

2025-2026 Pledge Campaign

“NOW MORE THAN EVER”

Welcome to the Pledge Town Hall

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- ▶ Chalice lighting—Rev. Gail
- ▶ Introduction of 2025-2026 Pledge Committee
- ▶ Gratitude for the Gifts of Our Community—Sherry Kraemer
- ▶ Our financial status and proposed 2025-2026 details—John Lehman
- ▶ About the pledge campaign—Roberta Armstrong

- ▶ Plus, lots of time for your questions

2025-2026 Pledge Committee

- ▶ Roberta Armstrong, Board Secretary
- ▶ Sherry Kraemer, Explorations & Communications
- ▶ John Lehman
- ▶ Thom Maciula, Liaison to the Permanent Endowment Committee
- ▶ Leon Winston, Vice President for Operations

Gratitude for the Gifts of Our Community

Sherry Kraemer

- ▶ What brings you to UU Santa Fe?
- ▶ What is most important for you about UU Santa Fe?
- ▶ Now More Than Ever UU Santa Fe needs your support! How can you support this community?

Financial details

John Lehman

A little history—FY 2023-2024

- ▶ Staffing that provided support for both administration and programs
 - ▶ Rev. Gail full-time
 - ▶ Part-time program lead
 - ▶ Half-time Office Manager
 - ▶ Half-time Business Manager
 - ▶ Part-time Music Director
- ▶ Administrative and facility costs mostly covered
- ▶ No contribution to capital fund (facilities)

A little more history—FY 2024-2025

- ▶ Pledge goal of \$354K to support proposed budget (same staffing, COLA, inflation)
- ▶ Pledge results of \$275K was \$80K short
- ▶ Board presented a revised budget to the Congregation which was approved:
 - ▶ Lower staffing—one 50%-time support position (no program support)
 - ▶ Projected \$10K deficit

FY 2024-2025 Approved Budget

Income	
PEF Grants	\$ 15,587
Pledges	\$ 275,000
Offertory	\$ 14,000
Events/Fundraisers	\$ 18,000
Building Rent	\$ 53,000
Prior Year	\$ 11,000
Other	\$ 4,940
Total Income	\$ 391,547

Expenses	
Salary & Benefits	\$ 273,135
Administrative	\$ 17,250
Communications/Tech	\$ 5,000
Facilities	\$ 64,538
Board	\$ 1,000
Committees	\$ 4,800
Program Council	\$ 15,370
UUA Dues	\$ 20,369
Total Expenditures	\$ 401,462

Projected Deficit—\$9,915

Then What Happened?

- ▶ Board established Stewardship Committee to address structural financial issues—inadequate pledging to support the congregation
- ▶ The fall Mind the Gap Campaign was launched and raised about \$50K:
 - ▶ Covered the past 2 years of deficits
 - ▶ Remainder held for critical needs this year and next

Proposed 2025-2026 Budget

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▶ Revenue:

- ▶ Pledge Goal estimated at \$350K
- ▶ Other revenues about \$100K (facility use fees, fundraisers, memorials, offertory, etc.)
- ▶ Unknown Permanent Endowment Fund disbursements

Expenses:

- ▶ Add an additional half-time position to support Rev. Gail
- ▶ Provide staff COLA in line with UUA guidelines
- ▶ Increase facilities budget to cover major maintenance
- ▶ Cover inflationary increases of 3.5% operating costs

How Do We Reach That Pledge Goal? Together!

- ▶ Every Member and most Friends pledge
- ▶ Average pledges of \$1,600/person or \$3,200/couple
- ▶ 20% pledge increases
- ▶ 2024-2025 pledges + Mind the Gap Donations
- ▶ 2024-2025 pledge + inflation of 3.5%

Well, That's a Little Scary!

- ▶ We all are concerned about the current uncertainties in the U.S.
- ▶ We also need to take into account our personal circumstances (e.g., income changes, medical issues, family support, etc.) and then make the best pledge we can.
- ▶ Keep in mind that your pledge can be changed at any time by contacting the Finance Team.

People Ask Us: “How Much Should I Pledge?”

- ▶ If you have been a member of a faith community, you probably have an idea—you’re told to tithe or give a specific amount.
- ▶ The UUA suggests a guideline of 3%-6% of income.

The 2025-2026 Pledge Campaign

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Roberta Armstrong

The 2025-2026 Pledge Campaign

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- ▶ Goal: Provide the dollars that allow UU Santa Fe to get its job done—to do what UU Santa Fe does.
 - ▶ Cover operating expenses
 - ▶ Add dollars to our capital fund (major facilities projects)
 - ▶ Fulfill our Mission
- ▶ In other words, pledges support the pastoral and spiritual activities that the congregation benefits from, as well as its programs.

Our Mission

- ▶ “We nurture hearts and minds, practice beloved community and work for justice.”
- ▶ Our mission is particularly crucial now in these uncertain times.

Mind the Gap—a Temporary Fix

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- ▶ The Mind the Gap appeal was necessitated by our having missed last year's pledge goal by \$80,000, which created a serious budgetary shortfall.
- ▶ The campaign successfully raised—with your generosity—enough funds to make this year's budget whole. But we cannot go on like that—pledge shortfall, budgetary shortfall, special gap-filling campaign. That is simply not sustainable.

Pledge Campaign Timeline

- ▶ March 9—Pledge Town Hall
- ▶ March 16—Pledge kickoff; pick up your packet
- ▶ April 13—Official end of pledge campaign
- ▶ April 14-May 15—Follow-up activities & Board budget work
- ▶ May 22—Board approves draft budget
- ▶ June 8—Annual meeting and action on proposed budget
- ▶ July 1—2025-2026 fiscal year begin

Why We Should Pledge Generously

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▶ Words written by our minister Rev Gail:

- “We are living in complicated, confusing, chaotic times.
- Now, more than ever, we need to give from our abundance and support this place.
- More than ever, we need a safe, stable place where we can come together, sort through the chaos, reassure one another and figure out how to respond.
- Now, more than ever, we need UU Santa Fe as a sanctuary space that can house people during a crisis, host speakers not heard elsewhere, offer classes, planning meetings, and potlucks, worship and meditation.
- Now, more than ever, we need our UU values to help us navigate difficult moments and speak up when our voices are needed, and show up when our presence will make a difference.”

▶ Your pledges help us achieve all this.

Questions?

Closing

- ▶ Thank you all for attending!
- ▶ Extinguishing the chalice