

# *To Whom Much Is Given...*

*Financially Supporting Union's 2021 Mission & Ministry*



- *Invitation Letter from Church Leadership*
- *2021 Union Ministry Budget Overview*
- *2021 Generosity (Pledge) Card*



# To Whom Much Is Given .... *Financially Supporting Union's 2021 Mission*

*"All God's work shall give thanks...God is faithful in all things." (Psalm 145:10,12)*

Beloved Union Church Family, we have reached new heights in 2020 — the Year of Elevation — despite the challenges of the coronavirus pandemic. At Union, we continue to grow **spiritually, missionally, numerically, and financially**. This year we have:

- Drawn closer together through small groups, book studies, and Sunday worship, despite being physically distanced
- Launched "Digital Union" including the Union App, a refreshed website, and online worship and spiritual formation opportunities
- Received 13 new members, ten of which who have joined since May!
- Been blessed with increased financial generosity through online giving and an expanded donor base.

And we're going even higher in 2021 — the **Year of In-spiration!** Below you will find our **2021 Union Ministry Budget**. You are invited to prayerfully & carefully review. This draft budget has been approved by the Committee on Finance, and is part of [Union's Strategic Ministry Plan](#) and a [comprehensive 2021-2022 Financial Plan](#). The final budget will be adopted at the **Church Conference** (congregational annual meeting), which will occur by Zoom on **Monday, November 9th at 7pm ET**.

This budget, with its \$457,343 expense total, represents a significant increase (of approximately \$100K) in comparison to our current budget. Why? **It is important for us to make critical financial decisions now in order to preserve and magnify the growth trajectory that we are on.**

We have an opportunity to grow during this unprecedented historical moment. In 2021, we intend to:

- ♦ Pay down debt to provide **financial freedom**
- ♦ **Expand our mission**, ministry, and reach through Digital Union and Online Church
- ♦ Secure our **future** through investments, property acquisition, and establishment of an **endowment**.

We believe this ambitious goal is achievable: Unrestricted personal giving for the May-August 2020 period was \$20,000 higher than the same period in 2019. And in less than a month, we have raised an additional \$21,000 for the **Union Tablet Ministry**, in order to connect our elders to Digital Union Church Online. **To God be the glory!** So we are inviting you to join Union in extraordinary growth in 2021.

You can participate by making your intention to give in 2021 known to the Finance Team. **Please kindly complete this [Generosity Card \(pledge card\)](#) by Sunday, November 15th.** Whether you commit to give \$100 or \$1 million, please let us know. We're aiming for 100% participation from all members of the Union family! This information will confirm that our vision is achievable.

Beloved, we're so excited about what God has planned for Union ... **will you contribute to the movement of Spirit?**




Pastor Jay Williams  
Lead Pastor



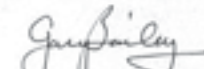
Kevin Whetstone  
Chair, Finance Committee



David Jackson, Jr.  
Treasurer



Ruby Blake  
Lay Leader



Dr. Gary Bailey  
Chair, Church Council



Pastor Nikki Young  
Assistant Pastor



Cyrus Weaver  
Church Operations Officer

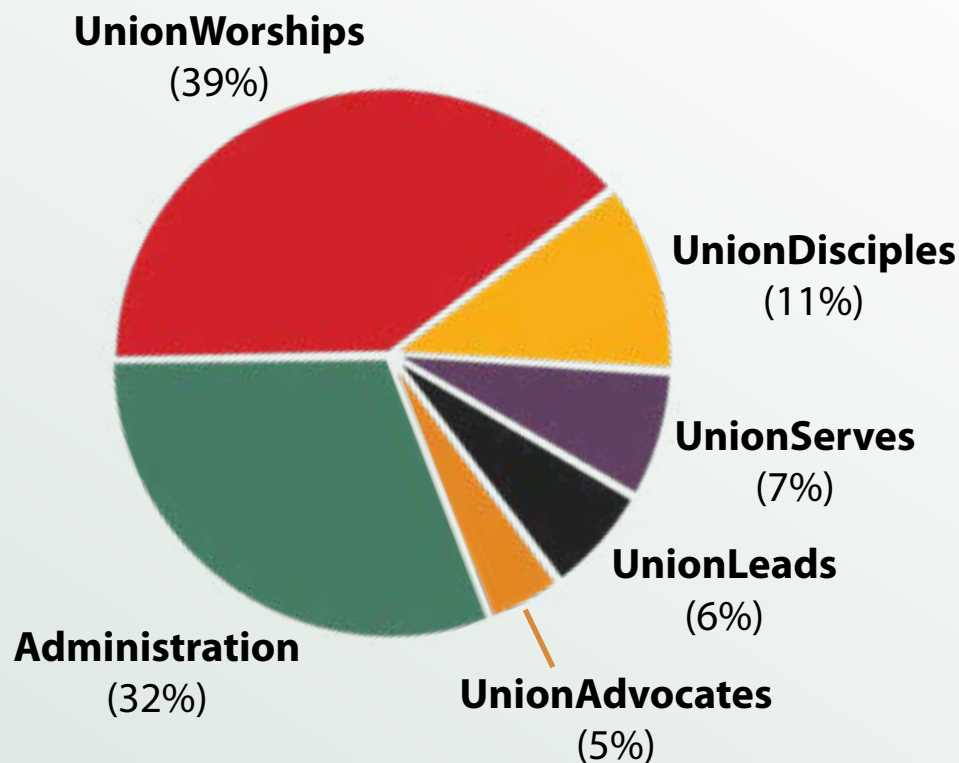


Dr. Melissa Pearson  
Chair, Staff-Parish Relations



John Jemison  
Chair, Board of Trustees

## 2021 Union Ministry Budget Overview



### UnionWorships (39%)

We're delivering inspirational worship weekly, including worship planning & execution, preaching, music, and the technology of Digital Union. This budget line supports the pastoral and music personnel, worship expenses, and technology upgrades as we prepare to re-enter the sanctuary with livestreaming capabilities for online church services.

### UnionDisciples (11%)

Your pastoral team teaches weekly Bible study, provides pastoral care and counseling, cultivates new members, and guides faith formation opportunities. This budget line supports the pastoral and ministerial personnel and program expenses for discipleship growth.

### UnionLeads (6%)

We're leading the way as a loving and liberating congregation, and innovating transformational 21st century ministry, as modeled in through the launch of our Union App! This budget line supports pastoral and ministerial personnel and program expenses for leadership development.

### UnionServes (7%)

We're assisting those in need through our Food Pantry, including deliveries to seniors and homebound during the coronavirus pandemic. This budget line supports the Food Pantry and emergency financial assistance for rent and bills through the Urban Responsibility offering.

### UnionAdvocates (5%)

We're doing justice work to end systemic inequities, and collaborating with community organizations like the Greater Boston Interfaith Organization (GBIO), Massachusetts Council of Churches, and Black Lives Matter Boston to do so. This budget line supports local mission and membership dues in advocacy partnerships.

### Administration (32%)

We gotta keep the lights and heat on, property insurance paid, and the building maintained. In 2021, we need to retire \$30,000 in debt in order to be ready for 2022 improvements and expansions. This budget line supports the ministry of presence of our church building in the South End and parsonage residence in Roxbury.

## Detailed 2021 Union Ministry Budget Overview

		Monthly	Annualized	2019 Expense Comparison	% of Overall Budget	Notes	
<b>UnionWorships</b> <i>building the body of Christ through dynamic worship</i>	Personnel (pastors and music staff)		\$ 152,277.58			Director of Music (100%), Associate Director of Music (100%), Lead Pastor (40%), Assistant Pastor (50%), Minister for Digital Union (25%), Radical Praise Director (100%), Percussionist (100%)	All staff salaries are static in this budget relative to 2020 numbers
	Program Expenses		\$ 10,000.00	\$ 16,904.04			
	Technology Upgrades		\$ 15,000.00				In order to support continuation of Digital Union once we re-enter the building
	<b>Total UnionWorships</b>		<b>\$ 177,277.58</b>		<b>38.76%</b>		
<b>UnionDisciples</b> <i>cultivating disciples through faith formation and spiritual growth</i>	Personnel (pastors and ministerial staff)		\$ 46,388.79			Lead Pastor (20%), Assistant Pastor (25%), Minister for Digital Union (25%)	
	Program Expenses		\$ 5,000.00	\$ 334.19			
	<b>Total UnionDisciples</b>		<b>\$ 51,388.79</b>		<b>11.24%</b>		
<b>UnionLeads</b> <i>developing spiritual leaders through education, resourcing, and training</i>	Personnel (pastors and ministerial staff)		\$ 23,444.40			Lead Pastor (10%), Assistant Pastor (25%)	
	Program Expenses		\$ 5,000.00	\$ 8,510.38			
	<b>Total UnionLeads</b>		<b>\$ 28,444.40</b>		<b>6.22%</b>		
<b>UnionServes</b> <i>transforming community through bold mission, service, and witness</i>	Personnel (pastors and ministerial staff)		\$ 21,444.40			Lead Pastor (10%), Minister for Digital Union (25%)	
	Food Pantry		\$ 5,000.00				
	Program Expenses		\$ 5,000.00	\$ 9,547.15			
	<b>Total UnionServes</b>		<b>\$ 31,444.40</b>		<b>6.88%</b>		
<b>UnionAdvocates</b> <i>confronting systems of oppression through advocacy and engagement</i>	Personnel (pastors and ministerial staff)		\$ 21,444.40			Lead Pastor (10%), Minister for Digital Union (25%)	
	Program Expenses		\$ 2,500.00				
	<b>Total UnionAdvocates</b>		<b>\$ 23,944.40</b>	n/a	<b>5.24%</b>		
<b>Administration</b>	Personnel (pastors, sexton)		\$ 27,844.40			Lead Pastor (10%), Sexton (100%)	
	Utilities	\$ 4,000.00	\$ 48,000.00	\$ 40,656.48		Current monthly utilities, as of 8/20, are ~\$2,250. \$4K/month includes estimated oil costs to keep the closed building above freezing level during pandemic winter	
	Debt Maintenance	\$ 2,500.00	\$ 30,000.00			Includes current \$950/month payment of NE Foundation loan + additional debt service to reduce ~\$400K in outstanding liabilities	
	Building Maintenance	\$ 500.00	\$ 6,000.00	\$ 28,459.54		Minimal monthly building-related expenditures, including snow removal	
	Property Insurance	\$ 1,750.00	\$ 21,000.00			We intend to resume current payments of property insurance, which have been paused out of necessity for the past 5 years, contributing to \$212K in debt to conference	
	General Expenses	\$ 1,000.00	\$ 12,000.00	\$ 26,265.00		Miscellaneous expenses	
	<b>Total Administration</b>		<b>\$ 144,844.40</b>	<b>\$ 69,116.02</b>	<b>31.67%</b>		
<b>Total 2021 Budget</b>		<b>\$ 38,112.00</b>	<b>\$ 457,343.96</b>				

\*Staff salaries are allocated across our 5 strategic ministry areas and administration

***Make your Pledge online today***

at [unionboston.org/pledge](https://unionboston.org/pledge)

