

**APF COMMITTEE AND EXECUTIVE COMMITTEE
MEETING NOTES
March 18-21, 2004**

Follow-up tasks:

- **District Chairs** – Bruce asked District Chairs to contact their UUMA chapter presidents, requesting a liaison to help them inform ministers and help congregations become aware of their covenant with each other and with their Association.
- **GA** – **Judy** will try to get the APF report out of the Finance Committee report.
- **Task Force Report on APF Formula** – Judy will work on a statement to the Finance Committee and will seek Executive Committee comment.
- **Evaluations** – **Jane Fogg** will collate the meeting evaluations.
- **Sermon Award** – **Bruce** will contact the UUMA after July 1 seeking their concurrence in including LREDA as a Sermon Award sponsor and getting clarity on whether or not UUMA membership is required in order to submit sermons. **Kathy** will further explore funding from LREDA.
- **Mission/Vision/Ministry Task Force** – Judy will convene.
- **“Move Away from Head Tax” Task Force** – To be appointed
- **Mal Ingison memorial** – Mary will call Mal Ingison’s minister to explore a meaningful APF Committee memorial.

Thursday, March 18

Executive Committee Meeting (Judy Pickett, Bruce Clary, JoAnne Smith, Kathy Silver, Pete Fontneau, Jim King, Barb Brown, Jane Fogg, Joan Lund, Mary Miles, Betty Cummings attended)

- Jane Fogg will replace Mal Ingison as Region I Coordinator. Leslie Pohl-Kosbau will be the new District Presidents’ liaison.
- A Task Force will be appointed from the APF Committee to explore Barb Brown’s proposal to move away from the current “head tax” system of determining congregational Fair Share.
- Mary will call Mal Ingison’s minister to explore a meaningful APF Committee memorial.

Bill Sinkford: At 7:30 p.m., Bill joined the Committee in the living room for an hour-long, informal discussion and question & answer session.

Friday, March 19

Conversation with Kay Montgomery

- **Major UUA issues and areas of work:**
 - ✓ Umbrella giving – The UUA now has a system in place to enable donors to designate a number of UU institutions as recipients under one gift umbrella.
 - ✓ Tight UUA Budget – Forty percent of the budget comes from endowments, income from which is still down in spite of the upturn in the market because we take money conservatively from the past 13 quarters. We are also receiving less money in Veatch grants. Some layoffs taking place.
 - ✓ District Services – Harlan Limpert, current Director of Lay Leadership, will replace Peter Morales as Director of District Services.
 - ✓ Youth and Young Adult Ministry
 - ✓ Religious Education Credentialing Committee
 - ✓ Identity-Based Ministry – Our newest staff group
 - ✓ Same-sex marriage issue – A huge amount of public witness work is being done in this area.

- ✓ New curricula project – Will be completed in the next five years.
 - ✓ *UU & Me* – No longer published by CLF but will be taken over by the UUA as part of *UU World*. First issue will be this summer.
 - ✓ Church building – Continues to escalate. UUA consultants working with 37 congregations now.
 - ✓ Beacon Press – Beacon is halfway into its 3-year financial plan for solvency.
- **Input and comments from Committee:**
 - ✓ We need more centralized sources of information as well as stories to pass along to congregations. (Kay: Check staff reports to Board. Betty and Mary: Be sure to look at the information pieces we send you.)
 - ✓ Want information on what we're doing as an Association that makes an impact on society.
 - ✓ We need a reaffirmation of the covenant, how congregations are connected.
 - ✓ The real issue is that information is out there but it doesn't sift down to congregations. The conversation must happen on Sunday mornings, but how to make that happen?
 - ✓ UUA doesn't support Denominational Affairs. (Betty and Mary – Denominational Connections will be part of InterConnections Resources website.
 - ✓ Negative attitudes are out there, many of them from ministers. Problem of trust and institutional loyalties. Need a paradigm shift similar to the Umbrella Giving shift.
 - ✓ Ministers see APF as competition for salaries and programs. Also, they resent what they perceive as "directive" programming from UUA

Betty, Mary, and Julie

- Mary brought greetings from several former Committee members. She also offered a *UUA Directory* and 200 "Because You Gave" bookmarks to District Chairs. Julie discussed the projections and the State of the Fund. Betty reported that information will soon be available for Denominational Connections committees at www.uua.org/programs/layleaders.

Terry Sweetser (Interim VP for Financial Development Staff Group)

Terry thanked the committee for their work. Issues:

- The 2006 Fair Share amount? – An increase is likely.
- Campaign for Unitarian Universalism (the current capital campaign) – Designated (umbrella) giving concept is very popular, but it is surprising how few donors are actually designating their gifts. Ten percent of the \$32 million expected from the campaign will be dedicated to helping small congregations be small better. Campaign will end June 2004, but work on another is likely to begin in a year or so.
- Terry's position – He is Acting Director of the Stewardship and Development staff group as well as Senior Advisor to the President. This experiment will be re-evaluated at the end of the capital campaign.
- Other comments from Terry: Any sea change in APF will probably need to come from this committee. APF currently feels like a tax, not an expression of generosity. One difficulty for APF is that the UUA budget does not make evident what programs APF supports. Resources (capacity) are also an issue.

We must build our fundraising efforts on relationship – move from "tell and sell" to "listen and learn." The UUA exists not at the top of, but because of, the congregations. Let them know that we'll listen to what they value and will try to meet their needs. Shared generosity and abundance will follow.

A gift ought to have a transformative quality. The way to accomplish this is to be in relationship. Their gift can transform the UUA. It's all about relationships, transformation.

- **Input and comments from the Committee:**
 - ✓ A program is needed to encourage relationship among congregations by geographic area.

- ✓ Approval of Bill Sinkford's sense that the mission of the UUA needs to be changed. Purpose ought to be to nurture the health and growth of our congregations.
- ✓ How do we get all congregations to work together for the benefit of UUism? Terry: Feed those who have an interest in health.
- ✓ In another faith tradition one gives generously in expectation of a blessing. Terry: It's about transformation, about trying to make their dreams come true in an organization they love. The gift transforms the giver and that's the blessing. Also true for congregations. We need covenants, not contracts. Promises are transformative.
- ✓ Don't send a pledge card, send a "covenant renewal" and ask them how they want to be in relationship with the Association and each other.
- ✓ The turn-around will require core money to support the resources needed. A human resource issue. Terry: True, but we have some resources that are not being used. Staff, for instance. They must be taught to be ambassadors and friend-finders.

Liaison Reports

- **JoAnne Smith, District Presidents' Association** – JoAnne expressed her pleasure at having had the opportunity to serve as DPA liaison. See attached report.
- **Kathy Silver, LREDA** – LREDA is a professional organization of religious educators: directors of religious education, ministers of religious education, ministers and others who are concerned with and involved in religious education. Current activity:
 - ✓ The Religious Education Credentialing Committee is designing a program that recognizes levels of education and experience. This will be a professional development program for religious educators.
 - ✓ Now have a liaison to the Campus Ministry Advisory Committee
 - ✓ Code of Professional Practices – Drafting guidelines. APF input will be sought.
 - ✓ Will not have the funds to participate in the APF/UUMA Sermon Award, but Kathy will continue to urge participation. (APF Exec. Committee will discuss further).
- **Bruce Clary, UUMA** – UUMA is also examining their professional standards. Incoming president Ken Sawyer will try to appoint, in each UUMA chapter, a liaison to the APF chair. Bruce asked District Chairs to contact their chapter presidents, requesting a liaison to help them inform ministers and help congregations become aware of their covenant with each other and with their Association.
- **Joan Lund, Board of Trustees** – Joan is still getting acclimated to Board work.
 - ✓ The Board has four working groups based on our purposes: Living our Faith, Growth, Our Congregations, and Our Association. Joan serves on the Living our Faith (Justice) working group.
 - ✓ The Association is working on voter registration and much other public witness work.
 - ✓ General Assembly: the Board voted to pay GA registrations for all congregational Presidents. Saturday will be Presidents' Day. The Board will host a meeting for congregational Presidents. The Service of the Living Tradition will be on Friday night, with the Sunday service being a "seekers" service, open to the public.
 - ✓ Salary equity for District Staff is an issue being worked on.
 - ✓ Extension ministry has been discontinued.
 - ✓ The Board is trying to be responsive to the Open UUA group.
 - ✓ You can read notes from the January meeting at www.uua.org/TRUS/jan04notes.html.

Saturday, March 20

Gini Courter, UUA Moderator – Gini thanked the Committee for their work and talked about the discussions on the Board level concerning being in "right relationship" with the member congregations. Realizing that a major shift in consciousness won't happen overnight, she suggested that the question now is How do we live in the "as is" while we move ourselves and our institution to the "to be"? There are

weak connections between congregations in districts, and she suggested that District Chairs can work on this by connecting two congregations who don't talk to each other and getting their leadership together.

Conversation with Burton Carley, BOT member and Gini Courter – Wide ranging discussion of how we fulfill our APF mission while moving toward the goal of a new relationship with and among congregations. Suggestions were: Don't ask for money, rather find your common ground, and build bridges in your conversations. The Committee can help change the nature of the conversation, asking "What is our common mission?" Use GA to build relationships. Always invite congregations to be in relationship. Train trainers; choose one thing to focus on and build a strategic plan.

APF Committee people are Association leaders. Here's how to lead:

- ✓ Model what it is you want people to do, being mindful of right relationship.
- ✓ Inspire a shared vision. Talk about the spirituality of giving and generosity.
- ✓ Be willing to risk. Challenge the process.
- ✓ Enable others to act. Foster space for success.
- ✓ Encourage the heart. The language of covenant is the language of love.

Bottom Line: APF needs to model and talk the "to be" while working in the "as is" during the period of transition and cultural transformation.

APF Formula Presentation – Dick Jacke presented the recommendations of the APF Formula Task Force (Dick Kreitner, Convener, Dick Jacke, Barb Brown, Diane Connell, Jim King, Judy Pickett). After discussion in break-out groups and in the context of the meeting's ongoing discussion of right relationship, the decision was made not to send the recommendation to the Finance Committee, but to send them a statement describing what was done. It will be important to represent any proposed change as a relational change. The Committee is grateful for the work of the Task Force.

Tracey Robinson-Harris – Tracy described the Uncommon Denomination media project and showed the Committee the information on the UUA website at <http://www.uua.org/programs/congservices/uncommon/>.

Resources, Mary and Betty – Mary reminded the Committee of the written resources that are available to them and Betty demonstrated the new Denominational Connections site on the InterConnections Resources Lay Leadership site.

Soapbox – Jim King suggested subscribing to the Public Relations list by going to <http://lists.uua.org/mailman/listinfo/pr-l>.

Remembering Mal Ingison – Many fond words were spoken about Mal, whose untimely death occurred recently. He was the APF District Chair from the New Hampshire/Vermont District and was also serving at Region I Coordinator. The Executive Committee will investigate a fitting memorial from the APF Committee.

Sunday, March 21

Policy Governance Panel – JoAnne Smith, Barb Brown, Pete Fontneau, Joan Lund and Dick Jacke and Peggy Evans-Couch discussed APF-related issues in districts using policy governance. Issues:

- ✓ JoAnne – Raising money is the "means" and staff is responsible for the means
- ✓ Barb Brown – Now attends all Board meetings to make linkages. In PG, the Board must either take total responsibility for fundraising or give it up totally.
- ✓ Pete – Board is smaller under PG; no geographical representation. Pete wears a number of hats in the district, so PG is not a problem for him.

- ✓ Joan – Florida District is into its 6th year of PG. Before PG, she had direct access, but APF chair must now go to Programs Group. Doesn't see this as a problem for APF.
- ✓ Dick – Finance people now report to the DE. Dick defined his APF role as one of establishing linkages for the Board with congregations. This was effective in allowing him to remain a member of the Board.
- ✓ Peggy – Board was clear that they would no longer act as liaisons for APF, but they offered individually to continue doing so unofficially.

Mary expressed her concerns about PG in the way that it imposes a corporate model on an institution that's basically a religious one, which is even more complicated in UUism with our congregational polity. It seems also to create (exacerbate?) the dichotomy between the sacred and the secular. Mary also wondered where the *covenant* is in PG. Although it may be there, how clear and explicit is it under PG?

GA Planning – Betsy Spaulding will help Mary and Julie staff the APF table at UUMA Professional Days on Tuesday and Wednesday. The Committee was asked to help staff the APF booth starting on Wednesday afternoon. Julie will be in touch about scheduling. There will be a Wall of Generosity again this year. The Sermon Award service will be from 3:15-4:30 on Friday. There will be a Committee luncheon on Sunday right after the “seekers’ service.”

Sunday, March 21

Executive Committee Meeting

Debriefing – Great energy and discussion. Jane Fogg will collate evaluations.

GA- Judy will try to get the APF report removed from the Finance Committee report.

Task Force Report on APF Formula – Judy will work on a statement to the Finance Committee and will seek Executive Committee comment. Could report that the Committee

- 1) Came up with a proposal after a long, thoughtful process.
- 2) Changed our mind based on new learnings from our conversations about the Committee members as “spiritual leaders” and using the lens of “right relationship.”
- 3) Wants to be at the table to help the Finance Committee and BOT grapple with the issue.

2006 Fair Share – Mary will recommend that there be no increase for 06. She will also recommend high-level visits to large mid-sized and fast growing congregations.

Sermon Award – A motion to begin a process to include LREDA in the Sermon Award passed unanimously. Bruce will contact the UUMA after July 1, seeking their concurrence and getting clarity on whether or not UUMA membership is required in order to submit sermons. Kathy will further explore funding from LREDA. The Award would be brought to \$1000. An anonymous donor will make the LREDA contribution in the first year.

APF Committee Mission/Vision/Ministry – A Task Force consisting of Judy Pickett, Barb Brown, Afesa Adams and Pete Fontneau was appointed to work on a new APF statement of Mission/Vision/Ministry. Judy will convene. They will bring recommendations to the October Executive Committee meeting.

Membership Number Change Policy – In April, Mary will recommend to the Board's “Our Association” working group that membership number change requests after July 1 (for a current fiscal year) all be approved if the request is submitted in writing by the congregation's president and the congregation agrees to be full Fair Share for both the Association and the district at the new number.

Submitted by Betty Cummings, APF Regional Consultant