



Northlake UUC's Suggested Fair-Share Contribution Guide for FY 2022-2023

Unitarian Universalist congregations are self-supporting. Our financial support comes from members and friends of the congregation. Our operation and outreach are dependent on your generosity.

This guide is offered to help you decide your pledge to the church for the coming year.

Individual circumstances will of course impact your decision. Did you win the lottery or receive a generous inheritance? This may be an opportunity to underscore your UU values by making a generous pledge. Or, have you experienced a loss of income, large medical bills, or other expenses that limit your discretionary income? Flexibility is what makes this guide fair and useful. You may prefer to make a commitment to move toward a suggested financial Fair Share goal over time. It might be a three-year or even a five-year process, but you can start the journey today.

Your pledge to Northlake is more than money to pay for salaries, utilities and the mortgage. It is your commitment to the Northlake community, your opportunity for spiritual growth and fulfillment by supporting Northlake's efforts to help others.

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. There is overlap in these categories. Follow your heart.

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 2% of my income and rises to 6% as my income and capacity rise.

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.

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.

Transformer: I am deeply committed to the congregation; my contribution provides fuel for transformation and is part of my spiritual practices in living out my UU Principles. My fair share financial commitment represents 10% or more of my income.

Below is an abridged version of the Fair Share Guide developed in the 1990's by the Henry David Thoreau Unitarian Universalist Congregation in Stafford, TX and subsequently adapted by the UUA as a helpful resource for all of us. It is only a guide. Each of us will have our own unique circumstances to consider in making this calculation. For more information see <https://stewardshipforum.com/stewardship-resources/suggested-fair-share-contribution-guide/> or contact a member of the Stewardship Team at stewardship@northlakeuu.org.

		Supporter		Sustainer		Visionary		Transformer	
		2-6% of income		3-7% of income		5-9% of income		10% or more of income	
Adjusted Monthly Income	Approx. 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	2%	\$20	3%	\$30	5%	\$50	10%	\$100
\$1,500	\$18,000	2%	\$30	3%	\$45	5%	\$75	10%	\$150
\$2,000	\$25,000	2%	\$40	3%	\$60	5%	\$100	10%	\$200
\$3,000	\$36,000	2%	\$60	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

Stewardship is the giving of ourselves and our resources with joy and gratitude for what we value.