



Moving Forward Through Service

March 17, 2024

Dear Members and Friends,

Welcome to the 2024-2025 Annual Pledge Drive!

This has been an exciting church year at Cascade Unitarian Universalist Fellowship! Rev. Thomas joined us in August and he is spending much of his first year learning who we are, what we want and need in ministry and worship, and how best to guide us towards our vision for the Fellowship.

Attendance is increasing. We have new members! And we have families with children attending services!

Our Greeters and Visual Arts teams have created a welcoming sanctuary. The Worship Team and choir are providing wonderful music at our services. Our Community Care Coordinating Team is bringing us speakers, forums, and next steps. Circle Suppers and Small Dinners are full. The Packing Friendship, St. Luke's Community Meal, and Food Pantry programs are stronger than ever. Our Fundraising Committee surpassed all prior fundraising efforts. Covenant Groups increased and additional leaders are being trained. And we joined the Interfaith Justice Coalition to increase our social justice work.

There is so much to celebrate! We have begun to write our next chapter in the CUUF story: a settled minister, stronger commitments to social justice, increased financial support for the Fellowship, and a vibrant and dedicated community of members.

Your Annual Pledge Drive Packet is enclosed and contains:

- Proposed 2024-2025 Budget and Narrative
- Why We Pledge
- Suggested Fair-Share Contribution Guide from Stewardship for Us
- 2024-2025 Pledge Form

The proposed 2024-2025 operating budget is \$242,653, as outlined and discussed in the Budget and Narrative. We ask you to thoughtfully consider the value your Fellowship provides to you, your family and your community when deciding upon the amount of your pledge for 2024-2025.

There will be a short forum after the March 24 service to discuss the pledge drive and proposed budget. We also plan to connect with each of you within the next two weeks, either in person or by phone, to talk about CUUF. We'll answer your questions about CUUF and the budget. **We ask that pledge forms be returned by April 9.**

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

Steve Clem

Pledge Drive Coordinator, on behalf of the Board of Trustees and Finance Committee



Moving Forward Through Service

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 our 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, be 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?

Please review the Suggested Fair-Share Contribution Guide included in this packet. Find a quiet time and space, consider your personal budget, and reflect on the value our Fellowship provides you, your family, and our community. We ask that you thoughtfully increasing your prior pledge or consider pledging for the first time, as CUUF continues 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.



Cascade Unitarian Universalist Fellowship Proposed Budget Fiscal Year July 2024 to June 2025

	2024-2025	2023-2024
Contributions & Other Income		
Pledges	\$ 250,000	\$ 244,611
Contributions	7,000	3,000
Plate Change	4,500	1,500
Fundraising	10,000	3,000
Emergency Assistance	-	-
Facility Use	-	300
Total Contributions & Other Income	<u>\$ 271,500</u>	<u>\$ 252,411</u>
Expenses		
Salaries & Wages		
Minister	75,400	72,500
Office Administrator	26,000	22,600
Religious Educator	3,000	-
Worship Tech	5,426	5,268
Lawn Care	6,475	6,725
Daycare	2,576	2,501
Total Salaries & Wages	118,877	109,594
Employee Taxes	13,207	10,258
Employee Benefits	30,296	25,830
Minister Relocation Expenses	6,542	-
Professional Expense	8,300	8,300
Total Personnel Expenses	<u>177,222</u>	<u>153,982</u>
Administrative	17,000	14,815
Dues UUA/PNWD/AUUA	13,856	12,002
Facilities & Utilities	15,420	14,700
Worship	6,005	5,205
Religious Education	1,550	1,550
Membership Care & Programs	4,600	9,570
Social Justice	7,000	1,000
Total Expenses	<u>242,653</u>	<u>212,824</u>
Contingency Fund	<u>\$ 27,150</u>	<u>\$ 35,500</u>
Total Expenses and Contingency Fund	<u>\$ 269,803</u>	<u>\$ 248,324</u>
Projected Surplus (Deficit)	<u>\$ 1,697</u>	<u>\$ 4,087</u>

CUUF Fiscal Policies direct that 10% of annual income be earmarked for transfer to a Contingency Fund. The actual transfer is calculated at the end of the fiscal year to reflect actual income, expenses and surplus income, if any. The purpose of the Contingency Fund is to create a reserve balance equal to CUUF's operating expenses for an entire fiscal year. The Contingency Fund balance was \$111,146 as of January 31, 2024.

BUDGET NARRATIVE – 2024-2025 PLEDGE DRIVE

Budget Goals –

- Support the continuing transition to our new, settled minister.
- Fund a Director of Religious Education staff position.
- Fund the Food Pantry through the budget, rather than relying solely upon donations.
- Clarify the vision for and commitment to a new Fellowship home.

Comparing Budget Years –

CUUF operates on a fiscal year starting July 1 and ending June 30. The income and expenses listed for our next fiscal year - 2024-2025 - are the projected income and requested expenses proposed by the Finance Committee and the Board.

The income and expenses listed for the current fiscal year - 2023-2024 - are the projected income and expenses adopted as CUUF's budget at the June 2023 Annual Meeting.

After the Annual Pledge Drive is completed, the Finance Committee and Board will use pledging information to review the proposed 2024-2025 budget and put forward a final budget for membership approval at the CUUF annual meeting in June.

Contributions, Income and Expenses –

Income for next year's 2024-2025 budget is projected as \$271,500, including a modest 2.2% increase in annual pledges. We have received substantially more income from Contributions, Plate Change and Fundraising than projected. During just the first half of our fiscal year these income sources exceeded annual projections by more than \$14,000!

Income from Facility Use is down. The Spanish language church using our facilities has been struggling and rental income is not anticipated.

Proposed operating expenses for 2024-2025 total \$242,653. This is an increase over the current year's budget. There are increases in wages, benefits, and taxes, including adding a Director of Religious Education staff position, and increases in administration and dues. Social Justice has increased to reflect the congregation's desire to fund the Food Pantry as a budget line. Minister Relocation expense is added to the operating budget instead of being paid out of dedicated or reserve funds.

After an estimated Contingency Fund transfer of \$27,150, the 2024-2025 budget has a small projected surplus. The Finance Committee and the Board desire to use any surplus funds to support Indigenous people's rights and CUUF's search for a new home.

Personnel Expenses –

Personnel Expenses include wages, taxes and benefits for our Minister, Office Administrator, Worship Tech, childcare workers, and lawn care.

The Minister and Office Administrator salary budget lines reflect 4% increases. CUUF has adopted the goal is to meet UUA guidelines for salaries and benefits. The budget lines for Worship Tech, Lawn Care and Daycare reflect 3% increases in hourly wages.

The budget includes funding a Director of Religious Education staff position sometime in 2024-

2025 when we have children regularly attending.

Professional Expenses budgeted reflect UUA guidelines.

Rev. Perchlik's contract provides for \$15,000 in reimbursable relocation expenses. These funds can be used over 18 months to reimburse relocation to Wenatchee and subsequent relocation to a permanent residence. Minister Relocation expenses were not budgeted in the 2023-2024 operating expenses, and were to be paid from a dedicated fund. Increased income allowed the expenses to be paid from operations. The \$6,541 budgeted for 2024-2025 reflects the unused amount remaining available through February 2025.

Administrative Expenses –

Budgeted Administrative Expenses are \$2,185 higher than the current year. Modest increases in supplies, postage and facility insurance are anticipated. There is a request to increase miscellaneous expenses from \$1,250 to \$3,205 for possible unanticipated expenses, such as new office equipment, software, and web development.

Dues –

The increase in dues to the UUA and PNWD is based upon increases in membership and budget using prior year information.

Facilities & Utilities Expenses -

Facilities expenses reflect anticipated modest increases for brush disposal, maintenance supplies and septic system maintenance.

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. The 2024-2025 budget adds Visual Arts expenses of \$600 to the Worship budget. There are other modest increases totaling \$200.

Membership Care and Programs –

This category includes numerous programs, committees, groups, and expense lines. There are decreases in expenses for training, Board, and stewardship, based upon current spending levels. Emergency Assistance is decreased from \$3,000 to \$1,000 to reflect current spending levels and a carryover balance exceeding \$5,000.

Social Justice -

Food security is CUUF's priority social justice effort. The Social Justice budget is increased by \$5,000 to fund the Food Pantry as a budgeted social justice action. The Food Pantry is currently dependent upon individual donations.

Another priority CUUF social justice effort is support of Indigenous people's rights. That goal will be addressed based upon an identified plan of action and budget request. The Finance Committee and the Board will, at the end of the fiscal year, consider use of surplus income for funding this goal. Please consider a pledge increase as a means of supporting this goal.