

2020 PROPOSED				
OPERATING BUDGET				
	FY 2019	FY 2020		
	Approved	Proposed	Increase	
	Budget	Budget	 / (Decrease)	
Income				
Net Pledges	232,800	242,500	9,700	
Plate Collections	14,209	13,838	(371)	
Fundraising	15,500	15,500	0	
Staff Bonus Collection	5,000	5,000	0	
Contributions (Restricted)	2,500	51,500	49,000	
Contributions (Unrestricted)	15,363	11,820	(3,543)	
Rental Income	190,000	215,000	25,000	
Investment Income	54,512	54,748	236	
Total Income	529,884	609,906	80,022	

Expenses				
Minister Compensation				
Salary & Taxes	70,443	74,719	4,276	
Benefits & Taxes	27,058	33,312	6,253	
Other Program & Administrative Staff Compensation	177,310	219,878	42,568	
Building Operations Staff Compensation	143,352	148,079	4,726	
Program Expenses	22,414	27,644	5,230	
Administrative Expenses	13,419	14,995	1,577	
Fundraising	1,400	1600	200	
Governance	2,700	14,500	11,800	
Facilities	71,475	75,046	3,571	
Total Expense	529,572	609,773	80,201	
Surplus/(Deficit)	312	133		

Income

Net Pledges: Based on a canvass of \$250,000, with an expectation that 3% will be uncollectible. Net pledges account for 40% of our total budgeted income (a decrease of 5% from last year).

Plate Collections: Budget is based on maintaining attendance and giving at a similar level to last year.

Fundraising: in addition to the annual Services Auction, we are planning one Fall fundraiser..

Staff Bonus Collection: Annual year-end holiday bonus collection.

Contributions (Restricted): Flower donations, Pastoral Care Fund (Christmas Eve 2019 plate collection), and \$50,000 from reserve funds allocated to the new staffing plan.

Contributions (Unrestricted): Other non-pledge donations.

Rental Income: Accounts for 35% of our total budgeted income. Assumes rentals at current levels.

Investment Income: 5% draw on the 13-quarter rolling average of our endowment fund. The fund is managed by Abacus Wealth Partners.

Expenses

Minister Compensation. Inclusive of salary, housing allowance, benefits, and taxes. FY'20 as year three of a three-year plan to bring executive staff salaries to parity. It also includes a 1.5% cost-of-living increase.

Other Program and Administrative Staff Compensation. Includes:

- Includes new position of Minister for Faith Formation
- health insurance for new employees
- 1.5% COLA (cost of living adjustment) for all staff.

Property Operations Staff Compensation. Includes:

- Increase in retirement fund contributions for Building Superintendent (from 5% to 10% of salary)
- health insurance for new employees
- 1.5% COLA (cost of living adjustment) for all staff.

Program Expenses. Includes:

- \$3,000 in honoraria for guest musicians
- CRE Training fund of \$1,000
- Social Justice training fund of \$6,000
- \$2,200 in dues for membership in POWER (Philadelphia interfaith justice group) and an immigration justice organization, as we expand our social justice work.
- 26% of fair share dues to the UUA (15% increase from last year, commensurate with growth in membership)

Administrative Expenses. Non-staff administrative costs, e.g. telephone, printing, postage, office supplies.

Governance. Includes:

- \$10,000 allocated to website development
- Financial Audit
- Leadership development fund.

Facilities: Property operations, including insurance, utilities, janitorial supplies, basic facility repairs and maintenance..