

ADDITIONAL ATTACHMENTS (Provided via email ahead of Annual Meeting)

Temporary Senior Minister's Annual Report – ATTACHMENT 12

Executive Report Fiscal Year 2018 – ATTACHMENT 13

Resume of and Letter from Incoming Interim Senior Minister – ATTACHMENT 14

Annual Meeting Report Packet - June 3, 2018
Unitarian Universalist Church of Arlington, Va.

Friends,

It's been quite a year.

We suffered the painful loss of our senior minister, Rev. Aaron. It was a difficult time for all of us.

But a new year brings new beginnings – a time to express gratitude for what we have and to look ahead with hope and optimism for what the future can bring.

We were reminded in our time of turmoil that we are the church and that our congregation is filled with truly amazing people who make UUCA a beloved community.

We're grateful for our wonderful staff at UUCA, who have continued the work of the church and kept things running as they lost their boss, dealt with uncertainty about the future, and experienced the waves of sorrow and anger from the congregation in addition to processing their own feelings.

We were also blessed with Rev. Beth, who has been a calm, healing presence during this time of transition.

And we're thrilled to welcome our interim minister Rev. Dr. Terasa Cooley to UUCA in August.

She brings decades of experience as a minister and interim minister at churches throughout the U.S. She'll be here for our congregation as we continue to heal from the upheaval of our ministerial team over the past year. And she'll be a good partner as we examine our governance structure and address our need to strengthen stewardship.

The board looks forward to engaging with you – the congregation – more as our new church year begins.

We have a lot of work to do but we also have an amazing opportunity to connect, grow and serve.

A new minister search committee will be voted on by the congregation at the annual meeting. This group is tasked with finding our next spiritual leader and we know they will be heavily engaged with congregants as they take on this work. Please thank them for it. And please join them when they reach out for your thoughts and feedback on what UUCA needs.

Additionally, the board will examine our policy and governance structure, a conversation we want you to be a part of.

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So we move ahead with joy and optimism. There are truly great things to come.

Please stay in engaged, read Connections, talk to your fellow UUs in Fellowship Hall and watch for your chance to connect, grow and serve with us in the coming year.

In faith and love,

The UUCA Board of Trustees

Warren Wright, outgoing chairman
Al Himes, incoming chairman
Andrea Ryon
Emily Goodin
Chad Ohlandt
Art Stevens
Hieu Nguyen
Janice Morris
Paula Bendl Smith



Principled Leadership

"8th Principle"

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: *journeying toward spiritual wholeness by building a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.*

How do Unitarian Universalist (UU) principles inform UU leaders? Are our expectations of UU leadership shaped by the UU principles? UU principles are central to UU community. The principles are our shared covenant. They frame the covenant we enter into each time we call a minister. They frame the covenant we enter into each time we elect someone new to the boards of our congregations. And they frame the covenant that we enter into when we hire a Director for Religious Education. The "Seven Principles" are foundational in shaping UU identity.

Members of the antiracist community in the Joseph Priestley District (JPD) are promoting an 8th principle to anchor antiracism, anti-oppression and multicultural inclusion as a core spiritual value for Unitarian Universalists. The 8th principle is a covenant that many of us share, and we want it to be shared by all UUs.

As a lifelong UU, a woman of color, and an institutional leader since 1997, the UU principles have a great deal of influence on my life and my work. They are beautiful and inspirational, but they fall short of ensuring that we can fulfill our calling as a pluralistic religious community.

The current UU principles were adopted by the General Assembly in 1985. UU women are credited with starting the process that transformed the language and understanding of UU guiding documents from being male-dominant to being inclusive ("How the UUA's Principles and Purposes Were Shaped and How They've Shaped Unitarian Universalism," Nov./Dec. 2000, UU World Magazine, www.uuworld.org/ideas/articles/3643).

I believe if the principles had been written with the depth of understanding that we have gained since 1985, we would have been more explicit about the Beloved Community, and we as an association of

congregations would be further along in building Dr. Martin Luther King's vision.

The principles as they stand now are universal and can be embraced by many diverse people. Inclusion is implied in each one, but interpretation through a limited cultural context can limit our vision and application of inclusion. Evidence of this can be seen in differing interpretations of the 7th principle: "We affirm and promote respect for the interdependent web of all existence of which we are a part." For some, the 7th principle's meaning is primarily environmentalism. For others, "interconnected web" is not thought of without also thinking of multiracial, multicultural inclusion.

The 8th principle as stated above provides Unitarian Universalists with an unmistakable articulation of the spiritual value of the human family whole and reconciled. The multicultural Beloved Community would no longer be implied, it would be explicitly stated as part of our spiritual journey.

The first of our congregations to embrace the 8th principle is the UU Church of the Restoration, Philadelphia, PA.

We urge JPD congregations and organizations to adopt the 8th principle as a shared core value of who we are in the world.

If you are interested in learning more, contact me at the address below, or Bruce Pollack-Johnson at pollackjohnson@verizon.net.

Respectfully submitted,
Paula Colé Jones 2013
Racial & Social Justice Consultant
pcolejones@gmail.com

UUCA RULES FOR THE ANNUAL MEETING AND ELECTION

The Annual Meeting of the Congregation is held at the call of the Board of Trustees to elect Officers and Trustees and vote on whether to approve the budget for the upcoming Church year.

General Rules for the UUCA Annual Congregational Meeting:

1. To speak, you must first be recognized by the Chair. Only members eligible to vote may speak.
2. Except for scheduled agenda presentations, speakers will be limited to one and a half minutes and to the issues raised by the motion. If there are pros and cons, they will be kept in balance. No one may speak twice on an issue. Overall time limit for statements about the budget is 20 minutes.
3. Speakers are to respect our UUCA covenant. They must address ideas and points, not personalities or people. Opinions should not be presented as facts. Facts and circumstances should be described accurately.
4. This meeting will last no more than two hours, preferably less. To stay within that timeframe, additional agenda items will not be added.

Rules for Election:

1. Nominating Committee begins by nominating its entire slate.
2. Nominations may then be made from the floor. Nominees from the floor must declare they are willing to serve if elected, and must be a member in good standing.
3. If there is a contested race, the election will be by written ballot. Cumulative voting is not permitted, and ballots with more than one vote for any candidate will be disallowed.
4. Candidates (or their representative if absent) for contested seats may speak on their own behalf for 1.5 minutes. There will be no other speeches.
5. Only members in good standing may vote.

Business will move forward while Teller Committee counts ballots.



UNITARIAN UNIVERSALIST CHURCH OF ARLINGTON VIRGINIA

A Place to Connect. Grow and Serve

UUCA Congregational Covenant

We covenant with each other, promising our goodwill and honest effort, pledging our care and support to one another and to our church community, challenging one another to live in accord with our Unitarian Universalist principles. With this common purpose as our source, we covenant:

1. to welcome all who come to us with acceptance and respect for the differences among us;
2. to practice patience and speak the truth directly and with compassion;
3. to reflect carefully about the potential results of our words and actions before we speak or act;
4. to keep our discussions to topics and issues rather than personalities;
5. to acknowledge that we may not always agree with the group decisions, but we will support and participate in decision-making processes that are collaborative and democratic;
6. to seek to resolve disagreements to our mutual satisfaction and ask for help when needed;
7. to speak directly to those with whom we have disagreements;
8. to facilitate direct communication between parties in conflict, when appropriate;
9. to act with loving kindness, seeking to promote justice, equity, and compassion;
10. to speak out with loving kindness when we witness disrespectful interactions;
11. to understand that building our beloved community requires learning and practice.

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**Annual Report of the Treasurer
2018 Annual Meeting, June 3, 2018
Unitarian Universalist Church of Arlington
Peter Vitaliano, UUCA Treasurer**

Current Fiscal Year Operating Results: Revenues and Expenses

The church's operating budget for Fiscal Year 2017-18 was approved by the Congregation at the annual meeting on June 4, 2017. It includes \$1,676,300* in revenues and \$1,677,000 in expenditures, and is thus effectively a balanced budget. As of the end of April 2018 (83.3 percent of the fiscal year), the year-to-date revenues were \$1,403,100 (83.7 percent of the FY budget), of which 87 percent consisted of pledges and contributions, and 10 percent was rental revenue. At the end of April, year-to-date expenditures were \$1,377,900 (82.2 percent of the FY budget), of which the three largest components were staff costs (70 percent), mortgage payments (11 percent), and buildings and grounds (9 percent). The year-to-date operating surplus at the end of April was therefore \$25,200.

UUCA Financial Management

Under policy governance, the Board has imposed 10 broad categories of limitations on the Executive, a large proportion of which deal directly with financial matters. The Executive is in compliance with most of these finance-related limitations, with the few exceptions noted in the following. During the 2016-2017 fiscal year, the church had a full external – and clean – audit. Board policy under policy governance requires the church to conduct an audit by an outside accounting firm every other year (for expense reasons and due to the continuing lack of issues ensuring from previous external audits). Accordingly, such an audit is scheduled for the coming 2018-2019 fiscal year. Normally, the Board holds an internal review of financial operations during the alternate years, but one was not conducted during the current fiscal year, due to other pressing issues. From an operating financial standpoint, the church is exceptionally well-managed, but will continue to operate under constrained financial circumstances for the foreseeable future.

UUCA Investment Funds, Reserves and Endowment

The church's operating reserves consist primarily of amounts invested in Fidelity mutual funds (currently six in number) to cover UUCA's designated accounts, plus a general fund, and a replacement reserve. The designated accounts and general reserve hold liquid funds not needed for immediate expenses, which are paid from BB&T checking accounts. The replacement reserve is restricted. The combined balance in the operating reserve accounts at the end of April 2018 was \$216,200. This was \$30,600 more than the operating reserve balance at the end of April 2017. Board policy under policy governance requires the Executive to operate with at least two months (1/6 of the annual budget) of liquid operating reserves, unless otherwise approved by the Board. Two months of the church's operating expenditure budget of \$1,677,000 for this fiscal year is \$279,500. The policy further specifies that if the operating reserve at the end of the current fiscal year is projected to be less than 2 months, but more than one month, of operating expenses, the following year's budget must be balanced. At the end of April 2018, the church's operating reserves were equal to 1.5 months of operating expenses, and the reserves are projected to be less than 2 months, but more than one month, of operating expenses at the end of the current fiscal year on June 30, 2018.

At the end of April 2018, the UUCA Endowment Fund consisted of \$928,100 invested in Vanguard mutual funds (currently eleven in number). This was \$49,100 more than the Endowment Fund's balance at the end of April 2017. Board policy under policy governance requires the Executive to maintain a balance in the

Endowment Fund not less than 100% of the annual operating budget (\$1,677,000 for the current fiscal year), except in connection with refinancing the mortgage in 2017, in which circumstance the Endowment Fund balance shall be not less than 50% of the annual operating budget, or \$838,500. Therefore, this policy was complied with at the 50% level as of the end of April 2018. Under the constrained financial conditions under which the church is expected to operate over the next several years, the Endowment Fund will doubtless be relied upon as a financial balance wheel. The Fund continues to benefit from the receipt of generous bequests and other donations. The Stewardship Committee's Legacy Giving team is diligently working to elevate the role of this work as an overall component of church stewardship.

Management of UUCA's operating reserve and Endowment Fund investments is by the church's volunteer Investment Committee, working cooperatively with the Executive.

Long-term Debt

The balance of church mortgage at the end of April 2018 was \$3.1 million. This loan was refinanced in April 2017 for the subsequent five years at 3.99 percent interest with a 30-year amortization schedule for the first 2 years, switching to a 25-year amortization schedule for the remaining 3 years. For these first 2 years, the monthly payments are \$15,400. Plans have been discussed to develop a campaign for the purpose of paying off the mortgage, in order to free up funds that could be better spent furthering the Church's three ends, as detailed in the Strategic Plan. These plans will need to await the calling of a permanent senior minister as well as recruitment of necessary volunteers.

UUCA Fair Share of Denomination Support for Our Wider Movement

UUCA has typically not paid its full fair share of its obligation to support the Unitarian Universalist Association and its district and regional constituents. This is not uncommon among the larger member churches of the UUA. The UUA has recognized this and redesigned its member congregational dues formula to be somewhat more accommodating to larger churches. UUCA budgeted and paid \$36,000 to the UUA during the current fiscal year, which was approximately 50 percent of its full fair share contribution this year. Board policy under policy governance requires the Executive to provide the Church's fair share of financial support to the Unitarian Universalist Association and the local District/region. UUCA's full fair share to the UUA for the coming 2018-2019 fiscal year is \$68,900 under the new formula, which consists of a single payment that includes support for the UUA regions. This full amount was included in the first draft of the UUCA budget for the coming year, but has been reduced to \$39,600 due to the tight financial conditional attending the development of next year's budget. The church leadership is fully committed to returning as soon as possible to paying its full fair share of support to its wider movement, with an increase of at least ten percent of full fair share each year.

*Dollar amounts are rounded to the nearest \$100 in this report.

ATTACHMENT 6
 UUCA Annual Meeting June 3, 2018

Budget Meeting #7 FY18/19
 DRAFT - Cover Sheet

	2016/2017 Approved	2017/2018 Approved	1st Budget Meeting Proposed	2018/2019 Proposed Updated
Ministers Salaries	\$ 239,438	\$ 158,851	\$ 226,813	\$ 140,113
Ministers Benefits	\$ 107,434	\$ 59,660	\$ 85,091	\$ 49,553
Ministers Transitional Costs			\$ 17,000	\$ 17,000
Congregational Staff				
Salary	\$ 538,390	\$ 644,853	\$ 612,758	\$ 643,789
Benefits	\$ 183,445	\$ 179,583	\$ 197,215	\$ 193,786
Total Staff Salaries	\$ 777,851	\$ 803,733	\$ 839,571	\$ 783,902
Total Benefits	\$ 290,879	\$ 239,243	\$ 282,306	\$ 243,340
Ministers Transitional Costs			\$ 17,000	\$ 17,000
Total Staff Cost	\$ 1,068,740	\$ 1,046,832	\$ 1,138,877	\$ 1,044,242
Ministry and Worship				
Expenses	\$ 17,500	\$ 20,500		
Music and Arts				
Expenses			\$ 11,850	\$ 11,850
Worship and Pastoral				
Expenses			\$ 15,170	\$ 15,170
Church Office				
Expenses	\$ 67,750	\$ 59,450	\$ 58,884	\$ 58,584
Mortgage				
Expenses	\$ 236,000	\$ 195,000	\$ 206,000	\$ 206,000
Youth and Ministry				
Expenses	\$ 22,350	\$ 22,750	\$ 22,950	\$ 22,950
Member Support				
Expenses	\$ 23,150	\$ 26,500	\$ 21,500	\$ 21,500
Building and Grounds				
Expenses	\$ 176,761	\$ 176,430	\$ 187,030	\$ 187,030
Communications				
Expenses	\$ 7,450	\$ 9,050	\$ 9,050	\$ 9,050
Our Wider Movement				
Expenses	\$ 36,000	\$ 36,000	\$ 68,889	\$ 39,600
Faith In Action and Outreach				
Expenses	\$ 16,400	\$ 84,500	\$ 1,500	\$ 76,500
General Fund Surplus Replenishment				
Expenses	\$ -			
Total Expenses	\$ 1,672,101	\$ 1,677,012	\$ 1,741,400	\$ 1,692,476
Total Revenue	\$ 1,672,101	\$ 1,676,297	\$ 1,527,383	\$ 1,615,024
Difference		\$ (715)	\$ (214,017)	\$ (77,452)

Budget Meeting 7
 13 May 2018 Page 7

Music and Arts Ministry

	2016/2017 Approved	2017/2018 Approved	2018/2019 Proposed
5610 Music Guests and contractors	7,500	7,500	8,750
5630 Purchases/Other expenses	4,000	4,000	2,200
5620 Organ and Piano Maintenance			1,800
5625 Music Purchases & Rentals			
Diversity in Music			3,750
Broadcast Copyright License			350
Total, Music Ministry	11,500	11,500	11,850

2.0%

Worship and Pastoral

	2016/2017 Approved	2017/2018 Approved	2018/2019 Proposed
5123 Worship Guests	2,500	2,500	2,500
5124 Worship Svcs/Other Expenses	2,000	5,000	2,500
5121 Candles			1,000
5122 Decorations			1,000
5126 Diversity in Worship			1,500
5134 Special Events - Worship	1500		1,500
5508 Worship Streaming			1,700
Fellowship Café			2,000
Heart Balm Cards			150
Pastoral Care			500
Total, Worship	6,000	7,500	15,270

Church Office

	2016/2017 Approved	2017/2018 Proposed	2018/2019 Proposed
5219 Bank Fees	3,000	4,200	4,200
5221 Credit Card Processing	4,250	4,250	3,000
5222 Audit	16,000	9,000	9,000
5223 Payroll Expenses	4,100	4,100	4,200
5224 Unallocated Staff Expenses	1,500	1,500	1,500
5228 Worker's Comp	4,500	4,600	4,600
5230 Misc.	500	1,000	1,000
5232 Health Benefit Plan	1,100	1,300	1,300
5235 Staff Training			
5240 Office Supplies	6,150	6,300	6,300
5245 Postage	4,000	4,000	4,000
5250 Telephone	6,150	6,200	6,324
5255 Office Machine Maintenance	15,200	12,000	12,240
6101 Office Equipment	1,000	1,000	1,000
Total, Church Office	67,750	59,450	58,584

2.0%

Mortgage and General Fund Replacment

Mortgage

5801 Mortgage	236,000	195,000	184,000
Additional Principal Payments			18,000
Total, Mortgage Payments			202,000

General Fund Surplus Replenishment

Total, General Fund Surplus Replenishment

C D E

Budget Meeting 7
 13 May 2018 Page 3

Lifespan Religious Education

	2016/2017 Approved	2017/2018 Approved	2018/2019 Proposed
5310 Volunteer Training	5,000	5,000	5,000
5315 Adult Education Expenses	2,500	2,550	2,550
5320 RE Supplies	2,900	3,000	3,000
5322 Libraries	-	-	-
5325 Instructional Resources	1,400	1,500	1,500
5330 Youth Activities Support	8,000	8,000	8,000
5335 Summer Program	700	700	700
5355 RE Equipment Maintenance	800	800	800
5331 Multigenerational Activities	800	800	800
5344 Criminal Background Checks	250	400	600
Total, Youth and Ministry	22,350	22,750	22,950
			2.0%

Member Support

	2016/2017 Approved	2017/2018 Approved	2018/2019 Proposed
5512 Pamphlets/Stickers	1,150	2,000	2,000
5515 Membership	2,500	3,000	3,000
5530 Board Expenses	2,000	4,000	4,000
5540 Canvass Expenses	9,000	9,000	9,000
5560 Service Auction	8,500	8,500	3,500
Total, Member Support	23,150	26,500	21,500
			2.0%

Our Wider Movement

	2016/2017 Approved	2017/2018 Approved	2018/2019 Proposed
5705 Delegate	-	-	-
5710 Other Expenses	-	-	-
5720 UUA Contribution	25,000	25,000	39,600
5725 CER Contribution	11,000	11,000	-
Total, Our Wider Movement	36,000	36,000	39,600
			2.0%

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Budget Meeting 7
 13 May 2018 Page 4

Building and Grounds

	2016/2017 Approved	2017/2018 Approved	2018/2019 Proposed
5406 Trash Pick-up	9,755	5,000	5,100
5407 Utilities	65,000	65,000	65,000
5410 Fire and Liability Insurance	14,280	15,000	15,300
5415 Bldg. Maintenance-Routine	22,000	23,000	23,000
5416 Building Maintenance-Projects	4,000	5,000	5,000
5420 Grounds Maintenance	2,000	2,040	12,040
5422 HVAC Work	24,500	24,990	24,990
5425 Parsonage Maintenance	1,500	1,500	1,500
5430 Parsonage Taxes	6,226	6,400	6,600
5545 Computer Support	7,500	8,500	8,500
6103 Computer Equipment	2,000	2,000	2,000
6110 Equipment	2,000	2,000	2,000
5421 Memorial Garden Upkeep	5,500	5,500	5,500
6170 UnForeseen Expenses	500	500	500
6190 Replacement Reserves	10,000	10,000	10,000
Total, Building and Grounds	176,761	176,430	187,030

2.0%

Communications

	2016/2017 Proposed	2017/2018 Approved	2018/2019 Proposed
5501 Connections	2,600	2,600	2,600
5502 Website Hosting and Maint	1,900	2,500	2,500
5505 Print Media Advertising	500	500	500
5508 Video and Audio Expenses	1,500	2,500	2,500
5509 Photography/Archives	400	400	400
5510 Communications-Other	550	550	550
Total, Communications	7,450	9,050	9,050

2.0%

Faith in Action/Outreach

	2016/2017 Approved	2017/2018 Approved	2018/2019 Proposed
5380 Peace Ministry	2,500	500	-
5517 Pastoral Care	500	500	-
5640 Creative Arts	500	500	500
5713 VOICE	8,500	-	-
5526 Equality UUCA	500	500	-
5711 PAG	2,900	-	-
5715 Social Action	1,000	-	-
8th Principle	-	-	1,000
subtotal	16,400	2,000	1,500
Social Justice Fund	-	82,500	75,000
Total, Social Action and Outreach	16,400	84,500	76,500

2.0%

	Revenue Source	2016-2017 Approved	2017-2018 Approved	2018-2019 Proposed
Core Pledge Fulfillment				
4033 (95%)	\$	1,250,809	\$ 1,719,857	\$ 1,087,534
4092 Additional pledges	\$	50,000	\$ 50,000	\$ 50,000
Special Contributions Non-Tax				
4004 Special Contributions	\$	25,000	\$ 25,000	\$ 25,000
Residual Capital				
Campaign Pledges	\$	40,000	\$ 12,500	\$ 5,000
Giving Tuesday (Mortgage)				\$ 18,000
Annual Giving Plates				\$ 8,000
Collection February				\$ 8,000
FY16 Surplus	\$	25,000	\$	\$
Board Allocated				
Endowment Draw	\$	45,167		\$ 60,000
Entrepreneurial Ministry	\$	5,000	\$ 5,000	\$ 5,000
Plate			\$ 120,000	\$ 120,000
Subtotal, Donations	\$	1,440,976	\$ 1,432,357	\$ 1,378,524
Fundraising				
4111 Services Auction	\$	94,000	\$ 33,000	\$ 21,000
4123 Mistletoe Mall	\$	3,000	\$ 3,500	\$ 4,000
4124 Serp	\$	1,800	\$ 1,500	\$ 1,500
Miscellaneous				
4121 Fundraising	\$	2,000	\$ 2,000	\$ 2,000
Subtotal, Fundraising	\$	98,800	\$ 40,000	\$ 28,500
Rentals				
4131 Parsonage	\$	10,200	\$ 10,440	\$ 11,000
4132 Pre-School	\$	23,322	\$ 22,500	\$ 22,500
4133 Events	\$	132,000	\$ 160,000	\$ 160,000
Subtotal, Rentals	\$	163,522	\$ 192,940	\$ 193,500
Program Income				
Music/Theater				
4151 Contributions	\$	5,000	\$ 2,000	\$ 5,000
Subtotal, Program	\$	5,000	\$ 2,000	\$ 5,000
Other Income				
4161 Interest	\$	8,500	\$ 4,500	\$ 4,500
4162 Refreshments	\$	2,500	\$ 2,500	\$ 2,500
4172 Miscellaneous	\$	2,500	\$ 2,000	\$ 2,500
Subtotal, Other Income	\$	13,500	\$ 9,000	\$ 9,500

	# Pledge Units	Total Given By Pledge Units	\$ Given per Pledge Unit
FY 07/08	763	\$ 1,232,199	\$ 1,621
FY 08/09	798	\$ 1,242,309	\$ 1,557
FY 09/10	786	\$ 1,192,732	\$ 1,517
FY 10/11	764	\$ 1,141,855	\$ 1,494
FY 11/12	750	\$ 1,189,285	\$ 1,586
FY 12/13	724	\$ 1,142,995	\$ 1,579
Fy 13/14	735	\$ 1,179,414	\$ 1,605
Fy 14/15	770	\$ 1,108,397	\$ 1,439
Fy 15/16	691	\$ 1,350,514	\$ 1,950
FY16/17	891	\$ 1,250,809	\$ 1,404
FY17/18	709	\$ 1,292,000	\$ 1,822
FY18/19	606	\$ 1,121,982	\$ 1,851

Annual Meeting Report Packet - June 3, 2018
Unitarian Universalist Church of Arlington, Va.

PROPOSAL FROM UUCA STEWARDSHIP TEAM

Diane Ullius, Volunteer Coordinator of Stewardship

At the Annual Meeting on June 3, I will propose that the congregation endorse a special fundraising campaign for this summer, to end by July 31, focusing on raising funds to hire a second minister this year. I hope you will vote in favor of it.

Why this proposal? As you may know, the pledge total for 2018-2019 was \$132,333 short of last year's total, and comparably lower than annual totals over the past five years. The number of pledges was 103 fewer than last year. If you attended any of the seven open budget meetings, you know that the first draft budget showed a deficit of more than \$200,000; the budget approved by the Board in May (and up for a vote at the Annual Meeting) has a deficit of just \$77,000. How did the staff and Board do it? By removing funds for a second minister, in addition to making other cuts. These decisions preserved all other staff positions—but staff and volunteers are no substitute for a second minister, especially in an interim period.

I will move the following: "That the UUCA membership authorize a special fundraising campaign in July 2018, soliciting funds with the goal of hiring a Contract Assistant or Associate Minister as soon as feasible, for whatever remains of the 2018-2019 fiscal year once that person has been hired." (This item appears on the proxy ballot as "In favor of moving to have an additional fundraiser to solicit funds for a second minister.")

A vote "in favor" of this motion will be a vote to authorize the fundraising campaign. It will not commit you to contributing, but I hope you will do that too. In the current circumstances, I believe that this highly unusual special campaign is our clearest path to a healthy and vibrant congregation.

COMMENT FROM THE BOARD OF TRUSTEES

Warren Wright, Chair

The UUCA Board of Trustees unanimously agreed at its board meeting May 15, 2018 to support a special campaign in July in order to hire a second minister. The board has a unique responsibility to consider how today's decisions affect the well-being of the church community in the future. In a large church with a community of over 1,200, employing a single minister—even if it is just for one more year—could have long-term negative consequences on our church community.

The important responsibilities that keep the church a vibrant and healthy place begin to erode over time in the absence of a second minister, particularly after the recent resignation of our Senior Minister. This second minister would most likely take on the responsibility of pastoral care, social justice, and filling in the duties of the pulpit when our Interim Minister is not present.

While a selective fundraising campaign is not the norm, neither is our current situation. In the spirit of a better future for our church, we encourage you to support this effort.

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ENDORSEMENT FROM TEMPORARY SENIOR MINISTER

The Rev. Beth Miller

I join the Stewardship Team and Board in saying that UUCA really needs to do this! And I will help by giving \$10 for every new pledge, increased pledge, or special gift of \$200 or more up to \$5,000. That's how important I believe this is and how much I care about your success.

You need a Contract Assistant or Associate Minister to manage essential ministries such as pastoral care and coordination of social justice activities, and to offer some adult religious education programs, preach at least once a month, help with rites of passage, etc. in consultation with your Interim Senior Minister arriving August 1. Why, you ask? Because in a church this large, it's simply too much for one minister, especially an Interim. We've managed with just one minister since January for two reasons:

- First, our exceptionally capable Intern Minister, Christin Green, took on more than a half-time intern would normally do. Christin preached once a month, led adult programs, conducted memorial services, and provided pastoral support to many members and staff in the wake of Rev. Aaron's departure. UUCA won't be eligible for an Intern again until the next settled minister's second year, at least three years from now.
- Second, I have taken on the role of holding you during this traumatic time to begin the healing process, primarily through preaching and pastoral care. My time has been focused on those tasks; I have been only peripherally involved in administration and stewardship. The Interim Senior Minister will need to do all of that.

I'm so glad your Interim Senior Minister is the Rev. Terasa Cooley. Her vast experience, organizational development skills, and collaborative style will continue the healing and lead you through the assessments, evaluations, and systems changes you need to prepare well for your next called Senior Minister. But no one minister can do all of that and attend to all of the ministerial duties of a large church. Please invest in the success of the interim period and put in place the ministerial support that a new called minister will need upon arrival.

And I know you can do this. Many of you have pledged as generously as you can, and you are exempt from this campaign. But others have been waiting to see what would happen. Well, it's happening NOW. The congregation has survived the trauma and even thrived. Although there is healing still to come, there is also health and vitality, an Interim on the way, a solid Search Committee nominated, and much to look forward to ahead. Please consider NOW as the time to make or increase your pledge or make a special contribution. Let's do this together!