



**BRADFORD UU 2023**  
**Reaching In - Branching Out**

# YEAR OF SUCCESS

With our return to in-person worship we enjoyed:

- ❁ Double our attendance numbers from last year
- ❁ Seven new members
- ❁ Vibrant Religious Education three times a month
- ❁ Increase in visitors and volunteers
- ❁ Return to in-person coffee hours



# YEAR OF SUCCESS

- ❁ Monthly open Soul Matters Sharing Circles
- ❁ Exciting and fun fundraisers and auction
- ❁ Expanded staff group and programming
- ❁ Revitalization of our facility rental capacity
- ❁ Increased visibility and community involvement
- ❁ Continued worship broadcasts and online events



# FUTURE GOALS

- ❁ Expand religious education opportunities for all ages
- ❁ Increase outreach through special events, facility rentals
- ❁ Support organizations doing good work in Kenosha
- ❁ Re-accredit Bradford UU as Green Sanctuary
- ❁ Trans/non-binary ministry and support
- ❁ Compensate staff fairly
- ❁ Safety & Strategic Plans





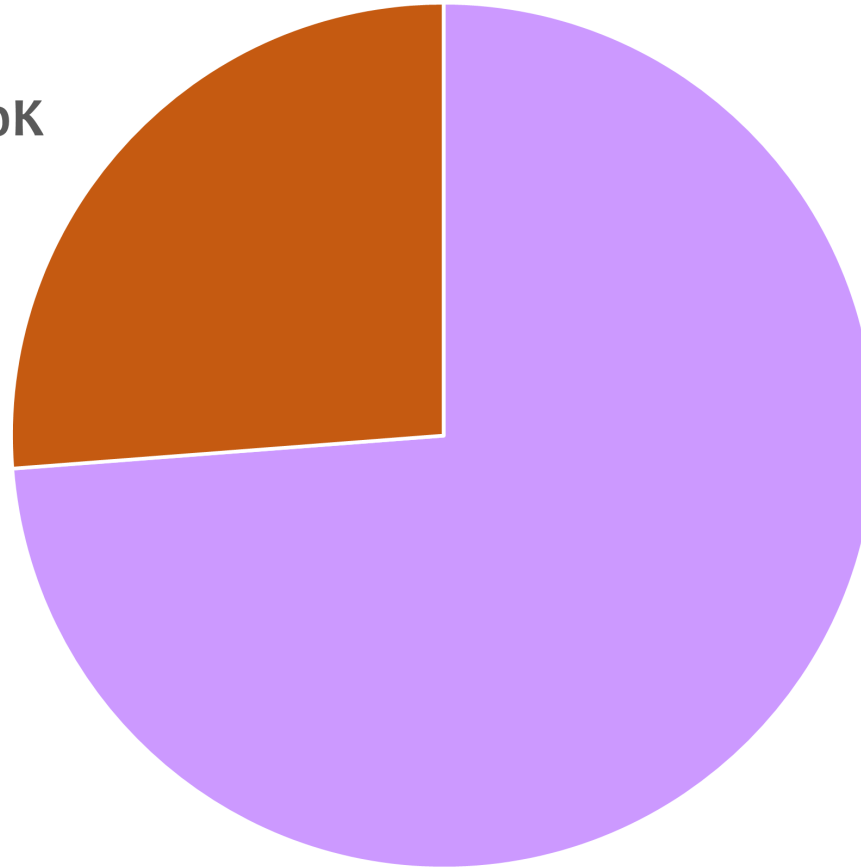
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## Proposed Expenses 2023

\$190,900

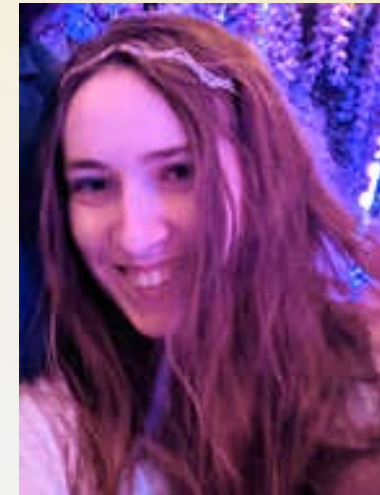
■ Staff \$140K

■ Other Expenses \$50K



# FAIR EMPLOYMENT

- ❖ We have traditionally UNDERPAID our staff
- ❖ Working to increase compensation to UUA-recommended levels
- ❖ Proposing 3% pay increase for all current employees (except the Lead Minister)
- ❖ Adding hourly stipend to Director of Community Worship position



## Proposed Staff Expenses 2023

\$140,256

■ Lead Min \$95,050

■ Asst Min \$17,147

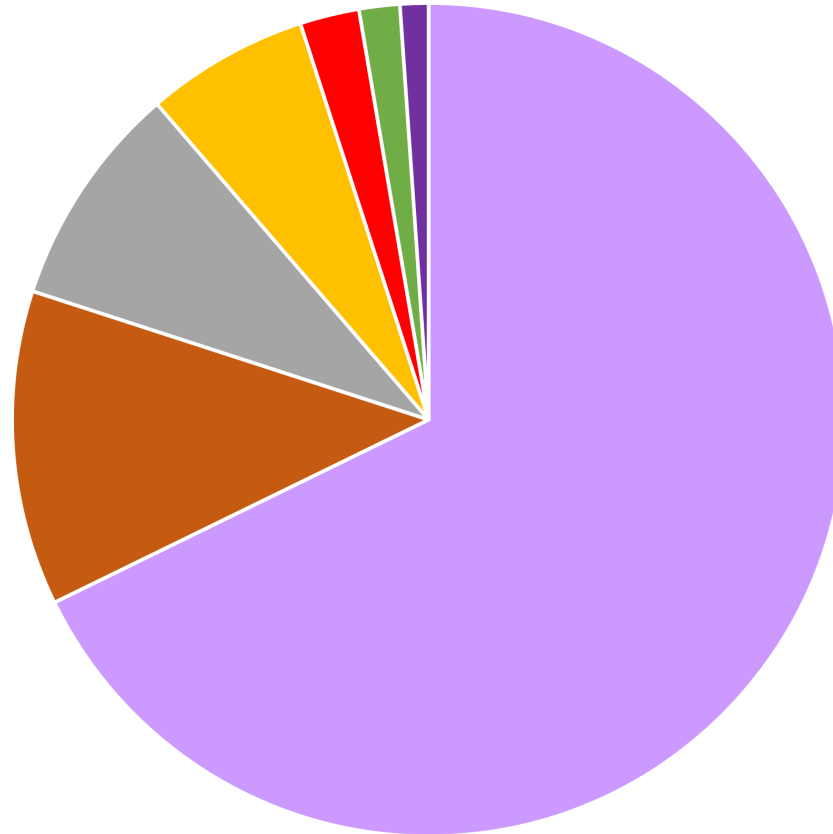
■ Musician \$12,197

■ Admin \$8,870

■ Worship Dir. \$3,230

■ Child Care \$2,218

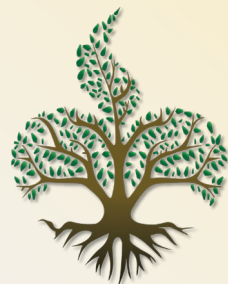
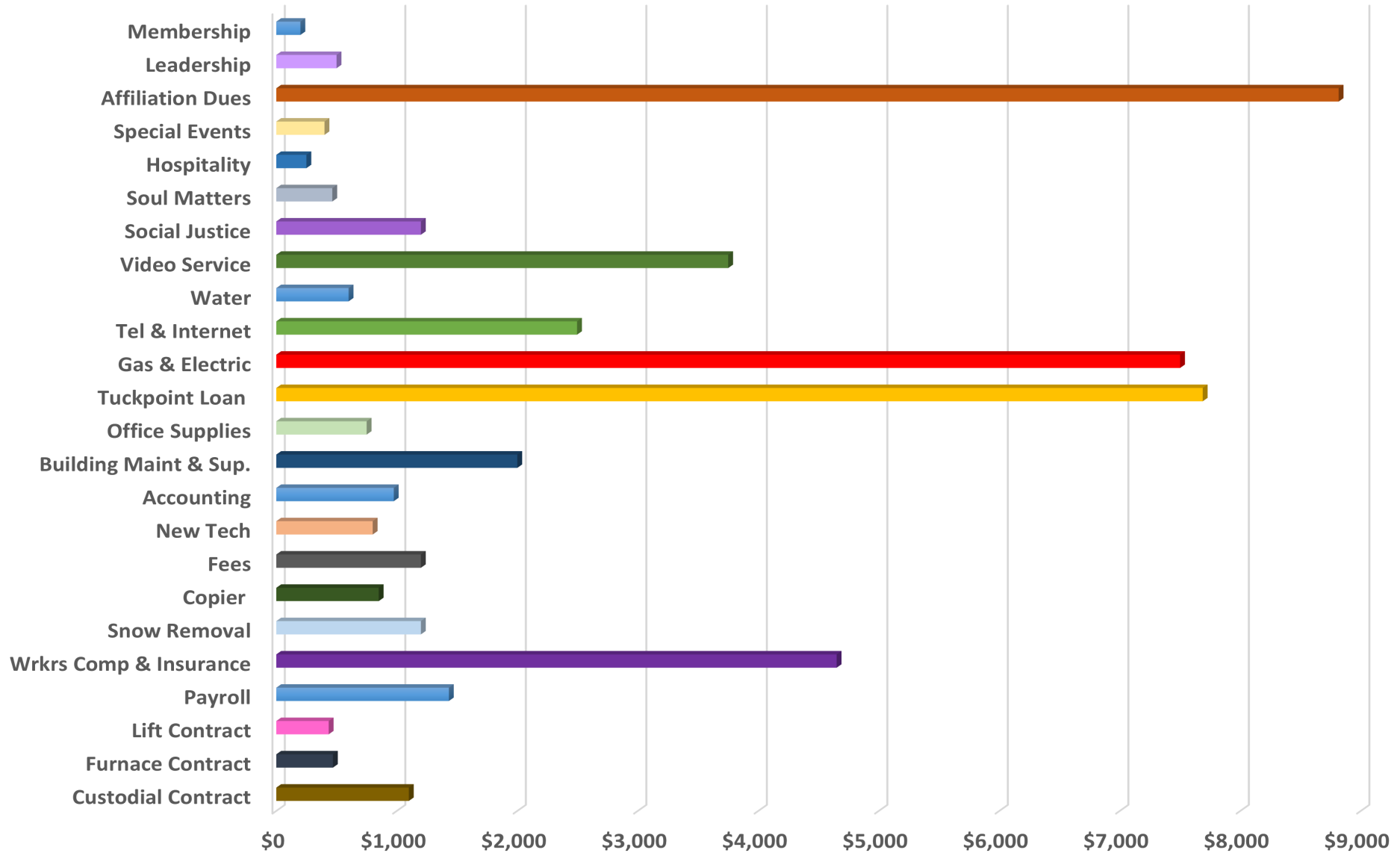
■ Building \$1,545





### Other Proposed Expenses 2023

\$49,834



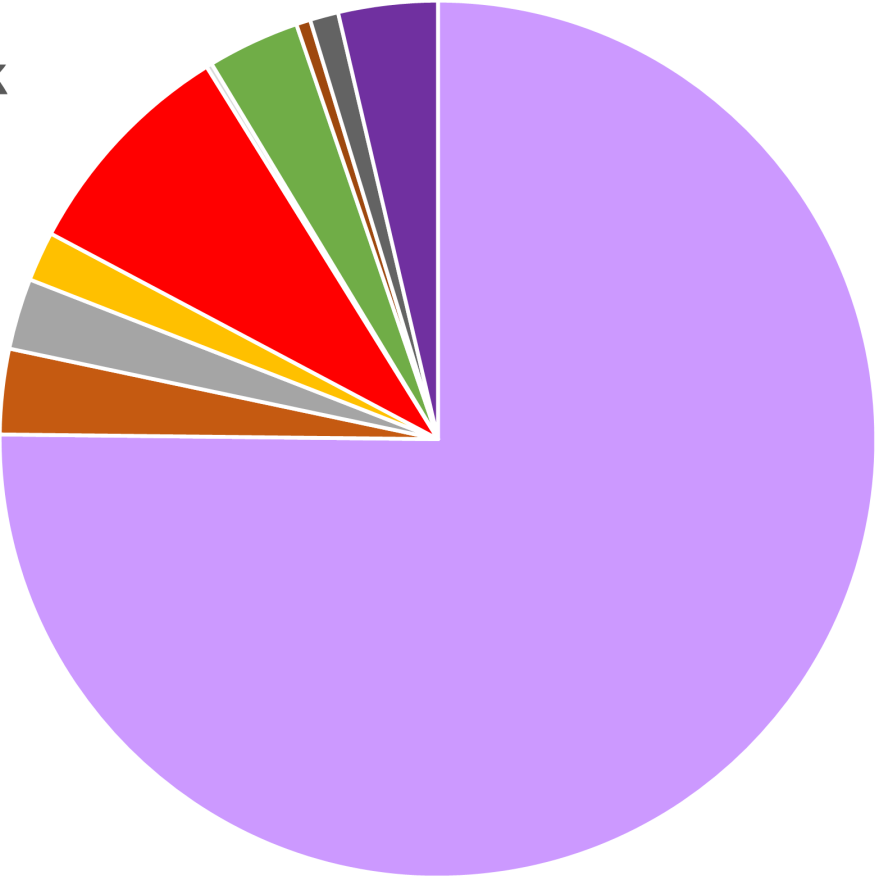


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# Projected Income 2023

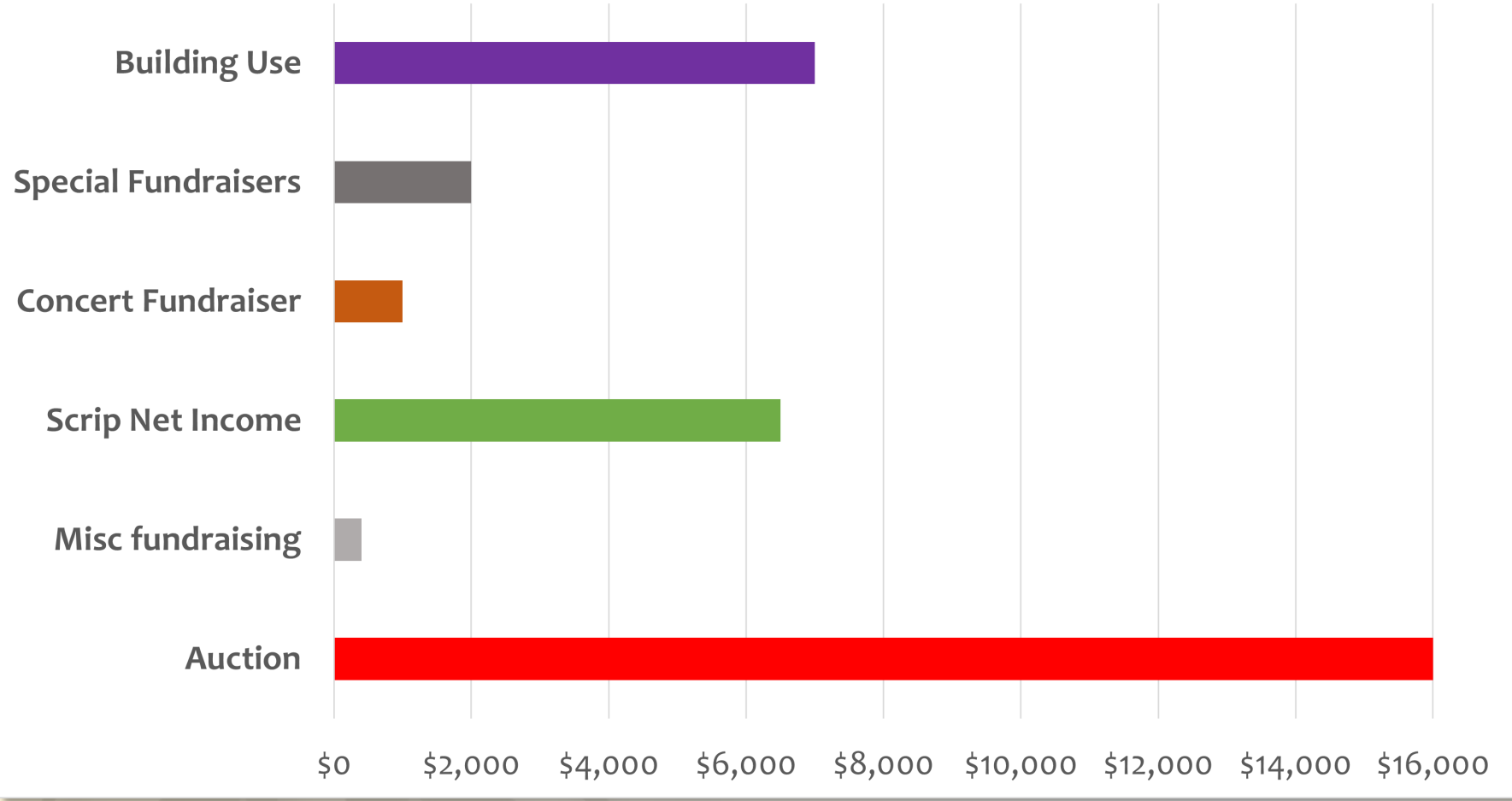
\$190,900

- Pledge Income \$143K
- New pledges \$5K
- Donations to Operating \$5K
- Service Collection \$3.5K
- Auction \$16K
- Misc fundraising \$400
- Scrip Net Income \$6.5K
- Concert Fundraiser \$1K
- Special Fundraisers \$2K
- Building Use \$7K



# Projected Fundraising Income

\$32,900



## 2023 Pledge Ask: 10% Increase over 2022

2022 pledge revenue (approved):	\$130,370
2023 pledge revenue (proposed):	\$143,500
<b>2023 pledge increase (proposed):</b>	<b>\$ 13,130</b>
<b>Percentage increase (proposed):</b>	<b>10.07%</b>

**Looking for all donors who are able  
to increase giving by 10% over last year's contribution**



# Bradford UU Average Pledges vs. Need

## 2022 Average Pledge per Member

✿ Members: 99

✿ Pledges: \$130,760

✿ Average pledge per member:  
**\$1320.80**

## 2023 Average Pledge per Member Needed

✿ Members: 106

✿ Pledges: \$143,500

✿ Average pledge per member:  
**\$1353.77**

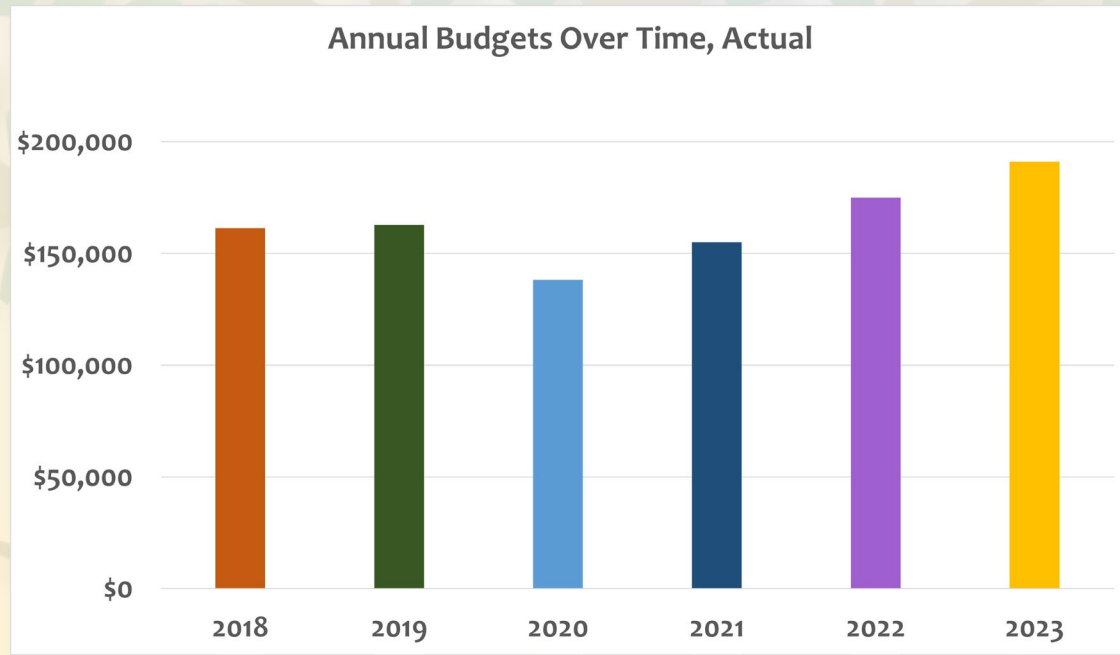
**Note: Many of our donors will not be able to meet our ask, which is why those who can are encouraged to increase their pledge by 10% or by as much as possible.**



# Proposed vs. Projected Budget Increase

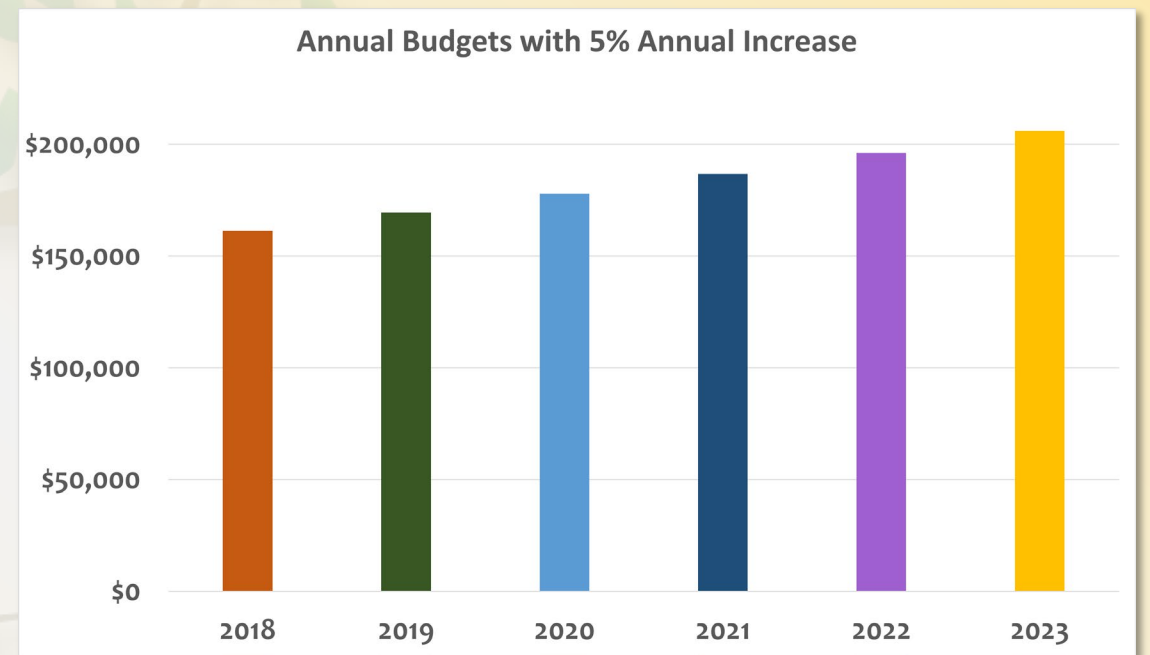
2023 Proposed Budget

2023 Projected Budget Based on 5% Annual Increase Since 2018

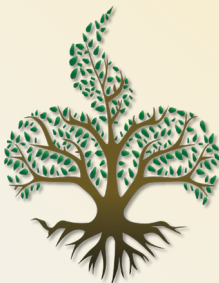


[Closed for COVID]

\$190,900



\$205,400



# UUA SUGGESTED GIVING GUIDE

Annual Income	Beginner		Supporter		Deepening		Visionary
	2%	5%	6%	7%	8%	10%	12%
\$10,000	\$200	\$500	\$600	\$700	\$800	\$1,000	\$1,200
\$20,000	\$400	\$1,000	\$1,200	\$1,400	\$1,600	\$2,000	\$2,400
\$30,000	\$600	\$1,500	\$1,800	\$2,100	\$2,400	\$3,000	\$3,600
\$40,000	\$800	\$2,000	\$2,400	\$2,800	\$3,200	\$4,000	\$4,800
\$50,000	\$1,000	\$2,500	\$3,000	\$3,500	\$4,000	\$5,000	\$6,000
\$60,000	\$1,000	\$2,500	\$3,000	\$3,500	\$4,000	\$5,000	\$6,000
\$75,000	\$1,500	\$3,750	\$4,500	\$5,250	\$6,000	\$7,500	\$9,000
\$100,000	\$2,000	\$5,000	\$6,000	\$7,000	\$8,000	\$10,000	\$12,000
\$150,000	\$3,000	\$7,500	\$9,000	\$10,500	\$12,000	\$15,000	\$18,000
\$200,000	\$4,000	\$10,000	\$12,000	\$14,000	\$16,000	\$20,000	\$24,000







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