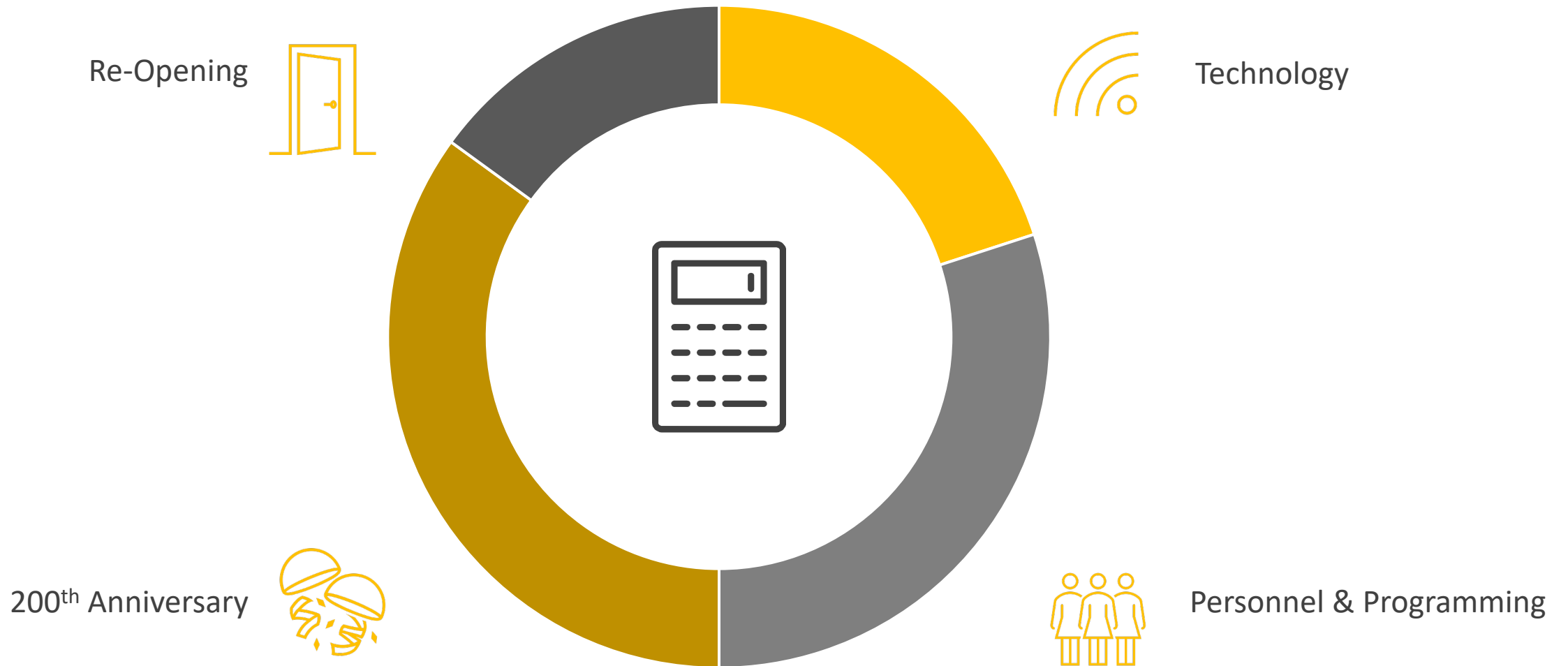


# FY 2022 BUDGET

All Souls Church Unitarian

# BUDGET Priorities



# Re-Opening

## Considerations

- Safe environment for in-person services and events
- Security upgrades, such as installation of additional cameras; safety trainings for staff and congregation
- Increased building use

## Impact

- Will allow social distancing throughout the church and compliance with safety protocols
- Improved safety for staff, congregation and visitors
- Increased electric, water and utility costs as the congregation returns to full capacity; Maysa instruction resumes M-F

# Technology

## Considerations

- Hybrid services/live-streaming
- Improved IT infrastructure/phased replacement of 2011-2016 desktops
- Equipment to produce hybrid/live-stream church to a global audience

## Impact

- Increased costs for Wi-Fi bandwidth/audio visual /website support; PT online content manager
- Secures and protects church infrastructure from cyber breach; more efficient staff function
- Increases All Souls' influence and reach into a wider community

# 200<sup>th</sup> Anniversary

## Considerations

- Once-in-a-church lifetime to honor the past, celebrate the present and prepare for the future
- 200<sup>th</sup> anniversary to coincide with building re-opening
- Use of creative arts as integral to the celebration; commissioned piece of music; film, archival displays, etc.

## Impact

- Positive engagement with congregation after much loss during 2020
- Important opportunity to engage the larger community in historic celebration
- Re-invigorate volunteer involvement and cultivate new leaders for the present and the future

# Personnel and Programming

## Considerations

- Increase all staff salaries by 10% = compliance with UUA Geo 6 Large II
- Fund all church committees
- Financial support for BIPOC+ members and 8<sup>th</sup> Principle initiatives

## Impact

- Supports the 8<sup>th</sup> principle and holds up the values of the church by ensuring staff is compensated according to UUA staffing compensation guidelines
- Committees will be empowered support the many ministries of the church/allows church staff to focus on programming
- “Walking the Talk” is an important value at All Souls

# BUDGET – Summary

		2021 Annual Projected	2021 Annual Budget	2022 Annual Budget	Change 2021 Projected	Change 2021 Budget
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
	4000 · Core Donations	1,412,588	1,450,000	1,557,000	144,412	107,000
	4100 · Contributions	48,449	31,500	17,250	(31,199)	(14,250)
	4300 · Investment Income	164,759	104,500	174,594	9,835	70,094
	4400 · Facilities Usage	223,561	258,775	226,529	2,968	(32,246)
	4500 · Core Program Revenues	16,133	50,100	65,300	49,167	15,200
	4600 · Other Program/Committee Revenue	2,971	27,690	33,090	30,119	5,400
	4700 · Fundraisers	2,000	10,800	3,300	1,300	(7,500)
	4800 · Grant Revenue	-	94,257	87,713	87,713	(6,544)
	4900 · Endowment Distributions	223,888	151,347	167,831	(56,057)	16,484
	<b>Total Income</b>	<b>2,094,349</b>	<b>2,178,969</b>	<b>2,332,607</b>	<b>238,258</b>	<b>153,638</b>
	<b>Gross Profit</b>	<b>2,094,349</b>	<b>2,178,969</b>	<b>2,332,607</b>	<b>238,258</b>	<b>153,638</b>
<b>Expense</b>						
	5000 · Personnel	1,400,002	1,446,509	1,631,144	(231,142)	(184,635)
	6000 · Building Expenses	133,341	125,450	191,200	(57,859)	(65,750)
	6500 · Operating Expenses	250,792	281,077	246,500	4,292	34,577
	6800 · Denominational Support	60,000	60,000	60,000	-	-
	7000 · Core Program Expenses	96,550	119,330	154,275	(57,725)	(34,945)
	8100 · Other Programs/Activities Exps	16,238	38,450	66,650	(50,412)	(28,200)
	8600 · Fundraising Expenses	8,828	8,200	10,700	(1,872)	(2,500)
	9500 · Special Grant Expenditures	54,732		-	54,732	-
	9700 · Transfer Clearing Acct	-		-	-	-
	9800 · Third Century Campaign	52,515	50,000	50,000	2,515	-
	9808 · Capital Reserve	10,000	10,000	10,000	0	-
	<b>Total Expense</b>	<b>2,082,998</b>	<b>2,139,016</b>	<b>2,420,469</b>	<b>(337,471)</b>	<b>(281,453)</b>
	<b>Net Income</b>	<b>11,351</b>	<b>39,953</b>	<b>(87,862)</b>	<b>(99,213)</b>	<b>(127,815)</b>

# BUDGET – Per Ministry

Expenses by Ministry		Ministries	Music Program	Religious Education	Operations	Facilities
Total 5000 • Personnel	\$1,631,144	503,923	186,262	184,421	512,984	243,555
Total 6000 • Building Expenses	\$191,200					\$191,200
Total 6500 • Operating Expenses	\$246,500				246,500	
Total 6800 • Denominational Support	\$60,000	60,000				
7101 • Adult Spiritual Development	\$2,000	2,000				
7105 • Pastoral Care	\$500	500				
71195 • 10% Plate Collection Expenses	\$1,500	1,500				
Total 7110 • Social Justice Ministry Exps	\$60,600	60,600				
Total 7300 • Music Program Costs	\$74,275		\$74,275			
Total 7500 • Children's Religious Education	\$15,400			\$15,400		
8106 • Ushers	\$200	200				
8107 • Lunch Program Expenses	\$1,000	1,000				
8108 • Fellowship/ Cafe	\$1,600	1,600				
8110 • Silver Souls	\$20,000	20,000				
8112 • Special Event Expenses	\$1,000	1,000				
8113 • Weekend on the Bay	\$20,000	20,000				
8117 • Worship Committee Expenses	\$1,500	1,500				
81171 • Flowers	\$150	150				
81172 • Guest Ministers	\$3,850	3,850				
8118 • Wedding Expenses	\$300	300				
8120 • Interpreter Services	\$7,900	7,900				
8130 • Young Souls Expenses	\$1,100	1,100				
8151 • Archives & Treasures Expenses	\$1,000	1,000				
8152 • Vespers Expenses	\$750	750				
8200 • Board Contingency	\$500	500				
8220 • Caring Committee	\$100	100				
8225 • Church Council	\$100	100				
8235 • LDNC	\$500	500				
8262 • Sabbatical RESERVE	\$5,000	5,000				
8100 • Other Programs/Activities Exps - Other	\$100	100				
Total 8600 • Fundraising Expenses	\$10,700				\$10,700	
Total 9800 • Third Century Campaign	\$50,000					\$50,000
9808 • Capital Reserve	\$10,000					\$10,000
Total Expense	\$2,420,469	695,173	260,537	199,821	770,184	494,755



# BUDGET Process

## PROCESS

Draft budget submitted to the  
Congregation  
**MAY 7, 2021**

## TRANSPARENCY

Congregational Budget Hearing and  
Presentation of Draft Budget  
**MAY 8, 2021**

## GOVERNANCE

Draft Budget due to Board  
**MAY 12, 2021**  
Board approves budget for  
congregation presentation  
**MAY 26, 2021**  
Congregation approves budget  
**JUNE 6, 2021**

## INCENTIVES

The church will resume in-person  
services, celebrate its 200<sup>th</sup>  
anniversary, begin preparations for  
the search for a called minister. This  
will require the collective work, vision  
and financial support of the  
congregation.

## MIND SET

**A culture of philanthropy!**

# THANK YOU

BOARD TREASURER: Bernard A. Mustafa  
EXECUTIVE TEAM: Traci L. Hughes-Trotter, Executive  
Director | Rev. Kathleen Rolenz, Interim Senior Minister