Parish Meeting Agenda
Virtual & In-person
June 5, 2022 11:30 am to 12:30 pm

Located in the FUS Atrium Auditorium and Zoom

First Unitarian Society's Zoom account:
Join Zoom Meeting
https://us02web.zoom.us/j/87363103273?pwd=bHR6V3pUZkpkeHUvNXJ6MzFyTUFCUT09
Meeting ID: 873 6310 3273
Passcode: 934378
One tap mobile +19292056099,,87363103273#,,,,*934378# US (New York)
Dial by your location +1 312 626 6799 US (Chicago)

I. Opening, Rev. Kelly Crocker

II. Welcome & Agenda Review, Alyssa Ryanjoy

III. Approve Minutes from last three Parish Meetings - 4/24/2022, 10/24/2021 & 6/13/2021

IV. Approve candidates – Foundation and FUS

i. FUS Board of Trustee nominee, Joy Stieglitz Gottschalk and president-elect, Jenny Seeker Conroy
ii. FUS Board of Trustee Youth Advisor position still open
iii. FUS Foundation nominees for three year terms - Dean Hessler, Kathy Luker and Peter Marion

V. Approve 22-23 Budget

VI. Foundation vote – Connie Beam

VII. Closing, Rev. Kelly Asprooth-Jackson

Handouts

- Relational Covenant
- Minutes from April 24, 2022, October 24, 2021 and June 13, 2021 Parish Meeting
- Proposed 22-23 Budget and FAQ
- Foundation materials

Relational Covenant of the First Unitarian Society of Madison

Within our commitment to journeying toward spiritual wholeness by working to build a diverse, multicultural space, we form this covenant. We seek to create a brave space, a space to celebrate each person's unique abilities, a space to grow and build a bond between ourselves and each other; a joyful and compassionate space. When issues arise and this covenant is called upon, it is important to trust foremost that everyone is doing their best.

The Spirit With Which We Approach One Another

- Make a choice to remain in relationship, in good faith, over and over again even as we disappoint.
- Assume and remember that all have the best interest of the congregation at heart.
- Maintain open and generous minds and hearts.
- Practice radical hospitality, welcome, and inclusion.
- Support equity, diversity, and involvement of all.
- Relinquish the need to be right; lots of roads lead to the same end.

Communication

- Practice direct communication. Focus on the problem/behavior, not the person.
- Listen deeply. Make "I" statements. Seek to understand before responding.
- Accept that conflicts are inevitable.
- Participate appropriately; act or yield as needed.

Personal Responsibility

- Take responsibility to acquaint ourselves with FUS; support FUS financially and volunteer when possible toward the good of the community.
- Accept skilled help when we cannot reach an agreement or reconciliation.
- Strive to balance individual needs with the well-being of the community as a whole.
- Consider our personal role in an issue before seeking solutions elsewhere.

Appreciation for Staff and Volunteers

- Provide clear expectations, transparent lines of communication, and steadfast love and support for the leadership within our congregation.
- Cultivate an attitude of gratitude for the contributions of all.

Final Draft approved by Relational Covenant Task Force on June 1, 2021. This document is subject to change when deemed necessary.

Spring Virtual Parish Meeting Minutes

June 13, 2021 11:30 pm to 1:00 pm

I. Opening - Rev. Kelly Crocker

II. Agenda Review & Adopting Rules of Procedure - Terri Pepper

III. Approve Minutes from last Parish Meeting on February 21, 2021 and May 2, 2021

Motion: Move to accept Parish Meeting minutes.

T**he motion was seconded by Nancy Vedder-Shults and the vote to approve by the majority of the members present.**

IV. Nomination of Board of Trustee and Foundation Board Members

Motion: Move that the following be approved as members of the Foundation's Board of Trustees for three-year terms: Connie Beam, Annette Hellmer, and David Kuenzi. **The motion was seconded by Rob Savage and the vote was approved by the majority of the members present.**

Motion: Move that the following be approved as members of the FUS Board of Trustees for three-year terms: Emily Cusic Putnam and Ann Schaffer. **The motion was seconded by Gail Bliss and the vote was approved by the majority of the members present.**

V. Approve 2021-2022 Budgets

Motion: Move to approve the 2021-2022 Annual Budget. **The motion was seconded by Elizabeth Barrett and the vote was approved by the majority of the members present.**

VI. Healthy Congregation

VII. Relational Covenant Update

Motion: Move that the First Unitarian Society adopt the reviewed Relational Covenant. **The motion was moved by Ann Schaffer and seconded by Becky Burns and the vote was approved by the majority of the members present.**

VIII. Small Group Discussions about the Relational Covenant:

What are some ways that you personally can use the relational covenant as a tool for self-reflection at FUS and perhaps even in other aspects of your life? As you reflect on the covenant, what one or two parts feel like they will be especially challenging for you? In other words, what one or two parts jump out as being growing edges for you?

IX. Closing - Rev. Kelly Crocker

Fall Virtual Parish Meeting Minutes

October 24, 2021 12:30 pm to 2:00 pm

I. Opening, Rev. Kelly Crocker
Kelly shared a reading related to our open question.

II. Welcome & Agenda Review, Alyssa Ryanjoy
Due to a lack of a quorum we will postpone the approval of the minutes of the last parish meeting and the nomination of our youth advisors until our next meeting.

~~III. Approve Minutes from last Parish Meeting on June 13,2021~~

~~IV. Nominations Motion:~~
~~*The Board of Trustees recommends that Ava Rochester and Finn Hill-Gorman be approved as youth advisory members of the FUS's Board of Trustees for one-year terms.*~~

V. Open Question: **What are the ways we can share ministry?**
Kelly AJ gave the group an overview of what a shared ministry could look like.

The meeting broke into small groups to discuss what the group members thought about how a shared ministry should develop at FUS.

VI. Closing, Rev. Kelly Asprooth-Jackson
Kelly shared a closing reading.

Spring Virtual Parish Meeting Agenda

April 24, 2022 12:30 pm to 1:30 pm

I. Opening, Rev. Kelly Crocker
Kelly shared some opening words for the meeting.

II. Welcome & Agenda Review, Alyssa Ryanjoy
Alyssa reviewed the agenda for today's meeting.

III. Approve Minutes from last two Parish Meetings - October 24, 2021 and June 13, 2021
A motion could not be made due to lack of a quorum.

IV. Announcements

Upcoming & Summer Services (Team Kelly)
Kelly C spoke of the coming of age service, flower communion on the 21 and 22 of May. All ages will be together at 10am for the summer services. Kelly AJ spoke of the Peace Poll sign up and June 5 parish meeting. There will also be a blessing of the animals on June 5.

Youth Advisors (Lorna and Ann)
Lorna Gave thanks to our two youth advisers Finn Hill-Gorman and Ava Rochester. Ann acknowledged Ava for her help on the health congregation team.

Installation (Emily Cusic Putnam?)
Dorit Bergin spoke of the upcoming installation of the Kellys and spoke of the signup to help on this special day.

V. Mission Task Force (Alyssa)
Alyssa spoke on what the work of the Mission task force would be and introduced the members who would be in the task force.

VI. 2022-2023 Vision of Ministry Introduction (Alyssa)

1. **Consistent with our Relational Covenant, create an atmosphere of trust and respect that encourages dialogue and healthy relationships.**

    a. Healthy Congregation Team – Becky Burns

Becky spoke on the work of the team since its formation. She spoke on what the team mission was and how to reach out to the team.

    b. Conflict resolution training with Kathy Germann – Ann Schafer

Ann spoke on the training the HCT, Board of Trustees and staff participated in.

    c. Example of Staff Goal (staff covenant and re-visit Relational Covenant at first meeting of each class, offering or ministry team mean annual meeting) – Kelly C

Kelly spoke of the ongoing work conducted by the staff to implement the mission including journey circles.

2. **As individuals and a congregation, recognize our accountability for and commitment to dismantling racism and other forms of systemic oppression.**

    a. Encourage and financially support board member's involvement with the UUA's Beloved Conversations, Nehemiah's Black History for a New Day, or some alternative anti-racist training or curriculum. – Creal
    b. Introduce the 8th Principle to the congregation. – Kelly AJ

    Kelly reported on the potential for an addition to our seven principles with an eight principle. It would deal with building a diverse and multicultural beloved community to dismantle racism and other oppressions. Kelly went over the timeline for a potential adoption of this new principle. It could come up for a vote in June 2023 and could be amended. If amended, it will be voted on in June 2024. Must have a ⅔ majority vote to be adopted.

3. **Show up as authentic partners in collaboration within our local community and denomination.**
    a. Denominational Affairs Ministry Team - Lorna

    Spoke on the work of the team. Members of the board will be attending regional meetings and the GA.

VII. Closing, Rev. Kelly Asprooth-Jackson

Kelly provided us with some closing words.

Handouts

- Minutes from October 24, 2021 and June 13, 2021 Parish Meeting
- Relational Covenant

Nominees for the FUS Board of Trustees
Three-year term 2022 – 2025

Nominee for President-Elect

Jennifer Seeker Conroy has been a member of FUS for almost ten years. She has served on the FUS Finance Committee and as an RE teacher. She has three children in the RE program and one graduate. Jenny has served on several other community and governmental boards.

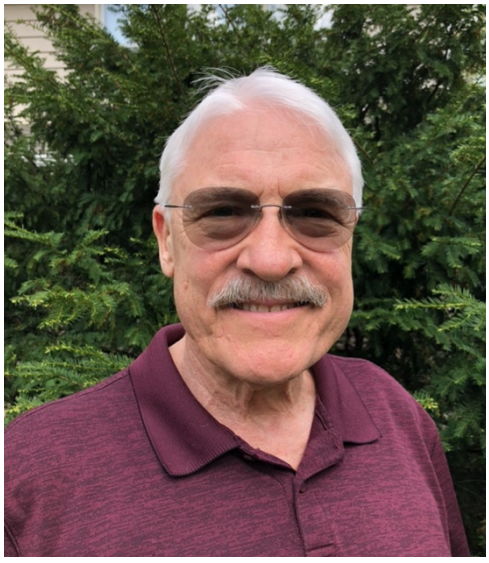
Jenny is a Product Management Leader at CUNA Mutual Group. She has a deep appreciation for the role FUS holds in her personal and family's spiritual growth. Jenny says about her interest in board service "I want to lend my personal and professional experience to this new chapter of FUS. The challenges we've navigated over the past several years have helped clarify our mission and values. Now is the time to build on that foundation and our shared ministry model. I want to do my part to strengthen the FUS community for my family and those that come after me."

Joy Stieglitz Gottschalk has attended FUS for thirty years and became a member in 2005. Joy's initial FUS niche was the Children's RE Program, where she taught nearly every course – several favorites multiple times. Teaching RE enriched her life in innumerable ways: touching young peoples' lives, developing lifelong friendships with co-teachers, and expanding her spiritual practice by exploring the material with her classes. As her children aged out of RE, she sought other ways to give back to FUS offering her skills and experience while engaging with others members of the congregation and FUS staff. In that vein, she recently served on the Ministerial Search Committee and now looks forward to serving on the FUS Board of Trustees. Outside of FUS, her volunteer service included the Gathering Waters Conservancy and Madison Unicyclists Boards of Directors, 15 years on a Governor-appointed policy think tank, and dozens of MMSD classrooms and advisory committees. Joy and her husband Rob have been raising three inspiring kids. She enjoys hiking, yoga, reading mysteries and tackling new unexplored projects.

Nominees for the FUS Foundation Board of Directors
Three-year term 2022 - 2025

Dean Hessler has been a UU since meeting his wife in the late 1980s and an active member of FUS since 2007. He has participated in and facilitated several Quest programs as well as several Coming of Age programs. More recently, Dean has facilitated Journey Circle programs and served as a member of the Spiritual Ministry team, activities he plans to continue in addition to joining the Foundation Board. Dean has a Bachelor's of Science degree from the UW-Madison, an MBA from Iowa State and has earned a Certified Financial Planning designation. Professionally, Dean has been a financial planner for almost 30 years and volunteered as treasurer for Habitat for Humanity groups in Manitowoc County and The Wisconsin River Area.

Kathy Luker has been a member of FUS for 25 years. She has served several terms on the Board of Trustees, including a stint as president; on two ministerial hiring committees; and on FUS's Policy Governance Task Force. In addition to her participation in governance, she has enjoyed membership in the former Connections Council, the Food Haulers, QUEST and numerous Adult Education programs. She is currently facilitating the FUS MOSES Ministry Team and is a member of the FUS Racial Justice Team. Kathy retired after 25 years at UW-Madison where she served as an internal consultant in the Office of Quality Improvement and worked extensively with UW System campuses facilitating the implementation of business intelligence software.



Peter Marion has been a member of FUS for 38 years and a member of the FUS Foundation Board since 2004. He has served as the Foundation's treasurer since 2012. A retired economist, Peter worked in the international credit union and microfinance industries. He also served as a Sunday school teacher, on the FUS Finance and Canvass committees, and currently assists the FUS Partner Church Program.

FIRST UNITARIAN SOCIETY

Proposed Operating Budget for 2022 – 2023

	22-23 Budget	*21-22 Budget*	*Variance*	*2-Year Average of Actuals*	*Variance*
Income					
Pledge Payments	1,060,400	1,092,295	-31,895	1,060,374	26
Rentals	257,159	255,133	2,026	214,377	42,782
Foundation Income	185,547	174,600	10,947	136,047	49,500
Collection & Gifts	99,800	122,988	-23,188	95,073	4,727
Fundraising	23,500	37,500	-14,000	23,006	494
Program Income	32,300	31,271	1,029	27,277	5,024
Funds Transfers	75,000	109,947	-34,947	80,554	-5,554
Other Operating Income	10,250	7,500	2,750	38,184	-27,934
Government Assistance	96,723	0	96,723	98,719	-1,995
TOTAL INCOME	**1,840,679**	**1,831,234**	**9,445**	**1,773,371**	**67,309**
Expenses					
*Personnel**	1,242,267	1,196,821	45,446	1,137,316	104,950
Direct Program Expenses					
Local Community Partnerships	29,000	28,000	1,000	29,881	-881
Denominational Partnerships	23,900	23,300	600	21,964	1,936
Leadership Development	23,700	28,000	-4,300	16,544	7,156
Children & Youth Programming	24,500	32,600	-8,100	15,752	8,748
Adult Programming & Support	24,200	27,532	-3,332	9,541	14,659
Music	11,700	10,700	1,000	11,550	150
Social Justice	11,000	8,200	2,800	10,678	322
Worship	10,000	11,700	-1,700	6,159	3,841
Indirect Program Expenses (Operations)					
Mortgage	182,114	182,114	0	207,227	-25,113
Building	162,889	171,028	-8,139	168,074	-5,185
Administrative	82,909	87,783	-4,874	90,120	-7,211
Fundraising & Fellowship	6,500	10,650	-4,150	12,046	-5,546
Communications	5,900	8,200	-2,300	6,872	-972
TOTAL EXPENSES	**1,840,579**	**1,831,227**	**9,352**	**1,743,723**	**96,856**
NET INCOME	100	7	93		

* Approx. 70% of our personnel expenses benefit direct programming and 30% benefit operations/indirect program expenses

Proposed Cash Reserve Budget

Estimated Cash Balance July 2022 $375,000

Total Income	$0,000
Total Expenses (transfer to Operating)	$75,000
NET	***-$75,000***
Estimated Cash Balance June 2023	***$300,000***

Proposed Designated/Restricted Budget

Estimated Cash Balance July 2022 $15,000

Total Income	$5,000
Total Expenses	$3,000
NET	***$2,000***
Estimated Cash Balance June 2023	***$17,000***

Frequently Asked Financial Questions
Proposed 2022-2023 Budget

Q: Is it just me or have the budget categories changed since last year?
A: Why yes! They have changed! Thanks for noticing. Historically we've publically displayed eight expense lines but have moved to 14 in this proposed budget, breaking the "Program" area into more detail. We hope in doing so that we provide an additional layer of transparency that allows us to collectively discern how we are leaning into our Vision of Ministry. The FUS Vision of Ministry for 2022-2023, shared with the congregation at the last Parish Meeting, is:

- Consistent with our Relational Covenant, create an atmosphere of trust and respect that encourages dialogue and healthy relationships.
- As individuals and a congregation, recognize our accountability for and commitment to dismantling racism and other forms of systemic oppression.
- Show up as authentic partners in collaboration within our local community and denomination.

Q: What are our budget estimates based on? How do we arrive at our operational and program expenses, for example?
A: The proposed income and expenses lean heavily on historical data, especially the two-year average of actual income and expenses. Though you see 23 lines in our operating budget, behind the scenes we work with over 50 income lines and 110 expense lines, managed by our various departments. The program expense lines alone are comprised of 46 unique programmatic accounts that are updated annually by staff and lay leaders.

Q: I'm looking at the expenses and see that the budget proposes increasing personnel expenses and that other expense category will go down. Are we cutting programs?
A: We are proposing an increase in personnel expenses, our denominational contributions to the UUA, our contributions to local nonprofits via our outreach offerings, and the social justice and music department. Our facility expense are decreasing in large part due to annual decreases in snow plowing expenses and children and youth programming expenses have decreased in tandem with lower registration numbers. There are modest decreases of $5,000 or less in administrative and communication lines, worship expenses, adult programming, fundraising and leadership development. The 3.6% increase in personnel expenses will bring all staff member's compensations in line with our FUS policies and the UUA's Compensation Standards. This is a monumental step in an initiative that has spanned the last half decade.

Q: Are the UUA Compensation Standards credible?
A: The Board of Trustees, Personnel Committee and Staff Leadership Team strongly believe the UUA Compensation Standards are credible. The Unitarian Universalist Association's Compensation Standards are developed and updated annually through a comparative wage analysis using data obtained from a variety of national sources of church and nonprofit wages. UUA Compensation Standards are regularly revised to reflect prevailing wage rates in communities where UU congregations are located. Economic Research Institute data is used to assign a Geo Index to each congregation. Geo Indices range from Geo Index 1 to 7, with Geo Index 3 representing congregations in communities where the average wage paid falls close to the U.S. average. FUS would need to spend a significant amount of volunteer and/or staff time to ascertain all of the information that the UUA has kindly collected for us. Most industries find ways to outsource this research work. Services like this is one of the many reasons FUS belongs to the UUA and supports our denomination financially.

Q: I'm glad we're raising staff compensation, but is that "real" money? Where is the money for equalizing salaries coming from? And if the income is not permanent then what is the alternative plan for funding salaries?
A: We are indeed using real money to pay for staff compensation increases. We anticipate $1.84 million dollars in revenue next fiscal year, and we assure you that staff compensation will not exceed this amount, so we can certainly "afford it." However, like all years in recent memory we continue to lean on cash reserves to fully fund our Vision of Ministry and strategic priorities. At the beginning of next fiscal year we estimate we'll have $375,000 in unrestricted cash. We've proposed using $75,000 of these cash reserves to help balance the budget. The use of cash reserves, unless we are replenishing this account, is not a sustainable long-term solution, though it is an effective bridge towards a future in which income increases. If income does not increase, then we will need to pursue expense reductions.

Q: How many pledge units do we have?
A: As of May 5, we had 325 pledge units, totaling nearly $733,000. This is in comparison to last year in May when we had closed to 400 pledge units totaling $840,000. In June we will begin to do personal outreach to those who have pledged in years past, but haven't yet this year. If the 200 households who pledged last year, but haven't yet communicated their intentions for 22-23, gave at the same level as this fiscal year, we'd acquire approximately $332,000 in pledges, bringing our year-to-date pledge campaign total to $1,066,000, which is $5,000 more than is needed to meet our budgeted pledge goal. We are very grateful that the average pledged dollar amount continues to increase and we remain optimistic that we will see a positive shift in both membership engagement and generosity as our shared ministry continues.

Q: What is the relationship between our finances and our commitment to diversity and inclusion?
A: Of our social justice budget, $4,000 is specifically earmarked for Anti-Racism Initiatives. In addition, we've allocated $7,000 for other social justice expenses, and given the intersectional nature of our efforts to promote and achieve greater diversity and inclusion, much of these funds also benefit our anti-racism vision.

We also anticipate distributing approximately $29,000 in outreach offering funds, much of which benefits organizations with missions or initiatives that aim to address white supremacy, anti-racism and/or promote diversity and inclusion. In addition, tens of thousands of our personnel expenses are invested in our vision to "dismantle systems of oppression, particularly racism."

DATE: June 5, 2022

TO: FUS Members

FROM: FUS Foundation Board of Directors and FUS Board of Trustees

RE: Recommendation to Amend and Restate the
Stonehaulers' and Program Enhancement Fund Charters

When the FUS Congregation created the Stonehaulers' Fund (SF) and Program Enhancement Fund (PEF) in 1994, a provision was included in each funds' charter specifying that 20% of the fund's annual earnings were to be added to its principal. This was done to ensure that the funds' principals would grow quickly in order to attain defined minimum principal balances, at which point the funds could start making annual distributions to FUS. Further, the charters of each fund allowed emergency payouts of up to 25% of principal. When the FUS Congregation updated the funds' charters in 2015 to be consistent with the Foundation's payout policy, the provision for emergency payouts was changed from 25% of principal to 25% of market value. However, the provision to add 20% of annual earnings to each funds' principal was retained. This provision no longer has any meaningful purpose (since the targeted minimum principal for each fund was reached years ago), is an accounting irregularity and a burden to the Foundation in its management of the funds. The Foundation Board and the FUS Trustees are recommending that the provision be struck from both fund charters.

Because both fund charters have been amended several times over the years, we are also recommending the charters be restated for ease of identifying the currently applicable terms governing administration of the funds. Drafts of resolutions restating the charters are attached. Please review each draft together with the following comments for each.

<u>Stonehaulers' Fund</u>

The restated charter includes all previously approved terms and conditions governing the fund, except

1. The provision in the 1994 charter that 20% of earnings be added to the principal of the fund.
2. The provision in the 1994 charter which identified the particular gift and contributions to be used to establish the fund (excess gifts from the 1994 Roof Repair Fund Drive) and how contributions to the fund should be solicited. Fundraising is the purview of FUS (not the Foundation). FUS should be unconstrained to fundraise as it sees fit.

<u>Program Enhancement Fund</u>

The restated charter includes all previously approved terms and conditions governing the fund, except

1. The provision in the 1994 charter that 20% of earnings be added to the principal of the fund.
2. The term "special program needs" (used in the 1994 charter to distinguish it from "capital expenditures") was shortened to "program needs" as the fund has, from its inception, supported all FUS program needs and not capital needs.
3. A provision in the 1994 charter which identified the particular gifts and contributions to be used to establish the fund.

4. A provision in the 1994 charter directing undesignated gifts to the Foundation be divided equally between the PEF and the SF. This provision was not reflected in the SF charter, and over the years, the FUS Trustees have provided other direction for unrestricted gifts. In addition, it has been the Foundation's policy to work with donors and their families to choose a fund that would best honor a donor. Lacking direction from a donor, family and/or close friends, the Foundation Board has placed unrestricted gifts into the funds that at that moment have the greatest need.
5. A provision in the 1994 charter to create a memorials book to record memorial gifts and biographies of those being memorialized. To our knowledge, this book was never created and it would be near impossible to do so now.
6. The provision in the 1994 charter which identified how contributions to the fund should be solicited. Fundraising is the purview of FUS (not the Foundation). FUS should be unconstrained to fundraise as it sees fit.

Recommendation

The FUS Foundation Board of Directors and the FUS Board of Trustees recommend that the FUS Congregation approve restated charters for the Stonehaulers' and Program Enhancement Funds, including the elimination of the provision to add 20% of earnings to the principal of each fund.

RESOLUTION ADOPTING RESTATED CHARTER FOR THE PROGRAM ENHANCEMENT FUND

Preamble

A. At a Parish Meeting of the First Unitarian Society ("Society") on May 22, 1994, the congregation adopted a resolution creating the "Program Enhancement Fund" ("Fund"), to be held and managed by the First Unitarian Society Foundation ("Foundation"), subject to certain terms set forth in the resolution.

B. At a Parish Meeting on May 31, 2015, the congregation amended the May 22, 1994 resolution to revise the terms governing distributions from the Fund, but reaffirmed other terms.

C. The May 22, 1994 resolution continues to require that 20 percent of the Fund's annual earnings be credited to the Fund's principal. This accounting rule complicates administration of the Fund because it deviates from how the Foundation manages other Society funds under its care. The Society's Board of Trustees, upon the recommendation of the Foundation's Board of Directors, has determined that maintaining this provision is no longer in the interest of the Society and that it should be rescinded.

D. The Society's Board of Trustees has further determined that other provisions in the May 22, 1994 resolution, unrelated to the purpose of the Fund and the use of its proceeds, are outdated and/or are no longer relevant to the Fund's administration.

E. In view of the extent to which the terms of the May 22, 1994 resolution have been amended since its original adoption, the Society's Board of Trustees and the Foundation's Board of Directors have further determined that the interests of the Society would be best served by adopting a revised charter for the Fund that restates the terms that now govern its administration.

Resolution

It is hereby agreed:

1. The First Unitarian Society shall maintain a certain fund called the "Program Enhancement Fund" within the First Unitarian Society Foundation for the purposes specified in paragraph 2 below.

2. Distributions from the Program Enhancement Fund shall be used to support the program needs of the Society and not capital expenditures. The Foundation may accept contributions to the Fund consistent with this purpose.

3. Distributions from the Program Enhancement Fund shall be subject to the following terms:

(a) Subject to paragraph (c) below, distributions from the Fund are permitted only when the Fund's market value exceeds $100,000.

(b) When, and to the extent, the Fund's market value exceeds $100,000, the Foundation may authorize distributions from the Fund consistent with its then-existing policies and procedures governing distributions from funds it manages.

(c) Notwithstanding paragraph (a) above, in unusual circumstances or emergencies requiring major expenditures, up to 25 percent of the Fund's market value may be used if such use is authorized by a two-thirds majority of members voting at a Parish Meeting and after notice of the intended action has been given to Parish members. Should the market value of the Fund fall below $100,000, no further distributions may be made until the Fund's market value again exceeds $100,000.

4. This resolution shall hereafter govern administration of the Program Enhancement Fund, supplanting and superseding the resolutions adopted on May 22, 1994 and May 31, 2015.

RESOLUTION ADOPTING RESTATED CHARTER FOR THE STONEHAULERS' FUND

Preamble

A. At a Parish Meeting of the First Unitarian Society ("Society") on May 22, 1994, the congregation adopted a resolution creating the "Building Preservation and Improvement Fund," to be held and managed by the First Unitarian Society Foundation ("Foundation"), subject to certain terms set forth in the resolution.

B. At a Parish Meeting on October 16, 2005, the congregation changed the name of the Building Preservation and Improvement Fund to the "Stonehaulers' Fund" ("Fund"), and clarified the purposes for which earnings and distributions from the Fund could be used. Other terms in the May 22, 1994 resolution were reaffirmed.

C. At a Parish Meeting on May 31, 2015, the congregation amended the May 22, 1994 resolution to revise the terms governing distributions from the Fund, but reaffirmed the other terms in the May 22, 1994 resolution, as modified on October 16, 2005.

D. The May 22, 1994 resolution continues to require that 20 percent of the Stonehaulers' Fund's annual earnings be credited to the Fund's principal. This accounting rule complicates administration of the Fund because it deviates from how the Foundation manages other Society funds under its care. The Society's Board of Trustees, upon the recommendation of the Foundation's Board of Directors, has determined that maintaining this provision is no longer in the interest of the Society and that it should be rescinded.

E. In view of the extent to which the terms of the May 22, 1994 resolution have been amended since its original adoption, the Society's Board of Trustees and the Foundation's Board of Directors have further determined that the interests of the Society would be best served by adopting a revised charter for the Stonehaulers' Fund that restates the terms that now govern its administration.

Resolution

It is hereby agreed:

1. The First Unitarian Society shall maintain a certain fund called the "Stonehaulers' Fund" within the First Unitarian Society Foundation for the purposes specified in paragraph 2 below.

2. Distributions from the Stonehaulers' Fund shall be used for capital expenditures related to the upkeep, maintenance, repair, preservation, modification and renovation of facilities of the First Unitarian Society at its current location and to provide reserves for future capital expenditures for such purposes, and not for other purposes. The Foundation may accept contributions to the Fund consistent with this purpose.

3. Distributions from the Stonehaulers' Fund shall be subject to the following terms:

(a) Subject to paragraph (c) below, distributions from the Fund are permitted only when the Fund's market value exceeds $400,000.

(b) When, and to the extent, the Fund's market value exceeds $400,000, the Foundation may authorize distributions from the Fund consistent with its then-existing policies and procedures governing distributions from funds it manages.

(c) Notwithstanding paragraph (a) above, in unusual circumstances or emergencies requiring major expenditures, up to 25 percent of the Fund's market value may be used if such use is authorized by a two-thirds majority of members voting at a Parish Meeting and after notice of the intended action has been given to Parish members. Should the market value of the Fund fall below $400,000, no further distributions may be made until the Fund's market value again exceeds $400,000.

4. This resolution shall hereafter govern administration of the Stonehaulers' Fund, supplanting and superseding the resolutions adopted on May 22, 1994, October 16, 2005, and May 31, 2015.