



## Unitarian Universalists of Santa Fe

P.O. Box 4637, Santa Fe, NM 87504 Phone: 505.982.9674

*Visioning Our Future—Together with Love*

March 10, 2024

Dear Member or Friend of UU Santa Fe.

During the past few months, we have heard from many of you through the Engagement Survey, Town Hall and Listening Sessions. We've heard that UU Santa Fe is very important in your life, and that you want our community to maintain, improve and expand our facilities and programs, our outreach and impact.

Every year the Board of Trustees reviews our needs and finances and sets the goal for our annual pledge drive. Last year's goal was \$310,000 and we raised \$287,000 in pledges (92% of the goal) and were able to make up the difference with reserve funds. Those funds are now largely depleted. The Board met on February 26 to discuss the proposed 2024-2025 budget; the notes below summarize their discussion:

- Our pledge activity has not kept up with the operating needs of the organization driven by the following: staff pay increases and mandatory retirement contributions, minimum needed repairs/maintenance on an aging building and general inflation.
- While we have been able to offset some of this divergence through expansion of our group and special event rentals, this has not been enough to keep pace with the growth. In addition, our offertory experience is down about 20% from the prior year.
- Because of the above, our 2023-2024 FY budget was proposed with a deficit of \$7,900 but based on our current expectations the actual deficit will be just under \$23,000. Without a substantive growth in pledge receipts, we will face an even greater budget deficit for FY 2024-2025.
- The initial draft of the FY 2024-2025 budget provides a 4.5% inflation adjustment for staff, covers anticipated /realistic maintenance and landscaping improvements, costs for two landmark events, including our 75<sup>th</sup> anniversary, and general carryover for other areas of spending.
- At this time and given the expected higher deficit for FY 2023-2024, the Board did not feel comfortable proposing a deficit budget. As such, the required pledge request is to achieve \$354,000. Owing to the pressure on our operating cash reserves from a deficit budget, we will likely be looking at cuts/adjustments should we not achieve this amount.
- Owing to our operating cash reserves of ~4 months free cash, we are not in immediate crisis; however, with pledge levels at or with a slight increase from 2023-2024 we will draw likely this down to about 2 months operating reserves by the end of FY 2024-2025. Such a low cash reserve creates much greater risk to on-going fiscal management and would not be sustainable beyond that fiscal year. It would most certainly leave the FY 2025-2026 budget in an extreme position.

The Board recognized we could not just ask for a percent increase from the members who do pledge and that we need to achieve a greater level of pledges from those who have not pledged in the past. The average pledge needed from each of our members and friends to achieve the \$354,000 is more than \$1,400 annually. Taking all that information into consideration, this year our pledge goal is \$354,000.00. It's a big, but necessary, jump from last year's goal if we are to be able to retain staff, maintain the building and begin to act on the dreams you are sharing with us. We are sometimes asked, "How much should I give." The answer is very personal; some congregations ask their members and friends to consider contributing between 3% and 6% of what they take home each month.

We know you care about this community. We see that care in the many ways you show up and help make things happen here. We hear it in feedback that you give. But we don't know your financial situation or what you can afford to contribute. So, we want to ask you a question: How would your life be different without UU Santa Fe? What if the classes and worship, advocacy opportunities, and social events, all the music, all the connections and ideas, the wonderful conversations and the friendships that happen here were gone? How would your life be different?

For nearly 75 years Unitarian Universalist's in Santa Fe have decided that this community was worth supporting and we have benefited from their generosity. What is UU Santa Fe worth to you? We trust you will pledge generously so our community will continue to thrive.

Your pledge form is enclosed. We have listed some percentage increase ideas for your consideration. They are only suggestions, and we hope you will give this year's pledge your most thoughtful consideration.

We would appreciate your returning your pledge by April 14, 2024 by mail, or email a copy to [financeteam@uusantafe.org](mailto:financeteam@uusantafe.org) or complete it online at <https://uusantafe.breezechms.com/form/2024-2025PledgeForm>.

We will enter the names of everyone who returns their pledge form by the deadline in a drawing to receive a \$100 Visa gift card.

With grateful thanks,  
Your 2024-2025 Pledge Team (Roberta Armstrong, Jean Brophy and Rev. Gail Marriner)

P.S. To learn more about the congregation's financial status see the Board minutes on the Members' page of the website; the minutes include the financial reports—  
<https://www.uusantafe.org/membersonly.html>.



# UU Santa Fe 2024-2025 Pledge Form (For fiscal year July 1, 2024-June 30, 2025)

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Please return by April 14, 2024 to the office, by mail (to UU Santa Fe, PO Box 4637, Santa Fe, NM 87502-4637) or scan to PDF and email to [financeteam@uusantafe.org](mailto:financeteam@uusantafe.org). Pledges received by the April 14 deadline will be entered in a drawing for a \$100 VISA gift card.

Date: \_\_\_\_\_

### Your contact information:

Name(s): \_\_\_\_\_

Address: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Best Email: \_\_\_\_\_

### My/Our 2024-2025 pledge (total amount from July 1, 2024 to June 30, 2025)

\_\_\_\_\_

### How do you plan to make payments on your pledge?

- By check or bank bill pay service (preferred)       By stock donation  
 By credit card (3+% transaction charge to UU Santa Fe)       Other (note below)

Comments or questions? Let us know and we'll give you a call!

UU Santa Fe Use (Enter date/initials)

\_\_\_\_\_ Received      \_\_\_\_\_ Stewardship File      \_\_\_\_\_ Breeze      \_\_\_\_\_ Thank You