



is YOU!

Live your values –

Pledge Now

When the world has gone crazy and everything you value most seems under attack, Community UU Church is your refuge ... your community of like-minded people working together for a more just and compassionate world.

Your pledge supports:

- Worship to nourish your spirit
- Religious education to help raise thoughtful, compassionate young people
- ComUnity Garden that provides fresh organic produce for people in hunger
- Support for children and families at risk
- A community that will stand with you, march with you, and work with you for a better world
- Hope and love for your darkest days



Contribute to justice, compassion, community, and spiritual growth –

Pledge now at communityuuchurch.org



From your Community UU Church treasurer, Dick Hildenbrand:

We often talk, as a church, about living our values: About caring for other people... about ensuring that employees are paid fairly for their work... about the importance of providing decent medical care to everyone... about providing safe spaces for people to live and work in. But do we live these values in our own lives?

Community UU Church has staff members whom we are collectively responsible for paying fairly, including their health insurance. We have a building that has to be maintained properly so that it's a safe environment for our worship, classes and activities together. If we're really going to live out the values we claim to believe in, we must provide adequate pledges to fund these priorities. We have to put our money where our mouths are. Our full-time employees have not had raises in many years, and we have repeatedly had to cut other areas.

It's time for us to step up. This year, in particular, it's time to quit talking and actually live -- and financially support -- the things we say are important to us. Ideally **we need about a 6% average pledge increase** to fund our needs adequately.

**If everyone pledged at a “Fair Share” level,
we could add “wants” above and beyond the needs.**

Below are some hard facts about our financial situation for you to consider:

Staff Pay & Benefits: Our fixed and Fair Compensation costs continue to squeeze everything else. Unencumbered wages account for 45% of our budget; another 10% is for medical insurance; another 8% is all other staff benefits (FICA, pension contribution,...), totaling 63% of the budget. These costs should actually should be more because we've had to constrain salaries to balance the past several years' budgets. One staff member has not had a salary increase in 8 years; two staff members in 4 years; and since our DRE achieved credentialing, we haven't been able to get her up to compensation the UUA considers fair. To increase salaries to the level that the Board of Trustees recommends will take \$5,725; an expected increase in next year's medical insurance premiums will take another \$3,550.

Facilities: The cost of having and maintaining our building and grounds takes another 19% of our budget, and the current level isn't adequate. Some of our recent repair expenses were partly caused by past inability to fund necessary maintenance. Note that we also just learned that the heat pump servicing the office needs to be replaced before the summer – this one wasn't replaced with the others a few years ago, as it had performed reliably. Replacement will cost \$7,000-8,000.

So that leaves only 18% to pay for everything else: Administrative overhead; support of the UUA for services provided and a larger voice for our values; worship; music; religious education; child care; and more. For next year, an average pledge increase of 4% is necessary just for personnel; 6% is necessary to also adequately fund facilities costs. “Fair Share” pledges from everyone will allow us to cover the program needs of the church.

What the world needs now is US. Please help by funding our church adequately.