HUUF 2022-23 Budget Proposal v2

Submitted by the Finance Committee to the Board of Trustees for Congregational adoption

October 16,2022

The attached 2022-23 budget supports the most recent Board of Trustees decisions about “the way forward” in the near term. Specifically, it funds:

1. WAGE INCREASES: A COLA increase of 5% effective July 1, 2022 and an additional 3% effective October 1, 2022 for all employees except our Administrator and our Director of Religious Education. The Board negotiated separate increases of $30/hr., retroactive to July 1, 2022, for our permanent staff.
2. CHANGES IN RE SUPPORT PERSONNEL: A new Assistant to the Director of Religious Education (10 hr./wk., 52 wks./yr., $20/hr.) is established, while the Child Care Coordinator position is eliminated, the Teen Coordinator is reduced by 40%, Child Care Worker payroll is reduced by 50%, and Teacher funding is reduced by 30%.
3. INCREASE IN WELLNESS BENEFIT: In support of ongoing negotiations to provide a shared-cost health care plan for our full-time staff, Employee (Wellness) Benefits are modestly increased.
4. TECH SUPPORT PAYROLL: Funding for this position ($7,000) is based on a 3-month average applied to 12 months. In past Budget vs Actuals Reports monthly payments have been incorrectly lumped into the Administrative Payroll Account (68704). Account 687xx identifies this expense in the 2022-23 Budget and the 10-10-22 Budget vs Actuals report.

Overall, our 2021-22 budget is reduced by about $53,000 ($262,643 last year compared to $209,318 this year). This is primarily due to our minister’s departure (eliminating $74,302), while increasing all other personnel costs by $29,777. The anticipated $13,818 Operating Reserve funding required to “balance the budget” is similar to that of the past few years. The Finance Committee feels this is an acceptable “funding fudge.”

Although pledging is almost what it was last year ($151,000), the Finance Committee is confident that we can increase our pledge revenue by $15,000 through a special supplementary pledge drive after the first of the year.

Notably, this year’s budget reduces our Denominational Dues participation to 50% of UUA’s “fairshare”, while maintaining our $1,500 Honor Tax payment.

Our Board approved MRC plan calls for hiring a “UUA or local Professional Religious Consultant.” Funding requirements are currently unknown, but the Finance Committee recommends we fund this temporary position with dollars from one of our special accounts (Moore, Chaffee, Prange, Endowment).

Plans associated with long-term maintenance (e.g., exterior painting) and climate change related capital improvements (e.g., additional heat pumps and expanded solar panel capacity) are not funded in the operational budget. The Finance Committee anticipates the need for Congregation wide discussion about long-term capital improvement funding.

As always, you can expect regular monthly monitoring (e.g., Budget vs Actuals Report) of all things budget related. We look forward to continuing discussions about our finances.