



2020: Vision & Visibility

Frequently Asked Questions

Do I need to pledge?

Active participation (members & friends) in the life of the congregation brings benefits and obligations. While we welcome donations in the Sunday collection, our annual budget of what we hope to accomplish is based on pledge commitments made during our Spring pledge drive. Your pledge can be paid weekly, monthly, yearly or whatever works for you. You can pay online or use a personal check, credit card or automatic withdrawal. Your donations are tax deductible and you will receive a statement itemizing your donations as of the end of each calendar year. If individual circumstances change during the year and you cannot fulfill your pledge, you may request a waiver from the Treasurer.

Revenue Questions

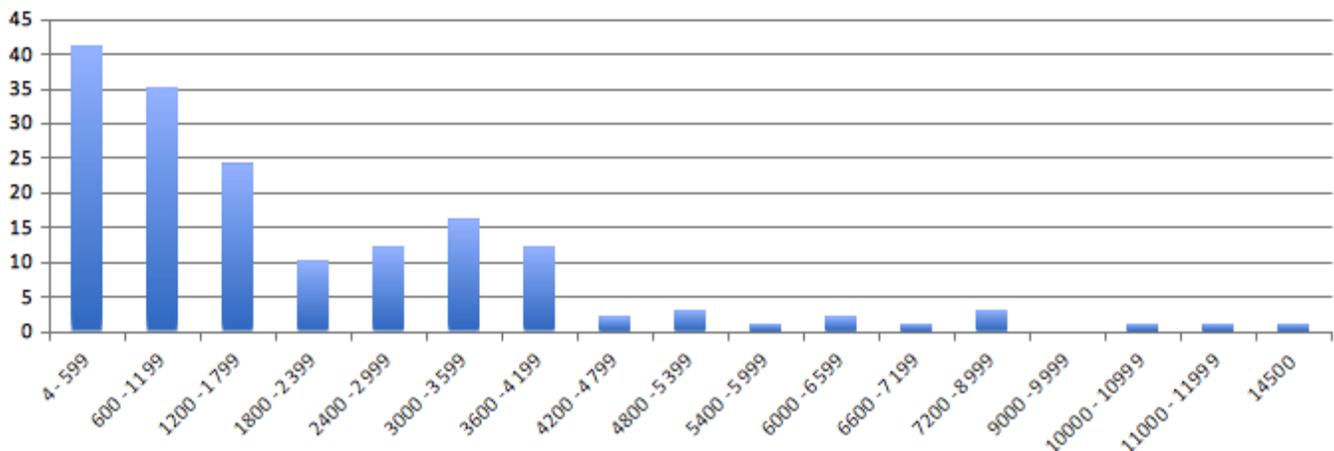
I see new faces each Sunday. If UUC is growing, that means more revenue. Right?

Yes, we are fortunate to be growing, but so is our annual budget. A church is a dynamic organization. Not all “new faces” become regularly attending congregants, and every year we lose some members and pledging friends. Over the past seven years our total pledge units have increased from 142 (2012–13) to 162 (2019--20). (Couples count as one pledge unit unless they specifically register as pledging separately.)

How much do members pledge?

Unitarian Universalist congregations do not “tithe” congregants; the UUC Bylaws simply state members “make a financial contribution to the UUC.” The [UU Association suggested-pledge guide](#) recommends from 2% to 5% of adjusted gross income (that is annual income from all sources and subtracting any unusual expenses such as large medical bills, care of a parent, etc.). But each of us has varying financial responsibilities and resources. For the 2019–20 fiscal year our average pledge was \$1,900 while our median pledge was \$1,200. Below is a breakdown of (promised) pledge income for fiscal-year 2019–20.

Number of UUC Pledges v. Dollar Range for FY 2019–2020



Why is the proposed budget higher this year than last year?

In the [proposed budget for FY 2020–2021](#), the total for pledges needed is \$357,053, which is an increase of \$33,337 over the proposed budget for FY 2019–2020 — about 10%. Pledge income is about 92% of the total income. During FY 2018–2019 there was a large one-time donation of \$10,000 that was added as income to the FY 2019–2020 proposed budget. Also, unlike previous years, the Finance Committee does not anticipate any budget surplus for next year.

We recently became aware that the DLFD and Administrator should have been receiving retirement benefits starting eight years ago. This requires us to make a large payment into their retirement accounts to make up for the previous omissions plus lost earnings. That money is being pulled from our reserves. This year for the first time, a retirement contribution for the DLFD (10% of salary) has been included in the proposed budget.

Payroll expenses next year will increase by about \$5,500. The remainder of the difference is due to anticipated decreases in income from other “Mixed-Income” items and increases in various expenses. See the proposed budget for more details.

Do pledgers fulfill their pledge obligations?

Yes, almost all pledgers do; However, money received towards pledges typically comes up short. Some of this shortfall is covered by new pledgers added during the year. Over the past several years the percentage of pledge monies received — including from new pledgers — has ranged from 96% to 98%.

Don't we receive money from the national UU Association?

We receive no money from any outside source. As a matter of fact, the congregation pays dues each year to the national UUA based on the amount of expenditures in our previous fiscal-year's budget. Our “fair share” dues included in the proposed budget are \$19,000.

Expenditure Questions

What is the cost for a student in our Lifespan Faith Development program?

When one considers staff time, supplies, program materials, etc., the average yearly cost per student is \$250 or approximately \$5 per week. We have opted not to charge a fee to families with children as it is up to the whole congregation to support our children.

Who are our full- and part-time employees ?

We have a full-time Minister, a part-time Lifespan Faith Development Director, a part-time Administrator, a part-time Choir Director, a part-time Pianist, and a part-time LFD Assistant. Salaries account for 57% of our proposed budget. We also budget for the services of Bookkeepers and a Facilities Manager.

02/13/20