



Joy is a radical act. — Rev. Dr. Oscar Sinclair

We are at such a meaningful moment at Unity Church as Rev. Dr. Oscar Sinclair begins his ministry with us. We have moved through many challenges in our shared ministry. What seeds of joy can we plant in this moment together? What blossom, what fruit, can we imagine emerging from those seeds in the future? Consider these possibilities:

Pay equity for our staff. The Unitarian Universalist Association (UUA) publishes salary guidelines for most of the positions at churches our size in our geographic area. Did you know that half of our staff is currently paid just 80% of the *minimum* amount suggested by those guidelines? Given the longevity of most of those staff, and the incredible talents they provide us, we want to bring all of them up to at least the minimum. Any increase in your operating pledge moves us closer to this goal and plants sustainable seeds for the future as well.

Programs that call us to deeper joy and courage. We do so much ministry together at the church including worship that sustains and challenges us; Wellspring Wednesday dinners and programs that nourish our minds and bodies; religious education to engage our children with life's deepest questions; congregational care that accompanies us through life's joys, sorrows, and transitions; and justice work that brings our commitments to antiracism, care for the earth, and more beyond the church walls. Your contributions make all of this possible.

Dedicated staffing for our Community Outreach Ministry Teams. As one participant in Act for the Earth recently put it, "Doing justice work at a church is so much easier than doing it anywhere else."

You'll see that we're asking for both Operating and Sacred Space pledges. See the pledge form for more information about these funds and how you might allocate your pledges between them.

We are at a hard-earned juncture, and we have a minister called with near-unanimous support. Nature gives generously of its seed and its fruit. Imagine what we could all do next together if we likewise seed our future with generosity and joy. Please complete and return the enclosed pledge form today!