

	Budget Line Item	Rationale	Approved Budget 2023- 2024	Change	% Change	Approved Budget 2022- 2023	Approved Budget 2021- 2022	Approved Budget 2020- 2021	Approved Budget 2019- 2020	Approved Budget 2018- 2019	Approved Budget 2017- 2018	Approved Budget 2016- 2017	Approved Budget 2015- 2016	Approved Budget 2014- 2013
INCOME														
	Pledge Income for Operating Budget	Estimated 95% of pledges for the year	293,750	10,000	3.5%	283,750	283,350	261,565	256,818	274,782	268,944	253,997	247,475	235,125
	Non-Pledged Income		9,000	1,000	12.5%	8,000	8,000	8,000	11,000	11,000	10,910	10,000	10,000	10,000
	Prior Year Pledge Income		1,000	-9,000	-90.0%	10,000	10,000	10,000	13,930			9,000	9,000	6,000
	Steeple Rental (T-Mobile)	3% increase each year	28,196	821	3.0%	27,375	26,578	25,804	25,052	24,322	23,614	23,485	22,137	21,492
	Bean Supper		0	-500	-100.0%	500	0	900	500	425	425	1,700	1,700	1,700
	Fundraising Event + Yard Sale		6,000	-5,000	-45.5%	11,000	11,000	10,000	7,000	2,000	2,000	2,000	2,000	2,000
	Event Rental		3,000	2,000	200.0%	1,000	1,000	1,000	1,000	1,000	2,000	2,000	2,000	2,000
	Town Clock		150	0	0.0%	150	150	150	150	150	150	150	150	150
	R.E Registrations		1,000	0	0.0%	1,000	950	1,300	1,700	1,700	1,500	1,500	1,500	1,500
	Bank & Money Market Interest		2,500	2,490	24900.0%	10	100	1,200	1,500					
	Transfer from Wellesley General Funds	4% of value at 2022 year's end	8,325	-824	-9.0%	9,149	7,978	7,300	7,300	6,000	6,534	6,040	6,000	5,510
	Transfer from Star Designated Funds	4% of value at 2022 year's end	4,496	-1,500	-25.0%	5,996	4,856	3,956	3,965	4,000	3,000	3,500	3,600	3,494
	Supplemental Transfer from Wellesley Fund			0					6,000					
	Donation from Social Justice	Social Justice funds MDF	1,000			1,000								
	Total Income		357,417	-513	-0.14%	357,930	353,962	331,175	335,915	325,379	319,076	313,372	305,562	288,971
EXPENSES														
Administration														
1	Office Manager Salary		29,390	1,092	3.9%	28,298	27,208	26,416	26,086	25,326	28,298	23,465	15,382	15,022
2	Church contribution to FICA		2,248	84	3.9%	2,165	2,081	2,021	1,996	1,938	2,165	1,795	1,149	1,149
3	Church Contribution to UUA Retirement Plan		2,939	109	3.9%	2,830	2,721	2,642	2,609	2,533	2,324			
4	Administrative Asst. Salary			0			0	2,076	2,076	1,890				
5	Admin Asst Church Contribution to FICA			0			0	159	159	145				
6	Copier		700	0	0.0%	700	700	700	700	700	650	650	650	650
7	Payroll Services		1,800	0	0.0%	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,000
8	Postage		0	-170	-100.0%	170	170	200	150	150	250	500	500	500
9	Supplies		1,500	750	100.0%	750	750	750	1,000	1,000	750	500	1,500	1,300
10	PayPal Fee		0	0		0	0	0						
11	Rental Coordinator		0	-400	-100.0%	400	400	0						
	Total Administration		38,578	1,465	3.95%	37,113	35,831	36,764	36,576	35,482	36,237	28,710	20,982	19,621
Board of Trustees														
1	Minister Search Committee		0	0		0	0	0	0	0	1,500	1,000		
2	Adult Education		0	0		0	0	0	0	600	700	1,500	1,500	500
3	Leadership Training		0	-200	-100.0%	200	200	0	0	0	0	1,000	1,000	100
4	BOT Discretionary Account		600	0	0.0%	600	600	0	600	300	300	500	500	500
5	Caring Committee		0	-200	-100.0%	200	200	200	200	200	200	200	100	100
6	Child Care		100	0	0.0%	100	100	100	100	100	100	100	100	100
7	Contribution to Capital Reserve	5% of budget per bylaw	18,414	315	1.7%	18,099	16,887	15,668	16,121	15,645	13,447	14,558	14,020	13,205
8	Insurance - Property/Liability, D&O/Crime/Auto		13,500	1,600	13.4%	11,900	9,484	10,000	9,230	8,961	8,700	8,610	8,200	7,356
9	Insurance Workers Comp & Employers Liability		2,388	611	34.4%	1,777	1,797	2,000	1,803	1,751	1,700	1,680	1,600	1,506
10	Minister Discretionary Fund	Funded by SJC	1,000	0		1,000	0	0	1,000	1,000	1,000	3,000	3,000	2,500
11	Scholarship	2021: \$160 per senior, \$100 in 2022	800	0	0.0%	800	800	0	800	800	800	1,200	1,200	1,200
12	Professional Financial Audit Reserve		0	0		0	0	0	0	0	0	1,000	2,000	1,000
13	Personnel Committee		100	0	0.0%	100	100	0	100	100	100	100	100	100
14	Stewardship Committee		600	0	0.0%	600	600	600	1,200	1,200	1,200	1,200	1,200	600
15	Sanctuary Revitalization Comm	Cut due to budget concerns	0	0		0	500							
16	Endowment Committee	Cut due to budget concerns	0	-100	-100.0%	100	100	0	500	0	0	0	0	300
17	Sabbatical/Leave Reserve Fund	Assume 4,000 per month for a replacement	4,000	4,000		0	4,000	0						
18	PFML Family Leave	0.248% of wages	501	13	2.7%	488	479							
19	PFML Medical Leave	0.13% of wages	263	0	0.0%	256	251				200	200	450	450
	Total Board of Trustees		42,266	6,046	16.69%	36,220	36,098	28,568	31,654	30,657	29,947	35,848	34,970	29,517
Building & Grounds														
1	Custodian Salary	linked from Personnel Worksheet	8,138	159	2.0%	7,979	7,749	7,013	7,013	7,375	7,231	6,290	6,291	6,168
2	Church contribution to FICA		623	12	2.0%	610	581	536	537	564	553	481	481	472

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3	Cleaning Service	Rugs \$800 Hard Flrs \$500 Misc Stains \$300	1,600	0	0.0%	1,600	1,600	800	1,700	1,800	2,200	2,650	2,650	2,650
4	Elevator Maintenance	PM \$750 State Insp \$450 United Support \$850	2,050	0	0.0%	2,050	2,000	2,000	2,000	550	2,500	2,350	1,830	1,830
5	Fire Inspection/Fire Alarm	\$850 Isp \$500 Repair	1,350	0	0.0%	1,350	1,350	1,350	1,300	1,300	1,300	1,300	1,200	1,600
6	Furnace Cleaning & Service	2 Seasonal Switchovers at \$850 plus \$2,000 Repairs	3,700	0	0.0%	3,700	3,600	2,500	3,000	3,000	2,500	2,500	2,500	2,120
7	General Maintenance	\$1,800 Misc Supplies \$500 painting \$300 Emerg Lite Batteries	2,600	-200	-7.1%	2,800	3,550	2,800	3,700	3,500	3,500	2,620	2,120	2,120
8	Grounds Maintenance	Proff Lawn/Hemlock care \$1,000, Gutter Claen \$400 Shoveling \$250 Mowing \$350 Misc Things that come up \$300, Mulch \$300	2,600	0	0.0%	2,600	2,550	1,825	2,400	2,200	2,000	2,400	2,120	2,120
9	Memorial Garden			0			300	100	100	100	100	500	635	635
10	Snow Plowing		3,000	0	0.0%	3,000	2,000	3,600	3,600	3,600	3,600	3,600	3,600	2,650
11	Trash Removal	\$75/m0	1,000	0	0.0%	1,000	1,209	1,600	2,616	1,700	1,000	1,000	960	635
12	Utilities													
13	Electricity	2019 \$6400 2020 \$5617 Add 8% to budget Increases are happening	6,480	480	8.0%	6,000	5,500	6,300	6,300	5,000	5,000	5,000	5,000	4,240
14	Gas	Rates increasing added 8%	6,048	448	8.0%	5,600	4,700	2,500	3,000	3,000	4,000	4,000	4,000	3,390
15	Water		500	150	42.9%	350	350	500	400	500	500	500	500	335
16	Emergency Repairs	Usual \$2,000 contingency. \$1,500 to replace grease trap	3,500	1,500	75.0%	2,000	2,000	2,000	2,000	2,000	1,600	1,600	1,600	1,600
17	Part Time Sexton	There are many chores that are currently being handled by a few people. Although no one is complaining it is a burden they take on which we feel is better shared across the congregation. The only real way to do that is fund it together. This postion would on a consistent basis mow lawns, shovel snow, manage shed tools, misc projects etc. We estimate 16hrs/mo at \$30/hr all in. Although we are rating this a 2 there is a reasonable assesment that it is a 1.	0	0		0	500							
Total Building & Grounds			43,189	2,549	6.27%	40,640	39,039	35,424	39,666	36,189	37,584	36,791	35,488	32,565
Denominational Affairs														
1	UUA Annual Program Fund	Assume same as last year	15,910	-2,071	-11.5%	17,981	17,981	16,346	18,162	16,511				
2	Partner Church		700	0	0.0%	700	700	700	700	700	700	600	600	150
3	Conferences		0	0		0	100	100	100	100	100	500	500	100
	UUA Dues										11,400	11,160	11,160	10,560
	BCD Dues										3,610	3,720	3,720	3,344
Total Denominational Affairs			16,610	-2,071	-11.08%	18,681	18,781	17,146	18,962	17,311	15,810	14,880	14,880	13,904
Information Technology														
1	Software/Hardware		1,200	0	0.0%	1,200	1,200	300	300	100	100	100	100	100
2	Technology Support		860	0	0.0%	860	860	500	500	1,130	1,000	800	1,175	1,350
3	Telephone+ Internet	Increased Comcast charges.	2,670	30	1.1%	2,640	2,640	3,800	3,800	3,000	3,000	2,760	2,760	2,760
4	Website		150	0	0.0%	150	150	150	150	150	150	150	150	150
Total Information Technology			4,880	30	0.62%	4,850	4,850	4,750	4,750	4,380	4,050	3,810	4,185	4,360
Membership														
1	Membership Committee Expenses		350	0	0.0%	350	350	500	693	693	693	693	693	693
2	Hospitality Expenses							0	800	800	800	1,368	1,368	1,368
3	Other expenses							0	0	0	0	389	189	189
Total Membership			350	0	0.00%	350	350	500	1,493	1,493	1,493	2,450	2,250	2,250
Fellowship														
1	Hospitality Expenses		800	0	0.0%	800	800							
2	Firewood	Will ask for donations this year	0	0		0	50							
3	Fellowship Community Building Projects		300	0	0.0%	300	600							
Total Fellowship			1,100	0	0.00%	1,100	1,450	0						

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Minister														
1	Compensation		81,894	1,606	2.0%	80,288	77,200	73,440	73,000	84,000	80,000	80,986	82,694	77,883
2	Church Contribution to SECA		6,265	123	2.0%	6,142	5,906	5,618	5,585	6,426	6,120	6,195	6,326	5,958
3	Church Contribution to UUA Retirement Plan		8,189	161	2.0%	8,029	7,720	7,344	7,125	6,300	8,000	4,087	4,135	3,894
4	Health Insurance	Placeholder, waiting for updated rates	20,376	7,858	62.8%	12,518	12,518	11,380	9,527	0	0	2,000	2,000	6,200
5	Term life insurance	Placeholder, waiting for updated rates	615	0	0.0%	615	615	615	596	685	460	460	460	460
6	Long term disability	Placeholder, waiting for updated rates	972	0	0.0%	972	972	972	876	1,008	600	600	600	600
7	Professional Expense	TEMPORARY reduction due to budget crunch	6,000	0	0.0%	6,000	8,000	8,000	8,000	8,400	8,000	1,000	1,000	1,000
8	General Assembly			0			0	0	0	0	0	1,600	1,600	1,600
9	Auto			0			0	0	0	0	0	1,000	1,000	1,000
Total Minister			124,311	9,747	8.63%	114,564	112,931	107,369	104,709	106,819	103,180	97,928	99,815	98,596
Religious Education														
1 Personnel Salaries														
1	DRE Salary	linked from Personnel Worksheet	49,038	3,844	8.5%	45,194	43,465	39,563	39,563	38,411	40,404	38,857	36,935	33,964
3	Church Contribution to FICA		3,751	294	8.5%	3,457	3,325	3,027	3,027	2,938	3,091	2,973	2,826	2,598
4	DRE Retirement Fund	linked from Personnel Worksheet	4,904	384	8.5%	4,519	4,347	3,956	3,956	3,841	4,040	3,886	3,694	3,396
5	Childcare	linked from Personnel Worksheet	4,050	89	2.2%	3,961	4,000	2,175	4,350	4,490	4,000	3,450	3,950	3,441
6	Church Contribution to FICA		310	7	2.2%	303	306	167	333	343	340	302	302	263
7	Youth Ministry Coordinator Salary		14,221	276	2.0%	13945	15939	8521	8521	8354	15939	8300	7773	7620
8	Church Contribution to FICA		1,088	21	2.0%	1,067	1,219	653	652	638		635	595	583
9	Overnight Trip Stipend	linked from Personnel Worksheet	1,600	0	0.0%	1600	1600							
10	Religious Education Assistant(REA) Salary			0			0	7,040	7,040	6,300	3,611	3,439	3,828	3,753
11	Church Contribution to FICA			0			0	539	539	482	276	263	293	287
12 Professional Expense Accounts														
13	DRE Expenses		2,600	0	0.0%	2600	2000	2605	2605	2605	2605	2605	2,605	2,605
14	Youth Ministry Coordinator Professional expenses		650	0	0.0%	650	650	500	500	450	450	450	450	450
15 Teacher Training, Conferences and Speakers														
16	Training & Conferences		400	0	0.0%	400	400	400	400	600	600	400	400	400
17	Teacher/Advisor/Mentor Background Checks	Need Justifax for employees only	150	0	0.0%	150	325	325	325	325	308	850	500	500
18	OWL Facilitator Training		1,400	0	0.0%	1400	1400	2400	2400	700	2130	400	1,300	1,062
19 Junior and Senior Youth														
20	Youth		800	0	0.0%	800	800	400	400	400	400	400	400	400
22	Youth Scholarships--removed fr. Original bdgt			0				0	350	410	410	410	410	410
23	*New Youth Milestones		200	-50	-20.0%	250	200		0	0	0	0	0	0
24	Curriculum, Supplies and other								0	0				
25	Curriculum	The free UUA curriculum used over the past 10 years is now outdated and no longer works for the attendance trends. New models are being experimented with and they all cost money.	400	200	100.0%	200	150	150	175	150	150	150	150	150
26	RE Hospitality		250	0	0.0%	250	250	200	250	300	300	205	205	205
27	Special projects		300	0	0.0%	300	300	600	750	1,120	1,120	1,120	1,120	1,120
28	Supplies	Increased supply costs due to inflation	850	150	21.4%	700	700	450	500	700	700	700	700	700
Total Religious Education			87,162	5,415	6.62%	81,746	81,376	73,671	76,636	73,708	81,025	70,044	68,686	64,157
Social Justice														
1	Childcare		70	0	0.0%	70	70	120	108	50	50	50	50	50
2	Speakers & Programs		750	0	0.0%	750	500	500	500	400	200	200	200	200
3	Supplies		150	0	0.0%	150	150	150	150	100	100	100	100	100
4	UU Urban Ministry	(transferred to Beyond Our Walls)	0	0		0	0	250	250	250	250	250	250	250
5	Welcoming Congregation		200	0	0.0%	200	200	250	250	220	420	420	420	420
6	Hospitality		75	0	0.0%	75	50	75	75	50	50	50	50	50
7	Special Project Fund		300	0	0.0%	300	150	300						
8	Community Closet Dues	(transferred to Beyond Our Walls)	0	0		0	0	75						
9	Restocking Little Free Library		0	0		0	150	0	300	500	0	0	0	0

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	Total Social Justice		1,545	0	0.00%	1,545	1,270	1,720	1,633	1,570	1,070	1,070	1,070	1,070
	Worship Committee													
1	Choir Director		4,996	568	12.8%	4,427	4,257	4,174	4,174	4,052	3,857	3,857	3,745	3,672
2	Church Contribution to FICA		382	43	12.8%	339	326	319	319	310	295	295		
3	Children's Choir Director		1,421	177	14.2%	1,245	1,197	1,104	1,104	1,072	1,051	1,020	1,000	775
4	Church Contribution to FICA		109	14	14.2%	95	92	84	84	82	80	78		
5	Flowers	Cost of inflation	350	0	0.0%	350	300	250	250	250	250	275	275	250
6	Director of Music		14,446	281	2.0%	14,165	13,622	13,225	13,225	12,839	12,607	12,240	12,000	11,120
7	Church Contribution to FICA		1,105	21	2.0%	1,084	1,042	1,012	1,012	982	964	936		
8	Piano Maintenance		400	0	0.0%	400	350	350	350	350	350	350	350	300
9	Speakers - Worship Committee		1,750	0	0.0%	1,750	1,750	1,000	1,000	1,000	1,000	2,000	1,000	1,000
10	Supplies - Worship Committee		500	0	0.0%	500	500	550	550	550	550	550	550	500
11	Summer Services Childcare		0	0		0	0	0	0	0	0	600	600	400
12	Guest Musicians		500	0	0.0%	500	500	250	500	500	500	500	775	600
13	Spiritual Retreat	Hire guest scholars/speakers for retreats	750	750										
	Total Worship Committee		26,709	1,854	7.46%	24,854	23,936	22,318	22,568	21,988	21,505	22,701	20,295	18,617
	Beyond Our Walls													
1	Cluster/Community Closet contribution	No ownership of budget, removed for 2023	0	-200	-100.0%	200	200	0						
2	UU Urban Ministry	No ownership of budget, removed for 2023	0	-250	-100.0%	250	250	0						
	Total Beyond Our Walls		0	-450	-100.00%	450	450	0						
		Total Expenses	386,699		6.79%	362,113	355,911	328,230	338,647	329,597	321,057	314,233	302,620	284,656
		Income - Expenses	-29,282	24,586			-1,950	2,945	-2,732	-4,218	-1,981	-862	2,941	4,315