



**Southeast Unitarian Universalist Summer Institute
Board Meeting Minutes**

2:00-4:00 pm Eastern, February 1, 2026

Zoom

Present: Stacie Vecchietti (President), Misty Lewis (Vice President), Andrew Diamond (Treasurer), Bethany Cecere (Secretary), Erin Lieb (Trustee), Jenian Taynton (Trustee), Pooja Jhunjhunwala (Trustee), Mia Lazar (Trustee), Anthony Quandt-Judd (Trustee), Claire Nutt (Senior Youth Representative), Amy Edge (Risk Manager), Ivy Breivogel (Board Administrator), Chris Breivogel (Director), Rebecca Wald (Director Elect)

Absent: Stephen Shanahan (Trustee), Maren Merkel (Junior Youth Representative)

Opening

- Chalice Lighting & Opening Words
- Check-in
- Call to order 2:28pm

Consent Agenda

- 2025-11-08 SUUSI Board Meeting Minutes
- 2026-02-01 Officer & Committee Reports (in appendix)
- HeaRT Report (CONFIDENTIAL)

→ **Motion to approve the minutes in the consent agenda as presented**, seconded, approved unanimously.

→ **Motion to accept the officer and committee reports and HeaRT report**, seconded, approved unanimously.

SUUSI 2026 Budget

- 2026 Budget Worksheet (in appendix)
- The budget was created based on what was spent last year, not what was budgeted for last year. We ended with a \$34k surplus for 2025.

- Q: Is there a way to break up housing and food and pay for one but not the other? A: No, meals and housing are a lump sum and cannot be separated by Radford.
- Q: Were there points of discussion, trends, or concerns that the committee discussed that the board should know about? A: There were a few staff teams that asked for more staff credits than they used last year; the finance committee encouraged the director to negotiate with those core staff and find ways to reconfigure staff rather than increase.
- Brief discussion about notes still in the budget document – Star Cars, DEI, snack budgets.
- SUUndae Social moved into SUUSI Services, Catalog moved to Technology - moving categories just to make more sense.
- Gratitude for the finance committee for doing this work and connecting with our values.

→ **Motion that the SUUSI Board approves and ratifies SUUSI 2026 budget as presented,** seconded, approved unanimously.

Board Visibility Discussion

- Discussion of ideas to increase board visibility at SUUSI
- i.e. buttons to recognize current and previous board members, giveaway at Board registration table, developing an elevator pitch with which board members can introduce themselves, a “Get to know the Board” poster, Q&A on the SUUSI website, Beyond SUUSI workshop related to Board service etc.

SUUSI Statement Against Rising Authoritarianism

- (Approved statement recorded in appendix of 2025-11-08 meeting minutes)
- Discussion of how the statement and call to core staff and participants will be implemented and included in SUUSI.

Outreach

- Outreach to folks who are new to SUUSI (newcomers), folks who haven’t come since 2021 (returners), and implementing an ambassador program.
- Registration discounts for newcomers, returners, and refer-a-friend.
- SUUSI 2026 media kit includes postcards, tearable flyer, full-page flyer, email/newsletter blurb template, and two presentation slide decks.

Adjourn 4:03pm

- Next Board Meetings
 - April 25, 9am-5pm, zoom
 - July 18, 3-5pm, Radford University
 - July 24, 12-2pm, Radford University

Minutes recorded by: Ivy Breivogel, Board Administrator, 2/1/2026

A handwritten signature in black ink, appearing to read 'Ivy Breivogel', located below the text line.

2026-02-01 SUUSI Board Officer & Committee Reports

Table of Contents

Board President	1
SUUSI Director	2
Risk Manager	3
Finance Committee	4
Elections & Nominations Committee	5
Policy & Bylaws Committee	6
Site Selection Committee	7
Outreach Committee	8
Foundation Board	9

Board President

February 1, 2026

I can't begin this report without acknowledging the challenging political and cultural moment we are living in. Many of us are carrying grief, anger, and uncertainty alongside our board work. At the same time, this is precisely when spaces rooted in care, belonging, and shared values matter most - and when our stewardship of SUUSI takes on deeper meaning. Thank you all for continuing to contribute your time, your labor, and your hearts to SUUSI - even when things feel so very heavy.

The Executive Committee [EC] met in November of 2025 and January of 2026. The EC spent time debriefing how things went at the fall meeting, checking in on committee work, new Board member recruitment, planning for the February Board meeting, and officer succession planning.

Speaking of officer succession planning, the EC is beginning to specifically talk through the next couple of years. I am rolling off the Board in July of this year and Bethany will be rolling off in 2027, so we will be needing folks to step up into officer positions. We heard loud and clear last year that in order for folks to feel more comfortable stepping into leadership, they need to know what that looks like. This feedback is what led to the development of our officer position descriptions and also the reason we will be hosting the 2nd 'Ask an Officer' Panel in May where we will discuss each officer position and answer questions about what it's like to be in that role. More on that panel to come, so stay tuned.

As of our meeting on February 1, 2026, it will only be 162 days until the next SUUSI, which means we have passed the SUUSI-quinox [the half-way point between SUUSI's]. I think of this point in time as the crest of a hill, and now we will pick up speed as we head closer and closer to SUUSI 2026. Buckle up, my friends, here we gooooooooooooooooooooo!



SUUSI Director

Submitted by Chris Breivogel, SUUSI 2025-2026 Director on 1/22/2026

2025 Budget

The budget for the 2025 year showed a surplus for the second time since 2019 as projected in the report for the November 2025 report. The final balance is \$31,401.28. Because registration numbers were lower by nearly 10% from projected (520 when we had budgeted for 570), there was concern that there would be a deficit for 2025. However, as reported before, most departments came in under budget for spending on supplies and staff credits.

2026 Budget

The proposal for the budget is to be discussed at the February 1, 2026 meeting. The budget is based on 520 total participants and the plan is to spend no more than was spent (not as much as was budgeted) in 2025 and keep registration costs the same as in 2025. The projected outcome would be a surplus of \$3,460.93. There are some small shifts in spending, sales income and staff credits up or down with the net change in staff credits being an increase from 146.5 to 147.1. One thing that will be less expensive and less work is that the criminal background checks are good for 2 years, so we don't have the check anyone that was checked in 2025 for 2026.

Between 2024 and 2025, we paid a total of \$59,000 of the \$74,000 "borrowed" from the SUUSI Foundation. The hope is that there will be an increase in participants that will result in another surplus so we can pay back the rest of what we've borrowed and perhaps even add to the balance of the Foundation after SUUSI 2026.

Re-build of the catalog for SUUSI 2026

The largest noticeable change for SUUSI 2026 will likely be re-vamp of the website and especially the online catalog. The catalog will have a new look and should be more user-friendly. In the new version, you will be able to sign up for things through the catalog part of the website and not just from SOLIS.

SUUSI Staff and Staff Meetings

There has been feedback in the surveys that the process of getting on staff seemed too opaque or that you have to know someone to get on staff. To try to help with that perception, we implemented a new practice of waiting until January 15 to start hiring staff in SOLIS, rather than the core staff hiring people as they applied. That way, anyone that was trying to get on staff would have a chance if they completed an application by that "deadline".

The staff has met 6 times since SUUSI virtually on Sept 17, Sept 23 with the Board to review the 2025 SUUSI Survey, Oct 15, Nov 17, Dec 8, and Jan 12. We met Nov 7-9, 2025 in person (again with the Board) in Raleigh. The plan for a site visit the weekend of June 5-8, 2026 was changed to a full core staff in-person meeting in Blacksburg, VA the weekend of March 6-8, 2026. The rationale was first, that we get more done when meeting in person than is possible over Zoom calls. There is time outside the meeting times for side conversation and discussion of

ideas that were not thought of in time to be added to the agenda. Second, is that we will still include a site visit to the Radford campus. Third, is that by having the meeting in March instead of June, we can still make changes to the programming as the catalog and registration don't open until April. Also, the cost of having an in-person meeting with all 18 core staff in Blacksburg should be comparable to the cost of the on-site meeting at Radford we had in June 2025 even though that meeting was limited to 12 core staff. Some of the staff can be accommodated by our hosts, Zoltan and Molly Lazar at the Shadowlake Village co-housing community, and we can prepare our own meals there instead of paying to stay in the dorms and eat at the dining hall.

Risk Manager

Amy Edge - Risk Manager

INSURANCE:

Renewal: The insurance company notified us that the liability policy and the directors and officers policy were renewing automatically. This is very good. I have downloaded a PDF copy of each policy, and they have been saved in the appropriate insurance folder in the ops drive.

Invoices: I have not received the renewal invoices as of January 25, 2026. Amy N. has not received them either. I will follow up with the insurance company to see if we can obtain PDF copies of the invoices for payment. The insurance policies renew at the end of February; so, nothing has lapsed.

GUARDIANSHIP:

Background: SUUSI has a Guardianship form for minors attending SUUSI with someone who is not their parent. There has not been a formal entry into the Policy Manual about Guardianships; we have relied on the form. The form states that a person acting as a guardian must be 21 years old or older, but we have had an occasion where a family member less than 21 years old was named as the guardian of a younger relative.

Proposed Policy: The Policy manual has been updated with two proposed changes, one to the youth section and one to the teens section. First, there is a clarification that a legal power of attorney, which allows for a person between 18-21 to act for a minor, will be accepted. This should be a very rare event. Then, there is a clarification that a Guardian for SUUSI purposes must be over 21, even if the proposed Guardian is a family member.

Proposed Form Changes: The Guardianship form will be modified slightly to clarify that a family member must be over 21 to act as a guardian. The edits to the form are in process. It will look the same with a few text edits.

WAIVER RETENTION:

Background: I have not found a formal policy about retaining liability waivers. The Statute of Limitations in Virginia for filing suit on an injury is two years. Waivers need to be kept for at least two years. An electronic version is fine.

Proposed Policy: Addition of a sentence that waivers are to be kept for at least two years.

MEETINGS SINCE NOVEMBER:

December 1, 2025 with President/Vice-President. Follow-up on onboarding items, discuss non-discrimination questions from core-staff, and guardianship questions.

January 11, 2026 with President. Follow-up on Guardianship questions and status of insurance policies.

January 20, 2026 with Bylaws and Policy Committee.

PENDING ITEMS:

Review of waivers to determine if any of the documents can be consolidated to make signing easier

Finance Committee

		End of Year 2023	End of Year 2024	End of Year 2025	YTD Change in Value
SUUSI					
	Fidelity Account - Zxxx9370	\$2,904.52	\$74,490.25	\$42,034.90	(\$32,455.35)
	Wells Fargo	\$5,809.62	\$3,125.30	\$2,418.62	(\$706.68)
	Prepaid Cards	\$0.00	\$917.80	\$0.00	(\$917.80)
	PayPal Account	<u>\$49.47</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
		\$8,763.61	\$78,533.35	\$44,453.52	(\$34,079.83)
	Less Liabilities	\$0.00	\$1,100.78	\$2,249.68	\$1,148.90
	Net Equity	\$8,763.61	\$77,432.57	\$42,203.84	(\$35,228.73)
SUUSI Foundation					
	Fidelity - Operating Account (xxx990)	\$32,545.17	\$27,898.50	\$36,349.41	\$8,450.91
	Fidelity - Investment Account (Zxxx035)	\$83,784.39	\$49,595.78	\$105,910.88	\$56,315.10
	Fidelity - Endowment (xxx916)	\$124,261.55	\$141,327.31	\$174,859.79	\$33,532.48
	PayPal Account	<u>\$528.86</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
		\$241,119.97	\$218,821.59	\$317,120.08	\$98,298.49
Aggregate for Both SUUSI and Foundation		\$249,883.58	\$296,254.16	\$359,323.92	\$63,069.76

Income Summary - 2025

Registration, Housing, & Meals	344,328
Earned Credits for Staff	142,828
Workshop Income	38,339
Sales Income	31,859
Other Income	<u>7,101</u>
	564,454

Expense Summary - 2025

Host and Dining Costs	262,286
Programming and Support Expenses	135,463
Workshop Expenses	43,849
Sales Expenses	30,176
Other Expenses	<u>61,279</u>
Total	533,053

2024t Surplus/(Deficit) 31,401

Foundation Notes

Foundation Payment of Reg/Housing SUUSIShip	17,828
SUUSIShip and other collections to Foundation	<u>-3,072</u>
	14,755

Note: Transfer of surplus funds from SUUSI to the SUUSI Foundation was completed before the end of the year in 2025.

It was completed after the end of the year for SUUSI 2024.

Accounting Software

- 2025 Expense reimbursement and accounting completed using Google Sheets.
- We will look again at Zoho Books expense app for iPhone and Android for next year.
- Ledger continues to be performed in parallel between Zoho Books and Google Sheets.
- We are continuing with the Google Sheets as they have proven valuable for reporting and budget tracking.
- Per the Board Training in April, we are reporting by Activity and Category in a tabbed sheet following each SUUSI.

Risk Management

- 2024 taxes were filed within the extension period on 11/15/2025. We anticipate filing 2025 on time by 5/15/2026.

Banking

- Credit Cards were used during SUUSI 2025. We expect that we will continue to use the same vendor for Credit Cards in 2026.

Financial Outlook

- Op We have forwarded excess surplus funds to the SUUSI Foundation. We currently have sufficient seed money for SUUSI 2026 maintained in SUUSI.

Elections & Nominations Committee

Updates:

- Committee members: Anthony, Atlas, Bethany (Chair as Board Secretary), Claire, Jenian, Rebecca
- Community Member (TBC): Heather Tsuffis

The committee met on January 20, 2026 with Bethany, Rebecca, and Heather in attendance. Claire was excused as she was in the Policy & Bylaws meeting. Jenian reached out afterwards and received a synopsis.

In the meeting, we went over the purpose of the committee and our roles. We shared this document, as well as the Board Member Description document with Heather so she can be best informed. Since Heather is new to SUUSI, she will add a different perspective to the committee. She is enthusiastic about helping the SUUSI Community, but will be unable to be on the Board for two more years.

In the coming weeks, committee members are reaching out to the list of names previously generated.

We plan to host a virtual beyond SUUSI offering on June 9, 2026 at 7:30 PM. We hope that all Board Members can attend and help with the discussion. The workshop has been added to the SUUSI Board Calendar.

We will put committee meetings on the Board calendar in the future to ensure better attendance.

Policy & Bylaws Committee

The Bylaws and Policy Committee met as a full group on January, 20 2026 to discuss our progress on the policy priorities for SUUSI 2026. Our subcommittees have been meeting to work on the following areas. The following is an update regarding the progress of the subcommittees:

- Policies related to minors
 - Youth(including Middlers) - policies reviewed by subcommittee and Intergenerational Director and Youth Leader. Will be available for review at our Spring meeting
 - Teen - policies reviewed by subcommittee and Intergenerational Director. Intergenerational Director will review with Teen Leader. Will be available for review at our Spring meeting
 - Co-op - meeting scheduling in progress
- Streamline policies related to principles, expectations, guidelines and codes of behavior
 - This is in process and will be ready for review at the Spring Board meeting
- Guardianship policy
 - The policy has been updated and will be available for review at the April meeting
- Waiver - Policy match

Site Selection Committee

Submitted by Chris Breivogel, SUUSI 2025-2026 Director on 1/22/2026

Radford has signaled that they hope to keep having us back. I was told that we are one of Conference Services less problematic customers. Zoltan Lazar agreed in October 2025 to take on the role of chair of the Site Selection committee, but I have not heard anything further about the composition of the committee or a meeting. The Board should probably follow up on this as this is a Board committee.

Outreach Committee

Outreach is setting in motion a multi-pronged plan to reach out to SUUSI audiences. Our mission is to use both digital and traditional outreach tools to strengthen year-round engagement to build bridges to audiences and reconnect with lapsed attendees

Starting in January 2026, I am continuing to formalize a grassroots Ambassador Program to outreach and relationship-building.

- SUUSI Ambassadors are engaged regular attendees who can share personally outreach to friends, family and fellow congregants with SUUSI materials, via tabling, emails, newsletters, etc. This personal touch will be invaluable.
- Ambassadors are supported with the [SUUSI 2026 Media Kit](#), which consists of flyers and postcards that can be printed and distributed; 2 slide decks; blurbs for email and newsletter outreach and a how to introduce SUUSI guide. I have had about ten folks reach out so far, and hopefully will continue to build.

I worked with some SUUSI staff (Director, Registration, Newcomers, Technology, Communications) to formalize and launch a pilot discount program to not only entice new attendees and bring back folks who stopped coming in 2021, but also reward regular attendees who refer NUUBIEs and the lapsed attendees. We are discounting \$50 for each, including the ability for those who refer new attendees and lapsed attendees to stack multiple referral discounts. This was pushed out in the NUUS, and will continue to be socialized through the spring and registration process.

Outreach Committee member and Board member Erin Lieb has been busy at work leading the Beyond SUUSI monthly workshops to strengthen year round engagement. Upcoming workshops will include prison abolition, art of stress release and SUUSI connections. More details at this Facebook [post](#).

I am also working on a physical mailing of postcard mailing to all attendees from the previous seven SUUSIs, announcing the SUUSI 2026 details and outreach incentive program.

Outreach and technology teams are working on a new [SUUSI.org](#) website, as we switch platforms to wordpress from the previous technology. I will streamline information via content, while the Technology team is working to restructure SOLIS. We plan to finalize the new website by March.

I will send about 800 or so emails to congregational heads and administrative heads in the region in the first week of February, with pertinent information as well.

We continue to work on keeping the SUUSI Friends page on Facebook an authentic outlet for attendees as well as working to build up other social media outreach methods. Note: People are trending off of social media, especially Meta platforms, but we will continue to post.

- a. Official SUUSI site: <https://www.facebook.com/SUUSInstitute>
- b. SUUSI Friends: <https://www.facebook.com/groups/269098413195310>
- c. Instagram: <https://www.instagram.com/suusilove>

Foundation Board

The SUUSI Foundation, Inc.

January 2026

The SUUSI Foundation Board President Fall Report



The SUUSI Foundation Board of Directors consists of 7 individuals who are passionate about SUUSI and its future. The Board meets several times per year and coordinates all fundraising efforts for SUUSI, including The Endowment Fund and SUUSIships. Here, you can meet our members and also find links to the meeting minutes, [policy manual](#), and [bylaws](#).

Nicole Tearnio: Board President (“at large” appointee)

Michale Tino: Board Vice President (“at large” appointee)

Joyce Munro: Foundation Board Treasurer (“at large” appointee)

Iam Hochberg: Board Secretary (“at large” appointee)

Misty Lewis: Foundation Secretary (SUUSI Board appointee)

Andrew Diamond: Foundation Board Member (SUUSI Board appointee)

Mia Lazar: Foundation Board Member (SUUSI Board appointee)

President’s Report: Fundraising Feasibility Study, Capital Campaign Phase One, SUUSIship Program Updates, and Financials

Dear Members of the SUUSI Board,

I am pleased to share this presidential report as we move into an exciting and generative period for the SUUSI Foundation.

We have officially wrapped up our fundraising feasibility study and are now entering Phase One of a major capital campaign focused on growing the SUUSI endowment to a level that will allow it to begin returning annual funds to SUUSI. This milestone represents a significant step toward long-term financial sustainability and reflects years of thoughtful stewardship and planning.

Our Fundraising Committee is currently developing the overall strategy for the campaign, with Phase One designed as a quiet campaign among highly invested SUUSI stakeholders. We have

already received positive responses from several large-dollar donors, which gives us strong early momentum and reason for optimism as this work unfolds. Looking ahead, we are planning to launch the wider community phase of the campaign during SUUSI 2026, potentially incorporating donor-matching incentives to increase participation and enthusiasm.

In addition to this fundraising work, the SUUSIship Committee is focusing on strengthening our engagement with SUUSIship recipients. We are exploring a buddy system in which a Foundation board member would be paired with each recipient to check in before, during, and after SUUSI. This connection could help support recipients' overall experience and, where appropriate, assist them in identifying SUUSI staff or volunteer opportunities in coordination with Core Staff.

More broadly, we are brainstorming ways to evolve the SUUSIship program into a more interactive and robust internship-style experience. Our intention is to start small and grow thoughtfully over time through collaboration with Core Staff and feedback from SUUSIship recipients themselves. This approach aligns with our values of relationship-building, leadership development, and community care.

Finally, I would like to share the Foundation's current financial snapshot as of December 31, 2025:

- **Operating Account:** \$105,910.88 (compared to \$49,595.78 at the beginning of 2025)
- **Endowment:** \$174,859.79 (compared to \$141,327.31 at the beginning of 2025)
- **Checking Account:** \$36,349.41 (compared to \$27,898.50 at the beginning of 2025)

Total Assets: **\$317,120.08** (compared to \$218,821.59 at the beginning of 2025)

This growth reflects both strong fundraising efforts and careful financial management, and it positions us well as we enter this next chapter.

Thank you for your continued dedication to SUUSI and the Foundation's mission. I look forward to our ongoing work together and to sharing more updates as these initiatives develop.

In community,

Nicole Tearnio

Foundation Board President
The SUUSI Foundation

[Mission](#)

The SUUSI Foundation strives to ensure the long-term health of the Southeast Unitarian Universalist Summer Institute, also known as SUUSI. The SUUSI Foundation is charged with

managing and growing the SUUSI Endowment Fund and funding SUUSI's scholarship program, SUUSIships.

Primary Functions

- Maintain a separate 501c3 and act in tandem with the SUUSI organization to support long-term community goals.
- Manage and invest the foundation and endowment funds.
- Oversee the SUUSIship selection process and pay the SUUSI organization the cost of these scholarships from an account that is earmarked for SUUSIships
- Maintain a website that the community can use to read our meeting minutes, attend our upcoming meetings, learn about our mission, and make donations.
- Lead fundraising campaigns to ensure financial stability for generations to come.
- Approve grants to the SUUSI organization as their operating funds become depleted so they can continue to pursue their mission.
- The Foundation Board President is invited to attend SUUSI organization board meetings and should attend as often as possible.
- The Foundation Board President shall be informed of timelines and deadlines set by the SUUSI Core Staff for newsletters and communications to the SUUSI community.
- The SUUSI Foundation Board meets ***at least*** three times per year, and committees may meet more often to work on specific initiatives.

Committees

- The SUUSI Foundation Fundraising Committee:
 - Committee members: Ian Hochberg (chair), Joyce Munro, Andrew Diamond, and Mia Lazar
- The SUUSIship Committee:
 - Committee members: Michale Tino (chair), Nicole Tearno, Misty Lewis

SUUSI 2026 Budget Worksheet Summary

			2025 Budget	2025 Actual	Difference	Perc Diff	2026 Budget	2025 Staff Bud 2025 Staff Act 2026 Staff Budg			'26 Budget - '25 Budget	'26 Budget - '25 Actual		
Revenue	Reg	411	Housing Revenue - Total	149,013.88	130,701.70	(18,312.18)	135,965.16				(13,048.72)	5,263.46		
		412	Registration & Meals - Total	388,200.00	354,948.15	(33,251.85)	354,200.00				(34,000.00)	(748.15)		
		41x	Registration Other Fees	1,500.00	1,505.00	5.00	1,500.00					(5.00)		
			Registration Subtotal	538,713.88	487,154.85	(51,559.03)	491,665.16				(47,048.72)	4,510.31		
Sales	423-426	Services & Sales Income	24,750.00	28,329.14	3,579.14	29,675.00				4,925.00	1,345.86			
	422	Communications Income	3,000.00	2,874.00	(126.00)	3,000.00					126.00			
	TWOB	Nightlife Income	80.00	950.00	870.00	950.00				870.00				
Programs	43	Programs Income	42,840.00	37,389.00	(5,451.00)	40,000.00				(2,840.00)	2,611.00			
Total Revenue			609,383.88	556,696.99	(52,686.89)	-9%	565,290.16				(44,093.72)	8,593.17	As a whole we're projecting higher revenue	
Expense	51	Site & Accomodations	295,004.59	259,165.73	35,838.86	290,411.83				(4,592.76)	31,246.10	But we're also projecting much higher expenses		
	52	Cost of Goods Sold - Products	28,992.00	30,176.31	(1,184.31)	31,064.25	13.50	13.75	13.25	2,072.25	887.94			
		Cost of Goods Sold - Comms	4,299.00	2,920.67	1,378.33	2,974.00	3.00	2.00	2.00	(1,325.00)	53.33			
	53	Cost of Services - Programs	56,374.00	43,733.15	12,640.85	43,684.00	29.00	25.43	26.00	(12,690.00)	(49.15)			
	5	Subtotal	384,669.59	335,995.86	48,673.73	368,134.08	45.50	41.18	41.25	(16,535.51)	32,138.22			
		Communications	5,056.00	3,721.90	1,334.10	4,728.50	3.00	3.00	2.50	(327.50)	1,006.60			
	61/62	Intergenerational	52,200.75	42,715.87	9,484.88	47,753.75	40.25	38.29	38.25	(4,447.00)	5,037.88			
	65	Nightlife	32,846.00	28,705.32	4,140.68	32,125.75	14.00	12.32	12.57	(720.25)	3,420.43			
	66	Equipment & Support Total	22,475.00	20,174.01	2,300.99	22,896.00	13.00	12.50	13.00	421.00	2,721.99			
	668	Services	5,332.50	4,457.58	(1,574.37)	4,940.00				(392.50)	482.42			
	67	Nurture & Community	29,384.00	28,921.04	462.96	28,184.25	24.00	23.50	23.75	(1,199.75)	(736.79)			
	68	Core Staff Total	39,983.30	37,988.98	1,994.32	38,847.00	14.00	12.95	13.00	(1,136.30)	858.02			
	6	Subtotal	187,277.55	166,684.70	18,143.56	179,475.25	108.25	102.56	103.07	(7,802.30)	12,790.55			
	7	Operations & General	23,900.00	17,924.29	5,975.71	17,220.00	-	-	-	(6,680.00)	(704.29)			
	8	Board Group	10,999.25	8,486.15	2,513.10	4,400.00	2.75	2.75	2.75	(6,599.25)	(4,086.15)			
9	Non-Operating (Donations and Int	(9,600.00)	(7,100.95)	(2,499.05)	(7,400.00)				2,200.00	(299.05)				
Total Expense			597,246.39	521,990.05	75,256.34	13%	561,829.33	156.50	146.49	147.07				
Total Surplus/ (Deficit)			12,137.49	34,706.94	22,569.45	186%	3,460.83							
Revenue as a % of Costs:			102%	107%			101%							
				Break Even			Break Even							
Values from T11:			12,137.49	34,706.94	22,569.45		3,460.83							
Check Value = 0.00			(0.00)	(0.00)			0.00							