

UUCGL Transition Plan

2025-26 and 2026-27

Adopted by the Board of Trustees April 29, 2025

This plan provides a two-year period to evaluate and decide the long-term mission and staff level of UUCGL. It creates financial and operating stability in the 2025-27 period while the Board of Trustees, Minister/staff, and the congregation, with possible assistance with a UUA staffing assessment, explore options.

By November 1, 2026 the Board of Trustees will adopt one of these options:

1. Maintain the current mission and staff level with sufficient, sustainable operating revenue, including the possibility of sharing resources with another congregation.
2. Reduce the mission and staff to a level that can be supported with sustainable operating revenue.
3. Revise the UUCGL policy of preserving the endowment in perpetuity.

The core financial elements of the plan are:

2025-26 – projected budget deficit \$130,000 to \$150,000

- Follow 3.75% policy level of endowment support of the operating budget
- Apply unrestricted cash to support the operating budget, probable amount \$130,000 to \$150,000

2026-27 – projected budget deficit of \$150,000 to \$200,000

- Follow 3.75% policy level of endowment support of the operating budget, *if possible*
- Apply other financial resources to support the operating budget, amount to be determined, *if available*