

UUFM MIDYEAR CONGREGATIONAL MEETING

January 27, 2019

Agenda

- **12:00 Greeting and Quorum Count**
- **12:05 Chalice Lighting and Congregational Covenant:** We are a welcoming people of diverse beliefs who commit to nourish the spirit, broaden the mind, nurture the earth, and build community. May this flame we kindle remind us to strive, today and every day, to love beyond belief.
- **12:10 Review agenda for adds/revisions**
- **12:11 Approval of Meeting Minutes - 2018-01 Midyear Meeting and 2018-05 Annual Meeting**
- **12:12 Updates**
 - Ministry Report & Updates on Team Activity
 - President's Report & Updates on Committee Activity
 - Stewardship Campaign Report
 - Treasurer's Report
- **12:30 Congregational Vote:** Minister Installation 14 April
- **12:35 Congregational Discussion**
 - **Communications**—How can we keep ourselves informed? How can we enhance both internal & external communications?
 - **Fundraising**—What resources might we leverage to pursue our mission? What is there in addition to annual campaign and scrip program?
- **1:00 Adjourn**

Mission and Vision

Our Mission Statement:

We are a welcoming people of diverse beliefs who commit to nourish the spirit, broaden the mind, nurture the earth and build community.

Our Vision:

Love Beyond Belief

Congregational Covenant of Right Relations

As members of UUFM, we commit to encourage and support each other on our individual and collective spiritual journeys. Being mindful of our personal limitations and appropriate community boundaries we will:

- Honor our UU Principles and Sources;
- Create opportunities for joy and celebration in our time together;
- Practice compassionate and courageous hospitality;
- Support this community by sharing our time, talents, and treasure;
- Ensure that our Vision and Mission do not get lost in the daily operations of the congregation;
- Seek and share appropriate knowledge so we all have information for wise decisions;
- Follow a process of decision-making that:
 - Assumes everyone is acting with positive intent;
 - Promotes listening deeply to each other;

- Allows everyone a chance to be heard;
- Communicate openly, intentionally, honestly and respectfully with each other, the Board, our committees, the staff and Minister;
- Resolve conflicts promptly by first working with the person with whom we are in conflict and then, if there is no resolution, asking for help from the minister or Board.
- Be mindful of the myriad tasks of our employees and treat them with respect.
- ***Because each and every one of us is imperfect and will occasionally break covenant, we will forgive ourselves, each other and begin again in love.***

Ministries Report

Under Policy-based Governance, the Minister supervises Staff, including Director of Children's Faith Development, Office Administrator, and Choir Director. Staff has responsibility for Fellowship Programs, otherwise known as Ministry Teams. The Minister has responsibility for all ministry teams, as the Minister supervises the Staff.

Current Ministry Teams

- Children's Faith Development (Director of CFD)
- Connections/Membership (Minister)
- Pastoral Care (Minister)
- Safety (Office Admin)
- Worship (Minister)

Children's Faith Development

Actions and Adaptations:

- Close working relationship between Director and Minister
- Using Soul Matters Theme materials for CFD activities and Children's Chapel
- Once-a -month Full Hour Children's Chapel and Bonding Activities
- Providing Families with Faith Development materials to use at home
- Trained facilitators and ran OWL for K-2 and 10-12

Needs:

- Finding appropriate timing for Parent Group
- Finding more resources for parents to foster faith development for themselves and their children
- Engaging Youth more fully in life of the Fellowship and in faith development
- Developing a UUFM Summer Camp

Connections/Membership:

Actions and Adaptations:

- Strong coordination between Team and Minister
- Communicating with visitors and new members
- Developing and conducting a Pathway to Membership (UU101, UUFM101, Membership Recognition, and UU201)
- Assessing and making suggestions for re-organizing the UUFM webpage

Needs:

- New team members interested in any of the areas above and below
- Process for helping new friends and members find places to express their gifts and talents within the Fellowship
- Developing a speaker series

Pastoral Care**Actions and Adaptations:**

- Strong coordination between Team and Minister
- Coordinated and conducted three Celebrations of Lifes
- Ministry of Cards
- Developing ways to track care provided

Needs:

- New team members interested in any of the areas above and below
- Finding new ways to celebrate the joys of our Fellowship life and individual lives
- Meeting the needs of those with chronic conditions
- Meeting the needs of children and families

Safety**Actions and Adaptations:**

- Policy is written
- Congregants have received some training

Needs:

- New team members interested in any of the areas above and below
- Developing an implementation plan
- Conducting on-going training

Worship**Actions and Adaptations:**

- Strong coordination between Team and Minister
- Strong coordination between Minister, Director of CFD, and Choir Director
- Use Soul Matters Theme materials to orient worship and intersect with CFD activities
- Developed a once-a-month Adult service, with children going directly to Children's Chapel
- Developed, in conjunction with CFD Director, a once-a-month All-generation worship service, often including the Choir and a Fellowship Luncheon
- Filled the pulpit with Guest Ministers and Speakers
- Conducting Worship Workshops in Spring 2019 for Worship Associates, Worship Leaders, and Sermonators

Needs:

- New team members interested in any of the areas above and below
- Folks willing to serve as Worship Associates

	BUDGET	EXPECTED	difference
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President’s Report:

EdJ:

- Habitat for Humanity meal served in summer
- PRIDE parade and booth Sept. '18
- It’s Time to Talk table sponsor & 11 members trained to facilitate circle conversation
- Giving Tree for REACH and CADA
- Pedal Past Poverty team sponsorship
- Social action timeline visible to the congregation, with an invitation to add to the history of action by our Fellowship and contribute dreams of possibilities moving forward
- On-going Social Action 2018-2019:
 - Green Sanctuary with recycling;
 - Garden and sharing of produce;
 - Salvation Army meals through Dec. '18;
 - Food Not Bombs Oct '18- Ap '19;
 - Connections Shelter partnering with Grace Lutheran Church: Dec, Feb, March;
 - Worship: International Peace Day (Sept. 21,) Indigenous Peoples Day (2nd Monday of Oct.,) Fair Trade (Oct. and May,) Justice Sunday (March,) Earth Day/Green Sanctuary (April)

Building & Grounds

- Kitchen upgrade (range exhaust fans, new cupboards)
- Boiler refurbish (code changes, valve replacements)
- Photovoltaic cells to be installed on roof (max allowed by Xcel)
- Lighting upgrade—switch to LED, some new installation
- Plans being developed for Memorial Garden

Finance

- Reviewed entire budget to find opportunities to fund \$2650 increase in Childcare Attendant costs
- Developed Scrip program, proceeds to fund Childcare Attendant budget
- Reviewed 2nd Collection history and uses
- Reviewing Designated Funds to establish policies for initiation and use
- Reviewing funding of community organizations for history and use

Personnel

- Recommended increasing hours and compensation for Childcare Attendants
- Review of files and policy for retaining them

Treasurer’s Report

INCOME	\$147,958	\$173,112	\$25,154
TRANSITION	\$10,250	\$8,000??	\$2,250
PRGM & ADMIN	\$22,628	\$21,572	\$1,056
BUILDING	\$14,600	\$14,408	\$192
UUA/MAR	\$9,546	\$9,546	\$0
PERSONNEL	\$132,065	\$125,993	\$6,072
MORTGAGE	\$11,264	\$11,264	\$0
TOTAL EXP.	\$200,353	\$190,783	\$9,970
NET	(\$52,395)	(\$17,671)	\$34,724

Congregational Vote:

- **Minister Installation**—14 April

Congregational Discussion

- **Communications**—How can we keep ourselves informed? How can we enhance both internal & external communications?
- **Fundraising**—What resources might we leverage to pursue our mission? What is there in addition to annual campaign and scrip program?