

2017 Mid-Year Congregational Meeting

First Unitarian Universalist Church of Columbus



2017 Mid-Year Congregational Meeting

Chalice-Lighting & Opening Words

Rev. Jennifer Brooks, Interim Senior Minister

Rev. Eric Meter, Rev. Lane Campbell

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“Here Together”

by David Glasgow



We are here, here together
in this holy moment



And we're grateful for
the winding road
that brought us to this place



2017 Mid-Year Congregational Meeting

Welcome
Chas Williams, Moderator

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Search Update

Judy Kleen, Search Committee Chair

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Auction Invitation
Cathy O'Neill

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Board Goals & Update
Ginnie Vogts, Board Chair

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Board Goals for 2016 – 17

- ◆ Align our work to the new Governance Policy & make sure other policies reflect it.
- ◆ Assess and support the financial health of the congregation & stewardship efforts.
- ◆ Create a vision of justice to engage all congregants that reflects the times we're living in & our UU values.
- ◆ Initiate a strategic planning process.

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Board Vision of Justice (January 2017)

With **LOVE** at the center
of all our actions—

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We work to create opportunities for justice engagement that are **accessible** to all generations, that are **inclusive & collaborative**, and that **transform** our relationship to each other and to the larger community...

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We work with our local & national partners
to offer direct & timely support
for people at risk, and
to take courageous stands
that promote justice and fairness for all.

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Interim Senior Minister Report
Rev. Jen

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Transition Period Focus Areas:

- ◆ Explore History (Celebrated in 2014-15)
- ◆ Clarify Roles & Responsibilities
- ◆ Re-Discover Identity & Purpose
- ◆ Reach Out to Make Wider Connections
- ◆ Renew Stewardship Vitality & Zest

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- ◆ Clarify Roles & Responsibilities:
 - ◆ Implement New Governance Policy
 - ◆ Form Coordinating Team
 - ◆ Develop Org Chart; Revise Old Policies
 - ◆ Ministers & Music Planning Retreats
 - ◆ Staffing Review, Job Descriptions
 - ◆ Financial Tasks & Assignments
 - ◆ Safety Plan & Membership TFs

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- ◆ Re-Discover Identity & Purpose:
 - ◆ Visioning Circles
 - ◆ Gifts & Values Word Clouds
 - ◆ Diversity Learning Circles
 - ◆ Stakeholder Meetings
 - ◆ UUA General Assembly
 - ◆ Identity, Banner, Mission Circles

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- ◆ Reach Out to Make Wider Connections
 - ◆ Share-the-Plate, CRC, UU Justice Ohio
 - ◆ Church for All People ~ DLC; Family
 - ◆ Columbus People's Justice Project
 - ◆ Standing Up for Racial Justice (SURJ)
 - ◆ UUA General Assembly
 - ◆ UUA Central East Region

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- ◆ Renew Stewardship Vitality & Zest
 - ◆ Values-Based Budget
 - ◆ Stewardship Teams Concept
 - ◆ UUA Stewardship Consultant
 - ◆ MORE in a MINUTE

from Carolee Noonan

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Coordinating Team Update
Steve Abbot, CT Member

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MISSION

CONGREGATION

GOVERNANCE
Board

Nominating

Search

MINISTRY
Senior Minister (Head of Staff) &
Coordinating Team

Personnel
Committee

Finance
Committee

Associate
Minister

Administrator

Music
Director

Co-Directors,
School for
Young Children

Minister of
Religious
Exploration

Office Manager,
Bookkeeper, AV
& Facilities Staff

Choir Directors
& Accompanist

Teachers

Work for Justice

Justice Ministry

Senior Minister

Justice Action Ministry

Team (includes BREAD, Racial Justice education & conversations, Feed My Sheep, Faith Mission Dinners, YMCA Dinners, Fair Food, & other activities)

Share-the-Plate Program

MLK Weekend of Service

Celebrate Life

Worship Celebrations

Senior Minister

Worship Celebrations

Special Religious Celebrations (includes Seder, Christmas Eve, others)

Worship Associates Team

Youth Worship Associates

Music for Worship (Music Director, Music Staff, Choirs)

A/V Team (A/V Tech)

Chancel Arrangements Team

Ushers

Music & Arts

Senior Minister &
Music Director

Music Program (includes Chalice Choir, Peace Pals Choir, Rising Voices Choir, Spirit of Life Choir, Youth Musicians, House Band)

Arts & Space (worship, visual, performance)

Learn, Grow, Engage Diversity

Lifespan Religious Exploration

Associate Minister & MRE

Adult Programs

Religious Exploration for Children & Youth

Youth Justice Projects

Young Adult Programs

Covenant Groups; Wellspring

Diversity Learning Circles

Create Community

Caring

Associate Minister

Caring Team (includes medical equipment loan, joys & sorrows cards, rides, meals)

Pastoral Team

Grief Recovery Classes

Senior Gathering

Welcoming

Associate Minister

Membership Team (includes Path to Membership class, New Member Mentors, New Member Welcome Ceremony, New Member Covenant Groups)

Greeters

Safety Team

Support Our Vision & Values

Facilities Management

Administrator

Building & Grounds Team

Scheduling & Space

Reservations (Office Manager)

Memorial & Scatter

Gardens Team

A/V Team (A/V Tech)

Archives

Arts & Space (facilities)

Financial Health

Senior Minister &
Administrator

Stewardship (includes Acorn Team, Holiday Gift Team, Auction Team, Annual Giving Campaign Team, Stewardship Outreach Team)

Management of Revenue & Expenses; Bookkeeper; Comptroller

Finance Committee Liaison & Consultation

Counters (report to Treasurer)

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Religious Exploration Report

Rev. Lane Campbell

Minister of Religious Exploration

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Transition Team Update

Tony Skrabek

Ben Sostrom, Connor McCrystal, Amy Watson

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Visioning Circles

- 14 Sessions
- April 2016 – August 2016
- About 90 participants
- Visioning Workshop September 2016

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Common Words and Themes

- Love
- Community
- Justice / Social Justice
- Religious exploration
- Inside the church, in the local community, and everywhere in the world
- Acceptance
- Respect
- Compassion

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LOVE

Create Community
Work for Justice
Engage Diversity

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LOVE

Create Community
*through breaking bread,
shared experiences,
worship celebrations, and
lifelong religious exploration
together*

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LOVE

Create Community
Work for Justice

*both inside and outside our walls
and in the wider world*

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LOVE

Create Community
Work for Justice
Engage Diversity

*to build authentic relationships across
differences through the practice of
acceptance, respect, and compassion*

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Coming Soon—
Mission Conversation Circles

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Stewardship ~ A New Paradigm

Carolee Noonan

Team Leader, Holiday Gift Campaign

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Stewardship Team
Responsible for All

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Auction Team

Annual Spring
Giving Campaign
Team

Team
Leaders
coordinate

Winter
Holiday Gift
Team

Acorn
Bequests
Team

Outreach
Team

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Treasurer's Report
Debra Grey Boyd, Treasurer

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Where are we? Dollars & cents—

	YTD FY2017	YTD FY2016
Pledges	\$356,561	\$344,078
Other	\$113,943	\$71,260
Income	\$470,510	\$415,338
Expenses	\$426,734	\$405,984
Net	\$43,776	\$9,354

Great News!

- ◆ Fund Our Values larger than expected at \$47,000
- ◆ Holiday Gift Campaign was \$8,000 (shared with CRC Kinship Care Program)

What about Share the Plate?

Month	Total	50% Share	Given to:
July-Aug	\$ 3,714	\$ 1,857	UUSC
Sept	\$2,168	\$1,084	FaithMission
Oct	\$3,024	\$1,512	UUJO
Nov	\$3,907	\$1,954	FeedSheep
Dec	\$3,277	\$1,639	CRC
Total	\$16,090	\$8,045	Love in Action

What about the audit or fiscal review?

- ◆ Accountants recommended a fiscal review
- ◆ Winkel, Green, & VanHorn
- ◆ Financial Team met with CPA multiple times
- ◆ WG&V's final report in December
- ◆ WG&V formal review letter in January
- ◆ We did GREAT! No substantive issues
- ◆ We're implementing helpful suggestions

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Goals

- ◆ Multi-year budgeting
- ◆ Multi-year financial plan
- ◆ Cash-flow projections
- ◆ Likely new accounting software as we further explore the new database software adopted in December



A formalized position of “Comptroller”—

- ◆ Someone with vast accounting expertise who ensures financial reports are accurate; income/expenses are properly categorized; systems secure
- ◆ Judy Kleen’s unofficial role for decades
- ◆ New: “Comptroller” job description—

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Introductions

- ◆ Martha Gifreda, Comptroller
- ◆ Robust Finance Committee
 - ◆ Continuing Members:
Judy Kleen, Debra Gray Boyd
 - ◆ New Finance Committee Members:
Ginnie Vogts, Marge Lynd, Doug Kauffman, Bill Fiorini, Kathy Lin

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Questions?

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Justice Action Ministry Report

Steve Palm-Hauser

Team Leader, JAM Team

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JUSTICE

ACCESS TO:

360 HIGH ST.
370 HIGH ST.
➔

WHO GETS
JUSTICE?



BLACK
MATTER

JUSTICE
FOR
HENRY GREEN



THIS IS WHY!
We Are Unitarian Universalists
To Work For Justice For All People...
(No Exceptions!)
 

BLACK LIVES
MATTER!



JAM Justice Vision for 2017—

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- ◆ Principle-based: 7 Principles, mission, vision
- ◆ Empowered: Education & preparation for effective intervention
- ◆ Congregation-wide: Opportunities for all
- ◆ Personal: Relationship-based
- ◆ Transformative: Ourselves & community, with love at the center
- ◆ Collaborative: Interfaith & community partners

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Work for Justice
Engage Diversity

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Closing
Chas Williams, Moderator

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Extinguishing the Chalice

We extinguish this flame, but not the light of meaning, the warmth of community, or the fire of commitment.

These we carry in our hearts and out into all the world.

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