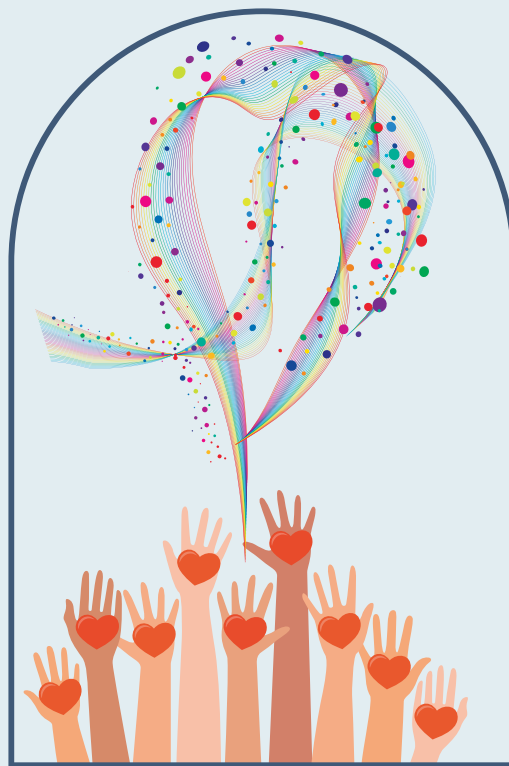


Stewardship 2024-2025

LEAD WITH LOVE



Unitarian Universalist Church of Nashua



MAKING A DIFFERENCE

Dear Members and Friends,

Once again, our annual stewardship campaign is upon us. Our theme this year is LEAD WITH LOVE.

We invite you to pause, to breathe and remember who we have been as a community, to feel how we are connected to one another and how grateful we are for that connection, to stretch our imaginations and capacities into who we might become, for ourselves and for others.

LEAD WITH LOVE is about the transforming power of love, living our values, and opening our hearts to ensure that we continue to care for and sustain our beloved community.

When you show up, lend a hand, lift your voice, offer your time, greet another person, and provide a compassionate presence, you are meeting the moment and tending to our community. Your financial support also makes a difference to this community, now and in the months to come.

This booklet shares a little about how money is spent at UUCN and where there are shortcomings. Each of you is an integral part of our congregation, and we want you to know how your commitments are making a difference now, and how they may help us toward our dreams.

Stewardship season is a time to reconsider the ways in which we each contribute to our communal life, to dream about lovely and exciting things we might do and create together, and to recognize that our individual generosity is the lifeblood of our congregation and crucial to the embodiment of our collective commitment to the transforming power of love.

Yours in gratitude and generosity,
Rev. Allison & The Stewardship Team



LEAD WITH LOVE 



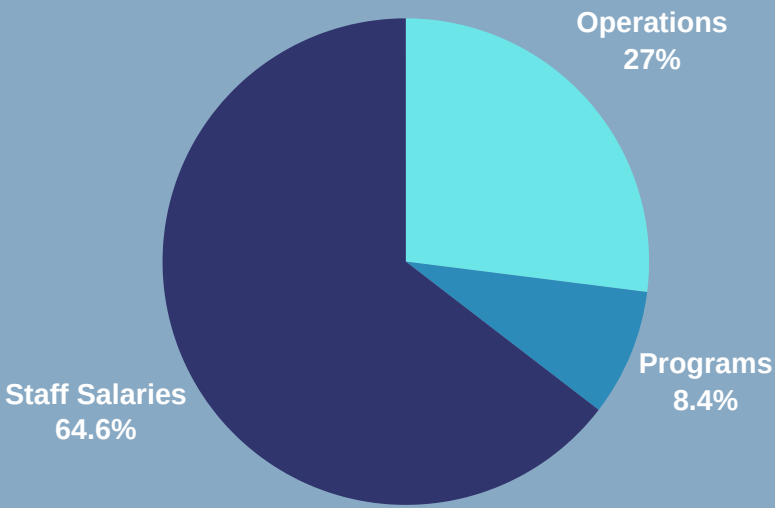
CONSIDERING OUR EXPENSES

ONE WAY TO CONSIDER OUR EXPENSES:

Look at how the money is used in specific budget categories. *We see that, like many other nonprofits, most of our budget goes to staff costs. We are grateful to have a dedicated staff team at UUCN!*

- **Staff Salaries** includes compensation and benefits for 9 staff members
- **Operations** includes administration, communications, stewardship, UUA annual program fund, and property. Property is the largest portion of operations.
- **Programs** encompasses Worship, Music, Faith Formation, Membership, Social Justice, and Leadership

BUDGET CATEGORIES

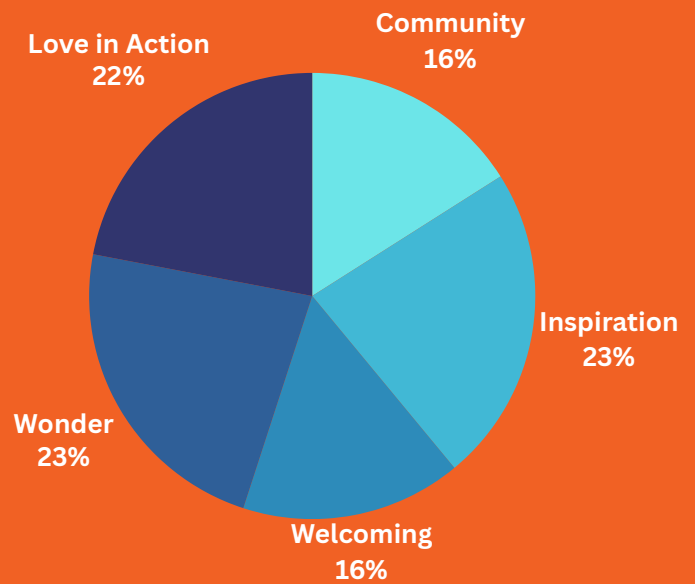


ANOTHER WAY TO CONSIDER OUR EXPENSES:

Look at how the money is used in specific program categories that reflect our mission. We know that our staff creates and supports our programming. Staff and building expenses are allocated across the categories.

- **Inspiration** includes worship & music
- **Wonder** is our faith formation programs for all ages
- **Welcoming** encompasses membership, hospitality, publicity, and inclusion
- **Community** includes fellowship, pastoral care, leadership and stewardship
- **Love in Action** includes our justice and service programs

PROGRAM CATEGORIES



CARING FOR OUR BELOVED COMMUNITY

In 2023, our focus was on caring for and sustaining our buildings.

We completed an ambitious Capital Campaign to transform our buildings into a welcoming, accessible, and environmentally responsible home. However, our church buildings alone do not make for a vibrant, spiritual congregation.



The community of people within the building walls provide the spirit!

In 2024, let's focus on caring for and sustaining our beloved community.

Worship, music, faith formation, and justice programs are the heart and soul of the community, and our wonderful staff is the key to keeping it all going.



LEAD WITH LOVE



LIVING OUR VALUES

From the UUA - Unitarian Universalism is grounded in **justice, equity, and compassion for others**. Let us guide you in ensuring that your congregation is living these values within your own walls by offering fair compensation, insurance, and other benefits that keep your staff healthy and protected from hardship.



The stewardship team wants to emphasize that our staff salaries do **not** meet the salary guidance from the UUA's Congregational Salary Program and Fair Compensation Program.

The gap between current salaries and the UUA recommendations for fair compensation is large.

9 STAFF POSITIONS:



- 3 staff members require an increase between 5% and 10%
- 4 staff members require an increase between 15% and 20%
- 2 staff members require over 20% increase (1 requires a 28% increase to meet the UUA recommendation)



LEAD WITH LOVE 



OPENING OUR HEARTS

We are asking the congregation to live our values, **LEAD WITH LOVE**, advance equity, and generously pledge to increase church income and provide our very deserving staff with fair compensation.

Our greatest expense and our greatest asset is our staff. Our goal is to compensate them fairly for their important contributions.



Let's show how the transforming power of love can make a difference!

Can you open your heart and increase your pledge or pledge for the first time?

BACKGROUND:

- Health insurance increase by 12.5%
- Operating costs increase by 5%
- UUA's recommended salary ranges for 2024 have increased 3%

BUDGET INCREASES REQUIRED FOR:

- 1. Bare-Bones Budget:** Fulfills minimum financial obligations with no salary increase for staff
 - Increase of \$15,388
 - 4.1% increase in total pledges
- 2. Adjusted for Cost of Living:** Bare-bones plus salaries adjusted for Cost of Living
 - Increase of \$35,964
 - 9.6% increase in total pledges
- 3. Fair Compensation:** Bare-bones plus salaries adjusted to meet UUA's salary recommendations
 - Increase of \$73,184
 - 19.5% increase in total pledges



LEAD WITH LOVE 



CONSIDERING YOUR PLEDGE

What is a pledge?

Each year, our budget is built off the pledges we receive from our members and friends. Your pledge is a promise to support our ministries and programs throughout a particular congregational year with a financial gift. When you make your annual pledge, you tell us how much you will be contributing during our church fiscal year, July 1 through June 30. We ask that you make your pledge annually because we make a new budget every year, and we need a sense of the money that will be available to support our programs and ministries.



LEAD WITH LOVE logo by Ellie Geyer

How much should I give?

This is not an unusual question, but there's no one answer for everyone. We hope you can be generous with your financial resources in a way that gives you joy in recognizing your part in furthering our mission. We invite everyone to be on a path of giving 5% of your income per year, or to consider all the charitable giving you hope to do in a year, and give half of that to the congregation.

How to pledge?

Together, we can **LEAD WITH LOVE** so that our church can continue to be a place of wonder, community, connection, and love in action. To that end, we invite you to join in making a commitment on the enclosed pledge form or using our online form for the upcoming 2024-2025 church year by March 3, 2024. Please give generously to this year's UUCN Stewardship Campaign.

Making your commitment on or before March 3, 2024 will allow us to prepare a balanced budget for 2024-2025. Thank you for all that you give to our church community!



LEAD WITH LOVE 



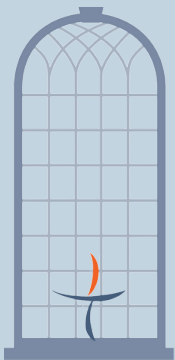
LEAD WITH LOVE

For more information, go to the Stewardship page on our website at <https://uunashua.org/give/stewardship/>

If you have questions, please contact the stewardship team at stew@uunashua.org

UUCN Stewardship Team

- Jim Bonvouloir, Co-chair
- David Price, Co-chair
- Donna LaRue
- Kenna McLeod
- Stan St. Onge
- Ericka LaValley
- Rev. Allison Palm



Unitarian Universalist
Church of Nashua, NH

