



# *All Aboard the Steward-Ship*

## 2026-2027 Pledge Drive

March 15, 2026

**Dear Beloved Community,**

As we gather in the spirit of unity and compassion, we reflect on the abundant blessings and transformative moments we share within our cherished Fellowship—a beacon of hope, love, and progressive values. We strive to foster an inclusive environment where everyone is welcomed, valued, and empowered to make a difference.

Your generous contributions are essential to sustaining our programs, outreach initiatives, and the care of our sacred space. Your pledge is not just a financial commitment; it is a testament to your dedication to our shared vision.

Because the Washington State Department of Transportation's plan to widen Sunset Highway will go through our current sanctuary, we are also preparing to launch a Capital Campaign to create a new home for CUUF—one that meets our needs, provides opportunities for growth, and strengthens our ability to serve the wider community. More details will be shared in the coming months. In the meantime, we need your pledge to maintain our current operations.

We ask you to thoughtfully consider what CUUF means to you, your family, and your community when deciding upon the amount of your pledge for 2026–2027. Every gift, no matter the size, makes a significant impact and helps us to live out our values in tangible ways.

Your Annual Pledge Drive Packet is enclosed and contains:

- The proposed 2026–2027 Budget and Narrative
- Why We Pledge
- Suggested Fair-Share Contribution Guide from *Stewardship for Us*
- 2026–2027 Pledge Form

There will be a short forum after the service on March 22 to discuss the proposed budget and pledge drive. You are also invited to contact Rita Salama, the Pledge Drive Coordinator, to answer any questions you may have.

Please return your completed Pledge Form by April 7 and plan to attend the **Stewardship Celebration Dinner** on Sunday, April 19, at the Wenatchee Valley Museum.

Thank you for your generosity and commitment to our beloved community. Together, we can continue to be a force for good in the world, spreading love, justice, and hope—and building a future that reflects our highest aspirations.

With gratitude to each of you,

*Your Pledge Drive Committee*



## *Why We Pledge*

### **2026-2027 Pledge Drive**

**Setting Sail with CUUF:** Our church is self-sustaining. It is only through the generosity of our members that our fellowship exists. All of our members contribute time, talent, and treasure by attending worship services, by volunteering, by engaging in education, social justice, and fellowship, and by their financial contributions.

**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.

#### ***Why do we pledge? CUUF is the wind beneath our sales!***

- ♥ We pledge because we love each other, our chalice and all that it stands for, and the church where we gather.
- ♥ We pledge because we cherish our community of like-minded people who gather together and support each other.
- ♥ We pledge because our generosity 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 social justice, our worship and music programs, and in religious education.
- ♥ We pledge because our community offers a place where we sing, rejoice, share our joys, share our sorrows, discuss, learn, we can 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.

#### ***Floating the CUUF Boat: 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 what our Fellowship means to you, your family, and our community. We ask that you thoughtfully consider 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. We will all be grateful for your contribution.

# *2026-2027 Proposed Budget*

	2026-27	2025-26
<b>Contributions &amp; Other Income</b>		
Pledges	228,490	228,490
Contributions	8,500	7,500
Plate Change	5,000	5,000
Fundraising	12,493	13,500
Emergency Assistance		
Facility Use	400	
<b>Total Contributions &amp; Other Income</b>	<b>254,883</b>	<b>254,490</b>
<b>Personnel</b>		
<b>Salaries &amp; Wages</b>		
Minister	79,600	78,040
Office Administrator	44,129	29,744
Religious Educator	3,200	3,000
Music Director	0	
Worship Tech	4,264	5,427
Lawn Care	7,752	7,600
Daycare	0	2,896
Ministerial Intern		
<b>Total Salaries &amp; Wages</b>	<b>138,945</b>	<b>126,707</b>
Taxes	13,090	12,771
Benefits	31,420	30,654
Interim Minister Expenses		
Professional Expense	3,000	8,300
<b>Total Personnel Expenses</b>	<b>186,456</b>	<b>178,432</b>
Administrative	20,127	21,000
Dues UUA/PNWD/AUUA	10,500	9,914
Mortgage	0	
Facilities & Utilities	16,750	13,220
Worship	6,450	5,250
Religious Education	300	1,550
Membership Care & Programs	5,000	6,100
Social Justice	9,300	10,900
Strategic Plan		
<b>Total Expense before Contingency</b>	<b>254,883</b>	<b>246,366</b>
Contingency	0	0
<b>Total Expense</b>	<b>254,883</b>	<b>246,366</b>
<b>Surplus(Deficit)</b>	<b>0</b>	<b>8,124</b>



## *Budget Narrative*

### **2026-2027 Pledge Drive**

#### ***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, 2026-2027, 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, 2025-2026, were the projected figures adopted as CUUF's budget at the June 2025 Annual Meeting.

This is a proposed budget and won't be finalized until after this year's Pledge Drive is complete. The Finance Committee and Board will use feedback about the budget and the pledging information to review the proposed 2026-2027 budget and put forward a final budget for membership approval at the CUUF annual meeting in June.

#### ***Contributions, and Income –***

Income for next year's 2026-2027 budget is projected with a slight increase to \$254,883. Income comes primarily from pledges, which are projected to stay the same. Our other sources of revenue are contributions, plate change, fundraising, facility use, and grants. Based on the first half of our current fiscal year, these other income sources will slightly exceed the projection for the current year and are the basis for the 2026-2027 budget. Although the fundraising has been very successful, the amount has been reduced by almost \$1000 for the 2026-2027 budget; some sources of the fundraising cannot be replicated this year. The increase in contributions and facility use is based on the first 6 months of our current fiscal year.

#### ***Total Expenses –***

Proposed operating expenses for 2026-2027 total \$254,883, to present a balanced budget. Expenses have increased by \$8,517 from the current year's budget.

A Contingency Fund is not in the budget. After a careful analysis and consultation with the UUA, the target amount of 6-months of cash expenses, or approximately \$121,000, has already been achieved.

#### ***Personnel Expenses –***

Personnel Expenses include wages, taxes, and benefits for our Minister, Office Administrator, Worship Tech, Lawn Care Person, and a Director of Religious Education staff position. The total increase in personnel expenses is \$8024.

**Minister:** There is an increase of 2% in wages. This is the recommendation of the UUA and will put his salary above the midpoint for congregations of our size. The minister's professional expenses, as adjusted by Rev. Thomas to anticipate his needs, have decreased significantly.

**Office Administrator:** The significant variance in the personnel budget is due to the increase in the Office Administrator's wages. This includes both a 2% pay rate increase and a 10-hour expansion in weekly hours, rising from 22 to 32 hours.

**Childcare and Religious Educator:** No money for childcare was requested this year. The Religious Educator position was increased by \$200, resulting in a total decrease of \$2,696. However, this will likely increase in a revised budget.

**Additionally:** Lawn care increased slightly, as did taxes and benefits. The decrease in the Worship Tech more accurately reflects the hours worked.

### ***Administrative Expenses –***

Budgeted Administrative Expenses cover the payroll processing fee, our bookkeeping service, software, facilities insurance, postage, printing, supplies, advertising, website security, internet hosting and domain name, Zoom account, and staff gifts. There is a decrease this year of \$873. Last year's budget included the one-time costs of a new computer and a standing desk for the Office Administrator.

### ***Dues –***

UUA and PNWD dues are based on membership (101), the Geo Index Code, and CUUF's previous year's operating budget. The anticipated ask of \$10,500 is \$586 higher than the 2025/2026 FY.

### ***Facilities & Utilities Expenses -***

**Facilities Expenses** cover cleaning supplies, disposal, maintenance supplies, septic maintenance, mower fuel and maintenance, heat pump maintenance, north lot mowing, snow removal, facilities repairs, and janitorial expenses. The total is \$11,100 and includes an increase to janitorial expenses.

**Utilities Expenses** include telephone, electricity, water, and trash disposal. The total is \$5,650.

**Total for both** is \$16,750, an increase of \$3,530.

### ***Worship Expenses –***

Worship expenses include the cost of guest speakers and forum speakers, guest musicians, choir piano accompanist, choir music, worship supplies, visual arts, and copyright licenses for music. The change in this year's budget is due to the request for an increase for worship supplies, music, guest musicians, and speakers.

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

This category includes numerous programs, committees, groups, and expense lines: coffee, printing, greeter handouts, PayPal fees, the stewardship dinner, UUA conference stipend, membership growth, outreach advertising, and fundraising seed money. There is a decrease of \$1100 because the Zoom expense has been removed. It is under the Administrative budget.

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

Social Justice programs include promotion, congregational education, a composting program, and dues to the Faith Action Network and Justice WA for a total of \$2300. Food security is CUUF's priority social justice effort. Our two programs are budgeted line items but are also dependent upon individual donations of both money and food items; the Food and Essentials Pantry is budgeted at \$5000, and the Packing Friendship program at \$2000. These are reduced amounts because of the generous donations to the food security programs; 2025 ended with positive balances in the line items. So, although the Social Justice budget is decreased by \$1,600, it will still provide the same level of services.



# *All Aboard the Steward-Ship*

## CUUF 2026-2027 Pledge Drive

### Pledge of Financial Support

Please indicate how you/your household plan to pledge this year. Anyone who would like to pledge outside of their pledging household should complete this form separately.

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 2026-2027 fiscal year from July 1, 2026, through June 30, 2027.

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, 2027.

My/our pledge will be paid over time starting on: \_\_\_\_\_

\_\_\_\_\_, 20\_\_\_\_\_, and paid in full no later than June 30, 2027, the fiscal year end. *(please fill out below)*

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

Weekly  Monthly  Quarterly  Other: \_\_\_\_\_

I/We pledge to continue supporting CUUF with our time and talents and wish to maintain our CUUF membership. I/We cannot make a financial pledge at this time and request a waiver.

Payment(s) will be made by:  Check  Cash  Credit/Debit

*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 by April 7 to the CUUF office at 1550 Sunset Highway, East Wenatchee, WA 98802, or pledge online, on the CUUF website – <https://cascadeuu.org/ways-to-donate/>  
Your gift is important and greatly appreciated. Thank you for your support of our Beloved Community!*

## *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

Adjusted Monthly Income	Approx. Adjusted Annual Income	Supporter 2-6% of Income		Sustainer 3-7% of Income		Visionary 5-9% of Income		Transformer 10% of 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.**