

Response to Member Questions from May 20, 2018 Town Hall Meeting on the Budget

1. Re: Drop in expenses from 17-18 to 18-19

a) Does this reflect a drop in number of staff?

This fiscal year we employ 13 staff members – 5 full time and 8 part time employees. Next fiscal year we will employ 13 staff members however there will be shifts in staffing structure with 4 full time and 9 part-time employees.

b) Where are the RE search costs in the list?

DRE search costs are included under Personnel.

c) Would we expect the staff/benefits costs to go back up once the RE position is filled?

With exception to some moving expenses, the cost for a settled Full Time DRE is equivalent to cost of Full Time Interim DRE.

2. Is the program increase mainly for CRE?

The largest increase is in Worship Arts Service Speakers followed by Children's Religious Education.

3. Do we still have a self-insured earthquake fund?

We are not self-insured for earthquakes. Several years ago (around 2009) when prices for earthquake policies skyrocketed, we transitioned out of purchased earthquake insurance and the board began designating funds for use in the event of an earthquake.

4. How can fundraising be increased? Can we host more fundraisers like the fashion fling?

The bulk of our fundraising happens through our pledge campaign on an ongoing basis, throughout the year. Fundraisers such as the Auction and Fashion Fling are successful events led by committed groups of volunteers. Members are welcome to submit ideas to Erin at erin@ussb.org for discussion.

5. Overall picture is one of belt-tightening. Why not aim higher?

Our proposed pledge income of 420k is a stretch goal, 5% above what we expect to receive at the end of this fiscal year.

6. Why does Board approve budget prior to public comment?

Our Budget Task Force and the Board act as representatives of the congregation in the detailed budgeting process. In January of 2018 we held a mid-year Town Hall meeting to go over this budget process. Specific questions or comments about the budget may be submitted to the Director of Operations and/or directly to the board via Treasurer of the Board, Onolee Zwicke at any time.

7. Why does staff payroll and benefits not decrease more with departure of second minister?

Losing minister does not save USSB funds, but avoids an increase in overall staffing budget for next year.

A few things to account for:

- Because of special housing arrangements for our Interim DRE, (a generous congregation member donated housing) USSB saved approximately \$20,000 this year. Next years' budget includes full time salary for a DRE.
- We are hiring a half-time Director of Congregational Life to absorb some of the job duties of the Assistant Minister. This position supports congregational life activities, groups, events, and membership. This is a new position that was not in place this fiscal year.

8. Will USSB need any pledges for this year?

Yes! We are still collecting pledges for this year. We project that we will receive \$400k of our budgeted \$420k by the end of the year. Any additional pledge income to this fiscal year would inch us closer to our budgeted figure.

9. Reductions in staff cost seems small with the elimination of the Associate Minister position.... Can you explain?

See question 7.

10. What is the cost for the ministerial intern?

\$10,000 per year for two years. Because this is a short-term position (not staff), this amount is paid by stipend and reflected in the Administrative budget.

11. What is the balance of the membership loans payable that were for financing the La Paz property?

At April 30, 2018 the current balance held in member loans is \$330k. The member loans were taken to close out our 2009 capital campaign, which did not include the La Paz property. This information can be found on our Financial Dashboard up on our website under "Finances at USSB".

12. I thought the UUA was changing to a percentage of congregation income for Fair Share instead of a per-member recommendation. Is that not yet implemented? Can you explain this shift?

Yes, the UUA is shifting to a percentage of budget calculation for each congregations' contribution to the denomination. This change is being rolled out region by region and has not yet been implemented in the Pacific Western region (but it will be coming soon).

13. Does rent to Starr King and other school increase in 2018-19?

There will be a slight increase in rental income from the Knox School. Starr King is on a 10-year lease with provisions for rent to increase by \$75 per month every year of the lease term.