

Other sources of revenue used:

\$5000 from a new unrestricted legacy gift and \$3200 left from PPP reserve= \$8200

Est. \$16,264 in endowment interest (from Jeff Goltz)

About \$9000 in program reserves that were set aside for unbudgeted expenses

Operational Reserve of \$16,255 (of \$27,770 total)

Priorities:

Community Life Program (membership supplies, Community Dinners, social events and volunteer appreciation)

A COLA for salaried staff; living and competitive wage for hourly staff

Childcare for service(s) and special events

Tech needed to stream Sunday and special services (e.g. memorials, Christmas Eve)

Staff support for Membership, Communications, Children & Youth, and Community Life

Consultant for big picture discussions (size transition, growth, how we get things done)

What is kept/added:

Community Life budget increased over last year (but not as much as requested)

6% COLA for all staff

Hours and pay for childcare and RE teaching aides where they should be (and what we are offering now)

Hours and benefits for tech and communication/website (what we are doing now)

RE Assistant is increased from 15 to 18 hours per week (support for Rev. Sara)

Consultant for size & governance transition support (added \$4000 to existing \$2000 in Board line; total \$6000)

Unusual things in this budget:

No mortgage payments or mortgage interest included; that comes from Capital Campaign funds.

Long-time church administrator, Darlene Sarkela, will retire in February 2024. Budget includes transition costs to bring on a part-time Business Manager and part-time Office Assistant. One-time costs of about \$8000.

Cuts made from budget request:

Cuts to programs:

Faith in Action program \$3250 to \$1500

Faith in Action benevolence \$3400 to \$1400

Adult Ed \$1000 to \$200

Family Ministry \$6200 to \$3100

Resource Ministry program \$5000 to \$3500

Office expenses \$18,777 to \$16,763

Fundraising \$2000 to \$1500

Music program \$3000 to \$1000

Leadership Development \$500 to \$0

Worship Arts \$6500 to \$6000 (includes travel for speakers now)

No paid tech for Thursday evening events (est. \$1600)

Cut UUA dues from request of \$24,344 to \$5000 (OUUC paid \$15,000 in 2022-23)

Stay at one service (saves est. \$10,000)

Lower COLA for staff: 6% rather than 10%

Reduced Professional expenses for Rev. Mary and Rev. Sara (saves \$6192 total)

Reduced start date of Business Manager by 2 weeks