



Seek inspiration and understanding,
Embrace all on their individual journeys,
Serve our local and world communities.

Cascade Unitarian Universalist Fellowship

1550 Sunset Highway, East Wenatchee, WA 98802 | (509) 886-4023 | www.cascadeuu.org



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, volunteering, engaging in education, social justice, and Fellowship, and regularly contributing financially.

- We pledge because we love each other, the church where we gather, our chalice, and everything it stands for.
- We pledge to continue our community of like-minded people who gather and support each other.
- We pledge because our pledge honors ourselves, those members who gave us this opportunity, and those who will carry what we value into the future.
- We pledge to invest in religious education, youth programs, social justice programs, worship, and music.
- We pledge because our community offers a place to sing, rejoice, share our joys and sorrows, discuss, and learn—by ourselves and together—to 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 is 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?

Find a quiet time and space, consider your budget, and reflect on the value our Fellowship provides you, your family, and our community. Please consider pledging for the first time or increasing your prior pledge. Your pledge amount will emerge and be the right amount for you and CUUF. All of us will be grateful for your contribution.



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Pledge of Financial Support

Name(s) _____ and _____

Address _____

City/State/Zip _____

Phone _____ Email _____

Phone _____ Email _____

Please add/keep/update my contact information in the CUUF Directory. Yes No

I/We pledge \$_____ to support Cascade Unitarian Universalist Fellowship during the current July 1 – June 30 fiscal year .

My/our pledge will be paid in one payment on _____, 20__.

My/our pledge will be paid in one payment no later than June 30 fiscal year end.

My/our pledge will be paid over time starting on _____, 20__, and will be paid in full no later than June 30 fiscal year end. (please fill out below)

Installment payments in the amount of \$_____ will be made:

Weekly Monthly Quarterly Other: _____

Payments will be made by: Check Cash Credit Card

I/We are interested in setting up automatic payments.

This pledge is made in good faith and Cascade Unitarian Universalist Fellowship may rely upon this pledge during the current July 1 – June 30 fiscal year.

Signature

Date

Signature

Date

Please submit your pledge to the CUUF office at 1550 Sunset Highway, East Wenatchee, WA 98802, or on the CUUF website – www.cascadeuu.org.
Your gift is important and greatly appreciated. Thank you for your support of our Beloved Community!

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

	2024-2025
Contributions & Other Income	
Pledges	\$ 231,850
Contributions	7,000
Plate Change	4,500
Fundraising	10,000
Emergency Assistance	-
Facility Use	-
Total Contributions & Other Income	<u>\$ 253,350</u>
Expenses	
Salaries & Wages	
Minister	75,400
Office Administrator	26,000
Religious Educator	3,000
Music Director	-
Worship Tech	5,426
Lawn Care	6,475
Daycare	2,576
Ministerial Intern	-
Total Salaries & Wages	118,877
Employee Taxes	13,207
Employee Benefits	30,296
Minister Relocation Expenses	6,542
Professional Expense	8,300
Total Personnel Expenses	177,222
Administrative	17,000
Dues UUA/PNWD/AUUA	13,856
Mortgage	-
Facilities & Utilities	15,420
Worship	6,005
Religious Education	1,550
Membership Care & Programs	4,600
Social Justice	7,000
Total Expenses	242,653
Contingency Fund	<u>\$ 10,697</u>
Total Expenses and Contingency Fund	<u>\$ 253,350</u>



BUDGET NARRATIVE – 2024-2025 PLEDGE DRIVE

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.

CUUF operates on a fiscal year starting July 1 and ending June 30 annually. 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 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-

BUDGET NARRATIVE - 2024-2025 PLEDGE DRIVE

2025 when we have children regularly attending.

Professional Expenses budgeted reflect UUA guidelines.

Rev. Perchlik's contract provide 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 the use of surplus income for funding this goal. Please consider a pledge increase as a means of supporting this goal.