

## ***The Suggested Fair-Share Contribution Guide***

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

1. Most of us budget our financial commitments on a monthly basis and the guide is organized accordingly, but you may calculate on any time frame that works for you. For convenience, the guide shows monthly and corresponding annual income levels. Determine your monthly spendable income or resource level. \$\_\_\_\_\_
2. ADD to your income level any unusual or periodic income, such as inheritances, business income, anticipated 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 Monthly Income.**

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. From the Adjusted Monthly Income column, move to the right to find a suggested giving level that you are ready to support, between 2% and 10%, depending on adjusted income and level of commitment. Interpolate between guide levels if needed.

In making your decision, consider the four commitment levels below and how they relate to your membership. Consider your UU values in thinking about your income and your financial commitment to the congregation, as expressed in the four levels below. Note that within each commitment level, **the guide is progressive**, with giving levels rising with capacity.



The financial commitment levels in the Fair Share Guide are suggestions, with a start point of 2% of adjusted income for congregants earning up to \$1,000 per month and at the other end of the spectrum, the guide suggests a full 10% commitment of adjusted income, regardless of a congregant's income level. Each of us must make our own decisions about the right level of financial commitment to make; the Guide is an excellent first step in making that decision, every time we make it.

**Moving toward a Fair Share financial commitment, whether quickly or in a steady, intentional way is a welcome process that builds community, instills a spirit of personal stewardship.**

Adjusted Annual Income	2-3% of Income or Assets		4-5% of Income or Assets		6-7% of Income or Assets		10% + of Income or Assets	
	2% Monthly Pledge	3% Monthly Pledge	4% Monthly Pledge	5% Monthly Pledge	6% Monthly Pledge	7% Monthly Pledge	10% Monthly Pledge	Top Givers
\$12,000	\$20	\$30	\$40	\$50	\$60	\$70	\$100	\$150
\$18,000	\$30	\$45	\$60	\$75	\$90	\$105	\$150	\$225
\$25,000	\$40	\$60	\$80	\$100	\$120	\$140	\$200	\$300
\$36,000	\$60	\$90	\$120	\$150	\$180	\$210	\$300	\$450
\$50,000	\$80	\$120	\$160	\$200	\$240	\$280	\$400	\$600
\$80,000	\$130	\$195	\$260	\$325	\$390	\$455	\$650	\$975
\$100,000	\$170	\$255	\$340	\$425	\$510	\$595	\$850	\$1,275
\$120,000	\$200	\$300	\$400	\$500	\$600	\$700	\$1,000	\$1,500

**Wherever you find the right level, revisit it periodically and reassess whether it is still the right level for you or if you are ready to move to a deeper level of support.**

*Even small adjustments each year can make a big difference.*

