

#1 Handout for March 30, 2025 Big Discussion re: Both/And Plan

What Can we Accomplish? What are the key projects we can pursue as a Church?

Key Assumptions:

Deferred Maintenance

- We have a substantial backlog of deferred maintenance & need to ensure critical aspects are addressed
- We don't have to address every item today however

Opportunities for Improvement

- We have real gaps in what our facility offers, and how the facility supports our congregational mission.

Project	Cost (\$)	Category
Sanctuary	\$583,363	Deferred Maintenance
Welcome Center, including ADA Restrooms, Offices, and Haehnle Renovation. HVAC ductwork and Plumbing to Restrooms, etc.	\$552,000	New Improvement
Rosa Parks Renovation including Asbestos Mitigation	\$50,000	Deferred Maintenance
HVAC Unit Replacement	\$75,000	Deferred Maintenance
-- Additional Cost Increase for Heat Exchanger / Heat Pump	\$25,000	New Improvement
Kitchen Stove, Exhaust and Deferred Maintenance	\$38,000	Deferred Maintenance
Bema Improvements	\$10,000	Deferred Maintenance
New Minister Transition Expenses	\$20,000	N/A
Additional Total:	\$770,000	

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What Assets Can we Utilize?

Key Assumptions - Finances

- We have reasonable cash reserves, but we also continue to pass deficit budgets
- We should leverage our assets, but not compromise our Future

Project	Cost (\$)
Contribution from Cash Reserves	\$0 *
Contribution from Capital Campaign	\$435,045
Contribution from Legacy Fund at 4% x 2 Years Withdrawal and Unspent Funds	\$89,345
Contribution from Miller-Lorentz at 4% x 2 Years Withdrawal and Unspent Funds	\$83,886
Contribution from Music Fund	\$19,100
Total:	\$627,376

The Legacy Fund and Miller-Lorentz Fund allow for a 4% Withdrawal per year, and an additional 4% withdrawal to be used for the following year. The numbers above are based on historical average growth rates for the UU Common Endowment Fund.

For information on the use of Music Funds, please see the separate handout.

* Due to deficit year end budgeting, the proposal was to not leverage cash reserves in funding the Both/And plan. We do have approximately \$70,000 in Cash Reserves as a church.