

Policy and Procedures Manual
Unitarian Universalist Church of Muncie
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MISSION STATEMENT

Exploring faith. Practicing inclusivity. Living justice.

UUCM Vision

We, the Unitarian Universalist Church of Muncie, are a church family, relating to one another with love, kindness, fellowship, humility, joy and generosity.

- We encourage open, lifelong religious exploration, drawing upon reason, spirituality, and curiosity.
- We strengthen one another, offering acceptance, nourishment, and mutual support.
- We welcome people of all identities, regardless of age, class, culture, race, ableness, gender identity, or sexual orientation.
- We seek deeper, stronger, more transformative relationships that foster growth and healing for ourselves, our church, and our communities.
- We promote social justice, serving as a force for good and for lasting societal change.
- We serve as stewards of our church, this country, and the world.

FOREWORD

The Unitarian Universalist Church of Muncie is a congregation whose members exchange religious and cultural ideas through a variety of programs and activities. The manner in which the Church operates involves many interrelated functions, fashioned by practical experience within the structure of the Church By-Laws, consonant with the democratic ideal. Behind the focal Sunday Service is a substantial, complex organization, which is always in flux.

This manual of operations and activities attempts to reflect the Church's operations at the date of the current revision. (It is to be revised biannually). It indicates the opportunities for service and leadership and the need for full and generous participation on the part of each person. It is important for members who undertake new responsibilities to have a description of how things are usually done. Changes in practice are bound to occur, and the Board will do its best to keep this document updated in a timely fashion.

Church Organization: Board of Trustees

The Board of Trustees is responsible for all planning, all policies, all legal and financial aspects of the church.

The Board consists of six members: President, President-elect, Vice-President, Secretary, Treasurer, and Past-President. The Board meets monthly. All board members have a mailbox in the church office and should check its contents regularly.

Church Organization: Committee Structure

The programs and work of the church will be carried out, under the guidance of the Board and the congregation, by Standing committees, Long-term Special Committees, and Short-term Special Committees.

Standing Committees

Adult Religious Education
 Communications Committee
 Fellowship Committee
 Finance Committee
 Fundraising Committee
 Membership Committee
 Property Maintenance Committee
 Religious Education Committee (children)
 Social Justice Committee
 Stewardship Committee

Long-term Special Committees

Caring Committee
 Committee on Ministries
 Development and Investment Committee
 Hospitality Teams
 Internal Finance Review
 Kitchen Committee
 Nominating Committee
 Pastoral Associates
 Personnel Policies Committee
 Safety Committee
 Sights and Sounds
 Worship Associates

Church Organization: Staff

Job descriptions /responsibilities for the staff are on file with the head of staff: the Minister

Minister
 Director of Religious Education (DRE)
 Office Administrator/Bookkeeper
 Coordinator of Youth Programs (CYP)
 Director of Music
 Choir Director
 Membership Coordinator
 Webmaster
 Childcare Coordinator
 Childcare Staff

Responsibilities of Lay Members

The life and work of the church are not solely the responsibility of the elected and appointed officials or the hired staff. It is vital for a healthy church that lay members be involved at all levels.

Lay Members Responsibilities include

- Raising funds;
- Setting policies;
- Teaching religious education;
- Providing financial oversight at congregational meetings;
- Calling, hiring, supervising, and dismissing the minister and staff;
- Maintaining functioning committee structure;
- Providing Sunday support through the work of the Membership and Hospitality committees and Worship Associates;
- Attending to the welfare of the Congregation in conjunction with the Pastoral Care Committee;
- Supporting the MidAmerica Region and the UUA through participation;
- Maintaining church property and aesthetics;
- Electing lay leaders;
- Participating in developing a long-range plan;
- Recruiting and retaining members;
- Participating in and supporting religious education programs;
- Ensuring the physical comfort and safety of persons at church;
- Educating and training of congregation and officers of the church;
- Developing and implementing programs and policies that encourage growth.

Responsibilities of the Members of the Board of Trustees

The President of the Congregation's responsibilities include

- Developing agendas and presiding over meetings of the Board of Trustees and Congregational Meetings (October and May);
- Developing year-long planning agenda for Board approval;
- Overseeing all legal and financial obligations of the church;
- Calling special meetings when necessary (By-Laws X.2.);
- Ensuring that adequate notice is given for congregational meetings (By-Laws VI, VIII.3);
- Supervising activities of the Board to ensure thorough and effective operation (By-Laws IX.2);
- Asking the Nominating Committee to recommend nominees for Board and committee vacancies, including special committees;
- Be empowered to countersign all checks and contracts;
- Sign check requisition forms that need approval.
- Communicating regularly with the Office Administrator;
- Meeting regularly with the minister;
- Performing such other duties as the congregation or Board may require. Note particularly the charge to the Board of Trustees in By-Laws X.3.
- Knowing church policies; being prepared to explain and uphold them;
- Furthering a visible UU presence in the community;
- Serving as an ex-officio member on the Finance Committee.

Suggested Calendar:

July

- Signing bank forms to be empowered to countersign checks.
- Looking over the Policy and Procedure Manual to check whether it is up to date;
- Looking over the Long-Range Plan to see which issues the Board should address.

August

- Developing focus for the year with the minister and the Board.

September

- At Board meeting, reviewing agenda for Congregational meeting in October; anticipate discussion; make sure proper notice is placed in Unigram;

October

- Preside over Congregational meeting. Ask a member to serve as parliamentarian. Present minutes of last Congregational meeting and budget adjustments.

January

- Expect Treasurer's resolution regarding portion of Minister's compensation that represents housing allowance for calendar year (necessary for tax purposes) to be brought to Board;
- Schedule the review of the Procedure Manual on the agenda.

February

- Elect MidAmerica Region delegates to Annual Meeting and submit their paperwork;
- Contact Finance, Stewardship, and Nominating Committees; arrange for reports to the Board at March/April meetings.
- Look for notification of General Assembly (GA); plan to attend if possible. Encourage the attendance of the President-Elect.
- Submit notification to Unigram for congregants to be delegates to GA.
- Ask for recommendations for Nominating Committee.

March

- Approve any proposals for By-Laws amendments to be voted on at May Congregational meeting
- Remind Secretary of May congregational meeting and publish proposed changes in the By-Laws in the Unigram. This MUST be done at least 30 days prior to the meeting date.
- Check with Office Administrator about deadline for Annual Report submissions and ensure all those responsible for reports are informed of deadlines.
- Put naming delegates to GA on the agenda.

April

- Ensure proper notice is given for May Congregational meeting from pulpit and in Unigram.
- Attend MidAmerica Region annual meeting.
- Finance Committee presents Budget to Board as agenda item.
- Board adjusts final Budget to reflect canvass or sets priorities and authorizes Finance committee to make changes.
- Annual reports due from: Trustees, Officers, Committee Chairs (Standing and Special).
- Place on Board agenda: Make Board appointments to the Nominating Committee and Committee on Ministries.

May

- Spring Congregational Meeting – Ask a member to be Parliamentarian. Create agenda: Budget approval, Annual Report, election, By-Laws amendments, approve minutes from last Congregational Meeting.

June

- Attend joint meeting with incoming/outgoing Board members.
- Remind outgoing Board members to return their keys to the Office Administrator.

The President-Elect's responsibilities include:

- In the absence of the President, presiding over Congregational and Board of Trustees meetings;
- Being authorized to countersign all checks and execute bank transactions in the event the President or the Treasurer is unable to do so;

- Performing such other duties as the congregation, the President, or the Board may require;
- Using the year to expand working knowledge of the structure and functioning of the congregation and its relationship to the ministry, to MidAmerican Region, and to the UUA;
- Keeping records required by the MidAmerican Region;
- Furthering a visible UU presence in the community;

The Vice-President's responsibilities include:

- Presiding over monthly meetings of Program Council, the forum for chairpersons of all Standing Committees. Sending out agendas, meeting notices and monthly reports to the Council and board;
- Studying the Long-Range Plan to see what should be implemented by Standing Committees;
- Ensuring committee chairs submit Annual Reports 30 days prior to May Congregational Meeting;
- Coordinating the development and maintenance of the Policy and Procedure Manual;
- Ensuring biennial review of the By-Laws;
- Being empowered to countersign all checks, execute bank transactions, and perform such other duties as the congregation or Board may require;
- Organizing leadership training for lay leadership and congregation.

Procedures

- The Vice-President must suggest dates for all Program Council meetings taking into account holidays, special church events and various area school calendars (BSU, Muncie Schools, Yorktown Schools, etc.). Remind the committee chairs to submit their meeting dates to the Office Administrator by September for the church calendar.
- In January, give each Board member and committee chair a copy of the Procedure Manual section for their position and ask them to review, add or delete as needed. In June, remind all Board members for the next year to review the Policy and Procedures Manual.
- In alternate years, and as needed between, discuss necessity of By-Law revisions with the Board. Set up a special short-term committee, chaired by the VP to revise By-Laws as needed. This must be presented to the Board for its approval by the March meeting in order to meet requirements for publication 30 days prior to the annual May Congregational meeting. These changes must then be submitted to the Office Administrator for publication in the Unigram 30 days prior to the annual meeting in May.

The Secretary's responsibilities include:

- Taking, preparing, distributing, and maintaining minutes of all meetings of the Board of Trustees and of the congregation.
- Sending email copies of the minutes of the last Board meeting to all Board members and the Minister five to seven days before Board meetings.
- Sending email copies of all Board meeting documents, including approved minutes, to the Office Administrator. Approved minutes are to be published on the church website in a timely fashion.
- Providing proper timing of notices of all congregational meetings and being responsible for advertising all Congregational meetings in accordance with By-law requirements.
- Taking attendance at all congregational meetings.
- Receiving absentee ballots for voting on congregational meeting agenda proposals, a minimum of two days prior to said meeting.
- Following the May Congregational meeting, receiving from the Nominating Committee a report of nominations, elections, vacancies filled, and an accurate accounting of the terms of office and offices held by members of the congregation.
- Working with the minister to ensure that the Office Administrator maintains accurate record of child dedications, marriages, commitment ceremonies, funerals and memorial services performed in the church or conducted by the minister. Traditionally, these are presented in the "Wheel of Life" in the Annual Report.
- Working with the Office Administrator to maintain an accurate list of voting members.

Meeting Notification

- Congregational Meeting notices are to be announced from the pulpit on the two Sunday's preceding said meetings, and are to be published and mailed to all members of the church at least 15 days prior to the meetings, except for proposed By-Laws changes as described below.
- Notices shall include the agenda, which is prepared by persons calling the meetings.
- Notices regarding proposed changes in By-Laws shall be published and mailed 30 days prior to the meeting.

The Treasurer's responsibilities include:

- The Treasurer is custodian of the church funds.
- Shall be an authorized representative on all of the church's funds.
- Shall normally sign checks and/or approve ACH batches for auto-pay.
- Shall be a member of the Development and Investment Committee.
- Shall be the administrator for the church investments, including its endowments.
Normally investments will be made, retained, or spent with direction from the Board and/or the Investment Committee.
- Shall present financial statements to the Board quarterly.
- Shall report to the Board any unusual variances from the budget monthly.
- Shall present financial statements for the Congregation at its semi-annual meetings.
- Shall verify that bank accounts and investment accounts are reconciled monthly.
- Shall work with bookkeeper and/or accountant to perform the following tasks, all in a timely manner:
 - Prepare bank deposits for deposit.
 - Pay all bills.
 - Pay employees.
 - File tax returns as required.
 - Pay taxes as required.
 - Maintain the accounting records of the church.
 - Maintain employee records in the current accounting program.
 - Reconcile bank accounts and investment accounts.
 - Prepare financial reports.
 - Maintain records of giving.
 - Maintain records of pledges.
 - Send giving statements to members at least quarterly.

The Past President's Responsibilities include:

- Serving as the chair of the Nominating Committee;
- Serving as the chair of the Personnel Policy Committee;
- Supporting the incoming President and President-Elect;
- Carrying out special short-term assignments at the request of the Board President.

Duties of All Committee Chairs

- **Scheduling Events/Church Calendar** – Contact the Office Administrator to have monthly meetings included in the church calendar. Meeting schedule for the church year should be set by September. The Office Administrator will assign a meeting room and list meetings in the calendars printed in the Unigram and Order of Service. All committee events should be submitted to the Office Administrator well in advance.
- **Program Council** – The committee chairs of Standing Committees (or someone appointed by the chair) will serve on the Program Council and attend all Program Council meetings. Participation in the council is vital in developing a vision of what programs are needed for the church and the community.
- **Keys & Building Security** – Chairs will be issued a key and security code for building use. See the Office Administrator to receive keys and instructions for using the security system.
- **Check Requests** – All reimbursements for committee spending must be made in a timely manner. Fill out and authorize a check request form (found on the counter in the church office) and leave in the Office Administrator's inbox. All receipts should be attached. Check requests for the chair must be authorized by the President, Treasurer, or Minister. Checks are printed on Monday and signed during the week.
- **Tax-Exempt Purchases** – All purchases made for church expenses are tax exempt. You will need the church's tax-exempt ID number when making purchases for your committee. Copies of the sales tax exemption certificate are available from the Office Administrator during regular office hours.
- **Identify and mentor a chair for the succeeding year.**
- **Childcare** – All events sponsored by the church or a committee of the church should have adequate childcare arranged in advance. Committees should fill out the Childcare Request form for events that need childcare.
- **Meeting Minutes** – All meetings should be recorded (recorder to be designated by the chair.) Minutes should be distributed to the committee and copied to the Vice President and Office Administrator via email attachment.
- **Mail** – Check your mailbox in the church office on a regular basis.
- **Contact Information** – Provide the church office with all current contact information including phone numbers, email, and mailing address.
- **Website** – Address: www.uchurchmmuncie.org. Regularly review items related to your committee's responsibilities. Submit updates to the Office Administrator.
- **Annual Report** – Each chair is responsible for submitting a report to be included in the church's Annual Report. This publication is distributed at the annual Congregational Meeting held in May. Reports should be submitted via email attachment to the Office Administrator and copied to the Vice President. Reports are generally due in mid-April.

Standing Committees: Purposes and Responsibilities

Standing committees report monthly to the Program Council/Vice-President and are responsible for the regular on-going operations of the church.

Adult Religious Education Committee

The purpose of the Adult Religious Education committee is to plan topical programs for adult congregants. Adult education is a special enterprise of the Unitarian Universalist Church because we seek meaning and understanding within the congregation as reflected in our Principles instead of from creeds.

Regular and special programs are planned by the committee, placed on the church calendar through the Office Administrator, and promoted through the Unigram and other information outlets as deemed appropriate.

Communications Committee

This committee is charged with publicizing church activities internally and externally, and promoting the church in the community. It meets monthly to review these communications. External publicity and activities must have Minister approval.

Fellowship Committee

The Fellowship Committee supports the life of the church by providing for the communal enjoyment of food and fellowship. Our goal is that the events we coordinate will increase a sense of camaraderie among all who attend and work together. We want to help integrate new members and friends into the life of the congregation through our activities, and offer our assistance to other committees as they create programs to meet the needs of the membership. Events coordinated by this committee include:

- Traditional events on the church calendar.
- Special occasions as requested by the Board of Trustees.
- Various events based on new ideas and current needs.

Events Calendar

- Ice Cream Social – The committee serves ice cream with assorted toppings to the congregation following the service on a Sunday in early August. Childcare is provided.
- Harvest Feast – The committee coordinates a traditional turkey dinner with carry-in foods. Categories are bread & stuffing, potatoes, vegetables, salads, and pre-cut desserts. Committee arranges for purchase and delivery of turkey; handles ticket sales and collects money; purchases paper goods and beverages; organizes and participates in set-up of sanctuary; organizes and participates in clean-up following the event with the help of church members.

- Holiday Decorating – The committee coordinates trimming of the Christmas tree and decorating the sanctuary, usually on or before the first Sunday in December. The congregation, including children, is encouraged to participate. (Property Maintenance Committee purchases, sets up the tree, and strings the lights.) We remove and store the ornaments, wreaths, and other decorations at the end of the holiday season. (Property maintenance removes the tree.)
- Christmas Eve – The committee sets out cookies and other snacks carried in by the congregation and makes coffee and/or punch to serve following the service. The committee assists in set-up of the sanctuary for the candlelight service. Candles are placed on each chair (candles and drip catchers need to be ordered in advance); candles are placed on the brick walls at either end of the sanctuary; candelabra refills are loaded. With the help of church members, we clean up afterwards.
- Stewardship event – The committee usually assists the Stewardship committee with a pledge campaign event. The form and date of this event vary from year to year determined by the Stewardship committee. Sometimes we prepare a Sunday lunch; other years we help to set up and serve a carry-in or catered dinner.
- Spring Congregational Meeting – The committee coordinates a luncheon to be held after church, either before or after the meeting. We determine the menu, prepare the food, purchase paper products, set up tables before the service (if possible) and clean up after.

The work of the Fellowship Committee includes:

- Meeting once/month or as needed to prepare for events.
- Planning for the events, including childcare if needed.
- Publicity and announcements
- Purchasing food and paper goods.
- Cooking for some events.
- Setting up and taking down tables and chairs.
- Setting and decorating tables as appropriate.
- Attending and overseeing events.
- Washing dishes and cleaning up the kitchen.
- Cleaning up after events, with help from other church members.
- Laundering tablecloths used for these events.
- Recruiting volunteers for extra help at events, as needed.
- Keeping records.

Budget

The Fellowship Committee does not submit a budget to the Finance Committee. Expenses are usually covered through ticket sales or donations collected at each event. The committee chair is responsible for preparing an Annual Report of accomplishments, expenditures, and plans to the congregation at the annual Congregational Meeting.

Finance Committee

This committee serves as the financial and budgetary advisory group to the Board of Trustees and congregation. The Finance Committee consists of five to seven members: three to five members-at-large, the Treasurer, and the President of the Congregation.

Responsibilities

- Prepare the annual budget for review by the Board and adoption by the congregation.
- Review Church financial management systems and procedures including but not limited to operating budgets, capital budgets, accounting, financial reporting and forecasting, and auditing of financial records. Recommend needed changes to the Board.

Calendar

July/August	Set meeting dates for the year and report those dates to the VP and Office Administrator.
September	Monitor current fiscal year budget for necessary changes before October Congregational meeting
Oct./Nov.	Receive input from Stewardship Committee on planned activities and develop plans for preparing the budget for the next fiscal year
Dec./Jan.	Solicit budget requests from committee chairs, Board of Trustees, Minister and staff.
Feb./March	Assemble and review proposed budget.
April	Present proposed budget, with committee recommendations, to Board of Trustees. Incorporate Board changes into final version of budget.
May	Treasurer presents a preview of the proposed budget at an informational meeting. President of the Board presents proposed budget for approval by the Congregation at the Annual Meeting.
June	Send final budget to Office Administrator. Assess year's activities. All designated funds will be reviewed on an annual basis with recommendations made to the Board on whether or not to continue the fund.

Fundraising Committee

The Fundraising Committee is responsible for overseeing the special fundraisers which supplement the annual pledge drive. The committee may run these events or recruit others to do so. The largest annual fundraiser is the bazaar, detailed below. Others include Dining for Dollars, a service auction, and rummage sales. New ideas are always needed.

The annual holiday church bazaar is held on the first Saturday of November from 8:00 a.m. to 2:00 p.m. This event encourages the contributions and participation of all members. Its purposes are:

- To raise funds for the annual budget
- To foster the talents of church members to offer their crafts for sale
- To promote fellowship

The bazaar committee usually consists of two co-chairs, appointed in consecutive years, and four to five members with particular expertise to oversee the various tasks, especially publicity, logistics, consignment booths and volunteer recruitment.

Membership Committee

The purpose of the Membership Committee is to create a welcoming and positive church environment, to create a path to membership, and to promote the growth of the congregation both in numbers and in commitment.

Responsibilities- With the assistance of Membership Coordinator do the following:

- Provide annual orientation for weekly teams of greeters. Train greeters to create a welcoming and positive environment before and after the service.
- Convene a yearly session with board and membership committee to brainstorm ideas and actions to help grow and enhance membership.
- Implement a “Path to Membership.” Use a system for keeping track of visitors; get to know them and make them aware of upcoming events and opportunities.
- Implement a “Path after Membership”. Create a plan for following new members during their first year and identify members outside of the committee to help weave new members into the fabric of the congregation. Monitor steps of “Path after Membership” to make sure all responsible carry out their part.
- Develop a plan for staying in touch with members and friends of the congregation, promoting their participation in the life of the congregation. Identify members outside of the committee to assist in this vital work.
- Work with the Office Administrator to keep accurate records of members and friends of the church.
- Help committees to encourage members and friends to be active in the church.

- Order a variety of literature from the UUA catalog for visitor packets, new member packets, new member gifts, orientation sessions, and the display racks in the church foyer. (Office Administrator will place the order.)
- Organize the nametag cabinet.
- Schedule at least four orientation sessions/year for those interested in the church. Identify and invite possible attendees, publicize in Unigram and weekly Order of Service. Provide refreshments and arrange childcare and assist the minister during the session. Invite a few church leaders to attend.
- Work with minister to schedule at least two Joining Ceremonies (one on Heritage Sunday) and inform potential new members of the opportunity. Welcome new members in the Unigram. Be sure all contacts in “Path after Membership” take place.
- Be available to assist in other Book Signings.
- Assist minister in planning for Heritage Sunday and honoring 40+ and 25-year members. Send invitations to 40+ year members, arrange transportation if needed, and purchase small tokens (like a flower) for those reaching their 40th year of membership.
- Organize two or more new member activities during the year.
- With the Communication committee, plan and arrange for biographies of new members for the Unigram.
- Work with the Communication Committee to inform the public about our church and what it has to offer.
- Work with Adult RE and Vice-President of the board of Trustees to provide appropriate study and discussion sessions for new members (and others as well), such as UU101, Credo, Building Your Own Theology, etc.
- If possible, one committee member attends membership workshops at MidAmerican Region Conference.
- The committee is responsible for preparing an annual budget and for preparing an annual report of accomplishments and expenditures.

Property Maintenance Committee

The Property Maintenance committee is responsible for the care of the church property, and the general supervision of the grounds and buildings, and the equipment it contains. The committee is empowered to expend funds within the annually approved budget. It is the committee's responsibility to submit to the Board its recommendations for improvement and upkeep of the church property each fiscal year, with estimates of expected costs. During the current year it may submit requests to the Board for repairs whose costs may exceed the current budget.

The liability, fire and property damage insurance, is the joint responsibility of the chairs of the Property Maintenance and the Board.

Cooperation with other committees is essential, especially the committees concerned with social activities and scheduling of events on church property.

The specific responsibilities of this committee include:

- Supervise the servicing of heating and utility equipment.
- Keep an inventory of all properties and supervise the custodial purchase of all housekeeping supplies.
- Evaluate the performance of the custodian(s) and make recommendations regarding salary or pay rate.
- Organize cleaning of grounds and grounds as needed by congregational volunteers.
- For any extensive maintenance that requires an outside contractor, solicit bids, evaluate them, and make recommendations to the Board.

The physical layout of the church, the procedures for maintenance, and a typical annual calendar are given in the service manual located in the church office. The committee chair will be given a second copy that also contains his or her specific responsibilities.

Budget

The committee is responsible for preparing an annual budget and for preparing an annual report of accomplishments and expenditures.

Religious Education Committee (children)

The purpose of the Religious Education Committee is to promote and oversee the religious educational goals of the church youth, nursery through 12th grade. The future of our church depends in part on the children of today; their religious education is vital to the continuation of our UU heritage. Therefore, the members serving on the Religious Education Committee will need to be committed to the following duties:

- Set goals for the RE program and work with the Director of Religious Education (DRE) to carry out those goals.
- Assist the DRE in choosing curricula for each age level.
- Assist the DRE with recruitment and training of teachers, based on our Safe RE Policy.
- Assist the DRE in finding ways to recognize our teachers throughout the year.
- Assist the DRE in planning and executing special events. Special events include:
 - Teacher Orientation & Training
 - RE Open House
 - Fall Festival & Costume Parade
 - Harvest Feast
 - Santa Lucia Ceremony
 - Age of Reading Ceremony
 - Easter Sunday
 - Teacher Appreciation Sunday
 - Summer RE Program
 - Parenting Classes
 - Family Programming
 - Social Action Sundays
- Serve as Classroom Liaison or Special Events Coordinator for the year.
- Promote the RE program to the congregation and the church board.
- Oversee the use and management of the Askren Fund.
- Serve (on a rotating basis) as RE Associate during the DRE's monthly Sundays off.
- Meet monthly, August through June.

RE Chair Responsibilities

The RE Committee Chair is responsible for chairing the RE Committee and acting as support for the DRE. The RE Chair should expect to consult with the DRE and the Coordinator of Youth Programs (CYP) at least once a month about RE related issues. The RE Chair acts as the RE advocate on the church Program Council and can act as a voting voice for the DRE and CYP. It is the responsibility of the RE Chair to advocate the position of parents and children in any church related activity or event. The RE Chair is required to submit an annual report for the committee and is responsible for any recommendations for use of Askren Fund monies.

Social Justice Committee

The **Social Justice Committee's** (SJC) basic task is to motivate and assist the congregation to live out its values and “help heal the world.” The on-going goals of the SJC have been

- To broaden participation, throughout the congregation, in its projects (in contrast to a small committee that plans and also implements projects mostly by themselves.)
- To reach out and cooperate with other groups and organizations in the community working on projects based on shared values and concerns.
- To establish and nurture projects of an ongoing nature (not just one-time) and “institutionalize” them.

The SJC works on both community service projects, with efforts to reach out and directly help people in need, and social justice projects, trying to bring about changes in public policy and social and political structures to bring about greater justice, equity and compassion at all levels of society. The committee supports ongoing programs and special task forces to accomplish specific goals:

- **Dedicated Offerings:** The collection on two Sunday mornings per month is donated to another worthy organization or cause which accords with UU principles and values.
- **Feeding Our Hungry Neighbors (FOHN) task force:** Food is collected Every.Single.Sunday for the UUCM Food Pantry and Christian Ministries of Delaware County. Volunteers are organized to work at Second Harvest Food Bank every month. A dinner is provided for Teamwork for Quality Living meetings once a year.
- **Anti-Racism task force:**
- **Green Living task force:** The SUN grant application process resulted in the 2015 installation of solar panels on UUCM's roof. Ongoing goals are to increase overall energy efficiency in the church building, promote home energy efficiency and renewable energy to the congregation and the Muncie community, and provide education and inspiration in the fight for climate justice.
- **Promote lobbying in special circumstances:** Many congregants were involved in the 2013-14 fight against HJR-3, which would have added a ban on same-sex marriage to the Indiana constitution.

Stewardship Committee

This committee is charged with developing and implementing the yearly pledge drive. The campaign builds to a mid-March Commitment Sunday when pledges are made as part of worship.

Calendar

September

Set a timeline and committee meeting dates for the year.

October

- Set theme of pledge drive.
- Begin preparation of publicity materials and Giving Chart Revisions.
- Work with the Minister, Worship Associates, Program Council, and Office Administrator to schedule key dates: Leadership Donor event, Kickoff event, and Commitment Sunday.

November

Design pledge card and work on Leadership Donor invitations.

December

Plan Leadership Donor event (usually the middle of February).

January

- Mail invitations to Leadership Donor event.
- Continue plans for Kickoff Event.
- Work with minister on “Sermon of the Amount” for Commitment Sunday.
- Set budget request for the coming fiscal year.
- Plan dates and content of Unigram articles.

February

- Leadership Donor event.
- Complete plans for Stewardship Kickoff and Commitment Sunday.
- Identify and work with Nominating Committee on adding new members to the Stewardship Committee.
- Write thank you notes as a follow-up to leadership donors.

March

- Stewardship kickoff and Commitment Sunday.
- Contact Fellowship Committee for help with kickoff.
- Write thank you notes.
- Follow up after Commitment Sunday identifying those who did not attend and those who have yet to pledge.

April

- Continue to follow up with contacting those who have yet to pledge.
- Finish thank you notes.

May

Final meeting: evaluate and set general goals for the next campaign season.

All Year

Contact new members about pledging.

Special Committees: Purposes and Responsibilities

Special committees are accountable to the Board for their operation and are expected to report to the Board. Special Committees may be long-term or short-term (formerly called task forces or ad hoc). Chairs do not need to attend Program Council meetings. The Board is designated as the originator of long-term special committees while the Board, Program Council, Standing Committees, or Long-Term Special Committees may create Short-term Special Committees.

The Committee on Ministries

The Committee on Ministries serves to lead the congregation in assessments of the minister, the church's ministries, and the church's mission and goals on a regular and continuing basis.

Committee responsibilities:

1. The main purpose of the Committee on Ministries is to review the effectiveness of all the congregation's ministries on a regular and continuing basis and to lead the entire congregation in an assessment of the church's ministries, mission, and goals.
2. The Committee on Ministries serves as an observer of congregational life. It can advocate particular policies or issues on behalf of the members of the congregation, minister(s), staff, or others.
3. It is the responsibility of the Committee on Ministries to ensure that the congregation has developed an understanding and recognition of its mission in terms of ministry.
4. The Committee on Ministries has the responsibility to assist the Board in its understanding of the mission and vision of the congregation and of how this understanding impacts the policies set by the Board.
5. It is the responsibility of the Committee to assist the congregational leadership, including but not limited to the Board, in a self-assessment of its effectiveness. In essence, the Committee serves in an advisory capacity to committees and to the minister.
6. The Committee continually educates itself about effective ministry, structure, and leadership in service of the ministries of the congregation.

Structure

1. The committee will consist of at least five and no more than seven congregational members serving for three-year terms which will be renewable once for a

- maximum of six years. Terms of membership will be staggered to maximize continuity on the committee from year to year.
2. The committee will be appointed by the Board from a list of nominees created by the Committee on Ministries and the Board, in consultation with the minister, providing a balanced representation of the life of the congregation. No member of the Board may serve concurrently with her/his tenure on the Board.
 3. Each committee participant will be responsible for being sufficiently involved in the life of the congregation to be able to report upon the effectiveness of the congregation in attending to its mission.

The Development and Investment Committee establishes investment guidelines, develops and implements fund-raising practices for investment funds, and handles other matters referred to them by the board. The committee shall make an annual report to the Board and congregation.

The committee shall consist of five members, three of whom shall be elected at the semi-annual May meeting. The two-year terms shall be staggered so that one member is elected every other year. The other two members shall be the Treasurer and a member of the Finance Committee. Committee members may serve two consecutive terms but will not be eligible for reelection until one year has passed.

- The committee shall meet regularly.
- All meetings are open to the congregation.
- A majority shall constitute the quorum of each committee.
- The committee shall elect the chair and the secretary and follow the guidelines in the Procedure Manual.
- The secretary shall keep the minutes of the committee meetings and submit a copy to the Board.
- The committee is encouraged to include non-voting participants as needed and as interests dictate.

Hospitality Teams

The Hospitality Teams are responsible for providing support functions for the Sunday worship service. The team members work together, under the direction of a team leader, to complete a number of hospitality tasks and coordinate with the Worship Associate to ensure a welcoming atmosphere for church attendees.

There are five teams, with a team leader and 5-10 other members on each team. Each team, identified by color, is assigned one Sunday per month. The team leader contacts the team members to remind them as their Sunday approaches and to be sure enough members can help that Sunday.

Main tasks (typically distributed among team members)

- Prepare coffee for the after-service fellowship.
- Set up coffee distribution tables in the sanctuary.
- Get printed Order of Service and offering baskets from the office.
- Greet attendees as they enter the sanctuary; distribute hymnals, Order of Service and hearing devices as requested; usher and assist with seating as necessary.
- Add additional chairs to the sanctuary, when needed.
- Ring the bell when the service begins, as directed by the Minister.
- Pass collection baskets during the offering.
- Count and record the number present in the sanctuary.
- Serve coffee after the service.
- Clean up, wash coffee cups, etc.

The Internal Finance Review Committee bi-annually reviews the books, records and procedures maintained by the Treasurer, and presents a report of their findings to the congregation.

The committee shall consist of at least two members who are not members of the Board or Finance Committee. They shall serve two-year terms and be elected by the congregation in alternate years.

The Nominating Committee shall consult with the appropriate committees to receive recommendations for the nomination of committee chairs. At the semi-annual May meeting of the congregation, the Nominating Committee shall present a slate of nominees to fill the vacancies on the Board of Trustees, and chairmanships of Standing Committees and Special Committees as outlined in this Section.

The Nominating committee shall be chaired by the Past-President and consist of four additional members, including two elected by the congregation and two, who are not on the Board, appointed by the Board. The Past-President shall serve a one-year term; the other members two years. One elected and one appointed member shall take office each year, thus staggering the terms of office.

The Personnel Policies Committee duties are:

- Review the Personnel Policy Manual at least annually, and recommend changes to the Board. All changes to the manual must be approved by the Board to be valid.
- Annually review the written job descriptions of staff and recommend changes to the Board. All changes to the manual must be approved by the Board to be valid.
- A member from the Personnel Policies Committee should be on all staff search committees, excluding ministerial search committees.

The committee shall be chaired by the Past-President and consist of three additional members. One member is a member of the Religious Education Committee, appointed by the chair of the Religious Education Committee. The remaining two members are appointed by the Board of Trustees. The Past-President shall serve a one-year term; the other members shall serve a maximum of two consecutive two-year terms. A person who is appointed to fill a vacancy, who serves one year or more, shall have that term counted as a full term and will be eligible for one additional term, after which there must be an elapsed period of one year before being eligible for another term.

The Safety Committee is responsible for development and oversight of the implementation of policies to promote the safety of the people and the property of the Unitarian Universalist Church of Muncie.

The committee will consist of a minimum of four people. Members will be appointed by the Board for a term of two years which may be renewed without fixed term limits.

Policies

Building Use Policy

Use of church facilities will be granted as space permits under the following conditions.

Use by members

- Members may seek to use the building for activities of a non-profit nature.
- Members must clear the event with the Office Administrator who will put the event on the church calendar and ask that a contract be filled out which will be kept on file at the church.
- All member events will function in harmony with the Seven Principles and core values of the church.
- Fees for building use by church members will be waived exclusive of custodial fees.
- The church must be set up as it was found, all trash removed from the property.
- Custodial services may be obtained for a fee although the Office Administrator will be responsible for scheduling/okaying these services.

Use by non-members

- Non-members may rent the building. All fees apply as stated in Building Use Contracts. The Minister or Board may waive fees for non-members who make and pay an annual pledge.
- The Office Administrator schedules all building use.
- Actions regarding the calendar, keys, codes, custodians, etc., will be handled by the Office Administrator.

Childcare Policy

Recognizing that the active participation of individuals with young children is essential to the vitality of our church, it is the policy of the UU Church of Muncie to be “family friendly” and to provide free childcare at church-sponsored events. Childcare shall be provided only for on-site activities while a parent or guardian is on the premises. The following outline of policies is intended to ensure consistent best practices are followed for church events and meetings requiring childcare. This document will be reviewed annually and updated as needed.

Childcare Expenses are covered under the childcare line item in the General Budget.

Childcare for All-Church Functions

Childcare is arranged by the Childcare Coordinator for the following all-church needs.

- Sunday morning beginning at 9:15 and ending at 12:15
- Congregational Business Meetings, Board Meetings, Council Meetings, and the Christmas Eve Service.

Childcare for Committee Events

Committee events such as Harvest Feast, Fall Bazaar, Book Discussion Groups, Workshops, Orientations, Choir rehearsals, etc., that occur outside of the Sunday morning time slot.

- The committee requiring childcare will be responsible for submitting a childcare request form, found on the church website, to the Childcare Coordinator.
- All church committees that organize events are encouraged to consider the possible need for childcare when planning events. If participation by families is desired, then thought should be given to providing childcare.

Safety Policy Guidelines Related to All Childcare Needs

- At least two childcare providers must be present in each childcare room.
- Two providers may be responsible for up to ten children over the age of two, but both must be present in the same group.
- An additional caregiver should be present in any childcare group for each additional five children over the age of two.

Administrative Guidelines Regarding Payment to Childcare Providers

- Regular employees who are on the approved childcare provider list shall be paid through payroll.

Announcement of Availability

For every event, communication about the availability of childcare should be clear.

The sponsor shall specify, together with the event announcement, what childcare will be available, or how and when to make a request for childcare. Possible examples follow:

- Christmas Eve Service: “Childcare will be available.”
- Harvest Feast: “Childcare will be available in the Nursery for two year olds and under. Older children are welcome at the event.”
- Evening music event: “Childcare will be available if requested. If childcare is needed, please notify the church office two weeks in advance of the event.”

Although it is generally discouraged, there are events for which an exception to providing childcare is appropriate after due consideration by the sponsor. For these events, the lack of childcare should be stated in the event announcement. Some examples are:

- “This is an event for families to enjoy together; childcare will not be provided.”
- “Childcare will be provided for Bazaar workers only.”

Freezer Usage Policy

Kitchen freezer:

- The kitchen freezer is short-term storage, e.g. Outreach dinners, Body Life dinners, memorial service receptions, in its current location.
- All items need to be labeled with the contents, date, and group managing the item.
- The Kitchen committee will clean the freezer during their four kitchen cleanings each year.

Storage room freezer:

- The storage room freezer is used for RE, RE Youth Groups, Caring Committee, Hospitality, and Bazaar.
- All items need to be labeled with the contents, date, name of donor and name of the group managing the item.
- The Caring Committee will take responsibility for cleaning the freezer twice yearly in April and October. Any item over 6 months will be donated to the Body Life dinners.
- The freezer will need to be locked for ease of management and safety. The main key is located in a combination lock box located close to the freezer. A second key is maintained in the office as a backup.

Gift Policy

Gifts are defined as contributions, monetary or material, other than pledge giving and free will offerings. The giving of monetary or material contributions, memorials, trusts, foundations, etc., is recognized as a desirable and commendable practice in connection with church life. The following are guidelines for the giving, receiving, and disposing of such gifts to the church.

- Giving shall be intended for the benefit or betterment of the church as the primary objective. Gifts will be recognized if made in the spirit of giving, that is, without the aggrandizement of the giver, group, organization or individual.
- The acceptance, rejection or disposition of a gift shall rest with the Board of Trustees. Offers of gifts may be made through any Board member, the Minister, or chair of a committee.
- The Board or its designated committee shall determine the appropriateness or desirability of a gift and the use to which it shall be put. The donor may make suggestions relative to a gift but the donor may not impose restriction or qualifying statements.
- All gifts are given without restrictions.
- Plaques, engravings, etc., intending to identify a donor, honored or memorialized individual, group or organization, shall not be placed upon items or facilities of the church other than in the hymnals or on the Memorial Wall.

A record/honor book is maintained for all giving.

UUCM Inclement Weather Policy

In the event of inclement weather which makes travel treacherous or impossible during Sunday church activities, the decision and notification procedure detailed below should be followed.

Decision-Making

The Board President and Minister will confer by 8AM on Sunday morning to make a final decision about canceling the church service. If the Board President is not available, the Vice-President will engage. If the Minister is not available, the Director of Religious Education will engage. Discretion applies, but generally speaking it is warranted to cancel services in the event of a National Weather Service warning for Delaware County which indicates that travel is inadvisable.

Notification

If a decision to cancel the Sunday service is made, the Board President is responsible for making sure the following notification process is carried out:

- 1) Office Administrator sends a special eBlast announcing the church closure to the congregation, changes the message on the church voicemail system, and e-mails the “call list” to the Board President.
- 2) Communications Committee Chair posts to both the public and private church Facebook pages announcing the church closure.
- 3) Webmaster posts closure announcement to the main slider on the front page of the church website.
- 4) Board President ensures that notification phone calls are made to those without access to the internet.

Other Responsibilities

The Office Administrator will maintain the list of names and phone numbers of those without internet access on an ongoing basis.

No-Smoking Policy

Use of tobacco products and any cigarette-like products, such as e-cigarettes, is prohibited in our building and on church grounds.

No Styrofoam Policy

Use of polystyrene commonly known as Styrofoam is not allowed on church property.

Publicity Policy

The Unitarian Universalist Church of Muncie offers many opportunities for involvement, including worship services, programs and events, and volunteering. There are also significant news stories and issues to address. Such news opportunities benefit from strong communication and publicity to promote attendance, awareness, action, and/or participation. To help members and friends maximize available church publicity and marketing tools, the following information has been provided to guide church members and friends through the process.

Available publicity options include the church website (uuchurchmuncie.org) monthly *Unigram* (newsletter), weekly eBlast/email newsletter, weekly *Order of Service*, church Facebook page, press releases, posters, flyers, guest columns, advertising (radio, newspapers, online), YouTube videos, podcasts, monitor (south entrance), flyers, posters, and bulletin boards.

Both church members and friends may use available publicity options based on whether it is or is not church-related. Non-affiliated organizations may request support for events and programs that reflect the principles of Unitarian Universalism.

Every event or program organizer is encouraged to be proactive and develop a communications plan. To ensure maximum coverage, careful consideration should be given to the audience. Remember to develop the message appropriately for the respective communication vehicle. For example, a *Unigram* message or article will typically be longer than something related in the email newsletter, which is limited to brief announcements and reminders.

Publications (online and print) are official communication of the church. As a result, content produced by church members and friends on behalf of the church should reflect its beliefs, goals, and image. Submissions are subject to final approval by the minister (or his/her designate). Any questions or comments may be directed to the minister and/or staff.

The deadlines for the *Unigram*, *Order of Service* and eBlast are as follows:

- The *Unigram* is published the last Wednesday of each month with the submission deadline of 9 a.m. on the Wednesday prior to publication. Dates are listed on the web calendar (follow link on church website).
- The *Order of Service* includes church-related announcements. The weekly deadline is 9 a.m. Thursday.
- The eBlast includes BRIEF blurbs and reminders. It is sent weekly on Friday afternoon (Thursdays during the summer office schedule.) The weekly deadline is 9 am Thursday.

Religious Education Staff and Volunteers Background Check Policy

A background check must be run on all staff and RE volunteers who work with children and youth, every three years.

The agencies used are:

- Indiana Child Protection Services: staff and volunteers fill out their portion. The office completes form and submits by mail.
- Indiana State Police: office completes form and submits by mail.

All background check files for UUCM staff and RE volunteers are kept in a locking file cabinet in the DRE's office.

In addition, all RE Volunteers complete and sign a "Code of Ethics" form. This form is kept on file for three years and renewed at three years or after any one-year hiatus.

Safe RE Policies and Teacher and Volunteer Recruitment for RE Programs

The DRE will normally recruit all volunteers, nursery staff (paid & unpaid) and teachers for the RE program. Re Committee liaisons may suggest individuals as prospective teachers, but the actual recruitment is the responsibility of the DRE. The DRE will have the final say in determining who can or cannot teach or volunteer in any RE activity. For the protection of all children in the RE programs, it will be the responsibility of the DRE to do reference or background checks on all individuals who will have individual access to any of the children or youth in the RE programs. It is the goal of the entire RE program to always have at least two caregivers/teachers/volunteers in the various classrooms at all times. This is not always possible due to the lack of appropriate and willing volunteers. Teachers must have been regularly involved in the congregation of the Unitarian Universalist Church of Muncie for at least six months prior to becoming a teacher. The rule may be waived, at the DRE's discretion, if the prospective teacher is coming from any church where a DRE or equivalent can be contacted to determine the advisability of making this individual a teacher.

Nursery: Requirements to have a properly staffed nursery:

- Two paid childcare staff will be on duty at all times when babies and toddlers are present in the nursery.
- One of the paid childcare staff must be over the age of 18. Additional volunteers (as needed) under the age of 18 can be on duty as well.

Pre K -5th Grade: Requirements to have a properly staffed classroom for children in these grades:

- One teacher over the age of 18 must be present in the classroom at all times.
- A second teacher is highly recommended for the protection of the teacher as well as the children.

Middle School--High School: All teachers for these classes will meet the following criteria.

- Teachers will be at least 25 years of age OR at least 21 years of age with a teaching degree in secondary education.
- Teachers who do not meet the above requirements may teach with an individual who does meet these requirements.

Visitor Policy for UUCM Board

The term “visitor” in this document refers to any individual who is not a regular or ex officio member of the Board.

The congregation has elected the Board to make many decisions that affect the church. Members and friends of the church who are not regular or ex officio members of the Board may attend Board meetings as observers, so long as their presence (in numbers or behavior) does not interfere with the Board’s ability to conduct business efficiently and effectively.

Visitors who wish to address the Board should request a time slot on the agenda in advance of the meeting at which they wish to speak. The request should normally be made through the Vice President, who would be best able to direct issues to appropriate committees or staff. Many problems or concerns may be resolved at the committee level rather than having to come to the Board. Individuals who want to speak to the Board are urged to refine their complaint or proposal so that it can be addressed effectively.

The presiding officer of the meeting, normally the Board President, may at her or his discretion invite questions or comments from visitors who are not on the agenda. The presiding officer may impose a time limit at her/his discretion.

When there is a specific need, such as for discussion about personnel, the Board may hold an executive (closed) session for a meeting or a portion of a meeting. Visitors will be asked to leave during that time. Votes on changes in church policy will not be made during executive sessions.

The Board policy is to listen carefully to comments and input from visitors, but not to discuss or make an immediate response. If a response is appropriate, it will be given in a timely manner.

UUCM Facebook Policy

The Unitarian Universalist Church of Muncie has a formal Facebook presence in two primary forms, our Facebook page titled “Unitarian Universalist Church of Muncie,” and our closed Facebook group titled “UU Church of Muncie,” both of which are considered public spaces for the purposes of this policy.

Page – Unitarian Universalist Church of Muncie

This page is the church’s public face to the world on Facebook, and is considered an outreach tool for the church. Anyone who might wish to like or follow it is welcome. While content for this page should be relevant both to members of the church and seekers who know little about us, the primary orientation of this page is outwards. Posts should generally be related and relevant to the church, and clearly be shaped and formatted for public consumption.

The moderators of the page, the minister and the members of the Communications Committee, are charged with regularly making posts by the page on behalf of the congregation, and with moderating all page content, including comments on posts. Consistent with our Publicity Policy, all online communications and posts on behalf of the congregation are subject to final approval by the minister. In practice this doesn’t mean that every post needs prior approval, however. Moderators are generally free to post content that is in line with our mission, vision, and UU principles. If there is any question or doubt about a post, moderators should check with the minister for approval before posting.

Content Moderation:

- Posts or comments made in the spirit of reasonable debate of ideas are welcome, even if they seem opposed to our basic principles and values. Respectful dialogue is always acceptable, and encouraged.
- Posts or comments that are personal attacks against individuals or groups of individuals are not welcome, and will be removed by the moderators. Other content that is deemed inappropriate, such as off-color humor, copyright violations, or commercial advertisements, may be removed at the moderators’ discretion.
- Moderators are encouraged to take down any clearly offensive material immediately, and then notify the rest of the moderators. If a moderator is unsure, she/he should reach out to the rest of the group to get feedback before removing a post or comment. If an individual continues to post inappropriate posts or content after being warned by the moderators, the moderators may block that person from further interaction with the page.

Closed Group – UU Church of Muncie

This closed group is our inward facing Facebook presence, and thus has more relaxed rules about posting – any member of the group can make a post that shows up in the main group feed. The primary purposes of this communal space are:

- the sharing of meaningful things happening in your life
- discussion about things happening in the world as they relate to our shared faith
- sharing of events happening in the church and the larger community that may be of interest to our members

Posts are expected to be in line with our mission, vision, and UU Principles. The minister and the members of the Communications Committee serve as moderators for all content shared within the group.

Nature of Shared Space & Content Moderation:

This shared online space is an extension of our congregation’s physical space. We must thus treat each other with the same respect, kindness and compassion that we would in an in-person conversation, and so all posts and comments should reflect and demonstrate our Unitarian Universalist principles and values. Any posts, comments, or threads that do not meet these requirements will be removed at the moderators’ discretion. Removal of posts or comments should always involve discussion among the moderators, preferably beforehand, but depending on the severity of the issue, that discussion may happen afterwards. All moderators will be notified of any posts or comments that are removed.

Facebook groups are not a good place for deep conversation about hard topics, contentious issues and changes within the church. The nature of Facebook and digital communication, where tone and nuance can be hard to convey, makes our closed church Facebook group a less than ideal forum to foster constructive conversation. Even well-intentioned thoughts and comments can have a negative impact on others of which we’re not aware. Moderators are thus also empowered, at their discretion, and following the above guidelines in regards to prior conversations with the other moderators, to remove posts, comments or threads that would be more appropriately shared and discussed in a different medium.

We encourage members who have feedback about something that has happened or is happening at church to provide that feedback directly to the appropriate church leaders. If you are unsure whom to address, the minister or a member of the Board of Trustees is a good place to start. If you wish to talk with other members about a topic that is contentious, nuanced, or involves feedback about church policies, events or practices, you might consider talking to people in person at church, or hosting a meeting at the church and posting an invitation to it in the closed group.

Anyone with objections or concerns about any removed content on either the church page or group should contact the minister, who as noted above has final public content decision-making authority.

Addition to UUCM Policies and Procedures Manual, revised and adopted by Board, 2-15-2017

Designated Fund Policy

A restricted or designated fund is money given to UUCM for a specific purpose which is outside of the regular operating budget and which can be held for longer than the congregational business year. All designated fund money is maintained in a separate bank account to avoid comingling with the regular business budget funds.

The setup of a designated fund must be approved by the Board of Trustees. A request for the setup may be made by submitting an application to the Finance Committee who will review the application and make a recommendation to the Board.

Each fund request must include the name of the person making the request, a name of the fund, start date, a clear definition of what the money is to be used for, who has authority to spend the money, and a timeline of its use. Any remaining funds at the end of the fund term can be used at the discretion of the Board for other church purposes.

All designated funds will be review by the Finance Committee on an annual basis with recommendations made to the Board on whether or not to continue the fund.

Addition to UUCM Policies and Procedures Manual, revised and adopted by Board