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Minister's Report

I can't believe our first year together is rapidly coming to a close. What a full year it's been! I am grateful for the opportunity to learn and grow with you during this exciting time of transition at Unitarian Universalist Congregation in Milford (UUCM). The role of the Interim Minister is an interesting one. My role is to both dive into the ongoing life of the congregation and to stay removed enough to try to see congregational life from the balcony; observing the bigger picture. Telling you what I see.

Nuts and Bolts

An important part of my job is helping you take a look at the way you do things. I often find myself saying, "You do this". Then I ask, "Do You Know You Do This?" and more importantly, "Is this the way you want to do this?" I try to be a mirror so you can see yourselves and make conscious decisions about the way you do things. One of my observations is that there seems to be a lot of confusion about how decisions are made at UUCM. I've been working closely with the Council to help create a process that gives committees and ad hoc groups more clarity and autonomy to do their work, freeing up the Council to focus on policy and vision.

A very experienced interim colleague shared an image at a training I attended recently that really resonated with me. She said, "If people aren't able to stay in their lanes, there's a problem". My mind immediately jumped to images of children playing soccer who haven't learned to play their positions yet. They all run towards the ball, no matter where it is on the field. Clumped together like a bunch of electrons around a nucleus, they're all bunched up around the ball instead of staying spread out. There's no one there to kick the ball to, making it so much harder to move the ball downfield towards the goal. It strikes me that congregations need clarity around the positions they ask volunteers to play. Then those volunteers need to be trusted to play their positions. Ultimately, clarity is based on the goal - a vision, a purpose and identity that gives our work together meaning.

Which brings me to the other part of my job; observing the bigger picture.

My View From the Balcony

The tasks of interim ministry all revolve around developing a sense of identity and a vision based on that identity. On your application for an interim minister you said you wanted help with several issues that specifically relate to your identity and vision including expanding/improving programming for children and youth and exploring ways to attract young families. That's a tall order for churches in general these days. The needs of families and children are changing, as is their relationship with religious institutions in general. In service to that goal I've been working with Jamie and the Children and Youth Faith Formation Team all year to help them think about ways UUCM might develop programs/activities that are more relevant to the needs of young families.

But the truth is, you can never go home again. I got a sense when we were doing the History Timeline Project last fall that there's a strong sense of nostalgia for "the good old days at UUCM"; when this place was teeming with families with children. But - things will never be the way they used to be. You can, however, choose to move forward with intention, based on the desire to build community with and for young families in new ways. It will, however, require some experimentation (out of the box thinking) and an investment on the part of more members of the congregation. The CYFF Team can't do it alone. During the Appreciative Inquiry process one of the values you shared that seemed to generate a lot of energy was the desire for more intergenerational social justice projects. One of the activities I'd like to lead next year is a Social Justice Empowerment Workshop that might yield an idea and some direction for creating a congregation-wide, intergenerational social justice project. To be successful, it will require a lot of intergenerational participation, planning and outreach to get families and children involved.

But there are other possibilities. This is, by and large, a congregation of adults, empty-nesters on up. What if your identity and your vision was based more on who you are? What if you decided, for example, to be the congregation dedicated to building community, spiritual nurture and education for adults? This year I led several adult education programs. There were 16 people in our discussion of "Aging As Spiritual Practice", an indicator that there is a need for older adults in this congregation to get together to explore the process of aging and support one another. Next year I hope to reconvene that group as well as offering a film series on UU History, another UU Common Read book discussion as well as opportunities to continue to explore ways we can dismantle White Supremacy in Unitarian Universalism, at UUCM and in our own lives. I've come to believe that this work is the first step to being more welcoming on a lot of levels.

What if you really honed in on these issues as they relate to adults? It would be a big change but it's a way of framing who you are — right now! Could you become a center of education, support and activism for adults exploring the aging process, cultural competency and other values based on UU principles and sources? Could you develop social justice projects related to those values that would include all ages? The Winter Solstice Spiral comes to mind; an opportunity to learn about and explore traditions around the Winter Solstice that attracted people of all ages. It could be a concert series, a community forum, a series book/movie discussions....

The real question is “who do you want to be — together?” I don’t have the answers but I believe a clearer sense of identity would give you more energy to drive this congregation into a meaningful and relevant future, for both long-time members and newcomers alike.

This congregation has so much going for it - so much capacity, so many talented and caring people - so much heart. Just imagine what you could do if you were all working together, moving in the same direction with a sense of clarity and purpose. I can tell you from experience that it’s a process. It won’t happen overnight - but engaging in the conversation is the first step and we’ve made a good start this year. I’m looking forward to continuing the journey with you.

Faithfully yours,
Rev. Carol Strecker
Interim Minister

President’s Report

It has been an honor to serve as President of the congregation this year. Council has worked hard throughout the year to learn about the work of the ministerial transition, and to understand our congregation’s strengths and challenges.

Council highlights of the year include:

- Holding an additional congregational meeting during the winter. This gave the congregation a chance to share thoughts and ideas more widely and to make a decision about the sanctuary improvements before the end of the church year.
- Introducing a new decision-making process. I am very excited to see what the congregation’s response is to the suggestions from the two task groups (outdoor signs and symbols in the sanctuary). I’m hopeful that these two projects help us see how the new process can work and encourage more forward momentum for the congregation.
- The ministerial search committee. It was a privilege to talk to members and friends of the congregation about their hopes and dreams for the congregation and support them to select people to nominate to the committee. I have great confidence in our search committee. To Nancy, Joe, Amy, Karen, Cathy, Mark, and Alan: Thank you for taking on this important work.

It was also intimidating to take on the task of being the President of the congregation during the ministerial transition. The transition work before us seemed so big and so important. Some of us were eager for change and new ideas, while some of us were reluctant. This year, I have had the opportunity to see and hear about others’ hopes and dreams for the congregation. And at times, I have heard about disappointments or frustrations. We all want so much for this beloved community of ours, and at times it can be hard to figure out how to build a community with others with whom we don’t always agree.

In the book *Bless the Imperfect: Meditations for Congregational Leaders* Laila Ibrahim talks about her struggle to tolerate and accept the disappointments and imperfections that are a natural part of living in community with other people. She says that at times, she has considered leaving her congregation. Laila writes “But staying away has never helped me through such times. Rather, coming in closer, telling people about my spiritual crisis - listening, sharing, caring, and worshipping - have helped me know that this is where I belong, even when church is the source of my frustration and disappointment. Because we are not in church to be with people who want to sing the same music, or rally for the same cause, or attend the same retreats. We are in church to learn to love better. And learning to love better can only happen when we love past our disappointments and return to a place of acceptance and affirmation. This is true in our personal lives, in our work lives, and in our church lives. It is a deep spiritual practice...There is really only one choice: between imperfect community and no community. Again and again, we are all called to choose to commit ourselves to building a more just, more diverse, and yet ever messy and imperfect beloved community.”

Next year, we will all be called to work together to keep doing our big and important transition work. Together, we need to decide what truly is the heart and soul of our community so that we will know what kind of minister will best serve us. You may find yourself feeling disappointed or frustrated that other people have different thoughts or different priorities. I encourage you to commit to the deeply spiritual practice of being in community with one another. I believe that together, we can continue to build a vibrant and dynamic community that supports us all to be our best selves.

Respectfully submitted,
Tricia Jalbert, President

Transition Team Report

The Transition Team, consisting of Donna Ryan, Linda Goodman, Ellen Groh, Bryan Higgs and Carl Olsen, met monthly with Reverend Carol to plan and implement the Transition process. To date, the team has worked on these transition tasks:

- 1) Claiming and honoring our past and healing its griefs and conflicts.
- 2) Illuminating the congregation's unique identity, its strengths, its needs, and its challenges.

We began by welcoming Rev. Carol with assistance in locating housing, organizing move-in muscle, and recommending our favorite local activities and restaurants.

Through our monthly meetings, we tackled the above tasks by arranging one-on-one meetings between congregants and Reverend Carol. This was not only an opportunity to meet Reverend Carol, but a time to express our thoughts (joys and concerns) about our Congregation and the future.

Next item we tackled was the History Timeline Project. We took the time to look at our past and identify important events in the history of this Congregation. We held a congregational meeting where members could fill in the timeline with their own special memories of significant events in the life of the church. The purpose of this exercise was to lift up the best of who we've been so we can intentionally focus on those things going forward. The timeline has moved from the wall to the website.

We also participated in a Appreciative Inquiry Process meeting with congregants. This exercise helped us hone in on the values that are most important to us - again providing focus for who we want to be going forward. These gatherings, while fun, were an opportunity for Reverend Carol to challenge our thinking about the future.

We are at the mid-point of the transition process. Now that a search committee has been formed, that committee, together with the Council, will continue the process we've begun; gathering information that will help us clarify our strengths and needs. Then their focus will shift to using that information to find the best possible ministerial candidate.

The Transition Team will continue their work in the fall. It will be more introspective; providing the congregation with opportunities to work on deepening our relationships with one another - helping us become more intentional about who we are together. The roles of the Transition Team and the Search Committee will overlap and then become more divergent with the Transition Team taking more of a back seat as the Search Committee gets closer to Candidating Week next spring.

Linda Goodman,
for the Transition Team

Treasurer's Report

Income

As of 02 MAY 2018, total regular income of \$157,119.45 is about 1% better than budget. In addition, a \$10,000 windfall donation to the operating budget was received from the estate of Pat Schmitz. Total income was 167,119.45, or 5% over budget. Pledge income is currently at \$110,659.44, 2% under budget, and is expected to finish the year at or slightly over budget.

Plate income has been down this year, currently at \$9,520.85, or 68% of budget for the year. Of this, we have shared \$ 2,236.23 with outside organizations. We regularly share 35% of our plate collection with outside organizations. We always pass through any donations that are indicated as fully intended for the plate recipient.

We continue to have a number of regular renters providing monthly income, and our rental income is on track to reach the budgeted \$8,500 by the end of the year. We had an excellent fundraising year, bringing in a total of \$25,145.84, which is 18% over what we had budgeted.

We continue our campaign to raise UUA and District dues outside of the Operating Budget, and we raised \$3,538.00, all of which we passed through. For the upcoming year, our combined UUA/NNED fair share is \$79/member, we are including in our budget about 35% of the total or \$4,000 (based on 150 members).

Expenses

Total regular expenses of \$162,919.58 are 15% below budget as of 02 MAY 2018, and we expect to end the year below budget for many items.

Cash Flow Projection

As of 02 MAY 2018, we have a positive cash flow of \$4,290.32, with a total of \$59,329 in the operating budget bank account. Our estimated expenses for the rest of the year are about \$34,800, and our estimated income is \$28,900. We expect to have over \$50,000 in the operating budget bank account at the end of the fiscal year (June 30, 2018).

Summary

We started the year in good shape, with \$51,633.24 in the operating budget bank account. We received windfall donation from the estate of Pat Schmitz in September and late pledges in October making income better than expected. Expenses were generally lower than expected. We will end the year with enough cash, which we will be able to use towards operating expenses in FY2019.

Thank you to all who support our church financially and through the generous donations of your time and talents. It is because of these that we are all able to enjoy the programming that exists here at UUCM.

Respectfully submitted,
Steven E. Opre, Treasurer, May 2018

Finance Committee Report

I am grateful to have had the opportunity to serve as Finance Chair this past year. I have had the honor of serving with a wonderful committee. I admire and appreciate the wisdom, expertise, thoroughness and dependability of each committee member and offer abundant thanks to:

- Sandy Frades
- Steve Opre
- Cammie Opre
- Dick Danzinger
- Rev. Carol Strecker
- John Shonle (for part of the year)

Highlights of this year include:

- 1) Regular and productive monthly meetings
- 2) Supplemental fundraisers, including the Trivia Night and the Spring Rummage/Plant sale
- 3) Upon notice that our long-time bookkeeper would be leaving, we interviewed candidates and made a recommendation to Council to expand Jamie's hours, so she could take on these additional responsibilities
- 4) Collaborated with the Council to articulate goals and vision related to the Stewardship drive
- 5) Supported Cammie and Steve Opre as they led another successful Stewardship drive
- 6) Conducted two financial conversations with the congregation at large—one at the outset of the stewardship season and a second on May 6 to dive deeply into the proposed budget for 2018/2019.

Finances are an important topic for the congregation. An ongoing assessment of our resources and goals will be needed as we vote upon a deficit budget for the first time in recent memory.

I look forward to continuing to lead the finance committee next year. Among our goals:

- Review and re-articulation of Committee goals and responsibilities
- Review and update of the rental policy
- Continued work with Council and the congregation as we embark upon our search for a settled Minister
- Monthly financial updates published in our monthly UUCM newsletter

Respectfully submitted,
Leslie Bennett, 5/16/18

Worship Committee Report

This has been another very busy year for the Worship Committee. We met monthly and sometimes more often to assist our Minister Rev. Carol Strecker, the Music Director, and Faith Formation Committee with planning for Sunday worship services and other events with a spiritual component.

A Technical Director prepares the sanctuary for worship and some memorial services, and with the installation of large wall-mounted TV screens, we have added a Media Director to prepare and run audio and visuals. This church year we had extensive media at all services in the Sanctuary.

We worked with the Property Committee to implement changes in the sanctuary which would allow for better visibility and some staging for the choir. Additionally we have begun to think about how we might use the Shelley property in worship during those months when the weather permits its use.

We created several worship services using a collaborative creation model, with members of the congregation participating in service creation with core members of the worship committee. This model replaced the Sermon Seminar program begun in 1994. Lay-led worship continues to be a strong component of worship at UUCM.

When there were guests in the pulpit or a collaborative service led by a member of the congregation, a member of the Worship Committee acted as a producer to make sure that the Order of Service was created, audio/visual needs were met, and responsibilities in the service were assigned as the speaker wished. The producer welcomed the guest, introduced him or her during the service, and helped the guest engage with people during coffee hour.

There were 44 worship services this year. Here is a summary of those worship services. Note that some services fall in more than one type.

<i>Type Worship Service</i>	<i>No. of Services</i>
Minister Created/Participated	34
Whole Congregation Worship	17
Worship Committee Produced	11
Worship Committee Created	5
Worship Committee Shared with Minister	4
Collaborative Worship Committee Created with Member of the Congregation	3
Off-Site	3
Pulpit Exchanges	2
Music Services	2
CYFF Shared with Minister	2
Children/Youth Production	2

Different this year was that we had a Blue Christmas Vespers service, a morning service on Christmas Eve and a 5pm Christmas Eve service with no 7pm service.

Committee Membership: Nancy Baker, Sandy Frades, Linda Goodman, Carolyn McCreary, Carl Olsen, Joe Pollock, Sally Senott, Candy Shirey and Rev. Carol Strecker.

Congregational Development Committee Report

David Wheeler, Chairman, Graham Smith, Nan Sterns, Donna Ryan, Carl Olson. Traci Dorsey/Marti Kennedy, Council Liaison

Thank you to this wonderful CDC committee of leaders who supported UUCM's first year of Ministerial Interim Ministry.

In February, Council requested our support to interview one third of the UUCM membership.

Our task was to request five names of each member. Names of people they would trust to be representatives of our Ministerial Search Committee for the next two years.

Our goal early on the year was to coordinate with Council President to keep current on unexpected changes. Council had a VP resignation in March. Council invited Marti Kennedy to fill the VP position to end of the year. Council successfully shifted two Council members in March with Executive action. CDC was supportive of these changes and Council worked very hard to smooth these changes with great communications.

The Ministerial Search committee formation in April resulted in two open Council positions. We were able to invite two new Council at Large Candidates for nomination to present to Congregational vote in June.

CDC is supporting the effort to invite prospective candidates to become the Christmas Fair Chairman.

Property Committee Report

Our church property has had another year of fine stewardship by our Friday Guys and others. The church grounds have been looked after. Weed problems have been brought under control. Flower beds have been rejuvenated. Tree issues have been addressed by a member arborist. Access to the memorial garden by way of granite steps and handrail were installed. Blueberry bushes given to UUCM by Kali were planted. During snow season, the Friday Guys keep the entrances and walks free from snow and ice.

Major changes have taken place in the Sanctuary. Many hours were spent researching installation, reinforcing walls, running wire, running cable, installing the televisions, and synchronizing the TVs with computers. With safety in mind, the dais was redesigned and constructed to include handrails and a new step.

The Property Committee also works with the administrator and contractor to arrange inspections for fire safety and proper maintenance of the Garaventa Lift.

Communication Team Report

In 2017-2018, the Communication Team continued to make improvements to the website, the eNews process, and ways we communicate at UUCM.

Website:

- Over the summer, the CTeam migrated the website to a Responsive theme, making it easier for folks to view on their smart devices. We were surprised at how few people commented considering how radically this differed from the previous site.
- Added pages to support documentation and communication during the 2-year Interim Period.
- Switched the calendar display from agenda format to month format, making it easier for folks to see everything happening at church. No comments from church community
- As of March 2018, we now post the monthly newsletters on home page. We have removed all contact info (other than those @uucm.org). This will allow visitors to our website to get a realtime look at all that is happening. No one at UUCM has commented/noticed.
- Rebecca (our SEO expert) continues to make Search Engine Optimization improvements monthly.

eNews:

- Reports in Constant Contact indicate that the people in our congregation who are active and involved do read the newsletters. Readership by infrequent guests is far less.
- A greater percentage of people (50%) read targeted emails than read general weekly/monthly newsletters. Emails with names like ‘staff changes’ and ‘sad news’ have greatest readership.
- Pat Nelson and Dona Eaton share responsibility for Monthly Newsletter.
- Jamie creates the Weekly Update and the Announcements.

Other

- Worship recordings: Located all digital recordings (Google Drive) PLUS all recordings on cassette (boxes in cellar). Emailed Worship Committee with this information: <https://drive.google.com/open?id=1MMFZhu0TIge4CmV5SVtZdraahzaLLIGH>
- Social Media – By observing the types of postings that get more exposure, Pat now promotes items of interest and events, and adds photos to the UUCM Facebook page. Bryan posts events.
- CTeam submits news items to Telegraph and Cabinet for Holiday Fair and other significant events.
- CTeam handles weather-related church closing advisories if notified of such by the Council President.

Respectfully submitted,

Dona Eaton (chair), Bryan Higgs, Pat Nelson, Rebecca Moore

Children and Youth Faith Formation Committee Report

Committee Members: Cathy Goldwater (chair), Amy Conley, Sue Olsen, Kristin Rounds, Erna Johnson, Julie

Adl-Zarabi.

RE Administrator: Jamie Ferrier

The Children and Youth Faith Formation committee (CYFF) explored several options for Sunday morning circles for children during this church year. The year began with traditional groupings of younger and older elementary children, using curriculum materials from the UUA and Soul Matters. The CYFF Committee met once a month throughout the year. Jamie and CYFF committee members worked with Rev. Carol to develop a Winter Holiday pageant service around the theme of “Solar Express”, which had good participation and enthusiasm from children and youth. Many children and Youth also participated (with their families) in the Solstice service on a weekday night.

During the month of January, children in grades 1-6 met together to hear the parable of the Good Samaritan. They then discussed ways this might relate to their own lives, connecting it with the idea of standing up for someone who is being bullied. Using various media, children drew pictures, made short books, and developed short skits, all of which were shared with the congregation during a service in February. Enthusiasm and participation was steady during this project.

As children’s attendance became inconsistent throughout the year, and planning for Sundays became more challenging for Circle Leaders, CYFF committee discussed different options moving forward. This Spring CYFF met twice for mini-retreats (3-hours) to consider what types of programs worked best this year, and how programming might look next year. Input is being sought from area DRE’s (e.g. Nashua’s DRE). Middle School youth (grades 7-8) participated in Neighboring Faiths, led by Leslie Bennett, Sue Olsen, and Crista Burrell. This program was well-received and attendance was generally consistent during the year. High Schoolers participated in Youth Group on a week-day evening, led by Scott Bennett, Beth Soederberg, and Kristin Rounds.

Teen Room Report – Ad Hoc Group

Ad Hoc Group Members: Cammie Opre, Cathy Goldwater, Amy Conley, Kristin Rounds, Julie Adl, Joe Bennett, Scott Bennett, Leslie Bennett, Barbara Smith, David Wheeler, Bob Baker

History: In the fall of 2017, Cammie Opre, along with Amy Conley and Cathy Goldwater, identified a need for a teen space that the older kids could call their own- a place where they could hang out and be cozy and comfortable and talk with one another easily and privately. An ad hoc committee was formed and connected with the Property Committee and Faith Formation Committee.

There was general agreement that a teen room would be a useful addition to UUCM but items remain related to the specifics e.g. exact space, decorating guidelines, teen room usage policy and use of space by other congregants. Cammie Opre and Barbara Smith asked Leslie Bennett to step in to run the meetings in order to achieve faster results. Jan 9th , Leslie Bennett ran a

meeting of the Ad Hoc Group and 3 rooms were identified as possible spaces to use: Lucy Stone, Alcott Room and Whitney Room.

Several decisions were made:

- 1) It would be for teens on Sundays and on Tuesday Nights for their Youth Group Meetings but other groups could reserve it via Jaime for other times.
- 2) Teens would always have first choice for reserving the room
- 3) There would be some kind of Teen Library and details would be decided at a later date
- 4) Security Issues would need to be discussed and decided upon at a later date
- 5) Child Safe Policy would need to be discussed and decided upon at a later date
- 6) the possibility of hanging an alternate door such as “nine light” door (ie a door with a large window in it) would be decided at a later date.

Also:

- 1) Cammie Opre announced she had procured a brown sectional sofa in very good condition
- 2) Kristin Rounds announced that she had a 5x7 rug to donate
- 3) Bob Baker announced that the Friday Guys had several thousand dollars left in their budget and that possibly some could be used for the teen room at some point.
- 4) Bob Baker expressed concern about the noise of drumming disturbing others in the building
- 5) Barbara Smith expressed concern that the room should be bigger than what is currently needed for the Youth Group since the Youth Group could possibly get much larger.

Jan 30th , Leslie Bennett ran another meeting and, after listing the pros and cons of each room, the following was decided that:

- 1) the Lucy Stone Room would become a “temporary Teen Room” for about 3 months and then the group would reconvene in May to evaluate how well that was working
- 2) the Teen Room would be for grades 7-12 (but that teens could decide for themselves about other people such as former youth group members home from college, siblings of youth group members, etc.)
- 3) the Friday Guys would start to empty the Lucy Stone Room and let the group know when it was ready for the sectional sofa to be moved in. Large old bookshelves would not be removed.
- 4) Cammie and Steve would put basic furniture in the room for the Trial Period including a Sectional Sofa, a lamp, and a side table.
- 5) Cathy Goldwater had the experience and credentials to oversee the creation of two small libraries aimed at the needs of teens: a lending library (take a book, leave a book) and a LGBT Library. She would work with Youth and the Youth Group Leaders. The books would be installed once the Teen Room became permanent. Faith Formation Committee would officially be in charge of the process and figure out how to get the books donated or paid for.
- 6) the teens would be happy to accept a drum and Ukulele donated by Amy Conley and these instruments would be safe enough in the teen room without a locked cabinet or closet. Per Cathy G., Amy is not concerned about theft.
- 7) security cameras were not needed in the Teen Room.

- 8) teens using the Temporary Teen Room would need to leave the door standing wide open when using the room.
- 9) the Youth Leaders would assist the teens in coming up with a list of rules for the room so that it would stay tidy and clean. Those rules would be posted on the wall.

As of May 17, 2018:

- 1) The Teen Room has been running since February without incident (except people need to remember to turn the heat back down after use)
- 2) The Middle Aged Women's Support Group, Whine Women and Song, has been using the room for their meetings every Thursday evening...and they LOVE it!
- 3) The Youth Group is looking forward to making this a more permanent room and therefore the Ad Hoc Group will meet again in Late May or Early June to discuss.

What's Next?

Another meeting will be scheduled for late May or Early June. If the Lucy Stone Room is deemed to be functioning as needed, then the Ad Hoc group will discuss how to implement more permanent changes to the room such as: new door, paint, wall cabinet, upgraded shelving, a white board, and putting up posters or art. However, if the Lucy Stone Room is deemed unsuitable for the teens, then another room will be selected for a trial period.

Stewardship Report

Tactics for 2018 Pledge Drive

1) Keep the Pledge Drive Positive and Fun (no guilt or fear-mongering!)

- Name Change Continued: Old "Stewardship Campaign". New "Positive Vibe Pledge Drive"
- Keep the Pledge Drive Short (just 2 weeks, 3 Sundays)
- Emphasis on what congregants GET from belonging to our Faith Based Community
- Emphasis on what UUCM has accomplished. (Accomplishments listed on Pledge Brochure)
- Use of humor:
 - *Mark Schwartzberg presented "Welcome to UUCM Air" (by Cammie Opre)
 - *Carolyn w/the Choir presented "The 12 Benefits of UUCM" song (Cammie Opre)
- Continue outreach efforts to both teens and families experiencing Financial Hardship so these groups feel *Welcome and Included*...by offering some "Alternative Pledge Options" on the Pledge Form

2) Upgrade Marketing & Visibility: Keep the Pledge Drive "Front and Center" for the 3 weeks of the Pledge Drive

- Ads in the Monthly email Newsletter and in the weekly email blasts
- Notifications in the Order of Service Announcements

- Pledge Drive Portraits put up around the church building
- Pledge Drive Co-Chairs passed the collection baskets in all 3 Pledge Drive Services
- Pledge Drive Co-Chair (Cammie) did the Story for All Ages for the Kickoff Sunday
- A separate advertising campaign was done for the pancake breakfast included: Color Flyers posted Around the church, Advertising in the newsletters & creation of Facebook Event

3) Make Pledging Easy...and Easy to Understand Where the Money Goes

- Option on the Form to CHECK ONE BOX - "Same as Last Year"...and be done!
- A credit Card Option available for Pledging via a Pledge Now button on the Website
- Make it Easy for Congregants to GET pledge Materials and TURN IN Pledge Material
- Make it possible for Congregants to simply text or email their pledge to the Treasurer
- Basic Church Financial presented in an easy-to-understand "Boat Graphic" in the Pledge Brochure

4) Create a Fun and Inspiring Pledge Drive Kick-off Sunday!

- Beautify the Church Building (so it feels like a celebration of us!)
 - *Fresh Flowers in the Lobby and the Sanctuary (1 fresh bouquet, 2 orchids)
- *Hung the Colorful Pledge Drive Banner and Sign in the Lobby (Can be reused every year)
 - *Put up Custom Made Color Posters (Portraits) all around the church
- *Created a colorful Pledge Table in the Lobby as a focal point
- *Made Wooden Lock Box for Turning in Pledge Forms and placed in Lobby
- *Make Sure the Sanctuary looks lovely
 - Pancake Breakfast (with bacon & eggs for GF diets), music by the Earth Mamas, Pledge Packets Available for pick up, Co-Chairs Available for Questions
 - Special Sunday Service:
 - *Pledge Brochures were stuffed into the Order of Service so members would have a chance to see them (even if they had to leave right after the service)
 - *Mark Schwartzberg presented Cammie Opre's skit "Welcome to UUCM Air"
 - *Joe Bennett presented a special essay he wrote regarding the benefits of growing up at UUCM
 - *Story For All Ages (matching the "Every Contribution Counts" theme) done by Cammie Opre and Nancy Baker
 - *Special Service and Reflections created by Rev. Carol and Worship Committee
 - *A singing Benediction was created by Cammie Opre and Rev. Carol with the Congregants in a Circle so everyone could see each other
 - Special Upstairs Coffee Hour in Emerson Hall with a Pledge Drive Table staffed by Co-chairs Cammie and Steve Opre

5) Create Incentives for Congregants to Turn in the Pledge Forms...and turn them in *quickly* (so the Finance Committee can get going on the Budget and the Follow-Up calls are minimal work)

- Each Packet included one Raffle Ticket, so turning in the form gave everyone a chance
- Staying for the "Congregational Conversation" earned an extra raffle ticket

- Turning in your Pledge Form ON THE KICK-OFF Sunday earned an extra raffle ticket
- Raffle Prizes increased to 2 prizes (one last year): Set of 6 movie tickets, Handmade Japanese Tool Box with Laser Etched engraving of the UUCM Church Building

6) Make Certain that each person in the Congregation Feels Informed, “Heard”, and has a chance to get their questions answered

-A Finance Committee “Congregational Conversation” after the Service (led by Leslie Bennett) so that all members of the congregation would have a *Chance to ask Questions about Church Finances* and a *Chance to Voice their Opinions about how the Pledge Money Should be spent* (what’s important to them!)

-The Pledge Brochure has an easy-to-understand graphic showing the basics of income and spending at UUCM

-Cammie Opre’s personal cell phone number was listed for questions on all Pledge Materials and all Pledge Advertising so she was easily accessible.

7) Make certain that each Congregant knows how *Important* they are to the Future of UUCM

- Create Thanks-You List for the Pledge Form (list all the WORK that everyone does)
- Hand Made Wooden Medallions (by Steve Opre) given out to each person on Kick-off Sunday
- Thank-you Notes sent to everyone who pledged

8) Make certain that New People do not feel pressured to pledge before they are ready (i.e. make sure we don’t scare them away!)

-Newcomers were all contacted personally so they understood that nobody was expecting them to pledge.

9) Make Sure the Pledge Drive Co-Chairs have Feedback, Advice and Help with Follow up Phone Calls

-Leslie Bennett, Finance Chair, created a “Pledge Drive Advisory Group” which was schedule to meet 3 times for informal Friday Night Dinners at her house. The Advisory included members of the Finance Committee and the Membership Committee and the Council.

-Leslie Bennett, Finance Chair, handled 7 phone follow up phone calls...and 21 calls were made by Council Members to folks who did not turn in Pledge Forms on time.

10) Keep \$ Cost Down & Human Cost Down (i.e. don’t burn out 10 people on this)

-Medallions, Pledge Materials, Posters & Ruffled Tool Box made Amherst Maker Space by Steve

Membership Committee Report

The Membership Committee was comprised of:

Barbara Lavoli, Chair, until March
David Wheeler, Chair, March to June
Richard Fallon
Susan Fallon
Cammie Opre
Betty Sweeney
Joan Cavoli
Cathy Goldwater, Council Liaison

We had additional support during the year from Donna Eaton, Ellen Groh, Leslie Bennett, and Graham Smith.

The main tasks of Membership:

- Greeting and Meeting new visitors at the meeting table in the Garden Door reception entrance to welcome our guests, sign in book, and provide a name tag. This first impression is the most important task we serve. Then inviting them to be introduced to others at coffee hour.
- Creating a Hospitality Volunteer schedule to host Garden door greeters, Sanctuary greeters, Welcome Information Table greeter, and Coffee Hour clean up volunteers. New people want to help out. Inviting them to do small tasks is a great step to feeling a part of the program.
- Shepherding visitors that transition to attendees grow in community through the process as they help each other. We often note, doing the coffee hour dishes and putting them away, you really get to know other people in place.
- Scheduling 3-4 Potluck Sunday Luncheons during the Church Year. We organize the Potluck serving and clean up. These were great opportunities for members to meet each other and share great food and conversations.

Our community is in the First Year of Interim Ministry. Rev Carol Strecker has been very active in “Pathway to Membership” action. She has focused on connecting with interested people who are inspired to understand the commitments to become members of UUCM. Rev Carol, offers a series of UU information sessions after service. This year we have ten people who have signed the book to become formal members of UUCM.

Sadly, our Chairperson Barbara Livoli’s Husband, passed in March. Barbara asked me to take over being Chairman. I would be the first to admit I never caught up to her focused leadership. My request is to have someone with better organizational skills take over as chairman in July. I am hopeful someone will step up.

I want to thank all the Membership Committee Members for their caring, thoughtful and dedicated service. It was a joy to work with them this year.

David Wheeler, Chair

Share-the-Plate Report

Through our plate, we provided money to special appeals for the UUSC Burma Crisis Response Drive for the Rohingya People, the Harvey/Irma Recovery Fund and the Children's Resiliency Retreat (part of Boys & Girls Club). We supported our denomination through plate sharing with the UUA, UUSC, and UU Ministry for Earth. We helped support local organizations like our neighbors SHARE, Bridges, the Nashua Soup Kitchen and the Boys & Girls Club of Milford.

This year the children will be selecting an animal rescue organization in New Hampshire to share the plate with during our Blessing of the Animals service.

The plate split is 65% to UUCM and 35% to non-profit organizations. We can be proud that, by the end of the church year, we will send over \$4,000 to organizations that need our help. We hope that in the future we can donate the entire plate to outside organizations.

Here is the breakdown through the service on 5/6/18:

<i>Recipient</i>	<i>Amount</i>	<i># Plates</i>	<i>%</i>
UUA	\$ 969	8	26%
SHARE	\$ 881	8	23%
Nashua Soup Kitchen & Shelter	\$ 358	3	9%
UUSC	\$ 304	3	8%
Bridges	\$ 296	2	8%
TRUUST	\$ 191	1	5%
Anne-Marie House	\$ 151	2	4%
Hurricane Maria Relief & Recovery Fund	\$ 135	1	4%
Souhegan Valley Boys & Girls Club	\$ 112	2	3%
UU Ministry for Earth	\$ 110	2	3%
Merrimack Home Health & Hospice Care	\$ 81	1	2%
BLUU (Black Lives of Unitarian Universalists)	\$ 77	1	2%
UURISE	\$ 75	1	2%
Ferry Beach Endowment	\$ 36	1	1%
<i>Note: We had no snow days this year!</i>	\$3,776	36	

Another way of looking at our plate share:

<i>Recipient Grouping</i>	<i>Amount</i>	<i>%</i>
DENOMINATION SUPPORT	\$ 1632	43%

LOCAL ORGANIZATIONS WHERE WE VOLUNTEER	\$ 1326	35 %
SPECIAL APPEALS	\$ 329	9%
STRONG UUCM CONNECTION	\$ 296	8%
LOCAL ORGANIZATIONS	\$ 193	5%

These numbers do not include the plates on 5/13, 5/20, 5/27, 6/3 and 6/10 which include plates for the UUA, UU Ministry for Earth, SHARE, BLUU, and the one that the children and youth will select.

Share-the-Plate Planners: Rev. Carol Strecker, Sandy Frades, and the Worship Committee

Music Director Report

Sunday Services Music

I regularly provided piano and/or organ music for the following parts of the service: Prelude, Anthem, Offertory, Postlude, hymns, music meditations and children's benediction. Along with choir members, we sometimes lead part rounds to create a more involved musical experience. I occasionally incorporate a "postlude, sing along" where the congregation is invited to sing. I worked with the worship committee, the minister, and the worship leaders to provide appropriate music for all services. The choir sings anthems that support the message of the service and the instrumentals accompany the tone and style of the service. The choir sings from a variety of genres including classical, pop, show tunes, and modern compositions by UU composers.

I provided music for special services including:

- Ferry Beach weekend, service on both September 9 and 10.
- Water communion on September 17
- Holiday Music service on December 17 featuring many members of the congregation and 4 anthems by the choir
 - Christmas Time is Here; Elise McDonald, flute
 - Little Drummer Boy : Hopkins family
 - Star of Wonder: Jackie Davis, Nina Epped and Sasha Kuftinec
 - Silent Night, Stille Nacht: Julia Dowd
 - What Child is This: Bryan Higgs. Jackie Davis, Nina Eppes, Bob Eaton
 - Christmastime: Laurie McLean

Choir:

Going to Bethlehem

Innkeeper

A Hanukkah Remembrance

Candlelight Carol

Spring Music Sunday : "What we sing is who we are", a service honoring our 7 Principles with songs by UU composers. Songs included:

- o Whoever You Are by Hal Walker
- o Be Ours a Religion with additional words by Carolyn McCreary
- o Would You Harbor Me by Ysaye Barnwell
- o Everything's Possible by Fred Small
- o All Lifted Hearts Music by Jason Shelton
- o We Must Do What We Must Do by Nick Page
- o Peace Salaam Shalom Words and Music by Pat Humphries and Sandy Opatow
- o The Oneness of Everything Words and Music by Jim Scott
- o One Love, Seven Principles Words by Martin Bryant Music by Bob Marley

Choir

The UUCM choir has weekly rehearsals on Wednesdays from 7:00 – 8:30 PM and on Sundays from 9:15– 10:00. I intentionally choose a variety of music for the choir to learn from different musical levels and styles. The main focus on the anthem choice remains the topic of the service and the requests of the service leader. We are pleased to have added at 2 new members to the choir this past year, Alan Shirey and Richard Fallon.

Other musical participants

I am deeply grateful for the talents of guitarist Joe Pollock and singer Linda Goodman. Joe and Linda organize and provide music for my Sundays off as well as support me whenever needed. Amy Conley has made herself available for leading children's music and assists us as needed. This year I have hired flutist Elise MacDonald, clarinetist Mike McKendry, drummer Dan Tang, and sopranos Emma Rifflemacher and Laurie McLean.

Administrative duties

This year my administrative duties included keeping the choral email list current, updating the music library, ordering choral music, order/print music for solo piano, find and hire soloists and maintain a professional affiliation in the UU's Musician's Network (UUMN).

Professional Development

Last Summer I attended the 3-day UUMN conference in Arlington, VA. I participated in a master class on conducting, learned to improvise meditative music, attended workshops on singing as a community, and participated in choral reading workshops. I brought three new choral pieces to the choir.

Respectfully Submitted,
 Carolyn McCreary
 music@uucm.org

Partner Church

In September, Tamas & Kinga welcomed their second daughter, Heidi. Fanni will be 3 in September. Tamas is clear that he does not want help with scholarships or building projects as we've done in the past. Under his direction, they completed roofing the church this year and next they will replace all of the windows. His request is that we focus on friendship and travel.

This year marks the 450th anniversary of the Unitarian Church of Transylvania. There are more historical/cultural and religious programs going on throughout the year. At this year's thanksgiving day in September (St. Michael's) they plan to close off the main road through town and have a Szekely gate at each end. They remind us that all from UUCM are welcome to join them

Family Promise of Greater Nashua at Anne-Marie House

UUCM voted in 2004 to become part of an interfaith network supporting families experiencing homelessness. We did this for a while by providing space for families to stay overnight every few weeks in Barnum Hall. In 2005 a permanent location for this program was located on the grounds of the Presentation of Mary in Hudson and thus began Anne-Marie House. Families coming into the program set goals with the Director of Family Services and must save a portion of their income in order to achieve sustainable housing. The families are provided with transitional housing, food, laundry facilities, and attend parenting classes and financial literacy classes. Each family has daily and weekly chores in the house. The house is usually at capacity at 30 people. It is one of the few resources in the area for single fathers and their children. According to 2017 statistics 18 families were served comprised of 25 adults and 35 children. The average length of stay was 313 days and 83% of the 2017 families graduated to sustainable independence.

Currently there are trained volunteers from UUCM who volunteer every seven weeks along with volunteers from Milford United Church of Christ. UUCM also helps support the program by sharing the plate and by individuals providing financial donations and supplies at times. Thanks to Barbara Livoli, Linda and Bryan Higgs, and Dona and Bob Eaton who have volunteered for many years and now need to volunteer closer to home. Thanks to Cathy Goldwater who has continued to volunteer at Anne-Marie House. For more information about the program, visit the web site www.annemariehouse.org or contact me at 603-595- 2611 or jlov181@aol.com.

Jean Lovely, Congregational Coordinator

Women in Transition Team (WITT)

The Women in Transition Team (WITT) is a community-based organization dedicated to providing support to women who are in transition from the NH State Women's Prison in Goffstown, back to their communities in southern New Hampshire. Jeanne Nieuwejaar has served as our advisor since we began back in the Spring of 2015.

Transportation is one of the major ways we support to our clients, providing rides to the Parole Office, to doctor appointments, court appointments, etc. WITT received 89 requests for rides. WITT drivers picked up 3 women when they were released from NH Women's Prison in Goffstown and took them to locations in our surrounding areas. We logged in over 3500 of driving miles. As of now, WITT has 13 regular drivers, with 7 on the substitute list. Anyone interested in learning more about volunteering to be a driver should contact our current Transportation Coordinators Sue Olsen and Linda Higgs. Most drivers cover one day a month, with some drivers covering 2 days a month. Sue and Linda are handing over coordinator duties in the upcoming church year. MANY thanks to them both for their dedication to our clients and for all the hard work they put into developing the transportation process. We now have a client registration intake form that allows us to better communicate responsibilities and expectations to new clients.

Some other highlights from this year include:

- We updated our trifold WITT brochure. With the help of a generous donation from the Milford Rotary Club, we were able to print out 200 copies in full color.
- Women prisoners are scheduled to move from the old Goffstown prison to the new Concord Prison sometime this spring. A group of WITT members participated in an Open House in late March and were able to tour the new facilities.
- WITT members are supporting Sunday Dinners once a month at the Dismas House in Manchester. This home provides residence and treatment programs to woman recently released from prison. Our volunteers provide dinner fixings and spend a few hours with the residents cooking and enjoying dinner together.
- We had new training sessions this year:
 - In October, several of us visited a Methadone clinic in Manchester to better understand addiction and how various treatment programs work.
 - In January, Counselors from Bridges provided us an overview of their organization and how they offer support to victims and survivors of domestic and sexual violence.
 - In April, UUCM's Reverend Carol Strecker led a discussion on Difficult Conversations, helping us to develop better listening skills and to offer empowering versus enabling counsel during our one-on-one time with clients.

It has been a busy year and we look forward to continuing our good work next year. Those who are interested in participating in WITT or just learning more about our work may contact the WITT co-facilitators, Donna Ryan and Linda Pellerin.

Community Supper UUCM

UUCM Community Suppers are held on the 3rd Wednesday each month. We are no longer participating with Community Suppers at SHARE due to lack of leadership caused by my health issues.

Approximately 45 UUCM volunteers are willing to help annually on a rotating basis each month. We continue to attract UUCM newcomers. We are serving approximately 50 -70 guests each month to guests outside of UUCM as well as UUCM folks. We are known in the community at large for our good food.

This UUCM Community Outreach Project is a way to Honor Each and Enrich All.

Respectfully submitted by

Nancy Danzinger – Comm. Supp. Volunteer Coordinator

Dona Eaton, Susan Olsen, Candy Shirey, Barbara Smith, Betty Sweeney Sharon Verrill

Endowment Policy

As referenced in Article VIII of the UUCM Bylaws

1. GENERAL

1. Definitions

1. The Endowment (“Endowment”) is defined as money or securities given to the Congregation for designated purposes or to provide income for the support of the Congregation. Memorial gifts and bequests are considered part of the Endowment unless the grantors explicitly state otherwise. Member pledges are not part of the Endowment. In case of ambiguity as to whether a gift should be considered part of the Endowment, the Church Council (“*Council*”, as defined in the UUCM Bylaws), guided by recommendations of the Trustees of the Endowment and the Finance Committee (as defined in the UUCM Bylaws), shall decide the issue.
2. *Endowment Funds: Comprised of the General Fund and Building Fund, maintained in one investment account i.e. Endowment Invested Assets. The share of each is reported monthly by the Trustees.*
3. *Building Fund Principal: The market value of the Endowments Invested Assets, prorated to the share attributable to the Building Fund.*
4. *General Fund Principal: The market value of the Endowments Invested Assets, prorated to the share attributable to the General Fund*
5. *Benefactor: Any Person or Organization who gives money or property to support the UUCM Endowment.*
1. *Terms shall be defined in this document or in the UUCM Bylaws.*

1. Purpose

1. The purpose of the Endowment is to furnish a stable financial base that will provide for a continuing Unitarian Universalist presence in the Milford area.

1. The purpose of the Endowment Policy (“Policy”) is to define the composition and election of the Trustees of the Endowment (“Trustees”), guide the Trustees in their management of the Endowment, and guide the Unitarian Universalist Congregation in Milford (“Congregation” or “UUCM”) in its use of the Endowment.

1. The Trustees of the Endowment

1. The Trustees shall consist of five members of the Congregation: three elected members, the President of the Church Council, and the Chair of the Finance Committee. A minister shall be an ex-officio member without vote.

1. The Congregational Development Committee will nominate one Trustee of the Endowment for the coming year. Election of Trustees will take place, by vote, at the annual business meeting of the Congregation, in accordance with Article III of the UUCM By-Laws.

1. The terms of the elected Trustees shall be staggered, as determined by the **Congregational Development Committee**, so that only one Trustee shall be elected each year.

2. The elected Trustees may serve two consecutive three-year terms. Upon the expiration of a full year after leaving office, a former Trustee may be elected again. **An appointment of a Trustee to fill a vacancy shall not count as a term unless the length of the appointment is more than one year.**

1. A vacancy that occurs midterm shall be filled by vote of the Council for the remainder of the term of the vacated position.

1. The Chair of the Trustees shall be selected by the Trustees.

1. The mission of the Trustees shall be, **in the following order of priority:**

1. To maximize the growth of the Endowment, while minimizing risk.

1. To encourage the Congregation to give, bequest, and otherwise support the Endowment.

1. To recommend policy concerning the Endowment to the Council.

1. To provide advice and consultation during development of the annual budget, with the specific objective of being responsive to current fiscal needs of the Congregation while continuing to support healthy fiscal policy.

1. To invest when possible within socially responsible guidelines.

1. The Trustees are empowered to hold, sell, exchange, transfer, convert, invest, and, in all other respects, manage and control the assets of the Endowment, consistent with the terms described herein.

1. The Trustees shall meet at least quarterly to review the Endowment portfolio, to discuss any potential changes to the Endowment, and to vote on any proposed changes.

1. A quorum shall consist of three Trustees and a quorum must participate in any vote taken. A majority of the Trustees (three) shall carry any motion.

1. The Trustees shall generate/maintain the following records and reports:

1. A permanent record of all gifts (and any restrictions), bequests, and other Endowment assets and all provisions relating to them.

1. A written status report on the Endowment twice yearly to the Council and the Finance Committee, and a written annual report to the Congregation for the end of the year business meeting.

1. The Trustees may request that other members of the Congregation serve as advisory members and, at the expense of the Endowment funds, may provide for such professional counseling on investments or legal matters as they deem to be in the best interest of the Endowment.

1. Trustees shall not be liable for any losses that may be incurred upon the investments of the assets of the Endowment except to the extent that such loss shall have been caused by *a breach of the duty of loyalty*, bad faith or gross negligence. Each Trustee shall be liable for only her or his own willful misconduct or omissions and shall not be liable for the acts or omissions of any other Trustee. No Trustee shall engage in any self-dealing or transactions with the Endowment in which the Trustee has direct or indirect financial interest and shall at all times refrain from any conduct in which her or his personal interests would conflict with the interest of the Endowment.

1. ENDOWMENT FUNDS

1. Two Endowment Funds

1. The Endowment shall be composed of two funds, the General Fund and the Building Fund. The Trustees shall separately account for the two funds as well as recording gifts to and distributions from each fund.
2. All assets of the Endowment shall be held in the name of the Congregation.

2. Gifts

1. Gifts and bequests to the Endowment may be designated to either the General Fund or the Building Fund. Undesignated gifts shall be deposited to the General Fund.

1. Endowment Income

1. All Endowment Income shall be retained and reinvested except as noted below.

1. GENERAL FUND

1. Purpose

1. The General Fund may be used for any purpose to further the work of the church.

2. Distributions

1. Distributions from the General Fund shall conform to the following rules:
 1. The General Fund shall be used only by a two-thirds vote of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws. Until such time as the General Fund is twice the operating budget for the year that the distribution will be taken, these distributions shall be in the

form of a loan. When the General Fund reaches twice the operating budget, the distribution may be in the form of a loan or not.

2. ***Annually, up to 4% of the prior 4 quarters average of the General Fund Principal, can be withdrawn in support of the Operating Budget. The final amount will be determined by the Church Council upon the recommendation of the Finance Committee and the Trustees, and subject to the Congregation's approval of the annual operating budget. This amount would not be considered a loan.***

1. ***The Trustees will gradually incorporate a 12 quarter average, with October 1, 2017, as the starting point.***

1. BUILDING FUND

1. Purpose

1. The Building Fund shall be used only to pay for major expenditures or additions or improvement, maintenance or repair projects related to the buildings and real property of UUCM, including the grounds, landscaping, and equipment. These expenditures shall be of such a magnitude that they (singularly or combined) cannot be covered by the operating budget.

2. Growth of the Building Fund

1. ***Gifts may be made directly to the Building Fund,***
2. ***When feasible, the Operating Budget should contain a line item with monies to be deposited to the Building Fund, subject to the Congregation's approval of the annual Operating Budget,***
3. ***An excess in the Operating Budget at year-end may be deposited into the General Fund or the Building Fund.***

3. Distributions

1. Distributions from the Building Fund shall be by a simple majority vote of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws.

1. LOANS

1. Restrictions

1. Loans from either fund shall conform to the following restrictions:
 1. The loan request must come from the Church Council and must include a payback schedule, interest to be charged (if any), and an estimate of the impact of the payback schedule on the operating budget.
 1. The payback schedule shall be modified or suspended only by a two-thirds vote of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws. Such modification or suspension shall only be effective for the

church year in question, *and would need to be re-voted each year in order to extend.*

1. AMENDMENTS

1. The Trustees shall annually review and make recommendations to the Council for any changes to this Policy. This Policy may be amended, so far as allowed by law, or repealed at any business meeting of the Congregation. The Congregation shall have an opportunity to review any amendments or repeals prior to the meeting and the changes shall pass by vote of two-thirds (2/3) of the members eligible to vote under the provisions of Article II of the UUCM By-Laws who are present and voting.

1. OTHER

1. Distribution Exceptions

1. In the event of an emergency, declared by a vote of three-quarters of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws, distributions may be made that do not conform to the rules of the Funds. This emergency must be clear and immediate and the distribution must be in the best interests of UUCM.
2. Restricted gifts may be distributed when needed for use in compliance with their intent.

2. Restrictions on Gifts

1. It is intended that reasonable restrictions placed on any gift to either Fund will faithfully be followed. The Church Council, with a recommendation from the Trustees, reserves the right to reject any gift with restrictions not in the best interests of UUCM. Donors will be strongly encouraged to make gifts without restrictions.

3. Annual Review

1. *The books will be reviewed annually by an outside Certified Public Accountant or a knowledgeable congregant who is not a member of the Trustees, such person to be appointed by the Council. A professional outside review is required no less than once every ten years, but may be waived by the Council. Any reports will be forwarded directly to the church council. The Trustees shall provide a written status report on the Endowment twice yearly to the Council and the Finance Committee, and a written account to the Congregation for the annual business meeting.*
2. *Any costs, if incurred, will be paid for from the Endowment Funds, as per section 1.3.5 of this document.*

1. Anonymity of Bequests

1. *The Trustees and Council acknowledge that for various reasons, UUCM Endowment Benefactors may want their gifts to remain anonymous, either completely or during their lifetime. If Benefactors wishes are expressed as such, the Trustees will make every reasonable effort to preserve that confidence, for whatever period of time it is requested.*

