

2022-23 Budget Preview: Transition to the Future

By Shari Raider (Treasurer) and Loree Devery (Co-President)

On June 12, we will come together as a community to approve the proposed 2022-23 budget. This budget—a collaborative effort that involved input from Staff, Steering, Finance, and committee chairs—represents a transition into our future. It is a recognition that we have grown significantly over the past several years—to our current level of over 500 families. Now it's time to reinforce our foundation of staff support so that Havurah can continue to be a thriving, participatory community.

Reinforcing Staff Support. The bulk of this year's budget increases are related to hiring staff positions recommended to Steering by the Staffing Task Force (the Staffing Task Force recommendations are summarized in this [Hakol article](#)). These recommendations build back 1.5 FTE in staffing we lost, add 1.5 FTE additional staff, include some independent contract hours for communications and IT work, and continue the promise to view our staffing through an equity lens.

In this budget the start dates of the new hires are staggered through the fiscal year. This is both a budgetary consideration and a current staffing capacity consideration. This staggered approach gives us time to flush out the details of the new staff positions, undertake the hiring process for those positions, and then onboard the new people. It also gives us time to continue to build out our roadmap to a sustainable financial future.

Dues increase to balance the 2022-23 budget. It is the responsibility of the Finance Committee and Steering to recommend a balanced budget to the congregation for your approval. To balance the 2022-23 budget, Steering approved a 5% increase in dues (a \$12 per month increase for our highest dues-paying category). This felt like a reasonable and fiscally-responsible increase in light of budget needs and the fact that it has been three years since we have implemented a dues increase. Of course, we understand that this may feel difficult to some. One of our dearest values at Havurah is that money should never be a barrier to participation. Everyone gives within their own capacity.

What about future budgets? We were able to present a balanced budget this year by staggering the start dates for incoming positions and paying for some of next year's expenses from an operating surplus we accrued in 2021-22. In future budgets, we won't be able to do that and in order to balance future budgets, we need to launch a fundraising campaign to support our building and staffing needs. Steering recognizes the increased urgency around fundraising and has allocated \$20,000 from our 2021-22 surplus to hire a capital campaign consultant.

We have started meeting with fundraising professionals within Havurah to lay a foundation for our campaign and will be putting together a leadership team in the coming weeks.

Final thoughts. We want to end by sharing a few words from a powerful drash that Sacha Reich gave at a Steering Committee meeting last March (Parshat Vayakhel). It resonates with this moment. On the heels of the invocation of Shabbat, the people are called "to attend to the prompting of their heart" and to contribute treasure, time and skill. The outpouring is overwhelming. A fully participatory community. This is Havurah.

Questions? All members are invited (indeed encouraged!) to attend the Congregational Meeting on June 12 at 10 am in Zoom Room Aleph, where the full budget will be presented and questions can be

answered. If you have specific questions before then, please reach out to Shari or Loree, contact info in the Havurah Directory. By Shari Raider, Treasurer, and Loree Devery, Co-President 2