

Process and Highlights of UUCD's Proposed FY 2025-2026 Budget

The Process:

January- Board asked Finance Team to prioritize staff salary increases in budget planning, with attempts to get each staff member at least half way to the UUA proposed salary

February- Board and Stewardship team agreed that a stewardship goal of a 5% increase would be sufficient to give staff a raise.

February/March- The Finance Team, in collaboration with Mandy Dawn and Debrah, built a draft budget based on those two pieces of information, as follows:

1. Office staff figured out likely increases/rates for all bills for next year
2. Office staff contacted all church staff and members who control budget lines related to their work in the church and asked them to estimate related budget needs for next year.
3. Finance Team closely examined the above information, contrasting it with the amount delegated to each budget line in prior years, the amount of each budget line that was actually used in prior years, and the amount that has been used so far this year. They then created a draft budget, based on a few main ideas
 - a. A recognition that the prior years' budgets have resulted in large surpluses which, in hindsight, could have been used to pay staff more.
 - b. An understanding that conservative budgeting is, none the less, important, especially in a chaotic national economy.

Main Budgetary Differences from Last Year:

After a very successful pledge drive, the Board, office staff, and Finance Team had more than \$40,000 more pledge income to work with (Thank you, everyone!)

We also reduced some budget lines that were underutilized in order to create a more realistic budget, which freed up some additional money to work with.

With this money we were able to-

1. Cover increased bill costs for next year
2. Contribute \$10,000 to our Capital Reserve Fund to assure we have enough money to continue to take care of our aging buildings
3. Increase funding by \$6,000 to the Landscape Committee budget line to allow for hiring of a lawn mowing service or other support to help our volunteers take care of our amazing grounds
4. Raise all salaried staff at least a 5% COLA
5. Leave money in the related budget lines for hourly staff to allow Board to approve raises
6. Bring bookkeeper to UUA recommended salary
7. Give administrator a substantial raise to get her half way to the the UUA recommended salary (a \$13,000 increase this year!).