

## Parish Committee Minutes

First Parish Unitarian Universalist of Arlington

August 17, 2021

Attending: Marie Meter, Sara Galantowicz, Celia Wcislo, Al Tosti, Re. Marta Flanagan, Anne Quaadgras, Steve McMullin, Jeff Keffer, Rev. Erica Richmond, Caroline Hodges

Call to Order (Marie)

Reading and Chalice Lighting. (Sara)

Financial Report & dashboard (Carolyn)

- Review final financials for FY2021
  - FP ended the year with an operating surplus of \$140,000 as trends continued. The surplus will be put into the contingency fund.
  - Unlike past years, the July income and plate were good, and expenses were down.
- Update on Financial Group (Carolyn, Sara, and Jeff)
  - Sara, Carolyn, Shay and Liz McKerzie have drafted guidelines for surplus usage. Will be discussed at the September meeting.
  - Property expenses will now go through the property line item.

(Vote 1, Discussion). Consent agenda: Minutes, Financials, lead Minister's Report. Motion made by Jeff, seconded by Anne. Motion passed unanimously.

Updates and Votes)

- Vote #2 to Pay Bill Gardiner \$500.00 for performing the memorial service for Corrine Baldwin, which was the first service in the building since the beginning of the Pandemic. It will be paid out of the sabbatical fund that the Trustees administer. Motion made by Celia, seconded by Jeff. Motion passed unanimously.

State of the church (Marta)

- Rev. Erica and Marta had a retreat planning session to discuss planning for a possible 4 ½ month sabbatical for Marta. Erica would become acting head of staff, and they are hoping to hire a part-time (20-25 hrs.) adjunct minister to help with the work. This would include preaching (5 times), attending all services, working with Lay Ministers, and providing some adult education (6-8 sessions). In addition, he will attend Parcom meetings and may launch small supper circles. Erica will work with the Worship Associates. They are in the last stage of the interviewing process and will be recommending Mark Fredette who is retiring from the Waltham UU Parish.

Update from Property (John Galantowicz)

- Projects that have been finished: auto-faucets, new toilets, painting fan room, roof fixed, new led lights in sanctuary, sanctuary repainted (first time in 40 years),

benches repainted, replaced some sanctuary windows, new carpeting, AC in Annex, new trees planted, replaced picnic tables.

- In process: relighting the Spire, repainting the Spire, replacing the RE window sashes, improved ventilation in the sanctuary, replacing the floors in the sanctuary.
- Much of this work was done with sweat equity.

#### Ingathering and plans for fall

- Returning to universal masks in the building. May need to provide masks.
- Update on Hybrid equipment – No date yet on when the equipment will be operational.
- Ingathering expectations and picnic
  - Have reserved the grassed area at the Whitmore House for outdoor picnic September.12.
- General areas of agreement:
  - Masks for all in building, vaccinated and unvaccinated
  - Not ready to require proof of vaccination
  - We cannot require health spacing in the sanctuary. If that is required, we should stay online
  - RE will determine if children can be in the sanctuary and other parts of the building. Masks will be required.
  - There will be no congregational singing at this time. Music committee will determine other rules.
  - No food initially. Eating outdoors is okay if socially distanced.

Retreat planning- Dropped for lack of time

9:06 PM: Motioned to adjourn made by Jeff Keefer, seconded by Anne Quaadgras. Motion passed unanimously.

Attachments: June Minutes, Financial Documents, Lead Minister's reports

**MOTIONS** (proposed wording that will be adjusted based on the discussion of the Parish Committee)

1. I move that we adopt the consent agenda.
2. I move that we give Bill Gardiner \$500 for conducting the memorial service for Corrine Baldwin in July

## **Parish Minister Report**

**August 18 2021-September 21, 2021**

Rev. Erica F Richmond

First Parish in Arlington Massachusetts

*Well, happy September! There is a Green Day song (elder millennial alert) that says, "Wake me Up when September Ends," and normally I hum it through the month, but this year, I am relishing in this time. It is such a treat to start year 2 with you all. I know how to get in the building! I have an email address! I know your names! I am part of this vibrant and wonderful community! What a difference 12 months make. Things feel more spacious given I am starting this year with sense of familiarity. And what fun was Outgathering! I keep meeting people for the first time (in the flesh) which is wild but also such a source of joy!*

*And thank you for the leadership you all are providing, there is a lot of navigate but the non-anxious presence you have has led to great moments of community and connection for our congregation.*

*blessings,*

*rev. erica*

### **Worship:**

Marta and I did a dialogue sermon for the first Sunday for the 2021-2022 programmatic year. We explored Rilke's poem about living the questions and how we all might cope with the uncertainty before us: 1) listening to our body, 2) finding solace in nature and art, and 3) connecting with community.

Outgathering was a great success! So lovely to continue to meet new folks in the flesh!

This coming month I am leading an outdoor Vespers service for the Autumnal Equinox on Wednesday, September 22nd at 7 pm in the Meeting House courtyard.

And preaching on Harriet the Spy on 9/26!

### **Pastoral Care Provided by Minister**

I continue to provide spiritual care to individuals and families.

Individual pastoral care sessions: 4 (in my office!!)

Individual meetings with committee leaders: 3

Themes included ongoing illness, grief, and familial relationships.

### **Lay Ministry:**

I am leading the annual training for returning and new lay ministers on Saturday, September 18th from 12-4. The installation of the new folks is slated for worship on Sunday, 9/19. I note that both the monthly grief group and retirement group are ongoing. LM also hosted a second LGBTQ gathering in the courtyard on 8/31, which I was able to attend.

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### **Staff and Lay Leadership Support Provided by Minister**

The programmatic full-time staff team continues to meet weekly.

Staff Development Day: August 25

Committee meetings attended:

ParCom Exec: 8/23 and 9/8

Committee on Ministry: 9/15

Membership Committee: helped lead 5-hour retreat on 8/21, 9/19

Lay Ministry: 9/1, and retreat

Leadership Development Committee: 8/16

Racial Justice: 9/2 and 9/9 (two-session retreat)

Social Justice: 8/25

Stewardship: N/A

### **Adult Programming: Education, Spiritual Deepening, Community Building**

I am planning on two adult education programs this fall:

1) Funny about Money, a personal spiritual exploration about finances and how we make sense of money in our lives, two Thursdays in October

2) Sexual Ethics, how we approach sexuality as UUs, two Thursdays in November

### **Social Justice / Turning Outward**

- I also continue to organize with Boston Immigration Justice Accompaniment Network- I answered the hotline on Mondays during the month of September.
- I plan on attending the Free them All rally at Plymouth Detention Center later this month
- I continue to attend the meetings of the Arlington Police chief's advisory committee, 9/15
- FP Social Justice Committee is having a networking event of all social justice leaders on 10/9 to talk about coordinating agendas and plans for the year.
- I want to celebrate the Indigenous Justice Working Group- they have been building relationships with one another and led a FABULOUS summer service on August 29

### **Professional Development and Continuing Education**

Attended women minister support group "Follen Women," 9/16

Started 7-week course on Coaching on 9/13

Continue monthly UUA mentor meeting as well.

Monthly session with my Spiritual Direction

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## DRE Report September 2021

If you build it, they will come.....

Hello Friends,

I am very happy to report that we have begun our fall program at First Parish and the kids (and parents) did come back! I am very grateful for Ellen Robie and the RE Committee's energy. Together we sent a welcoming greeting card, by U.S. post, to every child in our database, plus a few whose families have filled out newcomer cards.

Yesterday we offered a blessing of the backpacks and devices in the courtyard and approximately **40 children** from grades Prek- 7, and at least one parent per child joined us. The courtyard was packed.

Anne Goodwin shared multiple musical pieces. We did joys and sorrows with rocks, a body prayer, and a celebration of our devices and learning tools. Each child was given a small flashlight for their backpack/school bags to keep them safe, and to remind them of the light of the divine and holy in each of us.

Most importantly, we saw each other again, touched elbows, waved and greeted one another. Members of the RE Committee stepped up to help set up and break down. Families lingered and chatted after we shared the benediction. It was a joy to be together again.

Rose and the youth co-leaders met with the incoming freshmen for a youth group orientation yesterday at 3:30 pm, also in the courtyard. **9 or the 12** kids from Coming of Age showed up, and more have promised to be there next week. The whole group met at 4 pm and **30 teens** spent two hours playing icebreaker games, sharing stories of summer adventures, their hopes and dreams for the fall, and plans for upcoming youth group events. Advisors Paul Franzosa, Andrew Kobabayshi and Bill Licea Kane returned to lend their support. We are currently on the hunt for female advisors (suggestions accepted!)

**We took plenty of photographs of both the morning program and Youth Group, which will be shared with the congregation in next Sunday's worship service.**

OWL kicked off at 7 pm with a class of **13**. Most of these kids have been together since PreK. Teachers Leslie Lewis, Eric Segal and I held the parent orientation a few weeks back. **All the youth (and teachers) are vaccinated** and the parents are comfortable with the youth being in the Parlor, fully masked. I am so grateful this class can be taught in person.

### **What's Next?**

We intend to stay outside as long as we can. However, if the weather turns cold/nasty we will gather in the Sanctuary, spaced apart with cushions for the children. Following a welcome/greeting, smaller groups will go off to various open spaces in the building for art projects or other activities. We will connect with families via email on Sunday mornings if we are NOT staying outside.

#### September 26:

Morning program meets in the Courtyard at 10:00. We will be making chalices and talking about altars. Small groups will forage in nearby areas for materials from nature for altar making. Children will talk about chalice lightings, blessings, and table graces. Familiar rituals will be continued. Anne Goodwin returns as a musical leader.

OWL meets at 7:00 pm in the Parlor

Youth Group meets at 7:00 pm either outdoors or in the Bailey Room or Sanctuary (weather dependent)

#### October 3:

Water is the theme of the day. We will have a water blessing and read a Native American story (Water Protectors). Small groups will walk to the Native American Statue behind the library or to Spy Pond (older kids). Older kids will pick up trash at Spy Pond.

#### October 2:

Youth Group Lock Out, 6-10:30 pm (not sleeping over this time), in the courtyard. Worship, music and bonding activities.

#### October 10:

A multi-aged, family walk at Whipple Hill, starting at 10:00 a.m. NO OWL or Youth Group. Older children and their families will be invited to the Matt Meyer Drumming Program.

**Following these weeks we will reassess.** We will have a better sense of what our returning population will be.

The RE Committee will be meeting bi-monthly to discuss our next steps. The Curriculum sub-committee will present two suggestions for when we meet again in the building - either to meet by grade, as we always have done, with our usual lessons; or, if our numbers are smaller, to divide by age groups and offer lessons from Soul Matters, a thematic curriculum we used last year. Of course we will make plans in case we need to meet virtually if COVID numbers rise.

I received a thank you email this morning from a dad with three small children, telling us how grateful his family was for the opportunity to connect, to see one another again, to pray, to smile, and to hang out with other parents while their kids ran around in the graveyard.

This is why we do the work we do.

Thank you all for your support and patience as we figure it all out, together.

See you Tuesday night!

Tina

# **Short-Term Adjunct Sabbatical Minister Letter of Agreement**

August 19, 2021

Dear Rev. Marc Fredette,

The Parish Committee and Revs. Marta Flanagan and Erica Richmond enthusiastically invite you to join into this Letter of Agreement as our short-term Adjunct Sabbatical Minister. The period of service runs from January 1, 2022 to Tuesday, May 17, 2022. This part-time position serves our congregation during our Lead Minister Rev. Marta Flanagan's sabbatical. Our Parish Minister, Rev. Erica Richmond, will serve as acting head of staff during this time.

## **Pulpit and Worship Services**

The Adjunct Sabbatical Minister will preach at five Sunday services –and be a presence and participant (providing the prayer or opening words) at all other worship services, with one Sunday off a month.

## **Services to Persons**

The Adjunct Minister will serve members in their needs for pastoral care, either based on a congregant's request, at the request of the Lay Ministry committee, or at the direction of the Parish Minister.

The Adjunct Minister will provide ceremonial services, rites of passage, and counsel to members of the Congregation without fee or honorarium. All of this will be done in consultation with the Parish Minister.

## **Services to the Parish Committee**

Along with the Parish Minister the Adjunct Minister will serve in an advisory capacity to the Parish Committee and Executive Committee. The Adjunct Minister will report to the Parish Committee at its regular meetings to address any specific concerns as they arise. Outside observations of our congregation are welcomed.

## **Lay Ministry, Adult Programming, and Community Building**

The Adjunct Minister will oversee, guide, and support the Lay Ministry program, including advising and supporting Lay Ministers and regularly attending Lay Ministry meetings. The Adjunct Minister will provide adult education opportunities: 6-8 sessions, curriculum and structure to be determined in conversation with the Parish Minister. During this period of service

the Adjunct Minister will launch and support a circle supper program- home potlucks centered on community building with monthly meetings to support facilitators.

### **Relationship to First Parish Staff**

The Parish Minister will serve as the acting Head of Staff with responsibility for oversight of the work of the Director of Religious Education, the Music Director, and the Office Manager. It is expected that the Adjunct Minister will form collaborative relationships with all First Parish staff during this period of service. The Adjunct Minister will meet with the Parish Minister weekly and attend all staff meetings.

### **Office Hours, Days Off and Holidays**

The Adjunct Minister will work on average 20-25 hours a week.

The Adjunct Minister will be present at the Meeting House at least 2 half days a week in addition to Sunday

Holidays are the same for the Adjunct Minister as other staff as is stated in the personnel handbook.

### **Sick and Family Leave**

Paid sick leave of two days is available for use as needed for illness. In the case of an acute personal emergency, and in consultation and agreement with the Parish Minister, the Adjunct Minister may take a total of one week paid time off for that purpose.

### **Sabbatical Minister and Congregation's Conduct**

The conduct of the Adjunct Sabbatical Minister and the Congregation of First Parish will be in accordance with the Code of Professional Practice and Guidelines for the Conduct of the Ministry of the Unitarian Universalist Sabbatical Ministers Association.

### **Compensation, Benefits and Professional Expenses**

The Parish Committee will provide the Adjunct Minister \$23,000 for this period of service, this can be provided on a biweekly basis as is the practice for all FP staff. The total compensation will not exceed \$23,000; the breakdown between salary, professional expenses, and benefits is still to be determined.

### **Intellectual Property**

All notes, research, sermons, and other materials authored by the Adjunct Minister will be the property of the Adjunct Minister.

### **Termination**

The term of this agreement will continue until (a) the end of Tuesday, May 17, 2022, , (b) the Adjunct Minister provide the Congregation with at least fourteen days notice of intent to resign or retire, (c) the Congregation provides the Adjunct Minister with at least fourteen days notice of intent to dismiss (assuming a departure without cause), or (d) the beginning of long-term disability or the death of the Adjunct Minister.

In the event of dismissal requiring at least fourteen days notice, salary will continue for one month from the date of dismissal.

The Adjunct Minister may be dismissed with less than fourteen days' notice, and without the severance payments described herein if the Sabbatical Minister:

- is convicted of a felony,
- has his Ministerial fellowship with the UUA terminated or suspended,
- is found by the Parish Committee to have engaged in emotionally, physically or sexually harassing or abusive acts toward a member of the Congregation, a Congregation employee, or a child, or is found by the Parish Committee to have grossly neglected his/her Ministerial responsibilities under this agreement and/or to have engaged in activities that bring the Congregation and/or Unitarian Universalism into disrepute in the community.

Date Agreement Approved:

For the Parish Committee:

\_\_\_\_\_ Chair

\_\_\_\_\_ Vice-Chair

Date Agreement Accepted: \_\_\_\_\_

By: \_\_\_\_\_ Sabbatical Minister

**First Parish Unitarian Universalist of Arlington**  
**Recommended Bylaw Guidance- Financial Matters**  
**September 2021**

**ARTICLE XII—Fiscal Matters**

Section 1. The fiscal year of the Church shall be from July 1 to June 30.

*Guidance (Sept 2021): No change.*

Section 2. In its management of the affairs of the Church, the Parish Committee shall expend only such sums as have been appropriated by adoption of the annual budget or by special vote taken at the Annual Meeting or at another congregational meeting or are designated gifts or grants that are intended by the giver to be used before the following fiscal year.

*Guidance (Sept 2021): "...such sums as have been appropriated by adoption of the annual budget.. indicates expenditures remain appropriated by budget adoption, including expenditures of budget surplus in a subsequent year. Budget surplus expenditures are subject to further recommended limits provided below.*

Section 3. At each Annual Meeting, the Parish Committee shall submit an operating budget for the coming fiscal year. The budgeted expenditures may not exceed the anticipated income. A budget shall be adopted by a simple majority vote of the voting members present at the meeting. Once a budget is approved, the Parish Committee may authorize and expend the funds as budgeted; however, the Parish Committee may reallocate funds among the line items of the approved budget so long as the amount reallocated does not exceed ten percent of the total budgeted expenditures.

*Guidance (Sept 2021): ... Parish Committee may reallocate funds among the line items of the approved budget as long as the amount reallocated does not exceed ten percent of the total budgeted expenditures... indicated expenditure allocation representing ten percent of the TOTAL budget.*

Section 4. Each committee of the Church, whether standing or appointed, shall have the right and responsibility to direct expenditure of funds allocated for its use in the annual operating budget.

*Guidance (Sept 2021): No change.*

Section 5. The Parish Committee may borrow money for church expenses, if necessary; however, no borrowing of money nor financial contract may be made without approval of the members of the Church in a congregational meeting if such borrowing or contract involves more than ten percent of the current annual operating budget.

*Guidance (Sept. 2021): No change.*

*Guidance regarding surplus:*

*The Parish Committee will have the ability to expend uncommitted prior year surplus, limited by retaining a recommended working capital reserve representing two months of the key fixed expenses namely budgeted salary (including employee benefits) and other*

*fixed expenses for property, utilities, and insurance. (For example, for FY 2021 Surplus contingency should remain within \$100.6 thousand, representing two months of budgeted fixed expenses for salary and building maintenance. As of July 1, the 2410-General Reserve Contingency Fund balance is \$175.8 thousand. In this example, \$100.6 thousand is retained to be used in the event of unforeseen circumstances adversely affecting Parish cash flow and the balance of \$75.2 thousand would be available to address other critical Parish needs at the discretion of the Parish Committee).*

*Additionally, we recommend that the Parish Committee set an aspirational goal to increase the working capital reserve using future surpluses to at least 3 months of key fixed expenses.*

# First Parish Unitarian Universalist of Arlington M

Profit and Loss by Month  
July 2020 - June 2021

	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	TOTAL
<b>Income</b>													
4100 Pledges		0.00											\$0.00
4110 Current Year Pledges	150,777.69	31,697.29	46,182.89	55,783.70	55,588.71	78,503.99	73,647.85	16,407.05	77,868.37	37,868.03	22,912.04	49,631.41	\$695,776.62
<b>Total 4100 Pledges</b>	<b>150,777.69</b>	<b>31,697.29</b>	<b>46,182.89</b>	<b>55,783.70</b>	<b>55,588.71</b>	<b>78,503.99</b>	<b>73,647.85</b>	<b>16,407.05</b>	<b>77,868.37</b>	<b>37,868.03</b>	<b>22,912.04</b>	<b>49,631.41</b>	<b>\$695,776.62</b>
4200 Pledge Offerings	1,303.00	1,729.00	6,493.84	3,885.00	3,818.00	3,813.15	4,683.00	3,888.25	5,991.30	4,482.00			\$45,528.54
4300 Fundraisers													\$0.00
4310 Fair						-63.06							\$0.00
<b>Total 4300 Fundraisers</b>						<b>-63.06</b>							<b>\$0.00</b>
4400 User Donations (Building Fees)			7,500.00	9,037.50	4,550.00	4,550.00	4,550.00	2,000.00	9,350.00	4,550.00	4,575.00	4,575.00	\$53,437.50
4410 Mopposal rent	1,000.00	1,000.00	1,950.00	1,080.00	1,000.00	860.00	860.00						\$8,412.50
4420 Other building use													\$0.00
<b>Total 4400 User Donations (Building Fees)</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>9,950.00</b>	<b>10,117.50</b>	<b>5,550.00</b>	<b>5,410.00</b>	<b>5,550.00</b>	<b>2,000.00</b>	<b>9,350.00</b>	<b>4,575.00</b>	<b>4,575.00</b>	<b>4,575.00</b>	<b>\$61,850.00</b>
4500 Other Contributions													\$0.00
4510 Parking revenue	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	\$6,000.00
4520 One-Time Gifts		11,667.00	5,833.33	5,833.33	6,633.33	5,833.33	5,833.33	5,833.33	5,833.33	5,833.33	5,833.33	5,833.33	\$70,920.30
4525 Social Justice													\$1,640.00
4530 Insurance rebts, other				7,273.76									\$0.00
4540 Non-recurnt income		8,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	\$48,000.00
<b>Total 4500 Other Contributions</b>	<b>500.00</b>	<b>20,167.00</b>	<b>17,867.00</b>	<b>10,333.33</b>	<b>12,633.33</b>	<b>10,333.33</b>	<b>10,333.33</b>	<b>10,333.33</b>	<b>10,333.33</b>	<b>10,333.33</b>	<b>10,333.33</b>	<b>10,333.33</b>	<b>\$128,960.30</b>
4600 Interest	3.88	2.74	378.99	114.02	151.93	182.49	157.17	381.42	13.50	114.74	118.49	114.19	\$1,721.56
4700 Trust Fund Contributions													\$0.00
4720 Trust Fund Withdrawals													\$10,000.00
<b>Total 4700 Trust Fund Contributions</b>													<b>\$10,000.00</b>
4800 Other Income				13,000.00									\$13,000.00
<b>Total Income</b>	<b>\$153,094.57</b>	<b>\$64,596.63</b>	<b>\$79,290.81</b>	<b>\$82,783.55</b>	<b>\$87,242.97</b>	<b>\$88,179.90</b>	<b>\$85,341.25</b>	<b>\$30,710.05</b>	<b>\$102,668.50</b>	<b>\$57,473.10</b>	<b>\$46,506.22</b>	<b>\$81,231.19</b>	<b>\$859,858.84</b>
<b>GROSS PROFIT</b>	<b>\$153,094.57</b>	<b>\$64,596.63</b>	<b>\$79,290.81</b>	<b>\$82,783.55</b>	<b>\$87,242.97</b>	<b>\$88,179.90</b>	<b>\$85,341.25</b>	<b>\$30,710.05</b>	<b>\$102,668.50</b>	<b>\$57,473.10</b>	<b>\$46,506.22</b>	<b>\$81,231.19</b>	<b>\$859,858.84</b>
<b>Expenses</b>													
5100 Personnel	27,086.90	36,978.70	37,898.99	36,823.46	36,852.56	37,442.76	36,777.56	36,777.56	36,777.56	36,777.56	36,777.56	33,597.76	\$430,678.93
5110 Salary	2,056.42	2,025.55	2,161.02	2,101.40	2,153.02	2,198.18	2,147.30	2,147.28	2,155.71	2,162.10	2,168.50	2,448.90	\$25,924.38
5120 FICA	879.75		775.75			412.40	277.85	277.85	277.85	277.85	277.85	277.85	\$3,457.15
5130 Workers Comp	2,463.80	3,246.26	3,561.74	3,527.97	3,431.30	3,715.47	3,423.80	3,423.80	3,423.80	3,423.80	3,673.80	3,673.80	\$40,739.34
5140 Pension (UIA)	1,388.88	3,024.09	4,045.58	4,045.58	4,045.58	4,045.58	4,045.58	4,045.58	4,045.58	4,045.58	4,045.58	4,045.58	\$39,868.16
5150 Health Insurance	65.69	65.69	65.69	65.69	65.69	65.69	65.69	65.69	65.69	65.69	65.69	65.69	\$729.15
5160 Life Insurance	254.32	254.32	254.32	254.32	254.32	254.32	254.32	254.32	254.32	254.32	254.32	254.32	\$4,237.79
5170 Disability Insurance	419.03	387.45	1,970.95	2,382.01	1,988.23	2,608.52	2,372.57	2,304.71	3,964.69	583.87	3,788.45	4,280.22	\$25,470.80
5190 Prof Expenses	442.46												\$442.46
5193 Recruitment expenses													\$0.00
<b>Total 5100 Personnel</b>	<b>35,007.25</b>	<b>46,992.26</b>	<b>50,894.04</b>	<b>49,856.10</b>	<b>48,127.50</b>	<b>50,822.47</b>	<b>49,418.72</b>	<b>49,488.34</b>	<b>49,995.57</b>	<b>45,774.82</b>	<b>49,603.86</b>	<b>47,448.23</b>	<b>\$572,558.16</b>
5200 Contractors & Consultants	487.50	877.50	520.00	520.00	942.50	888.00	812.50	538.25	373.75		812.50	925.25	\$5,873.75
5240 Consultants (HR Finance Prof)													\$0.00
<b>Total 5200 Contractors &amp; Consultants</b>	<b>487.50</b>	<b>877.50</b>	<b>520.00</b>	<b>520.00</b>	<b>942.50</b>	<b>888.00</b>	<b>812.50</b>	<b>538.25</b>	<b>373.75</b>		<b>812.50</b>	<b>925.25</b>	<b>\$5,873.75</b>