

## Frequently Asked Questions - First UU 2021-2022 Stewardship Campaign

### Did You Know?

Our goal is to increase our total pledge revenue by 15% in order to meet the goals laid out in our stewardship brochure (enclosed).

**MATCHING CAMPAIGN!** - For every new or increased pledge that is turned in before April 18th, we have some donors who will match your increase, essentially **DOUBLING YOUR IMPACT!**

Our current year pledge budget is \$628,000.

Average current pledge per individual is \$1,100. It costs approximately \$1,500 per member to operate the church.

We have welcomed over 20 new members this year!

The UUA establishes fair compensation guidelines for church staff based on a number of factors, including location and size of congregation. Currently, we are paying our staff 79% of fair compensation.

### Religious Exploration FAQs

It costs **around \$750 per child** to fund our Religious Exploration Programming.

During the pandemic, we adapted to online classes, allowing children and youth to visit and learn together, while maintaining their connection to our congregation.

#### **Your increased pledges will help us:**

- Revamp our Coming of Age program, giving youth the opportunity to examine their values and beliefs while exploring a path to church membership
- Offer the always popular Our Whole Lives sexuality education, including new evening and day-camp formats
- Enrich the experiences of our Neighboring Faiths participants, as they learn about traditions and visit congregations other than our own
- Grow our youth group by engaging in hand-on justice work and service projects

Together we will make memories and forge identities that will last a lifetime. Your pledge makes these dreams for our children's future possible.

### Justice Action Ministry FAQs

Currently JAM receives 2% of our annual pledge budget in funding. Our goal is to raise that funding to 5%, in order to better meet our mission of working for justice.

This year we:

- Provided meals and other essential resources
- Worked through BREAD to find solutions to community concerns
- Stood by Miriam and Edith as they continued their time in sanctuary, and celebrated with them as they were able to return to their homes

- Found a home for two refugee youth who were separated from their parents
- Took to the streets to demand justice for Black people killed in Columbus and across our country by law enforcement
- Spoke to our representatives to protect women's rights and the human right to healthcare
- Hired a part-time Justice Coordinator who helped us work towards our mission, strengthen our Justice Action Ministry, and improve the connection between the JAM groups, the congregation, and the larger community

#### **Your increased pledges will help us:**

- Increase our Justice ministry funding to 5% from the current 2% of pledges
- Fund the Justice Coordinator position as a part of our budget rather than special donations
- Create a fund for those of us who are Black, Indigenous, and People of Color to access UU spiritual resources such as GA, regional gatherings, and UU curriculum
- Fund justice programming to empower and educate all of us as a justice seeking community
- Set aside reserve funds to respond quickly to justice issues that emerge suddenly during the year

## **Pastoral Care FAQs**

Currently, our Pastoral Care minister is only 20 hours a week. Our goal is to increase her hours to 30 hours a week to help meet the demands of pastoral care and the greater needs caused by the pandemic.

This year we:

- Started the UU Cares program which involves our members helping other members
- Offered online memorial services to those who passed away this year
- Are calling/contacting all our members to personally check in
- Started sharing joys and sorrows during Sunday services
- Had to put several important pastoral care events and services on hold causing a backlog of emotionally heavy tasks

#### **With your increased pledges, we can:**

- Move our pastoral care minister's hours to 30 hours a week
- Adapt to the uneven return to in-person community life which creates a diversity of needs and challenges
- Offer new trainings for a growing Pastoral Team to settle anxiety and encourage healthy communication
- Provide staff support for the Caring Team to identify new ways of expressing our concern for people going through hard times
- Reestablish in-person Joys and Sorrows, Caring Cards, and practical support for a new range of life circumstances

***We've done an amazing job being "here" for each other over the phone and by Zoom, but now we need to relearn how to be physically present in each other's lives. This begins in everyday conversations and ripples out through our church connections and into the wider community.***

