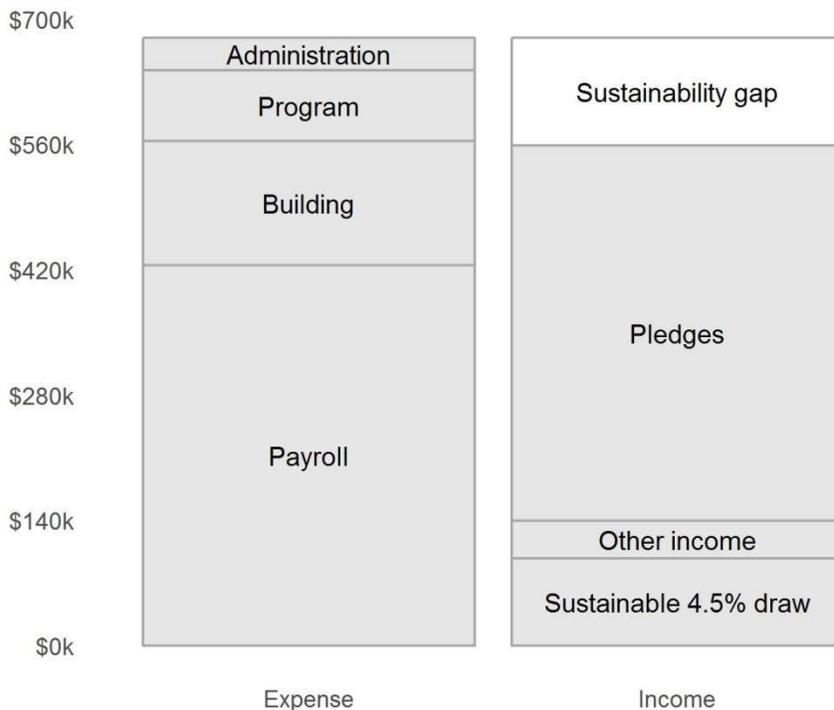


Our Path to Financial Sustainability

Late last fall, 176 members and friends completed an on-line survey prepared by the Transition Team about many aspects of life at First Parish. One question asked how important it was to each of us that we budget based on a “sustainable draw” from our endowment, i.e., that we withdraw from our endowment each year only an amount equal to what the endowment has earned that year.

Typically, a sustainable draw represents 4.5% of the total endowment. For First Parish, that means we should be drawing about \$95,000 each year from our \$2.1 million endowment. For this church year (2016-17), we budgeted a \$215,000 withdrawal from our endowment, nearly \$120,000 more than is sustainable over the long term. The 2016-17 “sustainability gap” represents the difference between income (including a sustainable endowment draw of 4.5%) and expenses.



80% of the 167 people who completed the Transition Team Survey said a sustainable draw is **somewhat (29%) or very (51%) important** to them. As a community, we will decide how to close our “sustainability gap” of \$120,000 to achieve long-term financial sustainability over the next few years - through some combination of increasing pledges, pursuing other revenue sources, adding to our endowment, and reducing expenses.

If, for example, everyone increased their annual pledge by 13% each of the next two years, our budget would be balanced with a sustainable draw. We appreciate that an increase is not possible or appropriate for everyone. We do hope that you will consider whether a pledge increase this year aligns with your personal circumstances and your hopes for this community.

What can I do to support this beloved community?

Step 1 Spend a few minutes reflecting on the role of First Parish in your life

Think about how you contribute your *time, energy, and curiosity* to this community.

Think about how this community *fills your cup* spiritually, emotionally, and socially.

For example, "Sunday worship", "teaching in RE", "immigration vigils"

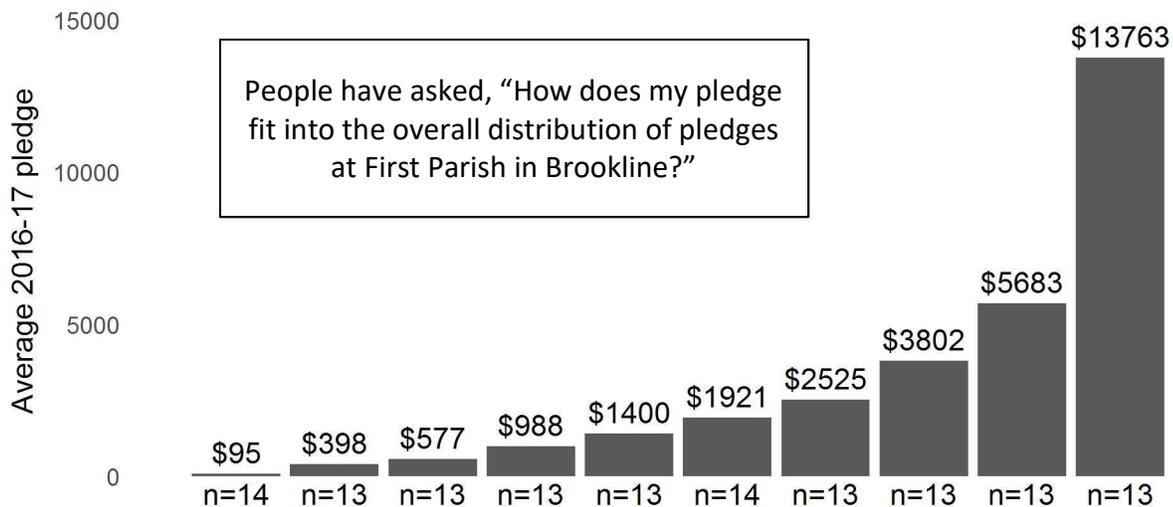
Write those here:

Step 2 Consider the [UUA fair share guide](#) and the context of FPB's pledge distribution

One way to think about pledging is the advice of the UUA: "Consider your UU 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	Sustainer	Visionary	Transformer
2-6% of income	3-7% of income	5-9% of income	10% of income

Another way to think about pledging is your place in the distribution of pledges at First Parish in Brookline. The chart below divides all 132 pledges from last fiscal year into ten equal groups of 13 or 14 pledges each, and shows the average pledge in each group.



Step 3 Decide what pledge is right for you and return your pledge form

Pledge by mail or at firstparishinbrookline.org/pledge-online

Set up recurring payments through your bank or firstparishinbrookline.org/giving/give-online/