



On behalf of the Planned Giving Committee, Governing Board, and Stewardship Committee, **we propose that the members of the Fellowship vote to eliminate the Planned Giving Committee (PGC) from the bylaws in an effort to simplify and streamline our fundraising practice.**

HISTORY:

For the past twenty years, two distinct and often competing groups have been charged with the financial sustainability of the Fellowship: Most of you are familiar with the Stewardship Committee; this group works toward short-term financial sustainability by conducting the annual pledge drive and fundraisers. The Planned Giving Committee raises awareness and funding for the endowment. Funds raised for the endowment are invested for long-term sustainability, to make sure the future financial needs of the Fellowship will be met.

It has been questioned for many years by the Board and the two committees why we have two parallel committees possibly competing for the same funds and not sharing a consistent message about lifelong generosity. More recently, UU stewardship consultant Mark Ewert, in his Next Steps Weekend (2019) and subsequent report, recommended that we merge these two teams. At the end of the 2019-20 program year, the Board and both committees agreed to work toward a merger and we have used this 2020-21 program year to fine-tune the details.

WHAT IS BEING PROPOSED?

For matters of efficiency, the recommendation being made is that the two committees merge, and a single entity be charged with all facets of fundraising. This new entity will be called the Generosity Ministries Team and it will report to the Executive Team instead of the Board, which is currently true of the Stewardship Team. Since the Planned Giving Committee is named in our Fellowship's bylaws as a committee of the Board, it will need to be eliminated from the bylaws.

Nothing about the purpose or function of the Endowment will change, and the Board will continue to have oversight of the endowment and control over the use of any future withdrawals. We have used the UUA's Common Endowment Fund for over a decade and as such, the PGC has not had direct oversight over fund management in many years. This will stay the same and make the responsibilities of the new merged Generosity Ministry Team more aligned with our current practice.

We will be asking you to approve these bylaws changes at the annual meeting on June 6.

Thank you,

Eric Riggers on behalf of the stewardship team

Sam Zinth on behalf of the planned giving committee

Theresa Hannah, Fellowship treasurer, on behalf of the governing board

Read the specific bylaw changes and FAQs below to learn more.

Proposed Changes to Bylaws Regarding Planned Giving

All changes indicated in bold. Additions are underlined.
Deletions are stricken.

ARTICLE X, Section 1,B - “The Leadership Development Committee shall present a slate of candidates for the Governing Board, **and** the Leadership Development Committee, ~~and the Planned Giving Committee~~ at the Annual Meeting.”

ARTICLE X, Section 2, A, B ,C & D -

- ~~A. The Planned Giving Committee shall be comprised of a minimum of four (4) elected members of the Fellowship. One (1) of the elected members may be a current Governing Board member, in addition to the treasurer who shall serve as an ex-officio voting member of the committee. Committee members shall serve three-year rotating terms, and there shall be a limit of two (2) consecutive terms. In the event of a vacancy, the Governing Board may appoint a member to fill the vacancy until the next Annual Meeting.~~
- ~~B. The Planned Giving Committee shall meet at least quarterly. A quorum shall consist of three (3) members. The Chair or Secretary will forward complete and accurate records to the governing Board Treasurer.~~
- ~~C. The Planned Giving Committee shall report quarterly to the Governing Board, providing a written summary of Endowment Fund activities and making recommendations regarding fund management.~~
- ~~D. The Planned Giving Committee shall provide a written summary of Endowment Fund activities at each Annual Meeting of the Fellowship.~~

FAQs - Proposed Changes to Bylaws Regarding Planned Giving

Why this change, and why now?

This change is expected to simplify and streamline fund development for the Fellowship, and provide additional opportunities for charity, from within and beyond our community.

Why this special communication?

Changes to Fellowship by-laws often generate questions at the annual meeting, and we want to educate members and friends on why these changes are being proposed. In addition, many members expressed concerns when certain endowment policies were updated in 2015, and we wanted to reassure the congregation that no such change is occurring this year.

What will change?

Starting next year, communications regarding the annual pledge drive, auctions and other fundraisers, the endowment, and Acorn events will all come from the generosity ministry team. Look for more of a holistic focus on year-round (and lifelong) generosity. The PGC and stewardship committees, as stand-alone teams, will cease to be. Policy language will be updated to reflect the new Generosity Ministries Team (GMT).

What will not change?

The purpose, investment strategy, and all endowment and mission account policies are *unchanged*. All members of the PGC have been invited to retain an endowment-focused role within the GMT. Annual pledges and endowment gifts will continue to be tracked separately.

Questions and Answers about the Proposed Merger of Planned Giving & Stewardship Committees

Q: Why are we doing this? What's wrong with the way it's been going?

A: I've been on the Board for 5 years and we've been talking about this a long time. The way it works now is that two different committees, Planned Giving and Stewardship, are both responsible for fundraising for the Fellowship, but they work separately, communicate separately, and report to different people. It can get confusing, and also it's inefficient.

Q: Who will this new Generosity Ministry Team report to?

A: Currently the Planned Giving Committee reports to the Board, and the Stewardship Committee reports to the Executive Team—our two ministers and our director of finance and operations. After much conversation and also a recommendation from our UU stewardship consultant Mark Ewert from Stewardship for Us, we decided the new Generosity Ministry Team will report to the Executive Team.

Q: Why the Executive Team?

A: Because our Board operates under a type of governance called policy-based governance and the Board sets policies to guide the direction of the Fellowship and monitors the progress towards goals, and also monitors the operations of the Fellowship including the finances. The Board relies on the Executive Team to implement the day-to-day operations of the Fellowship, and that includes the management of the endowment. In fact, for at least a decade, the Planned Giving Committee hasn't actually been involved in any of the investments or management of the Endowment.

Q: Is that because of the Common Endowment Fund?

A: Yep, our endowment is managed by a larger UUA fund that invests in socially responsible investments and does all the detailed management. We'll learn more about that in an upcoming Scroll article!

Q: Will members and friends of the Fellowship notice anything different after the elimination of the Planned Giving Committee from the bylaws and the merger to this new Generosity Ministry Team?

A: No, it's very unlikely that anyone will notice anything different. We will receive information, communication, recruitment and appreciation about the Endowment and the Acorn Society from a committee with a different name, but not much else will change. The Generosity Ministry Team will be able to focus on both short-term fundraising (stewardship) and long-term fundraising (endowment) at the same time.