

RESOLUTION TO IMPLEMENT THE ENDOWMENT FUND

WHEREAS, stewardship involves the faithful management of all the gifts we have been given--time, talents, the created world, and money, including accumulated, inherited, and appreciated resources; and

WHEREAS, we can support the religious mission and work of this congregation through transfers of property (cash, stocks, bonds, real estate), charitable bequests in Wills, charitable remainder, and other trusts, pooled income funds, charitable gift annuities, and assignment of life insurance and retirement plans; and

WHEREAS, it is the desire of the congregation to encourage, receive, and administer these gifts in a manner consistent with the loyalty and devotion expressed by the grantors and in accord with the policies of this congregation:

THEREFORE BE IT RESOLVED, that this congregation, in a meeting assembled on [date], approve and establish on the records of the congregation a new and separate fund to be known as THE FIRST UNITARIAN UNVERSALIST CHURCH OF INDIANA, PENNSYLVANIA ENDOWMENT FUND (hereafter called the "FUND");

BE IT FURTHER RESOLVED, that the purpose of this FUND is to enhance the mission of the First Unitarian Universalist Church of Indiana, Pennsylvania apart from the general operation of the congregation; that no portion of distributions from the FUND shall be used for the annual operating budget of the congregation; that only in particular, temporary, difficult circumstances, and where integrity of gift restrictions permit, may this congregation, by action in meeting assembled, use FUND distributions for its own operating or support services; and that, except where specifically authorized otherwise in the terms of a gift, distributions from the FUND will be made annually, in amounts not to exceed 5% of the average fair market value of the FUND over the fund's life for the first thirteen quarters and over the previous thirteen quarters thereafter. [Initially, distributions will be based on 5% of the average fair market value of the fund over all previous quarters up to thirteen quarters.]

BE IT FURTHER RESOLVED that the amount designated to establish the FUND shall be the entire amount of the Grauer Gift, less the following: (1) \$65,000 for immediate use to subsidize ministry and previously approved building improvements, and (2) thirty-percent (30%) of the Grauer Gift or \$115,000 (whichever is less) to be invested for potential use as "seed money" for a capital campaign or building fund.

BE IT FURTHER RESOLVED, that the Endowment Committee (hereinafter called the "COMMITTEE") shall be the custodian of the FUND;

BE IT FURTHER RESOLVED, that the following Plan of Operation sets forth the administration and management of the FUND.

PLAN OF OPERATION

1. The Endowment Committee

The Endowment Committee (hereafter, the "COMMITTEE") shall become a standing committee of the Congregation and shall consist of three (3) members, all of whom shall be voting members of the First Unitarian Universalist Church of Indiana, Pennsylvania. Except as herein limited, the term of each member shall be three (3) years. The minister and the president of the Church Board shall be advisory members of the COMMITTEE.

Upon adoption of this resolution by the congregation, it shall elect three (3) members of the COMMITTEE: one (1) for a term of three and a half (3 ½) years; one (1) for a term of two and a half (2 ½) years; and one (1) for a term of one and a half (1 ½) year. Thereafter, at each annual meeting, the congregation shall elect a member for a term of three (3) years. No member shall serve more than two consecutive three-year terms. After a lapse of one (1) year, former COMMITTEE members may be re-elected.

The Nominating Committee of the congregation shall nominate new members for the COMMITTEE and report at the annual congregational meeting in the same manner as for other offices and committees. In the event of a vacancy on the COMMITTEE, the Board shall appoint a member to fill the vacancy until the next annual meeting of the congregation, at which time the congregation shall elect a member to fulfill the term of the vacancy.

The COMMITTEE shall meet at least quarterly, or more frequently as deemed by it in the best interest of the FUND. A quorum shall consist of two (2) members. A majority present and voting shall carry any motion or resolution. The committee shall elect from its membership a chairperson and a secretary. The chairperson, or member designated by the chairperson, shall preside at all committee meetings. The secretary shall maintain complete and accurate minutes of all meetings of the COMMITTEE and supply a copy thereof to each member of the COMMITTEE. Each member shall keep a complete copy of minutes to be delivered to her or his successor. The secretary shall also supply a copy of the minutes to the Church Board. The secretary shall maintain complete and accurate books of accounts for the FUND.

The dispersal of money from the FUND shall always be into the operating account of the congregation. Signatures of two COMMITTEE members are required for all checks. The books shall be audited annually by a certified public accountant or other appropriate person who is not a member of the COMMITTEE. The COMMITTEE shall develop an investment strategy and submit that plan to the congregation board for its approval. The COMMITTEE shall report on a quarterly basis to the Board and, at each annual or special meeting of the congregation, shall

render a full and complete audited account of the administration of the FUND during the preceding year.

The COMMITTEE may request other members of the congregation to serve as advisory members or may seek such professional counseling on investments or legal matters as it deems to be in the best interest of the fund.

Members of the COMMITTEE shall not be liable for any losses which may be incurred upon the investments of the assets of the FUND, except to the extent that such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as she or he acts in good faith and with ordinary prudence.

Each member shall be liable only for his/her own willful misconduct or omissions and shall not be liable for the acts or omissions of any other member. No member shall engage in any self dealing or transactions with the FUND in which the member 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 FUND.

All assets are to be held in the name of the First Unitarian Universalist Church of Indiana, Pennsylvania. Decisions to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects to manage and control the assets of the FUND, including stocks, bonds, debentures, mortgages, notes, or other securities, as in their judgment and discretion they deem wise and prudent, are to be made by the COMMITTEE.

2. Distributions

The COMMITTEE shall abide by and keep a record of the terms and restrictions of all gifts to the FUND and shall determine what is principal and income according to accepted accounting procedures.

Distributions from the FUND shall be made annually and at such other times as deemed necessary and/or feasible to accomplish the following purposes:

Up to one-third (1/3) for the physical plant of First Unitarian Universalist Church of Indiana, Pennsylvania, such as but not limited to maintenance of buildings, capital improvements or renovations, or debt reduction; at least one-third (1/3) for outreach into the community, including, but not limited to, grants to UU camps and conferences, theological schools, local social service agencies or institutions to which this congregation relates, and to special programs designed for those persons in our community who are in spiritual and/or economic need; and at least one-third (1/3) for the wider mission of Unitarian Universalism, including, but not limited to, grants to the UUA for new church development; leadership training; community and educational ministries; world mission; capital financing; scholarships or grants to members of the First Unitarian Universalist Church of Indiana, Pennsylvania for the purpose of attending college, theological, nursing, or medical school; for UU-related camping or leadership

conferences; or such other training which enables members of this congregation to grow in faith and service to Unitarian Universalism.

Programs for support shall be recommended by the COMMITTEE and approved by the Board for funding. Suggestions or requests for funding are to be submitted to the COMMITTEE by March 1 of each year.

3. Amending the Resolution

BE IT FURTHER RESOLVED, that any amendment to this resolution, which will change, alter or amend the purpose for which the FUND is established shall be adopted by a two-thirds vote of the members present at a congregational meeting.

4. Disposition or Transfer of FUND

BE IT FURTHER RESOLVED, that in the event that the First Unitarian Universalist Church of Indiana, Pennsylvania ceases to exist either through merger or dissolution, disposition or transfer of the FUND shall be at the discretion of the Church Board in conformity with the approved congregational constitution and in consultation with the Unitarian Universalist Association. Consultation with the Association may also be desirable for continuation of THE FIRST UNITARIAN UNVERSALIST CHURCH OF INDIANA, PENNSYLVANIA ENDOWMENT FUND obligations to grantors of gifts.

ADOPTION OF RESOLUTION

This resolution, recommended by the Church Board and accepted by the congregation at a legally called congregational meeting, is hereby adopted.

FIRST UNITARIAN UNIVERSALIST CHURCH OF INDIANA PENNSYLVANIA By

President

And

Secretary

Dated this _____ day of _____ 2010

