

The image features two large, thick black L-shaped brackets. One is positioned in the top-left corner, and the other is in the bottom-right corner. They are oriented towards each other, framing the central text.

# UCCH LISTENING

Sunday, March 17, 2019

# Welcome - Agenda

- Follow-up from January 2019 listening session
  - *Summary of comments*
  - *2019 Budget*
  - *Strategic Planning Process*
  - *Other*
- Summary of UCCH Board Structure
- Summary of Nomination Process
- Sharing from Congregation

# Setting Expectations and Goals for Today

- Improve communication
- Build trust
- Clarify how various boards support the churches programs
- Solicit names of people to serve UCCH on boards and committees
- Share information or concerns?
- Need to hold each other in Grace

# Congregant comments from January 13

- Increase transparency; increase translation services
- Increase our outward focus
- Female in the pulpit; increase Pastoral Care staffing
- Use internal resources rather than outside consultant
- Increase racial justice exposure to broader community
- Include Black and Latinx members when planning activities targeted at diversity-enhancement
- Review UCCH by-laws/structure – governance roles and responsibilities
- Remain open to new ideas

# Budget opportunities and constraints

- Pledging was strong (up about 8.9%) and total revenue projections are up about 7.8%, but not sufficient to fund all components of the Aspirational budget.
- As of early January we had unallocated funds are about \$23,000 as compared to unfunded requests of about \$67,500, a difference of \$44,500.
- Some boards were able to lower their budget requests
- The Council met on January 22 to adopt the 2019 budget

# 2018 – 2019 Budget Comparison

- Maintain existing staff plus
  - *full-time Church Administrator*
  - *part-time Associate to support pastoral care and to preach*
  - *La Mesa music director, bell director, Chamber Singers, and one choral scholar*
- Partial funding of capital/maintenance reserve fund
- Increased funding for translation services

# Comparison of 2019 Budget with 2018 Actuals

Budget Item	2019	2018 Actual	Change
Personnel (including benefits, cont. ed, travel)	723,077	679,361	+ 43,716
Board of Justice Outreach and Service	50,000	42,730	+7,270
Children's Ministries	11,500	4,396	+7,104
Youth and Young Adults	10,000	6,560	+ 3,440
Adult Education	2,550	1,816	+734
Membership Engagement and Stewardship	6,500	19,617	-13,117
Deacons: Music	28,885	20,802	+8,083
Deacons: Worship and Programs	9,480	8,918	+562
Fellowship	4,955	6,034	-1,079
Church Council	33,800	32,834	+969
Trustees - Office	71,000	71,212	-212
Trustees- Buildings and Grounds	67,694	63,305	+4,389
	\$1,019,490	\$957,587	\$61,904

# Noteworthy activities since the last listening session

- All-day planning retreat on January 26 – identified multiple initiatives
- Nick Carter to lead our Strategic Planning Process in 2019
- This Week (bulletin insert regarding continuing education and mission activities) was been re-initiated
- Council approved asking for congregational support for the IFC FoodFirst campaign – raised over \$75,000
- UCCH hosts Black History Month Read-In
- Small Neighborhood Groups started
- Established [churchcouncil@unitedchurch.org](mailto:churchcouncil@unitedchurch.org)



# Current UCCH Board Structure

- Officers: Moderator, Assistant Moderator, Treasures, Clerk
- Church Council: Officers, Board chairs, 4 at-large members, Senior Pastor(s)
- Boards: Justice, Outreach and Service (BJOS); Deacons; Fellowship; Children's Ministries; Youth and Young Adults; Adult Education; Trustees; Membership Engagement and Stewardship (MES)
- Committees reporting to Council: Pastoral Relations, Personnel
- Ministries under BJOS: Open & Affirming, Earth Ministries, Racial Covenant Steering, Prison Ministries, Justice United, Habitat, other outreach and service projects
- Committees under Deacons: Music, La Mesa, Health & Wellness Ministry, Visual Arts
- Terms: 3 years for Board members; 2 years for Moderator, Assistant Moderator and at-large members; 1 year for clerk and treasurer
- Board members must be a member of UCCH, Committees membership is open

# Board Nomination Process

- Senior Pastor and Officers propose names (to Council) for new Officers, Personnel, and Pastoral Relations
- The Congregation is asked to self nominate or propose names – please submit to [churchcouncil@unitedchurch.org](mailto:churchcouncil@unitedchurch.org)
- Boards pull together names for their boards and others they view as good candidates
- A consolidated group of candidates is developed and distributed to boards, who then solicit prospective nominees
- The Council develops a proposed list of candidates for at-large members, which is presented to the Congregation for approval.
- Board chairs are selected by each board

# Other ways to stay connected

- Read UCCH emails and the attachments
- Send a question to [churchcouncil@unitedchurch.org](mailto:churchcouncil@unitedchurch.org)
- Reach out to the Moderator (Alecia Brower) or Assistant Moderator (Gaylen Brubaker)
- Attend Council or Board meetings as an observer
- We are exploring an appropriate way to make meeting minutes for Council and boards more easily accessible
- Council meetings, board meeting, and most committee meetings are open and times are published. You may want to explore the agenda with the chair in advance of attending.

# Sharing

- Initial comments will be time-limited to 3 minutes to ensure everyone who wishes to speak can share
- Hold each other in Grace