

## Incidentals Report – November 2021

[A monthly report from the UUCC Executive Team to the Board of Trustees]

The Executive Team submits a monthly Incidentals Report to the Board of Trustees. This report highlights successes, challenges, and activities of UUCC operations—things that the Board should be aware of, but which fall outside the scope of Board policy work.

- The **Auction Team** is working vigilantly to produce the **2021 Fall Auction** event, which will take place both online and in-person. The online (silent) auction will take place Wednesday, November 10<sup>th</sup> through Sunday, November 14<sup>th</sup>. The live (vocal) auction will take place in-person and virtually from Sanctuary C on Saturday, November 13<sup>th</sup>, 6-8pm. Details are at <https://uucolumbia.net/programs/auction/>.
- **UUCC staff** are actively discussing the demands of multi-platform worship, and the Executive Team will soon be proposing modified staff schedules to alleviate some of the burdens that are affecting staff member adversely.
- We have completed UUCC's \$25,000 pledge to the **Bauder Center / Long Reach Head Start**. Paige hand delivered a final check to Bitia Dayhoff, the President of the Community Action Council of Howard County, on Wednesday, October 13<sup>th</sup>.
- There are 13 registrants for the Fall 2022 **Assisi Pilgrimage**, which is two registrants short of the preferred 15 minimum. Rev. Rob Hardies, pilgrimage organizers, invites anyone who might still be interested in participating to contact him — [rhardies@gmail.com](mailto:rhardies@gmail.com).
- We averaged 43 in-person attendees and 134 virtual connections **for Sunday worship** across the 5 services in October. In-person attendance is trending upward while virtual attendance has dipped slightly.
- The **One World Coffehouse** hosted a successful concert with David Wilcox and Jesse Ruben on October 8<sup>th</sup>. For two key members of the team, Lauren Haywood (the founder of the team) and Ross Martin, this was likely their final concert as both will be transitioning away from the team. The **Coffeeshouse Team** met the following day and expressed a desire to continue presenting at UUCC. They are recruiting and discussing future concerts.
- Season 2 of UUCC's **Rooted & Reaching** podcast has launched and includes "Olivia Buckley builds relationships to challenge the status quo" and "Lauren Haywood on teamwork & transitions."
- The Membership Team will support Sara Davidson in launching a regular series of upcoming **Newcomer Q&As and Membership Sessions**. The schedule is being finalized.
- We had 8 newcomers complete **Visitor Forms** in October.

- Total **Membership** did not change in October. We added one new member, and one member died.
- Ten children attended **Sunday morning religious education programming** in October. Four junior youth have volunteered to help with RE.
- **Volunteer support for RE classes** continues to be a challenge. Our **Safe Congregations Policy** requires two adults to supervise all children's classes, typically a teacher and assistant/chaperone. We were unable to host RE classes on Sunday, October 31, as there was no one available to assist Kelli, and there were no other volunteer teachers.
- **Family Ministry Packets** on Holding History were sent to registered RE families with children fifth grade and below.
- Five new **Reflection Groups** started in October.
- The **Stuffy Sleepover** was a great success on October 23 & 24. Twenty-five children from 12 families participated. The stuffies did lots of work around UUCC and were warmly welcomed at worship.
- The YRUU **Haunted Path** took place on Oct 23<sup>rd</sup>. It was well attended with several folks from the surrounding community attending.
- We offered **Family Chapel** every Sunday in October. One child attended.

### **IMPORTANT DATES**

- **Daylight Saving Time Ends** – Sunday, November 7
- **OBIC Board** meeting – Wednesday, November 10, at 7p (zoom)
- **Stewardship Council** meeting – Thursday, November 11, at 6p (zoom)
- **UUCC Auction** – Online Nov 10-14, live multi-platform Saturday, November 13
- **Offices Closed** – Thursday Nov 25 & Fri Nov 26 for Thanksgiving Holiday

**Semi-Annual Ends Review**  
**UUCU Executive Team – November 2021**

*This Semi-Annual Ends Review provides a mid-year update of programs and initiatives detailed in the Spring 2021 Annual Report, highlights new activities in the months since then, and previews programs or initiatives that are under consideration. This report will provide a foundation for the 2022 Annual Report, creating a forward-looking process detailing the ongoing work that supports our Congregational Ends.*

**END #1** – *UUCU exists to provide a connected community of people where members experience a sense of home and family.*

Staff is supporting the work of the Board-chartered committees (as recommended by the Trust & Reconciliation Committee) by providing technical resources, referrals for research, and more.

Religious educators Robin & Kelli continue to experiment with how best to connect with children and families—live family chapel service via Zoom each Sunday at noon; a second Stuffy Sleepover (October); a second Chopped event (November).

Staff are also brainstorming about other community-building activities—a dance party; resumption of in-person social hour; etc.

UUCU volunteers have assumed routine responsibility for hosting virtual social hour via Zoom following Sunday worship.

The Staying in Touch Team became the Membership Team over the summer and adopted the following statement of purpose: “As the Membership Team we work together to warmly welcome and provide opportunities for connection and engagement to all who seek community at UUCU. We give particular focus to helping newcomers and members get involved within our spiritual home. As a team we work together to diversify, strengthen, and grow our UUCU community and expand our engagement with those we have yet to meet.”

In anticipation of our annual “membership reconciliation”, this fall the Membership Team has been actively contacting non-pledging Member households to engage with them about their connections and commitment to UUCU.

Taking the initiative to plan their own gatherings, the young adult community that was built virtually during the pandemic continues to deepen their connections as they transition into our new multi-platform environment: game nights, Freetown Farm workdays, firepit night (attended by 15 young adults this month).

We held our first Engagement Fair, following the September 19 service, in more than a year. Thirty members attended with many expressing interest in joining groups. Equally important was the opportunity to socialize in-person at OBIC after more than 17 months of a pandemic.

**END #2** – *UUCC exists to provide members with opportunities to grow intellectually, emotionally, and spiritually throughout their lives.*

The RE staff launched 4 Reflection Groups this fall with 36 registrants.

Robin & Valerie are preparing to run UU Wellspring for Young Adults beginning in early 2022. (uuwellspring.org)

Valerie is exploring the possibility of a multi-generational (instead of only youth group) service trip with Big Creek People in Action.

Michael has resumed Monday Keyboard meditations via Zoom, bi-weekly.

Turning Circle (UUCC's earth-centered spirituality group) has resumed monthly in-person gatherings at OBIC.

Thirteen UUCC members are registered for the Assisi Pilgrimage that is scheduled for September 2022.

The Membership Team will be supporting Sara's work to launch an upcoming regular series of Newcomer Q&A and Membership Sessions.

**END #3** – *UUCC exists to prepare our children to enter the adult world as independent thinkers with strong moral compasses grounded in the Unitarian Universalist faith tradition.*

Since the move to multi-platform worship on Sundays, Religious Education staff are providing in-person, outdoor programming for children grades K-5 concurrently with Sunday worship.

Monthly family ministry packets are sent each month.

We aspire to provide robust programming for all. Still, we continue to feel challenged to adequately assess what programming would be most meaningful for UUCC families during this ongoing pandemic.

Leadership development is a priority in the youth group this fall. When Valerie took an unexpected leave of absence in September, the high school students organized their own gatherings and maintained momentum ... including planning for the Haunted Path event that was enjoyed by dozens of UUCC members and guests on Saturday, October 23, 2021.

**END #4** – *UUCC exists to provide stimulating, challenging, and inspirational worship.*

The shift to multi-platform Sunday worship has consumed many resources of time and talent this fall.

The tech team has invested much effort in establishing sustainable processes and procedures.

Multi-platform services require more volunteers because ushers and hosts are needed on all platforms. Securing volunteers each week requires concerted effort by paid staff, and there is concern about burnout among the most stalwart volunteers, as well as staff who have worked consistently on Sundays throughout the pandemic.

Sunday morning attendance (i.e., total attendees in person + on Zoom) is trending upwards from the summer average but is below the FY20-21 average.

The Chalice Choir has resumed in-person weekly gatherings (masked, abbreviated) for rehearsal, community-building, and music-making. At these Thursday gatherings, they are recording anthems for use in upcoming worship services.

**END #5 – *UUCC exists to minister to members in times of need and times of joy.***

UUCC has a caring culture, and members consistently respond generously when a specific need is articulated—for rides, visits, meals, moral support, etc. Lindsay Thompson (Caring Committee’s lead) and Kim Estell (Karuna Caregivers’ lead) have been especially vigilant in responding to such requests in the past two years.

It is also true that the past two years of caregiving have been exhausting for caregivers. In the next few months, we will invest some energy and attention in reinvigorating the Karuna Caregiving Team so that it is an even stronger center of support for members of the community.

Listening Circle (hosted by Sara Davidson) is now bi-weekly instead of weekly.

The social & support groups named in the 2021 annual report continue to meet virtually and/or in-person.

**END #6 – *UUCC exists to welcome anyone who shares our Unitarian Universalist principles.***

In crafting its guidance for returning to in-person worship and other activities, the 2021 Regathering Team has been motivated by this End—i.e., that we must set policies and guidelines that allow as much access as possible.

Likewise, our commitment to multi-platform programming serves this End.

Twenty-one visitors completed visitor forms between the months of July – September. Invitations were extended to connect with Sara for a deeper welcome and opportunity to get connected.

The youth group publicized the October 23 Halloween Party to members of the community, and multiple non-UUCC families attended.

**END #7** – *UUCC exists to promote justice, equality, and social responsibility, with special attention to racial justice which intersects with all other justice issues.*

UUCC's Anti-Racism Team (ART) and Climate Change Team (2U4C) continue to meet regularly and advocate for change in our community and the world.

Black Lives Matter (BLM) Vigils continue on the 2<sup>nd</sup> Sunday of every month.

The Climate Change Team will host the Climate Annual Meeting on November 7<sup>th</sup>. To promote the widest attendance they will gather virtually.

The Food Insecurity Team has distributed more than \$9,000 so far this fiscal year, addressing hunger issues in the Owen Brown Village and greater Howard County.

**END #8** – *UUCC exists to extend the reach of Unitarian Universalism.*

UUCC had a Pride booth this year and connected with many people at the event. Several families and individuals have visited for Sunday Worship, both in-person and on-line.

Sara and Hannah are working together to create a social media plan for Facebook and Instagram.

We continue to review our communication channels and are making plans to revamp the LINK and Chalice Newsletter. A template is being built for UUCC's new one-time weekly eNewsletter (to replace the Tuesday & Friday Link, and Sunday newsletter). We are also undertaking a review of the UUCC website, considering structural changes, and discussing what metrics best reflect our connections.

Second Sunday Offerings have distributed more than \$10,000 since July 1. Recipients include PFLAG of Howard County, the Muslim Family Center, Prepare for Success, Meadville-Lombard Theological Seminary, and the Piscataway-Conoy Tribe.

The Rooted & Reaching podcast has returned in a bi-weekly format, sharing and elevating the lives and stories of UU's.

Ends Monitoring Data								
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22*
Worship Attendance	280	299	334	310	303	237	188***	152
Average Children's RE Attendance	42	43	63	30	32	40	46	55
Average Youth RE Attendance	66	60	27	40	26	18	6	9
Total Children & Youth Enrollment	198	200	222	185	165	167	165	157
Small Group Ministry	110	112	101	58	71	240	67	36
Annual Mtg Attendance	166	159	164	146	n/a	237	194	TBD
Fellowship Dinner Attendance	200+	100	n/a	75	100	118	n/a****	TBD
Mailchimp Subscribers	744	779	856	859	845	918	902	900
Certified Members ****	450	435	430	446	428	454	459	TBD
New Members	11	28	36	34	19	31	14	1
New Friends	35	21	56	26	32	12	11	2
New Visitors	109	102	266	139	173	75	74	21
Pledge units	291	290	289	321	299	335	274	252
Fair Share pledges (self-reported)	84	80	86	78	85	89	75	n/a
Members lost due to:								
Death	1	4	2	4	7	4	3	1
Move	2	1	0	12	7	1	11	0
Other	10	38	23	15	28	11	14	3
Budgeted pledges	\$622,050	\$617,647	\$645,000	\$751,000	\$739,000	\$773,500	\$690,000	667000
Actual pledges at end of FY	\$637,934	\$629,177	\$679,432	\$775,040	\$754,753	\$777,329	\$710,565	685785
Average Pledge	\$2,192	\$2,170	\$2,351	\$2,414	\$2,524	\$2,455	\$2,581	2721.37
Pledges collected	\$598,337	\$588,000	\$616,646	\$731,235	\$652,767	\$689,337	\$707,240	\$197,413
% of Pledges collected	96%	95%	96%	97%	86%	89%	99.5%	28.8%

\* Updated to reflect complete FY data as of June 30, 2021 (end of FY)

\*\* Current FY information is as of September 30 unless otherwise specified

\*\*\* Worship in 20-21 was virtual only, therefore attendance reflects number of connections, not necessarily number of persons

\*\*\*\* Members certified to the UUA as of Feb. 1

\*\*\*\* Due to Covid19 pandemic restrictions, the Fellowship Dinner did not take place this year

Items marked TBD have not occurred or require measurement to the end of the Fiscal Year (June 30)