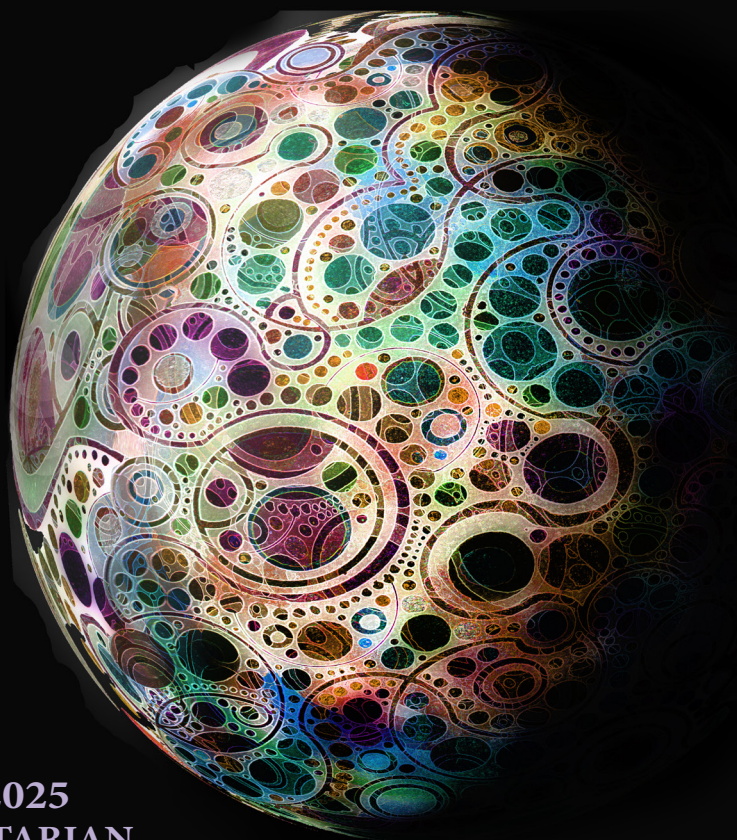


DRAW THE  
CIRCLE WIDE



FY 2025  
UNITARIAN  
UNIVERSALIST  
CHURCH OF KENT



### Our Vision...

Our vitality and passion call us to restore and expand our space to equal the energy of our dreams.

As we do, we are better equipped to carry on our historic legacy and embrace our potential for connection, service, programming and outreach.

### Our Mission...

To inspire love,  
to seek justice,  
and to grow  
in community.

### Our Covenant...

We affirm that each life has brilliance and, when joined with others in joyful community, has the power to transform. We pledge ourselves and our resources to this journey.

This covenant inspires and challenges us to dwell together in right relationship. We promise to extend hospitality, nurture community for all ages, encourage spiritual growth, honor diversity, and practice kindness.

## DRAW THE CIRCLE WIDE

Draw the circle, draw the circle wide.  
Draw the circle, draw the circle wide.  
No one is alone,  
We'll be side by side.  
Draw the circle, draw the circle wide.

Draw the circle wide,  
draw it wider still.  
Let this be our song:  
No one is alone.  
We'll be side by side,  
draw the circle, draw the circle wide.

Dear Friends,

When the Generosity Team started work on our Pledge Drive this year, we were a different church. Our conversations with Rev. Steven looked forward to our shared ministries with him and our excitement at what we could do together. Now, grieving, we continue. We continue, not alone, but with each other and with the memory of Rev. Steven, who wrote this to the congregation in support of the Pledge Drive:

“The song *Draw the Circle Wide* was written in 1994 by Fr. Gordon Light, an Anglican priest from Toronto, Canada, as a response to an address he heard at the Canadian Episcopal Church's executive council. Presiding Bishop Ed Browning talked about the state of the church, mentioning at least twice, ‘We need to draw the circle wide.’ Theologian Amy Howe wrote, ‘Once we acknowledge that there are no walls separating us, love and mercy flow unfettered, and all people are deemed equally valuable.’ The circle is made wider still. No one stands alone.

Our congregation was founded in 1866 by Universalists, who believed in a God that loves everyone, that no one is left out. Today we speak of a Love that holds and sustains all of us in its embrace. This Love invites us to continue to draw the circle wide through serving one another and the world, teaching our children our UU values, working for justice, providing a safe and inclusive welcome and space for all, especially LGBTQIA+ individuals and others on the margins, and doing a variety of ministries that change and touch lives. This is all possible because of your continued generosity, the sharing of your gifts of money, time, and your unique self with all your skills, talents and passions. Thank you.”

We continue to learn from all the ways Rev. Steven served this church, and we honor those lessons in our work together. Our pledges contribute much to the operating budget of the Unitarian Universalist Church of Kent. When making your pledge this year, think about what it is you will joyfully support. Rev. Steven asked us this:

“I invite you to take some time to reflect about what this spiritual community means to you. How has the Love that holds you changed you for the better? How are you inspired and challenged by this Love to serve others and the world?”

With Gratitude,

The Generosity Team: Sandy Eaglen, Lois Weir, Andrew Rome

Words by Gordon Light  
and Music by Mark A. Miller



UUCK Community,

I hope this letter finds you well. As we enter into our church's 159th year, I would like to invite you to participate in continuing to grow into our mission to inspire love, to seek justice, and to grow in community.

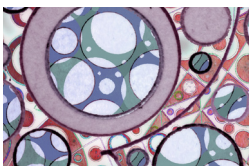
As you know, we continue to be in a liminal time of considerable change. In addition to the recent loss of Reverend Steven, the COVID-19 pandemic had already changed the dynamics of our community. We completed Hobbs Hall and added Zoom services (which continue to permit a broader community of worshippers to participate in our live services). These milestones increased costs, and some of our prior pledging members became inactive, relocated, or passed on. Along with macro-trends like inflation, over the past few years these dynamics have led to a deficit between our operating costs and our income. Some of our staff members are paid below UUA's standards for fair pay and have not received cost-of-living adjustments.

The good news is that we have made progress in decreasing that deficit over the last year and our vibrancy has grown. Our music ministry, under the direction of our new Interim Music Director, Emily Hall, has blossomed. RE continues to be a strong core program, engaging young families in the community and helping to develop the next generation of good stewards of our world. We welcomed several new members to our congregation this year, and have welcomed numerous visitors to our services, many who have stayed. We are testing a new two service model in February and March in the hopes that we will both make it easier for more folks to attend Sunday services and revitalize our Adult RE program (which has served to help connect people more fully to our community in the past). Meanwhile, we have multiple long-term rentals either in place or in development, which will help both financially, as well as in service to the "Not For Us Alone" spirit in which Hobbs Hall was built. We are confident that as we continue to grow in service to our broader community, and in membership, we will eliminate the budget deficit in the next two years.

As the Generosity Campaign for Fiscal Year 2025 begins, the Board is presenting to you a budget, developed by a dedicated and thoughtful group of members (led by Kay Eckman) who have volunteered to serve on our Finance Committee. This base budget incorporates unavoidable increases in costs of things such as utilities, a small cost-of-living increase for staff (which still leaves some at well below fair pay standards), and a draw on the Hobbs bequest that is smaller than the draw made to date in Fiscal Year 2024. It also includes funding for a ministerial position at 3/4 time. In the spirit of transparency, given a shortage of UU ministers post-pandemic, we may or may not be able to find an interim or contract minister who is willing to accept a 3/4 time role. With an understanding of the dynamic tension between needing to support growth for future fiscal health and the need to be fiscally responsible in the present, we ask that you make a generous pledge or consider increasing your support from last year's levels, as you are able.

I would also like to extend our recognition and appreciation for the countless hours of time that members and friends donate to keep our UUCK community vital and thriving. Your in-kind contributions are as critical as your monetary ones in helping us strive towards our mission.

As always, we appreciate each of you and look forward to seeing you on Sunday morning or at another upcoming UUCK event!



With Thanks,

Kara Kramer, Board Moderator  
on behalf of your UUCK Board of Trustees

Kay Eckman, Ginny Horvath, Kara Kramer, Heidi Shaffer Bish,  
Susanna Smart, David Weaver, and Carol Weigand

# PLEDGING FAQs

## What is a “pledge”?

A “pledge” is a promise to contribute a specific amount of money to the annual operating budget of our church. The vast majority of our operating budget comes from pledges made by members and friends.

## Why do we have an annual pledge drive?

Our budget for the upcoming year will be largely based on the outcome of this pledge campaign. Staff, programming, facilities and outreach programs are supported by the contributions of members and friends.

## When is the pledge campaign?

The campaign runs from March 3rd to March 24th. Our Finance Team and Board of Trustees generate a recommended budget. This budget is voted upon during our annual meeting in May.

## Are church members expected to make pledges?

Yes! Members participate actively in the life of our church, and our bylaws call for members to contribute financially toward the operation of our church.

## Can friends make a pledge?

Absolutely! A friend is someone who participates regularly in church life and supports the church financially but has not become a member. Friends are encouraged to pledge.

## How do I pay my pledge?

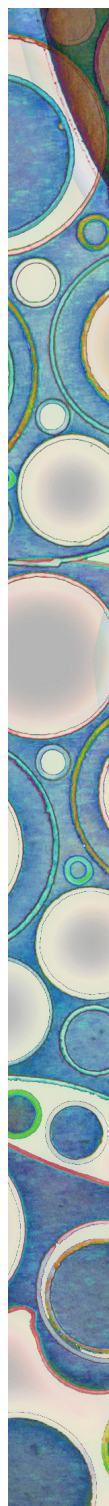
Pay your pledge during the 12-month period between July 1 and June 30. Most members spread out their payments in monthly, bi-monthly or weekly installments. You can pay your pledge in the collection basket during Sunday Service, through your own online banking bill paying service, or through PayPal or EasyTithe Text-to-Give.

## Can I make changes to my pledge?

Yes. Contact our church administrator for an adjustment or for any other questions involving the status of your pledge payments.

## Does all of the money I give to the church count towards my pledge?

Only payments you identify as a pledge payment will be credited towards your pledge. Other donations such as special collections will be passed along to the specific beneficiary.







This proposed budget assumes a new 3/4 time minister starting in September of 2024.

This projected scenario may change.

## FY2025 Proposed Sources of Income

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Pledged Donations	\$284,500
Service Auction	\$35,000
Draw from Reserves	\$27,593
Non-pledged Donations	\$17,000
Rental Income	\$15,000
Plate Donations	\$5,000
Grocery Card Profits (offset by \$18,000 cost of cards)	\$20,000
Fundraising	\$1,526
Coffee Hour Donations	\$720
Interest	\$50

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Total	\$406,389
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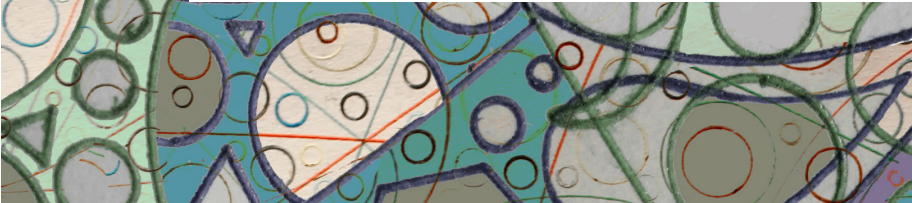
## FY2025 Proposed Program Expenses

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Worship & Music	\$121,282
Community Within	\$123,755
Lifespan Learning	\$66,312
Income Generation	\$47,101
Social Justice & Community Outreach	\$10,253
UU, Interfaith, & Community Connections	\$37,686

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Total	\$406,389
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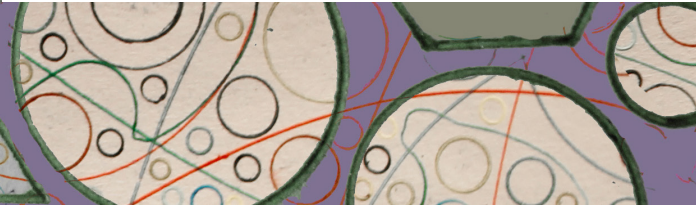




## Draw the Circle Wider

Please pledge generously. Increasing your pledge by the amount suggested below will help see our congregation through this time of fiscal challenge. Our goals are to support our ministries, grow our congregation, and provide fair compensation for our staff.

If your annual pledge is this much	Please consider a monthly increase of	For an annual pledge increase of
\$1-\$499	\$5/month	\$60
\$500-\$999	\$10/month	\$120
\$1000-\$1999	\$20/month	\$240
\$2000-\$3199	\$30/month	\$360
\$3200-4999	\$40/month	\$480
\$5000+	\$50/month	\$600



# The UUA Suggested Fair Share Contribution Guide

		Supporter 2-6% of Income			Sustainer 3-7% of Income			Visionary 5-9% of Income			Transformer 10% of Income		
Adjusted Monthly Income	Approx. Adjusted Annual Income	Suggested % of Income	Monthly Pledge		Suggested % of Income	Monthly Pledge		Suggested % of Income	Monthly Pledge		Suggested % of Income	Monthly Pledge	
\$1,000	\$12,000	2%	\$20		3%	\$30		5%	\$50		10%	\$100	
\$1,500	\$18,000	2%	\$30		3%	\$45		5%	\$75		10%	\$150	
\$2,000	\$25,000	2%	\$40		3%	\$60		5%	\$100		10%	\$200	
\$3,000	\$36,000	2%	\$60		3%	\$90		5%	\$150		10%	\$300	
\$4,000	\$50,000	3%	\$120		4%	\$160		5%	\$200		10%	\$400	
\$6,500	\$80,000	3%	\$195		4%	\$260		6%	\$390		10%	\$650	
\$8,500	\$100,000	3%	\$255		5%	\$425		6%	\$510		10%	\$850	
\$10,000	\$120,000	3%	\$300		5%	\$500		6%	\$600		10%	\$1,000	
\$12,500	\$150,000	4%	\$500		5%	\$625		6%	\$750		10%	\$1,250	
\$17,000	\$200,000	4%	\$680		6%	\$1,020		7%	\$1,190		10%	\$1,700	
\$25,000	\$300,000	5%	\$1,250		6%	\$1,500		8%	\$2,000		10%	\$2,500	
\$40,000	\$500,000	6%	\$2,400		7%	\$2,800		9%	\$3,600		10%	\$4,000	