



Join the **ROOTS & WINGS** Campaign to
Shape Our Future

To take us boldly into the future,
**it is time to build on
decades of commitment to
our beloved community.**

Securing our Roots is about strengthening our financial health in order to support the people and programs that will allow CVUUS to spread our Wings into the future.

The Roots & Wings Capital Campaign supports projects that will serve the current and future needs of people, programs, and infrastructure by maintaining what we've already built. The Campaign is a forward-looking investment. And, in a courageous move, we are conducting two campaigns simultaneously:

- 1. Our Annual Stewardship Campaign** to pay for our programming, services, and operating costs for the church year that begins July 1, 2025.
- 2. A Capital Campaign** to fully maintain and improve our Sanctuary and Fenn House, pay down our mortgage, replenish the Buildings Reserve Fund, and establish a Strategic Initiatives Fund.



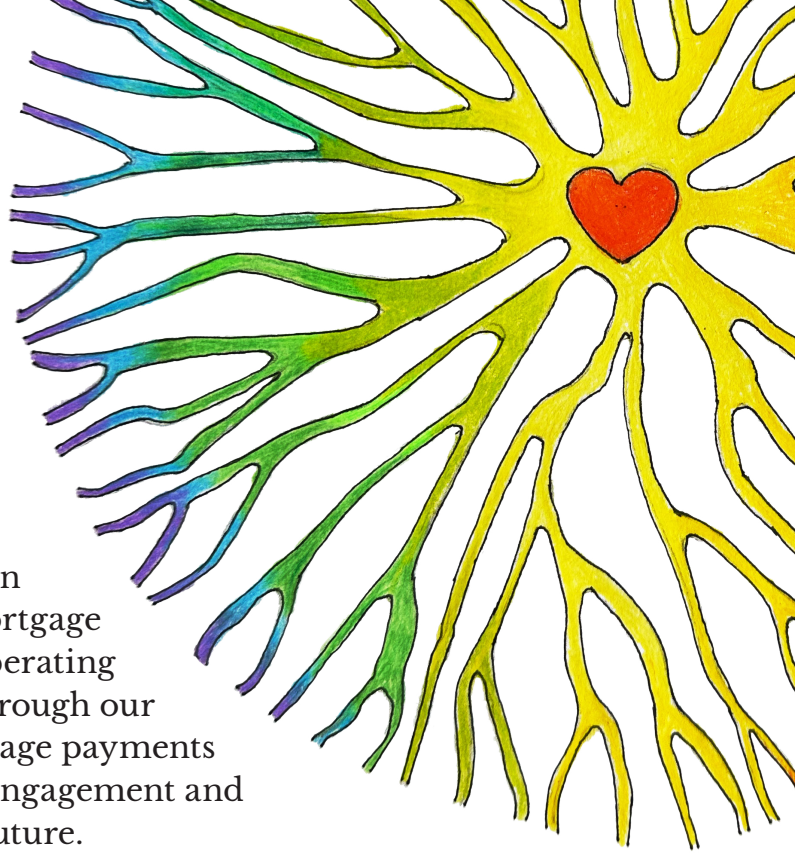
“Roots and Wings is the perfect title for this capital campaign. As a child of CVUUS founders, this community is my roots, and continues to be my wings, as it is for my own children, who grew up here. I think we all recognize that what we have built is larger than any of us, and **we stand on the threshold of great things**. It is our immense privilege, in this moment, to ensure together that CVUUS will be here as “roots and wings” for generations to come.”

—Hannah Sessions, Board Chair

CVUUS thrives by embracing Unitarian Universalist values through our Sunday morning services and youth programs, inspirational activities, environmental care, and justice commitments.

ROOTS & WINGS

Capital Campaign Goals



SECURING OUR ROOTS: \$400,000 to pay down our 15-year-old mortgage. Financing that mortgage costs us \$54,620 a year, which is 14% of the operating budget, which needs to be raised annually through our pledge drive. Reducing or eliminating mortgage payments will free up funds for community and civic engagement and developing new programs—in essence, our future.

SPREADING OUR WINGS: \$480,000 takes us into the future, supporting all of us on our spiritual journeys, better sustaining CVUUS staff, growing our community, and moving out into the community at large to help our neighbors in need.

The Wings part of the Campaign has two components: a Building Reserve Fund and a Strategic Initiatives Fund.

The **\$50,000 Strategic Initiatives Fund** is an enduring fund, where the contributions and/or earnings may be spent. As it grows, the fund builds financial resilience and allows CVUUS to respond to opportunities, aside from the long term or annual operating needs of the congregation.

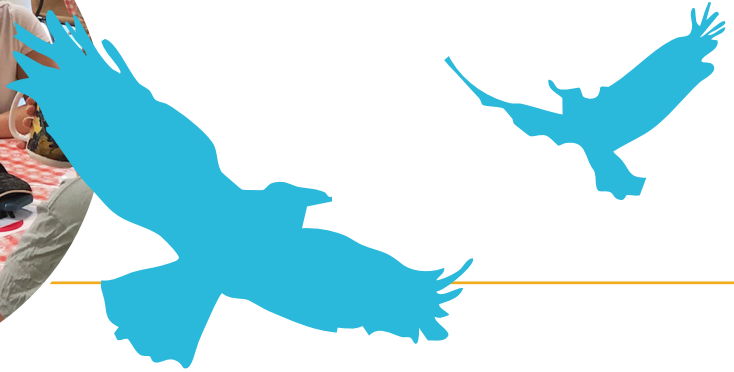
Examples of good uses of this fund include: to support new programs in line with our mission, respond to emergencies, or pay for ministerial search and transition.

Finally, the remaining **\$430,000 of the total will replenish our Building Reserve Fund** to pay for anticipated expenses, such as replacing our failing roof. The Facilities team has analyzed projected costs over the next decade to maintain our current systems, upgrading when needed, estimating a total need of \$430,000. These funds for vital care of our infrastructure will allow us to pay for other needs and ensure financial stability moving forward.



Careful planning around sustaining our roots **allows us to take flight** in the years to come.

An important part of CVUUS's future will be a new settled minister, who is expected to begin with us in the summer of 2026. We believe a new minister will be inspired by a successful Roots & Wings Campaign, and will, in turn, inspire us to grow stronger and fly higher.



“ I think it makes sense to emphasize getting out from under a burden of debt **to better dance with courage to the music of our mission.** ”

—Liam Battjes-Greenwood, CVUUS member





ROOTS & WINGS CAMPAIGN

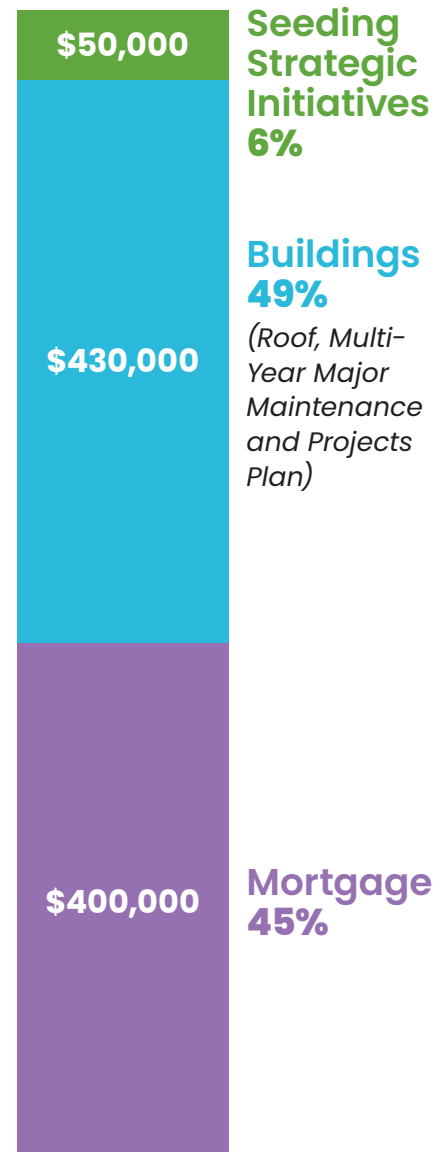
Essential Gifts Chart

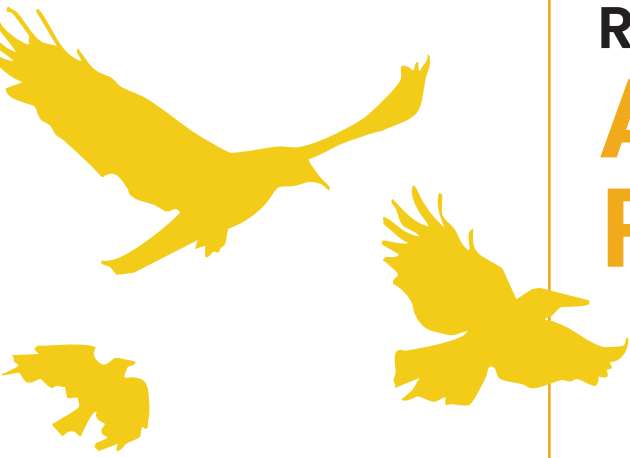
The Essential Gift Chart allows us to understand approximately how many gifts of what sizes we'll need in pledges across three years to meet our \$880,000 Capital Campaign goal. It's a guide to show us how we are moving toward that goal.

GIFT RANGE	# OF GIFTS	TOTAL
MAJOR GIFTS		
\$100,000 to \$199,999	2	\$200,000
\$75,000 to \$99,999	1	\$80,000
\$50,000 to \$74,999	2	\$110,000
\$40,000 to \$49,999	1	\$45,000
\$30,000 to \$39,999	1	\$38,000
\$20,000 to \$29,999	3	\$60,000
Subtotal Major Gifts	10	\$533,000
GENERAL GIFTS		
\$15,000 to \$19,999	3	\$52,500
\$10,000 to \$14,999	5	\$62,500
\$7,500 to \$9,999	9	\$76,500
\$5,000 to \$7,499	11	\$38,500
\$3,000 to \$4,999	13	\$53,000
\$1,500 to \$2,999	16	\$32,400
\$1,000 to \$1,499	18	\$21,600
Less than \$1,000	many	\$10,000
Subtotal General Gifts	103	\$347,000
Grand Total	112	\$880,000

Capital Campaign Snapshot

TOTAL: **\$880,000**





ROOTS & WINGS

Annual Pledge Drive

“As a new member, I am profoundly grateful to have found **a congregation that I often tell others has transformed me**—in mid-life—and revealed more of my purpose of being in community. I keep learning new and rad things about the folks that built ‘us’ years ago, and this helps me see more clearly an emergence of what the future can hold for us and those we have yet to meet!”

—Andrea Sambrook,
CVUUS member

The CVUUS annual operating budget supports our programs and services, both within CVUUS and in the larger community. These are the core functions of the congregation, and they build fellowship as we support each other and grow in spirit together. These functions include: Religious Exploration, where we prepare our youth with the tools they need to carry their values into the world; Sunday worship; Music Ministry; the Caring Network; Small Group Ministry; and many others.

CVUUS has also undertaken new efforts this year. Under Intern Minister Tom Morgan’s leadership, more and more CVUUS members are engaged in effective outreach in Addison County through partnerships and direct assistance. In addition, a CVUUS team is now working to accelerate multiculturalism and move us toward becoming a “community of communities.”



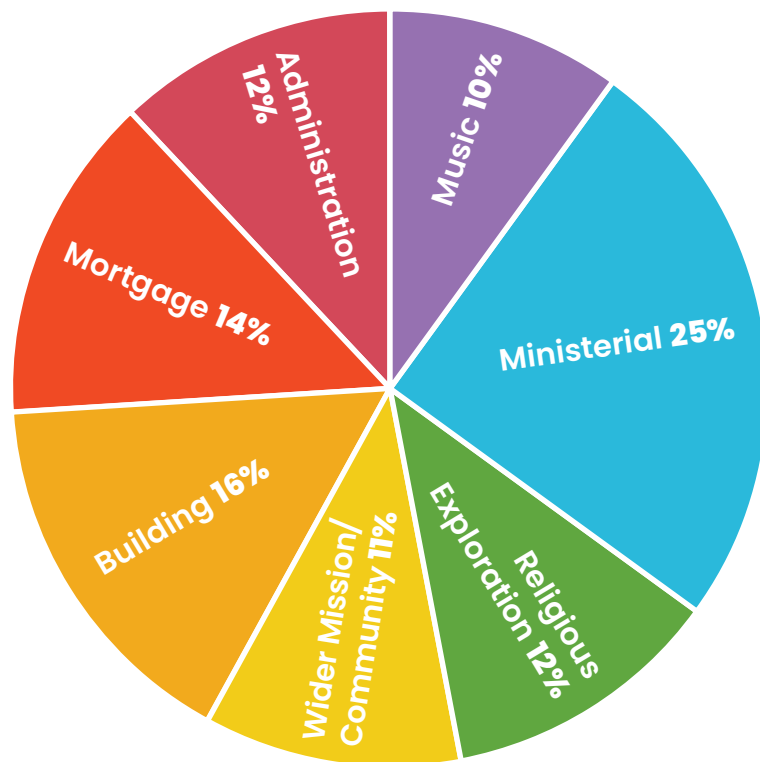
The total proposed church year budget (starting July 1, 2025) is \$395,000. In building the budget the CVUUS Board has taken into account an estimated 2.6% cost of living adjustment, and adjustments based on the UUA's fair compensation guidelines. We anticipate increases to the new Social Justice Ministry budget, and expenses due to building use (our buildings are a sought-after community resource!). Despite these increases, we project a less than 2% increase in the overall operating budget due to savings in other areas.

Similarly, we estimate a relatively small increase in the pledge goal for next year, from \$323,000 this year to \$330,000.

There are several items included in the Capital Campaign portion of the Roots & Wings Campaign that will cover expenses that might otherwise have needed to be included in the 2026 operating budget. These include contributions to the Building Reserve Fund and special one-time expenses associated with conducting a national ministerial search.

2025–26 Estimated Budget by Program Area

TOTAL: **\$395,000**



2025–26 OPERATING BUDGET

Pledge Table

*Here are the number of pledges needed at each of the below levels to make our budget. **Would you consider stepping up to the next level?** That would ensure we have a financially vibrant congregation, with the capacity we need.*

PLEDGE LEVEL	# OF PLEDGES	TOTAL
\$10,000 and above	9	\$126,000
\$5,000 to \$9,999	12	\$72,000
\$2,500 to \$4,999	16	\$56,000
\$1,000 to \$2,499	40	\$60,000
\$500 to \$999	17	\$11,900
\$50 to \$499	17	\$4,250
Total	111	\$330,150

Our Impact

in the Wider Community

The sacred place we have built to embody our spiritual lives together is also a space increasingly valued by the wider community as a meeting and performance space—ways in which CVUUS touches lives and supports organizations beyond the congregation. In 2024 alone, CVUUS has been the chosen location for gatherings, retreats, workshops, and weekly meetings of 44 local and national organizations, which reflect and further our values in the world.



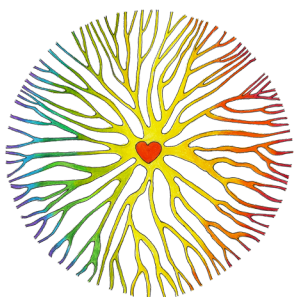
350VT 4-H
ACORN Energy Co-op (Board Retreat)
ACORN VT Network (Board)
Addison Allies (ESL Classes/Viva el Sabor Planning)
Addison County Home Health and Hospice Grief Groups
AI-Anon Family Groups
American Red Cross Blood Drives
Atria Collective (Board Retreat, letter writing)
Breadloaf Mountain Zen Center (Silent Retreat)

Bristol Village Cohousing (Annual Retreat)
Child Trends (Pre-K) Trainings
Climate Economy Action Center of Addison County
Counseling Service of Addison County (trainings, World Music Day)
Foster Family Circles
Friends of Ilsley Library
Green Mt Branch of Anthroposophical Society (Meditation Retreat)
Green Mountain Club
Havurah (Bat & Bar Mitzvahs)

Hawthorn Club (Senator Leahy)
Korean Drumming Class
Mexican Consulate
Middlebury Area Clergy Association
Middlebury Area Retired Clergy Group
Middlebury College Center for Community Engagement
Middlebury Community Chorus (rehearsals)
Middlebury Community Music Center
Middlebury Natural Food Coop (Board Retreat, staff meeting)

Middlebury Rotary Club (Netherlands Dinner)
Middlebury Union High School (International Baccalaureate testing)
Migrant Justice
Opera Company of Middlebury
Otter Creek Audubon Society
Philanthropic Educational Organization
Point Counterpoint Performances
Pollinator Pathway of Addison County
Queerly Beloved

Quilters Group
Red Cedar School (performance)
Rug Hooking Class
Special Olympics
UVM Porter Palliative Care
West African Dance Class
Writing Group



ROOTS & WINGS CAPITAL CAMPAIGN TEAM

Steve Maier & Heidi Sulis, *co-chairs* • **John Barstow** • **Mary Conlon***
Ellen Flight • **Kate Gridley** • **Mary Hadley** • **Rev. Patricia Hart** • **Alan Moore***
Andrea Sambrook • **Mark Ewert**, *Consultant*

*CVUUS Board member