

2023-24 Horizon Budget Notes

As you may know, creating a budget is not an easy process, and typically has competing needs and wants that must be considered. Nevertheless, it's an annual process for most organizations, including Horizon. For the last few months, the board, Budget Advisory Committee, and Rev. Meredith worked through several iterations of the Horizon budget for the upcoming fiscal year. The board approved it at the April board meeting, and the proposed budget is now on the Horizon web site.

Some context around the 2023-2024 budget

To better balance an increase in the personnel expenses budgeted, some non-personnel expenses were reduced and other adjustments made. Additionally, some aspirational increases were made to the pledge/donation revenue budget, knowing that we are still rebuilding and that, historically, Horizon members and visitors have been very generous.

To help with some questions you might have, the following notes provide context around some of the changes to the 2023-24 budget for this fiscal year as compared to the 2022-23 budget. Please review and feel free to contact any board member if you have questions prior to the Town Hall on May 14th.

REVENUES

Pledges/Donations

Increased:

- *Pledges* to \$340K (up 11.2%) after uncollected pledges
- *Other - Sunday Unpledged and Donations - Non-pledge/plate* to a total of \$15K since members and visitors are back in building (similar to years before pandemic)
- *Total Individual Donations* to \$356.7K (up 13.4%). Help offset decline in fund-raising and rentals

Reduced:

- *Share the Plate for TXUJIM and Faith in Texas* to only include TXUJIM – FIT organization in flux

Fundraising

- Reduced these revenues by \$6K. No longer a PASTA or FIASCO fundraising, but rather a *Fall and Spring Fundraiser*.

Misc Income

- Reduced *Building Rental* income by \$15K

Total Revenue

- Increased *Total Revenue* to \$378.6 (up 5.9%)

EXPENSES

Personnel

Reduced some non-personnel expenses and increased revenue projections to enable us to better attract and keep qualified personnel:

- Adjusted minister's salary and benefits to adhere to new UUA guidelines

- Raised DLRE salary to new UUA midpoint for July-Dec. 2023 for 40 hrs/wk, then reduced to 30 hrs/wk starting Jan. 2024
- Not funding an intern minister
- Set Music Director (10 hrs) and Office Admin (25-30 hrs) at current UUA rate
- Shifting to a contract, part-time bookkeeper
- Raised childcare hourly rate and moving to some volunteer childcare, where feasible

Non-Personnel (notable increases or reductions)

- **Council/Board/Other** – Reduced Board and LDNC expense by 28%
- **RE** – Increased RE budget by 37%
- **UUA/Region** – Reduced Annual Program Fund (APF) by about \$6K (25%) for this fiscal year (22-23) and next (23-24) while retaining Honor Congregation designation. The UUA has been assisting those long-time Honor Congregations who reached out and requested a reduction due to deficit budgets the last two years. This will be in effect through 23-24 and return to the full pledge amount in 24-25.
- **Stewardship** – “Right-sized” expenses such as office supplies, utilities, etc., based on history and current expense data; reduced these budgeted expenses by \$10K or 12%

FOR 2023-2024:

- Increased *Total Revenue* budget by \$21K or 5.9%
- Increased *Total Personnel Expense* budget by 6.5%
- Reduced *Total Non-Personnel Expense* budget by \$18.7K or 13.4%
- *Total Expenses* budgeted stays steady with a .05% decrease for 23-24
- Results = a deficit of -\$47K for 2023-24
(a decrease of \$21K or 31% of 2022-23’s predicted deficit of -\$68K)