



First Unitarian Universalist Society

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To: FUUSB Congregants

From: Board of Trustees

Re: Proposed Budget for FY 2024-25

Date: April 18, 2024

Please mark your calendars to attend, either in person or via Zoom, a conversation convened by the FUUSB Board of Trustees to review the proposed budget materials and to engage questions brought up at that time. Led by the President of the Board, Rodney Lowe, with support from other Board members, including Rev. Karen, as well as our Director of Operations & Finance, Christina Fulton.

As you review the materials in advance of the April 28th meeting, the following may be helpful:

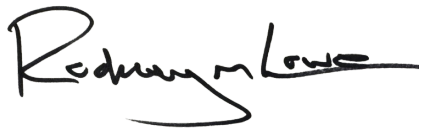
- In January, in the spirit of transparency, the Board shared a mid-year update on the status of the budget. At that time, we shared worst-case-scenario numbers, which are not proving to be the case. We still anticipate a deficit of approximately \$33,000 - and while undesirable, this is substantially less than the alarming amount we discussed in January.
- We are pleased to report that this year's Stewardship campaign has resulted in a pledge total of approximately \$13,000 more than last year. Thank you! We currently have \$440,000 pledged and anticipate in this budget an additional \$8,000.
- The cost of operating a congregation continues to expand.
- This proposed budget for 2024-25 includes substantial cuts, including to staffing positions and benefits, as well as a significant decrease in our payment to the UUA. Unfortunately, this includes reducing administrative support by approximately 40% and cutting altogether the Director of Youth & Emerging Adults.
- This budget includes a 2% Cost of Living Adjustment (COLA) for staff, which is about half of what the UUA recommends. It includes a decrease in how much

FUUSB pays towards staff health insurance premiums. Two staff positions which have been significantly lower than the UUA recommendation were slightly increased to begin to “catch up to midpoint.”

- Not only is the proposed budget for 2024-25 in deficit by a projected \$35,858, the budget for the current year (23-24) is projected to be in deficit by an estimated \$33,934. These numbers are subject to change because they are projections.
- We are still expecting federal Employee Retention Tax Credit funds in excess of \$100,000, which, when we receive them, will help to make the budget whole. However, until we have those funds in our bank account, we must plan and act as if they do not exist.

We hope that you will bring yourself and your questions to this meeting. [Folks who attend via Zoom](#) will have the chance to pose questions. We will share at the start of the meeting how that will work.

Sincerely, on behalf of the Board,

A handwritten signature in black ink that reads "Rodney Lowe". The signature is fluid and cursive, with the first name being more prominent.

Rodney Lowe
President, Board of Trustees

A handwritten signature in blue ink that reads "Karen G. Johnston". The signature is cursive and somewhat stylized, with the first name being the most prominent part.

Rev. Karen G. Johnston
Senior Minister