

Minutes

Unitarian Church of Edmonton board

Feb. 13, 2018

Present: president/chair Karen Mills, vice-president Karen Bilida, treasurer (and acting minute-taker) Susan Ruttan, and trustees David Rae and Marilyn Gaa.

Guest: church member Doug Eastwell

Absent: trustee Yvonne Mireau, secretary Gloria Krenbrenck

MOVED by Mike Keast, seconded by Karen Bilida, that the minutes of the January meeting be approved. CARRIED.

MOVED by David Rae, seconded by Marilyn Gaa, that the agenda be approved. CARRIED.

1. **Church lighting** – MOVED by Mike Keast, seconded by Karen Bilida, that a Lighting and Heating Task Group be created. CARRIED.

This group of volunteers will report to the board. Purpose of the task group is to upgrade our energy efficiency. Duties include:

- a. Meet with a lighting contractor to look at the costs to update all lighting in the building, including rental spaces.
- b. Meet with a heating contractor to look at the costs of replacing the two ceiling mounted heaters in the building to a more energy-efficient system.
- c. Investigate and apply for government grants to cover as much of the cost as possible.
- d. Prepare proper maintenance plans for the heating the lighting products.

TASK: Mike Keast will ask Andrew Mills if he will head this group.

2. Moved by Mike Keast, seconded by David Rae, that the church signs a three-year contract with Atco for electricity, at a price of \$58.90 per kilowatt hour. CARRIED.
3. Freethinker Friendly certification – Rev. Brian Kiely continues to work on this, will apply for certification.
4. Pagan request -- Members decided to defer a request from DRE Lauren Kay that the new pagan chalice circle be affiliated with the American UU pagan group CUUPS. Such affiliation will require approval of the Canadian Unitarian Council and the UUA. The board would like a formal proposal from the group. **TASK:** Marilyn Gaa will explain next steps to the group.
5. Pulpit editorial about annual meeting and elections – **TASK:** Susan will ask nominating committee chair Rosemary Falconer if she will do this pulpit editorial on Feb. 25.
6. Radical hospitality – deferred for later discussion.

Reports:

1. **Finance:** MOVED by Susan Ruttan, seconded by Mike Keast, that the \$46.85 listed as CUU Historical Society be assigned to general revenue and the Society be removed from the Balance Sheet. CARRIED.

Susan explained that the first payroll run by Ceridian will take place this month – deadline for us to enter data is Feb. 22.

2. Minister: Members noted that Rev. Brian Kiely will take five days vacation to move to his new house, March 12-16.

3. Religious Exploration: Members noted the OWL trip to Saskatoon, and the request to move bookshelves from the board room into the large classroom. **TASK:** Mike Keast and his volunteer crew will help find more bookshelves for the large classroom – either moving some from boardroom or finding/buying others.

4. Administrator: Janet's proposal that she work in the summer has been referred to the Human Resources committee.

5. Building/Grounds:

a. Mike Keast is arranging to get a Medicine Wheel banner for the sanctuary, possibly made by Yvonne Mireau.

b. Mike seeks help lifting the second and final lien that still is on our property, even though our debt to the Brews company was paid off in 2010. **TASK:** Susan will try to contact Mrs. Brews in Calgary.

New Members/Resignations: None.

Next meeting: March 14, 2018. Opening and closing by Karen Bilida.

Adjourn.



Gloria Krenbrenk <gkrenbrenk@gmail.com>

financial reports

ruttans@shaw.ca <ruttans@shaw.ca>

Sat, Feb 10, 2018 at 3:30 PM

To: Doug Eastwell <eastwell@telus.net>, Brian Kiely <briekie@aol.com>, David Rae <davidar@shaw.ca>, gkrenbrenk@gmail.com, Karen Bilida UCE <Unitarian.edmonton@yahoo.ca>, Karen Mills <karenmills@me.com>, "keast, mike" <mikekeast@shaw.ca>, Marilyn Gaa <marilyngaa@telusplanet.net>, Yvonne Mireau <shaktioya@yahoo.ca>

Hi chaps,

Here are financial reports for January. My treasurer's report is below. Remember, we meet Tuesday so we don't have to meet on Valentine's Day.

Susan

Treasurer's Report Feb. 2018

1. As of Jan. 31, we had \$144,536 in the bank to pay our bills. That's about where we've been in recent years. What's new is a) we now have \$100,000 in Endowment savings, triple what we had five years ago; and b) our building debt is down to \$38,000 and will be paid off this fall.
2. According to Bev's income statement, we had a \$16,000 surplus in January. Don't get too excited: she reported an \$8,000 deficit last month. And \$12,000 of the surplus may be the Endowment money we got from Julius Buski.
3. The finance committee has undertaken major changes this year. Top of the list is switching to a payroll company. That switch was supposed to happen in late January, but problems with the company have delayed the launch to late February. That means that our volunteer payroll expert, Ruth Merriott, will be away for the launch and yours truly is stuck with doing it.
4. Also on the to-do list: find a way to have tellers' data entered promptly into the Power Church system every week. We need volunteers to take this on.
5. I am about to start working on a budget. Andrew is now able to give me good figures on annual donations out of Power Church data, which is a big help in planning the budget.

Susan Ruttan

2 attachments

2018 UCE Income Statement JANUARY.DOCX
158K



2018 UCE Balance Sheet JANUARY.DOCX
73K

**Unitarian Church of Edmonton
Comparative Income Statement**

	Actual Jan 01, 2018 to Jan 31, 2018	Budget Jan 01, 2018 to Jan 31, 2018	Actual Jul 01, 2017 to Jan 31, 2018	Budget Jul 01, 2017 to Jan 31, 2018	Difference
REVENUE					
REVENUE					
Identified Contributions	15,988.33	13,333.33	89,388.73	93,333.31	-3,944.58
Canada Helps	289.25	0.00	2,093.20	0.00	2,093.20
CDONLINEGIVING	2,000.00	0.00	15,043.00	0.00	15,043.00
---- Total Contributions	18,277.58	13,333.33	106,524.93	93,333.31	13,191.62
GST Rebates	0.00	0.00	0.00	850.00	-850.00
Unidentified Contributions	422.91	416.66	2,644.11	2,916.62	-272.51
Lease Rentals	7,760.00	7,500.00	53,920.00	52,500.00	1,420.00
Casual Renters	4,335.00	2,416.66	21,715.00	16,916.62	4,798.38
Interest, General	41.76	41.66	390.84	291.62	99.22
Miscellaneous	12,421.59	125.00	12,621.60	875.00	11,746.60
Casino - deferred revenue	359.08	1,666.66	19,715.75	11,666.62	8,049.13
Fund Raising	0.00	666.66	102.15	4,666.62	-4,564.47
REVENUE TOTAL	43,617.92	26,166.63	217,634.38	184,016.41	33,617.97
TOTAL REVENUE	43,617.92	26,166.63	217,634.38	184,016.41	33,617.97
EXPENSE					
STAFF					
Salaries	11,628.60	9,962.33	71,170.20	69,736.31	1,433.89
STATUTORY BENEFITS	0.00	0.00	0.00	0.00	0.00
CPP Expense	376.09	300.00	2,212.05	2,100.00	112.05
EI Expense	217.06	125.00	673.89	875.00	-201.11
WCB Expense	47.94	53.33	364.94	373.31	-8.37
Group Health	488.25	600.00	3,477.51	4,200.00	-722.49
Staff Retirement Plan	568.00	445.00	4,963.66	3,115.00	1,848.66
--- Total Statutory Benefits	1,697.34	1,523.33	11,692.05	10,663.31	1,028.74
Minister's Pension Plan	697.00	697.00	5,576.00	4,879.00	697.00
Minister's Allowances	0.00	300.00	1,800.00	2,100.00	-300.00
Minister's Professional Expenses	1,251.67	416.66	2,636.96	2,916.62	-279.66
Other Staff Development	0.00	55.00	362.25	385.00	-22.75
Summer Staff	0.00	0.00	1,750.77	2,036.00	-285.23
STAFF TOTAL	15,274.61	12,954.32	94,988.23	92,716.24	2,271.99
EXTERNAL RELATIONS					
Canadian Unitarian Council Dues	1,460.67	1,400.00	9,782.67	9,800.00	-17.33
CCCC Membership	0.00	35.83	440.00	250.81	189.19
--- Net Assistance	0.00	35.83	440.00	250.81	189.19
EXTERNAL RELATIONS TOTAL	1,460.67	1,435.83	10,222.67	10,050.81	171.86
PROGRAMS/COMMITTEES					
Adult Program	0.00	33.33	20.00	233.31	-213.31
Aesthetics	0.00	8.33	0.00	58.31	-58.31
Board	143.08	50.00	205.15	350.00	-144.85
Campus Ministry	0.00	83.33	300.00	583.31	-283.31
Communications	0.00	33.33	0.00	233.31	-233.31
Pastoral Care	0.00	41.66	0.00	291.62	-291.62
Lay Chaplain	0.00	0.00	120.35	0.00	120.35
CHOIR / MUSIC	0.00	0.00	0.00	0.00	0.00

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Comparative Income Statement**

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Choir/Music	0.00	366.66	2,200.00	2,566.62	-366.62
Music, Supplies, Memberships	0.00	58.33	0.00	408.31	-408.31
--- Total Choir & Musicians	0.00	424.99	2,200.00	2,974.93	-774.93
Guest Speakers	100.00	0.00	100.00	0.00	100.00
Other Church Services Costs	374.58	41.66	374.58	291.62	82.96
--- Total Church Services	474.58	41.66	474.58	291.62	182.96
Friendship	0.00	33.33	0.00	233.31	-233.31
Membership	0.00	16.66	0.00	116.62	-116.62
RE CHILDREN'S PROGRAMS	0.00	0.00	0.00	0.00	0.00
Child Care - RE	354.45	218.33	1,692.90	1,528.31	164.59
Child Care - Non RE	0.00	10.00	0.00	70.00	-70.00
Curriculum	0.00	15.00	0.00	105.00	-105.00
Food	0.00	15.00	0.00	105.00	-105.00
Supplies	0.00	15.00	128.33	105.00	23.33
Training & Conferences	0.00	25.00	195.00	175.00	20.00
Volunteer Appreciation	66.86	15.00	66.86	105.00	-38.14
Youth Fund (YRUU)	0.00	20.00	359.62	140.00	219.62
--- Total RE/Children's Program	421.31	333.33	2,442.71	2,333.31	109.40
Social Responsibility/Justice	0.00	16.66	0.00	116.62	-116.62
PROGRAMS/COMMITTEES TOTAL	1,038.97	1,116.61	5,762.79	7,816.27	-2,053.48
OFFICE					
Bank Fees/Accounting Stationery	60.00	27.50	317.25	192.50	124.75
Bookkeeper	1,250.00	1,250.00	8,750.00	8,750.00	0.00
Info Technology	106.10	100.00	1,495.50	700.00	795.50
Computer Tech	0.00	250.00	2,520.00	1,750.00	770.00
Computer Repair	0.00	58.33	61.50	408.31	-346.81
Website	0.00	12.50	0.00	87.50	-87.50
STATIONERY & SUPPLIES	0.00	0.00	0.00	0.00	0.00
Canada Post & Courier	0.00	108.33	155.21	758.31	-603.10
Paper, Envelope	0.00	33.33	208.71	233.31	-24.60
Office Expense	0.00	125.00	834.14	875.00	-40.86
Copy Lease	0.00	189.16	1,101.66	1,324.12	-222.46
Copy Cost	0.00	41.66	192.57	291.62	-99.05
--- Total Stationery & Supplies	0.00	497.48	2,492.29	3,482.36	-990.07
Telephone, Fax, Internet	372.04	333.33	2,460.00	2,333.31	126.69
OFFICE TOTAL	1,788.14	2,529.14	18,096.54	17,703.98	392.56
BUILDING					
Janitor	1,320.38	1,333.33	9,242.66	9,333.31	-90.65
Electricity	2,772.58	1,375.00	9,783.57	9,625.00	158.57
Sewer & Water	387.92	458.33	2,944.61	3,208.31	-263.70
Insurance	0.00	408.33	4,969.00	2,858.31	2,110.69
Natural Gas	917.07	766.66	2,803.12	5,366.62	-2,563.50
Security	68.25	133.33	4,239.42	933.31	3,306.11
Cleaning Supplies	138.82	100.00	1,112.39	700.00	412.39
Snow Removal	924.00	208.33	3,213.00	1,458.31	1,754.69
Property Taxes	0.00	616.66	0.00	4,316.62	-4,316.62
--- Sub total Building	6,529.02	5,399.97	38,307.77	37,799.79	507.98
Electrical, Sound System	0.00	16.66	515.77	116.62	399.15
Fire Safety	0.00	125.00	772.80	875.00	-102.20
Furnaces	472.50	200.00	4,043.55	1,400.00	2,643.55

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Parking Lot	209.98	0.00	209.98	0.00	209.98
Keys, Locks	0.00	33.33	336.00	233.31	102.69
Piano	0.00	41.66	399.00	291.62	107.38
Operations, Other	0.00	166.66	1,186.92	1,166.62	20.30
Plumbing, Kitchen	41.99	41.66	316.49	291.62	24.87
Tenant Property Maintenance	0.00	166.66	0.00	1,166.62	-1,166.62
Building Maintenance	576.62	500.00	4,149.33	3,500.00	649.33
Furniture & Equipment	0.00	16.66	1,270.49	116.62	1,153.87
— Sub Total Maintenance	1,301.09	1,308.29	13,200.33	9,158.03	4,042.30
BUILDING TOTAL	7,830.11	6,708.26	51,508.10	46,957.82	4,550.28
NON-CASH Amounts					
Debenture Interest Expense	95.21	153.66	778.94	1,075.62	-296.68
Amortization Expense	0.00	0.00	0.00	0.00	0.00
— Sub Total NON-CASH amou...	95.21	153.66	778.94	1,075.62	-296.68
NON-CASH TOTAL	95.21	153.66	778.94	1,075.62	-296.68
TOTAL EXPENSE	27,487.71	24,897.82	181,357.27	176,320.74	5,036.53
NET INCOME	16,130.21	1,268.81	36,277.11	7,695.67	28,581.44

**Unitarian Church of Edmonton
Balance Sheet As at Jan 31, 2018**

ASSET**Current Assets**

Wages Chequing		39,393.54
Operating Chequing		22,558.82
Casino Chequing		306.99
Savings at Tangerine	82,545.75	
Endowment at Tangerine	14,531.71	
Total Tangerine Accounts		97,077.46
Accounts Receivable		165.75

CURRENT ASSETS TOTAL159,502.56**INVESTMENTS**

Endowment GIC #14	50,000.00	
Endowment GIC #15	27,000.00	
Endowment GIC #16	10,030.00	
Endowment: Credit Union Share	908.41	
Total Endowment		87,938.41
Allen Fund Term #12	2,033.00	
Morton Music Fund Term #13	4,066.00	
Total Special Funds		6,099.00

INVESTMENTS TOTAL94,037.41**FIXED ASSETS**

Building	1,483,791.36	
Land	211,955.85	
Tenant Improvements	24,562.43	
Sub total Land & Building		1,720,309.64
Accumulated Amortization: Bldg	-655,956.40	
Accumulate Amortization: Tenant Imp	-13,728.40	
Sub total Amortization		-669,684.80
Furniture & Equipment		81,210.06

FIXED ASSETS TOTAL1,131,834.90**TOTAL ASSET**1,385,374.87**LIABILITY****CURRENT LIABILITIES**

Accounts Payable		2,219.26
Unearned Revenue		6,678.25
Ministerial Discretionary	304.84	
Blue Xmas	336.03	
Chaplaincy	96.64	
Social Justice Fund	2,000.00	
Youth Funds (YRUU)	3,914.16	
History Project	221.56	
CUU Historial Society	46.85	
Membership Committee - Kitty	138.95	
Landscaping, Grounds	2,417.43	
Total Funds-in-Trust		9,476.46
Coffee Fund	323.66	
Soup Sunday	114.41	

Radical Hospitality Ideas

From Fishing Tips book:

- Coffee for everyone who comes to church (done!)
- Coffee cups allowed in the sanctuary – carpet be damned! (done)
- Food, shared meals (done)
- Greetings to new/newer people on Sunday, potluck lunch after later service, breakfast before early service. (usually done)
- Gatherings other than Sunday service – to nourish the spirit, build connections, small-group discussion about a book or topic. (done, could do more)
- Small-group ministry, social justice

What UCE Also Does:

- Karen Bilida and Lauren Kay are our stars when it comes to radical hospitality. Creating more chalice circles is a great idea. Facebook posts are drawing people.
- After-church lunch – more people getting invited.
- Jeff Bisanz's social justice meeting format is attracting newcomers.
- Several new people are stepping up – Doug Eastwell says he'll be new treasurer, Ali Hammington did a great pagan/labyrinth gathering.
- Expanding our use of the talents of new people. Chalice lighting, doing a Sunday reading, etc.

Susan's ideas:

- Formalize the short interviews I have been doing at coffee hour with newcomers, including taking their photos on my phone. I post them on the bulletin board, and I make a connection with the individuals. I always get their email address.
- Getting people to go beyond attending Sunday service is key. I had a kitchen-cleaning bee with newcomers Karen Huska and Michelle Demers. Several new people have done Food Bank volunteering.

Marilyn's idea: I have recently assisted two people who arrived late for services. Both have been to the old UCE building but have not been back in many years. I was able to show them where to hang their coats, and to welcome them into the sanctuary on tip toe. I tried to make them feel comfortable as late comers. It might be a good idea for there to be a volunteer to hang out to make late arrivals feel welcome.

David Rae's idea: There is always a couple of groups going for lunch after the Sunday service every week. We should make a point of inviting newcomers.



Gloria Krenbrenk <gkrenbrenk@gmail.com>

Minister's Report

Brian Kiely <brieki@aol.com>

Fri, Feb 9, 2018 at 11:49 AM

To: gkrenbrenk@gmail.com, marilyngaa@telusplanet.net, unitarian.edmonton@yahoo.ca, ruttans@shaw.ca, mikeeast@shaw.ca, karenmills@me.com, davidar@shaw.ca, shaktioya@yahoo.ca, lynxwolf@shaw.ca

Minister's Report, February, 2018 Brian Kiely

Accomplishments:

* Led two services* Led youth group Sunday exploration into Residential schools *Attended 10 meetings * Made 16 pastoral care visits or phone calls * Attended Committee Chairs Meeting * Lectured on "The Ethics of Living and Dying" to a crowd of 55 at Southminster-Steinhauer, *Hosted Religion on Tap.

Moving Day

Some of you will have heard that there are big doings in the Kiely household. In a little over two days we sold our Parkview home and bought a new one in the Alberta Avenue area. It will be a bit larger, a lot easier mortgage to manage, closer to high schools where our children will attend and perhaps most importantly, a new family needs its own home.

This impacts the church in only one way: According to my letter of agreement I am entitled to 13 days off during the year as a 'winter vacation'. I have not taken advantage of this for a couple of years. I did take five days for our honeymoon. I propose to take five more from March 12-16 to do some painting and other necessary small jobs before we move in on March 21. This will NOT affect Sunday services or any other scheduled activities. I will be available by phone. The only real change will be not keeping office hours that week. It will also save the congregation about \$400 as I will not be able to attend our western minister's retreat this year (the weekend we get the new house). The church will also get a lot of good garage sale stuff :) Thanks for understanding.

Practicum Student

We had a practicum student working in the office for about two weeks. Janet, Lauren and I agreed that it could be a positive thing. She is a student administrator and related to a congregant. It seemed like a positive community gesture. Unfortunately it has not worked out and we have had to let her go. There were some issues, possibly of a medically generated nature, that meant work was not done well. Janet's workload was increased by a substantial amount either redoing or undoing the student's efforts. I made the decision to end the contract. The congregant has let us know that the decision was not a problem for her and that it may have led to the student checking into the possibility of medical issues.

Minister

February 2018 Administrator's Report to the UCE Board

PowerChurch

The 2017 tax receipts were mailed on February 9th. PowerChurch does not allow a signature to be added which is required by the CRA. I was able to add Susan's signature because I can publish the receipts as Word documents and then convert them into pdfs. It was very easy to do. I only caught 2 receipts will need correcting and hopefully there will be no issues for our members' receipts.

In other PowerChurch news, Andrew has told me that he hopes to implement the Accounts Receivable portion in the new fiscal year. I am looking forward to that as I can print professional looking invoices and receipts and track payments. Much information needs to be studied on my part.

Rentals

The committee has been very helpful in providing feedback for the new Rental Agreements and managing rentals in general. The weekends, particularly Saturdays, in the Events Calendar are almost completely booked this winter and spring.

Locking the kitchen has been useful in maintaining the current level of cleanliness and I have been drafting a Kitchen Agreement that is more specific in what renters need to be aware of. Susan has managed to get a couple of volunteers to help with cleaning but progress has been slow due to illness and other commitments.

Newsletter and Communications

I look forward to hearing from Brian and Karen B on developing new processes for generating *The Edmonton Unitarian*. I know I have to improve on notifying Karen on any event changes or additions so that she can promote them properly on social media. I just need to make it a force of habit.

Summer Hours

I am available to work during July and August. I realize that the hours will be reduced and I'm okay with that. I would propose two options: a) Work 12 hours, 9:30 – 1:30 Tuesday through Thursday (adjusting my Wednesday hours to accommodate the Food Bank delivery if we are keeping it running during the summer). b) Work 10 hours, 9:30 – 3:00 (30 minute break included), either on Tuesday, Wednesday or Wednesday, Thursday. I am open to other possibilities, but I would strongly prefer not to work on Sundays.

Administrator

Lauren's thoughts on the RE program going forward...

I believe that this position should be a full time position plus assistant(s) for classes. Last year, when 40hrs were being put in, everyone was happy. The program was flourishing. If we can fix the problems as outlined in my "explosive" email then things would go along smoothly.

Quickly, those would be:

- Better(40hrs a week) and equal pay to other DREs
- Professional Development money/time for conferences
- Congregational involvement/volunteers

The DRE eventually should be doing education for all ages, birth to death. That would change the position title to the DIRECTOR OF LIFESPAN LEARNING or something similar. An assistant may need to be added to accommodate the workload of the adult program. Besides Brian, I am the only one doing any Adult programming. I realize the next person in this position (if I leave) may not do Owl, but it makes sense to have adult programming that is ongoing. We do a horrible job of reaching out and providing ministry to our YA/adults in this congregation. To put that responsibility on a volunteer is unfair. The adult RE committee is not getting anything done that I know of. Someone needs to be responsible for adult programming besides a committee because that is not functioning.

In regards to my experience of this year (only actually working 20hrs) vs. last school year (working 40-paid for 20), there are serious differences in the quality of the program.

Examples:

-I do not have time to "market" this program to parents and newcomers via FB, email, in person, etc. As you can see from the increase in FB traffic lately, using that medium of communication works.

-I do not have time to maintain and edit/add to the RE/youth pages on the UCE website

-I do not have time for continuous email communications with parents for updates

-I do not have time to create "take home" information for the kids/youth to discuss or further their exploration into the topic

-I do not have time to plan events. We need events to get people in and help families stay connected.

-I do not have time or money, frankly, for professional development, which is of utmost importance. Without time to collaborate with my DRE colleagues, I do not have any idea what is going on in the DRE world. It is a huge loss for me and changes my work quality. Every DRE has money for PD. UCE should as well.

-I do not have time for monthly DRE video meetings with the regional DREs.

-Using the basic curriculum workbooks we have is not ideal. The lessons are not great and I believe the kids/youth feel the difference. The youth advisors have reported that the sessions seem stale. Without having the time to make the sessions tailored to OUR kids, they miss out. As directed by the board, I am just printing from the books and sending that session onto the teachers. A few times, I have taken Brian's sermon for them to read and discuss. Again, this is not ideal for the youth. As there was no current First Nations curriculum. I had to create it on my own, which means more than 20 hours a week.

-Attendance numbers have dropped. I believe that is because of the items I listed above. Registered kids/youth is down to 28. The middle aged kids just don't come mostly. Only one at a time it seems. If we don't have a third volunteer, that class gets bumped to the younger class. They hate this which they have expressed and everyone is aware of.

-Working from home part of the time, which lots of DREs do, would be great. However, I cannot get emails on my computer at home and it only works on my phone sometimes. So, I am stuck here in this office. Often, the office computer and/or internet doesn't work either! It is so frustrating. Today, I replaced the internet cable on my computer. Now, the internet works. It is a shame, all this time, it was a simple fix. I will update you if this fixes the issue with my phone getting messages properly. Again using the computer at home to access UCE email would be better than a small phone screen. The next DRE must have this option.

-I surely do not have time or a replacement to take off on Sunday if I wanted to unless it is a holiday.

The RE committee is functioning at a better level now. They are very helpful. But, again, they are the RE volunteer teachers as well. Other members without kids/grandkids don't help. The congregation needs to make some decisions on

RE

what is important to them. Either we need more money put into the program to pay teachers or they need to step up and help with volunteering. Worst case scenario is just cut everything down to a babysitting service or none at all. If we cannot invest in our future, which is our kids/youth, we will cease to exist.

This point came up: If the older members, who raised their kids here, had the correct answers, why are their adult kids and grandchildren not here as members? We have Scott. Go Barbara! Where are the rest of them? What we have been doing historically IS NOT working. We have to fix these problems before the few volunteers we have get burnt out and stop helping.

I viewed the "program experiment" as a double initiative. Integrate the kids into worship/the adult space AND give the teachers the ability to experience the sermons etc. For me, that is not possible as I have to stay focused on the kids. Getting new volunteers from this change has not worked.

The youth enjoy coming into the services when the content is interesting and appropriate for them. The younger ones are at least learning how our rituals work and how to be in that space. I believe the change is a positive one for all the kids/youth.

I will be making the decision on my departure at the end of March. April will bring my resignation letter if I go. ☹

I would like to be a part of the decision making process for my replacement. Being able to train the next DRE would be great and no doubt beneficial for that person. I do not want that person "thrown in" like I was. They need support and guidance. If I leave, I will continue to help if needed and wanted by the new person via email, phone calls, etc. I hope the board will approve these requests as I feel they are important to the success of the program.

I am attaching some copies of other congregation's job positions that are recent. I hope they give you some insight and useful information. There are more online or on the UUA website if you need further info.

Position Summary 1:

Application deadline Mar. 11, 2018; however, UUCNH reserves the right to continue accepting applications until the position is filled.

The Unitarian Universalist Church of the North Hills (UUCNH) is seeking a visionary leader for the full-time position of Director of Lifespan Faith Development to serve our congregation. This essential position will be a key influencer on our staff team and in our Lifespan Faith Development Program. This opportunity is a full time, year-round, position with comprehensive benefits. UUCNH is a UUA fair compensation employer. Agreement to employment is contingent on a successful criminal background check.

General Description

The Director of Lifespan Faith Development (DLFD) is responsible for the overall management, supervision, and content of religious exploration and development programs for all ages of our congregation. The DLFD works under the general direction of the minister (as supervisor) and reports to the Board of Trustees (as employer). She/he/they collaborate closely with church leadership on religious education programming, policy development and implementation, and works to assure a safe and inclusive environment for all LFD activities and functions. The DLFD assures that all individuals working with young people are appropriately vetted using available background clearance resources.

Salary & Benefits (Informational Only)

Salary negotiable commensurate with experience, guided by UUA salary recommendations