



## COMMUNITY

United Church of Christ

### *"Because of YOU, Our Church Changes Lives"* Financial Stewardship 2024

#### **Because of YOU, our church changes lives!**

In a year of unprecedented gun violence in our country, our church led the General Synod of the United Church of Christ to pass a resolution to take action. In a time when many young people are anxious and depressed, our church helped launch a collaborative youth program to ensure an inclusive community just for them. In a period of American life where more and more people report being lonely and feeling hopeless, our church is hosting weekly Community Office Hours, hosting a weekly Men's Group, hosting Small Group ministry, hosting Breathing Space twice weekly and hosting a community End of Summer Festival for the neighborhood to connect. We do all of this while we continue congregational care for those who are in hospitals, long-term care facilities or just in need of a visit. **Because of YOU, our church changes lives!**

YOU are supporting the work of helping refugees who fled Afghanistan build a new life here. YOU are supporting affordable housing for low-income families. YOU are supporting a garden on our property that feeds low-income CU students. YOU are supporting weekly worship that is meaningful, engaging, and innovative. YOU are providing a refuge of non-dogmatic thinking. Supporting Community UCC means you are supporting all this and more! In short, YOU are supporting meaningful action to further the good in the world! **Because of YOU, our church changes lives!**

On this side of a global pandemic, we are more grateful than ever for a church like ours! We are a small but mighty congregation! About 80 households currently provide financial support for the budgeted operating expenses of CUCC that now exceed \$300,000 annually. About 60 of these households formalize their financial commitment for the upcoming year by making a pledge. Overall, this means that we are dependent on a relatively small group of households pitching in. The chart following this letter gives a sense of how your current level of giving fits into this. **For the upcoming year we would be grateful if you would consider moving up into a new category of annual giving by thinking in daily increments of \$5, \$10, or \$15 a day or more.** These suggested "step ups" are critical to meeting the no-frills budget proposed for 2024.

There are no completely new areas of spending in the 2024 proposed budget. However, some activities were started or re-started in late 2023 which will now have a full year of expense in 2024. These are things like Sunday childcare, youth ministry and a choir director. Other investments made in prior years remain in place with only modest cost of living increases. These are things like increased staffing for our growing congregational care needs, as well as continued equitable wages and benefits for our staff.

On the contribution revenue side of the equation we are in a period of demographic transition. Our giving base has diminished somewhat as congregants have passed away, moved away, or have reduced financial capacity. There are also some members of our community still finding their way to the other side of the post-COVID world.

Lastly, as a congregation, pre-COVID, we got used to having more contributions coming in than budgeted, while simultaneously underspending budgeted expenses. These years allowed us to build up excess General Funds. These excess General Funds cushioned CUCC's finances during the start of the demographic shift that accelerated during COVID. However, we are now at a point where we need to budget each stand-alone year on a sustainable basis. Currently there is roughly a \$30,000 budget gap to be filled as we go into Stewardship Season. Since almost 75% of our budgeted expenses are staffing-related we would rather do the budget balancing through increased giving. Other sources of revenue, like ramping-up facility rentals post-COVID will take time and other resources to fully realize.

Please thoughtfully consider your 2024 financial pledge commitment to CUCC. We invite you to communicate this by either going to our website [www.cuccboulder.org/donate](http://www.cuccboulder.org/donate) and using the online pledge card or drop a pledge card into the contribution box during Sunday services. Please also join us for a community celebration of our financial commitments to CUCC on Stewardship Sunday, November 12th during worship, with lunch following the 10:30am service.

*The 2024 CUCC Stewardship Campaign Committee*

Andrew Chapello   Brian Farr   John Tilton   Andy Young   John Woods   Pastor Nicole



# CUCC Pledge Guidance

CUCC has this many households currently pledging...	...in this \$ range annually...	...that we ask pledge at this level in 2024
10	Less than \$1,000	Do what you can
20	\$1,000 - \$1,800	Increase to \$5/day
12	\$1,900 - \$3,600	Increase to \$10/day
7	\$3,700 - \$5,000	Increase to \$15/day
11	\$6,000 - \$20,000	Increase by \$1,000

## Making Your 2024 Financial Pledge to CUCC

I/we plan to support at a daily rate of:

- ☐ \$5/day (\$1,825 annually)
- ☐ \$10/day (\$3,650 annually)
- ☐ \$15/day (\$5,475 annually)
- ☐ \$\_\_\_/day (\$\_\_\_\_\_ annually)

And will make payments at a frequency of:

- ☐ Weekly
- ☐ Monthly
- ☐ Quarterly
- ☐ Semiannually
- ☐ Annually

**Online:** You may enter your pledge and make one-time or recurring payments at [www.cuccboulder.org/donate](http://www.cuccboulder.org/donate).

**Mail:** Print and complete your pledge card, and mail it to: PO Box 3646, Boulder, CO 80307.

**In person:** Drop a completed pledge card in the offering box on Sunday.

Direct any questions to the CUCC Financial Secretary, Andy Young, at [finsecretary@cuccboulder.org](mailto:finsecretary@cuccboulder.org).

Please consider CUCC in your estate planning discussions with your legal and financial advisors... and let us know that you did!

*Keep the top portion for your records. Complete and detach bottom portion and send to the Financial Secretary.*

## Because of YOU, Our Church Changes Lives!



Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

I/we plan to support at a daily rate of:

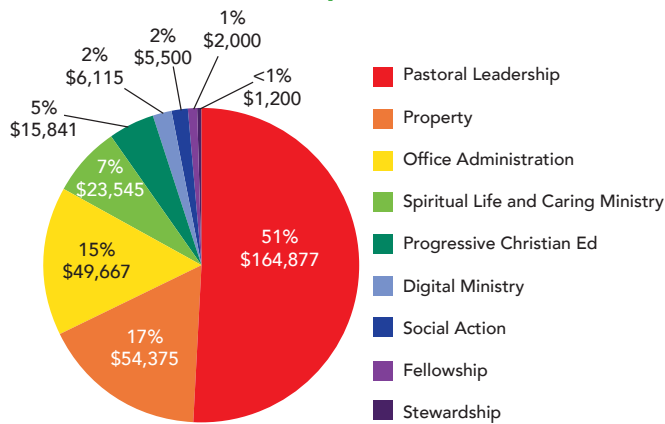
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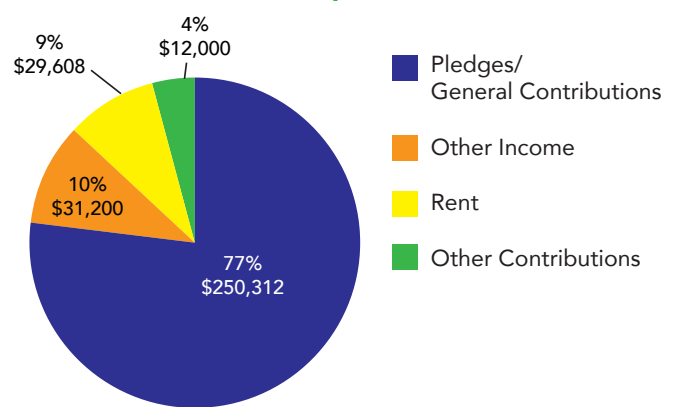
- ☐ Weekly
- ☐ Monthly
- ☐ Quarterly
- ☐ Semiannually
- ☐ Annually

# Community United Church of Christ Proposed 2024 Budget

**Budgeted Expenses by Category**  
**\$323,120**



**Budgeted Revenue Sources by Category**  
**\$323,120**



## Pastoral Leadership

- Pastor and Associate Pastor compensation, benefits, and professional expenses
- Our pastors currently perform a significant portion of Congregational Care as well as significantly supporting and/or administering multiple other areas of the budget, including directly managing some staff

## Administration

- Part-time Office Administrator
- Accounting services
- Office expenses, PayPal fees
- Workers' compensation insurance
- Payroll expenses
- Membership dues (Rocky Mtn Conf) and tithing to UCC "Our Churches Wider Mission" (OCWM)

**Total equitable compensation for employees and contractors is \$236,499, or 73% of total expenses\***

## Property

- Part-time Property Steward(s)
- Expenses such as utilities, insurance, building and grounds maintenance

## Worship and Spiritual Life

- Compensation for Pianist
- Music director and other musicians
- Library and adult education classes
- Supplies/Expenses for all three services and Caring Ministry outreach

## Progressive Christian Education

- Youth ministry program
- Supplies, confirmation classes, and other programs
- Compensation for childcare providers

## Social Action

- Support for Community Compassion Corps, Earth Action Team, and other SA programs

## Digital Ministry

- Compensation for technical producer for livestreamed services
- Related production and licensing costs (e.g., Zoom)

## Stewardship

- Event and materials costs related to the annual Stewardship giving campaign

## Fellowship

- Church-wide events such as barbecues and other patio events, annual meetings

\* Includes: 1 full-time employee, 4 part-time employees, 7 contract staff. CUCC attempts to provide meaningful cost-of-living adjustments, benefits, contractor terms, etc. to the extent the Congregation fully funds the proposed budget.