



UNITARIAN UNIVERSALIST

CONGREGATION OF FREDERICK
Spirituality · Community · Justice

Notes to Accompany the Proposed Fiscal Year 2023/2024 Operating Budget

1. This year's proposal is a break-even operating budget with an anticipated surplus of \$568.
2. Pledges exceeded our goal, reaching \$408,356. This is the first time pledges are over \$400,000.
3. Revenue reflects the loss of an office rental that Kol Ami has elected to discontinue.
4. Last year's proposal was the first time we had reached the UUA salary target of midpoint for all of our employees. We also instituted a reserve fund to supplement our ability to reach those targets. This year, the UUA redesigned their salary recommendation methods, but we were able to keep all of our employees at at least the new midpoint targets. We are only drawing slightly more than half of what we drew last year from the salary reserve fund for this year.
5. Pledges are up 5.05% from last year. Total revenue is up by 5.87%. Total expenses are rising by 6.16%.