



Unitarian Church of Montpelier

130 Main St, Montpelier VT 05602

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*We welcome all
as we build a loving community
to nurture each person's spiritual journey,
serve human need,
and protect the earth, our home.*

March 1, 2021

Dear Members and Friends of the Unitarian Church of Montpelier,

What a year it has been! How lucky we at UCM are that our wonderful ministers and church leaders have been so pro-active in providing wholehearted worship and active programs for our children and all of us, allowing us to keep our spiritual family together. We are reaching out to our community through take-out meals on Mondays and tending to the Warming Shelter on Thursday evenings. We are caring for each other, nurturing our children and our own spirits. We had to close our church doors to protect us all, but our Church community continues to thrive!

It is all of us, together, who continue to nourish every little thing we do, providing the roots and the fuel for this thriving community. As our church leadership plans for the upcoming budget year, we will be prioritizing:

- continuing to expand compensation and benefits for our treasured staff to move towards fair compensation; and
- equipping our church building to safely, adequately, and energetically offer virtual and in person church programming and services. We want to reach out to even more of our community, providing both inspiration and comfort.

The “Together We Thrive!” Annual Pledge Drive, kicks off on Sunday, March 7, 2021. We hope that those who have pledged generously in the past will continue to pledge at that same level for the coming year (though increases are always welcome)! If you are a new member, or have not pledged before, please look over the *Fair-Share Contribution Guide* on the reverse side of this letter. It can help you find a level of giving that is both inspirational and comfortable for you. We rely on you, our community, to dig deep into your discernment process, engage with the Guide, and get us your pledge by April 1st. Whatever amount you lovingly choose, we hope you will give until it feels good. Through our participation, and our financial pledges and donations, our beloved congregation will continue to thrive.

A heartfelt Thank You to Rev. Joan, Liza Earle-Centers, Eliza Thomas, Elaine Ball, Verdis Robinson, Kellie Hart, Sam Rossier, and Becky Atchinson for all they have done and continue to do. Thank you, also, to all of our volunteers, including those who have managed the magic of Video and Zoom for UCM, a congregation that now spreads across the country.

In loving gratitude for your presence and care for our community.

Sue Stukey and Charlotte Root, co-chairs, 2021-2022 Pledge Drive and the whole Stewardship Team

Sue Stukey *Charlotte Root* *Peter Thomas* *Claudia Clark* *Scott Hess*
John Thomas Poetson *Brenda Bear* *Gary* *Hugo Liepmann* *Julia*



The Suggested Fair Share Contribution Guide

This handy tool is available to help each of us decide what commitment level is right for us as members of this community.

Giving is a discernment of commitment and resources. When thinking about your income and your financial commitment to the congregation, please consider your UU values. What makes this chart fair and useful is the ability to include meaningful or unusual exceptions (in income or expenses) in your personal economic life. Wherever you find the right level, revisit it periodically and reassess whether it's still the right level for you, using the instructions below. This is an honor system; only you know your circumstances.

- 1 **Determine your monthly income or resource level.** (Or you may calculate on any time frame that works for you. For ease, the guide shows monthly and corresponding annual income levels.)
- 2 **ADD** any unusual or periodic income such as inheritances, business income, anticipated investment income, tax returns, etc.
- 3 **SUBTRACT** any extraordinary/large expenses such as large medical expenses, care of a parent, childcare/alimony, rent/mortgage/car payments, school expenses/debt, etc.
- 4 From the Adjusted Monthly Income column, move to the right to find a giving level that you are ready to support, between 2% and 10%, depending on adjusted income and personal capacity. Interpolate between guide levels if needed.

- 5 Once you've determined your pledge amount, simply fill out the addressed, stamped remittance envelope and drop it in the mail, or go to tinyurl.com/UCM-Thrive-2021 to fill out our easy online pledge form.

Moving toward a Fair Share financial commitment, whether quickly or in a steady, intentional way is a welcome process that builds community and instills a sense of personal stewardship in each of us. Some people may find it necessary to move toward their Fair Share goal over time. In making your decision, try considering the four commitment levels (supporter, sustainer, visionary, transformer). These titles refer to the internal experience of richness and abundance we can all gain from being generous people. The act of giving itself is deeply spiritual, and is an investment in your own sense of clarity and peace. Being a giver is also one of the best ways to cultivate a deeper sense of connection to our community, and to our shared future.

Pledge and other revenue sources support our worship and music programs, our religious education program, programs for members and friends, community outreach, our staff and facilities, and our connections to Unitarian Universalism. Our budget reflects our mutually generated mission and vision.

For more information on the 2021–2022 Pledge Drive, please contact Charlotte Root at root.charlotte@gmail.com or Scott Hess at scottphess@gmail.com or go to our web page: <https://ucmvt.org/together-we-thrive/>

Income		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

“One is wise to cultivate the tree that bears fruit in our soul.”

– Henry David Thoreau