



# Writing Our Next Chapter

February 4, 2023

Dear Members and Friends,

Welcome to the 2023-2024 Annual Pledge Drive!

This has been an exciting church year at Cascade Unitarian Universalist Fellowship! After two years of meeting through video technology, we emerged from the isolation of the COVID pandemic and began meeting in person, while continuing our Zoom link to services. Attendance is steadily increasing. We have several new members! We have been blessed to have Rev. Sollie serve as our interim minister.

Volunteers have stepped forward. Our Youth Program is back, active, and enthusiastic. We again have a Religious Education Director. Adult Religious Education classes are happening. The Worship Team and choir are providing wonderful music at our services. Our new Community Care Coordinating Team is bringing social justice speakers, education, and next steps to the congregation each month. Circle Suppers and Small Dinners are being held. The Packing Friendship, St. Luke's Community Meal, and Food Pantry programs continue. The Congregational Life Team has held regular fellowship events: a picnic, congregational potluck dinners, acoustic cafes, and a game night.

Whew! There is so much happening at CUUF right now. And there is so much to celebrate! We are beginning the next chapter in our CUUF story. A story written for almost 40 years and a new chapter we will write together.

Your Annual Pledge Drive Packet is enclosed which contains:

- Proposed 2023-2024 operating budget and narrative.
- *Why We Pledge.*
- *Suggested Fair-Share Contribution Guide from Stewardship for Us.*

The proposed 2023-2024 budget is \$219,283 and funds a full-time, settled minister. Total expenses have been held to a 1.8% increase. As to revenue from contributions, pledging during the COVID pandemic decreased. Our goal is to increase the total dollar amount of pledges by 20%. We ask that you thoughtfully consider the value the Fellowship provides to you, your family and our community when deciding upon the amount of your pledge for 2023-2024.

We plan to connect with each of you within the next two weeks to talk about CUUF, either in person or by phone. We'll answer your questions about CUUF or the budget. It will not be a solicitation. **We ask that pledges be returned by February 27.**

Our thanks to each of you for making CUUF our home and for supporting each other.

Your 2023-2024 Annual Pledge Drive Team,

*Laura, Carrie, Vic, LeRoy, Ken, Larry and Steve*

# Cascade Unitarian Universalist Fellowship

## Proposed Budget - Summary

Fiscal Year July 2023 to June 2024

	2023-2024	2022-2023
Contributions & Other Income		
Pledges		\$ 172,120
Contributions	3,000	3,000
Plate Change	1,500	1,500
Fundraising	-	-
Emergency Assistance	-	-
Facility Use	600	600
Total Contributions & Other Income	<u>\$ 5,100</u>	<u>\$ 177,220</u>
Personnel		
Salaries & Wages		
Minister	75,000	75,000
Office Administrator	26,000	25,051
Religious Educator	-	-
Music Director	-	-
Worship Tech	10,535	10,535
Lawn Care	6,725	6,285
Daycare	2,501	-
Ministerial Intern	-	-
Total Salaries & Wages	<u>120,761</u>	<u>116,871</u>
Taxes	11,282	10,861
Benefits	26,473	26,378
Interim Minister Expenses	-	1,000
Professional Expense	8,300	5,500
Total Personnel Expenses	<u>166,816</u>	<u>160,610</u>
Administrative	14,165	18,065
Dues UUA/PNWD/AUUA	12,002	12,002
Mortgage	-	-
Facilities & Utilities	14,700	13,690
Worship	5,205	5,010
Religious Education	900	900
Membership Care & Programs	4,495	4,195
Social Justice	1,000	1,000
	<u></u>	<u></u>
Total Expense	<u>\$ 219,283</u>	<u>\$ 215,472</u>

## **BUDGET NARRATIVE**

### ***Board of Trustees Goals –***

- Support the transition ministry process.
- Support the process to bring a new settled minister to CUUF.
- Present options to the congregation for a new home for the Fellowship.
- Develop an understanding of anti-racism and our relationship with local indigenous people.

### ***Comparing Budgets –***

Both the 2023-2024 and 2022-2023 income and expenses are budget statements only. The 2022-2023 numbers are not a report of actual income and expenses for this fiscal year. The Treasurer and the Finance Committee have reported that 2022-2023 contributions and other income to date are greater than budgeted, with expenses as anticipated or slightly lower. This may not still be the case when reviewed at the end of the fiscal year.

Expenses in next year's 2023-2024 proposed budget total \$219,283. This is substantially less than the budget discussed at our January congregational meeting. The \$15,000 in that budget for the one-time relocation expenses of a full-time, settled minister has been removed and is now being budgeted for CUUF's Looking Towards the Future Fund and Legacy Funds. The estimate for a new roof for the church building is approximately \$17,000. Based on the condition of the roof and the ability to make short-term minor repairs, the Building and Grounds Team believes the work may possibly be deferred, but not for how long. Also, since this is a one-time expense, it has been removed from our operating budget and, when the work is needed, it will be paid for by other CUUF funds.

After the Annual Pledge Drive is completed, the Finance Committee and Board of Trustees will use pledging information, review the proposed 2023-2024 budget, and put forward a final budget for membership approval at the CUUF annual meeting.

### ***Contributions & Other Income –***

Now that we are having hybrid services, with people attending both in person and via Zoom, our Offertory contributions have increased. Also, contributions beyond annual pledges have also increased. Fundraising activities such as our annual auction and yard sale came to halt because of COVID restrictions and fundraising activities are now back in the planning stages.

### ***Personnel Expenses –***

Personnel Expenses include wages, taxes and benefits for our Minister, Office Administrator, Worship Tech, childcare workers, and lawn care. The Worship Tech position has been filled by volunteers since hybrid services began and recruiting an employee to fill the position has begun, as we do not have enough volunteer capacity.

The RE Director is not funded by this budget and remains a volunteer position. The Worship Team did not request funding for a Music Director.

The Wenatchee area has seen greater than average inflation in the cost of housing and general costs of living. Our goal is to meet UUA guidelines for salaries and benefits. CUUF is now in GEO index 4 and salaries are based on UUA guidelines.

The Professional Expenses budgeted for a full-time, settled minister reflect UUA guidelines. Rev. Sollie agreed to reduce her Professional Expenses line in order to assist in budgeting.

### ***Administrative Expenses –***

Administrative expenses are anticipated to be substantially less this next fiscal year. Bookkeeping fees are reduced to reflect actual costs. This year's budget included equipment purchases. No equipment purchases are requested for this next fiscal year.

### ***Facilities Expenses -***

Facilities expenses reflect anticipated modest increases for mower fuel and maintenance, snow removal and janitorial services.

### ***Worship Expenses –***

Worship expenses include the cost of guest speakers and forum speakers, guest musicians, choir piano accompanist, choir music, supplies, and copyright licenses for music. It is anticipated the guest speaker honorariums and travel expenses will increase next year due to inflation.

### ***Membership Care and Programs –***

This category includes numerous programs, committees, groups, and expense lines. There are slight increases in anticipated Membership Growth and Board expenses.

### ***Social Justice -***

There is no change in the Social Justice budget. The Community Care Coordinating Team has monthly social justice themes and speakers, promoting financial support for related social justice programs. One service each month has a Share the Plate offertory for contributions to designated programs. This year these activities funded contributions to Packing Friendship, the Food Pantry, development of education on Indigenous People at the Chelan-Douglas Land Trust Lower Sleepy Hollow Preserve, and Wenatchee Immigrant Justice. It is a goal that social justice programs will again be funded by future CUUF operating budgets.



# Writing Our Next Chapter

## Why We Pledge

*Generosity is the most natural outward expression  
of an inner attitude of compassion and loving-kindness.*  
- Dalai Lama

Our church is self-sustaining and all members contribute time, talent and treasure by attending worship services, by volunteering, by engaging in education, social justice and fellowship, and by their regular financial contributions.

We pledge because we love each another, our chalice and all that it stands for, and the church where we gather.

We pledge because we continue our community of like-minded people who gather together and support each other.

We pledge because our pledge honors ourselves, those members who gave us this opportunity, and those members who will carry what we value into the future.

We pledge because we are investing in religious education, our youth programs, social justice, and our worship and music programs.

We pledge because our community offers a place where we sing, rejoice, share our joys, share our sorrows, discuss, learn, by ourselves and work toward a better world.

We pledge because committed contributions allow us to plan, serve our community and beyond, and achieve the vision of our congregational covenant.

We pledge because our church serves as a beacon of liberal religion in North Central Washington.

### ***What is a pledge?***

A pledge is an annual financial commitment to our church. Pledges provide the income needed to pay staff, fund our ministries and programs, provide a space for worship and meetings, support technology, and embrace fellowship opportunities.

### ***How much should I pledge?***

Review the *Suggested Fair-Share Contribution Guide* included in this packet. Find a quiet time and space, consider your budget, and reflect the value our Fellowship provides you, your family, and our community. We ask that you thoughtfully consider pledging for the first time, or increasing your prior pledge, as CUUF begins a new chapter in its story. The amount of your pledge will emerge, and be the right amount for you and for CUUF. All of us will be grateful for your contribution.

## *The Suggested Fair-Share Contribution Guide*

**Using the Guide is a simple, 3-step process; giving is a function of commitment and resources.**

1. Most of us budget our financial commitments on a monthly basis and the guide is organized accordingly, but you may calculate on any time frame that works for you. For convenience, the guide shows monthly and corresponding annual income levels. Determine your monthly income or resource level. \$\_\_\_\_\_
2. ADD to your income level any unusual or periodic income, such as inheritances, business income, anticipated investment income, etc. SUBTRACT any unusual expenses, such as large medical expenses, care of a parent, or a large financial expense, etc.  
Result: \$\_\_\_\_\_ **This is your Adjusted Monthly Income.**

Each of us will have our own unique circumstances to consider in making this calculation. The flexibility to include meaningful and unusual exceptions in your financial life (income and expenses) is what makes the Guide fair and useful. This is a tool for you to use in the spirit of the Congregationalist tradition; we are individually and collectively responsible for resourcing our movement and our congregations. This is an honor system; only you know your circumstances.

3. From the Adjusted Monthly Income column, move to the right to find a suggested giving level that you are ready to support, between 2% and 10%, depending on adjusted income and level of commitment. Interpolate between guide levels if needed.

In making your decision, consider the four commitment levels below and how they relate to your membership. Consider your UU values in thinking about your income and your financial commitment to the congregation, as expressed in the four levels below. Note that within each commitment level, **the guide is progressive**, with giving levels rising with capacity.

- **Supporter:** The congregation is a significant part of my spiritual and intellectual life that I want to support. My fair share financial commitment starts at 2% of my income and rises to 6% as my income and capacity rise.
- **Sustainer:** The congregation is my central community; I am committed to sustaining the programs and ministries of my congregation. My fair share financial commitment starts at 3% of my income and rises to 7% as my income and capacity rise.
- **Visionary:** My commitment is a clear demonstration of the unique importance of this congregation and of my spiritual principles. My fair share financial commitment starts at 5% of my income and rises to 9% as my income and capacity rise.
- **Transformer:** I am deeply committed to the congregation; my contribution provides fuel for transformation and is part of my spiritual practices in living out my UU Principles. My fair share financial commitment represents 10% of my income.

## The Suggested Fair Share Contribution Guide

			Supporter 2-6% of Income			Sustainer 3-7% of Income			Visionary 5-9% of Income			Transformer 10% of Income	
Adjusted Monthly Income	Approx. Adjusted Annual Income		Suggested % of Income	Monthly Pledge		Suggested % of Income	Monthly Pledge		Suggested % of Income	Monthly Pledge		Suggested % of Income	Monthly Pledge
\$1,000	\$12,000		2%	\$20		3%	\$30		5%	\$50		10%	\$100
\$1,500	\$18,000		2%	\$30		3%	\$45		5%	\$75		10%	\$150
\$2,000	\$25,000		2%	\$40		3%	\$60		5%	\$100		10%	\$200
\$3,000	\$36,000		2%	\$60		3%	\$90		5%	\$150		10%	\$300
\$4,000	\$50,000		3%	\$120		4%	\$160		5%	\$200		10%	\$400
\$6,500	\$80,000		3%	\$195		4%	\$260		6%	\$390		10%	\$650
\$8,500	\$100,000		3%	\$255		5%	\$425		6%	\$510		10%	\$850
\$10,000	\$120,000		3%	\$300		5%	\$500		6%	\$600		10%	\$1,000
\$12,500	\$150,000		4%	\$500		5%	\$625		6%	\$750		10%	\$1,250
\$17,000	\$200,000		4%	\$680		6%	\$1,020		7%	\$1,190		10%	\$1,700
\$25,000	\$300,000		5%	\$1,250		6%	\$1,500		8%	\$2,000		10%	\$2,500
\$40,000	\$500,000		6%	\$2,400		7%	\$2,800		9%	\$3,600		10%	\$4,000

**Wherever you find the right level, revisit it periodically and reassess whether it's still the right level for you or if you are ready to move to a deeper level of support.**

*Stewardship For Us* | [www.stewardshipforus.com](http://www.stewardshipforus.com)