

Your pledge makes our Mission Possible...

GROUNDED IN LOVE - “Love is the power that holds us together and is at the center of our shared values”, calling us to live with compassion. We are transformed by love and rest in the assurance of its presence.

JOYFUL COMMUNITY - We intentionally “cultivate a spirit of gratitude and hope.” Our joyful community is enlivened by caring for one another and nurturing right relations in a spirit of cooperation. Joy comes from a sense of belonging and being seen, and from our lives being nourished through communal activities, meaningful worship, and spiritual growth.

SPIRITUAL GROWTH - Spiritual growth is the foundation of our participation in congregational life. Together we discern our place in the world through a free and responsible search for truth and meaning. We experience life in terms of relationships — with ourselves, each other, the natural world and with all which lies beyond us.

INCLUSION - We are a welcoming, multigenerational congregation, diverse in culture, experience, and belief, celebrating the “inherent dignity and worthiness” of all people. We commit to empower and enhance “everyone’s participation, especially those with historically marginalized identities.” When each person flourishes, our community flourishes.

JUSTICE - “We work to create a diverse multicultural Beloved Community where all thrive. We commit to dismantling racism, white supremacy culture, and all forms of systemic oppression. We support the use of inclusive and transparent democratic processes to make decisions.” We work to secure the rights of marginalized individuals and groups. We covenant to protect the Earth and all living things in the interdependent web of all existence.













Financial Goals for FY24-25:

- Retaining and investing in our staff
- Settling our new minister
- Promoting spiritual growth through RE and Lifespan Education for kids, youth and adults
- Promoting inclusion and justice through our Anti-Racism work
- Developing a master campus plan
- Developing a 5-year financial plan
- Showing our values in all we do

Pledge Health - What are our vital signs?

A Quartile Analysis helps assess the health of a congregation's pledge income. Each quartile is one-quarter of the annual pledge income. We then look to see how many households contribute to each quarter of our pledge income. The chart shows that more than half of our households (62.6%) contribute only a quarter of the pledges. A healthy distribution is 45%. We can get there by increasing our pledges! Our goal is to improve the financial health of our church by increasing the number of households in Quartiles 1, 2 and 3.

UUCW Pledge Health

Pledges	% of Pledges)	# of Pledging Units (Households)		UUCW Range (annual pledge)
		Healthy (Goal)	UUCW (2023-24)	
1st Quartile \$120.4K	10%  4.6% 	18	8	\$9.1K to \$33.7K
2nd Quartile \$113.7K	15%  12% 	26	20	\$4.8K to \$9K
3rd Quartile \$116.8K	30%  21.3% 	52	37	\$2.1K to \$4.7K
4th Quartile \$113.2K	45%  62.6% 	78	109	\$180 to \$2K
\$464.2K (total pledged)	 Healthy Distribution  UUCW Distribution		174	Calculations do not include member households with no pledge.

Use this chart to see where your pledge falls. Then review the Giving Guide as you make your decision on the level of support you can provide. Your commitment to our community is essential and appreciated!



UUCW Stewardship Pledge Fair Share Guide

A pledge is a promise to donate money to the congregation within a 12-month period. These commitments made during the annual stewardship pledge drive are the basis for the budget for the upcoming fiscal year. A pledge is a non-binding promise for how each of us wants to support our community throughout the next year. You are free to change your pledge at any time should your circumstances change during the year.

What is a Fair Pledge?

To make our bold “Mission Possible,” UUCW truly needs your generosity during our annual pledge drive. Any pledge amount that is meaningful for you is appropriate and appreciated. We are a church community that relies on member generosity to exist and to help one another at times of challenge. Pledge contributions are the resources we need to sustain us. We honor our membership covenant to the UUCW and our fellow members when we pledge to give. We are stronger together!

The Suggested Fair Share Contribution Guide

During this pledge season we ask our members and friends to calculate not only what your household can afford, but also how much value you place upon your church community. The Fair Share Contribution Guide is used by many UU congregations nationwide. Please consider these guidelines when you discern your contribution to ensure UUCW’s Mission is Possible this stewardship season.

Adjusted Monthly Income	Approx. Adjusted Annual Income	Sustainer		Visionary	
		Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge
\$1,000	\$12,000	3%	\$30	5%	\$50
\$2,000	\$25,000	3%	\$60	5%	\$100
\$3,000	\$36,000	3%	\$90	5%	\$150
\$4,000	\$50,000	4%	\$160	5%	\$200
\$6,500	\$80,000	4%	\$260	6%	\$390
\$8,500	\$100,000	5%	\$425	6%	\$510
\$10,000	\$120,000	5%	\$500	6%	\$600
\$17,000+	\$200,000+	6%	\$1,020+	7%	\$1,190+

“Adjusted Income” refers to household monthly take-home pay after taxes, minus unusual expenses like childcare, tuition, healthcare, parent support, etc.

Why make a pledge and not just give when I can?

Pledging is how we make our budget. The only way we can make decisions about staffing, sign contracts for building needs and maintain the congregation is based on what is pledged. If we have less pledged than the budget we prepared, then we will make decisions about what positions we staff, what equipment we can afford as well as what repairs or projects we do as a congregation.



Grounded in love, UUCW is a joyful community committed to spiritual growth, inclusion, and justice.