

**First Unitarian Church of Toledo Board of Trustees
Monthly Meeting Minutes, December 10, 2020
7:00 pm, via Zoom**

Meeting called to order by President Sandra Kosek-Sills, 7:02

Opening Words - Rev. Tim Barger

Roll Call by Tom Sheehan, Secretary

Other board members present at the start: Teresa Betts-Cobau, Colette Córdova, Mike Davisson, Arun Nadarajah, Treasurer Hydrie Ralston, Vice President Krista Schneider, and Mary Souther

Quorum: yes

Rev. Tim attended as a non-voting member.

Approval of the Minutes moved by Hydrie, seconded by Arun, approved unanimously.

Treasurer's Report -- Revised -- Hydrie Ralston

Total year to date pledge income is \$92,721. Over budget \$10,456.

A gift of donated stock valued at approximately \$2,926 will be transferred from the Trust to Huntington checking account in December.

Total year to date income is \$108,309. Over budget \$12,270.

Each year 5% of the Operating Reserve Trust based on the prior June 30 value, will be transferred to the Huntington checking account. The value on June 30, 2020 was \$311,460.70. In December 2.5% or \$7,786.52 will be transferred from the Trust to Huntington checking account. The remaining 2.5% will be transferred in spring 2021.

Total year to date expenses \$91,851. Under budget \$9,573.

Huntington checking account \$79,741.

Included in this figure is \$22,415 from PPP loan received spring 2020.

TEALL balance is \$19,729.

Capital Campaign balance is \$54,605.

The payments to Gross Electric of \$1,855.74 and to Great Lakes Electrical Contracting of \$3,975 will be transferred from the Trust to the Huntington checking account in December.

I continue to research with Huntington Bank, the possibility of remote deposit of checks, as well as options for credit card receipts and payroll.

Hydie Ralston

Treasurer, First Unitarian Church of Toledo

December 8, 2020

In discussion: Bookkeeper Teresa does not distinguish between this year and next year's pledges because of the software she uses. Currently, if someone sends donations above their pledge, the excess gets credited to the next fiscal year. However, Hydie would prefer that the person's donations be shown as an over-donation for the current year. Krista said that she thought we needed to change that, and Hydie agreed.

Another revised treasurer's report coming soon. (Note from Secretary: The report above is the revised version.)

Sandra said that the methods have changed over the years depending on the preference of the people in charge.

Tom said he thought a lot of people really don't keep track of what year they are donating toward. Some people send in a check with their pledge form even though that check is more than six months early.

⇒ ⇒ **Task:** Hydie said she would talk with Teresa about changing the system for crediting pledged donations to the intended fiscal year.

Hydie praised Teresa saying she was very easy to work with and extremely competent and flexible.

Rev. Tim suggested a "buffer month or buffer quarter" during which the person making the donation could designate which fiscal year the donation is for. He said he did not like the idea of automatically assigning a donation to the next year. He said that at times, the church might come up short for the year and ask congregants to pay one more month's pledge, thus making a "13-month year" to bring the accounts back into balance.

Hydie said the remote deposit machine that Huntington offered us would be just too complicated and limiting, so she is not pursuing that machine after all.

Regarding the \$5000 that was transferred from the Capital Campaign into the checking account for a new dishwasher: A dishwasher was later donated to the church, so the \$5000 was not needed. As a result, there is an extra \$5000 in the checking account. Mary suggested that to straighten things out we could just transfer \$5000 less the next time we pay for a capital project.

However, Hydie prefers to pay back the Capital Campaign just so that she has a clear record of all the transactions.

Regarding the PPP: Sandra pointed out that if Congress passes the relief bill, we will not have to pay back the PPP. Doing so would take some time from Teresa. Since we would not need to do anything until after 1/1/21, Hydie will take no action regarding repayment at this time.

Regarding sending out pledge reports electronically, which was discussed at the last meeting, Teresa says that Quickbooks can't do it, but there may be a work-around. Sandra said that maybe Teresa can just do a print to PDF, and those PDFs could be emailed out to congregants.

Rev. Tim said we may not have a current version of Quickbooks, and that we might need to update to a current version.

Hydie wondered why a congregant would want to receive their pledge reports electronically and wondered if it was worth the effort if it takes more time to send out reports electronically. Tom said that he generally pays his pledge at the beginning of the fiscal year and then does not need to receive a quarterly report telling him he has already done that.

Mary said that she thought pledge statements were sent out only to congregants who still owed on their pledges. Mary pointed out that when we are doing in-church services, it's nice to have the pledge reports in a box and congregants can just pick them up.

⇒ ⇒ **Task:** Hydie is going to find out if Teresa can print to individual PDFs, but would not like to have Teresa spend days and days on it. While we might save on postage by sending the statements out electronically, we also need to pay Teresa for her time.

MultiFaith Council: Hydie received a request for a donation from the church. In trying to get some history on this, Hydie found out that we generally give Multi-Faith Council \$1500 in the spring. Hydie said that Phil Zepp had suggested that maybe we could put something in FYI encouraging people to donate to Multi-Faith Council in the spring. Hydie will take no action on this at this time.

Hydie brought up the topic of the balance sheet that she sent out comparing this year to last year. It shows the total Trust Co account, but does not break it down historically into its three component parts: the endowment, the capital campaign, and the reserve. She wondered if it would be worth the effort to break that down. Sandra suggested that while it would not be particularly useful to have that historical information, it would be useful to start doing it now every month.

⇒ ⇒ **Task:** Sandra, Hydie, David Strickler will meet with Trust Company to get up to date on the funds we have there and to see how the investments are doing. (David is the head of the investments committee.)

⇒ ⇒ **Task:** Hydie is going to break the Trust Co account into 3 components in future balance sheets.

Mary pointed out that Trust Company makes no changes in our investments; we must do that. She suggested that we might have an expert look at our investments and suggest changes we might want to make. Sandra pointed out that we have an investment policy at 1st U which was established around 1999. Sandra said that she felt that we did not need to revise that policy, but

that we might want to check in to see if adjustments are needed (like rebalancing) to keep in line with the policy. Carol Slomka can probably furnish the policy to Hydie if she wants it.

Krista suggested that David Strickler should be in on the conversation, and that probably there have been changes made in the investments.

⇒ ⇒ **Task:** Hydie said she would talk with Teresa about changing the system for crediting pledged donations to the intended fiscal year.

Minister's Report - Rev. Tim.

In his written report ([Click here to see full report](#)), Rev. Tim covered the following points:
Spoken comments & discussion:

- Accomplishments for the month: 2021 directories and their distribution, holiday card
- Resignation of a member
- Two new members
- His writing, including weekly column for FYI
- His plans for a weekly video blog
- His use of his professional expense account to buy technical equipment for Sunday services
- Possible future purchase of an FCC-legal low-power FM transmitter for parking lot/backyard services
- Thoughts about getting additional paid hours for Music Director Mickey Emch to add duties of social media coordinator

In discussion:

Tim pointed out that one member had resigned and that this was learned when a volunteer made a canvassing call to him. He said at that time that he was no longer involved in the church. Tim said that the Board might want to look over the bi-laws to see how resignation works, and that when we develop a membership packet in the future, that packet should inform new members of how resignation works should they decide that our congregation is not for them.

⇒ ⇒ **Possible Future Task** A review of member resignation procedures

He also mentioned that on occasion in the past, the Board has sent lapsed members a letter a letter telling them that if they do not become active they will be eliminated from the membership rolls. He is not sure if that list has been updated from 2019, but it is about to be out of date again anyway.

He repeated his call for “intentional congregation-wide attention” to committee leadership, membership, and activities. He suggested that we might want to bring in an outside consultant to help with that. He said that committees are not active right now, citing membership committee as one special example.

He said we need to think about how we might start coming back together.

He said that he could start the church's new blog, *The Index*, just by doing a video recording of his weekly column. He said he had been looking at other ways to get our church "out into the ether".

⇒ ⇒ **Possible Future Task** Rev. Tim talked about possibly adding "social media coordinator" to the duties of Music Director Mickey Emch. He said that he did not think it would be good to have a staff member giving volunteer hours to the church because that leads to a muddle. Rev. Tim said he thought Mickey was at 14 hours/week for 40 weeks/year. The thought maybe we could increase that to 14 hours/week for 52 weeks. She would still be under the bar for benefits.

He thinks it would be helpful to have consistent messages on Facebook, Instagram, and Twitter, and also to keep our new website up to date with recent information.

Sandra asked what happens to our church's dues to the UUA when a member resigns. Rev. Tim said that UUA dues are now based on budget rather than on per member, and we have never paid full dues anyway.

Krista asked Rev. Tim about his purchase of a microphone out of professional budget. Krista thought that maybe there would be a better place to put that expense, since the minister's professional budget usually goes toward things like professional membership and some travel. Rev. Tim said that since travel was minimized this year, using his professional budget for a mic would make sense. That microphone is dedicated to Rev. Tim's use. He did consult with Sandra before making the purchase. Rev. Tim pointed out that according to UUA policy, his professional expenses were increased, and that he thought that buying the mic out of his professional budget would be an easy way to get the congregation something it needed without taking the money out of general expenses.

Krista thought that in terms of clean budget practices, it would be better to have hardware come out of the place in the budget it normally would come out of to make it easier for the person doing budget next year. Rev. Tim said he understood that point, but that he is using his professional budget pointedly to buy things for his own use. In answer to a question by Krista, Sandra pointed out that we still have the fixed microphones, and that one of them could be used by a guest speaker.

Krista asked for clarification about Interim Religious Director Saroya King's not taking a salary. Rev. Tim explained that at Saroya's request, three quarters of the funds dedicated to the Religious Educator's salary would go toward the search for a permanent religious educator, and that one quarter of that money would go to the support of our student minister, Melissa Jeter.

Sandra asked if the money going in support of Melissa wouldn't depend on whether or not she got the money she had requested. Sandra pointed out that Melissa is only in her first year of studies. She said that over \$1700 of the \$1800 Melissa requested had been received. She said that if more money became available for Melissa's studies, we could decide to bank it for future years.

Sandra said that she would like to devote the January Board meeting to the budget since we are six months into the fiscal year. She thought that some rebalancing might be necessary given that we never anticipated being closed for so long. We could look at the special budget considerations (Saroya's request, extra money for Mickey, etc., purchase of FM radio transmitter) at that time. Krista supported that idea, emphasizing the Board's fiduciary responsibilities to the church.

⇒ ⇒ **Task** Sandra will plan the January meeting to focus on budget, with all other reports shortened to make room for a complete discussion. We will do any necessary rebalancing at that time. She reminded the Board that it does have the power to make certain changes, but if changes exceed a certain percentage, then the Board is supposed to take the decision back to the congregation.

In response to a question from Hydie, Sandra said that it would be useful to have a profit/loss statement that closes the books on the first six months.

⇒ ⇒ **Task** Hydie will ask Teresa to run a report for 6-mo p/l report ending Dec 31 and send it out to the Board.

⇒ ⇒ **Task** Hydie will transfer the \$5000 that was allocated for the new dishwasher back to the Capital Campaign because the dishwasher was donated.

⇒ ⇒ **Consensus:** The Board came to a consensus that the next Board meeting, which will focus on budget issues, will be on January 21 instead of January 14 to allow members to study the report beforehand.

In response to a question for Tom, Rev. Tim said that Saroya is not taking any money for her work as Interim Religious Educator. One thing that Saroya is focusing on is to estimate how much time weekly a permanent RE director would need. Last month she put in 35 hours/week, while the expectation is only 20.

Sandra said that the Board had not yet acted on Saroya's request, so that is one more budget issue that we will deal with at the budget-focused January 21 meeting.

President's Report -- Sandra Kosek-Sills

Sandra did not have a written report this month. In spoken comments:

- She has been writing her regular pieces for the newsletter, order of service, FYI, etc.
- She's been serving as back-up eyes and ears communicating with the tech team during services
- She's been running coffee hour after services on Zoom
- She's been attending Spiritual Adventures
- She's planning to make a couple of presentations at Spiritual Adventures coming up
- She's been communicating with Rev. Tim on some of the issues the Board had been discussing at this meeting, though she and Rev. Tim did not have their regular monthly meeting
- The Covid-19 Subcommittee has not had a meeting this month because cases had been so high in Lucas County. A subcommittee meeting in January is planned to look at a possible timeline for re-opening perhaps March, April, or May.

Old Business

Stewardship -- Mike Davisson

We are now at 78 pledges (90% of the number of pledges at this time last year). We are at about \$160,000 (80% of what we had at this time last year). There are three people who said they had pledged, but those pledges have not shown up in reports yet. There are four people

who said they will pledge, but they have not yet. About 30 have not indicated one way or the other whether or not they're going to pledge; of these, 20 didn't pledge last year, so Mike does not have high hopes for that group.

Sandra said that was disappointing because we were supposed to be finished by this point.

⇒ ⇒ **Task** Sandra suggested a meeting Sandra, Mike, Chris Stockwell and Rev. Tim to develop a strategy for communicating with the congregation about substantial shortfall.

Life or Long-Term Member Voting Rights -- Krista

Krista googled through the bylaws of other congregations on the establishment of a Life or Long-Term Member status. This is an honorary status, and with it comes the stipulation that this person's membership is maintained without the requirement of pledging. ([Click here](#) to see her Memo in attachments.) Since her purpose was only to furnish information to the Board, she did not have any recommendations or preferences.

Krista said she thought it was a nice idea, and she would like to see us do it. She pointed out different approaches taken by different congregations. Some are at the minister's discretion; others have it as a board decision or as a membership-committee decision. She said that this status could be conferred on some people who still might continue pledging, and others who might not or could not. It could be conferred, she said, on members who have given a great deal of service to the congregation over many years.

Rev. Tim suggested that the honorary status could be for service, or for life-long membership. Another consideration is if their life circumstances have changed in some way. In some cases, the member may no longer be handling their money. Another aspect could be legacy membership when the church is informed in advance that the church has been given a bequest in a person's will. Rev. Tim said that he would prefer that the conferring of this honorary status should be a Board decision, though it could be at the minister's request. Tom said that he thought that the honor might seem to be a bigger honor if it is conferred by the Board, not just by the minister. He said there might be a plaque on the wall with the names of sage members.

Rev. Tim suggested that we might consider establishing an Honorary Member status, which would be different from the Sage Member status. This could be conferred on a person who has chosen not to be a member of the congregation as a pledging, voting member, but who has been of value in some other way, like a long-term custodian, for example. Or a non-member who makes a significant donation, like paying for new solar panels.

The use of the term "emeritus" came up, and Rev. Tim pointed out that Bob and Gladys have that status in our congregation now, Gladys as Music Director Emeritus, and Bob as Certified Lay Leader Emeritus.

The Sage Member or Honorary Member status, if adopted by the congregation, would be different from the categories that we already have in our bylaws: friends, supporters, and members.

⇒ ⇒ **Task** Tom & Arun will do a draft bi-law for the February or March Board meeting regarding a sage member and honorary member status.

New Business/Other -- Request from Food Not Bombs Toledo (FNB)

We have had a request for use of our kitchen from Food not Bombs Toledo. They are a group that collects food donations from restaurants and grocery stores. The Toledo Chapter has been active since the 1980s. It's a community-based, volunteer-run organization that focuses on sharing food. They gather the donated food and give it to hungry people as hot prepared meals and grocery deliveries weekly. Throughout the COVID crisis, FNB Toledo has been delivering food to between 20 and 100 people weekly.

They are seeking a kitchen to use on Thursdays weekly, approximately from 10 am to 6 pm for processing of hot meals and repackaging donated food for distribution. They would limit their crew to three volunteers a day and take all recommended health safety precautions.

The facility they previously used has just closed. Sandra has contact information.

Rev. Tim said that he received this request by email, and he told them that we do not have a commercial kitchen, but we do have a kitchen in the building. They responded that they didn't need a commercial kitchen. He felt that the project would be supported by our congregation and by the UUA.

Krista mentioned that our building is currently closed, and Rev. Tim said that we might be available to them only if we got back to Pandemic Code Orange or better. Colette said that she felt the Pandemic was a good time to help groups involved with food. Arun said policies about opening up the church again had already been decided by the board.

Hydie asked about liability, and Sandra said we would check with our insurance

Mike really likes the idea of it but wonders about all the complications, including possible theft.

Teresa asked how long they would need the kitchen, and Rev. Tim said that he guessed it would be open-ended.

Tom said FNB was a big organization with branches all over the world. He said that if we did this, it would be more complicated than opening up our building to, say, and AA group because of the work they would be doing in the kitchen.

Sandra likes the idea and finds it in alignment with principles. She pointed out that our highest priority now, however, is to protect staff and be able to do our services on Sundays. She thought that three Food Not Bombs volunteers could do it and social distance safely in our kitchen.

⇒ ⇒ **Task** Sandra will follow up with FNB and get more information including finding out about facility they used before.

Colette suggested that Sandra ask FNB if they had an agreement that they used at their previous location.

Committee Liaison Report(s)

Tom talked with Luanne Billstein about Chalice Circles. Three people had shown interest in being leaders, but only one has said anything about becoming a leader since then. Luanne will get back in touch with that person, and there may be a Chalice Circle.

Tom talked with Joe Moran about UFACE, and Joe said that UFACE had not done anything, but he was going to talk with other leaders in UFACE to see if anyone has any ideas of maybe doing something with Zoom.

Tom mentioned that Music Director Mickey Emch has been doing quite a bit with virtual choirs.

The Caring Committee delivered all the directories. There is a search for new leadership of the Caring Committee for when Marsha Gamble steps down in January. Rev. Tim says that the issue of finding a new leader for the Caring Committee issue shows the importance of getting committees going again. Sandra and Rev. Tim said the job could be done by two people, one to act as a contact person, and a second to organize the committee. Arun mentioned the difficulty of maintaining energy during a pandemic, and maybe we shouldn't take inactivity by committees as an indicator of lack of interest. Rev. Tim responded that committee problems predate pandemic.

Summary of Next Tasks

⇒ ⇒ **Task** Hydrie is going to find out if Teresa can print to individual PDFs, but would not like to have bookkeeper Teresa spend days and days on it.

⇒ ⇒ **Task** Sandra will plan the January meeting to focus on budget

⇒ ⇒ **Task** Sandra, Hydrie, David Strickler will meet with Trust Company to get up to date on the funds we have there and to see how the investments are doing.

⇒ ⇒ **Task** Hydrie is going to break the Trust Co account into 3 components in future balance sheets.

⇒ ⇒ **Task** Hydrie will ask Teresa to run a report for 6-mo profit/loss ending Dec 31. Sandra will send it out to the Board about a week before the Jan. 21 meeting.

⇒ ⇒ **Task:** Hydrie said she would talk with Teresa about changing the system for crediting pledged donations to the intended fiscal year.

⇒ ⇒ **Task** Hydrie will transfer the \$5000 that was allocated for the new dishwasher from the checking account back to the Capital Campaign because the dishwasher was donated.

⇒ ⇒ **Task** Sandra, Mike, Chris Stockwell and Rev. Tim will meet to develop a strategy for communicating with the congregation about substantial pledge shortfall.

⇒ ⇒ **Task** Tom & Arun will do a draft bi-law for the February or March Board meeting regarding a sage member and honorary member status.

⇒ ⇒ **Task** Sandra will follow up with Food Not Bombs and get more information including finding out about facility they used before (UAW Local 12).

⇒ ⇒ **Possible Future Task** A review of member resignation procedures

⇒ ⇒ **Possible Future Task** Decide about expanding Mickey Emch's hours to include social media coordination

Closing Words - Rev. Tim

Stay Apart, Stay Connected – Next meeting: January 21

----- Attachments -----

MINISTER'S REPORT

DECEMBER 2020

Rev. TK Barger

It seems like a quiet month, but we've moved forward. The 2021 directories are being distributed by members of the Caring Circle and a few others. We included a holiday card, printed at the church, from the staff and the board. My plan was, because of the isolation from the pandemic, to mail the directory to everyone listed in it, at a cost we were hoping of about \$3 per envelope. However, Marsha Gamble proposed that Caring Circle deliver them instead (I emphasized social distance and personal protection) and that, with the saved postage, the church instead provide for a Caring Circle card to all at midwinter.

In completing work on the new directory, I learned that Steve Roberts has resigned his membership; he had been a member only a year, and I appreciate that he did make the commitment to be fully involved while he was here. This week Sue Childers and Cindy Gilmore signed the membership book; I think we have had four people become members and sign the book during the pandemic.

I have continued to write a weekly column for publication in the UU-FYI and the Church Notes section of the Sunday bulletin. In my thoughts about developing a weekly video blog, I realized that it can start with that column, and we can add material and refine the content after launch. Therefore, I'm planning to launch a video blog, to be called The Index, on January 1, 2021. That date is 151 years after the first publication of Rev. A. G. Jennings' The Index, a religion periodical that began in Toledo when he was the Unitarian minister in town.

In part to support our video efforts, I bought some lights using my professional expense account, along with a wireless microphone for Sunday services (now that we'll regularly have three people participating the services, another was needed). Because of the nature of the pandemic, I could dedicate some expenses to that rather than taking from the tech budget. We can start to develop a studio for video recording; part of the sanctuary might be used, such as one of the back parts where chairs have been (though that could bring some reaction from people who chose to sit there when we were in-person).

There is a possible tech budget expenditure I'd like us to consider. For \$399.95 (plus tax), we can purchase an FCC-legal low-power FM transmitter for parking lot/backyard services, then later broadcast of services throughout the church building as well as for assistive listening in the sanctuary. This is an analog unit; a digital one (with different types of connectors) is \$100 more, but analog should suit our needs for the long term.

And, with money a consideration, I wonder if we might be able to give some additional paid hours to Mickey Emch and add duties of social media coordinator. Mickey has some of this in her background, and we would benefit from attention to our Facebook, Twitter, and Instagram,

and especially to keeping our uutoledo.org website current. She is willing, but I think we should pay rather than letting her be both staff member and volunteer.

Respectfully submitted,

Rev. Tim

MEMORANDUM

To: UU Board

From: Krista Schneider, Vice President

Date: 12/10.2020

Re: Lifetime/Legacy Membership in UU congregations.

At the November board meeting, I was assigned to research how other Unitarian Universalist churches define legacy or honorary membership in their congregations. According to the UUA website, this category is typically created for those who are unable to contribute financially to the church due to age or health, but still maintain voting privileges with board approval.

Below are some examples from several UU churches.

Sample By-Law Provisions

Unitarian Universalist Church of Spokane

Section 7. At the discretion of the Minister, and/or Board of Trustees, a member may be granted Lifetime Member status. **In order to be considered for Lifetime Member status a member must have been a member in good standing for at least 20 years, not necessarily consecutively.** A Lifetime Member retains all rights and privileges of membership including being counted in the membership rolls and the right to vote. However, there will be no obligation to pledge. This is an honorific status intended for members who are no longer able to be active in the church because of life-altering changes.

South Valley Unitarian Universalist

Section 2 Any person sixteen years or older who is in sympathy with its purpose and program may become a member of this Society by placing his/her name on the membership rolls and making an annual contribution of record. This membership roll shall be open to inspection by any member or prospective member at any reasonable time. **Any person, upon recommendation by the minister and membership chair, and decided by the Board of Trustees, may become a Lifetime Friend in recognition of this member's long and continued support of 'South Valley Unitarian Universalist Society'.**

Unitarian Universalist Church of Jackson

Honorary Membership: An Honorary Member is any person who has previously been an Active Member and who by reason of age, infirmity, or distance is unable to maintain Active Membership but wishes to retain formal affiliation with the UUCJ. Honorary Members are not considered in the calculation for establishing quorum for any Biannual or Special Meeting nor are they eligible to vote in any Biannual or Special Meeting. Honorary Members do retain other privileges of membership, including access to shared resources and ceremonial rites.

All Souls Unitarian Universalist Church Shreveport

HONORARY 1. Any person who has rendered valuable contributions to this Church may be an honorary member. 2. The Board of Directors shall present the name to the congregation at a congregational meeting and a majority of those present shall determine the election of the honorary member. 3. Honorary members will maintain the privileges of active membership. The minimum financial contribution required of active members shall not be required of honorary members.

First Unitarian Society of Denver

Section 5 - Any person may be designated an Honorary Lifetime Member if such person is recommended by the Connections Ministry and the Minister with the approval of the Board of Trustees in case of hardship and in recognition of long or outstanding service to the Society. An Honorary Lifetime Member will receive all the privileges of membership with no financial obligation. An Honorary Lifetime Member is not reported to the Unitarian Universalist Association.

Tennessee Valley Unitarian Universalist Congregation

Legacy Member Exception 1. Long-standing members who have been actively engaged in the TVUUC community over the years and who, because of their age, changes in health, etc. may be exempted from any and all membership requirements and designated as a "Legacy" member. 2. These members will continue to have full membership status though they will not be included in the annual member certification numbers provided to the UUA. 3. The Senior Minister or the Minister of Pastoral Care, in consultation with the individual, their family or caregiver, will determine when it is appropriate to assign a member this status.

Unitarian Universalist Congregation of Ashville

Section 3. Member Emeritus. A Voting Member who is no longer able to participate in the activities of the Congregation but who wishes to retain an affiliation may be designated as such at the discretion of the Lead Minister.

Unitarian Universalist Church of Palo Alto

D. Lifetime Member— one who has been a Member for an extended period of time but is no longer able to participate actively, and who has been offered Lifetime Membership by the Board of Trustees and has accepted. Lifetime Members may receive all Church publications, mailings, and UU World magazine, if desired, at no cost. Lifetime Members may vote at congregational meetings. Lifetime Members are not required or expected to make an annual financial contribution of record to the Church. Becoming a Lifetime Member is a two-step process. First the board identifies and approves individuals who will be offered lifetime membership. The individual is then offered lifetime membership and may accept or decline.