

Quarter 2 - 2016 Board Meeting ~ Portland Friends of the Dhamma
Wednesday, June 14, 2016, 6:30 - 9:00pm ~ PFOD 1404 SE 25th Ave, Downstairs

Agenda

6:30pm/5 min **Opening meditation - Sakula**
6:35pm/5 min **Agenda review - Charla**
6:40pm/5 min **Approve minutes from last meeting - Stephanie**
6:45pm/10 min **SD Report - Sakula**

6:55pm/30 min **Director elections**

Facilitator: Alistair

Goal: Elect directors to two year terms (ending May/June 2018)

Standing: Stephanie, Greg, Charla, Sakula (**In the middle of a term:** Kristen)

7:25pm/30 min **Discussion on moving officer elections one month**

Presenter: Charla // Facilitator: Greg

Goal: We currently do not have commitments for candidates for chair and vice chair. We will discuss this and decide whether to delay officer elections and what action items might help clarify the candidates.

7:55pm/10 min *~Break~*

8:05pm/85 min **Budget review and changes**

20 min Goal: To understanding the current finances (May 31) ~ Bonnie

20 min Goal: To complete a basic rebudget using up-to-date information ~ Greg

45 min Goal: To discuss and reach consensus on any potential new budget items
~ Presenter: Greg//Facilitator Kristen

9:30pm/2 min **Closing meditation - Charla**

Action Items from Previous Meeting

- Follow-up discussion on how to apportion the work to achieve our budgeted goals for income so as not to put undue pressure on any single person or small group. - **Unassigned**
- To review bylaws description of board positions to include Board Chair position - **Unassigned**

Portland Friends of the Dhamma

Board Meeting

June 1, 2016

Portland Dhamma Center, 1404 SE 25th Ave, Portland

Directors Present: Charla Chamberlain (Chair), Kristen Saxton, Sakula (Spiritual Director)

Officers Present: Greg Satir (President Emeritus)

Others Present: Bonnie Wilson (Treasury Team), Alistair Williamson (Finance Committee), Tom Breaden, Stephanie Allderdice

Minutes taken by: Stephanie Allderdice

The meeting convened at 6:40 following a short meditation

The agenda was reviewed and approved.

Minutes from last meeting (May 11, 2016) reviewed. Kristen moved to approve minutes from last meeting, Sakula seconded, consensus was reached. Minutes approved.

Action items from last meeting:

- 1.) Follow-up discussion on how to apportion the work to achieve our budgeted goals for income so as not to put undue pressure on any single person or small group. - **Ongoing**
- 2.) Make sure property tax for tax year 2015 and tax year 2016 both get paid. - **Done. 2015 taxes paid, 2016 taxes come out in a few months and will be tended to then.**
- 3.) Schedule a series of check-in's on the 2016 budget so it is closely tracked next year. - **Done.**
Treasury Team will report quarterly

No next steps need to be assigned.

Spiritual Directors Report

Sakula has found an executive coach she would like to work with. Two main goals are to identify and cultivate her strengths, and to identify her weaknesses and let them go. She will probably begin work with coach within two weeks.

Family program is going very well. Hopefully the downstairs space will be further developed for the family program over the summer.

Upasika weekends are also going very well. There is a chance another Upasika training class will be held over the summer if scheduling allows. Five people have requested the class.

Kristen's Building Committee Report

Had a building committee meeting two weeks ago, four people were present.

The stove in the kitchen is a priority. Patty got a bid from an electrician - \$2600 to get new panel, new circuit and stove hooked up. Getting a gas stove instead is being explored in hopes of lower cost. Greg spoke to gas/plumbing professional; committee is awaiting a quote.

Kristen had questions about how to make final decisions about the stove and how to spend funds. The working budgets for the maintenance committee are the maintenance budget (currently about \$900) and the capital budget. Accessing the capital budget requires board approval. Bonnie will double check the current maintenance budget amount. Kristen will continue to gather information about the stove and then run the numbers past the board.

The maintenance committee also discussed the possibility of replacing the current furnace with a heat pump. The cost would be approximately \$13,000 before tax rebates. Greg Fletcher has been researching options. Should heat pump be a priority? Current heater is functioning, perhaps a more pressing priority is the building's wiring.

The front steps of the building were power washed, repainting is still in the plan, hopefully in the near future.

Should an emergency contact name and number be included on the outside reader board? Perhaps with a number to filter calls through. Kristen offered to be the contact person, Greg Fletcher offered to be second. Greg Satir offered to be third. These decisions need board approval; board approved that the maintenance committee was free to move forward with this plan. Getting a Google number to filter calls through will be explored.

Items of Discussion

ITEM 1) Presented by Alistair: How to build pool of interest to be on board?

Currently have treasury team, but no treasurer.

- To be director: must have one year in PFoD
- PFoD must be primary spiritual community
- new members can be voted on at any time
- 7 to 10 members would be maximum membership

Greg Satir and Stephanie Allderdice are both interested in joining board as directors. Greg and Stephanie both described their motivation for being on the board. Bonnie also expressed interest in joining as a director as well.

As a dana based organization, what makes our financial dealings and tracking different?

- How do we view spending vs income in a logical, yet spiritual way?
- How do we spreadsheet beautiful acts?

Budgeting for next year begins in September; a treasurer candidate would be helpful to oversee the treasury team. A team of 3-4 would be good.

A meeting attendee discussed his interest in treasury involvement and his background in finance. He will talk to the treasury team to see how he could be of use.

Action Item: To review bylaws description of board positions to include Board Chair position (this action item was unassigned).

Resolved (approved by directors): By September first we shall seek to identify a treasurer or interim treasurer. Failing that, a director will be appointed as interim treasurer at the September board meeting.

ITEM 2) Presented by Greg: How will a mid-year appeal be done?

Proposal (approved by directors): Greg and Sakula will send out a mid-year appeal by Us mail, the Observer, and social media during the last week of June.

After a two minute closing meditation, the meeting adjourned at 9:05 pm.

ACTION ITEMS FROM JUNE 1 MEETING:

To review bylaws description of board positions to include Board Chair position (this action item was unassigned).

3-2-16

Hello, Dear PFoD Board,

I'd like to take this opportunity to express my interest in serving on the PFoD Board and to share with you my reasons for hoping to do so.

I first discovered Portland Friends of the Dhamma a little over two years ago, not long after I was told that my beloved step father was diagnosed with cancer. The world was shifting under my feet and I was consumed with questions. How do we restructure our lives when one of our main support beams threatens to come down? What can we count on as lasting and forever? How do we find happiness amid life's turmoil?

It was definitely time for Jessica's Beginning Meditation Class.

In discovering this community, I found far more than answers to a few questions. I found the Dhamma, and with it a collection of people of the likes I had never known. I had never before encountered such genuineness. The pillars of this community really, *really* live this practice. The result is an atmosphere of true welcoming, safety, understanding, hope, and beauty. What an inspiration. What a joy. What a gift.

I'm inspired by this community, moved by it, humbled by it, and delighted by it. I've found a place in myself that hungers to be better than it has been, and I've found a path that helps me achieve that goal. Serving on the PFoD Board feels like part of that path for me. Being in service to this community that has given me so much feels natural and necessary, whatever that service may look like.

I hope you will consider me for a position on the Board. This community is now deeply embedded in my heart, and I would be honored to have the opportunity to repay that gift in any way possible.

With deep gratitude,
Stephanie Allderdice

May 15, 2016

Dear Board,

Charla asked me to write a paragraph about my interest regarding Board service. I am happy to offer to serve as a Board Director starting in June. Last year I term-limited out and stayed on as an officer (Chair Emeritus/Vice Chair). After a year off from being a director, I believe I can be elected to the Board again.

Being a director and officer has been fun, rewarding and educational for me. Helping PFoD bring the Thai forest tradition to the Northwest is very satisfying. I think PFoD has a culture that supports consensus and a positive work environment. I look forward to continuing to serve the organization in whatever capacity is appropriate.

Best wishes,
Greg Satir

1:27 PM
06/14/16
Cash Basis

Portland Friends of the Dhamma
Balance Sheet
As of May 31, 2016

	<u>May 31, 16</u>
ASSETS	
Current Assets	
Checking/Savings	
001 · Wells Fargo Business Checking	19,653.86
002 · Wells Fargo Business Savings	3,013.09
Total Checking/Savings	<u>22,666.95</u>
Other Current Assets	
1200 · Undeposited Funds	2,380.00
Total Other Current Assets	<u>2,380.00</u>
Total Current Assets	25,046.95
Fixed Assets	
1900 · Building - 1404 SE 25th Ave	468,101.56
Total Fixed Assets	<u>468,101.56</u>
TOTAL ASSETS	<u>493,148.51</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
1300 · Security Deposits	925.00
Total Other Current Liabilities	<u>925.00</u>
Total Current Liabilities	925.00
Long Term Liabilities	
2600 · Mortgage Package	458,685.33
Total Long Term Liabilities	<u>458,685.33</u>
Total Liabilities	459,610.33
Equity	
3000 · Opening Balance Equity	27,237.51
32000 · Unrestricted Net Assets	1,105.99
Net Income	5,194.68
Total Equity	<u>33,538.18</u>
TOTAL LIABILITIES & EQUITY	<u>493,148.51</u>

Portland Friends of the Dhamma Profit & Loss Budget vs. Actual - General Fund January through May 2016

	Jan - May 16	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Pledged Donations	10,510.00	11,666.66	-1,156.66
4100 · Programming	4,157.20	3,750.00	407.20
4110 · Fundraising	4,287.50	5,625.00	-1,337.50
4120 · Other One-Time Donations	361.04	708.35	-347.31
4200 · Rental Income	9,460.00	9,917.90	-457.90
4300 · Sales	0.00	0.00	0.00
4900 · Reclassification of Funds			
4905 · Reclass from Restricted Funds	864.58	656.25	208.33
4910 · Reclass to Restricted Funds	-1,250.00	-1,250.00	0.00
Total 4900 · Reclassification of Funds	-385.42	-593.75	208.33
Total Income	28,390.32	31,074.16	-2,683.84
Gross Profit	28,390.32	31,074.16	-2,683.84
Expense			
5000 · Programming Expense			
5010 · Visiting Teachers			
5011 · Visiting Teacher Travel	459.64	708.35	-248.71
5012 · Visiting Teacher Lodging	0.00	0.00	0.00
5013 · Visiting Teacher Meals	100.66	83.35	17.31
Total 5010 · Visiting Teachers	560.30	791.70	-231.40
5020 · SD Lineage & Buddhist Community	1,067.98	416.65	651.33
5030 · Community Training & Dev	195.00	0.00	195.00
5040 · Teas & Edibles	118.92	104.15	14.77
5050 · Altar supplies	0.00	0.00	0.00
5060 · Books & Publications	0.00	0.00	0.00
5070 · Children's Program	873.50	1,375.00	-501.50
Total 5000 · Programming Expense	2,815.70	2,687.50	128.20
5200 · Spiritual Director			
5210 · Stipend	10,030.86	11,216.66	-1,185.80
5220 · Health Insurance	1,320.00	1,650.00	-330.00
5230 · SD Professional Dev/Training	1,041.95	1,666.66	-624.71
5240 · Social Security	0.00	983.35	-983.35
5245 · Payroll Tax Expense	33.80		
5250 · Workers Compensation	350.00	139.59	210.41
5260 · Retirement/Life Ins/Disability	0.00	0.00	0.00
Total 5200 · Spiritual Director	12,776.61	15,656.26	-2,879.65
5400 · Facilities			
5410 · Mortgage	5,218.95	5,218.75	0.20
5420 · Ongoing Maintenance	502.09	687.50	-185.41
5430 · Utilities			
5431 · Natural Gas	689.78	500.00	189.78
5432 · Electric	468.29	416.65	51.64
5433 · Water/Sewer	440.88	416.65	24.23
5434 · Garbage/Recycling	179.50	187.50	-8.00
5435 · Internet Connectivity	333.90	333.35	0.55
Total 5430 · Utilities	2,112.35	1,854.15	258.20
5440 · Janitorial Supplies	49.98	291.65	-241.67
5450 · Furnishings	724.82	583.35	141.47
5460 · Reserve Expenditures	0.00	0.00	0.00
5470 · Capital Improvements	0.00	0.00	0.00
5480 · Insurance	701.30	1,125.00	-423.70
5490 · Government Fees & Inspections	0.00	416.65	-416.65
Total 5400 · Facilities	9,309.49	10,177.05	-867.56
5600 · Administration			
5610 · Admin Training & Dev	0.00	625.00	-625.00
5620 · Meals - meetings	66.50	0.00	66.50

3:02 PM
 06/10/16
 Cash Basis

Portland Friends of the Dhamma
Profit & Loss Budget vs. Actual - General Fund
 January through May 2016

	<u>Jan - May 16</u>	<u>Budget</u>	<u>\$ Over Budget</u>
5630 · Professional Fees			
5631 · Bookkeeping & Accounting	0.00	291.65	-291.65
5632 · Legal	0.00	0.00	0.00
Total 5630 · Professional Fees	<u>0.00</u>	<u>291.65</u>	<u>-291.65</u>
5640 · Software/Website	0.00	208.35	-208.35
5650 · Office supplies/equipment	87.46	125.00	-37.54
5660 · Copy & Printing Services	0.00	208.35	-208.35
5670 · Postage & Shipping	0.00	125.00	-125.00
5680 · Government Fees/Dues			
5681 · Taxes	170.70	375.00	-204.30
5680 · Government Fees/Dues - Other	450.00	229.15	220.85
Total 5680 · Government Fees/Dues	<u>620.70</u>	<u>604.15</u>	<u>16.55</u>
5690 · Bank Service Charges			
5691 · Payroll (SD)	202.50	362.50	-160.00
5690 · Bank Service Charges - Other	37.00	0.00	37.00
Total 5690 · Bank Service Charges	<u>239.50</u>	<u>362.50</u>	<u>-123.00</u>
5699 · Other Expense	0.00	0.00	0.00
Total 5600 · Administration	<u>1,014.16</u>	<u>2,550.00</u>	<u>-1,535.84</u>
5900 · Outgoing Dana			
5910 · Gifts- External Teachers/Groups	0.00	0.00	0.00
5920 · Gifts- Community	0.00	0.00	0.00
5930 · Community Grants	0.00	0.00	0.00
Total 5900 · Outgoing Dana	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Expense	<u>25,915.96</u>	<u>31,070.81</u>	<u>-5,154.85</u>
Net Ordinary Income	2,474.36	3.35	2,471.01
Other Income/Expense			
Other Income			
7000 · Interest Income	0.74	2.00	-1.26
7097 · Reversal of Mort Prin Expensed	2,014.16	2,014.16	0.00
7098 · Waived Interest (income)	3,262.50	3,262.50	0.00
Total Other Income	<u>5,277.40</u>	<u>5,278.66</u>	<u>-1.26</u>
Other Expense			
7099 · Waived Interest (expense)	3,262.50	3,262.50	0.00
Total Other Expense	<u>3,262.50</u>	<u>3,262.50</u>	<u>0.00</u>
Net Other Income	<u>2,014.90</u>	<u>2,016.16</u>	<u>-1.26</u>
Net Income	<u><u>4,489.26</u></u>	<u><u>2,019.51</u></u>	<u><u>2,469.75</u></u>

PFoD Finances - May 31, 2016

Balance Sheet	On May 31	End of 2015	*From QB on 6/8/16			End of 2014
General Fund Available	14,715	12,240	This total excludes Security Deposits \$925 • Payroll Tax Liability \$0 • Monastic Fund Payable \$0			21,531
Restricted Funds	9,407	8,701	Board funds are Capital Expense \$5,500 • Loan buffer \$2,087 Donor funds are Kids \$273 • Furniture \$850 • Monastics \$697			3,025
Mortgage Loan	458,685	460,700	Mortgage is 76% of building's value on Zillow of \$601,306			465,420
Income						
	Actual to May 31	Budget to May 31	Budget to Dec 31	New Budget	*Close means within 10% or \$300 of budget	Actual 2015
Pledged Donations	10,760	11,667	28,000		On track for \$27,982 by end of year	26,639
Programming	4,177	3,750	9,000			7,951
◦ Weekly - Fri, Sun	2,482	1,458	3,500	4,500	Add \$1000	3,513
◦ Workshops - Mon, Upasika	1,026	1,188	2,850			1,941
◦ Visiting Teachers - PH, etc.	669	1,104	2,650			2,497
Fundraising	4,338	5,625	13,500			12,379
◦ Appeals	4,288	3,542	8,500		Jan 2015 \$1,660 • June \$725 • Dec \$4,561	6,946
◦ Large event	0	417	1,000	500	Cut in half	0
◦ Small events	0	417	1,000	500	Cut in half	750
◦ Dana List/Directed	50	1,250	3,000	1,250	Take out Tree \$500 and cut in half Originally: \$900 to kids, \$900 monastic visit, \$450 stove, \$500 Tree, \$150 supplies, \$100 Misc	4,683
Other One-Time Donations						2,569
◦ Mail/Online (Spontaneous)	361	708	1,700		+ \$500 more received on 6/1 !	2,269
Rental Income	9,460	9,918	23,803		Rent prepaid is Office \$645, NRZ -\$660, PCML \$0, Samden Ling \$0	18,790
◦ Evening Rentals	5,590	5,938	14,250		Wed/Sun \$650+Tu \$300+Th \$300 x 12 mo x 95%	14,320
◦ Office Rental	3,870	3,064	7,353		\$625 + \$20 internet x 12 mo x 95%	3,570
◦ Special Event Rental	0	917	2,200	900		900
Other						
◦ Sales	0	0	0			940
◦ Other Income	3,263	3,263	7,832		Waived interest \$3,263 (Ends 4/2017) • Bank Interest \$1	7,832
◦ Use of Restricted Funds	545	656	1,575		Spent so far: Monks \$545 (Aj Sona, Amaro) Remaining: \$1125 (Zafus \$850, Kids \$275)	737
Total Income	32,904	35,588	85,410	82,360	Rebudget is -\$3,050 less income	77,836
Net Income	2,475	4	10	2,268	See next page	

Expense	Actual to May 31	Budget to May 31	Budget to Dec 31	New Budget		Actual 2015	Owner of Item
5000 · Programming Exp.	2,816	2,688	6,450			2,970	
5010 · Visiting Teachers							
5011 · Visiting Teacher Travel	460	708	1,700		Plane Tix for: Aj Sona \$450, Ayya Tathaaloka \$350, Aj Geoff+1 \$275x2, Debbie Stamp \$350	658	SD
5012 · Visiting Teacher Lodging	0	0	0			0	SD
5013 · Visiting Teacher Meals	101	83	200			16	SD
Total 5010 · Visiting Teachers	560	792	1,900			674	
5020 · SD Lineage & Buddhist Community	1,068	417	1,000		Expenses SD incurs for building lineage and greater Buddhist community relationships. E.g. Travel, room, board to Abhayagiri/PH/Wat Atam/Dharma Rain (5230 money could be moved here and vise versa)	544	SD
5030 · Community Training & Dev	195	0	0	195		0	SD
5040 · Teas & Edibles	119	104	250		\$25/month x 10 months. Dana list?	66	Kitchen
5050 · Altar supplies	0	0	0		In 2015 supplies were donated	0	Caretaker
5060 · Books & Publications	0	0	0			80	SD
5070 · Children's Program	874	1,375	3,300	3,017	\$60/week x 52 weeks + \$180 for materials/meetings	1,606	SD
5200 · Spiritual Director	12,777	15,656	37,575			33,959	
5210 · Stipend	10,031	11,217	26,920	24,677	Cash salary \$5320, Housing Allowance \$21600	26,400	Treas
5220 · Health Insurance	1,320	1,650	3,960	3,630	\$330 per month	3,600	Treas
5230 · SD Professional Dev/Training	1,042	1,667	4,000		Expenses SD incurs for professional dev \$2000 One-on-one leadership training cost \$1000 Extended retreat travel/room/board \$1000 (5020 money can be moved here and vise versa)	1,664	SD
5240 · Social Security	0	983	2,360	2,163	SS expense is tracked on 5210 Stipend	2,295	Treas
5245 · Payroll Tax Expense	34	0	0			0	Treas
5250 · Workers Compensation	350	140	335		From compensation packet	0	Treas
5260 · Retirement/Life Ins/Disability	0	0	0			0	Treas
5400 · Facilities	10,559	11,427	27,425			33,228	
5410 · Mortgage	5,219	5,219	12,525		Payments go up 4/2017 & 4/2020, end on 4/2025	12,525	Treas
5420 · Ongoing Maintenance	502	688	1,650		\$450 for upgrading electric for stove, \$100/mo for misc	1,060	Bldg CC
5430 · Utilities							
5431 · Natural Gas	690	500	1,200			963	Treas
5432 · Electric	468	417	1,000		Reflects higher use due to using gas less often	908	Treas
5433 · Water/Sewer	441	417	1,000		Reflects 5% inc in fees + higher sewer charges if more rain	820	Treas
5434 · Garbage/Recycling	180	188	450		currently at \$71.80 every two months. Includes cushion for increase, plus special trash pickup	441	Treas
5435 · Internet Connectivity	334	333	800		approximately \$68/month. Currently at \$65.	701	Treas
Total 5430 · Utilities	2,112	1,854	4,450			3,834	
5440 · Janitorial Supplies	50	292	700	500	In first half of 2016 supplies were donated	574	Bldg CC, Caretaker
5450 · Furnishings	725	583	1,400		SPENT: \$251 shrine, \$170 chair, \$70 baskets, \$85 file cabinet; TO BUY: \$850 zafus/chairs	1,542	SD
5460 · Reserve Expenditures	0	1,250	3,000		Reclassified so far: \$1,250 Hopefully not spent, just a reclassification to restricted	0	Bldg CC
5470 · Capital Improvements	0	0	0			11,180	Bldg CC
5480 · Insurance	701	1,125	2,700	2,950	Increase from this year to last reflects a general increase, plus we'll be paying for a full year	2,471	Treas
5490 · Government Fees & Inspections	0	417	1,000		\$166 for fire extinguishers per Kristen, plus electrical	42	Bldg CC

Expense	Actual to May 31	Budget to May 31	Budget to Dec 31	New Budget		Actual 2015	Owner of Item
5600 · Administration	1,014	2,550	6,120			2,566	
5610 · Admin Training & Dev	0	625	1,500	0	Feb leadership retreat: \$1000 from general fund for lodging, \$500 for Tree's fee raised from dana	1,350	Bd Chair
5620 · Meals - Meetings	67	0	0		Change to "Admin. Meals & Travel"	0	SD, Bd Chair
5630 · Professional Fees							
5631 · Bookkeeping & Accounting	0	292	700		Adding an increase for treasurer support \$700 bookkeeper	254	Treas
5632 · Legal	0	0	0			0	Bd Chair, Treas
Total 5630 · Professional Fees	0	292	700			254	
5640 · Software/Website	0	208	500	0	Adding this in for software - Quickbooks 2016, plus other	0	Treas
5650 · Office supplies/equipment	87	125	300			127	SD
5660 · Copy & Printing Services	0	208	500			432	SD, Bd Ch, Treas
5670 · Postage & Shipping	0	125	300			198	SD, Bd Ch, Treas
5680 · Government Fees/Dues	450	229	550		Northwest Dharma dues, plus State of Oregon corporate filing, plus church status	100	Treas
5681 · Taxes	171	375	900	400	Taxes on for-profit rental (for 15-16 and 16-17)	0	Treas
5690 · Bank Service Charges	37	0	0			107	Treas
5691 · Payroll (SD)	203	363	870			0	Treas
5699 · Other Expense	0	0	0			-1	Treas
Other							
5900 · Outgoing Dana	0	0	0			160	SD
7099 · Waived Interest (expense)	3,263	3,263	7,830		\$652.50 x 12 = waived portion of the loan	7,830	
Increase in Restricted Funds	1,250	0	0		Budgeted \$3000 in 5460 · Reserve Expenditures	6,413	
Total Expense	30,428	35,583	85,400	80,092	Rebudget is -\$5,308 less in spending	87,126	
Net Income	2,475	4	10	2,268	Rebudget results in net income of \$2,268	-9,290	

Balance Sheet II	Assets on May 31		End of 2015	End of 2014
General Fund				
• Available	14,715	↑ \$2,475	12,240	21,531
• Security Deposit	925	Security Deposits \$925 • Payroll Tax Liability \$0 • Monastic Fund Payable \$0	925	0
Restricted Funds				
• Capital Expense Fund - Board	5,500	↑ \$1,250	4,250	1,250
• Loan Buffer Fund - Board	2,087	↑ \$0	2,087	0
• Children's Program	273	↑ \$0	273	0
• Furniture Fund (\$850 Zafus)	850	↓ -\$16	866	850
• Monastic Restricted (\$39 Aj Geoff)	697	↓ -\$340	1,037	0
• Scholarship Fund	0	↓ -\$188	188	925
Mortgage Loan	458,685	Mortgage is 76% of building's Zillow value \$601,306	460,700	
Reduction in Restricted Funds (to GF)	545		737	0
Increase in Restricted Funds (from GF)	1,250		6,413	1,250

Salary/Benefits Review

What Did the Board Decide?

	Hours	Total Pay	Per Month	Tax Withheld	Direct to SD
Full Time Our framework for a fair salary	2,000 hours / year 40 hours X 50 week	\$66,484	5,540/mo		
60% Time The hours we decided on	1,200 hours / year 30 hours X 40 week	\$39,890	3,324/mo	-540/mo	2,784/mo
50% Time The pay we decided on		\$33,242	2,770/mo	-450/mo	2,320/mo
	Pay difference	+6,648	+554/mo		