



Funding Our Future in 2024

*Strengthened in spiritual growth,
supported in community,
energized by diversity,
we strive to transform ourselves and our world
through compassionate action.*

A Message from Reverend Shana:

As you consider your own personal role in our church's future and your 2024 pledge, here are some of the significant points to reflect on:

-For the 2023 fiscal year we are running a substantial deficit (initially \$61,000). Though it appears it will not be as bad as we feared, we are quickly eating through our retained earnings from previous years.

-Our pledge income has been declining for years and unless we can increase pledge income, even the increases we have seen in rental income won't offset those losses.

-This Fall we are exploring change and looking deeply at our identity as a community. In light of all we have been through, especially the disconnection and losses of the Covid pandemic, who are we now? What do we want or long to be in light of the 8th principle (encouragement to remove barriers to full inclusion for all people)?

-We'll be re-writing our mission statement and re-considering our name in addition to trying new things in many of our programs. What do you want to contribute to these conversations and efforts? How much and what kind of volunteer time can you offer? What pledge do you want to make financially to help sustain this congregation into the future?

We have weathered so many storms together. How do we build on the legacy of those who bequeathed this spiritual community to us? How can we make sure it is a place of spiritual meaning-making and connection for many, many years to come? What are each of us willing to do make that future possible?

I am a perennial optimist, and I believe in the power and possibility of this congregation. I am excited about the creative, open, and positive energy I sense this Fall. I am delighted by the experiments we will be trying out for the remainder of 2023 —new music and new strategic thinking about our finances and new words to describe who we are and why we exist. Join in. Participate as much as you can. Give generously. Our future will be shaped by you!

Annual Budget Campaign 2024

Financial Facts

It costs about \$1,500 and at least 44 volunteer hours every day to operate our congregation

It costs us about \$2,200 per member to operate with our present level of programs for one year

64% of our revenue comes from financial pledges made by our members and friends

61% of our expenses go to staff and contractor salaries

Special events fundraising from our annual Auction brought in about \$20,000 in 2023

IMPORTANT DATE OCTOBER 1 – ABC SUNDAY

ABC FAQs

How do I pledge? On Breeze, through the website, or by mailing your paper pledge form to the Church. See the October Newsletter to learn how to get onto Breeze and find the pledge form.

When do I pledge? To minimize work for our volunteers and provide timely input for the budget to the Finance Committee, we ask everyone to pledge – either online, at church, or by mail – **in October**. Come to or watch online the special ABC service on Oct. 1, attend a small group meeting throughout October (see attached sheet), and then complete your pledge form.

Why is it important for me to pledge? Your pledge allows our church to budget for the year. We need to know how much you and others will be donating, so we can anticipate our cash flow and can be confident that our employees and creditors will be paid on time. To help fund our operating budget for 2024, we need pledges of at least \$325,000. The most important thing is to make your pledge in a timely manner so Finance and the Board can develop a budget for 2024.

How much should I give? Stewardship is about time, talent, and treasure – we know you contribute in many ways. In the past few years, we saw significant increases in our costs due to inflation, insurance premium surges and staff wages (to maintain a living wage and benefits). **Based on your personal situation, the ABC Team suggest you consider one of these alternatives:**

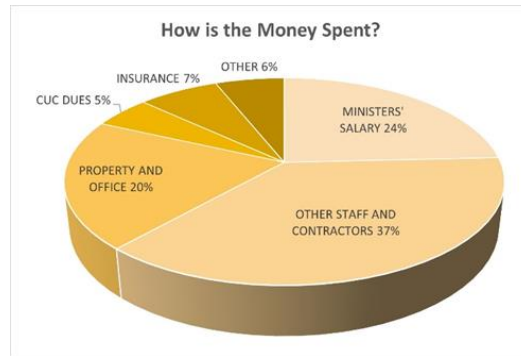
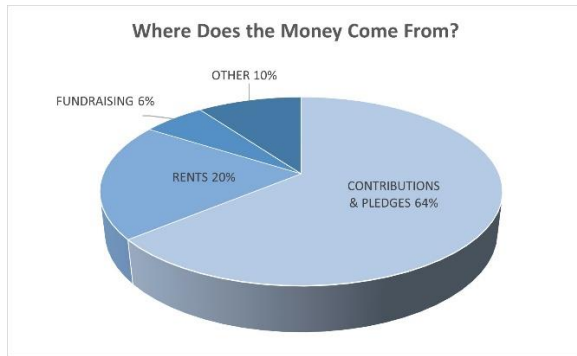
- **A minimum pledge increase of 10% to help balance the 2024 budget; OR**
- **If you are able to pledge more, this will assist those who cannot. The overall pledge increase needed to balance the 2023 budget would have been an additional 16%. This is about \$200 per member or friend.**
- **Some of us are experiencing financial difficulties. You know what you can manage. A pledge of any amount is appreciated, including \$1 pledges (for a contribution of record) that lets us know you still want to be connected to the congregation.**

What is being done to reduce the deficits we had in 2022 and are expecting in 2023?

In early 2023 a stewardship consultant reviewed our membership and financial health. In April 2023, the consultant presented a report to the Board and congregation with 5 recommendations (https://drive.google.com/file/d/1fH-d57rsISzvnHpVZMFakDIXKS_NYhx/view?pli=1). The more relevant recommendations focused on member retention, engagement and development and the implementation of marketing plans for increasing both membership and facilities rentals. Additionally, a five-year financial plan is being prepared reflecting the benefits and costs of these recommendations. Further information will be shared with the congregation in the coming months.

Where can I get answers to other Questions? Contact ABC: Kathleen Zimmerman AgResults@shaw.ca 1 778 833-0158; Bruce Nicol brucenicol@inbox.com 250 590-4107; Lynne Bonner lbonner@shaw.ca 250 208 3663; Patty Disbrow pattydisbrow@gmail.com 250 686-6797.

FINANCIAL FACTS



For those who are fortunate enough to pay income tax, the following table gives an idea of your approximate savings. Your actual tax credit is based on your taxable income and may vary from below.

When you Pledge:	Estimated Tax Credit	Actual Cost
\$ 600 (\$50/mo.)	\$ 216	\$ 384
\$1,200 (\$100/mo.)	\$ 478	\$ 722
\$1,800 (\$150/mo.)	\$ 740	\$1,060
\$2,400 (\$200/mo.)	\$1,003	\$1,397
\$3,600 (\$300/mo.)	\$1,527	\$2,073
\$4,800 (\$400/mo.)	\$2,036	\$2,764

Many Unitarian congregations recommend 3% of pre-tax household income as a benchmark. This chart suggests a range of different pledge levels, based on income levels and choices about portions of income dedicated to the congregation.

Pre-tax Income	Level One		Level Two		Level Three		Level Four	
	% of Income	Total Giving	% of Income	Total Giving	% of Income	Total Giving	% of Income	Total Giving
\$25,000	2%	\$500	3%	\$750	4%	\$1,000	5%	\$1,250
\$50,000	3%	\$1,500	4%	\$2,000	5%	\$2,500	7%	\$3,500
\$100,000	3%	\$3,000	5%	\$5,000	7%	\$7,000	9%	\$9,000
\$150,000	5%	\$7,500	7%	\$10,500	9%	\$13,500	10%	\$15,000

If you have any comments about the Annual Budget Campaign or the church, please attach them to your pledge form.