

ONLINE COPY PART I

Unitarian Universalist Church of Arlington

Board of Trustees Meeting Minutes April

18, 2017

Attendees: Board of Trustees (Warren Wright, Chair; Steve Brannon, Vice-Chair, John Bohman, Chad Ohlandt, Paula Bendl Smith, Kristen Patterson, Andrea Ryon, Al Himes, Janice Morris); Betsey Lyon (Secretary); Peter Vitaliano (Treasurer), Aaron McEmrys (Senior Minister), Tamara Srader, (Chief Administrative Officer); and Allen Keiswetter, Growth Group Chair.

7:00 Open, informal time for members to meet with board

7:30 Call to Order, Chalice Lighting, and Check

Tamara Srader read from Carrie Newcomer's "A Small Flashlight."

Allen Keiswetter updated the Board on plans for celebrating Rev. Linda's departure. Members may contribute to the celebration online using the donation tool, general donations, with a note identifying the purpose or by check, again noting the purpose.

Consent Agenda

[Minutes of 21 March 2017 Board Meeting](#) – Motion to approve: Kristen; second: Chad. Kristen Patterson moved to accept the consent agenda. Chad Ohlandt seconded the motion. PASSED.

Treasurer's Report. ATTACHMENT 1

Peter Vitaliano briefly reviewed the monthly financial report, attached, and noted the mortgage refinance will save the church roughly \$2,000 monthly. He said that Finance Committee members had met with the financial consultant who has worked with UUCA before about a possible capital campaign to pay off the church mortgage and construction loan. The consultant advised that such campaigns can be very effective with churches and nonprofits generally. Discussion and plans are ongoing.

Emerging Opportunities. ATTACHMENT 2

Rev. Aaron said that a Music Director candidate has accepted the job, and an announcement will be made to the congregation once hiring details are complete. On a separate note, Rev. Aaron requested Board support in encouraging staff to take their allotted leave time, since most fall seriously short of doing so, due to work load and their commitment to the congregation. He expressed concern about burnout and said he will draft a modification to the Board policy on Treatment of Staff to include a statement supporting work/life balance. With Rev. Linda's departure imminent, Rev. Aaron said plans are to rely on lay volunteers, including

church members who are ministers. Current budget realities don't include hiring an interim minister in fiscal year 2018. The Board asked the Communications Committee to write a communications plan to inform congregation about plans for addressing Rev. Linda's workload in coming months.

Monitoring Report - 4.2 Membership. ATTACHMENT 3

The Board reviewed the report on how well the church is following Policy 4.2 Membership as part of its regular policy monitoring practices. John Bohman moved to accept the Membership Monitoring Report. Steve Brannon seconded the motion. PASSED.

UUA Update

Paula Bendl Smith encouraged Board members to consult the [UUA website](#) for information about the resignation of UUA President Peter Morales on April 1. Morales and two senior staff resigned amid controversy about UUA hiring practices, especially alleged favoritism shown white ministers selected for regional leadership positions. On April 10, the UUA Board appointed three interim co-presidents to lead until General Assembly in June. Paula encouraged Board members to visit the UUA website for regular updates on the issue. She suggested that UUCA should stay current on this controversy and make sure all future actions conform with UUCA's Living the Pledge. Board members also suggested UUCA might strengthen official language confirming our commitment to diversity.

2017-18 Budget Review. ATTACHMENT 4

Tamara Srader highlighted a first draft of the FY 2018 budget, prepared for the Budget Committee meeting on April 19. The Board commended her for extensive and thorough preparation on a realistic and well-thought-out draft.

Called Ministers at UUCA

Al Himes reviewed an initial Policy Committee discussion about UUCA called versus hired ministers, including a recap of UUCA ministerial history. The Board discussed religious leadership in a policy governance structure, such as UUCA's, which guides a church to call one minister who serves as church executive. The executive then hires any additional ministers based on congregational input. The hired minister(s) report to the executive, along with all church staff. The Board discussed the need to explain this management structure to the congregation, as it communicates regularly during the upcoming hiring process.

The Board Policy Committee will prepare a document explaining the Board position, including UUCA history on the topic, with guidance from the Communications Committee.

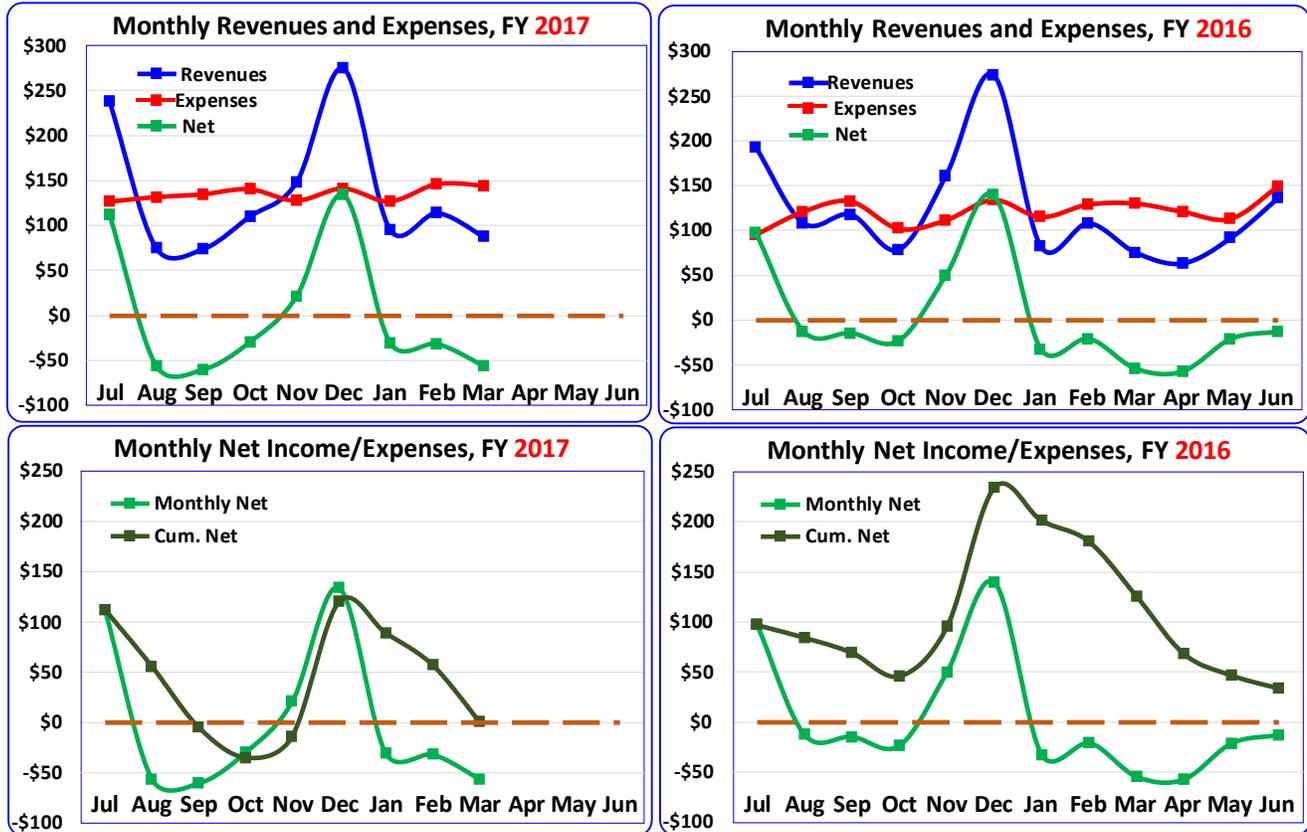
9:30 Adjourn.

**Report of the Treasurer
UUCA Board of Trustees
April 18, 2017**

Year-to-Date Operating Results

Total expenses during March were \$144 thousand, which was \$2 thousand more than the \$142 thousand pro-rata share of the FY 2017 expenditure budget for the 31-day month of March. Total year-to-date expenses during the first nine months of the current fiscal year, July-March, were \$1,216 thousand. This was \$145 thousand more than year-to-date expenses during the first nine months of Fiscal year 2016, but \$41 thousand less than the \$1,256 thousand pro-rata share of the FY 2017 expenditure budget for the first nine months of the year.

Total revenues during the month of March were \$87 thousand, and total revenues for FY 2017 to date, July-March, were \$1,216 thousand. This was \$20 thousand more than year-to-date revenues during the first nine months of the year 2016, but \$22 thousand less than the \$1,238 thousand pro-rata share of the FY 2017 expenditure budget for the first nine months of the year.



Net income/expense. Since total year-to-date expenses were equal to total year-to-date revenues during the first nine months of the current fiscal year, July-March, the cumulative net income/deficit over expenses during the first nine months of the current fiscal year was zero, which compares with \$126 thousand cumulative net income over expenses during the same period of the prior fiscal year. The following chart shows the monthly deficit of income over expenses during the second half (third and fourth quarters) of Fiscal year 2016 and during the third quarter of Fiscal year 2017.

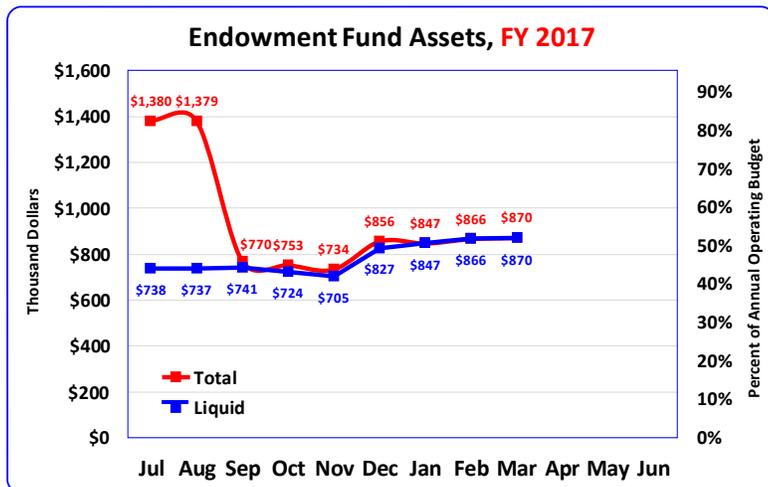
ATTACHMENT 1

	2016	2017	
Jan	-\$33	-\$31	
Feb	-\$21	-\$32	
Mar	-\$55	-\$57	← cumulative net income/deficit of revenues over expenses for Fiscal year 2017 was zero at the end of March
Apr	-\$58		
May	-\$21		
Jun	-\$13		

These monthly net deficits were similar during the third quarters of both fiscal years. If the monthly net deficits during the fourth quarter, April through June, of the current fiscal year also prove similar to those during last year’s fourth quarter, then Fiscal year 2017 would end with a cumulative deficit of around \$90 thousand.

Endowment Fund

The assets of the Endowment Fund at the end of March consisted of \$870 thousand in liquid assets invested in 12 different Vanguard mutual funds. The assets of the Endowment Fund at the end of March represented 52 percent of the FY 2016-17 expense budget of \$1,674 thousand. Accordingly, the Fund was in compliance with Executive Limitation 4.8.4 as of the end of March.



Long-term Debt

At the end of March, the balance on the construction line of credit was \$1,465 thousand, and the balance on the existing mortgage was \$1,727 thousand, for a total of \$3,191 thousand. The refinanced mortgage that combines these two loans is on track to close later this month. The new loan is with church’s current lender, BB&T Bank, and will be at an interest rate of 3.99 percent guaranteed for five years, with payment of principal based on a 30-year amortization schedule for the first two years and a 25-year amortization schedule during years 3 through 5.

An ad hoc task force of the Finance Committee met recently with Steve Siegel, the fund-raising consultant to the church’s most recent capital campaign, to receive advice on the feasibility of a new capital campaign with the objective of retiring the mortgage. His advice was quite favorable. Based on his experience, he indicated that UUCA’s long-term debt is not crippling, but is large enough to be a significant encumbrance to its programs. Capital campaigns aimed at debt retirement can be very successful for churches and motivating to congregants, especially for millennials, who tend to have negative attitudes towards debt. And there is no reason for UUCA to delay undertaking one.

Peter Vitaliano, Treasurer, UUCA

Emerging Opportunities

April 2017

Transitions

Music Director: our top candidate has given us an enthusiastic YES and will be joining us in July!!! We are not prepared to announce to the congregation yet, however, as we still need to get a contract signed. This is extremely good news!!!

Ministerial Intern: We are bringing in a 15-20 hr/week intern for the coming year. Christin Green comes highly recommended, and having worked with her a little in the past, I feel good about what she can bring to our ministry.

Ministerial Support: Rather than hiring a contract minister for the coming year (for budget reasons), I am asking UUCA members who are professional Ministers to step up and help us cover key areas like worship support, pastoral care and small groups for one year. Some of this support may be paid, while I expect a good deal of it will be on a volunteer basis. We will also look to hire a part time (lay) Coordinator of Social Justice.

LRE

- Banner Project** is in final stage, volunteers busy assembling and sewing banners
- OWL:** Ongoing challenges with OWL committee; receiving denominational support on this issue
- Pilgrimage:** Exploring feasibility of every other year Youth trips to Hopi.
- Wellspring Wednesday** begins April 26
- Primary focus:** developing for Elementary RE 2017-2018 Focus: Science based program exploring UU Principles and Identity

Pastoral Care

Transitional support: In addition to providing additional ministerial support in this area, we will take Rev. Linda's transition as an opportunity to enhance our lay Care Team as well as focus increasingly on developing an ethos of care within the congregation more generally. A great deal of this is already happening in our small groups, and the main thing we need now is a specially trained team capable of taking on somewhat more challenging situations: a building block between our small groups and the ministers. We already have a team like this, but this program is in need of expansion, training and a broader charter. I will continue to provide the 8-10 hours of (higher level) pastoral support/counseling per/ week I am providing right now.

Faith in Action

Intercultural Competency: We are in conversation to deepen and expand our anti-racism work significantly over the next year. Using our Living the Pledge program as a spring board, we will broaden our internal focus as well as offer additional programming beyond our walls through partnership with a wonderful new community partner.

Community Partners/GTP: As we move from a charitable GTP model to a Partnership model, we will be greatly reducing the number of community partners we support financially during the coming year. In addition, we will no longer be giving 100% of our plate to these organizations - instead we will keep a percentage to resource our capacity to PARTNER effectively with them. So even though 100% will not be going to these particular partners - 100% will be going to support these PARTNERSHIPS.

Facilities

Choir Loft Access: planning to replace broken lift to choir loft. This is a significant accessibility issue - and it is expensive.

AV Support: expanding and further developing volunteer team to meet growing level of AV support needs in all areas of congregational life. As times change, our groups want to make greater use of these technologies and we are struggling to keep up in terms of training and coverage capacity.

Revenue enhancement: planning to shift some janitorial/maintenance costs onto renters.

Staff Away

Board support request: a number of our senior staff have not/are not taking their time off. As you know, our congregation can become angry and resentful when staff use vacation time, and the pressure to keep working/producing is intense. This is a recipe for reduced quality, burnout, resentment and staff turnover. I am told that in the past staff and (especially) ministers almost never took time off, and that may be - but it is not a sustainable or morally defensible position for us to take today. Our staff works extremely hard - harder than any staff team I have worked with - and I need the Board and other leaders to offer more vocal support, even insistence, that we take our time away. Not just for the good of our staff members, but for the good of the congregation. So far this fiscal year LeeAnn, Tamara and I have each used one week (25%) or less of our time off. In addition, I have taken zero study leave (of my 4 weeks). I know the congregation at large does not understand this - but that is the time I am supposed to be learning, researching, reflecting and otherwise generating important things to share with the congregation. This is not good, and yet with Rev. Linda's departure I suspect the pressure on senior staff will only become more intense. We need your help.

Executive Monitoring Report – April 2017

Compliance: The Executive is in compliance with Policy 4.2. All indicators and metric benchmarks are currently being met.

4.2 Membership

Policy: The Executive shall not allow members' relationship to the Church to become unclear or unarticulated.

Accordingly, the Executive shall not:

Policy 1. Fail to articulate to the membership the Church's religious identity and mission as to who we are, what we believe, and what we do.

Executive Interpretation: We will effectively communicate the religious identity of the church, especially as it relates to values and mission to the congregation across age and other identity/developmental spectrums. We will also strive to communicate these things beyond our church walls in ways that help our moral owners, community "stakeholders" and others know us better.

Indicators: UUCA's religious identity, mission and values will be clearly and regularly articulated in

- Worship
- On our website
- In other church communications, like Connections and on Facebook
- Children's Religious Education Programming

Metrics: Communicated in one or more ways to the congregation at least monthly. Executive will report annually, and direct inspection by the Board of some of these areas may prove effective – like in the area of worship, for example.

April 2016 – The Executive is in compliance with Policy 1. Evidence can be found in all sermons, on social media, and in all activities at UUCA.

April 2017 -- The Executive is in compliance with Policy 1. Evidence can be found in all sermons, on social media, in religious education programming, and in various other activities at UUCA.

Policy 2. Fail to articulate and promote the meaning and expectations of membership in serving "the purpose of the Church" (Bylaws Article III.);

Executive Interpretation: We will clearly and regularly articulate the meaning and expectations of membership, especially as it relates to serving the mission of the Church.

Indicators: Executive will report annually that expectations and meaning of membership explicitly articulated and affirmed/reaffirmed by congregation.

Executive will report annually that expectations and meaning of membership explicitly articulated in "New UU" and other "welcoming" type events and activities.

Metrics: This occurs at least twice annually; this occurs at least monthly.

April 2016 – The Executive is in compliance with Policy 2. Currently a “New UU” course is being offered at least every other month. There are plans to extend this offering to monthly as we continue to monitor our growth and implement the strategic plan in 16/17. In addition to “New UU”, we hold other welcome activities such as Happy Hour (monthly), the new “All things UUCA” course being offered on Wellspring Wednesday, and the Young Adult “Beer, Pizza and Questions”.

April 2017 – The Executive is in compliance with Policy 2. Because of the high influx of new members, the “New UU” course is flexible in its frequency to address the surge demand. Based on last year’s success, we continue hold other welcome activities such as Happy Hour (monthly), the course being offered through Wellspring Wednesday, and the Young Adult “Beer, Pizza and Questions”. We also have new member signing monthly after each service.

Policy 3. Consider a person a member unless they have stated a commitment to support the mission of the Church, agreed to abide by the Congregation’s covenant, made a pledge of financial support, and signed the membership book;

Executive Interpretation: Prospective members will state their commitments, affirm the Covenant and commit to practice financial support before signing the membership book.

Indicators: Executive will report annually that such a process is being effectively used.

Metrics: 100% of members follow this process.

April 2016 – The Executive is in compliance with Policy 3. Membership is only conveyed by this process and is followed at 100%.

April 2017 – The Executive is in compliance with Policy 3. Membership is only conveyed by this process and is followed at 100%.

Policy 4. Allow persons to retain membership status if they fail to make a financial contribution to the Church for two consecutive years; or

Executive Interpretation: We will have a process to identify and inform members who are not following this policy that their membership status is in jeopardy. We will remove such people from membership as necessary at least annually.

Indicators: Executive will report annually on this process.

Metrics: We will use this process and “clean our rolls” accordingly at least annually.

April 2016 – The Executive is in compliance with Policy 4. Rolls were cleaned prior and during the annual Stewardship Campaign, and is monitored by the Membership Director.

April 2017 – The Executive is in compliance with Policy 4. Rolls were cleaned prior and during the annual Stewardship Campaign in February, and is monitored by the Membership Director.

Policy 5. Fail to provide pathways to motivate Friends to become members.

Executive Interpretation: We will develop and maintain clear, accessible and motivating pathways for people to move from seekers and visitors to members of the congregation.

Indicators: Existence of programs like “New UU” and “Visitor Orientation”.

Metrics: Programs and communications designed to serve as pathways will be offered at least monthly and will be reported on annually by the Executive.

April 2016 – The Executive is in compliance with Policy 5. Pathways are constantly being developed by the Happy Hour offerings, more frequent New UU Classes and Wellspring Wednesday offerings.

April 2017 – The Executive is in compliance with Policy 5. Inquiring Friends are sent a membership brochure within a week of visiting church, and then again in 40-weeks as an encouragement to join the church as a member. Members receive approximately 22 contacts per year through email, Facebook, and letters.

UUCA Budget 2017-2018

Budget Meeting – Wednesday 19 April 2017

7:00pm

Agenda

Chalice Lighting and Reading – the rope revisited: a leadership metaphor

Overview – UUCA Congregational Covenant and Goals / Leading from Within Touchstones

Opening remarks – the strands of our rope

State of the Union – What is changing?

Ministry Areas

Big Picture – UUCA 2017/2018

Questions

Chalice Lighting / Reading – The rope revisited



Reminder - UUCA Congregational Covenant

We covenant with each other, promising our goodwill and honest effort, pledging our care and support to one another and to our church community, challenging one another to live in accord with our Unitarian Universalist principles. With this common purpose as our source, we covenant:

- To welcome all who come with acceptance and respect for the differences among us;
- To practice patience and speak the truth directly and with compassion;
- To reflect carefully about the potential results of our words and actions before we speak or act;
- To keep our discussions to topics and issues rather than personalities;
- To acknowledge that we may not always agree with the group decisions, but we will support and participate in decision-making processes that are collaborative and democratic;
- To seek to resolve disagreements to our own mutual satisfaction and ask for help when needed;
- To speak directly to those with whom we have disagreements;
- To facilitate direct communication between parties in conflict, when appropriate;
- To act with loving kindness, seeking to promote justice, equity and compassion;
- To speak out with loving kindness when we witness disrespectful interactions;
- To understand that building our beloved community requires learning and practice.

Board Welcome

Warren Wright

FY2017/18 Keeping the Light – Overview

Bruce Rieder

UUCA Treasurer – Overview

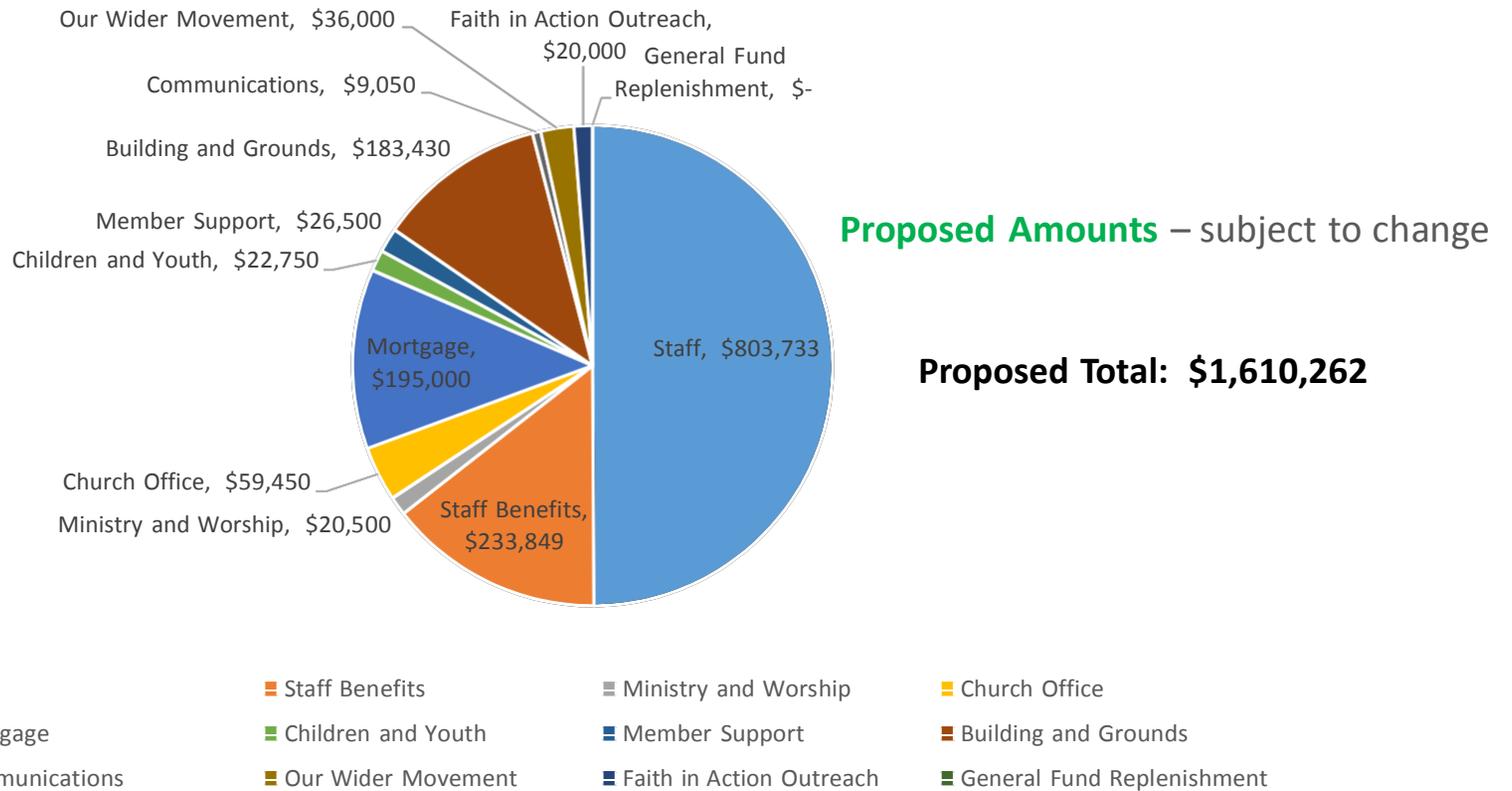
Peter Vitaliano

Connect – Grow – Serve: UUCA Keeping the Light

What is changing?

1. Staff compensation is challenging given our congregational size and the geographic location
2. Comprehensive Review of the UUA Salary Guidelines by position and responsibilities / quartiles
3. ACA review – bringing the congregation into compliance
4. Budget has 2% increase for most staff with the exception for one to move closer to UUA guidelines.
5. Budget allocation to cover for transitional support.
6. Small Intern salary to cover as a stipend for the year – again – transitional support.
7. Accompanist added this year on contract basis.
8. Rolling in Youth/Young Adult Salary into operating budget – no endowment pull request.
9. Nursery staff – change in how childcare is administered/Executive policy – moving to voucher system.
10. Question – what would it cost to restore hours? Over 80K in salary alone – not counting benefits. Overall cost would be upwards of \$110k

Big Picture – UUCA 2017/2018



Ministry and Worship

5123 Worship Guests

5124 Worship Svcs/Other Expenses

5134 Special Events

5616 Guests and contractors

5630 Purchases/Other expenses

Proposed Total: \$20,500 (\$1700 month)

Change from FY16 - \$3000 Increase – More emphasis on worship experience

Movement to more align with our strategic plan and with actual costs. Diversity in music has been a big piece this last year.

Ministry and Worship *Example* Expenses

- Worship Guests
- Special Events
- Flowers
- Fellowship Coffee
- Candles
- Soul Matters
- Heart balm Cards
- Special Music

Children and Youth

- 5310Volunteer Training
- 5315Adult Education Expenses
- 5320RE Supplies

- 5325Instructional Resources
- 5330Youth Activities Support
- 5335Summer Program
- 5340Child Care-Other Activities
- 5355RE Equipment Maintenance
- 5331Multigenerational Activities

- 5344Criminal Background Checks

Proposed Total: \$22,750
Increase over last year by \$400 for instructional purposes and background check costs

Children and Youth Ministry– Example Expenses

- Volunteer Training
- Adult Religious Education
- Youth Activities
- Child Care
- Background Checks
- RE Supplies (paper/scissors/maker space)

Faith in Action/Outreach

5517 Pastoral Care
5640 Creative Arts
5715 Social Action
5716 Community Partners

Proposed Total: \$20,000

**Increase in budget from last fiscal year by \$3600;
Change in total give the plate methodology to
partnership model where social action is funded
by give the plate**

Our Wider Movement

5720 UUA Contribution
5725 CER Contribution

Proposed Total: \$36,000

No change from last FY

**UUA – Suggested giving \$60 per member or 4.3%
of Operating Expenses**

Member Support

5512 Pamphlets/Stickers
5515 Membership
5530 Board Expenses
5540 Canvass Expenses
5560 Service Auction

Proposed Total: \$26,500
Increase \$3350

Communications

Proposed Total: \$9,050

**Increase \$1,600 for AV expenses and website;
alignment with strategic plan**

- 5501 Connections
- 5502 Website Hosting and Maint
- 5505 Print Media Advertising
- 5508 Video and Audio Expenses
- 5509 Photography/Archives
- 5510 Communications-Other

Church Office

- 5219 Bank Fees
- 5221 Credit Card Processing
- 5222 Audit
- 5223 Payroll Expenses
- 5224 Unallocated Staff Expenses
- 5228 Worker's Comp
- 5230 Misc.
- 5232 Health Benefit Plan
- 5235 Staff Training
- 5240 Office Supplies
- 5245 Postage
- 5250 Telephone
- 5255 Office Machine Maintenance
- 6101 Office Equipment

Proposed Total: \$59,450
**Spread audit fees each year to cover policy
requirement for financial audit every other year**

Building and Grounds

- 5406 Trash Pick-up
- 5407 Utilities
- 5410 Fire and Liability Insurance
- 5415 Bldg. Maintenance-Routine
- 5416 Building Maintenance-Projects
- 5420 Grounds Maintenance
- 5422 HVAC Work
- 5425 Parsonage Maintenance
- 5430 Parsonage Taxes
- 5545 Computer Support
- 6103 Computer Equipment
- 6110 Equipment
- 5421 Memorial Garden Upkeep
- 6170 UnForeseen Expenses
- 6190 Replacement Reserves

Proposed Total: \$183,430

Increased building use means increased trash cost; also some needed maintenance should be scheduled this next year that is not in the 20 year replacement plan; computer support costs have risen with higher technology needs

Mortgage

2 Factors:

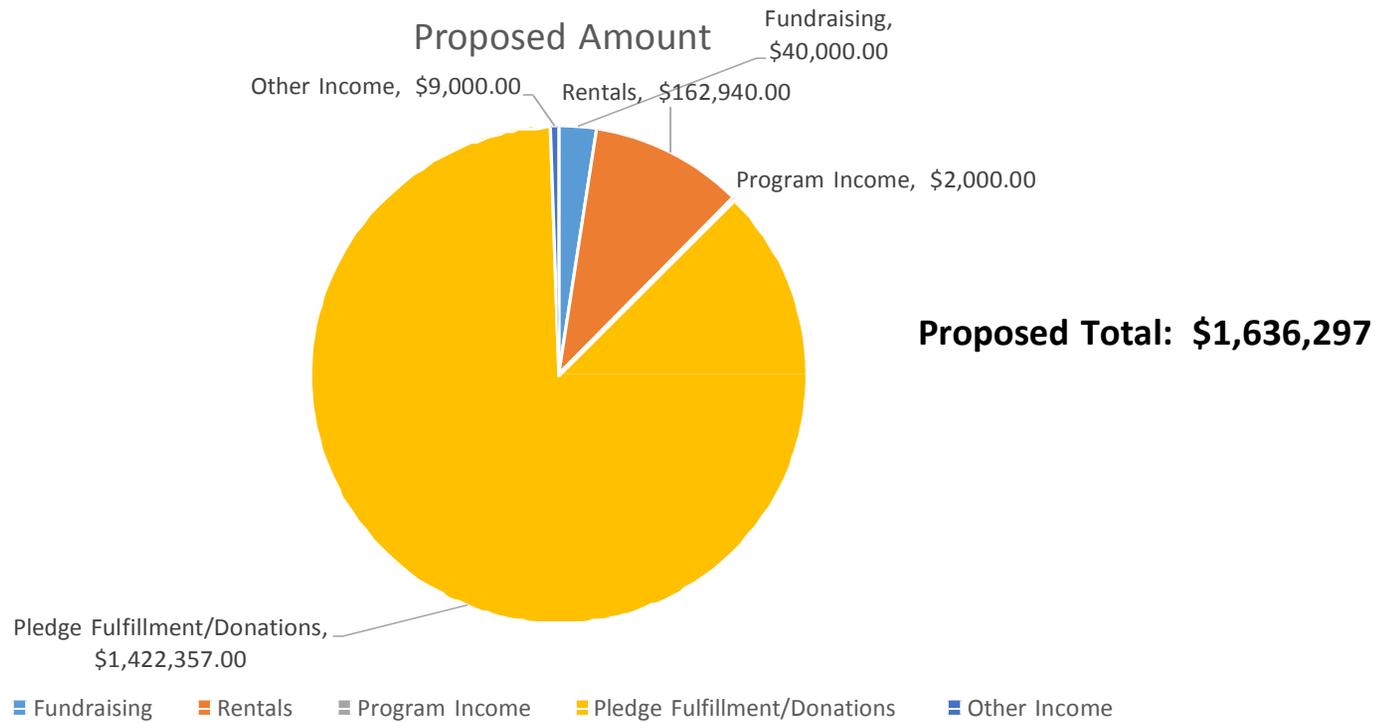
- 1 – Construction Loan
- 2 – Permanent Loan

Refinancing should be completed by the annual meeting. Consolidation of two loans for the next five years has given us some cash flow room in the operating budget (around \$41,000) annually. Going forward we will have one loan at the 3.99% rate for the next five years.

Proposed Total: \$195,000

Increase in total is due to the construction loan coming due.

Revenue



Revenue Opportunities \$1,636,297

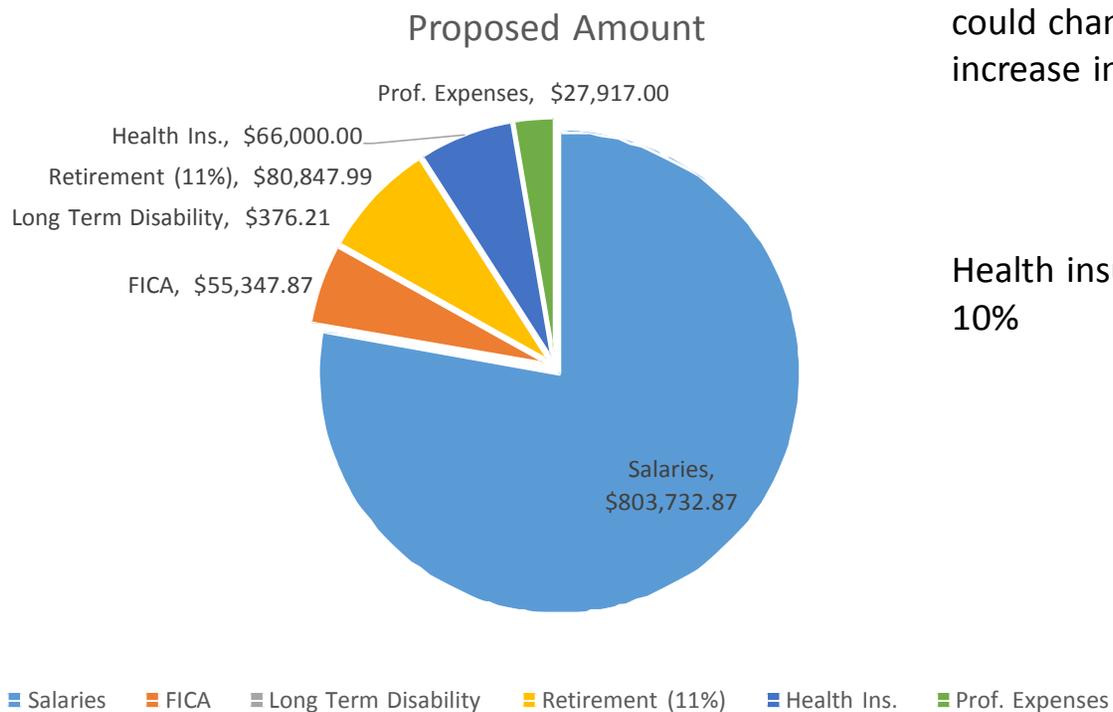
- Pledge Fulfillment \$1,219,857
- New member/additional after Keeping the Light \$50,000
- Special Contributions (non-members/friends) \$25,000
- Fundraising
 - Services Auction \$33,000; Mistletoe Mall \$3,500; Scrip \$1,500; Miscellaneous (Bed and Breakfast, Young Adults \$2,000)
 - Rentals – Parsonage, Pre-School, Events (weddings, concerts, etc.) \$162,940
 - Program Income – Quest Gallery, Music/Theater Contributions \$2,000
 - Other Income – Interest, Refreshments, Other \$9,000

Income – Where does it come from?

- Pledges – membership and friends who gave during Give to Grow Campaign
- New Members – not counted in the pledge drive
- Pledges – who did not pledge during the Give to Grow Campaign
- Fundraising – Auction, Mistletoe Mall, Scrip
- Rentals – Parsonage, Pre-school and Special Events
- Musical/Theater Contributions
- Interest income
- Other

Staff Costs

Proposed Staff Total: 1,037,582



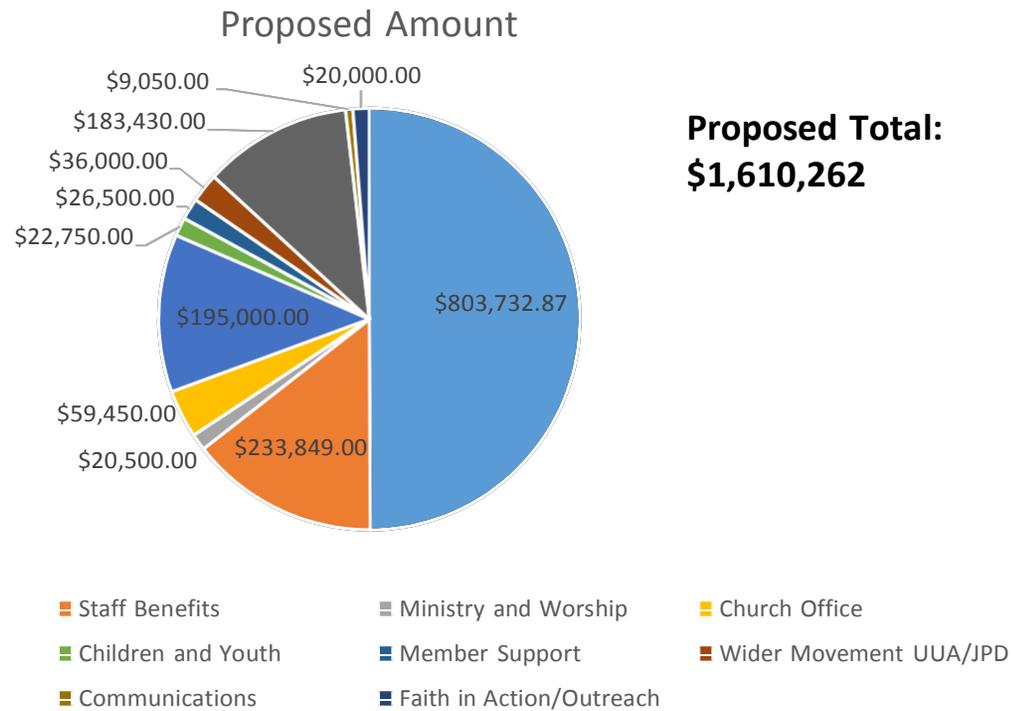
Assumes 2% Raises for most staff including minister – this figure could change and 1.3% CPI increase in 2016

Health insurance premiums rose 10%

Current Staff and Hours

- Aaron McEmrys – Senior Minister
- Chief Administrative Officer – Tamara Srader 40 hours
- Director Lifespan Religious Education – Lee Ann Williams 40 hours
- Director Congregational Life – Sarah Masters 30 hours
- Administrative Coordinator – Annie Parker 25 hours
- Communications Coordinator – Mary Ann Bolton 32 hours
- Bookkeeper – Beth Enriquez 30 hours
- Religious Education Assistant – Lisa Harper-Chang 20 hours
- Facilities Manager – Paul Kearney – 32 hours
- Director of Youth/Children/SHINE Choir – Bea Ann Phillips-Brown - Contract
- Director of Handbells – Ken Bissell - Contract
- Custodian Manuel Rivera – 40 hours
- Custodian Jose Figueroa Pineda – 32 hours
- Youth and Young Adult Coordinator – Andrea Albamonte – 30 hours
- Music Director – TBD – 40 hours
- Transitional Support – TBD as directed by Senior Minister
- Clergy Intern – TBD as directed by Senior Minister

Totals by Budget Category



	2017/2018 Approved	2017/2018 Proposed
Staff		
Salary	777,856	803,733
CA	59,506	55,348
LTD	3,938	3,736
Retirement	77,602	80,848
Health	38,366	66,000
Pro expenses	36,472	27,917
Ministry and Worship		
Expenses	17,500	20,500
Church Office		
Expenses	67,750	59,450
Mortgage		
Expenses	236,000	195,000
Youth and Ministry		
Expenses	22,350	22,750
Member Support		
Expenses	23,150	26,500
Building and Grounds		
Expenses	176,761	183,430
Communications		
Expenses	7,450	9,050
Our Wider Movement		
Expenses	36,000	36,000
Faith in Action and Outreach		
Expenses	16,400	2,000
General Fund Surplus Replenishment		
Expenses	0	45,000
Expenses	1,672,101	1,637,262

