

Budget Summary 2023-24

The pledge drive reminder process is nearly complete. Even though we are still awaiting additional pledges, we can confidently project **348 pledge units for a total of \$827,500**.

The congregation stepped up in a generous way to support the vision and mission of the Fellowship. Many thanks to Co-Chairs Bob Brown and Mary Etta Goes (plus the thank you and reminder teams) for making this pledge drive a huge success!

Almost 1/3 of all pledges reflect an increase, plus there are 38 new pledges as of April 30, 2023. While we expect additional pledges to come in, we have confidence in the projected figure on which the budget is based.

The final DRAFT budget reflects a modest version of a proposed staffing plan, along with an increase in pledge income from the ongoing pledge drive.

Budget Highlights:

Income increases (pledge, rental, collection plate)

New staffing additions: Youth Specialist, Justice Coordinator, Tech/Admin Support

Staff COLA 3% (still less than rate of inflation and UUA recommendation)

Program budgets similar to last year (increases in RE, Music, and Board)

Increase in nursery care

Cost of business adjustments for office and campus services

Insurance increase (health, workers compensation)

Consulting pastoral Care Minister position ends as planned.

Change pension policy to apply for only 30 hr./week employees.

Strategic Initiatives Fund (\$116,000 draw on fund)

The budget has relied on draws from reserve funds in the past few years. There will be sufficient funds to support the budget in the near term as a sustainable long-term financial plan is developed over the next program year. This long-term plan includes member development work, continuing to grow membership, building Foundation and reserve funds, legacy giving, special campaigns, and more. We will be working with a financial planning consultant and key ERUUF leaders to prepare for a sustainable financial future.