

The Suggested Fair-Share Contribution Guide

Your faith in action is at work all year.

Your support of CCUU programs and initiatives helps our faith thrive and builds our capacity to fulfill our mission. Money is not easy to talk about. We provide this guide as a way to help. More than anything, we want all of us moving toward fulfilling our mission and living in a state of abundance and possibility.



All of us have different constraints and/or abundance in our giving. Some of us are able to give more when others cannot. Some of us are in a place where we can share to help the whole. As Unitarian Universalists, we aim to be a part of regenerative practices **“based on reflective, responsive, reciprocal relationships of interdependence...and the living world upon which we depend.”**¹ This is why we encourage you to give more if you can. We never turn anyone away from membership, and all are welcome. You can also ask for an annual waiver if your financial situation is such that a minimal gift is not possible at this time.

In making your decision, consider the four commitment levels listed in the guide 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 listed. Note that within each commitment level, **the guide is progressive**, with giving levels rising with capacity. The capacity for each person is different and we aim to exist for all. **Our Countryside congregation is fueled on generous gifts of time and talent too. We are grateful for all you do to make this congregation thrive.**

All are welcome. All pledges are welcome

¹Source: *From Banks and Tanks to Cooperation and Caring: A Strategic framework for a Just Transition*. Movement Generation, 2016.

What do other people give?

In 2024-25, CCUU pledges were between \$25 to \$17,000 annually. We are aiming to have a healthier, more sustainable spread of giving. If every pledge household gave an equal share, it would be approximately \$2,973 a year or about \$250/month needed for 2025-26. Some of us can afford to share more to make up for those who cannot.

If you divide our pledging into four quartiles, it looks like this:

- Quartile 1: \$25 to \$2,704
- Quartile 2: \$2,800 to \$4,999
- Quartile 3: \$5,000 to \$7,500
- Quartile 4: \$7,700 to \$17,000

If your pledge is close to the next quartile, please consider increasing to reach the next one.

Revisit your giving periodically and reassess whether it's still the right level for you. We are here for you if financial difficulty arises too. **You can change your pledge at any time.** *Pledge waivers are available; in order to request a waiver, you need to have a conversation with the minister, so we can be sure that we are supporting you in every way possible and meeting our records requirements.* Our minister also has a special fund to support those experiencing financial difficulty.



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

<p>Supporter The congregation is a significant part of my spiritual and intellectual life that I want to support. My fair share financial commitment starts at 3% of my adjusted income and rises to 6% as my income and capacity rise.</p>
<p>Sustainer The congregation is my central community; I am committed to sustaining the programs and ministries of my congregation. My fair share financial commitment starts at 3% of my income and rises to 7% as my income and capacity rise.</p>
<p>Visionary My commitment is a clear demonstration of the unique importance of this congregation and of my spiritual principles. My fair share financial commitment starts at 5% of my income and rises to 9% as my income and capacity rise.</p>
<p>Transformer I am deeply committed to the congregation and what our mission represents; my contribution provides fuel for transformation and is part of my spiritual practice of generosity and living out my UU Values. My fair share financial commitment represents 10% or more of my income.</p>

1.	2.	3.
<p>Most of us budget our financial commitments on a monthly basis, and you may calculate on any time frame that works for you. Some give once a year, some have pledges sent from investment funds. Do what is best for you. For convenience, the guide shows monthly and corresponding annual income levels. We offer this to help you determine what is fair and generous for your situation.</p>	<p>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/child, or a large financial expense, etc. Result: \$_____ This is your Adjusted Monthly Income.</p>	<p>From the Adjusted Monthly Income column, move to the right to find a suggested giving level that you are ready to support, between 3% and 10%, depending on adjusted income and level of commitment. Interpolate between guide levels if needed.</p>

		Supporter 3-6% of Income		Sustainer 3-7% of Income		Visionary 5-9% of Income		Transformer 10% of Income	
Adjusted Monthly Income	Adjusted Annual Income	Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge
\$1,000	\$12,000	3%	\$30	3%	\$30	5%	\$50	10%	\$100
\$1,500	\$18,000	3%	\$45	3%	\$45	5%	\$75	10%	\$150
\$2,000	\$25,000	3%	\$60	3%	\$60	5%	\$100	10%	\$200
\$3,000	\$36,000	3%	\$90	3%	\$90	5%	\$150	10%	\$300
\$4,000	\$50,000	3%	\$120	4%	\$160	5%	\$200	10%	\$400
\$6,500	\$80,000	3%	\$195	4%	\$260	6%	\$390	10%	\$650
\$8,500	\$100,000	3%	\$255	5%	\$425	6%	\$510	10%	\$850
\$10,000	\$120,000	3%	\$300	5%	\$500	6%	\$600	10%	\$1,000
\$12,500	\$150,000	4%	\$500	5%	\$625	6%	\$750	10%	\$1,250
\$17,000	\$200,000	4%	\$680	6%	\$1,020	7%	\$1,190	10%	\$1,700
\$25,000	\$300,000	5%	\$1,250	6%	\$1,500	8%	\$2,000	10%	\$2,500
\$40,000	\$500,000	6%	\$2,400	7%	\$2,800	9%	\$3,600	10%	\$4,000