


# PREREAD – Transitional Ministry and FY25 Budget Town Hall

March 3 and 4, 2024

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| <b>AGENDA</b>                | <ul style="list-style-type: none"><li>• Chalice Lighting</li><li>• Congregational Covenant</li><li>• News Briefs<ul style="list-style-type: none"><li>○ Celebration</li><li>○ Masonry Repairs</li></ul></li><li>• Transitional Ministry<ul style="list-style-type: none"><li>○ The Role of the Settled Minister</li><li>○ Short Term Ministerial Coverage</li><li>○ Options for Transitional Ministry</li><li>○ UUCK Ministerial History</li><li>○ Timeline</li><li>○ Q&amp;A</li></ul></li><li>• FY25 Budget<ul style="list-style-type: none"><li>○ FY24 Budget Outlook</li><li>○ Finance Committee Update/Process</li><li>○ FY25 Scenarios</li><li>○ Q&amp;A</li></ul></li><li>• Extinguish Chalice</li></ul>   |
| <b>NEWS BRIEFS</b>           |   |
| Celebration and Recognition  | <ul style="list-style-type: none"><li>• Immense appreciation goes out to our community as a whole for coming together and supporting one another in the wake of Rev. Steven's unexpected death. We look forward to celebrating his life together at a service in Kent to be scheduled later this spring.</li><li>• Thank you to Dana Wakefield, who has volunteered as our Helping Hearts Coordinator.</li><li>• Our new service schedule and approach has been an immense success so far. Combined attendance numbers have increased significantly vs. single service attendance, and qualitative feedback about the Community Café and all ages RE (including adult discussion groups) have been positive. Thank you to Colleen Thoele and Rev. Renee Ruchotzke for taking the lead in developing and testing this model!</li><li>• 25+ rental inquiries between 1/1 and 2/20/24 had already resulted in 8 rental bookings, for an additional \$3080!</li><li>• Our Service Auction team has a fabulous spring auction planned for May 4th!</li></ul> |
| Masonry Repairs              | <ul style="list-style-type: none"><li>• Extensive repairs were needed to repair damage to the 156-year-old wooden beams and bricks in the upper level of the bell tower. Because this work needed to be completed in a timely manner to preserve the integrity of our church building, the Board of Trustees decided to authorize the immediate start to the repairs, which are now underway.</li><li>• The cost of the repairs was estimated at \$32,800, from redesignated funds from the \$60,500 in our Capital Campaign Fund previously Board-designated for Phase II building improvements. \$10,000 of this repair will be offset by a landscaping bond that the church had paid in relation to Hobbs Hall that is being refunded. We will share pictures during the Town Hall session.</li><li>• We will have a fundraising campaign later this spring to offset the remaining cost of repairs, kicking off with a Fund-an-Item project during our Spring Service Auction.</li></ul>  |
| <b>TRANSITIONAL MINISTRY</b> |   |

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| <p>The Role of the Settled Minister (or “Minister”)</p> | <ul style="list-style-type: none"><li>Per UUCK By-Laws, a Settled Minister is responsible for directing the spiritual and programmatic work of the church through shared ministry (<i>Note: This is <u>always</u> a team effort</i>), and serving as Chief Executive Officer of the Church by:<ul style="list-style-type: none"><li>Serving as an agent of the church</li><li>Serving as the head of staff</li><li>Serving as an <i>ex-officio</i>, non-voting member of the Board and all Ministry, Program, and Standing Committees and Action Teams</li><li>Chairing the Ministry Executive Team</li></ul></li><li>Per our By-Laws, Settled Ministers are called by Congregation by 85% supermajority vote, while Transitional Ministers (Interim, Contract, Developmental) are hired by the Board.</li><li>Settled Ministers are full-time. Anything less than full-time is considered Contract Ministry.</li><li>A Settled Minister is <i>not</i> an option immediately after the end of a prior Settled Minister’s term. Per the UUA, “Ministers in search for settled ministry are rarely interested in following a settled ministry directly.” Our next minister will be a Transitional Minister of some variety (though Contract Ministers may eventually be called by the Congregation to be Settled).</li></ul>  |
| <p>Short Term Ministerial Coverage</p>                  | <p>A working team composed of all current Affiliated Community Ministers, Commissioned Lay Ministers, and lay members who were previously ordained in other faith traditions has proposed, and the Board has endorsed, the below <a href="#">Short-term Ministerial Coverage Plan</a>, to be in place through 7/31/24, then re-evaluated if we do not have a Transitional Minister in place on 8/1/24. Note that these individuals are the lead and point person for each functional area listed, but that many others may provide additional support. This is shared ministry in action!</p> <div><div><h2>WHOM SHOULD I CONTACT FOR...</h2></div><div><div><div><div><div><b>11:00AM Worship</b><br/>Kathy Kerns,<br/>Commissioned Lay Minister<br/>and Team Leader</div><div><b>Rites of Passage</b><br/>Lori Mirkin-McGee,<br/>Commissioned Lay Minister</div><div><b>Support for Adult RE</b><br/>Rev. Christie Anderson,<br/>Affiliated Community Minister</div><div><b>“Voice” of the Church</b><br/>Kara Kramer,<br/>Board Moderator</div><div><b>Supervision of Staff</b><br/>Ginny Horvath,<br/>Board Assistant Moderator</div></div><div><div><b>Support for 9:15AM Worship</b><br/>Rev. Renee Ruchotzke,<br/>Affiliated Community Minister</div><div><b>Pastoral Care</b><br/>Lori Mirkin-McGee,<br/>Commissioned Lay Minister, and<br/>David Weaver, Team Leader</div><div><b>Support of Membership Team</b><br/>Rev. Renee Ruchotzke,<br/>Affiliated Community Minister</div><div><b>“Balcony View” of Finances</b><br/>Kay Eckman,<br/>Board Member and<br/>Finance Committee Leader</div><div><b>Resource for Staff</b><br/>Rev. Sunshine Wolfe,<br/>UUA Regional Staff</div></div><div><div><b>Minister’s Discretionary Fund</b><br/>Rev. Christie Anderson,<br/>Affiliated Community Minister</div><div><b>Resource for Social Justice</b><br/>Vivian Sandlund,<br/>Social Justice Coordinator</div><div><b>Conflict Resolution &amp; Church Climate</b><br/>Lori Mirkin-McGee,<br/>Commissioned Lay Minister</div><div><b>Connection to Local Community</b><br/>Rev. Christie Anderson,<br/>Affiliated Community Minister</div></div></div></div><div></div></div><p>Whom should I contact for...</p><ul style="list-style-type: none"><li>Pastoral care – <a href="mailto:pastoralcare@kentuu.org">pastoralcare@kentuu.org</a></li><li>Oversight on strategic questions - <a href="mailto:board@kentuu.org">board@kentuu.org</a></li></ul></div> |

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|  | <ul style="list-style-type: none"> <li>• Oversight on implementation questions - met@kentuu.org</li> <li>• Worship-related inquiries – wat@kentuu.org</li> <li>• Other topics (to be routed to the appropriate party) – churchoffice@kentuu.org</li> </ul>  |
| <p>Options for Mid-Term Transitional Ministry</p> <p>(includes extracts from the current <a href="#">UUA Transitional Ministry Handbook</a>)</p> | <p>The following are our Transitional Ministry options, along with identified pros, cons, and other considerations. Regardless of which option we choose, for best chance of near-term success, the search process will begin in April, as ministers generally search each year between December and May for positions which will begin on August 1.</p> <ul style="list-style-type: none"> <li>• <b>Interim Ministry</b> – <i>“...Designed to help a congregation move from one settled ministry to the next settled ministry... Most interim ministries last 24 months, though occasionally the ministry may be longer or shorter. An interim minister assists the congregation in moving beyond its last ministry and equipping itself for a new, different ministry. This preparation involves helping the congregation look at practices that may or may not be serving them well, assisting through the emotional process of transition, setting sights forward, and connecting the congregation to needed resources....Interim ministers may not be called by the congregation. Most congregations planning to continue in full-time ministry after a settlement use this option for their transition.”</i> <ul style="list-style-type: none"> <li>○ <b>Pros:</b> <ul style="list-style-type: none"> <li>▪ Expertise/training in guiding congregations through transitions – we have experienced a challenging past several years, with a rocky transition between Rev. Melissa and Rev. Steven, the impact of COVID-19 on our community, related budgetary challenges, and the unexpected loss of our Settled Minister. Interim Ministers are trained to help congregations move through just such situations.</li> <li>▪ Standard UUA practice – expected to increase odds of a successful Settled Ministry in the future.</li> <li>▪ Assuming successful search, Interim Minister would be in place August 1, 2024 (matchmaking process runs mid-April through mid-May)</li> </ul> </li> <li>○ <b>Cons:</b> <ul style="list-style-type: none"> <li>▪ Must be full-time – fully funding <u>without</u> a draw on our reserves would require a 31% increase in pledges vs. this fiscal year</li> <li>▪ UUCK’s most recent Interim Ministry experience was not positive (see next section)</li> <li>▪ Rapid matchmaking process does not permit for extensive evaluation of minister prior to hire</li> </ul> </li> <li>○ <b>UUA Note:</b> <i>“If a congregation had a particularly anxious time with a previous interim minister, they are better served by clearly stating what did not work with that interim ministry in their search materials, than thinking interim ministry is the problem. Like snowflakes and settled ministers, no two interims are alike.”</i></li> </ul> </li> <li>• <b>Contract Ministry</b> – <i>“often used by a congregation that is seeking less than full-time ministry, that has fewer than 125 members, or that is uncertain that other types of ministries are a fit or financially sustainable long-term. The minister(s) is contracted for a specific period, usually a year, sometimes with a list of specific tasks like preaching and pastoral care. Contracts may be renewed and modified....They may be called by the congregation, should a call be mutually desirable, after a couple of years.” Contract ministers may be part-time or full-time.</i> <ul style="list-style-type: none"> <li>○ <b>Pros:</b> <ul style="list-style-type: none"> <li>▪ If part-time, may help to reduce or eliminate our budget deficit in the near term (remembering that Settled Ministry is full-time)</li> </ul> </li> </ul> </li> </ul> |

|                       | <ul style="list-style-type: none"><li>▪ More flexible in terms; may be tailored to our specific requirements</li><li>▪ Can lead to Settled Ministry, if a good match</li><li>○ <b>Cons:</b><ul style="list-style-type: none"><li>▪ Potentially Limited Candidate Pool: The UUA Transitions Office estimates that there is a 50% reduction in number of candidates for every 25% reduction in hours (e.g. at ¾ time, we are likely to have half the candidates we might expect for a full-time role). This is especially true outside of major metropolitan areas, and/or if part-time. <i>We will not know what our pool might look like until we know our budget.</i></li><li>▪ Ongoing elevated ask, potentially significant, of our ministerial volunteers</li><li>▪ Search process may take a long time</li></ul></li><li>● <b>Process Note:</b> <i>If we opt to pursue an Interim Minister and do not identify suitable candidates in the standard match process, our search will be converted to a Contract Minister search. UUCK makes any hiring decision, not the UUA.</i></li></ul>  |                        |             |               |             |        |        |               |             |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
|-----------------------|--|------------------------|-------------|---------------|-------------|--------|--------|---------------|-------------|---------------------|--|---------------------|-------------|---------------|-------------|---------------|-------------|------|------------------|-----------|----|-----|-----|--|--|------------|------------|------|--------------|-----------|----|-----|-----|--|--|------------|------------|-----------|-----------------|-----------|----|----|----|----|----|-----------|-----------|-----------|----|----|----|----|----|--|--|-----------|-----------|-----------|---------------|---------|-----|----|----|----|----|-----------|-----------|------|--------------|-----------|----|----|----|----|----|-----------|-----------|-----------|--------------|--------------------|----|----|----|----|----|-----------|-----------|-----------|---------------------|-----------|----|----|----|----|----|-----------|-----------|-----------|---------------------------------|-----------|----|----|----|----|----|-----------|-----------|-----------|--------------------------|------------------------|-----|----|-----|----|----|-----------|------------|-----------|---------------|---------|-----|-----|-----|----|----|------------|------------|-----------|------------------------|---------|-----|-----|-----|----|-----|------------|------------|------|--------------------|---------|-----|-----|-----|-----|-----|------------|------------|-----------|--------------------|---------|--------|-----|-----|-----|-----|------------|------------|
| UUCK Ministry History | <ul style="list-style-type: none"><li>● Recent Ministries*:<table><tr><th rowspan="2">Years Served</th><th rowspan="2">Minister</th><th rowspan="2">Type</th><th rowspan="2">% Time</th><th colspan="2">Member</th><th colspan="2">Pledge Units</th><th colspan="2">Budget in 2024 \$\$</th></tr><tr><th>Starting Year</th><th>Ending Year</th><th>Starting Year</th><th>Ending Year</th><th>Starting Year</th><th>Ending Year</th></tr><tr><td>1969</td><td>Peter Richardson</td><td>Part-Time</td><td>??</td><td>118</td><td>118</td><td></td><td></td><td>\$ 131,562</td><td>\$ 131,562</td></tr><tr><td>1970</td><td>Bill Schultz</td><td>Part-Time</td><td>??</td><td>120</td><td>120</td><td></td><td></td><td>\$ 101,990</td><td>\$ 101,990</td></tr><tr><td>1971-1976</td><td>Vi Kochendorfer</td><td>Part-Time</td><td>??</td><td>82</td><td>70</td><td>55</td><td>45</td><td>\$ 63,016</td><td>\$ 88,931</td></tr><tr><td>1977-1980</td><td>??</td><td>??</td><td>??</td><td>73</td><td>56</td><td></td><td></td><td>\$ 95,140</td><td>\$ 41,759</td></tr><tr><td>1981-1983</td><td>Earl N. Engle</td><td>Settled</td><td>100</td><td>49</td><td>49</td><td>40</td><td>40</td><td>\$ 53,707</td><td>\$ 47,776</td></tr><tr><td>1984</td><td>Chris Bailey</td><td>Part-Time</td><td>??</td><td>55</td><td>55</td><td>40</td><td>40</td><td>\$ 11,865</td><td>\$ 11,865</td></tr><tr><td>1985-1986</td><td>Rod Thompson</td><td>Interim, Part-Time</td><td>??</td><td>58</td><td>61</td><td>40</td><td>42</td><td>\$ 38,223</td><td>\$ 40,944</td></tr><tr><td>1986-1989</td><td>Mary Janice Sellers</td><td>Part-Time</td><td>??</td><td>61</td><td>54</td><td>42</td><td>36</td><td>\$ 40,944</td><td>\$ 33,722</td></tr><tr><td>1990-1992</td><td>Mary Hnottavange, Peggy Classen</td><td>Part-Time</td><td>75</td><td>67</td><td>72</td><td>39</td><td>47</td><td>\$ 49,608</td><td>\$ 59,437</td></tr><tr><td>1992-2004</td><td>Julie-Ann Silberman-Bunn</td><td>Developmental, Settled</td><td>100</td><td>72</td><td>162</td><td>47</td><td>91</td><td>\$ 59,437</td><td>\$ 208,856</td></tr><tr><td>2004-2005</td><td>Sonya Montana</td><td>Interim</td><td>100</td><td>162</td><td>150</td><td>91</td><td>92</td><td>\$ 208,856</td><td>\$ 231,272</td></tr><tr><td>2005-2016</td><td>Melissa Carvill-Ziemer</td><td>Settled</td><td>100</td><td>150</td><td>196</td><td>92</td><td>143</td><td>\$ 231,272</td><td>\$ 315,533</td></tr><tr><td>2017</td><td>Anya Drew Johnston</td><td>Interim</td><td>100</td><td>201</td><td>201</td><td>136</td><td>136</td><td>\$ 315,533</td><td>\$ 369,469</td></tr><tr><td>2018-2024</td><td>Steven A. Protzman</td><td>Settled</td><td>100-75</td><td>197</td><td>172</td><td>122</td><td>105</td><td>\$ 394,182</td><td>\$ 371,223</td></tr></table><p><small>* Ministry dates and names crowd-sourced (with thanks to Kathie Slater for help); Member count, pledge units, and operating budgets sourced from <a href="#">UUA historic yearbooks through 2009</a>; church records 2016 through present; operating budgets adjusted for inflation based on January - January comparison in <a href="#">Bureau of Labor Statistics calculator</a>. Fiscal, calendar, and ministry year have not aligned, so these are directional.</small></p></li><li>● We have been served by a variety of part-time Ministers in past years and have come together as a community in shared ministry to cover the needs of the congregation, though this has involved significant commitment from our volunteers.</li><li>● Our periods of greatest growth have been during a successful Developmental Ministry (Julie-Ann Silberman-Bunn – co-funded by the UUA), which led to a Settled Ministry, then from a later Settled Ministry (Melissa Carvill-Ziemer). Between these Settled Ministers, we were served by an Interim Minister, who accomplished the intended transitional role. As past trends suggest, growth in membership is the most effective way to sustainably support effective shared ministry and a balanced budget. Our ministers have played a crucial role in this membership growth. “People come because of the minister, but stay because of the congregation” - Rev. Sunshine Wolfe</li><li>● Our congregation had a challenging experience in our most recent Interim Ministry. We would expect that experience to be an outlier, as we conducted the search for that Interim Minister outside of the usual annual search cycle, and as a result had a very limited applicant pool of Interim Ministers (only two people) who had NOT been selected by other congregations during the standard Interim Ministry congregational matchmaking process. Our experience was not typical, and we did not realize the benefits of an Interim Ministry as a result. The UUA no longer permits off-cycle Interim Ministry searches.</li></ul> | Years Served           | Minister    | Type          | % Time      | Member |        | Pledge Units  |             | Budget in 2024 \$\$ |  | Starting Year       | Ending Year | Starting Year | Ending Year | Starting Year | Ending Year | 1969 | Peter Richardson | Part-Time | ?? | 118 | 118 |  |  | \$ 131,562 | \$ 131,562 | 1970 | Bill Schultz | Part-Time | ?? | 120 | 120 |  |  | \$ 101,990 | \$ 101,990 | 1971-1976 | Vi Kochendorfer | Part-Time | ?? | 82 | 70 | 55 | 45 | \$ 63,016 | \$ 88,931 | 1977-1980 | ?? | ?? | ?? | 73 | 56 |  |  | \$ 95,140 | \$ 41,759 | 1981-1983 | Earl N. Engle | Settled | 100 | 49 | 49 | 40 | 40 | \$ 53,707 | \$ 47,776 | 1984 | Chris Bailey | Part-Time | ?? | 55 | 55 | 40 | 40 | \$ 11,865 | \$ 11,865 | 1985-1986 | Rod Thompson | Interim, Part-Time | ?? | 58 | 61 | 40 | 42 | \$ 38,223 | \$ 40,944 | 1986-1989 | Mary Janice Sellers | Part-Time | ?? | 61 | 54 | 42 | 36 | \$ 40,944 | \$ 33,722 | 1990-1992 | Mary Hnottavange, Peggy Classen | Part-Time | 75 | 67 | 72 | 39 | 47 | \$ 49,608 | \$ 59,437 | 1992-2004 | Julie-Ann Silberman-Bunn | Developmental, Settled | 100 | 72 | 162 | 47 | 91 | \$ 59,437 | \$ 208,856 | 2004-2005 | Sonya Montana | Interim | 100 | 162 | 150 | 91 | 92 | \$ 208,856 | \$ 231,272 | 2005-2016 | Melissa Carvill-Ziemer | Settled | 100 | 150 | 196 | 92 | 143 | \$ 231,272 | \$ 315,533 | 2017 | Anya Drew Johnston | Interim | 100 | 201 | 201 | 136 | 136 | \$ 315,533 | \$ 369,469 | 2018-2024 | Steven A. Protzman | Settled | 100-75 | 197 | 172 | 122 | 105 | \$ 394,182 | \$ 371,223 |
| Years Served          | Minister   |                        |             |               |             | Type   | % Time | Member        |             | Pledge Units        |  | Budget in 2024 \$\$ |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
|                       |  | Starting Year          | Ending Year | Starting Year | Ending Year |        |        | Starting Year | Ending Year |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1969                  | Peter Richardson   | Part-Time              | ??          | 118           | 118         |        |        | \$ 131,562    | \$ 131,562  |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1970                  | Bill Schultz   | Part-Time              | ??          | 120           | 120         |        |        | \$ 101,990    | \$ 101,990  |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1971-1976             | Vi Kochendorfer  | Part-Time              | ??          | 82            | 70          | 55     | 45     | \$ 63,016     | \$ 88,931   |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1977-1980             | ??   | ??                     | ??          | 73            | 56          |        |        | \$ 95,140     | \$ 41,759   |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1981-1983             | Earl N. Engle  | Settled                | 100         | 49            | 49          | 40     | 40     | \$ 53,707     | \$ 47,776   |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1984                  | Chris Bailey   | Part-Time              | ??          | 55            | 55          | 40     | 40     | \$ 11,865     | \$ 11,865   |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1985-1986             | Rod Thompson   | Interim, Part-Time     | ??          | 58            | 61          | 40     | 42     | \$ 38,223     | \$ 40,944   |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1986-1989             | Mary Janice Sellers  | Part-Time              | ??          | 61            | 54          | 42     | 36     | \$ 40,944     | \$ 33,722   |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1990-1992             | Mary Hnottavange, Peggy Classen  | Part-Time              | 75          | 67            | 72          | 39     | 47     | \$ 49,608     | \$ 59,437   |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 1992-2004             | Julie-Ann Silberman-Bunn   | Developmental, Settled | 100         | 72            | 162         | 47     | 91     | \$ 59,437     | \$ 208,856  |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 2004-2005             | Sonya Montana  | Interim                | 100         | 162           | 150         | 91     | 92     | \$ 208,856    | \$ 231,272  |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 2005-2016             | Melissa Carvill-Ziemer   | Settled                | 100         | 150           | 196         | 92     | 143    | \$ 231,272    | \$ 315,533  |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 2017                  | Anya Drew Johnston   | Interim                | 100         | 201           | 201         | 136    | 136    | \$ 315,533    | \$ 369,469  |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| 2018-2024             | Steven A. Protzman   | Settled                | 100-75      | 197           | 172         | 122    | 105    | \$ 394,182    | \$ 371,223  |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |
| Timeline              | <ul style="list-style-type: none"><li>● March 3-4, 2024: Town Halls</li></ul>  |                        |             |               |             |        |        |               |             |                     |  |                     |             |               |             |               |             |      |                  |           |    |     |     |  |  |            |            |      |              |           |    |     |     |  |  |            |            |           |                 |           |    |    |    |    |    |           |           |           |    |    |    |    |    |  |  |           |           |           |               |         |     |    |    |    |    |           |           |      |              |           |    |    |    |    |    |           |           |           |              |                    |    |    |    |    |    |           |           |           |                     |           |    |    |    |    |    |           |           |           |                                 |           |    |    |    |    |    |           |           |           |                          |                        |     |    |     |    |    |           |            |           |               |         |     |     |     |    |    |            |            |           |                        |         |     |     |     |    |     |            |            |      |                    |         |     |     |     |     |     |            |            |           |                    |         |        |     |     |     |     |            |            |

|   | <ul style="list-style-type: none"><li>March 3-23, 2024: Annual Generosity Campaign</li><li>March 3-18, 2024: Collection of Feedback</li><li>March 21, 2024: Board decision on Transitional Ministry based on strategic priorities of congregation, feedback, preliminary FY25 pledge campaign results</li><li>March 23, 2024: Update communication to Congregation; search process begins</li></ul>   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
|---|---|-----------------------------------|-----------------------------|-----------------|---|---|---|----------------------|---------------------------------|---------------|------------|------------|-----------|------------------------|-----------|--|-----------|-------------------------------|-----------|--|-----------|-----------------------------|------------|------------|------------|---------------------------------|--|--|--|--|------------------|-------------|-----------------------------|---------------------------|-----------|------------|-----------|-----------------|-----------|-----------|-----------|------------------------|-----------|------------|-----------|
| FY25 BUDGET                                 |   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| FY24 Budget Outlook                         | <ul style="list-style-type: none"><li>Reduction in Ministerial payroll costs for Feb-Jun: \$32,348.<ul style="list-style-type: none"><li>We are not banking a significant amount, but rather are eliminating the need for a budgeted additional draw from our reserves of \$24,408.</li><li>We may have additional unanticipated costs between now and the end of FY24.</li><li>If there are any surplus funds, they will be returned to reserves at the end of the year.</li><li>Look for pledge status reminders to arrive via US mail soon – it’s important to our fiscal health that we keep up-to-date on pledge commitments!</li></ul></li></ul> <table><tr><th colspan="4">Endowment Monies held in Vanguard</th></tr><tr><th>Fund</th><th>Balance January 2024</th><th>FY 2024 planned draw</th><th>Current Balance</th></tr><tr><td>Hobbs Bequest</td><td>116,697.14</td><td>-25,000.00</td><td>91,697.14</td></tr><tr><td>Undesignated Endowment</td><td>10,560.89</td><td></td><td>10,560.89</td></tr><tr><td>Wenninger Ministerial Bequest</td><td>11,435.09</td><td></td><td>11,435.09</td></tr><tr><td>TOTAL UNDESIGNATED RESERVES</td><td>138,693.12</td><td>-25,000.00</td><td>113,693.12</td></tr></table> <table><tr><th colspan="4">Capital Monies held in Vanguard</th></tr><tr><th></th><th>Balance 12/31/23</th><th>Adjustments</th><th>estimated balance 6/30/2024</th></tr><tr><td>Board Designated Phase II</td><td>60,529.47</td><td>-32,800.00</td><td>27,729.47</td></tr><tr><td>Future Projects</td><td>11,868.17</td><td>10,000.00</td><td>21,868.17</td></tr><tr><td>TOTAL CAPITAL RESERVES</td><td>72,397.64</td><td>-22,800.00</td><td>49,597.64</td></tr></table> <div><div>\$32,800 draw for bell tower repairs</div><div>\$10,000 refund of construction bond from City of Kent</div></div> | Endowment Monies held in Vanguard |                             |                 |   | Fund  | Balance January 2024  | FY 2024 planned draw | Current Balance                 | Hobbs Bequest | 116,697.14 | -25,000.00 | 91,697.14 | Undesignated Endowment | 10,560.89 |  | 10,560.89 | Wenninger Ministerial Bequest | 11,435.09 |  | 11,435.09 | TOTAL UNDESIGNATED RESERVES | 138,693.12 | -25,000.00 | 113,693.12 | Capital Monies held in Vanguard |  |  |  |  | Balance 12/31/23 | Adjustments | estimated balance 6/30/2024 | Board Designated Phase II | 60,529.47 | -32,800.00 | 27,729.47 | Future Projects | 11,868.17 | 10,000.00 | 21,868.17 | TOTAL CAPITAL RESERVES | 72,397.64 | -22,800.00 | 49,597.64 |
| Endowment Monies held in Vanguard           |   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Fund  | Balance January 2024  | FY 2024 planned draw              | Current Balance             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Hobbs Bequest                               | 116,697.14  | -25,000.00                        | 91,697.14                   |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Undesignated Endowment                      | 10,560.89   |                                   | 10,560.89                   |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Wenninger Ministerial Bequest               | 11,435.09   |                                   | 11,435.09                   |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| TOTAL UNDESIGNATED RESERVES                 | 138,693.12  | -25,000.00                        | 113,693.12                  |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Capital Monies held in Vanguard             |   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
|   | Balance 12/31/23  | Adjustments                       | estimated balance 6/30/2024 |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Board Designated Phase II                   | 60,529.47   | -32,800.00                        | 27,729.47                   |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Future Projects                             | 11,868.17   | 10,000.00                         | 21,868.17                   |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| TOTAL CAPITAL RESERVES                      | 72,397.64   | -22,800.00                        | 49,597.64                   |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Finance Committee Update / Process          | <ul style="list-style-type: none"><li>Thank you to our Finance Committee Members: Kay Eckman (Chair), Max Grubb, MaryBeth Hannan, Dave Smeltzer, Ryan Susman, Dave Watt, and Lois Weir!</li></ul> <table><tr><th>Board Charge</th><th>Outcome</th></tr><tr><td>Review Expenses</td><td>Budget has been reviewed line by line:<ul style="list-style-type: none"><li>Team has determined that we will not be able to cut our way to fiscal health. (It should be noted however that there is an ongoing review of alternative benefits providers)</li></ul></td></tr><tr><td>Review Revenue Trends/ Estimate projections</td><td>We are on the cusp of a real growth spurt. In addition to increased membership resulting in increased pledge income, we need to diversify our revenue streams.<ul style="list-style-type: none"><li>More robust fundraising</li><li>Rentals</li><li>Fund an Item for specific expenses - our music license for example</li><li>Grants for projects (not operating revenue)</li></ul></td></tr><tr><td>Review needs to</td><td>This item is still outstanding.</td></tr></table>  | Board Charge                      | Outcome                     | Review Expenses | Budget has been reviewed line by line: <ul style="list-style-type: none"><li>Team has determined that we will not be able to cut our way to fiscal health. (It should be noted however that there is an ongoing review of alternative benefits providers)</li></ul> | Review Revenue Trends/ Estimate projections | We are on the cusp of a real growth spurt. In addition to increased membership resulting in increased pledge income, we need to diversify our revenue streams. <ul style="list-style-type: none"><li>More robust fundraising</li><li>Rentals</li><li>Fund an Item for specific expenses - our music license for example</li><li>Grants for projects (not operating revenue)</li></ul> | Review needs to      | This item is still outstanding. |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Board Charge                                | Outcome   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Review Expenses                             | Budget has been reviewed line by line: <ul style="list-style-type: none"><li>Team has determined that we will not be able to cut our way to fiscal health. (It should be noted however that there is an ongoing review of alternative benefits providers)</li></ul>   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Review Revenue Trends/ Estimate projections | We are on the cusp of a real growth spurt. In addition to increased membership resulting in increased pledge income, we need to diversify our revenue streams. <ul style="list-style-type: none"><li>More robust fundraising</li><li>Rentals</li><li>Fund an Item for specific expenses - our music license for example</li><li>Grants for projects (not operating revenue)</li></ul>   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |
| Review needs to                             | This item is still outstanding.   |                                   |                             |                 |   |   |   |                      |                                 |               |            |            |           |                        |           |  |           |                               |           |  |           |                             |            |            |            |                                 |  |  |  |  |                  |             |                             |                           |           |            |           |                 |           |           |           |                        |           |            |           |

|  | <table><tr><td>maintain our physical campus</td><td></td></tr><tr><td>Establish a financial plan to be reviewed yearly in July</td><td>Ongoing.<ul style="list-style-type: none"><li>Our ministerial situation will determine future direction</li><li>Our goal is to eliminate the need to draw on reserve funds within the next three years.</li></ul></td></tr></table>   | maintain our physical campus |                                   | Establish a financial plan to be reviewed yearly in July | Ongoing. <ul style="list-style-type: none"><li>Our ministerial situation will determine future direction</li><li>Our goal is to eliminate the need to draw on reserve funds within the next three years.</li></ul> |  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
|--|--|------------------------------|-----------------------------------|--|--|--|----------------------------------|--|----------------|---------|---------|---------|---------|---------|---------|-----------------|--------|--------|--------|--------|--------|--------|------------------------------|--------|--------|--------|--------|--------|--------|---------------|-------|--------|--------|--------|--------|--------|--------------------------|--------|-------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------|---------|------------------|---------|---------|---------|---------|---------|---------|-----------------------------------|--|--|---------|---------|---------|---------|-------------------|--|--|-----|-----|-----|--|-----------|---------|---------|---------|---------|---------|---------|-----------------|-------|-------|-------|-------|--------|--------|-------------------|--------|--------|--------|--------|--------|--------|-------------------|-------|-------|--------|--------|--------|--------|-----------------------------|--------|--------|--------|--------|--------|--------|--------------|--------|--------|--------|--------|--------|--------|--------|-------|--------|-------|-------|-------|-------|-----------------------------|-------|-------|-------|-------|-------|-------|---------------------|-----|-------|-------|-------|-------|-------|-------------------|-------|-------|-------|-------|-------|-------|---------------------------------|--|-------|-------|-------|-------|-------|------------------------|---------|---------|---------|---------|---------|---------|
| maintain our physical campus                             |  |                              |                                   |  |  |  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Establish a financial plan to be reviewed yearly in July | Ongoing. <ul style="list-style-type: none"><li>Our ministerial situation will determine future direction</li><li>Our goal is to eliminate the need to draw on reserve funds within the next three years.</li></ul>   |                              |                                   |  |  |  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| FY25 Scenarios   | <table><tr><th></th><th>FY2023 Actual</th><th>FY2024 Budget</th><th>Scenario 1:<br/>Full-time Minister</th><th>Scenario 2:<br/>3/4-time Minister</th><th>Scenario 3:<br/>1/2-time Minister</th><th>Scenario 4:<br/>Guest Minister<br/>add'l Staff Hou</th></tr><tr><td>Pledged Income</td><td>237,295</td><td>258,563</td><td>284,500</td><td>284,500</td><td>284,500</td><td>284,500</td></tr><tr><td>Service Auction</td><td>23,034</td><td>22,000</td><td>35,000</td><td>35,000</td><td>35,000</td><td>35,000</td></tr><tr><td>Non-Pledge &amp; Plate Donations</td><td>30,696</td><td>19,600</td><td>22,000</td><td>22,000</td><td>22,000</td><td>22,000</td></tr><tr><td>Rental Income</td><td>9,852</td><td>15,000</td><td>15,000</td><td>15,000</td><td>15,000</td><td>15,000</td></tr><tr><td>All Other Income Streams</td><td>16,419</td><td>6,652</td><td>22,296</td><td>22,296</td><td>22,296</td><td>22,296</td></tr><tr><td>Draw from Reserves</td><td>95,786</td><td>49,408</td><td>54,568</td><td>35,889</td><td>17,961</td><td>(9,200)</td></tr><tr><td>OPERATING INCOME</td><td>413,082</td><td>371,223</td><td>433,364</td><td>414,685</td><td>396,757</td><td>369,500</td></tr><tr><td>Required Pledge to Eliminate Draw</td><td></td><td></td><td>339,068</td><td>320,389</td><td>302,461</td><td>275,200</td></tr><tr><td>Increase vs. FY24</td><td></td><td></td><td>31%</td><td>24%</td><td>17%</td><td></td></tr><tr><td>Personnel</td><td>314,766</td><td>273,346</td><td>306,651</td><td>284,172</td><td>261,694</td><td>225,400</td></tr><tr><td>Worship &amp; Music</td><td>2,639</td><td>3,150</td><td>4,630</td><td>8,430</td><td>12,980</td><td>22,000</td></tr><tr><td>Facility Expenses</td><td>43,536</td><td>40,849</td><td>47,530</td><td>47,530</td><td>47,530</td><td>47,530</td></tr><tr><td>Income Generation</td><td>3,073</td><td>2,560</td><td>22,415</td><td>22,415</td><td>22,415</td><td>22,415</td></tr><tr><td>UU, Interfaith, &amp; Community</td><td>19,304</td><td>12,500</td><td>13,000</td><td>13,000</td><td>13,000</td><td>13,000</td></tr><tr><td>Debt Service</td><td>11,126</td><td>11,126</td><td>11,160</td><td>11,160</td><td>11,160</td><td>11,160</td></tr><tr><td>Office</td><td>9,196</td><td>10,460</td><td>9,560</td><td>9,560</td><td>9,560</td><td>9,560</td></tr><tr><td>Community Within Ministries</td><td>2,548</td><td>3,650</td><td>3,850</td><td>3,850</td><td>3,850</td><td>3,850</td></tr><tr><td>Outreach Ministries</td><td>129</td><td>2,900</td><td>3,200</td><td>3,200</td><td>3,200</td><td>3,200</td></tr><tr><td>Lifespan Learning</td><td>2,842</td><td>2,925</td><td>2,833</td><td>2,833</td><td>2,833</td><td>2,833</td></tr><tr><td>Anticipated Uncollected Pledges</td><td></td><td>7,757</td><td>8,535</td><td>8,535</td><td>8,535</td><td>8,535</td></tr><tr><td>TOTAL PROGRAM EXPENSES</td><td>409,717</td><td>371,223</td><td>433,364</td><td>414,685</td><td>396,757</td><td>369,500</td></tr></table> <ul style="list-style-type: none"><li>PLEASE NOTE: THESE ARE DRAFT PROPOSALS - THIS IS NOT THE FINAL BUDGET. The final budget proposal will be presented in April after the results of the pledge campaign are in.</li><li>The Finance Committee has reviewed all line items using a want vs. need mindset, concentrating on holding the line on expenses and giving priority to areas that will help us to grow (RE and Music), and to our mission (e.g. the Community Supper)</li><li>Budget scenarios have been modeled assuming a 10% increase in pledges vs. FY24. Eliminating draw on reserves would require an increase of 17-31%, depending on Minister hours. Additional pledge units are our best opportunity to reach that increase.</li><li>The proposed FY25 budget includes a 3% compensation adjustment for the members of our staff who are below current UUA Fair Compensation Guidelines (Administrator, Director of RE, Music Director, Sexton, Nursery)</li><li>Beyond personnel expenses, our most significant anticipated increase is in Facilities expense (lawn care, snow removal, utilities).</li></ul> |                              | FY2023 Actual                     | FY2024 Budget  | Scenario 1:<br>Full-time Minister  | Scenario 2:<br>3/4-time Minister                 | Scenario 3:<br>1/2-time Minister | Scenario 4:<br>Guest Minister<br>add'l Staff Hou | Pledged Income | 237,295 | 258,563 | 284,500 | 284,500 | 284,500 | 284,500 | Service Auction | 23,034 | 22,000 | 35,000 | 35,000 | 35,000 | 35,000 | Non-Pledge & Plate Donations | 30,696 | 19,600 | 22,000 | 22,000 | 22,000 | 22,000 | Rental Income | 9,852 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | All Other Income Streams | 16,419 | 6,652 | 22,296 | 22,296 | 22,296 | 22,296 | Draw from Reserves | 95,786 | 49,408 | 54,568 | 35,889 | 17,961 | (9,200) | OPERATING INCOME | 413,082 | 371,223 | 433,364 | 414,685 | 396,757 | 369,500 | Required Pledge to Eliminate Draw |  |  | 339,068 | 320,389 | 302,461 | 275,200 | Increase vs. FY24 |  |  | 31% | 24% | 17% |  | Personnel | 314,766 | 273,346 | 306,651 | 284,172 | 261,694 | 225,400 | Worship & Music | 2,639 | 3,150 | 4,630 | 8,430 | 12,980 | 22,000 | Facility Expenses | 43,536 | 40,849 | 47,530 | 47,530 | 47,530 | 47,530 | Income Generation | 3,073 | 2,560 | 22,415 | 22,415 | 22,415 | 22,415 | UU, Interfaith, & Community | 19,304 | 12,500 | 13,000 | 13,000 | 13,000 | 13,000 | Debt Service | 11,126 | 11,126 | 11,160 | 11,160 | 11,160 | 11,160 | Office | 9,196 | 10,460 | 9,560 | 9,560 | 9,560 | 9,560 | Community Within Ministries | 2,548 | 3,650 | 3,850 | 3,850 | 3,850 | 3,850 | Outreach Ministries | 129 | 2,900 | 3,200 | 3,200 | 3,200 | 3,200 | Lifespan Learning | 2,842 | 2,925 | 2,833 | 2,833 | 2,833 | 2,833 | Anticipated Uncollected Pledges |  | 7,757 | 8,535 | 8,535 | 8,535 | 8,535 | TOTAL PROGRAM EXPENSES | 409,717 | 371,223 | 433,364 | 414,685 | 396,757 | 369,500 |
|  | FY2023 Actual  | FY2024 Budget                | Scenario 1:<br>Full-time Minister | Scenario 2:<br>3/4-time Minister                         | Scenario 3:<br>1/2-time Minister   | Scenario 4:<br>Guest Minister<br>add'l Staff Hou |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Pledged Income   | 237,295  | 258,563                      | 284,500                           | 284,500  | 284,500  | 284,500  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Service Auction  | 23,034   | 22,000                       | 35,000                            | 35,000   | 35,000   | 35,000   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Non-Pledge & Plate Donations                             | 30,696   | 19,600                       | 22,000                            | 22,000   | 22,000   | 22,000   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Rental Income  | 9,852  | 15,000                       | 15,000                            | 15,000   | 15,000   | 15,000   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| All Other Income Streams                                 | 16,419   | 6,652                        | 22,296                            | 22,296   | 22,296   | 22,296   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Draw from Reserves                                       | 95,786   | 49,408                       | 54,568                            | 35,889   | 17,961   | (9,200)  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| OPERATING INCOME   | 413,082  | 371,223                      | 433,364                           | 414,685  | 396,757  | 369,500  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Required Pledge to Eliminate Draw                        |  |                              | 339,068                           | 320,389  | 302,461  | 275,200  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Increase vs. FY24  |  |                              | 31%                               | 24%  | 17%  |  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Personnel  | 314,766  | 273,346                      | 306,651                           | 284,172  | 261,694  | 225,400  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Worship & Music  | 2,639  | 3,150                        | 4,630                             | 8,430  | 12,980   | 22,000   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Facility Expenses  | 43,536   | 40,849                       | 47,530                            | 47,530   | 47,530   | 47,530   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Income Generation  | 3,073  | 2,560                        | 22,415                            | 22,415   | 22,415   | 22,415   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| UU, Interfaith, & Community                              | 19,304   | 12,500                       | 13,000                            | 13,000   | 13,000   | 13,000   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Debt Service   | 11,126   | 11,126                       | 11,160                            | 11,160   | 11,160   | 11,160   |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Office   | 9,196  | 10,460                       | 9,560                             | 9,560  | 9,560  | 9,560  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Community Within Ministries                              | 2,548  | 3,650                        | 3,850                             | 3,850  | 3,850  | 3,850  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Outreach Ministries                                      | 129  | 2,900                        | 3,200                             | 3,200  | 3,200  | 3,200  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Lifespan Learning  | 2,842  | 2,925                        | 2,833                             | 2,833  | 2,833  | 2,833  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Anticipated Uncollected Pledges                          |  | 7,757                        | 8,535                             | 8,535  | 8,535  | 8,535  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| TOTAL PROGRAM EXPENSES                                   | 409,717  | 371,223                      | 433,364                           | 414,685  | 396,757  | 369,500  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| FEEDBACK MECHANISMS                                      |  |                              |                                   |  |  |  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Transitional Ministry and FY25 Budget                    | <ul style="list-style-type: none"><li>A form will be available following the Town Hall sessions for providing your input regarding our period of Transitional Ministry, our future congregational priorities, our FY25 budget, and any unaddressed questions.</li><li>Individual responses will be accessible only to Board members, and will be aggregated and reviewed to help inform the Board's decision regarding next steps in Transitional Ministry.</li></ul>  |                              |                                   |  |  |  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |
| Board, Generally   | <ul style="list-style-type: none"><li>The best and fastest way to engage with the Board is to send a message to <a href="mailto:board@kentuu.org">board@kentuu.org</a>. This will send a message to all current Board members.</li><li>Board Meetings are held the first and third Thursdays of the month in Fessenden Hall at 7PM. All Board Meetings are open to the public and minutes can be found on the <a href="#">UUCK website</a>.</li></ul>  |                              |                                   |  |  |  |                                  |  |                |         |         |         |         |         |         |                 |        |        |        |        |        |        |                              |        |        |        |        |        |        |               |       |        |        |        |        |        |                          |        |       |        |        |        |        |                    |        |        |        |        |        |         |                  |         |         |         |         |         |         |                                   |  |  |         |         |         |         |                   |  |  |     |     |     |  |           |         |         |         |         |         |         |                 |       |       |       |       |        |        |                   |        |        |        |        |        |        |                   |       |       |        |        |        |        |                             |        |        |        |        |        |        |              |        |        |        |        |        |        |        |       |        |       |       |       |       |                             |       |       |       |       |       |       |                     |     |       |       |       |       |       |                   |       |       |       |       |       |       |                                 |  |       |       |       |       |       |                        |         |         |         |         |         |         |