

## FUN FACTS

Despite their bad reputation, poinsettias aren't deadly. Latex in the stems and leaves can be irritating, but not much more, to humans and animals.

Charles Dickens wrote "A Christmas Carol" between October and November of 1843. The story was a hit, selling 6,000 copies by Christmas Day.



**Catholic Foundation  
Diocese of Toledo**

December 2016

## Fair Labor Standards Act - On Hold

The Fair Labor Standards Act was to go into effect on December 1, 2016. "Was" is the key word here! Two things have caused a delay in the effective date, President-elect Trump has said he will "undo" overtime regulations and a Federal judge issued an injunction against the Act.

The [Fair Labor Standards Act](#) was written in response to people being compensated in a salary position but being expected to work over 40 hours per week. Anyone making under \$47,476 would receive 1.5 times their hourly rate for hours worked over per week 40.

Stay tuned!

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## Fund Evaluation Group October Research Review

[OPEC Announces Production Cut Agreement](#)

[U.S. Payroll Growth Continues to Slow](#)

[Market Updates](#)

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## Benefits of Celebrating Your Donor's Birthday

Are you currently doing something to celebrate your parishioner / donor / school parent birthdays? Do you send a card, acknowledge in a written publication or include something on your website? Consider a new approach that is catching on, especially with millennials. Encourage them to ask for donations to your organization, parish, school, etc. in lieu of presents,

The use of social media makes this successful! Tweet, text, invite through Facebook or use of a peer-to-peer fundraising page are great options for asking for donations to a favorite non-profit instead of gifts.

Think about how your organization can promote and be a part of the new craze!

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## **New Year is Approaching**

And with it comes:

December 31 - end of year donation postmark deadline

January 1 - New Year's resolution

January 6 - Epiphany

January 22 - First Class postage increase to \$0.49

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## **Why Update a Will?**

Encourage your constituents to update their will if any of the following have occurred:

- birth or adoption of a child, grandchild
  - move to a new state
  - change in beneficiary necessary due to illness or death
  - IRA or 401k required distributions taking effect at age 70 1/2
  - change in executor necessary due to illness or death
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## **Why Paying Down Debt Faster is Not Always Better**

Taken from the opinion of Michael Sicuranza, CFP, AEP November 7, 2016

...time value of money...

Interest rates are at historic lows...

Read full article.

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## **For What It's Worth...Part II**

I recently attended the International Catholic Stewardship Conference in New Orleans. There were over 950 people from all over the world - Peru to Mexico and more! Attendees included priests, deacons, religious women and men, parish volunteers, parish and school staff, Catholic Foundation executive directors and staff.

I attended several sessions over my four day stay and will include some of the things I learned in the next few newsletters.

Consider this question, please read with the pause:

"What are you doing, for heaven's sake?"

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