



**Unitarian Church of Montpelier**

130 Main St, Montpelier VT 05602

(802) 223-7861 • [ucmvt.org](http://ucmvt.org)

*We welcome all  
as we build a loving community  
to nurture each person's spiritual journey,  
serve human need,  
and protect the earth, our home.*

## ***What will a world transformed by our care look like?***

Dear Members and Friends of the Unitarian Church of Montpelier,

Last July, we felt the transformative power of climate change to disrupt and destroy. We also felt the transformative power of community care: water rescues and clean-up teams, neighbors offering homes, friends offering companionship and witness, mutual aid networks that filled institutional gaps, and effective fundraising that pooled together resources. We felt the power of care to comfort, repair, and guide us into the future.

As we begin the Annual Pledge Drive to support UCM's budget for the next fiscal year (July 2024-June 2025), we face what everyone faces: rising costs. They are part of larger systems that may feel inadequate, unjust and unaccountable. Other costs, like that of fairly compensating staff, are part of how we care for the wonderful people who are so instrumental to this community. To fairly pay staff, account for rising operational costs, and resume our full support of the UUA Annual Program Fund, we must increase the budget again for FY25.

Though budgeting can be a difficult process, there is joy and grounding in the everyday work of living into our mission. Pledging during this drive is a commitment to this mission.

Included in this pledge packet, you will find the Suggested Fair-Share Contribution Guide. The Stewardship Team has offered this guide for the last few years to help you discern your pledge amount. It is a tool rooted in personal choice and equity—there is no single pledge amount that is prescribed for all. Please take the time to read this, even if you do not end up using it to calculate your pledge. It guides you through the process of determining your adjusted monthly income and offers ranges of pledge amounts accordingly.

The Stewardship Team has carefully examined UCM's pledging data and has noted that the median pledge (that is, half of the pledges are higher and half are lower) for the last several years has been \$1,000. We encourage you to stretch beyond or towards this pledge amount as your financial circumstances permit. We recognize that our congregation is a mixed-income community and are so grateful for the generosity of pledges of all amounts. With all of us contributing as generously as possible within our means, we are confident we can meet our budgetary needs.

If you are interested in exploring more of the anonymous pledging data at UCM, you can find it on the pledge drive website at: <https://ucmvt.org/transformed-by-our-care>

There are many things in our world that call for the transformative power of care. As Unitarian Universalists, we are committed to equity and justice, putting our work into the always unfinished task of changing the world. Our methods are just as important as our goals—for it is in this process of repair and fostering positive change that we will spend our lives.

*Continued on back*

To make a pledge for the coming church year (beginning July 1), please fill out the pledge remittance envelope and return to UCM. Or, you can pledge online at: <https://ucmvt.breezechms.com/form/UCM-pledge-FY2025>.

With abundant gratitude,

UCM Stewardship Team:

Brenda Bean, Fran Dodd, Scott Hess, Ansel Ploog, Peter Thoms,  
with Rev. Joan Javier-Duval and graphic design by Brian Prendergast

*Brenda Bean*      *Fran Dodd*

*Scott Hess*      *Ansel Ploog*      *Peter Thoms*