

The Suggested Fair-Share Contribution Guide

This Guide helps you to determine your level of giving, guided by commitment and resources.

1. The Fair-Share Contribution Guide is a tool for you in the spirit of the humanist and progressive tradition; we are individually and collectively responsible for resourcing our movement and our societies. You can use the tool to help determine a level of giving that feels right to you, in the context of your unique life circumstances.
2. Most of us budget our financial commitments on a monthly basis and the guide is organized accordingly, but you may calculate on any time frame that works for you. For convenience, the guide shows monthly and corresponding annual income levels. The "Adjusted Income" columns refers to the money that you have to "work with" in your budget (i.e. to allocate to different expenses, including charitable giving) every month or every year.
3. From the Adjusted Income columns, move to the right to find a suggested giving level that you are ready to support, between 2% and 10%, depending on adjusted income and level of commitment. Interpolate between guide levels if needed.

In making your decision, consider the four commitment levels below and how they relate to your membership. Consider your Ethical Culture 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.

- **Supporter:** WES is a significant part of my ethical, 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:** WES is my central community; I am committed to sustaining the programs of my society. 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 community and of my Ethical Culture 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 WES; my contribution provides fuel for transformation and is part of my personal practices in living out my Ethical Culture Principles. My fair share financial commitment represents 10% of my income.

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| | | 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.