

2010-2011 Annual Stewardship Campaign



First Unitarian Church  
of Cincinnati

# OUR MISSION... OUR MINISTRY



Celebrating 180 Years of Liberal Religion



## First Unitarian Church

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## Mission Statement

Our urban Unitarian Universalist community  
celebrates and supports one another  
on our spiritual and ethical paths.

We work for justice, dignity and  
respect for the web of life.

## FROM THE MINISTERS

Dear Members and Friends,

As a Unitarian Universalist congregation we are self-funded and rely on the generosity and vision of our members and friends to sustain our mission, programs, staff and activities.

We trust you to make a generous decision and are truly grateful for your financial commitment and stewardship.

We understand that people are able to give at different levels, and the current economic uncertainty has affected some of us more than others. Regardless of what you pledge, we are here for you. Thank you for all you do to create and sustain Unitarian Universalism in the greater Cincinnati area.

In Love and Faith,

*Sharon and Annie*



Photo by Jim Drobish

*First Unitarian Church Staff: L to R: Office Manager Marlo Troughton, Director of Religious Education Meredith Plummer, Custodian Leroy Nelson, Assistant Minister Reverend Annie Foerster, Music Director Tom Sherwood, Senior Minister Reverend Sharon Dittmar, and Facilities Manager John Hines.*

# OUR MISSION... OUR MINISTRY

***To be a thriving intergenerational community that lives out its mission and where everyone feels they have a place and ministry***

– a member's hopes for First Church

**Mission** – A ministry commissioned by a religious organization to propagate its faith or carry on humanitarian work.

**Ministry** – The profession, duties and services of a minister; The act of serving and attending to the needs of others.

***To live our mission, we minister to each other...***

- First Church has reached a **membership of 300** for the first time in many years and at a time when the membership of many other churches is shrinking. More than 35% of our current members have joined in the last five years. Adding a **second service** and creating an **Assistant Minister** position in 2009 ensure that we can continue to minister to all who choose to walk through our doors.
- Our **professional Religious Education (RE) staff** and dedicated parent volunteers minister to the more than 85 children in our RE program. Through our **RE and Odyssey (adult education) classes**, First Church provides relevant and meaningful programming for all ages – youth and adults.
- Through our **Women's Group, Small Group Ministry, HUManists Group, Community Builders** events and **Circle Suppers** we create opportunities for members to meet in smaller numbers for shared discussion, friendship and often food!
- Members have established several **new social groups** to extend opportunities for support and camaraderie – one for young adults, one for singles, one for parents and one for artists of all abilities.
- Our **Extended Ministry Committee** keeps the entire congregation informed about the personal joys and sorrows of members who indicate they would appreciate additional support during difficult times.
- Our **Board of Trustees** is working toward a **policy governance** model for the church. With the right staff in place, our Board is able to focus less on day-to-day operations and more on a "bigger picture" approach – so we can more effectively live our mission.



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***To share our mission, we minister to the community...***

- First Church hosts homeless families four weeks each year as part of the **Interfaith Hospitality Network**.
- Through the **Rev. W.H.G. Carter Fund**, we provide grants to the community including rental assistance to families who are at risk of homelessness and payment of student fees so Withrow students can graduate and attend college. Since the initiation of the fund in 2001, it has provided more than \$37,000 in grants.
- Under the leadership of our **Social Justice Committee**, members of the congregation volunteer on a weekly basis to tutor teens at the **Urban League After School Program** in Avondale. To further serve our local community, we fund the Avondale Peace Camp that serves 50 youth each summer, helping them learn non-violent methods for solving problems.
- Our RE students and their families participate in the **Drop Inn Center's Lunch Service**.
- In 2009, First Church had the largest contingent of marchers from any organization in the local **Gay Pride Parade**.
- First Church adults and youth provide financial support for the **Unitarian Universalist Service Committee**, a nonsectarian organization that promotes human rights and social justice worldwide.



***On a recent Sunday morning, our Minister, Reverend Sharon Dittmar, asked the congregation, “What makes you come alive at First Church?” Here is what you told us...***

- *I value the sense of community in the sanctuary and the pathway of religious education and spirituality for my children.*
- *I enjoy meeting other young adults who share my interest in spirituality and searching for meaning.*
- *I value the community activities in and through which we apply our UU principles. I am also a fan of our religious education and music programs.*
- *The messages each Sunday are both thought-provoking and inspiring; they make me ask questions and think about myself and this world.*
- *I appreciate knowing that there are so many people who care about me and so many people to care about.*
- *First Church members don't just write checks for causes, but actually participate in face-to-face social justice work in Avondale – tutoring, helping the homeless in our church, gathering at Stop-the-Violence rallies, etc.*



# OUR MEMBERS...

- *This church is thoughtful and deliberate about growth; everyone who walks in is encouraged and ministered to.*
- *I appreciate the way the church supports and challenges its members and then uses the energy generated from that to become a presence contributing to the larger community and the greater good.*
- *I feel energized each week by both the sermon and the positive community around me. After a week of frustrating work, I get a reboot!*
- *I feel I am part of something very powerful here; there is community and friendship that is not timid about challenging me.*



# FROM THE BOARD OF DIRECTORS

Dear First Church Members,

Thank you for taking the time to consider seriously the amount of your pledge to First Church for 2010/2011. The requests you see on the following pages represent our best estimate of **the increases we need** for the upcoming year to support our mission, our ministry and our members.

Most of the increase in our budget for next year is to maintain our **professional staff**. The staff costs are 70% of our budget. Providing appropriate staffing for our growing church is so critical to living and sharing our mission. As we've grown the staff has become much more responsible for the day-to-day functioning of the church.

- Adding an **Assistant Minister, Annie Foerster**, has expanded our ability to serve our members and our community. **Our Senior Minister, Sharon Dittmar**, now has more time for social justice work, professional development and promoting our liberal faith through public appearances. Having Annie on staff has enabled us to reactivate our Small Group Ministry, improve the effectiveness of our committees and provide better pastoral care.
- Our **Music Director, Tom Sherwood**, is working to diversify the music we share on Sunday mornings to better serve our diverse congregation.
- With the upcoming budget, we will have a completely **professional RE staff** at each level of our RE program and will be better able to provide continuity in our curriculum and expand it to include longer-term projects.
- Adding a **Facilities Manager, John Hines**, is helping us set priorities for critical maintenance of our historic building, improving the safety of the building, and making it greener. As a result, we hope the building will be more available for use by the community – both to expand our service to the area and as a source of revenue. John continues to serve as our **Financial Secretary** handling our day-to-day cash flow and accounting.
- Our **Office Administrator, Marlo Troughton**, provides invaluable support to our ministers, our staff and our members in the day-to-day functioning of our church.

The changes in our staff have been evolving over the past several years and this is now our opportunity to formalize what is working so well for us. **Our staff represents OUR investment in OUR mission and OUR ministry.** So please consider the **increases we need** and pledge as generously as your circumstances allow. Regardless of how much you can give, know that we appreciate your pledge.

With gratitude for your commitment and generous support,

*Your Board of Trustees*



Not pictured: Ginny Casey-Leininger & Beth Whelan

# OPERATING BUDGET 2010-2011

*Fiscal Year July 1, 2010 - June 30, 2011*

Revenues	2009 - 2010	2010 - 2011
Member Pledges	\$335,000	\$378,950
Other Revenue	<u>\$52,500</u>	<u>\$38,850</u>
<b>Total Revenues</b>	<b>\$387,500</b>	<b>\$417,800</b>
Expenses	2009 - 2010	2010 - 2011
Personnel	\$275,840	\$292,100
Building & Grounds	\$11,000	\$13,500
General Operation	\$67,300	\$68,900
Committees	\$18,060	\$17,850
Denominational	<u>\$23,950</u>	<u>\$25,450</u>
<b>Total Expenses</b>	<b>\$396,150</b>	<b>\$417,800</b>

The needed increase in pledges is \$44,000. It can be met if pledges are increased by the amounts requested on page 10. Almost 70% of the operating budget is in Personnel, and much of the needed increase is in Personnel. The increase will retain the **new Assistant Minister**, support a short **sabbatical for the Senior Minister**, retain the **new Facilities Manager**, complete the **professionalization of the RE staff**, and provide for merit-based pay raises for personnel. *Given last year's deficit operating budget and the economy, the staff, including the ministers, received no pay raises.* Finally, large increases are needed in **Building & Ground's operation**, but only a small increase has been budgeted.

# CAPITAL BUDGET 2010-2011

No significant capital projects to support the building are planned for 2010-2011. Revenue comes into the Capital Budget from the Endowment Fund (EF) Historical and Restated Building Accounts and from the Heart and Hand Auction (H&H). Combined EF and H&H revenues are forecast to equal the costs of the mortgage payments on the 2005-2006 building renovation.

# GIVING GUIDE

<u>Gross Income *</u>	<u>Monthly Giving</u>	<u>Annual Giving</u>
\$10,000	\$21 – 42	\$250 – 500
\$20,000	\$42 – 83	\$500 – 1,000
\$30,000	\$63 – 125	\$750 – 1,500
\$40,000	\$83 – 167	\$1,000 – 2,000
\$50,000	\$104 – 208	\$1,250 – 2,500
\$60,000	\$125 – 250	\$1,500 – 3,000
\$70,000	\$146 – 292	\$1,750 – 3,500
\$80,000	\$167 – 333	\$2,000 – 4,000
\$90,000	\$188 – 375	\$2,250 – 4,500
\$100,000	\$208 – 417	\$2,500 – 5,000
\$125,000	\$260 – 521	\$3,125 – 6,250
\$150,000 +	\$313 – 625	\$3,750 – 7,500+

*\* Income is taxable adjusted gross income less non-reimbursed major medical, child care, higher education and care-of-parents expenses.*

## PLEDGE DISTRIBUTION AND PLEDGE INCREASE REQUEST

<u>Range of Pledges</u>	<u>2009 - 10 Average Pledge</u>	<u>2009 - 10 Number of Pledges</u>	<u>2010 - 11 Requested Increase</u>	<u>2010 - 11 Increase Per Week</u>
\$0		36	\$100	\$2.00
\$1 – 500	\$305	36	\$40	\$1.00
\$500 - \$1000	\$670	33	\$80	\$1.50
\$1000 - \$1500	\$1,200	34	\$160	\$3.00
\$1500 - \$2000	\$1,670	19	\$220	\$4.00
\$2000 - \$2500	\$2,190	22	\$280	\$5.50
\$2500 - \$3000	\$2,660	6	\$350	\$7.00
\$3000 - \$4000	\$3,275	13	\$430	\$8.00
\$4000 - \$5000	\$4,320	12	\$560	\$11.00
\$5000 - \$7500	\$5920	7	\$770	\$15.00
\$7500 +	\$12,415	2	\$1,600	\$31.00

***Average per pledge unit (2009-2010) = \$1,795***

***Average per member (2009-2010) = \$1,095***

# HOW TO PLEDGE

*This year you may make your pledge in one of three ways:*

- **Attend the Pledge Campaign Kickoff Events after both services on Sunday, March 14.** Following Reverend Dittmar's motivational sermon, a meal will be provided after both services in the Ellen Hall Room. After a brief presentation about the 2010 – 2011 budget and a question and answer session, you will have the opportunity to make your pledge. You may note on your pledge form whether or not you would like to be contacted by a Pledge Contact.
- **Make your pledge on-line.** *New this year* is the option to make your pledge electronically. Log on to the church website at [www.firstuu.com](http://www.firstuu.com) and follow the links. If you choose this option, your Pledge Contact will be in touch with you to thank you and to answer any questions you might have.
- **Talk with a Pledge Contact** – by phone or in person – in the three weeks following March 14. If you didn't attend the Kickoff Sunday Events, or if you did attend and request to, you'll be contacted by a Pledge Contact. This conversation offers you a chance to do many things. Share with your Contact things you're happy with at our church. Share things that concern you about our church and things you'd like to bring to the attention of the Board of Trustees or to relevant committees. Share with your Pledge Contact things about your financial situation you think the Finance Committee should be aware of. If there are things you don't want to share with a Pledge Contact, but would like to discuss with a particular church leader, let your Contact know. At the end of your meeting, your Pledge Contact will ask you to either pledge on-line or fill out a hard copy of the pledge form.



*However and whatever you pledge, please give until you feel good, in support of all that First Church gives to you.*

Brochure Design by  
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