



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.*

February 10, 2023

Dear Friends,

Our middle school youth group recently met and captured in just a few words why our spiritual community matters. They said people come to our church “to learn, to care for each other, to be accepted, and to seek spiritual nourishment.” And, when people go, they feel “happy, joyful, cared for, and sad to leave.” Our youth really get it!

Indeed, our congregation is a community for learning, offering and receiving care, and deepening our spirits. It is also a community for clarifying and living our values out in the world. This happens on Sunday mornings and throughout the week. There are adults sharing in the deep listening of Chalice Circles, children learning how to spread kindness, teens supporting one another through the transition into young adulthood, volunteers sharing food with our neighbors, and singers of all ages nurturing their spirits with the beauty of music.

Over the last several months, it has been a joy to witness long-time members, returning members, and newcomers all coming together, enlivening this community. None of this ministry would be possible without your engagement and generosity. As a democratically-run religious community, the contributions of time, talent, and treasure of members and friends are essential to fulfilling our mission.

Our Annual Pledge Drive, “**Renew, Nurture, Grow,**” for the 2023-2024 church year, invites you to actively support our shared ministry through your financial generosity. We are aiming to raise **\$378,000** from pledges to support next year’s operating budget. This is an ambitious increase of roughly 12% over pledges raised last year. We also hope to add 20 new pledgers (a 10% increase) through this year’s drive.

Our 2023-2024 operating budget will continue fair compensation for our church staff so that our programs of worship services, lifespan spiritual exploration, music, and service and advocacy are robustly supported. Our budget also addresses increased costs for heating and maintaining our historic building. 100% of your pledge will support our church operations.

I encourage you to utilize the **Suggested Fair Sharing Giving Guidelines** to determine a pledge amount that aligns with your commitment to this congregation and your financial capacity. Please give as generously as you can, based on your circumstances, to ensure that we can continue the vitality of our spiritual community.

Thank you for all the ways you give so generously to this community and for making our pledge drive a success!

With love and gratitude,

Rev. Joan Javier-Duval, Minister



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.

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.)

ADD any unusual or periodic income such as inheritances, business income, anticipated investment income, tax returns, etc.

SUBTRACT any extraordinary/large expenses such as large medical expenses, care of a parent, childcare/alimony, rent/mortgage/car payments, school expenses/debt, etc.

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.

Once you've determined your pledge amount, simply fill out the addressed, stamped remittance envelope and drop it in the mail, or go to <https://tinyurl.com/UCM-pledge-2023> 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 2023-2024 Pledge Drive please contact Ansel Ploog at Ansel.Ploog@gmail.com or Scott Hess at scottphess@gmail.com or go to our web page <https://ucmot.org/renew-nurture-grow>

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**