



# UUCP Congregational Mid-Year Meeting

February 9, 2020



# Unitarian Universalist Congregation of Phoenix



## Our Vision

To be a spiritual community for our time:

- Theologically diverse
  - Radically inclusive
  - Justice centered



# Agenda



- |       |   |
|-------|---|
| 10:30 | UUCP mid-year meeting call to order     |
| 10:31 | Board Members and Board activities      |
| 10:35 | Mid-year financial report (Jonny/Larry) |
| 10:45 | Business administrator update           |
| 10:47 | Nominating committee process            |
| 10:48 | Meeting close                           |
| 10:51 | UUFP meeting (Diana Ashley)             |
| 10:55 | Celebrate Lora                          |
| 11:15 | Second Service Starts                   |



# **UUCP Board of Trustees**

**(board@phoenixuu.org)**



**Jonny Lifshitz - President**

**Bunny Hodas - Vice-President**

**Kim St. Clair - Secretary**

**Larry Reed - Treasurer**

**Rev. Christine Dance – Minister /  
Ex-Officio**

**Mary Dawes - Trustee-at-Large**

**Sarah Moore - Trustee-at-Large**

**Christine Marshall - Trustee-at-Large**

**Jenny Jones - Trustee-at-Large**

**Dylan Lifshitz - Youth co-Representative**

**Alex Marshall - Youth co-Representative**

**Board meetings - 4<sup>th</sup> Tuesday**

**[10:31]**



# UUCP Board Shared Governance



The board continues to work with Rev. Dance to advise on the fiduciary responsibility of UUCP, primarily through committees under our purview.

## Board Committees

- Finance Committee
- Governance Committee
- Personnel Committee
- Membership Team



# 2019-2020 Board Activities



- Transparent communication
- Financial stability, clarity, and process development
- Document and clarify Board processes through policy manual
- Update the personnel handbook
- Go paperless
- Advise on completing the construction
- Put structure around a revised membership program
- Joy in being a community



# Finance: Lean and stable



- Financing is stable and monitored regularly
- Living within the means of our lean budget



# Finance: A little surplus... with roof problems



- Income is ahead of budget because of strong congregation support
  - Gratitude to all generous individuals and 35 new members!
- 2019-2020 Budget: \$560,000 (May 2019)
- 2019-2020 Actual Pledges: \$601,202 (Jan 2020)
- Budget assessment: Operating at 10-20% under budget
- Roof deterioration from Johnson Room to Room 15
  - ~\$57,000 to restore and repair
  - Financed through existing operations and construction budget





# Finance: We remain under-staffed



- Fiduciary responsibility continues, with not enough income to support staffing levels recommended for a congregation our size
- Positive signs of growing even bigger
  - 430 current members
  - 35 new members (25 in Nov; 10 more this week)



# Finance: Ongoing financial activity



- Working on a competitive application for a new mortgage
- \$200,000 loan from UU Foundation Phoenix until mortgage secured
- Under consideration for 501(c)3 status
- Establishing financial checks and balances, with online banking
- New bookkeeper
- Building financial reserves for next year and beyond
- Budgeting process that supports a 3-5 year plan



# Business Administrator



- Thank you, Lora!
- A temporary office administrator (Dana Armstrong) has been with us since last week.
- The personnel committee prepared a job posting, received at least a dozen applicants, revised the job description to align with our needs and UUA guidance, and is in the process of doing initial video interviews with applicants.



# Nominating Committee Process



Process outlined in the by-laws:

- Nominating committee will identify individuals and accept nominations
- An independent slate of nominees/candidates is developed to be voted on by the congregation at the annual meeting
- If willing to serve, make it known. If the nominating committee call, please answer!



# What you can do



- Serve/Volunteer -- “lean in”
  - Look at the volunteer board along the hallway
- Complete capital pledge payments
  - Let the office know if your commitment changes
- Pay pledges
- Support stewardship into next year
- Continue to human together!



# Questions/Comments



Talk with a Board member

Send the board an email:

[board@phoenixuu.org](mailto:board@phoenixuu.org)

We'll reply to you with a specific answer and we'll share the information with the congregation through Compass or a letter.



# **UUFP Congregational Mid-Year Meeting**

**February 9, 2020**  
**Diana Ashley, UUFP President**



# UU Foundation of Phoenix Board of Trustees



Diana Ashley - President

Terry Lockwood - Treasurer

Pierre Tariot - Secretary

Michelle Morgan

Diane Targovnik

Dan Hunn

Jonny Lifshitz

Rev. Christine Dance – Minister / Ex-Officio





# Foundation Board Meetings and Event Highlights



## Board Meetings:

- Typically, first Sunday of each month at 12:30 pm.
- All are welcome! All members of UUCP are also UUFP members.

## Event Highlights:

- Host UUCP Family Picnic at McCormick-Stillman Railroad Park
  - Sunday, March 22<sup>nd</sup>, 2020. Everyone is invited!
- Hosted Trust and Estate Planning Seminars in October 2019
  - Coming again on April 16<sup>th</sup> and 18<sup>th</sup>, 2020



# UUFP Treasurer's Report

## June through December - 2019



Beginning Balance	\$ 1,185,577.55 (As of April 30, 2019)
Ending Balance	<u>\$ 1,035,062.11</u> (As of December 31, 2019)
Change	<b>\$ -150,515.44</b> (Detail provided upon request)

### Notes:

1. *June 2019: UUFP paid the final \$150,000 pledge balance to the Capital Campaign*
2. *UUCP requested \$200,000 equity from UUFP to cover roof repairs, to be repaid with interest once the mortgage is secured. (Transferred to UUCP in Jan. 2020)*
3. *Annual disbursement to UUCP from UUFP paid in Jan. 2020: \$52,222*

THANK YOU LORA!



[10:55]

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[10:55]