

First Unitarian Church of Providence

Prudential Committee Meeting Notes

May 25, 2022

ATTENDING:

Prudential Committee

Odile Mattiauda, President

Michael Cappelli, Past-President *absent*

Joan Richards, President-elect

John Dooley, Treasurer

Rick Richards, Assistant Treasurer

Claire Rosenbaum, Clerk

Edie Warren, Personnel Liaison

Beth Armstrong, Strategic Planning

Louise Sloan, Community Life Liaison

Greg Kniseley, Social Justice Liaison

Alison Green, Spiritual Development Liaison

Vacant, Stewardship Liaison

Ex-officio - Liz Lerner Maclay, Minister

Carson Cole, Youth Representative *absent*

Church Staff Attending

Nancy Forsstrom, Director of Operations

Cathy Seggel, Director of Religious Education

Roger Peltier, Assistant Minister for Pastoral

Guests Attending

6:45 PM – Gathering

Opening Words - (Louise) – from Ellen Bass

Covenant Reading -

Call to Order – 6:55 PM

BUDGET PROPOSAL AND DISCUSSION

John and Nancy presented the budget developed by the budget committee. That committee (according to by-laws) consists of Sr. Minister, Director of Religious Education, Director of Operations, both treasurers, and liaisons to the PruCom from the various ministries. The committee met before knowing what pledge income would be. They reviewed all budget requests, but knew that there would need to be adjustments. No one got all of their requests.

A review of Revenue – This budget is based on \$485,000 in pledges to date for 2022/23. Discount by 5% to \$460,750 for the budget. This is conservative since in recent years we have brought in over 95% of the pledged amount each year. This is \$15,000 more than last year. Other congregational support outside of pledges brings the Congregational support total to

\$512,350. Other income, such as parking lot and building rentals totals \$71,960. Budget includes income from endowments at 5 with the exception of the building endowment, which will pay for salaries for building staff and insurance only (not utilities) – not full 5%. Total endowment income is \$284,948. **Total revenue is \$869,258.**

A Review of Expenses

Salaries –UUA recommended 5% COLA increase. Budget committee recommended higher earning staff for 3% COLA and lower paid staff receive 5% COLA increase. Various rates for health insurance and retirement based on individual staff situations. Pastoral minister’s hours will increase to full time while Sr Minister on sabbatical. Director of Operation has first step of approved promotion, Membership Coordinator increased to 20 hours per week according to recommendations of staffing assessment by David Pyle. Salaries, benefits and related taxes amount to \$701,308. Nancy noted that most of the PPP loan was used to pay salaries.

Ministries and Denominational support – These line items include an increase to the History Committee and Social justice Councils (for Mosaic related work) as well as the Worship Committee. There is also a new line item for child care and an increase in the amount of our denominational support. Total for Ministries and denominational support is \$90,550 (less than last year, but last year Spiritual Pathways budget included expenses for DRE sabbatical).

Meeting House and Parish House

These expenses total \$34,800, less than usual since funds from PPP loan will pre-pay Gas and Electric and Insurance from the current year budget.

Other Expenses

These include items such as accounting and payroll services, Credit Card processing fees, etc., totaling \$7,500. **Total expenses - \$864,958**, leaving a potential surplus of \$4,301.

Unless we raise revenue, the budget committee will need to keep making harder decisions and cuts in requests. Odile mentioned that Finance committee’s Jay Glasson has observed that our model, and especially continuous UUA-recommended-COLA salary alignment may not be sustainable, i.e. without increasing revenue significantly, as income is consistently driven away from operating expenses, historical building maintenance and ministries programming. While pledges have increased some over the last few years, they have started from low average giving point compared to other congregations of similar demographics. People need to be inspired, become involved, and realize that when we want good programming, we need to pledge more. We will need to identify early on in the church year what budget priorities will need to be funded in the next year. Budget requests will need to come in early from committees and others, so that PruComm and budget committee can frame commitment drive in terms of priority goals so that we can adequately fund the things that we want and need.

Move into executive session – (Claire / Odile) – 8:10PM

Leave executive session - 8:26PM

Motion: To accept budget as presented by budget committee for presentation at annual meeting. (Rick / Louise). Motion approved unanimously.

The congregation will be offered two opportunities to review and discuss the proposed budget: Wednesday, June 1, afternoon and Thursday evening, June 2, evening (exact times TBA). PruComm members are urged to attend to support the budget.

Closing Words - (Louise) from Ellen Bass

Next meeting: June 8, 6:45PM

Chalice Extinguishing

Adjourn – 8:25 PM

Respectfully Submitted,
Claire Rosenbaum, Clerk