

Uua Fair Share Giving Guide

The Suggested Fair Share Contribution Guide									
		Supporter 2-6% of Income		Sustainer 3-7% of Income		Visionary 5-9% of Income		Transformer 10% 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

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

Stewardship For Us | www.stewardshipforus.com

UUA Fair Share Giving Guide is a vital resource for Unitarian Universalist congregations as they navigate financial contributions to their local communities and the broader Unitarian Universalist Association (UUA). This guide serves as a framework for understanding the principles of fair share giving and how it can strengthen both individual congregations and the larger Unitarian Universalist movement. By adopting fair share giving practices, congregations can ensure sustainable funding for their missions, programs, and initiatives, while also fostering a culture of generosity and shared responsibility.

Understanding Fair Share Giving

Fair share giving is based on the principles of equity and mutual support within a community. The goal is to encourage congregations to contribute a fair portion of their resources to the UUA, which in turn supports various programs, services, and resources that benefit all member congregations.

The Philosophy Behind Fair Share Giving

At its core, fair share giving is about recognizing the interconnectedness of Unitarian Universalist congregations. The UUA provides essential resources, support, and advocacy that uplift local congregations. By contributing fairly, congregations help ensure that these resources remain available for everyone.

Key philosophical points include:

1. **Shared Responsibility:** Each congregation has a responsibility to contribute to the collective mission of the UUA.
2. **Equity:** Fair share giving takes into account the varying capacities of congregations, allowing for contributions that are proportional to their size and resources.
3. **Sustainability:** Providing regular support to the UUA ensures that it can continue to offer valuable

DETERMINING YOUR FAIR SHARE

DETERMINING WHAT CONSTITUTES A FAIR SHARE FOR YOUR CONGREGATION CAN BE A NUANCED PROCESS. THE UUA SUGGESTS A FORMULA THAT TAKES INTO ACCOUNT THE UNIQUE CHARACTERISTICS AND FINANCIAL HEALTH OF EACH CONGREGATION.

FACTORS TO CONSIDER

WHEN CONSIDERING YOUR CONGREGATION'S FAIR SHARE CONTRIBUTION, TAKE INTO ACCOUNT THE FOLLOWING FACTORS:

1. SIZE OF THE CONGREGATION: LARGER CONGREGATIONS TYPICALLY HAVE GREATER FINANCIAL RESOURCES AND MAY BE EXPECTED TO CONTRIBUTE MORE.
2. ANNUAL BUDGET: REVIEW YOUR CONGREGATION'S ANNUAL BUDGET TO IDENTIFY HOW MUCH CAN BE ALLOCATED TO FAIR SHARE GIVING.
3. MEMBERSHIP GROWTH: IF YOUR CONGREGATION IS EXPERIENCING GROWTH, IT MAY BE FEASIBLE TO INCREASE YOUR FAIR SHARE CONTRIBUTION TO REFLECT THAT INCREASE.
4. COMMUNITY NEEDS: CONSIDER THE NEEDS OF YOUR COMMUNITY AND HOW YOUR CONTRIBUTION CAN HELP ADDRESS THOSE NEEDS THROUGH UUA PROGRAMS.

CALCULATING YOUR FAIR SHARE CONTRIBUTION

THE UUA PROVIDES A RECOMMENDED GUIDELINE FOR FAIR SHARE CONTRIBUTIONS, OFTEN BASED ON A PERCENTAGE OF A CONGREGATION'S ANNUAL BUDGET. HERE'S A SIMPLIFIED APPROACH TO CALCULATING YOUR FAIR SHARE:

1. DETERMINE YOUR ANNUAL BUDGET: START WITH YOUR TOTAL BUDGET FOR THE YEAR.
2. SELECT A FAIR SHARE PERCENTAGE: THE UUA SUGGESTS A RANGE, OFTEN BETWEEN 5-10% OF YOUR BUDGET, DEPENDING ON THE SIZE AND CAPACITY OF YOUR CONGREGATION.
3. CALCULATE YOUR CONTRIBUTION: MULTIPLY YOUR ANNUAL BUDGET BY YOUR CHOSEN PERCENTAGE TO ARRIVE AT YOUR FAIR SHARE CONTRIBUTION.

FOR EXAMPLE, IF YOUR CONGREGATION HAS A BUDGET OF \$100,000 AND YOU DECIDE ON A 7% FAIR SHARE CONTRIBUTION, YOUR CALCULATION WOULD BE:

$$\begin{aligned} & \{ \\ \text{FAIR SHARE} &= \text{ANNUAL BUDGET} \times \text{FAIR SHARE PERCENTAGE} \\ & \} \end{aligned}$$

$$\begin{aligned} & \{ \\ \text{FAIR SHARE} &= 100,000 \times 0.07 = 7,000 \\ & \} \end{aligned}$$

THUS, YOUR FAIR SHARE CONTRIBUTION WOULD BE \$7,000.

IMPLEMENTING FAIR SHARE GIVING IN YOUR CONGREGATION

ONCE YOU HAVE DETERMINED YOUR FAIR SHARE CONTRIBUTION, THE NEXT STEP IS TO IMPLEMENT A FAIR SHARE GIVING STRATEGY WITHIN YOUR CONGREGATION.

STRATEGIES FOR ENCOURAGING FAIR SHARE GIVING

1. EDUCATE CONGREGANTS: SHARE THE IMPORTANCE OF FAIR SHARE GIVING AND HOW IT BENEFITS THE ENTIRE UUA COMMUNITY. HOLD WORKSHOPS OR INFORMATIONAL SESSIONS TO ENGAGE MEMBERS.
2. CREATE A BUDGET LINE ITEM: INCLUDE THE FAIR SHARE CONTRIBUTION AS A LINE ITEM IN YOUR ANNUAL BUDGET TO ENSURE IT IS PRIORITIZED.
3. ENCOURAGE PLEDGING: ENCOURAGE MEMBERS TO MAKE PLEDGES TOWARDS THE FAIR SHARE CONTRIBUTION DURING STEWARDSHIP CAMPAIGNS.
4. CELEBRATE CONTRIBUTIONS: RECOGNIZE AND CELEBRATE THE CONGREGATION'S EFFORTS IN FAIR SHARE GIVING, HIGHLIGHTING HOW THESE CONTRIBUTIONS MAKE A DIFFERENCE.

THE IMPACT OF FAIR SHARE GIVING

FAIR SHARE GIVING CAN HAVE A PROFOUND IMPACT ON BOTH THE LOCAL CONGREGATION AND THE UUA AS A WHOLE.

BENEFITS FOR CONGREGATIONS

1. STRENGTHENED COMMUNITY: CONTRIBUTING TO THE UUA FOSTERS A SENSE OF BELONGING AND PARTNERSHIP WITH OTHER CONGREGATIONS.
2. ACCESS TO RESOURCES: FINANCIAL CONTRIBUTIONS ENABLE CONGREGATIONS TO ACCESS VALUABLE RESOURCES, TRAINING, AND SUPPORT FROM THE UUA.
3. ENHANCED MISSION FULFILLMENT: WITH ADEQUATE FUNDING, CONGREGATIONS CAN BETTER FULFILL THEIR MISSIONS AND SERVE THEIR COMMUNITIES EFFECTIVELY.

BENEFITS FOR THE UUA

1. SUSTAINABLE FUNDING: FAIR SHARE CONTRIBUTIONS PROVIDE THE UUA WITH A RELIABLE SOURCE OF FUNDING TO MAINTAIN AND EXPAND ITS PROGRAMS AND SERVICES.
2. BROADER IMPACT: INCREASED CONTRIBUTIONS ENABLE THE UUA TO ADVOCATE FOR SOCIAL JUSTICE, SUPPORT CONGREGATIONAL GROWTH, AND ENGAGE IN MEANINGFUL COMMUNITY OUTREACH.
3. STRONGER NETWORK: A WELL-FUNDED UUA CAN BETTER CONNECT CONGREGATIONS, FACILITATING COLLABORATION AND SHARED INITIATIVES ACROSS THE MOVEMENT.

CHALLENGES AND SOLUTIONS IN FAIR SHARE GIVING

WHILE FAIR SHARE GIVING IS A NOBLE GOAL, CONGREGATIONS MAY FACE CHALLENGES IN IMPLEMENTING IT EFFECTIVELY.

COMMON CHALLENGES

1. FINANCIAL CONSTRAINTS: SOME CONGREGATIONS MAY STRUGGLE WITH LIMITED FINANCIAL RESOURCES, MAKING IT DIFFICULT TO CONTRIBUTE A FAIR SHARE.
2. LACK OF AWARENESS: CONGREGANTS MAY NOT FULLY UNDERSTAND THE IMPORTANCE OF FAIR SHARE GIVING AND HOW IT IMPACTS THEIR COMMUNITY.
3. RESISTANCE TO CHANGE: LONG-STANDING TRADITIONS OR PRACTICES MAY HINDER THE ADOPTION OF FAIR SHARE GIVING.

STRATEGIES TO OVERCOME CHALLENGES

1. **TRANSPARENT COMMUNICATION:** CLEARLY COMMUNICATE THE FINANCIAL HEALTH OF THE CONGREGATION AND THE IMPORTANCE OF FAIR SHARE CONTRIBUTIONS.
2. **FLEXIBLE CONTRIBUTIONS:** ALLOW CONGREGATIONS TO ADJUST THEIR FAIR SHARE CONTRIBUTIONS BASED ON FINANCIAL CIRCUMSTANCES, EMPHASIZING THE IMPORTANCE OF PARTICIPATION OVER THE AMOUNT.
3. **FOSTER A CULTURE OF GENEROSITY:** ENCOURAGE A BROADER CULTURE OF GENEROSITY WITHIN THE CONGREGATION, WHERE CONTRIBUTIONS ARE SEEN AS A COLLECTIVE EFFORT.

CONCLUSION

THE UUA FAIR SHARE GIVING GUIDE SERVES AS AN ESSENTIAL TOOL FOR UNITARIAN UNIVERSALIST CONGREGATIONS STRIVING TO FULFILL THEIR RESPONSIBILITIES TO THE LARGER COMMUNITY. BY UNDERSTANDING THE PHILOSOPHIES, DETERMINING FAIR SHARE CONTRIBUTIONS, IMPLEMENTING EFFECTIVE STRATEGIES, AND OVERCOMING CHALLENGES, CONGREGATIONS CAN STRENGTHEN THEIR TIES TO THE UUA AND ENHANCE THEIR COLLECTIVE IMPACT. FAIR SHARE GIVING IS NOT JUST ABOUT FINANCIAL CONTRIBUTIONS; IT IS ABOUT BUILDING A ROBUST NETWORK OF SUPPORT, SHARED VALUES, AND A COMMITMENT TO MAKING THE WORLD A BETTER PLACE. AS CONGREGATIONS EMBRACE THE PRINCIPLES OF FAIR SHARE GIVING, THEY WILL NOT ONLY CONTRIBUTE TO THEIR OWN SUSTAINABILITY BUT ALSO EMPOWER THE ENTIRE UNITARIAN UNIVERSALIST MOVEMENT TO THRIVE.

FREQUENTLY ASKED QUESTIONS

WHAT IS THE UUA FAIR SHARE GIVING GUIDE?

THE UUA FAIR SHARE GIVING GUIDE IS A RESOURCE PROVIDED BY THE UNITARIAN UNIVERSALIST ASSOCIATION TO HELP CONGREGATIONS DETERMINE APPROPRIATE LEVELS OF FINANCIAL CONTRIBUTIONS BASED ON THEIR SIZE AND CAPACITY.

HOW DOES THE UUA FAIR SHARE GIVING GUIDE DETERMINE FAIR SHARE AMOUNTS?

THE GUIDE SUGGESTS FAIR SHARE AMOUNTS BASED ON A PERCENTAGE OF A HOUSEHOLD'S INCOME, CONSIDERING FACTORS SUCH AS THE CONGREGATION'S BUDGET NEEDS AND COMMUNITY DEMOGRAPHICS.

WHY IS FAIR SHARE GIVING IMPORTANT FOR UNITARIAN UNIVERSALIST CONGREGATIONS?

FAIR SHARE GIVING IS IMPORTANT AS IT PROMOTES EQUITABLE FINANCIAL SUPPORT FOR CONGREGATIONAL PROGRAMS, ENSURES SUSTAINABILITY, AND FOSTERS A CULTURE OF SHARED RESPONSIBILITY AMONG MEMBERS.

WHAT ARE SOME FACTORS THAT INFLUENCE AN INDIVIDUAL'S FAIR SHARE GIVING LEVEL?

FACTORS INCLUDE HOUSEHOLD INCOME, FINANCIAL OBLIGATIONS, PERSONAL VALUES REGARDING PHILANTHROPY, AND THE FINANCIAL HEALTH OF THE CONGREGATION.

HOW CAN CONGREGATIONS UTILIZE THE UUA FAIR SHARE GIVING GUIDE EFFECTIVELY?

CONGREGATIONS CAN USE THE GUIDE TO SET REALISTIC GIVING GOALS, ENCOURAGE TRANSPARENCY IN FINANCIAL DISCUSSIONS, AND ENGAGE MEMBERS IN THE STEWARDSHIP PROCESS.

IS THE UUA FAIR SHARE GIVING GUIDE UPDATED REGULARLY?

YES, THE UUA FAIR SHARE GIVING GUIDE IS PERIODICALLY REVIEWED AND UPDATED TO REFLECT CHANGES IN ECONOMIC CONDITIONS AND CONGREGATIONAL NEEDS.

