

Unitarian Universalist Fellowship of Central Michigan (UUFCM)

2019 Annual Stewardship Pledge Drive Information

The following information is presented to both members and friends of the UUFCM as background in understanding the financial aspect of stewardship needed to support the existence, vision, and mission of this congregation as we look ahead to the 2019-2020 fiscal year (July 1-June 30). The pledging of our time, talent and treasure is integral to the sustaining of this fellowship and its shared ministry – all forms of gifts shared are welcomed with gratitude. Whether you are currently a pledging member, a long-time active friend or new friend to this fellowship, your gifts are essential to the life and future of this church - we ask that you read and consider with care the information shared in this document and referenced attachments.

On Stewardship

Stewardship: The careful and responsible management of something entrusted to one's care.
- from Merriam-Webster

Stewardship is showing we care about the UUFCM—what it has meant for ourselves and our loved ones and what it can mean for the wider world and future generations. Stewardship is taking responsibility for fairly compensating our church staff, maintaining our facility, operating our programs, and sustaining our commitment to the greater Unitarian Universalist movement.

“Stewards are caretakers with a forward vision. They hold something in trust. They ensure that it will be there in the future for the benefit of others. Successful stewards not only protect, but help something to improve and grow. Their actions are empowering. This is true regardless of whether we are stewards of the earth, institutions, people, or our Unitarian Universalist faith.” (From UUA curriculum, *Stewardship: The Joy of Giving*)

Rewards of Stewardship

Begin by becoming a careful steward of your own life. Make it a priority - a discipline - to dedicate time and resources to things that sustain you and hold the greatest meaning for you. Giving your time and talent to the church and larger community can be spiritually transformative – please see the transcripts of UUFCM member testimonies on stewardship available on the homepage of our UUFCM website at uufcm.org.

How Much to Give?

We are inviting all members to consider their commitment to the path we are on as a congregation and the significance of this fellowship in their lives. Ask yourself if your financial support is commensurate with your values and if it accurately reflects the significance of this UU faith in your life. Does your level of support truly reflect your interest and commitment to the flourishing of this church?

We know that everyone has a different situation and gives varying amounts depending on the level and length of involvement with the fellowship as well as their financial circumstances. At times, circumstances do not allow some members and friends to make a financial pledge in a given year.

We understand these situations. We ask that you consider this fellowship and all it provides to you. Pledge what you are comfortable giving while being aware of our current need for an overall increase in the total amount pledged in order to employ a full-time contract minister (this year for 5/6 of a year) and to continue to provide the services we are providing now.

We are grateful that we have many non-members (or “not yet” members) who are supporting our fellowship. While friends are not expected to make pledges, we hope they will consider it or make a financial gift.

We have been asked about the amount someone “should” give. Everyone pledges different amounts based on their individual situation. That answer however, does not provide enough information for some people when they are determining their pledges. To help, we have included three more pieces of information.

Included in this document is a breakdown of the pledges received by the UUFCM last year and a chart of our expenses in the 2017-2018 year (we haven’t totaled expenses for 2018-2019). An additional document in the packet is a guide provided by the Unitarian Universalist Association (UUA) for determining a pledge amount based on your income and level of involvement in the fellowship.

2018-2019 Pledges

Last year, the UUFCM received pledges from forty-three (43) households. The amount of pledges ranged from \$60 to over \$10,000. We have recently received partial pledges from new members that are not included in this chart, but will be next year!

Breaking the pledges into five groups we see the range of pledges made:

2018-19 Data

14 pledging units	9 pledging units	9 pledging units	4 pledging units	7 pledging units
\$60 - 499	\$500-1,199	\$1,200-2,499	\$2,500-4,999	\$5,000-10,000+
Provides 3.6% of total	Provides 6.4% of total	Provides 15.9% of total	Provides 11.7% of total	*Provides 62.4% of total

*To further breakdown this area of pledges: 5 pledging units of \$5,000-9,900 and 2 pledging units of over \$10,000.

As you can see, pledge amounts vary quite a bit. While it is true that the 11 largest pledges provide 74.1% of the pledge total, **each and every pledge is important!** This is especially true if we want to continue the services we have provided in the past, not to mention our hopes for future growth in programming offered. As well, we are committed to employing a full-time contract minister, this year for 5/6 of a year and in future years for full years. **Without a significant increase in the total amount pledged, we will not be able to do this.** We cannot run the finances of the UUFCM based on deficit spending and dipping into the savings account long-term.

If your situation allows you to give 3% or more than last year, please consider increasing your pledge by that amount. Even if you can give just a little more, the increased pledge helps a lot. If you were not able to give last year but you can this year, we welcome your gift! If you are new to our community and have never pledged before, please consider beginning your support of our community with a generous amount.

How Is the Money Used?

The funding provided by your pledges, plate donations, and planned fundraisers will pay for our professional staff, the programs provided by the fellowship, the Annual Program Fund fee to the UUA and Mid-America Region, and the maintenance of our building and grounds. As shown in the chart below, you can see the majority of our expenses pay the people who provide services to us: Minister, ¼ time Director of Religious Education, Administrative Assistant, and child care providers. Taking care of our facility and grounds also accounts for a large portion of our expenses.

We are very fortunate that we have many dedicated members whose work saves us much money. A special acknowledgment of gratitude goes to our unpaid building managers, choir director, pianist/cellist, and RE and childcare volunteers who generously volunteer much of their time and talents to our faith community.

Expenditures 2017-2018	Amount
Minister (Salary + Benefits):	\$56,829
Building	\$12,113
RE & Childcare	\$6,700
UUA Membership	\$4,335
Administrative Asst.	\$4,940
Music	\$570
Conferences	\$800
Supplies & Misc.	\$9,184

How Do I Make My Pledge?

On Sunday, April 21st, financial pledge and volunteer commitment forms may be dropped off at our Pledge Central booth staffed by board members 9-4 pm except during the service. If you are away for the day, you are encouraged to mail these forms to our treasurer by April 21st. Remember contributions are fully tax deductible. Our treasurer will provide documentation for tax deductions and periodically keep you apprised of your donation to date.

Please read carefully the enclosed materials and reflect deeply on what you can contribute to our fellowship so that we can become the kind of faith community we want to be. Thank you in advance for your generous support.

**Stewardship: Moving Us into Our Future:
A Most Eggcellent Celebration!**

Proposed Budget for Fiscal Year 2019-2020

Expense Category	2018-19 Budget	Proposed 2019-20120 Budget
Accounting and Bank Fees	\$200	\$200
Building Costs	\$14,500	\$14,500
Child Care	\$1700	\$1700
Copies and Postage	\$1500	\$1500
Fair Share Payments*	\$4700	\$4919
Insurance	\$3000	\$3000
Minister**	\$58,300	62,500
Music	\$1000	\$1000
Religious Education Expenses	\$900	\$900
Religious Education Director	\$6000	\$6000
Secretarial	\$5100	\$5100
Supplies and Miscellaneous***	\$3800	\$3000
Leadership Development****	\$800	\$200
Minister's Discretionary Expense	\$500	\$500
Endowment Contribution	\$1000	\$1000
Total	\$103,000	\$106,019

Key to Each of the Categories:

Accounting & Bank Fees: Pays for checks, bank fees, and accountant services.

Building Costs: Pays for utilities, repairs, maintenance, improvements, cleaning, snow removal, lawn mowing, etc.

Child Care: Pays for weekly services and special events.

Copies and Postage: Pays for purchasing stamps, post office box rental, copying of orders of service, directories, annual reports, music, and other documents.

Fair Share Payments: Payments to the UUA and MidAmerica Region.

Insurance: Pays for building, liability, and workman's compensation.

Minister: Pays for salary, housing, benefits, and ministerial expenses.

Music: Pays for substitute pianists, hymnals, music purchases, and piano tuning.

Religious Education Expenses: Pays for fees and expenses for OWL training, education materials, snacks for special occasions, decorations, and craft items.

Religious Education Director: Pays for a ¼ time RE Director.

Secretarial: Pays for contracted administrative assistant.

Supplies & Miscellaneous: Pays for food and drink items; kitchen, building, and bathroom supplies; worship supplies; office supplies; etc.

Leadership Development: Pays for expenses at UUA and MidAmerica Regional Conferences.

Minister's Discretionary Expense: Provides seed money for the minister to provide monetary aid for those who ask the church for help.

Endowment Contribution: Our yearly contribution to our Endowment Fund.

* **Fair Share Payments** are increasing ↑ because the UUA is using a new formula to determine amount.

** **Minister** is for us going from a ¼ time minister to a 5/6 time minister for 2019 – July 2020. Candidating and moving expenses for a new minister will be covered by monies saved from Dawn's salary for February – June of 2019.

*** **Supplies and Miscellaneous** have decreased ↓ because we have already purchased the office furniture and there are no additional expenses.

**** **Leadership Development** has decreased ↓ because we still have carry-over amount from donated monies from last year.

UUA Suggested Giving Guide

Determining Your Income

Adjusted Gross Income

(Line 31 of IRS form 1040) _____

Add: Preference Income

- Tax-exempt pensions and annuities _____
- Tax-free income _____
- Depreciation on rental property _____
- Other _____

Total Additions _____

Deduct:

- Non-reimbursed major medical expenses _____
- Care of parent(s) _____
- Costs of higher education _____
- Costs of child care _____

Total Deductions _____

**Income to use in determining
your fair-share giving level** _____

(Adjusted Gross Income + Total Additions – Total Deductions)

Adjusted Annual Income	Suggested % of Income	Monthly Payment	Annual Payment	Suggested % of Income	Monthly Payment	Annual Payment	Suggested % of Income	Monthly Payment	Annual Payment	Suggested % of Income	Monthly Payment	Annual Payment
\$10,000	2%	\$17	\$200	3%	\$25	\$300	5%	\$42	\$500	10%	\$83	\$1,000
\$25,000	2%	\$42	\$500	3%	\$63	\$750	5%	\$104	\$1,250	10%	\$208	\$2,500
\$50,000	3%	\$125	\$1,500	4%	\$167	\$2,000	5%	\$208	\$2,500	10%	\$417	\$5,000
\$75,000	3%	\$188	\$2,250	4.5%	\$281	\$3,375	6%	\$375	\$4,500	10%	\$625	\$7,500
\$100,000	3.5%	\$292	\$3,500	5%	\$417	\$5,000	6.5%	\$542	\$6,500	10%	\$833	\$10,000
\$150,000	3.5%	\$438	\$5,250	5%	\$625	\$7,500	6.5%	\$813	\$9,750	10%	\$1,250	\$15,000
\$200,000	4%	\$667	\$8,000	5.5%	\$917	\$11,000	7%	\$1,167	\$14,000	10%	\$1,667	\$20,000
\$300,000	5%	\$1,250	\$15,000	6%	\$1,500	\$18,000	8%	\$2,000	\$24,000	10%	\$2,500	\$30,000
\$400,000	6%	\$2,000	\$24,000	7%	\$2,333	\$28,000	8.5%	\$2,833	\$34,000	10%	\$3,333	\$40,000
\$500,000	7%	\$2,917	\$35,000	8%	\$3,333	\$40,000	9%	\$3,750	\$45,000	10%	\$4,167	\$50,000



Unitarian Universalist Fellowship of Central Michigan

Pledge Card 2019-2020 Fiscal Year

In appreciation for the existence of the Unitarian Universalist Fellowship of Central Michigan, the support of its mission and in recognition of giving as a spiritual practice, I/we make this pledge of financial support for the fiscal year July 1, 2019 through June 30, 2020. For those with children, consider making this a family discussion, as it is by our example of giving that children learn generosity.

My/our family's prior pledge for 2018-2019 was \$_____.

I/we pledge for 2019-2020 \$_____. *

Name: _____

Address: _____

Phone Number: _____

Signature: _____ Date: _____

*A statement of your pledge as received is provided yearly for tax purposes and is fully tax-deductible.

Please turn in the pledge card at the Fellowship on or before Stewardship Sunday on **April 21, 2019** OR send **directly by April 21, 2019** to our Treasurer, Terrie Robbie:

UUFCM P.O. Box 41 Mt. Pleasant, MI 448804-0041
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Thank you for your generosity and dedication
to our fellowship.

May we continue to thrive!

Unitarian Universalist Fellowship of Central Michigan

Volunteer Opportunities

*One of the missions of our congregation is service to our congregation and the community at large. We realize that life can get extremely busy and it is often challenging for individuals to find time and energy to volunteer. But we often can find the time when we remember Albert Schweitzer's observation "**The interior joy we feel when we have done a good deed is the nourishment the soul requires.**"*

Name(s): _____

Phone(s): _____ Email(s): _____

Please initial the ones that you enjoy and may be interested in doing:

- _____ Hospitality (greeter, pre-service set-up, clean-up after the coffee hour)
- _____ Worship associate (setting up sanctuary, participate in service)
- _____ Caring for others (calls, cards, transportation, meals, visits)
- _____ Teaching and/or assisting with children or Adult RE
- _____ Singing in choir/playing an instrument (please specify instrument)
- _____ Team member (i.e. membership, caring, RE, social justice teams)
- _____ Building/grounds
- _____ Publicity, social media
- _____ Writing (edit letters, articles, mailings)
- _____ Social justice
- _____ Interior decorating
- _____ Fundraising (help organize events)
- _____ Working with finances
- _____ Office/organizational tasks

Turn in on Stewardship Sunday, **April 21st** , or return to Terrie Robbie **by April 21st** (UUFCM, P.O. Box 41, Mt. Pleasant, MI 48804-0041). Thank you.

Schedule of Events for our Stewardship Sunday-Earth Day-Easter Celebration:

- Pledge Central Booth: 9:00-4:00 (closed 10:30-11:30 a.m.)
- Worship service: 10:30-11:30
- Luncheon: 11:45-12:50
- Group ingathering: 12:55
- Afternoon Events: 1:00-2:30
 - Easter egg hunt, bubbles, Ozobots and rock painting
 - Watercolor painting
 - Clean out garden & flower beds (weather permitting)
 - Meditation in or outdoors
 - Hand and shoulder massage
 - Postcard writing for CCL
- Closing Group Activity: 2:30-3:00
- Clean up: 3:00-4:00

