

The starting point is the 2018-19 budget, summarized below. There are a few lines (RE Assistant, for example) which were not funded in 2018-19, but will be moving forward.

RE Gift Projection - 3rd Draft		2018-19
RE EXPENSE		
RE Payroll		
DLL Salary		44,000
RE Asst (10hrs, 40 wks, \$17)		-
Youth Leader (10hrs, 40 wks, \$17)		-
Taxes + Retirement + LTD		8,206
DLL Prof Exp		2,000
New RE Program Initiatives		-
TOTAL RE expense		54,206
NON-RE EXPENSE		
Non-RE Payroll (incl. Memb Coord, Taxes, Retirement, LTD)		219,779
Health Insurance		13,000
All other existing expenses		177,283
New: Major Maintenance Fund		-
New: Staffing Transitions Fund		-
TOTAL Other Expense		410,062
Total Expenses		464,268
INCOME		
Pledges, Rentals, etc		464,268
From RE Gift		
Total		
RE gift remaining		100,000

Assumptions for 2019-20:

- DLL salary will increase to \$50,000 to get closer to UUA standards
- An RE assistant and a Youth Leader will be hired (40 weeks, 10hr/week, \$17/hour)
- DLL professional expenses will be increased to \$2,500
- A new RE Program Initiative of \$10,000 will be provided (one-time only, in 2019-20)

In the Non-RE Expense section, two new funds will be started – Major Maintenance and Staffing Transition

As well, in the Non-RE Expense section, Non-Re payroll and Health Insurance will each increase by 5% and all other existing expenses will increase by 3%

We will pay for the increase in RE expenses by taking \$30,100 from the RE gift, broken out as below. To cover all expenses requires an increase in the total income above 2018-19 from pledges, rentals and

our other normal streams of 5.2% (circled in blue near the bottom of table). The column labeled stewardship refers to all of our normal income streams – pledges, rentals, donations, etc.

RE Gift Projection -		2018-19	2019-20		
			total expenses	Stewardship	RE gift
RE EXPENSE					
RE Payroll					
	DLL Salary	44,000	50,000	44,000	6,000
	RE Asst (10hrs, 40 wks, \$17)	-	6,800		6,800
	Youth Leader (10hrs, 40 wks, \$17)	-	6,800		6,800
	Taxes + Retirement + LTD	8,206	10,365	10,365	
	DLL Prof Exp	2,000	2,500	2,000	500
	New RE Program Initiatives	-	10,000		10,000
	TOTAL RE expense	54,206	86,465	56,365	30,100
NON-RE EXPENSE					
	Non-RE Payroll (incl. Memb Coord, Taxes, Retirement, LTD)	219,779	230,768		
	Health Insurance	13,000	13,650		
	All other existing expenses	177,283	182,601		
	New: Major Maintenance Fund	-	2,500		
	New: Staffing Transitions Fund	-	2,500		
	TOTAL Other Expense	410,062	432,019		
	Total Expenses	464,268	518,485	488,385	30,100
INCOME					
	Pledges, Rentals, etc	464,268	488,385	1.052	
	From RE Gift		30,100		
	Total		518,485		
	RE gift remaining	100,000	69,900		

This leaves \$69,900 in the RE gift fund at the end of 2019-20 and we propose to spend it over six years as shown in the table below.

	2019-20	30,100
	2020-21	23,000
	2021-22	18,000
	2022-23	13,000
	2023-24	8,000
	2024-25	3,000
	Total spent by end of 2024 - 2025	95,100
	Total remaining by end of 2024 - 2025	4,900

Assumptions for 2020-21:

All payroll expenses including DLL, RE assistant, Youth Leader, and Health Insurance rise by 5%
 All other expenses will increase by 3%, except

- New RE Program Initiatives disappears, as it was a one-time expense
- DLL professional expenses increase to \$3,000
- Major Maintenance and Staffing Transitions expenses are increased to \$3,500

The amount of \$23,000 will be taken from the remaining RE gift, as per the table above. It will be cover wages of the RE Assistant and the Youth Leader and a part of the DLL's Salary.

RE Gift Projection -		2018-19	2019-20			2020-21		
			total expenses	Steward ship	RE gift	total expenses	Steward ship	RE gift
RE EXPENSE								
RE Payroll								
	DLL Salary	44,000	50,000	44,000	6,000	52,500	43,780	8,720
	RE Asst (10hrs, 40 wks, \$17)	-	6,800		6,800	7,140	-	7,140
	Youth Leader (10hrs, 40 wks, \$17)	-	6,800		6,800	7,140	-	7,140
	Taxes + Retirement + LTD	8,206	10,365	10,365		10,884	10,884	
	DLL Prof Exp	2,000	2,500	2,000	500	3,000	3,000	
	New RE Program Initiatives	-	10,000		10,000			
	TOTAL RE expense	54,206	86,465	56,365	30,100	80,664	57,664	23,000
NON-RE EXPENSE								
	Non-RE Payroll (incl. Memb Coord, Taxes, Retirement, LTD)	219,779	230,768			242,306		
	Health Insurance	13,000	13,650			14,333		
	All other existing expenses	177,283	182,601			188,080		
	New: Major Maintenance Fund	-	2,500			3,500		
	New: Staffing Transitions Fund	-	2,500			3,500		
	TOTAL Other Expense	410,062	432,019			451,718		
	Total Expenses	464,268	518,485	488,385	30,100	532,382	509,382	23,000
INCOME								
	Pledges, Rentals, etc	464,268	488,385	1.052		509,382	1.043	
	From RE Gift		30,100			23,000		
	Total		518,485			532,382		
	RE gift remaining	100,000	69,900			46,900		

So in 2020-21 we will require an increase in pledges, rentals, etc of 4.3% above that raised in 2019-20. There will remain \$46,900 of the RE gift.

Over the remaining four years we assume that:

All payroll expenses including DLL, RE assistant, Youth Leader, and Health Insurance rise by 5% per year

All other expenses will increase by 3% per year, except

DLL professional expenses which remain at \$3,500

Major Maintenance and Staffing Transitions expenses are increased to \$4,000 in 2023-24 and 2024-25

Sorry about the small (and slightly blurry) print.

If you can read it you will see that after 2024-25 there will be \$4,900 left in the RE gift, which should not be required in the following year.

In order to make this work, however, an increase in income from pledges, rentals, donations, etc of 5% to 5.5% is required each of the last four years.

RE Gift Projection -	2018-19	2019-20			2020-21			2021-22			2022-23			2023-24			2024-2025		
		total expenses	Steward ship	RE gift	total expenses	Steward ship	RE gift	total expenses	Steward ship	RE gift	total expenses	Steward ship	RE gift	total expenses	Steward ship	RE gift	total expenses	Steward ship	RE gift
RE EXPENSE																			
RE Payroll																			
DLL Salary	44,000	50,000	44,000	6,000	52,500	43,780	8,720	55,125	47,825	3,006	57,881	57,537	344	60,775	60,775		63,814	63,814	-
RE Asst (10hrs, 40 wks, \$17)	-	6,800		6,800	7,140	-	7,140	7,497	-	7,497	7,872	1,544	6,328	8,265	4,265	4,000	8,679	7,179	1,500
Youth Leader (10hrs, 40 wks, \$17)	-	6,800		6,800	7,140	-	7,140	7,497	-	7,497	7,872	1,544	6,328	8,265	4,265	4,000	8,679	7,179	1,500
Taxes + Retirement + LTD	8,206	10,365	10,365		10,884	10,884		11,428	11,428		11,999	11,999		12,599	12,599		13,229	13,229	
DLL Prof Exp	2,000	2,500	2,000	500	3,000	3,000		3,500	3,500		3,500	3,500		3,500	3,500		3,500	3,500	
New RE Program Initiatives	-	10,000		10,000															
TOTAL RE expense	54,206	86,465	56,365	30,100	80,664	57,664	23,000	85,047	62,753	18,000	89,124	76,124	13,000	93,405	85,405	8,000	97,901	94,901	3,000
NON-RE EXPENSE																			
Non-RE Payroll (incl. Memb Coord, Taxes, Retirement, LTD)	219,779	230,768			242,306			254,422			267,143			280,500			294,525		
Health Insurance	13,000	13,650			14,333			15,049			15,802			16,592			17,421		
All other existing expenses	177,283	182,601			188,080			193,722			199,534			205,520			211,685		
New: Major Maintenance Fund	-	2,500			3,500			3,500			3,500			4,000			4,000		
New: Staffing Transitions Fund	-	2,500			3,500			3,500			3,500			4,000			4,000		
TOTAL Other Expense	410,062	432,019			451,718			470,193			489,478			510,611			531,631		
Total Expenses	464,268	518,485	488,385	30,100	532,382	509,382	23,000	555,240	537,240	18,000	578,602	565,602	13,000	604,017	596,017	8,000	629,532	626,532	3,000
INCOME																			
Pledges, Rentals, etc	464,268	488,385	1.052		509,382	1.043		537,240	1.055		565,602	1.053		596,017	1.054		626,532	1.051	
From RE Gift		30,100			23,000			18,000			13,000			8,000			3,000		
Total		518,485			532,382			555,240			578,602			604,017			629,532		
RE gift remaining	100,000	69,900			46,900			28,900			15,900			7,900			4,900		

This is just one example of how the gift can be used. It incorporates all of the requests of the RE committee. Perhaps the Youth Leader needn't be hired, or hired a year or two later. The New RE Program Initiatives amount could be smaller, or could be spread out over time. It seems a large one-time amount, but in fact it has a relatively small effect on the overall projection.