<u><u>75.26%</u></u>

		FYE 24	FYE 23	FYE 22	FYE 21	FYE 20	FYE 19
Pledge Payments	End of Fiscal Year - June 30, only current year payments		330,239	357,770	344,678	352,458	360,543
	End of Fiscal Year - June 30, total payments		339,833	371,928	372,705	362,980	374,446
Budget Amount	Current year Budget Amount	428,013	349,200	364,117	315,000	364,560	387,100
	Total Budget Amount (including prior year payments)	438,013	359,200	374,117	322,500	372,060	394,600
Current Fiscal Year Pledges	End of Fiscal Year - June 30		347,816	378,624	360,968	385,506	355,030
	Beginnning of Fiscal Year - July 1	417,224	334,429				
Pledge Unit/Members	Pledge Units at end of Fiscal Year			205	207	228	217
	Member numbers mid-Fiscal Year (Dec/Jan)		311	310	336	338	