

# MINUTES UUCS BOARD MEETING 2022-09-14

## In Attendance:

Board: Mark Lorenz, Bill Roman, Jack Hazerjian, Jackie Mills, Mary Metheny

Absent: Adam Winter

Minister: Rev. Aileen Fitzke

## Finance Committee Update

### Goals

- Understand financial position so as to make informed decisions that impact UUCS finances.

### Description

- Report from the finance committee about status of revenues and expenses with respect to baseline projections at the start of the year. (Adam)

### Minutes

- Financial report was not available by the time of this Board meeting, and Board Treasurer was absent. It was learned that Shelley Tamres, head of the Finance Committee, can no longer meet with that group on the first Wednesday of each month — and proposed re-scheduling it for the third Wednesday. The original schedule allowed that Committee to have a week for preparing the monthly financial report for the Board, which meets the second Wednesday of each month. Mark said that he would discuss this matter with Shelley to find some accommodation.

### Decisions

- Finance Committee will be contacted so that the Board gets an updated financial report through August 2022.

## Action Item Status

### Description

- Review open action items from previous meetings and provide status

### Goals

- Maintain tracking and accountability of assigned actions (see table below). Closed actions will be noted in current minutes and then drop off the tracker in the minutes

## Minutes

- As had been suggested during the previous Board meeting, a web cam will be soon connected to the large flat screen in the sanctuary, given the recent return from vacation of Brian George, who has been providing technical support. In this way, virtual coffee hour on Zoom, held after religious service, can be managed in the main body of the church building, and not, as had been done during past Sundays, in the common area near the kitchen. Virtual coffee hours in this common area have been often disrupted by the flows of UUCS members walking past, seeking food and beverage during the on-site coffee hour.
- At the previous Board meeting, a “Committee Fair” had been proposed to be held on Sunday, October 2nd, immediately following worship service, in order to generate greater participation in church activities among UUCS members. Given the sizable number of committees (approximately 24, inclusive of club-like activities), only a handful of them would be represented at this event (e.g., Social Justice Committee, RE Ministry, Committee on Ministry, Membership Committee). When it was learned that Board President, Mark Lorentz, would be out of town on that date, it was re-scheduled for the following Sunday, October 9th.
- Denise Dittmar spoke with Rev. Aileen about her interest in devoting a little more of her time to activities organized by the Social Justice Committee, such as the “UU Vote” to encourage local residents to vote in the upcoming elections. She would not, however, be able to serve as Committee Lead, even though she would like to support efforts to encourage others to get involved in outreach work of this Committee, such as partnering on the Afghan refugee program that is being administered by other UU churches in the area. When asked of his potential interest in heading the Social Justice Committee, John Botts said that he could not commit, since he remains quite busy with family health matters.
- Rev. Aileen raised anew the question of broadening or changing the organizational beneficiaries of UUCS’s split plate collections at Sunday service, which remains a topic of consideration by members of the congregation. Jack had been tasked with this at the last Board meeting.
- Rosalie Clavez offered to hold a joint training with Rev. Aileen for those serving as Worship Associates and Board hosts, so that roles and duties are better understood and performed in a more choreographed manner. One noted problem is that individuals are standing too far from the microphone, and are unsure if they can adjust its position closer to them when they are at the dais.
- Susan Reese had reported to Rev. Aileen that there is a potential candidate for RE Teacher, and that two young women have offered to serve as RE Workers, Noelle Badhwar and Isabelle Freidson.
- Jack Hazerjian, Board Secretary, has been leading an inventory of all UUCS possessions, as requested by the Finance Committee, and he reported that, with the valued assistance of others, this task was nearly complete. Donna Collette had taken photographs of designated pieces of furniture, books, and children’s toys, which Jack would only need to copy into the Google sheet document that he had created to report on the number of each item in the possession of UUCS.

- Megan Foley has been invited to serve as facilitator for UUCS's Town Hall meeting, scheduled for Sunday, September 25th. She intends to solicit ideas from the members of the congregation, who will be provided an overview of the troublesome financial situation of UUCS and a synopsis of ideas raised by the Board in response to revenue shortfalls. She would like to hear their aspirations for the church.
- Among the options is for UUCS, receiving less money from pledges, to cut costs by settling for a contract minister; if this person is hired only part-time, then the remaining weeks of service would need to be lay-led. It should be noted that UUCS is not alone in grappling with these matters; UUA reports that there has been a growing scarcity of ministers, especially those who could serve on an interim basis.
- On the revenue side, there has been the suggestion that the current 66 pledge units could collectively make up the \$38,000 financial shortfall by increasing their pledge amounts by \$50 monthly. Or, if UUCS could recruit sixteen new members, the gap could be filled if each pledged \$200 monthly.
- The basis for the precariousness of UUCS finances is its heavy dependence on a minority of its members. Past patterns have shown that roughly 30-40% of pledges come from the top five donors, while 50% comes the next ten contributors, leaving 20% to be received from the great majority of the other members.
- UUCS Board then turned its attention to means for attracting new members. Mark reported that those on the Membership Committee (Terry Dick, Michelle Baghwar, Yvonne Centala) have turned to reading materials from Peter Bowden on the trends in church attendance and reasons for this.
- Conversation then narrowed on how to attract younger persons to UUCS, and Bill Roman, Board Vice President, brought up a topic from the previous Board meeting of creating an on-line community through "Discord," a social network platform heavily used by young adults to meet up on a channel and chat on a specific topic of common interest. As such, UUCS could generate a sense of group identity with a younger crowd if it could maintain ongoing dialogue on topics of interest to them.
- However, it is unlikely a winning line for this audience if UU is explained to be a faith in science, not God. Instead, there is a sense that many, even among the young, are looking for spiritual, not faith-based, sustenance in their lives. As such, a discussion thread on "Life's Big Questions" could be attractive for audiences on the web, and more likely sustainable if a number of UU churches in Virginia shared in hosting the site, although someone with credentials as a Social Media Director would be advantageous. Mark said that he would follow up on these ideas by asking Terry her thoughts on better exploiting social media to promote UUCS.
- At the very least, UUCS could post video recordings of its past Sunday services on its Facebook and YouTube web sites.
- The Board and UUCS congregants alike recognize the quality of its choir and band, as well as the drawing power of this music for both current and potential members. Chris Adams, the

Choir Director, is interested in expanding the repertoire by tackling harder pieces and to move forward on building a children's choir, with the assistance of Rosalie.

## Action Items

Action Item	Action	Assigned	Status
2022-07:03	Prepare several bulleted ideas for goals/objectives for your assigned committees/ministries – all liaisons assigned for their specific ministry	All	Ideas were captured during retreat. <b>Completed</b>
2022-07:04	Coordinate with the Live Stream Operators and Worship team regarding use of the large TV for Coffee Hour	Mark	Sent message to the LSOs asking for thoughts on design of this capability. Webcam was purchased.
2022-07:05	Plan and coordinate the board retreat to be held on August 26-27 at Emilo's Pizza (Friday 6:30pm) and UUCS (Saturday 1pm)	Mark	<b>Completed</b>
2022-07:06	Create a broad announcement to be given during the service for the open volunteer positions, including the auction.	Mark	Jenny to include reference of these items in church service opening remarks and in "Illuminate"
2022-07:07	Contact the Arts and Aesthetics committee to purchase/create a bulletin board for posting volunteer positions and for sign-ups for help at events, etc	Mark	Contacted Denise Dittmar, who is working on it. Denise has ordered the bulletin board and will install it after receipt.
2022-07:08	Organize committee fair for October 2. Contact committee leads for participation and will create announcements	Mark and Rev Aileen	Sent email to Rev Aileen to identify committees.
2022-07:09	Issue Semi-Annual Chalice Lighter announcements based upon board calendar entries. Locate UUA information on the program.	Mark	Proposed announcing in October and May (different months than other fundraising activities)

2022-07:10	Create announcement for a date to agree on split plate beneficiaries. Hold the meeting and agree on beneficiaries based upon attendee inputs	Jack	Not yet started
2022-07:11	Schedule and deliver Quarterly “state of the congregation” message to the congregation. Consider verbal (recorded video?) and written	Mark	September, December, March, June would be good months. First one scheduled for September 25
2022-07:12	Coordinate Ministry Minutes to be given by Committees (in addition to Committee Fair) at least once a month	Bill	Reached out to worship. Added column to Schedule tab of this document.
2022-07:13	Schedule board members to participate in worship services as board host. Coordinate with Worship Associates for training	Mark	Schedule was emailed to the board; Need to put it in the worship calendar.  Coordinated with Worship Associates for training.
2022-07:14	Get us on Rev Foley’s calendar to initiate the Mission Vision, Covenant work	Rev Aileen	Scheduled for September 13
2022-07:15	Ask the Membership Team to create a plan for facilitating the recruitment, organization, and promotion of the church’s social engagement activities	Bill	
2022-07:16	Prepare for organizing online presentations on either artists/art history or foreign films for adult recreation at UUCS	Jack	
2022-08:01	Coordinate with Rev Aileen regarding her revitalizing the Justice Ministry	Mark	
2022-08:02	Prepare discussion points for the Board retreat on how Board members can better provide guidance to UUCS ministries and committees on setting goals and objectives	All	
2022-08:03	Request that the Committee on Ministry review the draft charter that was previous prepared to ascertain whether it is still applicable and whether it needs adjustment.	Mark	
2022-09:01	Support UUCS choir and band to expand their presence at Sunday services and at other, social engagements held at the church	Rev Aileen and Mark	Contacted Kris with the request. We will

			continue to coordinate with her.
2022-09:02	Contact finance committee about getting timely financial reports prior to the board meeting	Mark	Ongoing
2022-09:03	Search for lead of the Social Justice Committee will be a focal activity during the “Committee Fair”	Mark	

#### **Board Decisions**

<b>Item</b>	<b>Decision</b>

#### **Parking Lot Topics (Deferred to Future Meetings)**

<b>Owner</b>	<b>Topic</b>

**Next Meeting:** November 9, 2022 @ 6:30 pm