



## Westminster Unitarian Church Generosity Goals and Guidelines

### **GENEROSITY** (*noun, plural gen·er·os·i·ties*)

1. Readiness or liberality in giving.
2. Freedom from meanness or smallness of mind or character.
3. A generous act: We thanked him for his many generousities.
4. Largeness or fullness; amplitude.

Westminster's Generosity Campaign is an annual, and essential, tradition. Below are frequently asked questions about why it's needed, the process, guidelines for giving a "fair share," how to make your pledge, and much more.

### **WHY IS A GENEROSITY CAMPAIGN NECESSARY?**

The annual pledges made by church members and friends during the Annual Budget Drive provide the financial fuel that helps Westminster go and grow. Overall, the contributions of members and friends typically account for about 85 percent of annual operating costs – not just the building, utilities and salaries of our beloved staff but the wide array of fellowship and social justice programs and ministries that make Westminster unique and impactful. Equally important, the pledges are an essential element of the budgeting process, enabling the Finance committee and Board to plan for the year ahead – the new financial year that begins on January 1, 2024 – by knowing how much financial support it can count on.

Think of your pledge as an opportunity to renew your membership and reaffirm your commitment to Westminster and the spiritual growth it nurtures.

### **WHEN DOES THE GENEROSITY CAMPAIGN BEGIN AND END?**

The campaign launches on Sunday, October 15th with a special service featuring an honored guest, Reverend Barbara Fast. We expect to wrap up the campaign on November 19<sup>th</sup>.

### **HOW DO I PLEDGE FOR 2024?**

Go to the church website, [www.westminsteruu.org](http://www.westminsteruu.org) and tap the PLEDGE BUTTON. A drop-down menu will lead you through the process. Or, pledge at church on any Sunday. Pledge cards will be available for your use.

### **WHAT IS THE FINANCIAL GOAL FOR THIS YEAR'S CAMPAIGN?**

Mindful of the post-pandemic economy and household finances, the goal of this year's campaign is to raise enough money to maintain our current programs and prepare for the arrival of our new settled minister in August 2024. However, costs are rising. And, the campaign needs to raise more money just to maintain the status quo. The

Westminster Board of Directors is asking everyone: If you're already giving your fair share, please consider giving "just a little more." If you're not at the fair share for your income level, please let this be the year you commit to do your part to fully support our church.

## **ARE THERE OTHER GOALS FOR THE CAMPAIGN?**

Yes, our other goals include:

- 100 percent membership participation in the campaign.
- Strong participation by friends and regular visitors.
- Everyone who is financially able increases their pledge from last year.

## **HOW DO I KNOW HOW MUCH I PLEDGED LAST YEAR?**

If you pledged in a recent Annual Budget Drive you should receive a letter from our Finance Secretary with a status update. If you have questions, please contact Doug Jones - [djones729@cox.net](mailto:djones729@cox.net) or call the church office.

## **ARE THERE ANY GUIDELINES FOR HOW MUCH I SHOULD PLEDGE?**

The Unitarian Universalist Association's suggested Congregation Giving Guide is a tool you can use to decide how much to give based on your family's adjusted gross (pre-tax) income and the level of your family's commitment to, and involvement in, the liberal religious community we love and share.

## **HOW MUCH DO OTHER MEMBERS GIVE?**

Members give, on average, about \_\_\_\_\_ per year;

Half of those who contribute give more than \$\_\_\_\_\_ per year.

On a monthly basis, pledges vary widely – from well below the average to in excess of \$\_\_\_\_\_ per month.

The bottom line: *All* contributions are welcomed and appreciated – no matter how large or how small.

## **WHAT SHOULD I DO IF I HAVE QUESTIONS?**

Contact Kamila Barzykowski, our Board President: [president@westminsteruu.org](mailto:president@westminsteruu.org); 401-339-7661.

# UUA SUGGESTED CONGREGATIONAL GIVING GUIDE

The guide below is a recommended resource from the Unitarian Universalist Association (UUA) for determining how much to give to the Stewardship Campaign. This resource is meant to be a guide only. Each household has different life circumstances that impact how much they are able to give. Every gift matters.

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

1. Determine your monthly income or resource level. \$\_\_\_\_\_.
2. ADD to your income level any unexpected or periodic income (inheritance, investment income, etc.) and SUBTRACT any unusual expenses (large medical expenses, care of parent, other large financial expense, etc.). This new total is your Adjusted Monthly Income. \$\_\_\_\_\_.
3. Review 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 level of commitment.

### The four commitment levels:

**Supporter:** The congregation is a significant part of my spiritual and community life that I want to support. My fair share financial commitment starts at 2% and rises to 4%.

**Upholder:** 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% and rises to 6%.

**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 7%.

**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% of my income.

		Supporter 2-4% of Income		Upholder 3-6% of Income		Visionary 5-7% 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