



## FREQUENTLY ASKED QUESTIONS

**WHAT IS THE ANNUAL PLEDGE CAMPAIGN?** The First Unitarian Society's annual campaign is made up of hundreds of individuals' pledges to give unrestricted gifts in the upcoming fiscal year, which begins July 1, 2018. These gifts enable us to fulfill our mission and are among the most important and valuable contributions to FUS.

**WHAT IS A PLEDGE?** A pledge is your commitment of financial support for the First Unitarian Society of Madison in the upcoming fiscal year. A pledge is your families' future contribution to the mission of this community.

**WHY DO WE PLEDGE?** FUS belongs to all of us. We pledge to provide the financial means for its daily operations and to ensure that the Society and its resources are available to us, and others, now and in the future. Just like other families, FUS needs to know how much income to expect in order to successfully prepare our budget for the upcoming year. Your March pledge commitment allows us to plan for our fiscal year which runs July 1, 2018 – June 30, 2019.

**IS PLEDGING A REQUIREMENT OF MEMBERSHIP?** We expect that those who benefit from this community and participate in its activities will share in its financial upkeep. Some members and affiliates can afford to pledge more, some less, but we believe that everyone is capable of making a meaningful contribution.

**HOW MUCH SHOULD I PLEDGE?** Pledges vary based on income, expenses, and personal circumstance. We encourage you to use the UUA's Fair Share Giving Guidelines (included in this Annual Campaign packet). These provide tried and true recommendations for levels of giving based on your income, taking into account the needs of our Society.

Each year our FUS expenses naturally increase and therefore we strongly encourage you to contemplate a notable increase from your last year's pledge. Your annual campaign packet will include the dollar amount of your pledges from the last three years.

**HOW DO I MAKE A PLEDGE?** You can fill out a pledge form and drop it off at FUS, or mail it to the First Unitarian Society c/o Molly Kelly by Sunday, March 4. We will add your pledge to our expected income for the next year.

**HOW DO I PAY MY PLEDGE?** The pledged amount is for the upcoming fiscal period, July 1, 2018 to June 30, 2019. When pledging, you will be asked to select if you intend to pay one time, monthly, or weekly. You will also select if you prefer to pay by credit card, EFT, stock, mutual fund, bond transfer, or with a check(s).

**WHAT IS THE MONEY USED FOR?** Pledges and other revenue sources (donations, rentals, investment, fundraising, etc.) have long supported our diverse array of programming. This year's annual campaign is setting its sights on increasing staff compensation, since it has become evident that our current wages are not in line with the UUA guidelines. In order to meet these recommendations, we'd need to increase compensation by 8%. The UUA believes a fair wage aligns with our values of equity and justice, it is essential for the long-term retention of qualified and experienced staff.

**IF 400 OF OUR MEMBERS ADD \$20 MORE A MONTH TO THEIR ANNUAL PLEDGE, WE COULD RAISE ALL STAFF COMPENSATION TO ALIGN WITH THE UUA SALARY RECOMMENDATIONS.**