

## **Executive Summary**

### **2023-24 Annual Budget**

Multicultural and multigenerational growth is a priority of All Souls, and our 2022-23 budget reflects these priorities. To help us get moving in a positive direction post COVID, All Souls contracted FaithX, a church growth organization, to help us learn about the needs of the community within a five and 15 minute drive of All Souls. Per the experts at FaithX, "The people within a 5 minute drive are whom we serve with onsite justice and those within a 15 minute drive are our most likely candidates for membership growth." There is significant evidence in growing congregations that support this notion of really focusing on prospects in the 15 min drive radius. Here is some of what we learned about the people in our surrounding area:

- The average age range is 41.2 (5 min range) and 37.2 (15 minute range), significantly lower than our church's average age range.
- Food insecurity and housing insecurity are major issues for this population.
- This is also a tech savvy population that uses the internet, YouTube and Social Media (Facebook, Instagram, etc.) to get their information and to build community.

This demographic information was considered in the crafting of this year's budget, which, among other areas, focuses on technology upgrades and providing food at more events. Technology upgrades include a website refresh, closed captioning, and AV upgrades. Our current website is not designed for easy scrolling which is one of the main methods younger generations use when viewing online. We will also be looking to improve the Sunday morning experience by making closed captioning available inside the sanctuary and online. This means adding screens, improving some audio/visual and making some other adjustments to our building. We will be offering food at more events to help meet the needs of both people already in our congregation and new people who will be coming in. Additionally, we will look to brighten up our sanctuary so that it feels more welcoming.

We are pleased that this budget includes a 6% COLA salary increase for most of our staff to help offset the current high inflation rate. And of course, we have to continue to budget for the ongoing maintenance of our aging building.

We have done an excellent job of securing grants that help us fund our work, but for the long-term, we have to develop income-raising options other than grants. We are adding a fundraising team to help us think of some creative ways to raise additional sustainable funds, with the goal of raising a net of \$15K this year. If you have ideas or want to be part of this team, please let Rev. Katie know.

You will notice that we have altered how we are budgeting for expenses; we have added new line items. These changes were made to be more reflective of actual expenses and transparent about how we are spending money. These changes make it more difficult to compare apples-to-apples to last year's budget, but after this transition year, the year-to-year comparison will be easier as this budget will be the new standard.

Proposed Budget 2023-24			
REVENUE	2022-2023 Actual YTD	2023-2024 Budget	Notes
Pledges Received	296,018.79	379,000	
Plate Collections	21,304.02	20,000	Includes those who pay regularly but don't pledge
Share the Plate Donations	2,464.23	5,000	This is 100%, then 50% goes to designated group (see expenses)
Fund Raising (offsets expenses)			
Committee/class led fundraising	11,568.29	5,000	previously handled via custodial accounts - this year included fundraising for the minister installation
Minister's Discretionary Fund		5,000	
Fundraising Task Force Income		15,000	Goal of \$15K net income (new grants, fundraisers, creative property use)
Interest Income	18.12	-	
RE Income	665.00	1,000	
Flower Dedications		3,120	** see offsetting expenses
Rummage Sale & Fundraisers		3,000	
Scrip/Grocery Cards		500	
Grants	3,800.00		
Grants - UUA/Spirit Experience		20,000	** revenue to offset worship expenses
Grant - Indiana Humanities		3,000	memb speaker series - adult programming
Grant - CFC Mental Health Grant		40,000	have been selected to receive up to \$40K in grant funds
Rental - Facilities Rental		2,000	should include weddings, memorials/funeral services
Rental - ECMHSP	48,628.00	64,000	
Rental utility share for ECMHSP	5,977.14	7,000	
<b>TOTAL REVENUE</b>	<b>390,443.59</b>	<b>572,620</b>	
EXPENSES			
<b>STAFF</b>			
All Salaries		270,226	
FICA expense		12,967	
Insurance		15,600	
Pension		20,897	
Professional Exp-Min		9,000	
Professional Exp-Staff		5,653	
Staff Retreats/Mixers		2,100	
<b>TOTAL STAFF</b>	<b>218,399.56</b>	<b>336,443</b>	
<b>PROPERTY</b>			
Insurance: Building, Liability		10,500	
Building Maint & Repairs		17,300	
Inspect., Cert. & Contracts		4,956	
Housekeeping		13,500	
Grounds Maintenance		9,900	
Utilities		28,000	
Internet/Phone		3,500	
Trash & Recycling		8,000	
<b>TOTAL PROPERTY</b>	<b>92,617.83</b>	<b>95,656</b>	
<b>ADMINISTRATION</b>			
Postage		1,200	
Marketing		2,000	
Office Supplies		1,700	
Copier		4,000	
Payroll Services/HR/Fees		4,800	
Board misc Expenses		500	
Partner church		200	
UUA and Mid America Dues	29,321.00	27,000	Fair Share amount
<b>TOTAL ADMINISTRATION</b>	<b>52,999.39</b>	<b>41,400</b>	22-23 includes technology
<b>TECHNOLOGY &amp; COMMUNICATIONS</b>			
Technology Purchases		400	
Software Purchases		8,858	
Repairs/Maint Technology		500	
Technology Supplies		650	
Social Media Boost		2,000	
Search Engine Optimization consultant		1,000	
Website refresh		5,000	

Proposed Budget 2023-24			
REVENUE	2022-2023 Actual YTD	2023-2024 Budget	Notes
TOTAL TECHNOLOGY/COMMUNICATIONS	11,987.50	18,408	
<b>MUSIC &amp; SOUND</b>			
Guest Musicians		2,000	
Guest Artist Programs		5,500	
Events		1,300	
Music Copyright and Subscriptions		800	
Equipment Maint.		2,000	
Music Purchases		1,000	
TOTAL MUSIC/SOUND	11,961.77	12,600	
<b>RELIGIOUS EDUCATION AND FAITH FORMATION</b>			
RE-CFF Supplies		2,500	
Refreshments		850	
Awards/Certificates		250	
Curricula		1,000	
Marketing		500	
Caring		300	
Outreach		1,200	
Volunteer Background Checks		200	
OWL Facilitator Training		1,500	
TOTAL RELIGIOUS EDUCATION/FAITH FORMATION	4,433.34	8,300	22-23 did not include any outreach/background checks/OWL training/marketing
<b>MEMBERSHIP AND ADULT PROGRAMMING</b>			
Adult Forum		500	
Visitor/New member gifts/supplies		1,250	
Listening		150	
Curricular materials for congregational read or other programs		300	
Faith Forward		700	
Multicultural Ministry coaching		2,000	
Speaker series in adult programs (grant funded) (\$2500)		3,000	See grant funding in revenue
Gratitude Gifts/Cards/Flowers for Volunteers/Ministry Teams		200	
Cali Trip		10,000	See grant funding in revenue
Expense for CFC Mental Health Grant		30,000	See grant funding in revenue; estimated expenses
Basic Coffee hour		1,250	
TOTAL MEMB/ADULT PROGRAMMING	40,878.54	49,350	
<b>WORSHIP</b>			
Worship		-	
Guest Speakers		6,600	
Flower Dedications Expense		900	**see income items above
Worship Supplies		500	
Altar Decorations/Flowers		2,200	
TOTAL WORSHIP		10,200	** see income items above
<b>OTHER EXPENSES</b>			
Pastoral Care		1,150	
Volunteer Background checks		500	
Share the Plate Donations		2,500	
Fundraising		800	rummage sale and other fundraising expenses
Stewardship		1,000	Annual campaign drive/Appreciation dinners
Historical Archives		265	
Outreach and Justice Expenses		5,000	
Committee Discretionary (balanced by fundraising)		5,000	see matching revenue amount
Minister's Discretionary (balanced by fundraising)		5,000	see matching revenue amount
Total		21,215	
<b>TOTAL EXPENSES</b>	421,290.43	593,572	
<b>REVENUE MINUS EXPENSES</b>	(30,846.84)	(20,952)	
<b>Additional items requiring cash</b>			

Proposed Budget 2023-24			
REVENUE	2022-2023 Actual YTD	2023-2024 Budget	Notes
Capital items to be purchased from Building reserves		43,000	Items not included in expenses regular expenses; includes AV consultant and upgrades, \$13K for known building items, \$15K for unanticipated bldg expenses
Transfer to Asset Acct - Sabbatical fund		6,295	cash to be set aside @25% per year of Rev Katie's pay spread over 4 years in preparation for her sabbatical
Transfer to Building Capital Reserve Funds		25,000	Cash to set aside each year to build up building reserve fund
Net including these additional cash expenditures		(95,247)	
<b>Non-Revenue Sources to Cover Shortfall</b>			
Endowment Draw		30,024	
From Building reserves		43,000	matches capital purchases above
From Operating Reserves		22,223	the amount it takes to balance the net to zero
		95,247	
<b>Net after transfer to Reserves</b>		(0)	