

CONGREGATIONAL MEETING

NOVEMBER 20, 2022



UUMAN

Nurture our Spirit ⊕ *Strive for Justice* ⊕ *Transform the World*





Nurture our Spirit ⊕ Strive for Justice ⊕ Transform the World

Mission

- Nurture our Spirit
- Strive for Justice
- Transform the World

Vision

To be a vital and visible community for all, bravely working toward the day when social, economic, and environmental justice is a reality



Nurture our Spirit ⊕ Strive for Justice ⊕ Transform the World

Call to Order

Miriam Patanian



Chalice Lighting

Rev. Dave Dunn

Agenda

- ▶ Call to Order – Miriam Patanian, President
- ▶ Chalice Lighting – Rev. Dave Dunn
- ▶ Agenda – Elizabeth Norris, Secretary
- ▶ Keeping the Main Thing the Main Thing – Covid Resilience Jennifer Ratcliffe
- ▶ Board Goals/Staff Benefits – Mike Chambers
- ▶ Financial Health Report – Jennifer Phillippi, Treasurer
- ▶ Special Projects Report – Carla Kapeskas, Trustee
- ▶ Religious Exploration Report – Lexie Tangney, Director
- ▶ Membership Report – Laura Keck, Chair
- ▶ Program Council Report – Shelley Nagrani, Chair
- ▶ Q&A – Participants
- ▶ Chalice Extinguishing – Rev. Dave Dunn
- ▶ Adjournment – Miriam Patanian

Keeping The Main Thing The Main Thing

<https://www.youtube.com/watch?v=mxsZCCcvmqg>

Jennifer Ratcliffe



Nurture our Spirit ⊕ Strive for Justice ⊕ Transform the World

Board Goals

Mike Chambers

Board Goals 2022-23

1. Increase and Retain Membership

- ▶ Marketing and Communications
- ▶ Community connections: how can you transform the world?

Board Goals 2022-23

2. Leadership

- ▶ Create or update critical policies & procedures as needed
- ▶ Identify and train leaders for key positions/initiatives

Board Goals 2022-23

3. Financial health

- ▶ Increase transparency around UUMAN's budget
- ▶ Identify and pursue fundraising opportunities
- ▶ Diversify revenue

Benefits

Starting in 2023, we will offer insurance benefits and a retirement plan to qualified staff.

- ▶ Healthcare
- ▶ Dental and vision
- ▶ Long-term disability
- ▶ Term life
- ▶ Professional expense
- ▶ UUA retirement plan

Benefits: Health Plan

The UUA Health Plan is self-funded and non-profit, which helps hold costs down.

- ▶ Yearly rate increases lower than average market rate increases.
- ▶ All plan resources are dedicated to the benefit of plan members.
- ▶ The only cost to congregations is for their share of the premiums

Benefits: Retirement Plan

Acknowledging the inherent worth of every employee requires recognizing their needs as they transition and evolve to new chapters in life.

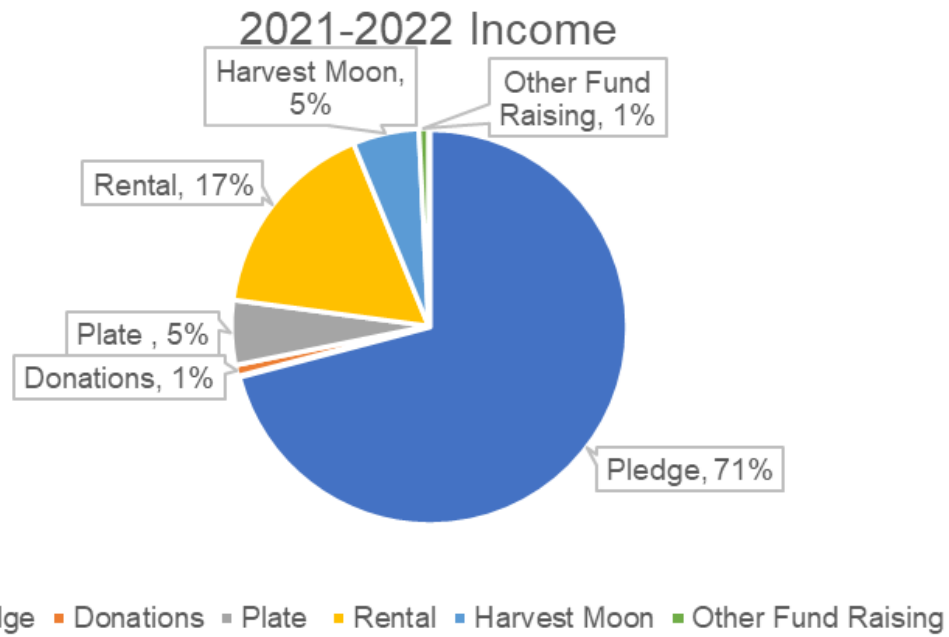
- ▶ The UU retirement plan is an IRS-qualified 401(a)/401(k) defined contribution, multiple employer, church retirement plan.
- ▶ This is not a 403(b) plan.



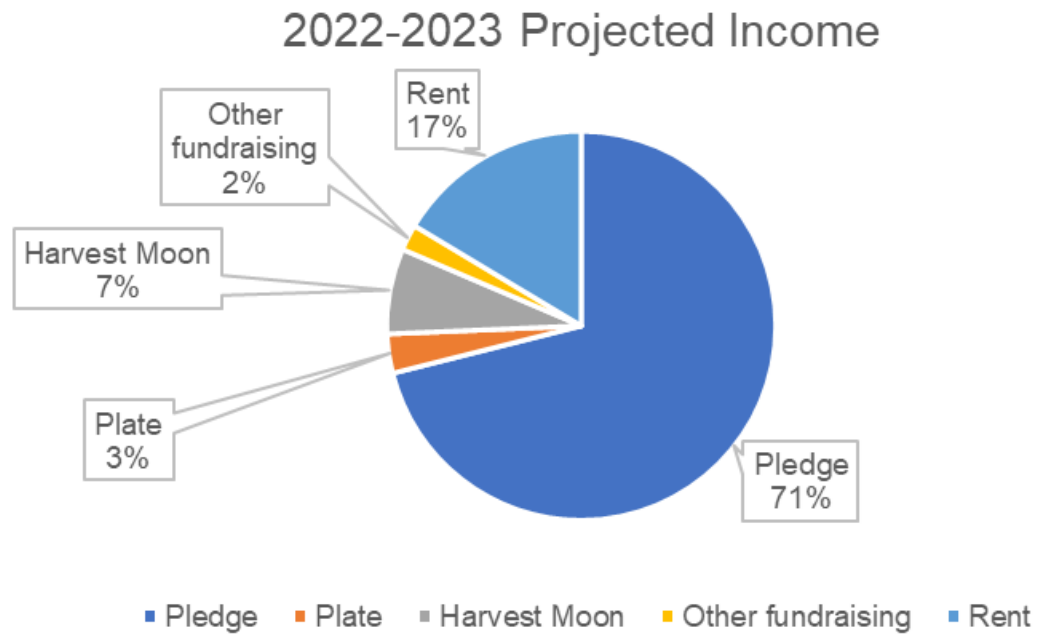
FINANCIAL HEALTH

Jennifer Phillippi

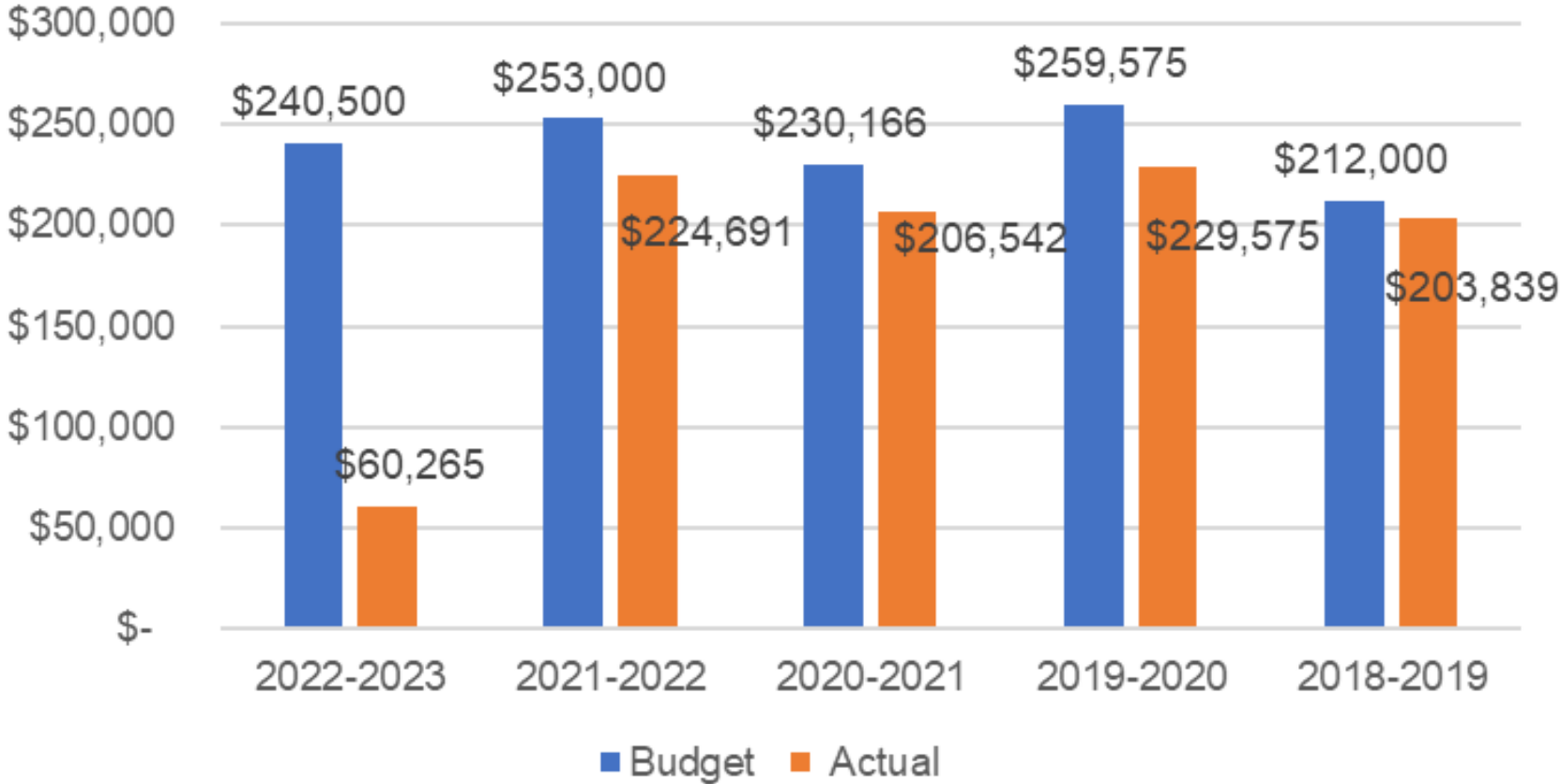
YE 2021-2022 Revenue

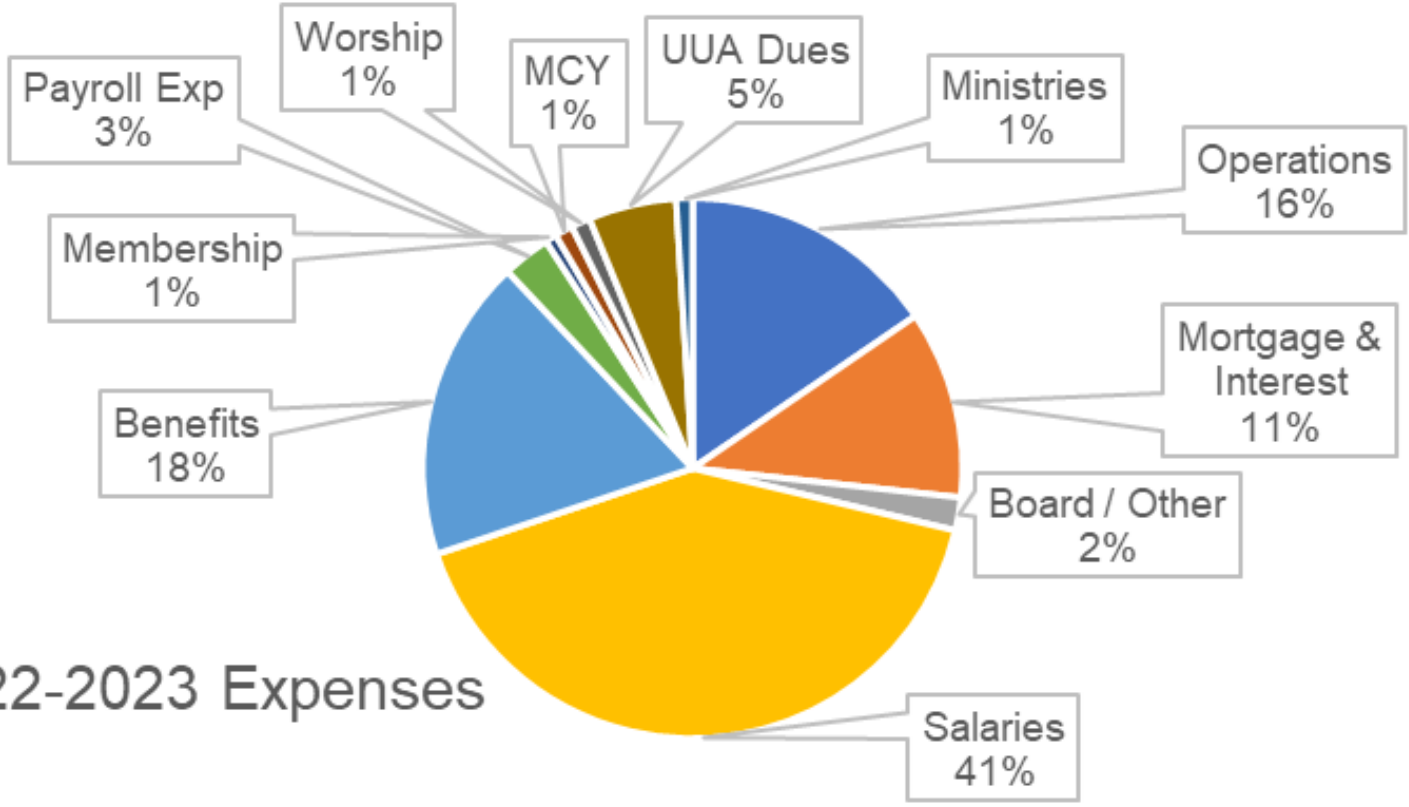


2022-2023 Projected Revenue



Annual Pledges

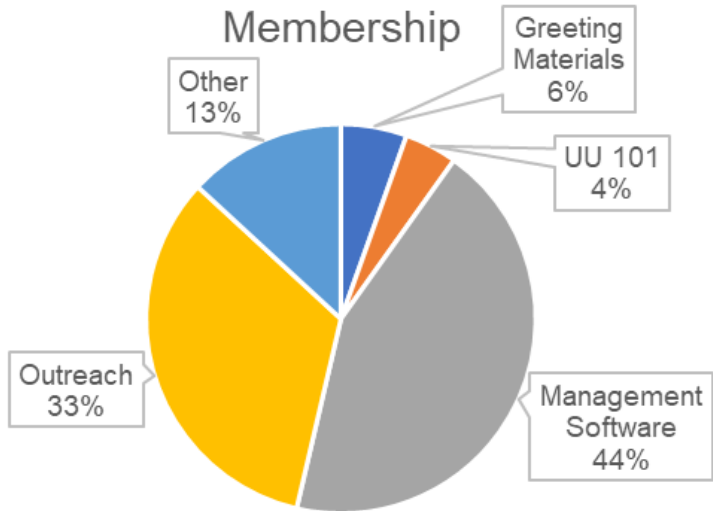




2022-2023 Expenses

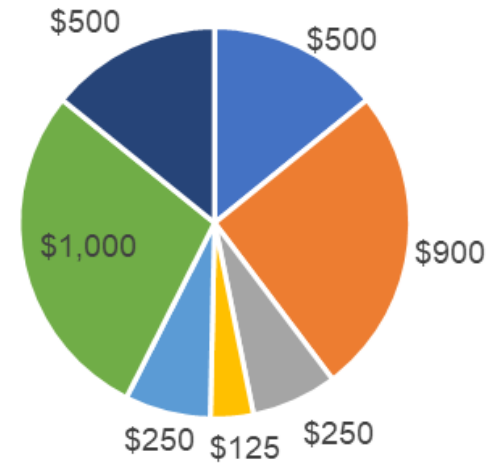
- Operations
- Mortgage & Interest
- Board / Other
- Salaries
- Benefits
- Payroll Exp
- Membership
- MCY
- Worship
- UUA Dues
- Ministries

Membership



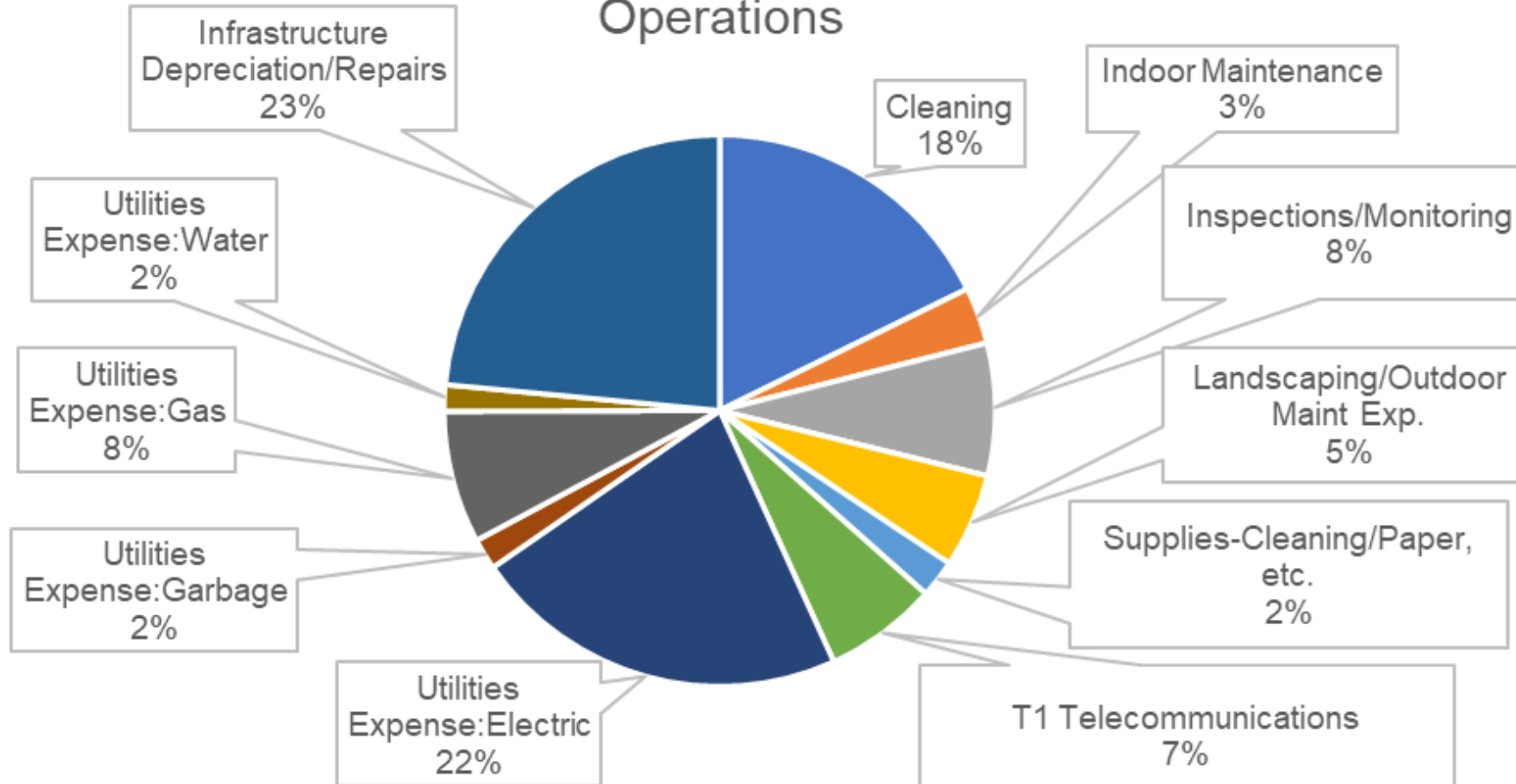
■ Greeting Materials ■ UU 101 ■ Management Software ■ Outreach ■ Other

Programming



■ Social Justice ■ MCY Programming ■ Adult RE
■ Young Adult ■ Earth Ministries ■ Leadership Development
■ Hospitality

Operations



- Cleaning
- Inspections/Monitoring
- Supplies-Cleaning/Paper, etc.
- Utilities Expense:Electric
- Utilities Expense:Gas
- Infrastructure Depreciation/Repairs
- Indoor Maintenance
- Landscaping/Outdoor Maint Exp.
- T1 Telecommunications
- Utilities Expense:Garbage
- Utilities Expense:Water

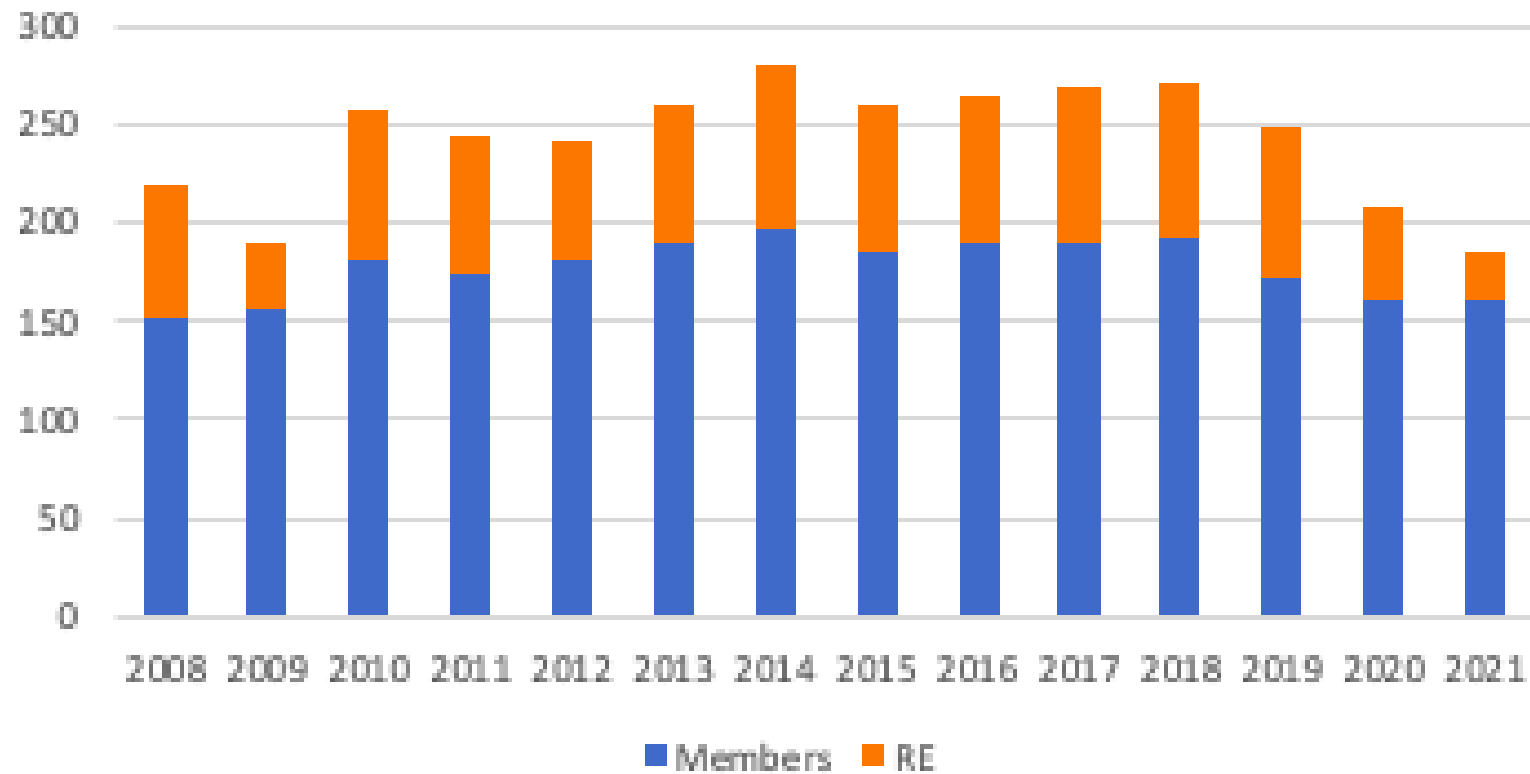
INCOME STREAMS

- ▶ Pledges
- ▶ Plate Income
- ▶ Rental Income
- ▶ Under the Harvest Moon
- ▶ Life Gifting -*Celebrate or Memorialize*
- ▶ *Amazon Smile* *Register!*
- ▶ *Kroger Community* *Register!*
- ▶ Moravian Pies
- ▶ RedBubble
- ▶ General Fundraising
- ▶ Coffee House?
- ▶ Ministers Discretionary Fund
- ▶ Brokerage Account

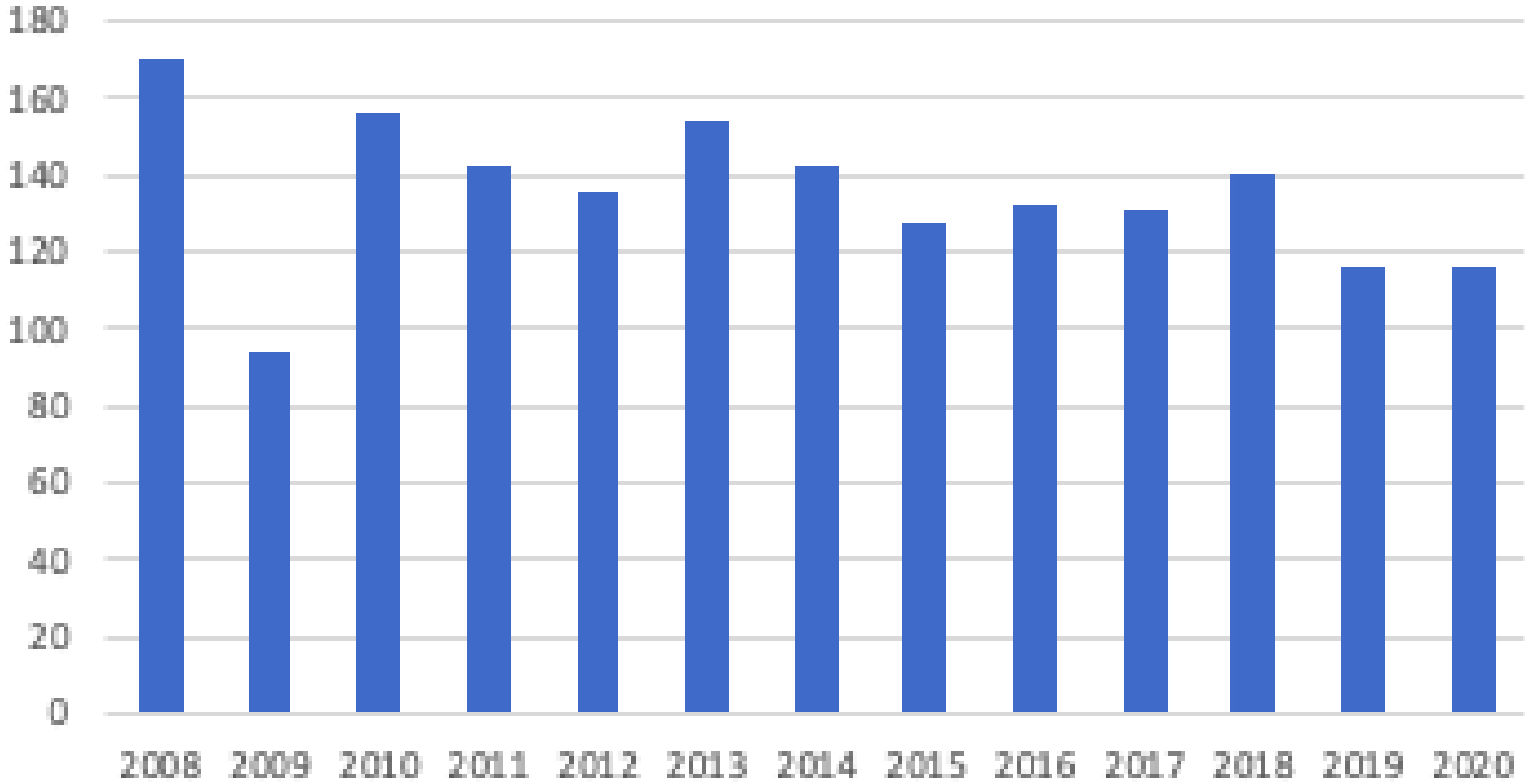
Special Projects Report

Carla Kapeskas

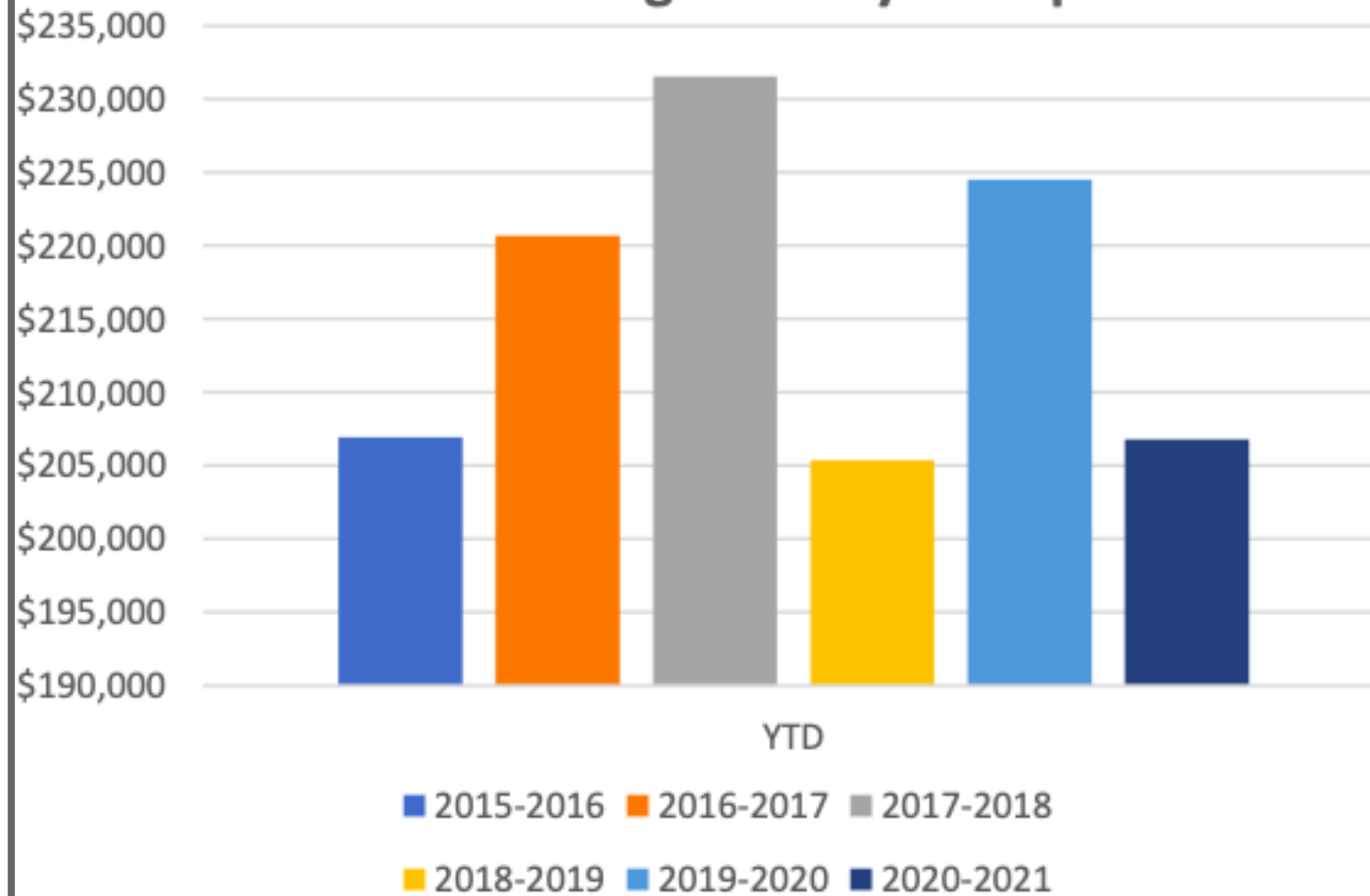
UUMAN Membership and RE




UUMAN - Avg Attendance



ACTUAL Pledge History Receipts



The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The text is centered in a white, sans-serif font.

A membership drop has multiple implications: we lose unique talent and volunteers; but mainly, it impacts our ability to execute on our vision and mission.

Attract and capture potential new members and better minister to existing members:

- Database needs (flexible and responsive to our needs);
- Use social media to promote our work and bring on board like-minded people;
- Require sign ups to capture new contacts (feed database);
- Allow us to see participation of existing members and better respond to their needs.



Nurture our Spirit ⊕ Strive for Justice ⊕ Transform the World

Religious Exploration Report

Lexie Tangney, DRE



Nurture our Spirit ⊕ Strive for Justice ⊕ Transform the World

- Here are a few things accomplished in the last five months I've been your DRE:
 - Became a registered member of LREDA and attended multiple workshops
 - Organized majority of MCY's supplies and cleaned DRE office
 - Designed and implemented fidget shelf for busy hands, intern welcomed the youth into Sunday service
 - Became familiar with Google Docs and Breeze (including registration forms)
 - Gathered RE instructor volunteers both experienced and budding
 - Assisted in hiring nursery staff
 - Worked with YA to host UUMAN's 1st Autumn Festival (and YA social event)
 - Attended Pride in Atlanta with YAs and other UUMAN members.
 - Established YA Facebook group and started YA monthly lunches

Appreciations

To all those who have helped make RE possible, from planning and support, to instructing, providing much appreciated snacks, and everything in between!

Your DRE and congregation thank you for all your contributions.

RE Team

Elizabeth Rohan

Cathy Lansdowne

Lizzy M

Laurie Wheeler

Carolina P

Honorary

Raffaella Shannahan

RE instructors

Laurie Wheeler

Mike Chambers

Elizabeth Rohan

Dave P

Nova O

Stephen

Janet Kaplan

Mandi Winders

Rosie Popp

Merri Beth

Honorary

Jennifer Ratcliffe

Canedy Knowles

Gary Dennings

Events

Lizzy M

Grace S

Meara

Miguel

Bob and Rosie Popp

Mike Chambers

Shelley

Mandi Winders

Elizabeth R

Rozanne Galea

Merri Beth

Michelle L

Jules & Jordan Walters

Jennifer Phillippi

Lisa Greyenbuhl

Canedy Knowles

Dave Dunn

Janet Kaplin

Martin Poteralski

Jim Nickens

Kelly Callen



Membership Report

Laura Keck

Our Membership Rolls

- Members and Associate Members: 141 (not including children)
- Includes 6 New Members who joined YTD
- Lost Members (Moved or Quit) since pandemic started: 28
- New Members since pandemic started: 16
- Two UU 101 sessions YTD, with 13 attendees total

Growing Attendance on Sundays

- Visitors YTD: 140
- Visitors attending at least one event since Feb 2022: 108
- Returning visitors: 38; Rate of return is 35%.
- Average attendance mid-Feb to mid-Sept = 73
- Average attendance mid-Sept to mid-Nov (masks optional) = 80
- Highest attendance was May 22 (Coming of Age service) = 101
- Attendance November 13 = 97
- Lowest attendance: May 8 (Mother's Day, 51) and Oct 9 (PRIDE parade, 54)

In Gratitude

- Thank you for engaging visitors, inviting them to events and opportunities to carry out our mission.
- We all have a role in attracting and welcoming visitors.
- Keep making those personal connections to build community.
- Welcoming is the first step of the pathway to membership.
- If they haven't made six friends in six months they will likely drift away.
- Check in with anyone you haven't seen in a while.



Program Council Report

Shelley Nagrani



Nurture our Spirit ⊕ Strive for Justice ⊕ Transform the World

Q & A

All



Chalice Extinguishing

Rev. Dave Dunn



Adjournment

Miriam Patanian