

**FY24-25 Final
Approved
Budget**

Notes on Final Approved Budget for Fiscal Year 2024-2025

INCOME

Pledges	\$321,100	\$338,000 pledged * 95%
Sandy Hill	\$51,600	\$4,300/m per contract
Other Site Revenue	\$1,000	Phase II renovations will likely reduce special event income
Fundraising	\$15,250	Based on FY23-24 revenues
Investments	\$13,000	A new revenue line item: 5.5% on \$200k in Vanguard + 4.5% Interest on at least \$25k in savings
Sunday Collections	\$12,000	Based on FY23-24 revenues
Other Contributions	\$5,300	Based on FY23-24 revenues
Total Income:	\$419,250	

EXPENSES

OPERATIONS

Office	\$13,400	Based on FY23-24 + inflation
Finance	\$12,550	Based on FY23-24 + inflation
Facilities	\$37,300	Based on FY23-24 + inflation, includes new contract for Fire Prevention & Native Plant Maintenance
Total Operations:	\$63,250	

COMMITTEES

\$9,775 Board, Communications, Membership, Pastoral Care, Planned Giving, Stewardship, Worship

PROGRAMS

\$9,950 Programs: \$2.5k Fun&Fellowship; \$2k Music; \$2k RE; 3.45k SAC

PERSONNEL

Minister	\$131,192	Current Salary + 3.2% COLA
Administrator	\$53,240	\$28/hr * 28hr/wk * 52wks/yr + PRTax + benefits
Religious Education	\$51,446	New Hire at \$35/hr * 20 hrs/wk * 52 wks + PRTax + benefits + extra to finish out Rose's current contract
Music Director	\$19,412	Current Salary + 3.2% COLA (for 15hrs/week * 25wks = ~\$48/hr) +PRTax
Accompanist	\$12,753	Current Salary + 3.2% COLA (for 6hrs/week * 52 weeks = ~\$38/hr) +PRTax
AV technicians	\$25,917	(7.5hrs*47wks*\$60/hr)+(7.5hrs*5wks*\$30/hr) +20 hrs extra each +PRTax
Setup Crew	\$7,805	1 person @\$25/hr *5hrs/wk *52wks +30hrs extra
Childcare	\$6,351	2 persons @\$25/hr *2hrs/wk *52wks +14hrs extra
Custodian	\$15,600	Contractor \$600/payperiod *26 payperiods
Other Expenses	\$2,200	Liability insurance, background checks, job postings, direct deposit fees
Total Personnel:	\$325,917	

OTHER

Liabilities	\$0	Balance of loans paid off in June 2024 with FY 23-24 surplus
UUA Dues	\$10,000	Full UUA Annual Program Fund Fair Share request is \$21,455
Reserves	\$0	Facilities and Operations Reserves are currently fully funded

Total: \$10,000

Total Expenses: \$418,892

NET INCOME: \$358

FY24-25 BOARD APPROVED BUDGET HIGHLIGHTS

This year, for the first time, we have added an Investment Income section to the budget. Based on projections, we can expect about \$13k in income in FY24-25 from a combination of investment and interest income. This income is largely from the Board-Designated Reserves, which are invested in our Vanguard account.

Committee Expenses - this budget fully funds all Committees per their requested budgets. The exception is the Fundraising (Auction) Committee where we have more than doubled the request. We needed a place to book Auction expenses, and going forward, this will be where they are booked. The Auction budget for next year is based on this year's expenses.

Program Expenses - this budget fully funds all Programs per their requested budgets. The exception is the Fun & Fellowship Program where we do not currently have a chair or even a committee to submit a request. We based the budget for that item on current spending.

Operations Expenses - these expenses are based on current spending. The large increase in the B&G budget is to cover a professional service to come twice a year to do fire prevention and native plant maintenance on the property.

UUA Dues - The Finance Committee and Board are recommending that we budget a contribution of \$10k to the UUA for FY24-25. This is more than last year, but a bit less than half of what is requested as a Fair Share Contribution for this year.

Personnel

This budget includes

- a COLA of 3.2% for the Minister, the Music Director, and the Accompanist.
- a raise from \$20/hr to \$25/hr for the Setup Staff which is commensurate with the hourly rate for Childcare staff.
- a raise from \$50/hr to \$60/hr for our AV Specialist, which is commensurate with current rates for this specialty.
- a raise from \$25/hr to \$30/hr for our AV Assistant (Byrht is paid at this rate when he subs for Joe).
- an increase for the new DREF position, advertised from \$30/hr - \$35/hr. Per the UUA, this is the minimum-median rate for this position.
- an increase in hours and responsibilities for the Custodial staff.

Based on a recommendation by our former administrator, Denise Clark, the Admin's hours have been reduced from 35 to 28 hrs/week and will include benefits per our Employee Handbook.

The Finance Committee and Board recommended that we use the current budget surplus to pay off the Solar Loans early, which has been done. This will save the Fellowship about \$1500 in interest payments and obviate the need to budget for future payments.

The Finance Committee and Board agreed not to budget anything this year for Board Designated Reserves. Instead, as in the past, we will rely on existing reserves, budget surpluses, and donations for any unexpected expenses. Note that drawing down on our existing reserves will reduce the income we get from investing those reserves, which is an important source of revenue in this budget.