

	Minutes for the Board Meeting of Tennessee Valley Unitarian Universalist Church	Tuesday, May 19, 2026 APPROVED
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Meeting chaired by Board President Maddie Kulpa. Minutes recorded and submitted by Secretary Devon Alley.

Attendees (virtual attendance marked with *):

- Board Members – Maddie Kulpa, Lynn Hixson, Devon Alley, Steve Drevik*, Ed Mohundro*, Rob Richardson, Roy Kersey*
- Ex-Officio Members – Gillian Denham Jones*, Chris Buice, Catherine Farmer Loya*, Carol Villaverde*
- Guests – Mary Rogge*

Opening Words and Covenant

- The meeting was called to order by Board President Maddie Kulpa. An opening chalice lighting and reading were shared. The board covenant was also reviewed.

Consent Agenda – Maddie Kulpa

- Items Included:
 - April Board Meeting Minutes
 - Program Council Report
 - Building & Grounds Charter revisions (minor clarifications and grammatical edits)
- Maddie moves to approve the consent agenda, Lynn seconds, and the consent agenda is approved unanimously.

Updates and Announcements – Maddie / Gillian

- **June Board Meeting**
 - The Board discussed holding a June meeting as an informal transition and meet-and-greet for outgoing and incoming board members

- Tentatively decided on a June 16 meeting, likely virtual or hybrid. Details to follow.
- **Board Surveys**
 - Maddie will resend onboarding and offboarding surveys:
 - Continuing members will receive onboarding surveys.
 - Departing members will receive offboarding surveys.
 - Responses will be reviewed confidentially by Maddie and Lynn.
- **Youth Representative Position**
 - Catherine Loya reported that no youth are currently prepared to serve as Board representatives, though youth leadership development continues.
- **March Financial Snapshot**
 - Steve Drevike reported:
 - March pledge income was slightly below expectations.
 - Year-to-date finances remain essentially on budget and slightly ahead of plan.
- **Committee Recruitment Needs**
 - Several committees require leadership recruitment for the upcoming year.
 - Key needs:
 - Stewardship Committee Chair
 - Potential Strategic Planning membership adjustments
 - Future Treasurer – Elect pipeline
 - Board members were asked to recommend prospective volunteers.

Fundraising Forum Results - Maddie / Gillian

- The board reviewed outcomes from the recent fundraising forum.
- Key takeaways:
 - Participants supported continuing fundraising efforts in a different format than the traditional rummage sale.
 - Interest exists in exploring future in-person fundraising events.
 - Consensus favored creating a broader fundraising team/committee.
- Reporting structure:
 - The Board discussed whether the fundraising committee should report to:
 - The Board; or
 - Management Team / Gillian Denham Jones.
- Consensus:
 - The fundraising effort will be organized under the Management Team due to:
 - Facility coordination needs
 - Calendar management
 - Staff support requirements
 - Operational efficiency
 - No objections were raised, and the Board agreed to move forward.

Congregational Meeting Planning - Maddie Kulpa

- **Projected Budget**

- Gillian Denham Jones presented the proposed budget.
- Highlights:
 - Revenue budget increased approximately 4% to about \$692,000.
 - Significant increases anticipated in:
 - Property insurance
 - Utilities
 - Personnel remains the largest expense category.
- Staffing Discussion:
 - Gillian outlined plans for a Head Sexton/Facilities position structure that would:
 - Support facility maintenance.
 - Provide flexibility as building use and rentals increase.
 - Maintain operational support while controlling costs.
- Budget Status:
 - Projected budget balance:
 - Approximately \$266 surplus
- Bequest Income:
 - The budget includes a portion of an anticipated \$50,000 estate gift designated for operations.
 - Funds are still in probate.
 - Approximately \$40,000 was included for budget planning purposes.
- Revenue Opportunities:
 - Additional positive indicators:
 - Rental bookings already generating roughly \$4,000 in future fiscal year commitments.
 - Expectation that rental revenue could exceed budget projections.
- UUA Contribution Discussion:
 - The proposed budget currently includes no UUA contribution allocation. Board members discussed:
 - Financial realities
 - Future conversations with UUA leadership
 - Possibility of future contributions if finances improve during the year
 - Potential for designated giving opportunities from congregants
- Maddie moved to approve the provisional budget, Devon seconded, and the motion was approved unanimously.

- **Bylaw Amendment**

- Lynn presented a proposed bylaw addition to ensure full compliance with Welcoming Congregation standards.
 - Amendment Purpose:
 - To formally include a statement of:
 - Welcome
 - Affirmation
 - Non-discrimination
 - within the church bylaws.
 - Revision Since Prior Discussion:
 - One addition was made:
 - Inclusion of ability/disability language after feedback during review.
- Lynn moved to send this to the congregation for a vote, Devon seconded, and the motion was unanimously approved.

- **Review Ballot and Voting Slate**

- The Board reviewed the Leadership Development Committee's slate for congregational election.
 - Board of Directors
 - Maddie Kulpa – re-election
 - Lynn – re-election
 - Bill Cherry – Secretary
 - Seema – completing remainder of an unexpired term
 - Jennifer Fowler – new three-year term
 - Ory Weaver – new three-year term
 - Leadership Development Committee
 - Dylan Bowman-Brown
 - Awan Castaneda
- Endowment Committee
 - Taylor Thomas – re-election
 - Kent Looney – new term
- No vote was required, as the nomination slate had already been approved through Leadership Development.

- **Congregational Meeting Logistics**

- The Board reviewed logistics for the upcoming congregational meeting.
- Key Plans:
 - Online member registration through Realm.
 - Optional electronic ballot voting via QR code and online forms.
 - Paper ballots will remain available.
 - Goal: reduce ballot counting time and streamline meeting operations.
- Food:

- The church will provide:
 - Snacks
 - Fruit and vegetable trays
 - Drinks
- Members may bring personal meals or items to share.
- Childcare and nursery participants will have food accommodations as needed.
- Agenda Review
 - The annual meeting agenda will include:
 - Mid-year minutes approval
 - Bylaw amendment vote
 - Program Council Charter
 - Leadership Development Charter
 - Election slate
 - Budget presentation and vote
 - Board update
 - Management Team reports
 - Endowment Fund update
 - Strategic Planning update
 - Stewardship for Us update
 - Election results

Strategic Planning Update – Mary Rogge

- Visioning Process Progress
 - 24 visioning circles completed.
 - Approximately 102 participants engaged in the process.
- Next Phase
 - Data analysis underway.
 - Follow-up congregational survey being finalized.
 - Survey will ask the same four questions used in visioning circles.
- Emerging Topic
 - AI usage emerged repeatedly during visioning conversations.
 - Discussion included:
 - Ethical implications
 - Environmental impacts
 - Need for church guidance and policy development
 - Maddie and Gillian confirmed preliminary conversations have begun regarding a congregational AI policy.

Additional Announcements

- Pride Events
 - Volunteers are needed for:
 - South Knox Pride
 - West Knox Pride
 - Events are listed on the church calendar.
- Program Council
 - Follow-up is needed regarding recruitment of a Program Council co-chair.
Lynn agreed to coordinate communication with Leadership Development.

Closing Words – Devon Alley

Meeting was adjourned at 7:40 pm by Maddie Kulpa

Respectfully submitted,
Devon Alley, Board Secretary

Program Council Board Report

Date: May. 12, 2026

Submitted by: Carol Villaverde

> Identify one to three Committee Objectives that support the work of the church, in collaboration with your Board liaison:

1. Collaboration with Communication Team to update the Program's portion of the Realm Database and facilitate program leader and participant usage of Realm features.
2. Collaboration with Communication Team to update the Program's portion of the church's website
3. Educate and Assist Group Leaders in using the new Calendar and Announcements digital form(s) and process for their group's activities
4. Congregational Review of the Program Council Charter
5. Organize and host a Program Fair for each of the three program clusters that live within the Program Council

> Provide status overview of Objectives, including who is leading the effort, completion percentage, and notes on progress/obstacles.

1.

Realm Database	Project Lead - Carol Villaverde	Percentage Complete - 25%
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1. Database has been updated to show the current three clusters and their corresponding groups.
2. Currently ensuring that purpose statements in Realm match the accurate statements on the new Program's portion of the church's website. Gillian Denham-Jones and Carol Villaverde are also verifying that program leader name(s) and information is being updated.

2.

Programs' Portion of Website	Project Lead - Carol Villaverde	Percentage Complete - 100%
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1. Mock-up webpages were reviewed by the board, church staff, Program Council, all Program Leaders, and Communications Team. Carol made necessary edits.
2. The temporary programs portion of the website using Realm Refresh Websites is complete and was launched at the beginning of March 2026.

3.

Educate and Assist Group Leaders in using the new Calendar and Announcements digital form(s) and process for their group's activities	Project Lead - Carol Villaverde & Gillian Denham Jones	Percentage Complete - 75%
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1. Form has been in use by the congregation since October and feedback from the congregation and administrative staff are guiding improvements to the new process.

2. Church administrative staff and Program Council members continue to communicate with each other and with program leaders to facilitate consistent usage of the online form process.
3. Program Council & Church staff have communicated issues with readability, data/field sorting, and inconsistencies with submissions actually processing and being received. This feedback has been shared with the Communication Team.

4.

Congregational Review of Program Council Charter	Project Lead - Carol Villaverde & Maddie Kulpa	Percentage Complete - 100%
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1. The Program Council and Leadership Development hosted a Charter Chat on May 2, 2026 at 1 p.m. following the First Sunday Lunch to allow congregation members to discuss any questions or concerns regarding the two charters that will be up for vote at the upcoming congregational meeting on May 31, 2026.
2. Eddie Chin represented Leadership Development; Carol Villaverde and Barbara Lamm represented the Program Council. Gillian Denham Jones represented the Management Team. We had one congregation member attend the session: David Massey.
3. One necessary change was identified related to budgeting and allocation of funds. Gillian Denham-Jones and Carol Villaverde collaborated on rewording and have submitted the change to the Board for review at the May 2026 Board Meeting.
4. Miriam Davis, a member of church staff, will be providing feedback on May 13, 2026. If any further edits are deemed necessary from that conversation, they will be shared with the Board for review at the May 2026 Board Meeting.

5.

Program Cluster Fairs	Project Lead - Carol Villaverde & Barbara Lamm	Percentage Complete - 50%
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1. The Program Council established a goal of hosting a Programs Fair for each of the three program clusters throughout the year.
2. Cluster chairs are in collaboration with Gillian Denham-Jones to scheduled fairs and complete calendar approval. Fellowship Cluster Programs Fair was held on Sunday, May 10, 2026. Social Justice Cluster Programs Fair is scheduled for October 18th, and Congregational Care is looking at potential dates in Feb./Mar 2027.

>Provide detailed updates of Objectives, including the timeline, accomplishments, and next steps.

Current In-Progress Objectives:

1. Realm Database Updates - Timeline moved out due to prioritizing completion of Programs' portion of Website
 1. May/June- Complete updates to Program Purpose Statements and leader name(s) and

2. July/August - Evaluate the Participants feature of the database & consult with the DFO and Communication Team on how to proceed with data entry and levels of access.
 3. August/September - Proceed with data entry for the participant feature OR plan agreed upon with DFO & Communication Team.
 4. September - Program Council Leadership Workshop scheduled for Sept. 12th. One of the sessions will be devoted to Realm database education and exploration for all leaders of programs that fall under the Program Council.
2. Program's Portion of the Website
1. Ongoing Evaluation - Gathering feedback from stakeholders and evaluate potential improvements
3. Educate and Assist Group Leaders in using the new Calendar and Announcements digital form(s) and process for their group's activities (Over arching goal: Improve communication so that we welcome and engage the wider TVUUC Member & Friends Community in the program life of the church as we actively support our shared mission and vision.)
1. Communications Team is transitioning to and trialing the use of Google Forms instead of the Realm Refresh Form.
 2. Feedback from office staff and program leaders indicates that the form process may need to be separated into two forms: one for the Calendar Request and one for the Announcement Request. This would help ensure that events have church leadership approval and are officially placed on the calendar BEFORE any announcements or publicity begins.
 3. May/June - Continued discussion, development, and editing of two forms in Google platform and testing with Program Council Chairs and Cluster Chairs and Communication Team members.
 4. July/August - Link new Google Forms to the website to replace current Realm Refresh website form.
4. Congregational Review of and Voting upon new Program Council Charter
1. May - congregational vote on the new charter
 2. June/July - Finalize the membership for the 2026 Program Council according to the Program Council charter.
 1. Identifying which cluster subgroups still need a representative on the council.
 2. Contact the group leaders to recruit participation in the council.
 3. Present the members of the 2026-2027 Program Council to the congregation
 3. **In the meantime**, Carol Villaverde and Barbara Lamm will collaborate on creating policy documents that describe Program Council Co-Chair and Cluster Representative Responsibilities. These will then be share as needed when

identifying and talking with potential new Program Council members after congregational approval of the Program Council Charter.

5. Program Cluster Fairs

1. May/June - Program Council members and Fellowship Cluster Program Leaders are currently sharing feedback through meeting discussions and Google Form responses.
2. Aug through September - Feedback will be used problem solve and improve our process in planning the next programs fair.
3. May through September - Program Council will begin writing a Program Council Cluster Programs Fair procedure and policy document that can be used by program council members and leaders in the planning of future fair events.

> List any other items of note (support needed, Board input/feedback requested, committee membership changes, success/struggles not directly related to objectives.)

1. Like many groups within TVUUC, we are experiencing difficulties in recruiting program leaders willing to volunteer more of their time and energy to be on the Program Council.
2. The Program Council is also finding through conversations with members and friends, that many still do not understand how the church and its programs (RE, Music, Program Council, Board Committees, standing team, etc. . .) are structured. For example, we had a standing team ask to participate in the Fellowship Cluster Programs Fair. Many of these folks are long time members of TVUUC who have not yet grasped the changes that have occurred in the past few years. Continued improvement in our communication and patience will be important. The standing team that asked to participate in the recent fair has been connected with Gillian in the front office to pursue tabling and recruitment options.
3. We are pleased with the recent collaborations and communications between church program council and church administrative and ministerial staff.

Tennessee Valley Unitarian Universalist Church
Statement of Financial Position

As of: Mar 31st 2026

Assets

Cash & Equivalents

110002 Home Federal Checking Account	258,959.91
110003 Home Federal Savings	24,544.20
110005 Gift Card Inventory	13,520.00
110007 SouthEast Bank 6 Month CD	28,082.00
110009 SouthEast Bank 12 Month CD	56,162.46

Total Cash & Equivalents	381,268.57
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Total Assets

\$ 381,268.57

Liabilities & Net Assets

Liabilities

Operating Liabilities

210000 Advance Pledges	32,488.99
210050 American Express Credit Card	(990.77)
210100 Credit Card - Chris Buice	1,238.39
210200 Credit Card - Office	5,801.24

Total Operating Liabilities	38,537.85
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Capital Liabilities

220201 SBA Loan	138,715.50
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Total Capital Liabilities	138,715.50
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Total Liabilities	177,253.35
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Net Assets

Unrestricted Funds

310000 Operating Fund	(67,570.08)
311000 General Fund	34,907.03

Total Unrestricted Funds	(32,663.05)
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Restricted Funds

General

830001 Memorial Contributions	10,479.90
830002 IT Sanctuary Endow Grant	5,810.69
830003 Endowment Liability	13,052.91

Total General	29,343.50
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Building & Grounds

830100 Labyrinth Formation	1,000.00
830101 Reserve Account	82,079.87
830102 Furnishings	525.44
830105 Intergeneration Playground	248.98
830106 Little Pantry Garden	2,351.84
830107 Amphitheater Yard Project	(749.70)
830108 Patio Endowment Grant	(210.00)
830109 Sacred Grounds Program	65.55
830110 Memorial Garden General Fund	472.59
830111 Digital Bulletin Board Future Project	500.00
830112 Solar Fund	5,513.00

Total Building & Grounds	91,797.57
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Music & Arts

830201 Special Music Fund	10,189.84
830202 Art Gallery	7,387.64
830203 Flowers	8,916.40

Total Music & Arts	26,493.88
Religious Education (RE)	
830301 RE Special Projects	5,059.60
830302 RE Youth Fund	3,928.91
830303 Campus Ministry	115.10
830304 HS Endowment Furniture Grant	354.75
830305 Children's Diversity and Justice Library	5,349.26
Total Religious Education (RE)	14,807.62
Other	
830306 Leadership Development	(612.67)
830308 Spring Retreat	306.50
830503 WUOT Underwriting (Advertising)	(80.00)
830504 Alliance	4,639.38
830505 Fall Retreat	1,034.55
830506 Personal Beliefs and Commitments	95.42
Total Other	5,383.18
Minister's Accounts	
830511 Minister Choice for Guest Speakers	1,000.00
830513 Mountain Camp Scholarship Fund	1,000.07
Total Minister's Accounts	2,000.07
Special Collections	
830600 Share the Plate or Designated Offering	1,522.00
830601 Ambulance Transport	1,064.95
830605 Special Events	(105.00)
Total Special Collections	2,481.95
Short-Term 2026 Endowment Grants	
830500 Memorial Garden Refresh	3,040.00
830515 Interior Lighting Project	1,527.00
830516 Building Identity Projects	4,500.00
830517 Kitchen Commercial Stove	4,047.63
830518 Ailanthus Tree Eradication Project	21,710.00
830519 Computer Upgrades	4,543.77
Total Short-Term 2026 Endowment Grants	39,368.40
Social Action	
830400 Refugee Assistance Team	1,231.69
830401 FISH	7,169.51
830402 Family Promise	7,328.63
830403 Volunteer Ministry Meals	722.91
830404 Helping Fund	2,169.18
830405 Allies for Knox Immigrant Neighbors	10.00
830406 Reproductive Justice Fund	1,000.00
830409 Social Action Speaker Series	2,500.00
830412 Outdoor Food Pantry	1,911.47
830413 Equality & Justice Fund	958.71
Total Social Action	25,002.10
Total Restricted Funds	236,678.27
Total Net Assets	204,015.22
Total Liabilities & Net Assets	\$ 381,268.57

Statement of Activities

Date Range: Mar 1st 2026 - Mar 31st 2026

Accounts	Actual	Budget	Budget
	Mar 01, 2026 - Mar 31, 2026	Mar 01, 2026 - Mar 31, 2026	Remaining Mar 01, 2026 - Mar 31, 2026
Revenues			
Unrestricted Revenue			
Giving			
410001 Pledge Contributions	31,934.70	40,117.50	8,182.80
410002 Share the Plate - TVUUC Portion	807.50	1,083.33	275.83
410003 Non-Pledge Contributions	12.00	1,833.33	1,821.33
410006 Generosity Sunday Contributions	937.00	850.00	(87.00)
Total Giving	33,691.20	43,884.16	10,192.96
Fundraising			
410101 Gift Cards	23.51	583.33	559.82
410102 Fundraising Events	(480.00)	2,333.33	2,813.33
410201 Building Rental	1,213.00	583.33	(629.67)
Total Fundraising	756.51	3,499.99	2,743.48
Other revenue			
410203 Other Income	0.00	50.00	50.00
410212 Interest - Home Federal savings	8.34	6.67	(1.67)
410213 Interest - SouthEast Bank CD's	866.04	0.00	(866.04)
Total Other revenue	874.38	56.67	(817.71)
Total Unrestricted Revenue	35,322.09	47,440.82	12,118.73
Total Revenues	\$ 35,322.09	\$ 47,440.82	\$ 12,118.73
Expenses			
Building & Operations			
Mortgage & Debt			
510001 SBA Loan Payments	641.00	641.00	0.00
Total Mortgage & Debt	641.00	641.00	0.00
Building & Grounds			
510101 Utilities	4,689.00	2,000.00	(2,689.00)
510102 General Maintenance & Supplies	1,304.97	1,500.00	195.03
510104 Building Cleaning Services	975.00	1,000.00	25.00
510105 Grounds Upkeep	3,590.00	1,916.67	(1,673.33)
510106 Trash & Recycling	281.25	200.00	(81.25)
510107 Security Monitoring	79.56	91.67	12.11
510109 Property Insurance	1,207.19	666.67	(540.52)
Total Building & Grounds	12,126.97	7,375.01	(4,751.96)
Operations			
510201 Board Expenses	0.00	125.00	125.00
510202 Office Supplies	249.85	83.33	(166.52)
510203 Copier Lease & Supplies	673.72	550.00	(123.72)
510204 Telephone/Internet	386.48	433.33	46.85
510205 Postage	0.00	100.00	100.00
510206 New Computers & Software Purchases	0.00	33.33	33.33
510207 Advertising	0.00	21.67	21.67
510208 UUA Pamphlets	0.00	36.67	36.67
510210 Online Donation Processing Fees	239.46	250.00	10.54
510211 Stewardship	0.00	208.33	208.33

Accounts	Actual	Budget	Budget
	Mar 01, 2026 - Mar 31, 2026	Mar 01, 2026 - Mar 31, 2026	Remaining Mar 01, 2026 - Mar 31, 2026
510213 Kitchen Supplies/Food	98.15	88.33	(9.82)
510214 Realm	348.00	375.00	27.00
510216 Gift Card Charge Fees	0.00	8.33	8.33
510219 Inova Payroll Processing	211.23	208.33	(2.90)
510220 Computer Maintenance	24.99	75.00	50.01
510222 Lic & Subscription Fees	543.76	323.67	(220.09)
510224 Personnel Expenses - Other	0.00	21.67	21.67
Total Operations	2,775.64	2,941.99	166.35
Denominational Connections			
510301 UUA Fair Share Dues	4,500.00	1,500.00	(3,000.00)
Total Denominational Connections	4,500.00	1,500.00	(3,000.00)
TVUUC Programs			
510400 Program Council Block Grant	0.00	50.00	50.00
510401 Music Program	35.00	100.00	65.00
510402 New Member Expenses	0.00	125.00	125.00
510403 Guest Musicians	19.00	83.33	64.33
510404 Leadership Dev & Conferences	0.00	166.67	166.67
510405 Worship Committee	0.00	145.83	145.83
510408 Youth Groups	274.06	166.67	(107.39)
510409 Misc Program Expenses	0.00	54.17	54.17
510411 Lifespan Religious Ed (C & Y)	0.00	458.33	458.33
510412 Reproductive Justice	0.00	16.67	16.67
510413 Young Adult Ministry	0.00	166.67	166.67
510417 Misc RE Expenses	0.00	83.33	83.33
510418 Lifespan Religious Ed - Adult	0.00	62.50	62.50
510419 8th Principle Program	500.00	83.33	(416.67)
Total TVUUC Programs	828.06	1,762.50	934.44
Total Building & Operations	20,871.67	14,220.50	(6,651.17)
Personnel			
Salaries and Wages			
510501 Sr. Minister (Salaried - Full Time)	5,942.08	6,437.25	495.17
510502 Sr. Minister Housing Allowance	2,089.14	2,263.25	174.11
510507 Sr. Min Disability Insurance	0.00	38.33	38.33
510511 Dir of Finance & Operations (Salaried - Full Time)	4,615.40	4,561.83	(53.57)
510521 Dir of Lifespan Religious Ed (Salaried - Full Time)	4,726.76	5,120.67	393.91
510531 Dir of Music (Salaried - 30 Hrs)	3,122.62	3,382.83	260.21
510541 Office Administrator (Hourly - 35 Hrs)	2,757.50	2,769.67	12.17
510551 Facility Assistant	590.11	536.75	(53.36)
510553 Sexton (Hourly - Part Time)	1,608.53	1,099.00	(509.53)
510561 New Members Coordinator	1,109.58	1,109.58	0.00
510572 Assistant Dir of Religious Ed (Salaried - 20hrs)	1,394.92	1,511.17	116.25
510581 Childcare (Hourly - Part Time)	641.99	750.00	108.01
Total Salaries and Wages	28,598.63	29,580.33	981.70
Payroll Taxes			
510505 Sr. Minister SE Tax Offset	0.00	650.00	650.00
510515 Dir of Finance & Operations P/R Tax	353.07	348.92	(4.15)
510525 Dir of LRE P/R Tax	271.32	391.75	120.43
510536 Dir of Music P/R Tax	172.75	258.83	86.08
510544 Office Administrator P/R Tax	210.95	211.92	0.97
510552 Facility Assist P/R Tax	45.14	41.08	(4.06)
510554 Sexton P/R Tax	123.03	84.08	(38.95)
510564 New Members Coord P/R Tax	84.88	84.92	0.04

Accounts	Actual	Budget	Budget
	Mar 01, 2026 - Mar 31, 2026	Mar 01, 2026 - Mar 31, 2026	Remaining Mar 01, 2026 - Mar 31, 2026
510583 RE Staff P/R Tax	96.32	176.25	79.93
Total Payroll Taxes	1,357.46	2,247.75	890.29
Retirement			
510503 Sr. Minister Retirement	642.46	696.00	53.54
510512 Dir of Finance & Operations Retirement	0.00	364.92	364.92
510522 Dir of LRE Retirement	378.14	409.67	31.53
510532 Dir of Music Retirement	249.76	270.58	20.82
510542 Office Administrator Retirement	204.52	221.58	17.06
510573 Assistant Director of Religious Ed Retirement	111.60	120.92	9.32
Total Retirement	1,586.48	2,083.67	497.19
Health Insurance			
510506 Sr. Minister Health Plan (E+S)	2,582.81	2,255.00	(327.81)
510524 Dir of LRE Health Plan (Family)	2,034.84	1,791.00	(243.84)
510535 Dir of Music Health Plan (Employee+Spouse))	1,728.05	1,513.00	(215.05)
510574 Assist Dir RE Health Plan (E+C)	907.22	766.00	(141.22)
Total Health Insurance	7,252.92	6,325.00	(927.92)
Other Personnel Exp			
510504 Sr. Minister Professional Expense	140.86	643.75	502.89
510802 Workers Comp Insurance	0.00	200.00	200.00
510815 Staff Professional Expenses	0.00	270.50	270.50
Total Other Personnel Exp	140.86	1,114.25	973.39
Total Personnel	38,936.35	41,351.00	2,414.65
Independent Contractors			
510821 Video Production	946.20	1,064.50	118.30
510822 IT Support	461.54	500.00	38.46
510823 Sound Operators	200.00	216.67	16.67
Total Independent Contractors	1,607.74	1,781.17	173.43
Other Expenses			
710100 SBA Loan Principal Payments	(280.68)	0.00	280.68
Total Other Expenses	(280.68)	0.00	280.68
Total Expenses	\$ 61,135.08	\$ 57,352.67	(\$ 3,782.41)
Net Total	(\$ 25,812.99)	(\$ 9,911.85)	\$ 15,901.14

Statement of Activities

Date Range: Jul 1st 2025 - Mar 31st 2026

Accounts	Actual	Budget	Budget
	Jul 01, 2025 - Mar 31, 2026	Jul 01, 2025 - Mar 31, 2026	Remaining Jul 01, 2025 - Mar 31, 2026
Revenues			
Unrestricted Revenue			
Giving			
410001 Pledge Contributions	456,157.80	457,057.50	899.70
410002 Share the Plate - TVUUC Portion	8,588.44	9,749.97	1,161.53
410003 Non-Pledge Contributions	5,887.00	16,499.97	10,612.97
410004 Prior Year Pledges	15,720.76	0.00	(15,720.76)
410006 Generosity Sunday Contributions	10,969.03	7,650.00	(3,319.03)
Total Giving	497,323.03	490,957.44	(6,365.59)
Fundraising			
410101 Gift Cards	3,878.23	5,249.97	1,371.74
410102 Fundraising Events	11,980.00	20,999.97	9,019.97
410201 Building Rental	10,266.50	5,249.97	(5,016.53)
Total Fundraising	26,124.73	31,499.91	5,375.18
Other revenue			
410203 Other Income	0.00	450.00	450.00
410212 Interest - Home Federal savings	73.59	60.03	(13.56)
410213 Interest - SouthEast Bank CD's	2,916.76	0.00	(2,916.76)
Total Other revenue	2,990.35	510.03	(2,480.32)
Total Unrestricted Revenue	526,438.11	522,967.38	(3,470.73)
Total Revenues	\$ 526,438.11	\$ 522,967.38	(\$ 3,470.73)
Expenses			
Building & Operations			
Mortgage & Debt			
510001 SBA Loan Payments	5,769.00	5,769.00	0.00
Total Mortgage & Debt	5,769.00	5,769.00	0.00
Building & Grounds			
510101 Utilities	25,745.00	18,000.00	(7,745.00)
510102 General Maintenance & Supplies	14,481.41	13,500.00	(981.41)
510104 Building Cleaning Services	9,799.12	9,000.00	(799.12)
510105 Grounds Upkeep	10,840.60	17,250.03	6,409.43
510106 Trash & Recycling	2,193.75	1,800.00	(393.75)
510107 Security Monitoring	665.57	825.03	159.46
510109 Property Insurance	8,231.84	6,000.03	(2,231.81)
Total Building & Grounds	71,957.29	66,375.09	(5,582.20)
Operations			
510201 Board Expenses	968.55	1,125.00	156.45
510202 Office Supplies	955.33	749.97	(205.36)
510203 Copier Lease & Supplies	5,209.30	4,950.00	(259.30)
510204 Telephone/Internet	3,349.80	3,899.97	550.17
510205 Postage	343.59	900.00	556.41
510206 New Computers & Software Purchases	0.00	299.97	299.97
510207 Advertising	0.00	195.03	195.03
510208 UUA Pamphlets	0.00	330.03	330.03
510210 Online Donation Processing Fees	2,399.98	2,250.00	(149.98)

Accounts	Actual	Budget	Budget
	Jul 01, 2025 - Mar 31, 2026	Jul 01, 2025 - Mar 31, 2026	Remaining Jul 01, 2025 - Mar 31, 2026
510211 Stewardship	725.59	1,874.97	1,149.38
510213 Kitchen Supplies/Food	(13.23)	794.97	808.20
510214 Realm	3,372.20	3,375.00	2.80
510216 Gift Card Charge Fees	19.29	74.97	55.68
510217 Bank Fees	18.00	0.00	(18.00)
510219 Inova Payroll Processing	2,303.01	1,874.97	(428.04)
510220 Computer Maintenance	47.54	675.00	627.46
510222 Lic & Subscription Fees	3,220.73	2,913.03	(307.70)
510224 Personnel Expenses - Other	344.42	195.03	(149.39)
Total Operations	23,264.10	26,477.91	3,213.81
Denominational Connections			
510301 UUA Fair Share Dues	13,500.00	13,500.00	0.00
Total Denominational Connections	13,500.00	13,500.00	0.00
TVUUC Programs			
510400 Program Council Block Grant	0.00	450.00	450.00
510401 Music Program	1,270.22	900.00	(370.22)
510402 New Member Expenses	992.22	1,125.00	132.78
510403 Guest Musicians	1,319.00	749.97	(569.03)
510404 Leadership Dev & Conferences	0.00	1,500.03	1,500.03
510405 Worship Committee	325.08	1,312.47	987.39
510408 Youth Groups	1,036.14	1,500.03	463.89
510409 Misc Program Expenses	0.00	487.53	487.53
510411 Lifespan Religious Ed (C & Y)	3,929.16	4,124.97	195.81
510412 Reproductive Justice	70.06	150.03	79.97
510413 Young Adult Ministry	211.70	1,500.03	1,288.33
510417 Misc RE Expenses	1,001.25	749.97	(251.28)
510418 Lifespan Religious Ed - Adult	287.34	562.50	275.16
510419 8th Principle Program	500.00	749.97	249.97
Total TVUUC Programs	10,942.17	15,862.50	4,920.33
Total Building & Operations	125,432.56	127,984.50	2,551.94
Personnel			
Salaries and Wages			
510501 Sr. Minister (Salaried - Full Time)	59,351.14	57,935.25	(1,415.89)
510502 Sr. Minister Housing Allowance	20,866.90	20,369.25	(497.65)
510507 Sr. Min Disability Insurance	445.50	344.97	(100.53)
510511 Dir of Finance & Operations (Salaried - Full Time)	41,103.13	41,056.47	(46.66)
510521 Dir of Lifespan Religious Ed (Salaried - Full Time)	47,212.22	46,086.03	(1,126.19)
510531 Dir of Music (Salaried - 30 Hrs)	31,189.58	30,445.47	(744.11)
510541 Office Administrator (Hourly - 35 Hrs)	27,718.72	24,927.03	(2,791.69)
510551 Facility Assistant	6,065.31	4,830.75	(1,234.56)
510553 Sexton (Hourly - Part Time)	14,547.21	9,891.00	(4,656.21)
510561 New Members Coordinator	9,986.22	9,986.22	0.00
510572 Assistant Dir of Religious Ed (Salaried - 20hrs)	13,932.85	13,600.53	(332.32)
510581 Childcare (Hourly - Part Time)	7,117.65	6,750.00	(367.65)
Total Salaries and Wages	279,536.43	266,222.97	(13,313.46)
Payroll Taxes			
510505 Sr. Minister SE Tax Offset	0.00	5,850.00	5,850.00
510515 Dir of Finance & Operations P/R Tax	3,144.38	3,140.28	(4.10)
510525 Dir of LRE P/R Tax	2,818.87	3,525.75	706.88
510536 Dir of Music P/R Tax	1,810.03	2,329.47	519.44
510544 Office Administrator P/R Tax	2,012.31	1,907.28	(105.03)
510552 Facility Assist P/R Tax	463.93	369.72	(94.21)

Accounts	Actual Jul 01, 2025 - Mar 31, 2026	Budget Jul 01, 2025 - Mar 31, 2026	Budget Remaining Jul 01, 2025 - Mar 31, 2026
510554 Sexton P/R Tax	1,112.96	756.72	(356.24)
510564 New Members Coord P/R Tax	763.96	764.28	0.32
510583 RE Staff P/R Tax	1,093.89	1,586.25	492.36
Total Payroll Taxes	13,220.33	20,229.75	7,009.42
Retirement			
510503 Sr. Minister Retirement	6,432.10	6,264.00	(168.10)
510512 Dir of Finance & Operations Retirement	851.17	3,284.28	2,433.11
510522 Dir of LRE Retirement	3,785.82	3,687.03	(98.79)
510532 Dir of Music Retirement	2,500.52	2,435.22	(65.30)
510542 Office Administrator Retirement	2,047.58	1,994.22	(53.36)
510573 Assistant Director of Religious Ed Retirement	1,117.30	1,088.28	(29.02)
Total Retirement	16,734.49	18,753.03	2,018.54
Health Insurance			
510506 Sr. Minister Health Plan (E+S)	19,317.67	19,090.00	(227.67)
510524 Dir of LRE Health Plan (Family)	15,214.02	15,159.00	(55.02)
510535 Dir of Music Health Plan (Employee+Spouse))	12,938.45	12,807.00	(131.45)
510543 Office Admin Health Plan (Employee)	4,713.44	4,900.00	186.56
510574 Assist Dir RE Health Plan (E+C)	6,508.32	6,484.00	(24.32)
Total Health Insurance	58,691.90	58,440.00	(251.90)
Other Personnel Exp			
510504 Sr. Minister Professional Expense	1,892.54	5,793.75	3,901.21
510802 Workers Comp Insurance	1,395.00	1,800.00	405.00
510815 Staff Professional Expenses	2,508.71	2,434.50	(74.21)
Total Other Personnel Exp	5,796.25	10,028.25	4,232.00
Total Personnel	373,979.40	373,674.00	(305.40)
Independent Contractors			
510821 Video Production	9,113.80	9,580.50	466.70
510822 IT Support	4,384.63	4,500.00	115.37
510823 Sound Operators	2,175.00	1,950.03	(224.97)
Total Independent Contractors	15,673.43	16,030.53	357.10
Other Expenses			
710100 SBA Loan Principal Payments	(2,500.17)	0.00	2,500.17
Total Other Expenses	(2,500.17)	0.00	2,500.17
Total Expenses	\$ 512,585.22	\$ 517,689.03	\$ 5,103.81
Net Total	\$ 13,852.89	\$ 5,278.35	(\$ 8,574.54)