



Information Meeting

June 25, 2023

Welcome and Opening Words

Don Gregg



Chalice Lighting

Heidi Shaffer Bish



Listening Session Output

For the long term, the congregation generally seems to be aligned with:

- Appointment of a Finance Committee to develop long-term plan and future budgets.
 - *This will be completed in June Board meeting.*
- Reducing loan from endowment to \$40-50K to provide two years to increase income to meet expenses.
 - *Revised proposed budget reduces loan to \$49,408.*

Detailed Listening Session Feedback Summary

Revised Proposed Budget: Parameters

In assembling a revised proposed FY24 budget, we considered:

- Living our values and prioritizing people over things.
- Continuing to invest in growth vectors like RE and music.
- Piloting staff-related changes that will both cut costs and provide an opportunity for the congregation (members and friends) to take ownership.

Proposed Budget Comparison

	Proposed FY24	FY23 Budget	FY22 Actual	FY21 Actual	FY20 Actual	FY19 Actual
Pledged Income	258,563	229,282	269,082	241,797	244,457	257,456
Other Income	63,252	62,100	63,148	94,443	80,721	76,331
Reserved Inc / Loan	49,408	138,927	25,005	5,000	9,000	10,000
Total Income	371,223	430,309	357,235	341,240	334,178	343,787
Personnel Expenses	273,346	327,550	274,800	255,084	234,725	237,429
Facility Expenses	40,489	39,747	30,296	18,765	29,330	27,965
UUA APF	12,000	18,773	19,360	18,191	17,317	17,887
Uncollected Pledges	7,757	6,878	1,405	3,890	4,604	11,732
Other Expenses	37,361	37,361	31,506	28,543	28,594	36,825
Total Expenses	371,223	430,309	357,367	324,473	314,570	331,838

Revised Proposed Budget: Significant Specific Impacts

Change	\$ Impact	Implications
Rev. Steven move to $\frac{3}{4}$ time for FY24 – to be reevaluated for FY25	\$23.9K	PILOT for one year only; Minister-led services would go from 34 to 30 and 25% reduction in on call time; will require CLM, pastoral care, and worship arts team support
Administrator return to 35 hrs	\$9610	Will require volunteers to take on communications (e.g. enewsletter, slides, website updates)
UUA Annual Program Fund reduction to \$12K	\$6773	Don and Kara meeting w/UUA on 6/16 to understand implications to programming, etc.
Reduce Hobbs electric costs due to solar implementation	\$3800	
Other reductions (B&G, sexton supplies, service auction food, adult RE, computer equipment, delayed Transitional Music Director benefits, etc.)	~\$4600	

Motion to appoint to the MET

Kathie Slater,
Candidate for
MET Member

Closing Words & Extinguishing the Chalice

Heidi Shaffer Bish

