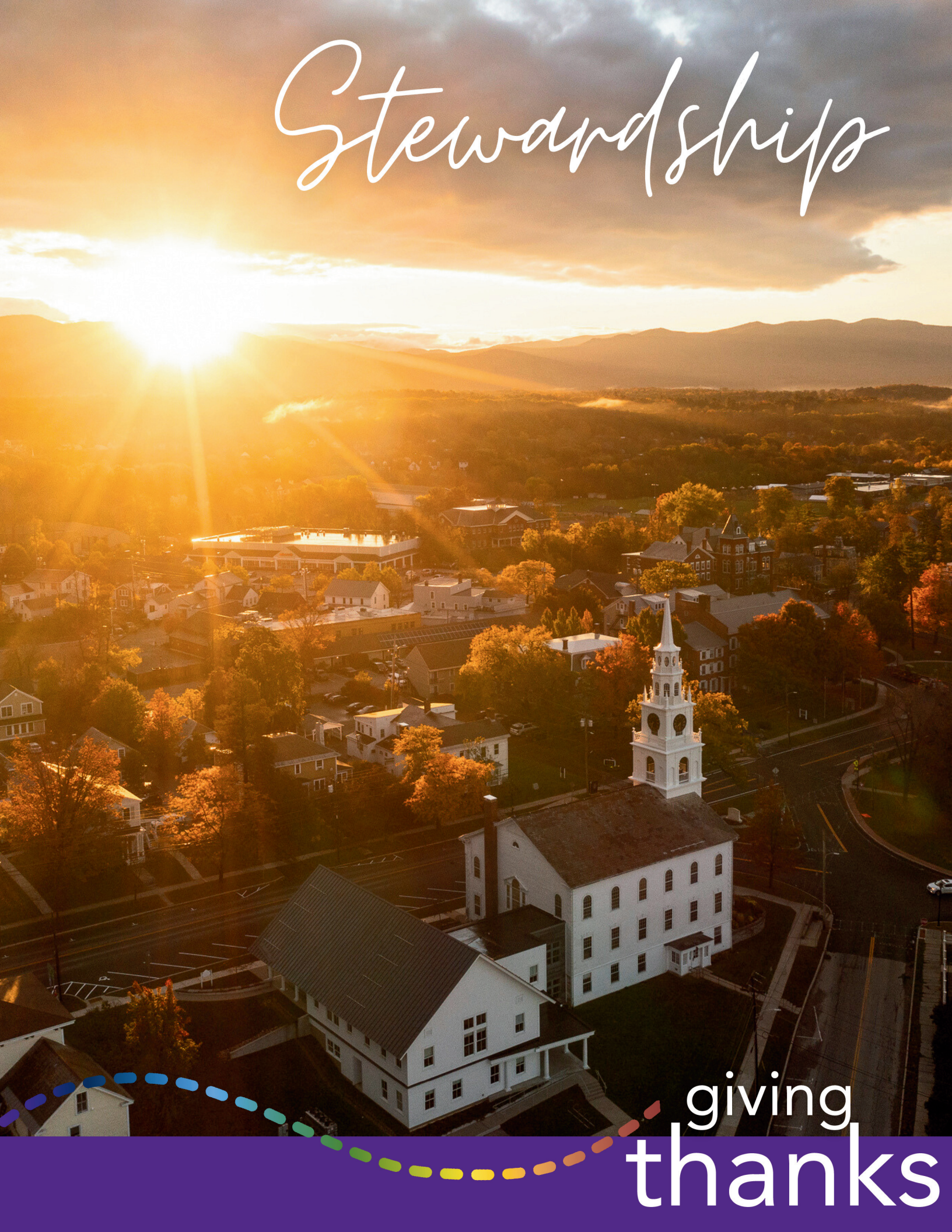


# Stewardship



giving  
thanks



# STEWARDSHIP CAMPAIGN FOR 2026

OUR GOAL THIS YEAR IS \$510,000, WHICH IS A 3% INCREASE OVER 2025.  
OUR BUDGET IS FUNDED BY EACH OF US AND ALL OF US.

## What is Stewardship?

Stewardship is the careful and responsible management of something entrusted to one's care. As Christians, we are entrusted to care for our neighbors as we care for ourselves. As members of this church, we are entrusted to contribute our resources to the care of this faith community, including our financial resources.

## What is pledging?

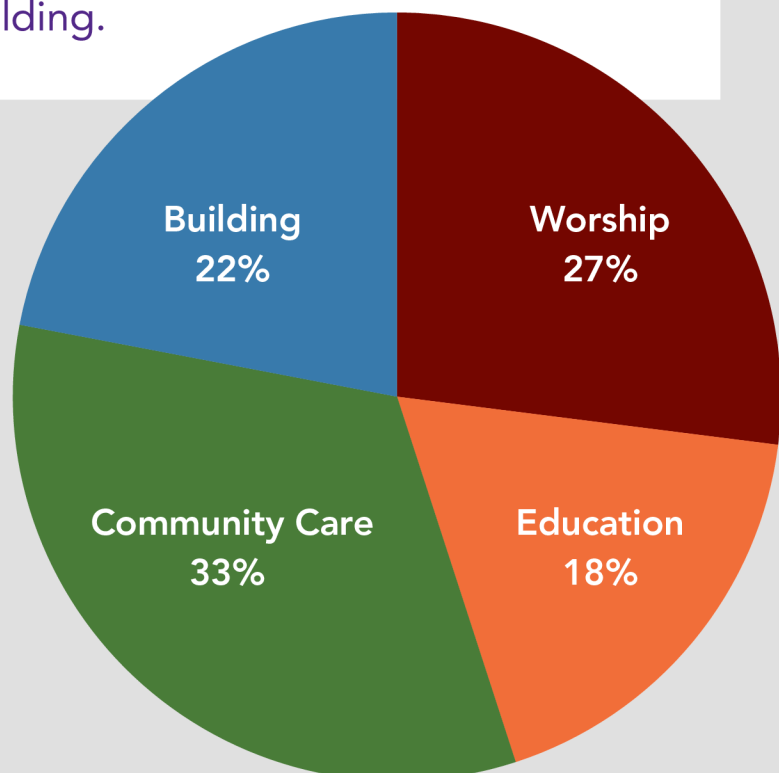
A pledge is a promise that you will support the church financially throughout the year. It is a good faith estimate of the dollars that you will be able to contribute to the mission of the church over the next calendar year.

## Why is pledging important?

We ask you to make a pledge to support the many things you love about this church, including our staff and ministries, our church's outreach and programs, and our building.

**MAKING YOUR PLEDGE BY  
STEWARDSHIP SUNDAY,  
OCTOBER 26, WILL ENABLE US  
TO PLAN OUR BUDGET FOR  
2026.**

Where do your pledge dollars go?  
Read ahead for more information  
on how your dollars support  
worship, education, community  
care, and our building.



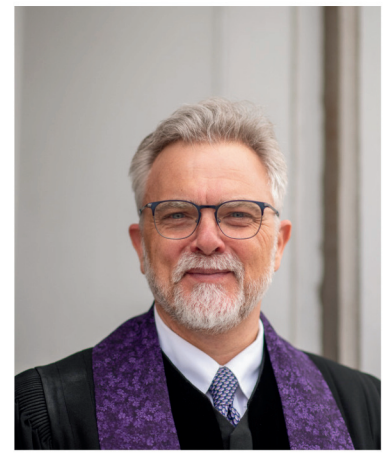


# Worship

**OH COME, LET US SING TO  
THE LORD; LET US MAKE A  
JOYFUL NOISE TO THE ROCK  
OF OUR SALVATION!  
(PSALM 95:1)**







**At the heart of our congregational life is communal worship.** Every Sunday we gather to hear scripture, meaningful sermons, and beautiful music that we can carry with us throughout our week. We are grateful for the service of Pastor Andy, Pastor Elizabeth, Jeff Buettner, and Ronnie Romano. They guide us toward a richer life of faith, and we are grateful to know God's presence together.



*"Coming to church for worship with my husband gives me a sense of stability, with inspiration from the sermons and beautiful music, and surrounds us with the love of our dear church family. Watching a service from the "church on the couch" is a wonderful substitute when I can't get there in person." ~ Muffin Carothers, Member since 1997*



# WORSHIP

## *Budget*

2025

SENIOR PASTOR'S TIME*	\$60,404
ASSOCIATE PASTOR'S TIME*	\$21,874
WORSHIP SUPPLIES (DEACONS)	\$500
FELLOWSHIP HOUR EXPENSES	\$300
FLOWERS	\$2,000
NURSERY CARE PROVIDERS	\$3,900

### MUSIC

ADULT CHOIR	\$4,100
CHURCH SCHOOL MUSIC	\$100
ADULT HAND BELL CHOIR	\$200
MUSICAL INSTRUMENT MAINTENANCE	\$4,480
GUEST MUSICIANS	\$3,000
MUSIC LICENSES	\$550
EXPANDED WORSHIP - TAIZÉ	\$1,100
ORGANIST	\$13,500
MUSIC DIRECTOR	\$34,500
SUBSTITUTE ORGANIST	\$1,200

SUPPORTING COSTS**	\$47,942
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**TOTAL                    \$199,651**  
**27% OF OUR ANNUAL BUDGET**

\*Estimated pastors' time associated with Worship

\*\*Supporting Costs include administrative staff, human resources, and operating costs

## GIVING THANKS FOR GATHERING IN JOYFUL COMMUNITY

The worship budget at our church reflects our commitment to creating Sunday morning services that inspire our congregation.





# Educational Ministries



**TAKE MY YOKE  
UPON YOU, AND  
LEARN FROM ME,  
FOR I AM GENTLE  
AND HUMBLE IN  
HEART...  
(MATTHEW 11:29)**







Our church embraces Christian education for all ages, from our youngest members in the nursery to a wide range of opportunities for adults. Our Children and Youth Ministries, led by May Poduschnik and the work of many volunteers, are vibrant and growing ministries within our church. Here, youth can truly experience God's love through meaningful connections with their peers and the support of committed adult leaders. **Together, we support one another, deepen our faith, and strengthen relationships.**



*"Youth Group is a very fun place to be, but it's important to me because we learn about service and how to give back to this community. I believe getting to learn about service not only makes us all better members of this church, but also better and more compassionate people. I am very happy that I get to meet with such friendly and welcoming people every Sunday evening. Our Senior Youth Group is truly a place where I feel I belong."*  
~ Raine Evans-Nash, Confirmed in 2025



# EDUCATION

*Budget*

2025

## YOUTH

SENIOR PASTOR'S TIME*	\$17,258
ASSOCIATE PASTOR'S TIME*	\$16,406
BOARD OF CHRISTIAN DEVELOPMENT EVENTS	\$600
DIRECTOR OF CHILDREN & YOUTH MINISTRIES	\$26,400
YOUTH SERVICE TRIP	\$6,000
CHILDREN'S MINISTRY	\$2,800
JR. HIGH SCHOOL MINISTRY	\$1,400
SR. HIGH SCHOOL MINISTRY	\$2,500
CONFIRMATION CLASS	\$500

## ADULT

SENIOR PASTOR'S TIME*	\$17,258
ASSOCIATE PASTOR'S TIME*	\$10,937
ADULT EDUCATION	\$100

SUPPORTING COSTS**	\$32,284
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**TOTAL \$134,444**  
**18% OF OUR ANNUAL BUDGET**

\*Estimated pastors' time associated with Education

\*\*Supporting Costs include administrative staff,  
human resources, and operating costs



## GIVING THANKS FOR GROWING IN FAITH

Our educational ministries show our commitment to providing pathways for everyone to grow in their faith throughout their lives.



# Community Outreach & Pastoral Care



TRULY I TELL YOU, JUST AS YOU DID  
IT TO ONE OF THE LEAST OF THESE...  
YOU DID IT TO ME.  
(MATTHEW 25:40)





**The mission of our congregation is to live as Jesus taught, loving God and loving our neighbors as ourselves.** We have vital ministries of support for our homebound members, busy families, and members in need through Lay Visitation Ministry, Parent Playdates, and other initiatives. Our congregation's dedication to serving the community is evidenced by serving as hosts to the Community Supper program and the Red Clover Childcare Center.



*"We like the parent playgroup because it is a good chance for our family to get to know other families with young children in our church. It is helpful to talk about our struggles and joys as parents of little ones and how our faith has an impact on how we choose to raise our children. We are thankful for the community and friendships we have formed from this group."*

*~ Stacie Baldwin, Member since 2021*



# COMMUNITY CARE

*Budget*

2025

## COMMUNITY OUTREACH

SENIOR PASTOR'S TIME*	\$8,629
ASSOCIATE PASTOR'S TIME*	\$9,843
UCC - OUR CHURCH'S WIDER MISSION	\$45,000
BOARD OF MISSION & SOCIAL CONCERNS	\$12,000
COMMUNITY SUPPER	\$33,000
LA COMUNIDAD	\$3,600
YALE DIVINITY SCHOOL DONATION	\$300
MEMBER IN DISCERNMENT SUPPORT	\$2,000
PARENT PLAYDATE	\$1,800

## PASTORAL CARE

SENIOR PASTOR'S TIME*	\$34,517
ASSOCIATE PASTOR'S TIME*	\$28,437
SENIOR PASTOR'S TRAVEL	\$3,000
ASSOCIATE PASTOR TRAVEL	\$1,000
BOARD OF PASTORAL CARE	\$1,500
BOARD OF MEMBERSHIP	\$500

SUPPORTING COSTS\*\* \$58,503

**TOTAL \$243,629**  
**33% OF OUR ANNUAL BUDGET**

\*Estimated pastors' time associated with Comm. Care

\*\*Supporting Costs include administrative staff, human resources, and operating costs



## GIVING THANKS FOR LIVING AS JESUS TAUGHT

Our devotion to living as Jesus taught is clear in our church's financial commitment to community outreach and pastoral care.



# Our Church Building

FOR NO ONE CAN LAY ANY  
FOUNDATION OTHER THAN  
THE ONE THAT HAS BEEN  
LAID; THAT FOUNDATION IS  
JESUS CHRIST.  
(1 CORINTHIANS 3:11)







**We are called to be stewards of a building that has been home to generations of faithful worshipers.** Our historic Meeting House and its addition have different needs for their ongoing care and maintenance, and we're incredibly grateful for the tireless efforts of our building managers, Wendy Warren and Mike Rowe, and our many volunteers.



*"I am particularly grateful that our church building since its inception has served both as a place of worship and a meeting place for the wider community. Since the early 1800's, the church has hosted college commencements, the Vermont legislature, school concerts, Friday Night Suppers, and now Red Clover Childcare Center. Your contributions help to keep this space available to our wonderful church community as well as the community at large." ~ Robert Foster, Member since 1960*



# BUILDING

*Budget*

2025

BUILDING MANAGER	\$43,680
NATURAL GAS	\$6,000
ELECTRICITY	\$13,000
WATER & SEWER	\$1,600
PLANNED ANNUAL MAINTENANCE	\$13,000
BUILDING REPAIRS	\$19,000
CUSTODIAL SERVICES	\$10,000
BUILDING & LIABILITY INSURANCE	\$19,910
LAWN CARE, SNOW, TRASH	\$7,000
CUSTODIAL SUPPLIES	\$3,000
GARDENING SUPPLIES	\$250
CHRISTMAS DECORATIONS	\$1,100

RED CLOVER CONTRIBUTION	(\$10,190)
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SUPPORTING COSTS**	\$40,245
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**TOTAL      \$167,595**  
**22% OF OUR ANNUAL BUDGET**

\*\*Supporting Costs include administrative staff, human resources, and operating costs



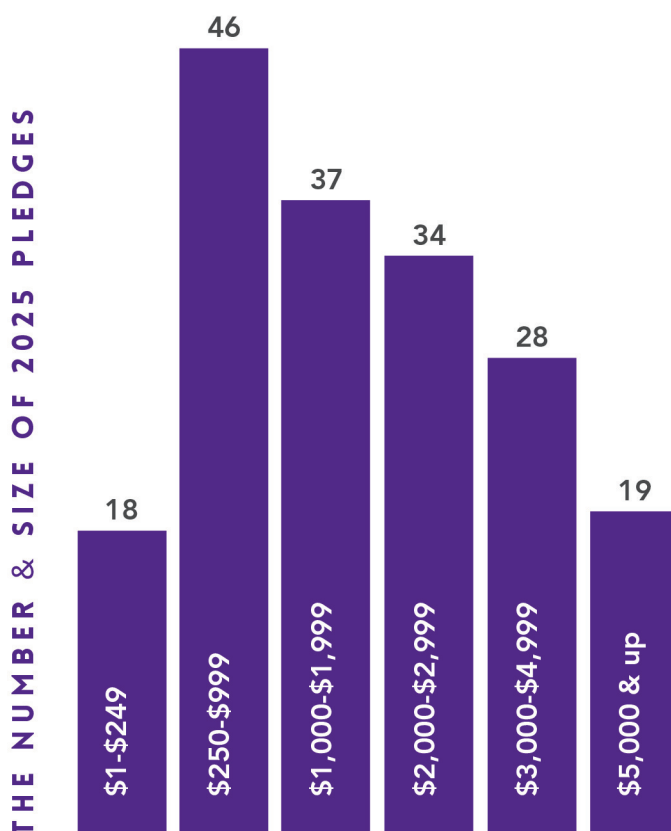
## GIVING THANKS FOR OUR STRONG FOUNDATION

Our budget supports the ongoing operation and maintenance of this beautiful space, a place where we worship and work, gather and learn, and where we find solace and delight.



WHEN WE COME  
TOGETHER, WE CAN  
MAKE A HUGE  
IMPACT!

Our Stewardship Campaign  
relies on everyone giving as  
they are able. In order to meet  
our goal, we need **gifts from  
everybody in all amounts.** The  
graph below shows the range  
of giving in 2025.



Average household pledge in 2025 was \$2,722



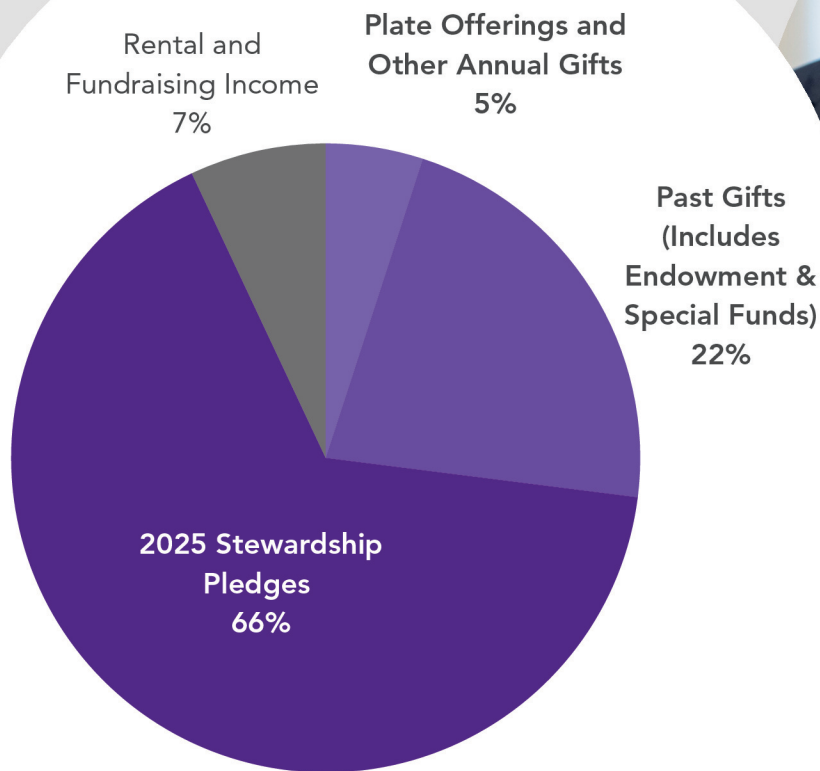
IT IS UP TO US  
TO SUPPORT OUR  
CHURCH!

We strive for 100%  
participation in pledging,  
and **every pledge  
matters.**



# OUR STEWARDSHIP GOAL THIS YEAR IS \$510,000

Our budget is funded by each of us and all of us! Please plan to give as generously as you are able, **prayerfully considering an increase of 3% or more.**



*What next?*

Please return your pledge card by mail or offering plate, or pledge online at [midducc.org](https://midducc.org) **BY OCTOBER 26TH!**



**93% OF OUR  
BUDGET  
COMES FROM US!**

*Every gift matters!*



**Thank you for your generous support.**

The Congregational Church of Middlebury, UCC  
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