

Standing Committee Minutes

January 16, 2019

Voting Attending: Kathy Richardson (Chair), Phyllis Preston (Vice Chair), Judy Murray (Co-Treasurer), Sue Kiewra (Co-Treasurer), Jennifer Edwards (Clerk), Patty Cameron, Mike Hyde, James Pidacks, Sheila Puffer, Rebecca Keller

Ex-Officio: Reverend Heather Janules, Marianne DiBlasi, Alison Streit Baron

Absent: Steve Forcucci

Guests: Sam Wilson, Karen Caputo, Steve Perepeluk

1. Grace/Opening words - Phyllis

2. Potluck Dinner

3. Check-in

4. Pledge Drive Update: The Pledge drive runs from Feb. 3 through Mar. 3. Steve Perepeluk shared a draft of the Pledge drive letter; the letters and pledge cards will be distributed on Feb. 3 at the Pie Pledge Day event after the service. The letter will include reminders of what each gave last year, with a suggested increased amount, which will be algorithm-based; Alison will help with figuring out numbers. The Pledge team plans right now include the Pie Pledge event to be held in Metcalf hall. The tentative schedule will include a welcome from Heather, pie and coffee, attendees will be asked to create a haiku poem to express what they think about WUS, Judy will give a brief presentation to show where money goes, which will also be included in the pledge packets; then SC members will lead table top discussions for about 20 minutes, and a wrap-up. The goal is \$380,000, which is more than last year. The pledge team will need volunteers to help set up, bake pies, cut pies; James volunteered to do the sound system (as liaison to Fellowship and Building); someone will talk to John about music or radio and to RE committee to have activities for the kids. The pledge team is having a hard time to estimate how many people will come to ensure enough tables/SC/etc. - about 100? They will start putting info in Highlights, and service announcements (this will happen on Superbowl Sunday). 10 SC members said they would be there to lead the discussions.

5. Listening to staff:

6. Sam (WUSYG)–

a. Goals met and successes

- i. Statistics: 40 teens, with 30 solidly active; new this year, only 10 of those 30 not affiliated with UU;
- ii. Service trip guidelines completed; have a Google doc list of ideas for the future
- iii. Service trip itself – have contingency plans in case of bad weather; 25 youth registered for trip; will need 3 more chaperones; have raised \$2000 out of \$3000 so far for the trip, would like to raise \$6000 for buffer for next year;
- iv. Continue to bridge upstairs and downstairs gap; first reflections more authentic in service; more genuine interest from teens in having a variety of roles,

responsibility in worship service; the Precious Lives service was successful; participation in John's youth choir, and teaching assistants help; participation in the Witness Walk; looking forward to find ways to get involved in climate justice; looking for opportunities to work with Justice Earth book.

- v. 7 youth became members of WUS
 - vi. Had a successful holiday event with WUSYG alum
 - vii. Haley is an amazing assistant director
 - viii. Still working on building relationships with parents: communication via Facebook page, newsletter twice a month, upcoming potluck with just parents; establish 1:1 meetings with new parents and current parents
- b. Hopes/initiatives:
- i. one question that comes up frequently is what happens when youth turn 22 on leave of absence list; looking a possibilities to engage as with them as adults/alums; who should be working with them? Recruitment – numbers in past have been as high as 50 or 60 – how to intentionally recruit, how many do we want?
 - ii. Questions for YAC – How to bridge the divide between upstairs and downstairs without losing the magic of WUSYG, not be in same room as parents, how multigenerational do we want to be? How to engage faith development for those youth likely to become UU members while of respecting those who are “religious nones”
- c. No specific budget issues or initiatives right now.

7. Alison (Administration) –

- a. What's going well:
- i. Judy made the switch from Church Windows to Quickbooks; moving to the new system much better
 - ii. Redesigning web pages, using new templates
 - iii. Digital bulletin board – working on
 - iv. More regular social media (Facebook, Instagram); technical systems to be easier, more connected
- b. Challenges:
- i. Committee chairs meeting was eye-opening about how siloed the committees are feeling; thinking about how the main office can help connect; communication in general is a team effort (Highlights, tables in the buildings); how communication within and without the community can be better
 - ii. Building is a challenge with so many entrances; building manager is a full time job in itself; sometimes feels like she has 3 full time jobs.
 - iii. On to do list: Move the membership database out of Church Windows into Breeze, an online system; will be easier to use the data itself to certify membership, do pledge letters, end-of-year letters, which can be “deathly”
 - iv. Looking forward to staffing analysis – need more staff on membership, outreach; Alison has done some learning on her own about outreach but doesn't have time to work on.

- v. Looking forward to cleaning out building for rummage sale; do we use the space well, especially closets?
- vi. Photographs – Alison has been trying to take photos of people for the directory, which is fun, a way to capture congregational life, a way to get people more engaged, in and out of congregation. But one obstacle is permissions; asking individuals for permission is time-consuming, want to be visible but privacy concern is a challenge. Discussion included ways to include phrasing/blanket statements, and what that phrasing could be, in RE registration letters, announcements at events, have a sign at events; WUSYG form as opt-in, RE may have that too. Does UUA have privacy guidelines? Kathy will look into a privacy policy related to photos.

8. Karen (representing RE) –

a. What's going well:

- i. Terry and teens are running classes; have gotten positive feedback
- ii. Terry is planning trips to houses of worship for the Neighboring Faiths class; curriculum is preparing before they go.
- iii. Rebecca organized curricula before she left; the ones from UU were not working for stand-alone classes. In Janfest now so still early in new process; teens from WUSYG volunteered to run workshops for JanFest
- iv. Potluck theologies – still figuring out logistics, overall concept is positive; have 5-6 families regularly come, 3-4 per session.
- v. Intergenerational services once a month – positive feedback, kids are connecting to message in service, enjoy upbeat music, seem to be more engaged
- vi. OWL is going well; Ryan Levering, Heather and Marianne will be attending OWL training next week.

b. Challenges

- i. RE Committee has some ideas about recruitment to bring in families. One idea is to do more regularly scheduled Parent Conversations and open up to greater community; did have non-members come in past; have specific topics, or bring in speaker on parenting topic. Don't have attendance numbers right now; have a small core group, but many not attending regularly.
- ii. Attendance at family worship – to about 15 kids and parents; have had a few new families; trying to be more proactive to engage new families; range is 12-20 in morning.
- iii. Challenge without Rebecca – some members of the committee have gotten new jobs so struggling to find time to meet. Question from SC on issue of parents as teachers – polarized thoughts, hard to manage, do discuss in committee, do need some structure to the program to recruit new families.

9. Consent agenda – motion to approve passed

- a. Standing Committee minutes of Dec. 19 from Jennifer
- b. Executive Committee meeting Jan. 9 from Jennifer.
- c. Staff reports from Heather
- d. Committee reports from Alison

e. Treasurers' report from Judy

10. Operations analysis update: The training session with David Pyle will happen this Saturday, 9-3 in the Chapel; Woullard Lett from UUA will also attend. The core team will be Patty Cameron, Sue Kiewra, Don Landing, Judy Murray and Kathy Richardson. We will need to think about how to communicate with congregation what comes out of this process. Perhaps a blurb in Highlights with a reminder that the congregation voted last year on the \$30,000 deficit with the understanding of deep operations analysis to be done. Communication timeline can be part of Open Questions sessions.

11. Upcoming dates

- a. Jan. 19, workshop with David Pyle (operations analysis), 9 a.m. – 3 p.m. in the chapel
- b. Jan. 27, Open Questions session on flag display, after church in the parlor - James
- c. Feb. 3, Pie Pledge Party, 11:30 a.m. in Metcalf
- d. Feb. 13, Executive Committee meeting, 7 p.m.
- e. Feb. 17, Open Questions session on name change, after church in the parlor - Patty
- f. Feb. 20, Standing Committee meeting, 7 p.m.

12. Gratitudes

- a. Carol & Bob Cashion – moving -- Mike
- b. Dave Kronberg & Cindy Stone – moving -- Mike
- c. Mary McIntosh – last-minute sub for RE -- Patty
- d. (Ellen Spencer – donation for Meditation Garden sent by Kathy)

Respectfully submitted by
Jennifer Edwards, clerk