

Unitarian Universalist Association Suggested Fair-Share Giving Guide 2017-18

The chart below is based on a portion of the UUA’s “Suggested Fair-Share Giving Guide” which suggests appropriate pledges at different income levels (rows) across three giving levels (columns). For example, within the ‘**Supporter**’ column, for a family whose ‘adjusted annual income’ is \$36,000, a pledge of 3% or \$1,080 is suggested (Interpolate between the income levels if needed.). The idea is to move to the right in your income row over time, ultimately reaching the ‘**Visionary**’ column. The second page offers a Quick Guide to help you determine your ‘adjusted annual income’. If every member would choose to pledge at the ‘**Sustainer**’ level, we would reach our \$150,000 Budget Drive goal easily!

We understand that the chart’s suggested giving levels may or may not be within your reach but **every member is expected to support the church financially to the extent you are able. Your pledge, no matter how large or small, is needed and is deeply appreciated!** Please contact a member of the Stewardship Team if you have any questions or concerns. Once again, please be assured that your privacy is respected throughout the pledging process.

Adjusted Annual Income	Supporter The church is a significant part of my spiritual and intellectual life.			Sustainer I am committed to sustaining the programs and ministries of my church.			Visionary I am deeply committed to my church and its future growth.		
	Suggested % of Income	Monthly Pledge	Annual Total	Suggested % of Income	Monthly Pledge	Annual Total	Suggested % of Income	Monthly Pledge	Annual Total
\$12,000	2%	\$20	\$240	5%	\$50	\$600	8%	\$80	\$960
\$18,000	2%	\$30	\$360	5%	\$75	\$900	8%	\$120	\$1,440
\$25,000	3%	\$63	\$750	5%	\$104	\$1,250	8%	\$167	\$2,000
\$36,000	3%	\$90	\$1,080	5%	\$150	\$1,800	9%	\$270	\$3,240
\$50,000	4%	\$167	\$2,000	5%	\$209	\$2,500	9%	\$375	\$4,500
\$80,000	4%	\$267	\$3,200	6%	\$400	\$4,800	10%	\$667	\$8,000
\$100,000	5%	\$417	\$5,000	7%	\$583	\$7,000	10%	\$833	\$10,000
\$120,000	5%	\$500	\$6,000	7%	\$700	\$8,400	10%	\$1,000	\$12,000

The Suggested Fair-Share Giving Guide

Using the Guide is a simple, 3-step process; giving is a function of commitment and resources.

- 1) Start by finding your annual income level in the first column: \$_____
- 2) ADD to your income level any unusual or periodic income, such as inheritances, business income, investment income, etc.

SUBTRACT any unusual expenses, such as large medical expenses, care of a parent, or a large financial expense, etc.

Result: \$_____ **This is your Adjusted Annual Income.** Locate this new level in the first column (interpolate between listed values if necessary.)

Each of us will have our own unique circumstances to consider in making this calculation. The flexibility to include meaningful and unusual exceptions in your financial life (income and expenses) is what makes the Guide fair and useful. This is a tool for you to use in the spirit of the Congregationalist tradition; we are individually and collectively responsible for resourcing our movement and our congregations. This is an honor system; only you know your circumstances.

- 3) In making your pledge decision, consider which of the three commitment levels on the chart best relates to your UU values and your level of commitment to the mission and vision of our church. **The guide is progressive** with one's giving rising with income (as you move down the column) as well as with one's level of commitment (moving across the row at the same level of income). Interpolate between the listed levels of income if needed.

If every member would choose to pledge at the '**Sustainer**' level, we would reach our \$150,000 Budget Drive goal easily!

- I am a **Supporter**: The church is a significant part of my spiritual and intellectual life that I want to support. My fair share financial commitment starts at 2% of my income and rises to 5% as my income and capacity rise.
- I am a **Sustainer**: I am committed to sustaining the current programs and ministries of my church. My fair share financial commitment starts at 5% of my income and rises to 7% as my income and capacity rise.
- I am a **Visionary**: I am deeply committed to my church and its future growth. My fair share financial commitment starts at 8% of my income and rises to 10% as my income and capacity rise.