



**EAST SHORE
UNITARIAN
CHURCH**

BUDGET TOWN HALLS

SUNDAY OCT 22, 2023 - AFTER SERVICE

MONDAY OCT 23, 2023 - 7 PM

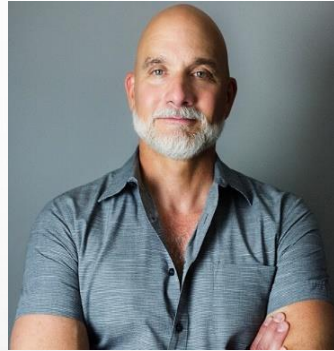
SUNDAY NOV 5, 2023 - AFTER SERVICE

MONDAY NOV 6, 2023 - 7 PM

OUR STAFF



Nicole Duff
Director- Membership
Development



Eric Lane Barnes
Music Director



**Rev. Dr. Maria Cristina
Vlassidis Burgoa**
Minister



Rebecca Chatfield
Director - Finance &
Operations



**amanda alice
uluhan**
Director- Religious
Education



Jenny Newell
Office Admin



Celil Cakmak
Maintenance Lead



Dianne Upton
Facilities Manager



LeAnne Struble
RE Coordinator



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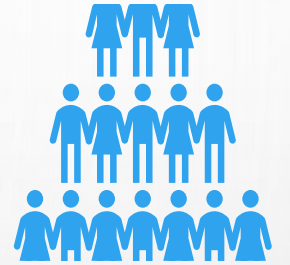
WHO WORKED ON THE BUDGET?



Budget Committee

- Signe Lalish** *Board President*
- Geri Kennedy** *Board Treasurer*
- Rev Maria Cristina** *Minister*
- David Langrock** *Board Vice President
Committee on Ministry*
- Ryam Hill** *Finance, Facilities*
- Rebecca Chatfield** *Director Finance &
Operations*

In Collaboration With Info From...



Board of Trustees	Staff Leadership Team
Financial Stewardship and Finance Team	Budget Town Halls
Core Teams	Ministry Teams
UUA	Staff

BUDGET TIMELINE

August

Budget Comm meets

First steps: DFO uses hard data from past years

September

Budget Comm meets

Multiple Drafts Created

Committee/Team Input
Department/staff Input

Mission Fund Drive

October

Budget Comm meets

Financial Stewardship
Committee & Board
reviews drafts

Town Halls

Budget drafts finalized

November

Budget Comm meets

Financial Stewardship
Committee & Board
final reviews

Town Halls

Final Board Approval

December

Congregational vote



**EAST SHORE
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OPERATING BUDGET

\$\$\$ comes IN

Pledges and donations

Facilities rentals

Event payments

Endowment draw

Auction

Legacy Gifts/Bequests

\$\$\$ goes OUT

Salaries, benefits &
payroll taxes

Bills (utilities, repairs,
supplies, etc)

East Shore programs

Mortgage

UUA dues

Extra expenses (legal, etc)



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FISCAL NOTES 2023 JANUARY - DECEMBER

- First full fiscal year matching the calendar year
- 2023 Budget approved by Congregation December 2022
- **Endowment Draw (\$75,500)**
- **UUA Dues** – Fair Share Congregational dues - (\$45K)
- All staff salaries **5% COLA** increase
- Had \$100,000 one-time bequest in 2023



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2024 BUDGET DRAFT - BALANCED

- General attitude of tightening our belt overall
- **Endowment Operating Budget draw = \$50,235**
 - *Decreased from 2022 (\$90,794) and 2023 (\$75,500)*
- Projecting **5% increased member pledges**
- Adding line item for Legacy Giving \$30,000
- Rental Income stabilizing – now \$227,200 per year
 - *ECS/Waldorf school, parking lot, Music School, weddings*



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2024 BUDGET – EQUITABLE COMPENSATION

- Board working with new UUA staff salary guidelines
 - Half of “equity bump” in 2024, half in 2025
- Staff salaries includes 3% COLA increase in 2024
- Total wages/taxes/benefits overall increased 7.7%
- Staff professional expenses voluntarily reduced by 40%
- Staff headcount reductions 1.75 FTE since 2022



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PROGRAM BUDGETS – NEW APPROACHES

- Share the Plate – donations to other organizations
 - Whole church supporting good causes together
 - Deeper collaboration with fewer groups
- Ministry Teams funded at full requested amounts
- Event Registrations are revenue-neutral *pass-thru
 - *examples: Seabeck, WP Retreat*



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NEW MINISTER RESERVE FUND

Budgeting \$8000 in 2024 Operating Budget

Year	Annual Deposit	Balance Forward	Current Year Total Expense	Ending Balance	New Minister Search	Interrim & Settled Moving Exp	Retirement /Ordination / Installation	Sabbatical 6 mo Sunday Service Guest	Intern Minister	Emergency Return From Vacation	Sick Leave up to 90 days- Guest Speakers	Dismissal 3 mo plus vacation
			<i>Estimated Cost</i>		\$6,000	30,000			\$3500*9	\$2,000	\$385*9	
			<i>Assumed Frequency (y)</i>		7	7	7	4-7 yr	with benes	10	7	
			<i>Year Last Occurance</i>		2022	2022	2023			N/A		
2024	8,000	-	-	8,000								
2025	8,000	8,000	-	16,000								
2026	8,500	16,000	-	24,500								
2027	8,500	24,500	-	33,000								
2028	9,000	33,000	-	42,000								
2029	9,000	42,000	7,000	44,000				7000				
2030	9,500	44,000	34,965	18,535					31,500		3,465	
2031	9,500	18,535	22,000	6,035	6,000	16,000						
2032	10,000	6,035	-	16,035								
2033	10,000	16,035	18,000	8,035		16,000				2,000		
2034	10,500	8,035	74,000	(55,465)			4,000					70,000
2035	10,500	(55,465)	31,500	(76,465)					31,500			
2036	11,000	(76,465)	7,000	(72,465)				7,000				
2037	11,000	(72,465)	3,465	(64,930)							3,465	
2038	11,000	(64,930)	22,000	(75,930)	6,000	16,000						
2039	11,000	(75,930)	-	(64,930)								
2040	11,000	(64,930)	16,000	(69,930)		16,000						



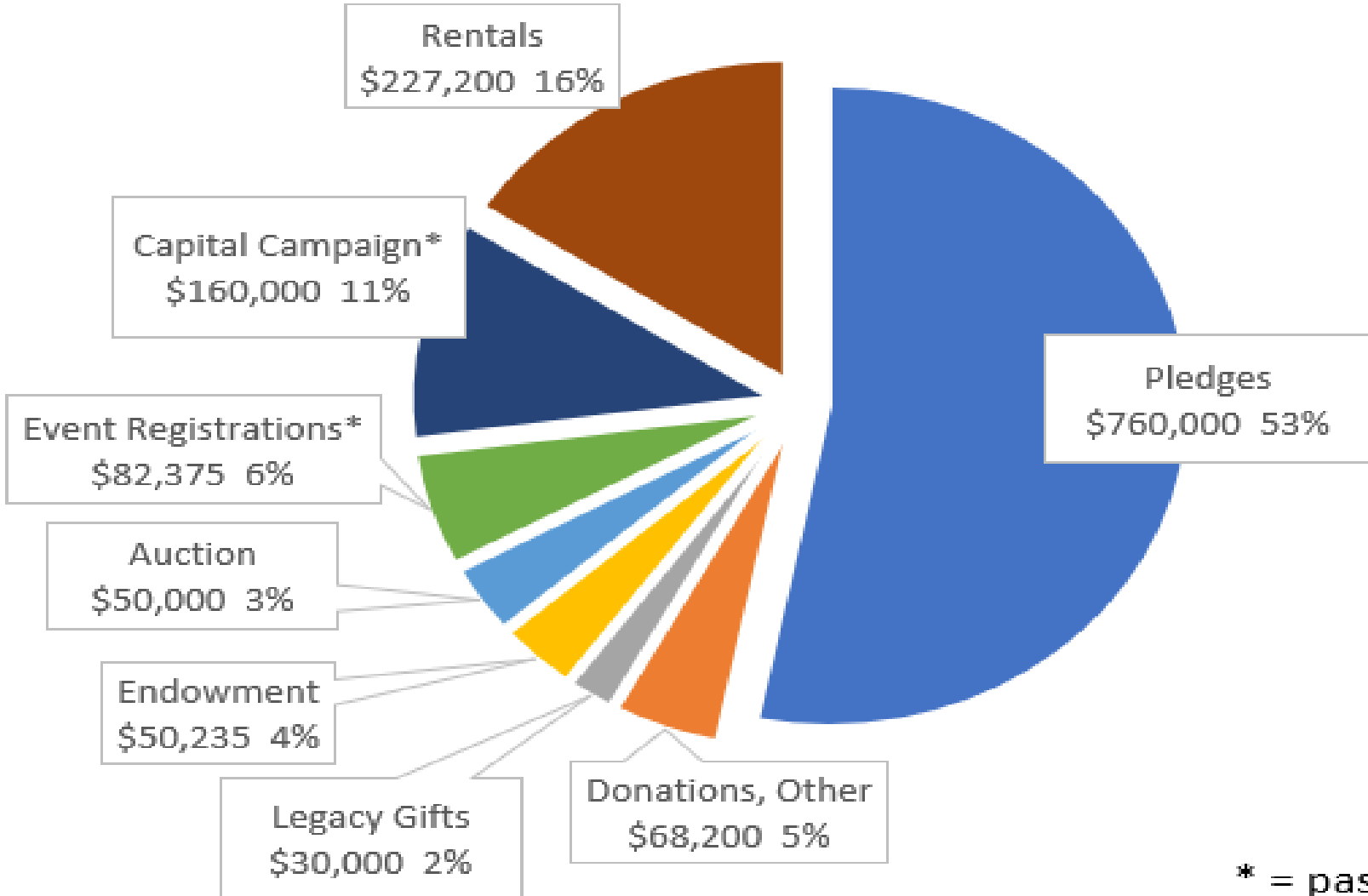
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NEW BUILDING RESERVE FUND

Capital Campaign in 2024 to raise \$160,000

Building Reserve Plan - East Shore Unitarian Church										
Year	Annual Deposit	Balance Forward	Current Year Total Expense	Ending Balance	delete	Sanctuary	Admin Bldg	Music Bldg	RE Bldg	Grounds
			Estimated Cost							
2024	160,000	24,000	162,000	22,000		50,000	66,000		40,000	6,000
2025	85,000	22,000	7,000	100,000				7,000		
2026	85,000	100,000	182,000	3,000		20,000	30,000	38,000	87,000	7,000
2027	85,000	3,000	93,000	(5,000)		35,000		15,000	37,000	6,000
2028	85,000	(5,000)	40,000	40,000						40,000
<u>Sanctuary</u>		flooring, bathroom, exterior surfaces								
Admin		flooring roof exterior								
music		flooring roof ext								
Educ		flooring exterior hvac								
total deferred to date \$420,000										
Assumes expenses of \$5,000 or greater. Smaller expenses shall be regular operating										

Income \$1,428,010



* = pass-thru



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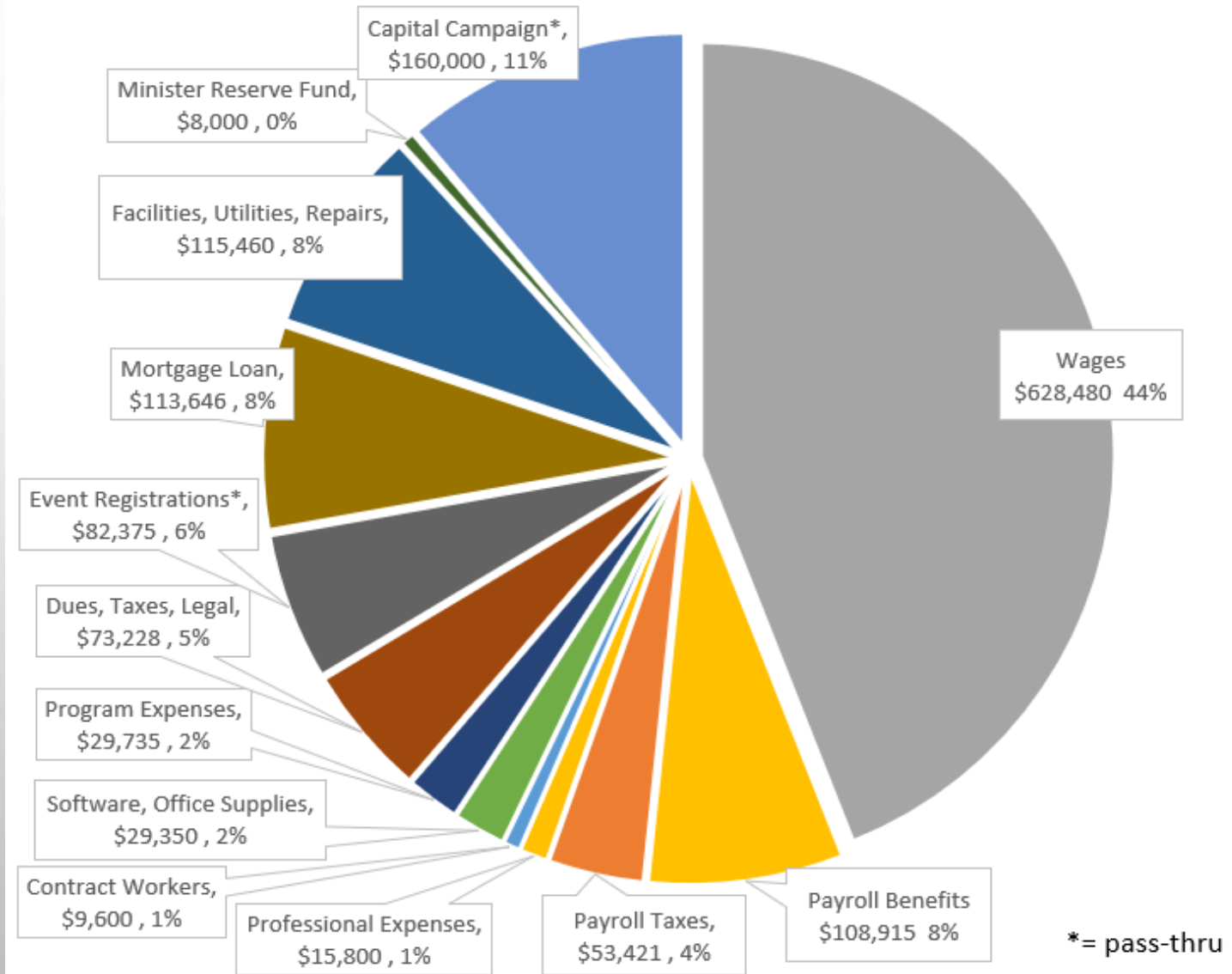
INCOME

INCOME

Pledges	\$ 760,000
Donations, Other	\$ 68,200
Capital Campaign *	\$ 160,000
Rentals	\$ 227,200
Event Registrations*	\$ 82,375
Auction	\$ 50,000
Endowment	\$ 50,235
Legacy Gifts	\$ 30,000
TOTAL	\$1,428,010

**= pass-thru*

Expenses \$1,428,010





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EXPENSES

EXPENSE

Wages	\$ 628,480
Payroll Benefits	\$ 108,915
Payroll Taxes	\$ 53,421
Professional Expenses	\$ 15,800
Contract Workers	\$ 9,600
Software, Office Supplies	\$ 29,350
Program Expenses	\$ 29,735
Dues, Legal, Ins	\$ 73,228
Event Registrations*	\$ 82,375
Mortgage Loan	\$ 113,646
Facilities, Utilities, Repairs	\$ 115,460
Minister Reserve Fund	\$ 8,000
Capital Campaign*	\$ 160,000
EXPENSE TOTAL	\$1,428,010

**= pass-thru*



EAST SHORE UNITARIAN CHURCH

2023 BUDGET COMPARED TO 2024 BUDGET

Revenues	2023 Budget	2024 Budget
<i>Total Income - Pledges</i>	723,500	760,000
<i>Total Income - Other Donations</i>	76,600	68,200
<i>Total Income - Facilities Rentals</i>	227,000	227,200
<i>Total Income - Auction</i>	47,500	50,000
<i>Total Income - Endowment</i>	75,500	50,235
<i>Total Income - Event Registrations*</i>	104,700	82,375
<i>Total Income - Capital Campaign*</i>	-	160,000
<i>Total Income - Legacy Gifts</i>	-	30,000
Total Revenues	1,254,800	1,428,010
Expenses		
<i>Total Wages</i>	580,021	628,480
<i>Total Payroll Taxes</i>	44,372	53,421
<i>Total Payroll Benefits</i>	109,744	108,915
<i>Total Prof Expenses</i>	27,292	15,800
<i>Total Contract Workers</i>	14,275	9,600
<i>Total Program Expenses</i>	127,920	29,735
<i>Total Event Registrations*</i>		82,375
<i>Total Facilities Expense</i>	108,700	115,460
<i>Total Business Expense</i>	76,400	73,228
<i>Total Office Expense</i>	52,400	29,350
<i>Total Capital Campaign*</i>		160,000
<i>Total Minister Reserve Fund</i>		8,000
<i>Total Interest & Loan Expense</i>	113,646	113,646
Total Expenses	1,254,800	1,428,010



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COMMENTS & QUESTIONS



THANK YOU FOR YOUR TIME AND ATTENTION TODAY ON OUR BUDGET!



**EAST SHORE
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BYLAWS CHANGE

FOR VOTE AT DECEMBER 10 CONGREGATIONAL MEETING

CURRENT BYLAW

Article X. Officers & Board of Trustees SECTION G: BUDGET AND FINANCES

The Board of Trustees shall have general charge of the finances of the church and shall maintain accountability for the expenditure of all funds. The Board shall authorize and submit for approval at the Annual Congregational Business Meeting a budget for the ensuing year. The Board of Trustees may, in its administration, vary the amounts to be expended under individual headings of the budget, but may not exceed the total amount of the approved expense budget or the anticipated income, whichever is greater, without approval of the congregation. The Board shall establish and enforce a policy to assure regular periodic review of financial transactions and contributions to be sure that all such transactions are proper and documented appropriately and that adequate internal control procedures are in place. (2016)

Underlines = proposed to be changed



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BYLAWS CHANGE

FOR VOTE AT DECEMBER 10 CONGREGATIONAL MEETING

PROPOSED BYLAW - Article X. Officers & Board of Trustees SECTION G: BUDGET AND FINANCES

The Board of Trustees *will* have general charge of the finances of the church and *will* maintain accountability for the expenditure of all funds. The Board *will cause to be prepared, and then* authorize and submit for approval at the Annual Congregational Business Meeting, a budget for the ensuing year. *The Board will establish and enforce collaborative methods in its policies for determining relative budget priorities. These priorities will reflect ESUC's values and covenants.*

The budget will be based on anticipated availability of funds and relative priority and importance of Church programs and financial needs. After the adoption of the budget, the Board in office during the fiscal year covered by the budget will have the responsibility of seeing that adjustments to actual expenses and income are monitored. The Board has the authority to call for a revised budget to be approved by the congregation. The Board will establish and enforce policies to assure regular periodic review of financial transactions and contributions to be sure that all such transactions are proper and documented appropriately and that adequate internal control procedures are in place.

Italic = new language