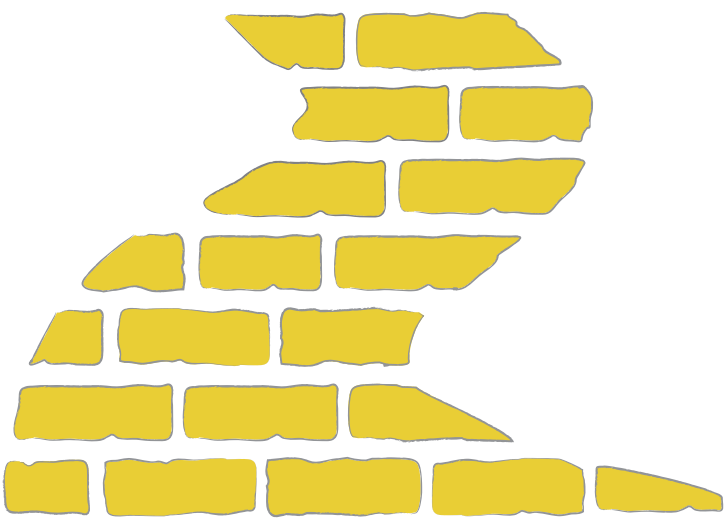


CEDARS CHURCH

UNITARIAN UNIVERSALIST



**Paving Our
Way**



How we are Paving Our Way



1959

A small group of people set a brick in the road that established our UU congregation.

1995

Parents in our congregation set a brick in the road that became Children's Religious Education.

2000

The congregation called our first part time Minister, laying the path to professional ministry.

2007

The road led to the Island School.

2008

We called two ministers for full time ministry, making our road clearer.

2012

We purchase our Office Home at Madrona Commons.

2019

Cedars UU Church Called Rev. Zackrie Vinzen, pointing the road to a new horizon.

Where will we lay the next bricks, and where will the road take us?



Our Minister's Message

Nothing happens in isolation. There is not one thing in existence we can point to and say, 'look this exists alone'. Everything is intimately connected. Think of it like paving a path. You lay one brick and then another. Eventually you no longer distinguish the bricks from each other. Somewhere along the way they ceased being bricks and became a path.

This is the nature of a faith community like ours—to be connected, to embrace this connection, and through embracing this connection transform ourselves and the world. Ours is a faith that is about becoming more than anyone of us could be on our own.

It's no small matter to come together like we do. There is power in our gathering. When we come together, we affirm that new realities are possible and that together we can forge a path to places still unknown.



March represents a chance for us to begin paving such a path. It's a chance for us to bring our resources in line with our values. It's a chance for us to magnify our impact by coming together in financial support of this congregation.

With that said, I encourage each of you to give generously and help sustain Cedars as we pave the way forward. —Rev. Zackrie Vinczen

How do I know how much to give?

It is a personal question, a philosophical question, a reflective question. Unitarian Universalists encourage the Free and Responsible Search for Truth and Meaning. How you contribute to your communities is a part of that search. We provide some tools that can help inform what generosity means for you. The annual church budget, the distribution of giving by quartiles or even the table of giving based on income can be useful guides.

Consider how much you can give and how much you receive from this congregation, it's mission and values. Collectively, we are a small but mighty force in the world. And your contribution is valued.

		Adjusted Annual Income				
		\$10,000	\$25,000	\$50,000	\$75,000	\$100,000
Supporter	2%	\$200 (\$16/mo)	\$500 (\$42/mo)	\$1,000 (\$83/mo)	\$1,500 (\$125/mo)	\$2,000 (\$167/mo)
	Sustainer	\$300 (\$25/mo)	\$750 (\$63/mo)	\$1,500 (\$125/mo)	\$2,250 (\$188/mo)	\$3,000 (\$250/mo)
Visionary	5%	\$500 (\$42/mo)	\$1,250 (\$104/mo)	\$2,500 (\$208/mo)	\$3,750 (\$312/mo)	\$5,000 (\$417/mo)
	Full Tithe	\$1,000 (\$83/mo)	\$2,500 (\$208/mo)	\$5,000 (\$417/mo)	\$7,500 (\$625/mo)	\$10,000 (\$833/mo)

Quartiles: Sustainable Distribution of Pledge Support

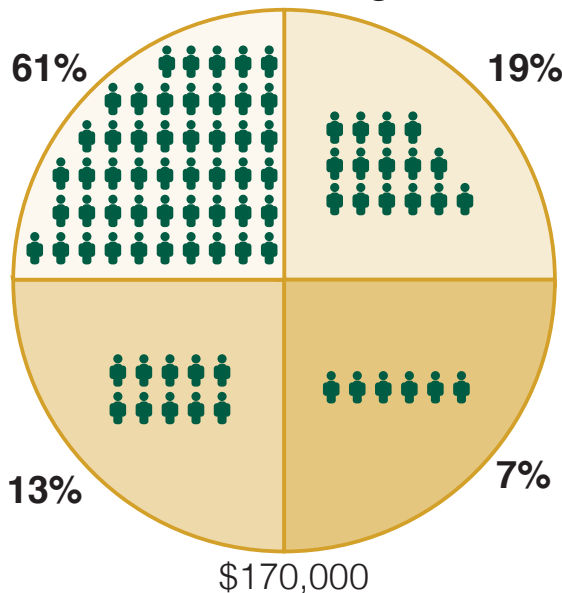
A quartile analysis shows our total pledge income divided into four parts, and then looking at the number of households giving in each quarter, we can see how close we are to a healthy giving distribution. The graphic shows current vs ideal distributions. Consider expanding your gift to the next higher quartile.

Pledge Distribution by Household

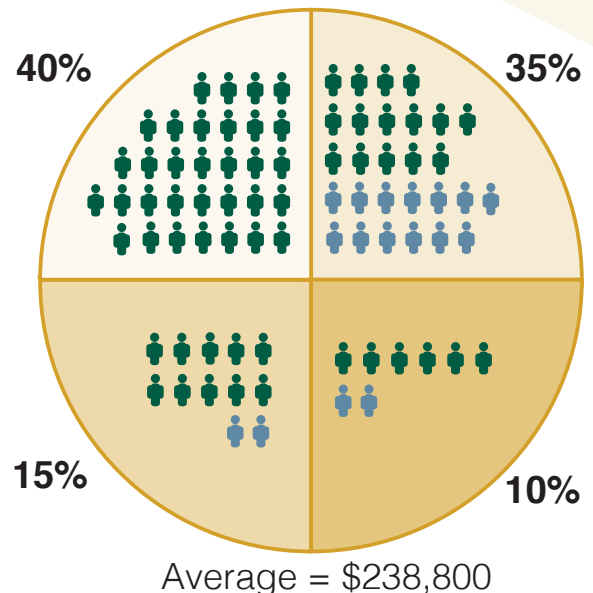
 \$100 - \$2000
 \$2000 - \$3600
 \$3600 - \$5000
 \$5000 - \$9000

Each  represents one pledging household

Our Current Distribution of Annual Pledges



"Ideal" Distribution



Expense Budget and Programmatic Budget

2020-2021

Administrative Expenses

\$19,404.00 (8.5%)

Contribution to the UUA

\$12,865.00 (5.6%)

Taxes

\$6,090.00 (2.7%)

Rent

\$19,000.00 (8.3%)

Programs (Music, Worship, RE, Etc.)

\$14,106.00 (6.2%)

Staff Professional Expenses

\$12,164.00 (5.3%)

Salaries (Music, Admin, Childcare)

\$33,354.00 (14.6%)

Fundraising

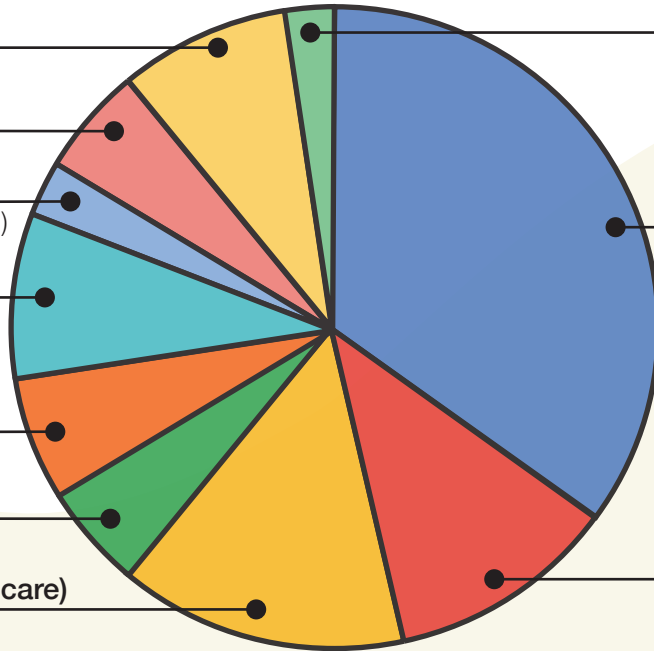
\$5,525.00 (2.4%)

Minister Salary & Benefits

\$79,660.00 (34.8%)

DRE Salary & Benefits

\$26,744.00 (11.7%)



Goal \$229,000

Congregational Support

29.5%

Worship With Open Hearts

26.0%

Love Without Judgment

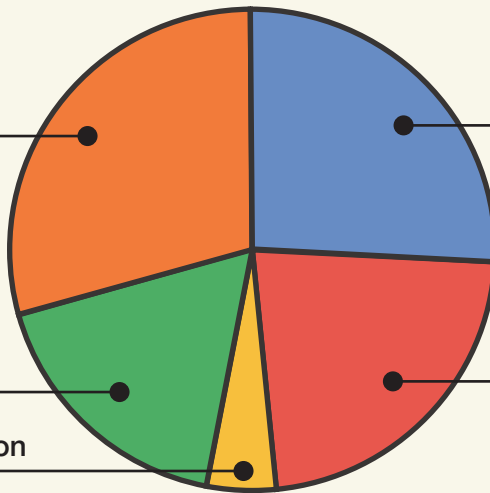
17.7%

Nurture a Learning Spirit

22.4%

Serve Justice With Compassion

4.5%



Goals for 2020-2021

- Hire a bookkeeper and relieve our volunteers of this vital task.
- Fund our operating budget in full. This takes pressure off the need for additional fundraisers.

Additional funds raised throughout the year are for fun(d) things!



What is in store for Cedars in the next year and beyond?

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Perhaps the most exciting opportunity facing our congregation is the transformation of how we embody the second phrase of our Mission: ***Nurture a Learning Spirit.***

A work group has been learning about the changing landscape that has been known as Religious Education. The Sunday School concept that came out of the 19th century seems to have run its course, and now a new concept is being formed: Faith Formation.

Cedars' next step is to search for and hire a part time professional to guide our Faith Formation Program.

