

**ANNUAL PROGRAM FUND COMMITTEE**  
**SPRING 2009 MEETING**  
**March 19-22, 2009**

**Thursday, March 19, 2009**

**Ingathering and Personal Check-ins – Facilitated by Jim Sanders**

**UUA Presidential Candidate Interviews**

Each candidate was provided with an identical list of four questions that were posed by members of the APF committee in preparation for this meeting.

Due to international travel, Peter Morales' responses to the questions were in the form of a DVD. These responses were preceded by brief opening remarks.

Laurel Hallman was contacted by telephone and was allowed to make opening and closing remarks.

All opening and closing remarks were permitted as described by the conversation format provided to the candidates along with the following questions:

- 1) What type of budget would you need to meet the vision you have for what you want to achieve during your term and what would its impact be on the APF?
- 2) What specific actions would you take to increase the number of Unitarian Universalists, and how would you avoid the negative impact that growth often has on APF contributions?
- 3) How do we see our Association leadership work with our individual congregations to look upon the Annual Program Fund as appropriate and a healthy part of our being in association, as opposed to a head tax that congregation's tend to find ways NOT to participate?
- 4) How have you personally grown support for your congregation's membership in our association and grown support of its financial support of our association? Is your congregation a full fair share congregation—if so, how long has it been a full fair share member? If not, why not?

Due to the differing nature of the responses, their interactivity and duration, discussion and comparison of the two candidates responses was limited within the formal setting of this meeting.

**Friday, March 20, 2009**

**Ingathering – Scott Robbins and Laurel Amabile**

Scott gave a brief talk on engagement and wakeful activity to set the tone for the remainder of the meeting

Laurel read a poem by Mary Oliver

**APF Committee vision, mission and ministry statements and goals.**

A group reading of the statements was followed by a discussion of the following goals:

1. To meet or exceed the annual APF goal as established by the UUA Board.
2. To achieve a 10% increase in the number of congregations making a pledge to the UUA.
3. Be stewardship liaisons between our Associations and our member congregations.

It was recognized that the first goal had been adopted at the Autumn 2008 APF Committee meeting.

It was recognized that the second goal appeared to be a means to achieve the first and should therefore be redefined as a strategy or objective that supports the higher goals.

Dick Jacke raised the point that previous discussions had defined goals, strategies and objectives differently in that goals should be more stable while supporting objectives and strategies could be refined on a periodic basis.

Angela Matthews concurred, noting that goals have to be more long term while strategies are more flexible. She also advised that overemphasizing our empathy and compassion in relation with congregations could have a negative impact on their financial commitment to the UUA.

Jim Sanders mentioned that fundraising is relational activity, noting that there tends to be a large decrease in contributions during tough times. In response, one has to respond to where the congregations are coming from, be there for hurting congregations, and have a message to acknowledge the fears of the congregations that the Committee is able to articulate clearly and concisely.

John Morehouse stated that there is tension between compassion and necessity, but a need for both within the current financial situation.

Charlie King emphasized the relationship as a measure of a congregation's connection to the UUA and asked "What does the UUA mean to individual congregations?" The answer must be translated to congregations and to the budget for acceptance and institutionalization.

Susan Freudenthal agreed that the APF has relational business with congregations and the association, that the relationship is a primary goal. When the relationship is important to a congregation, the willingness to dig deep when called upon is increased.

Jim Sanders invited further discussion on the second stated goal. Responses to this included the following observations:

- The stated goal is objective
- The goal itself is quantifiable, but has been impacted negatively by the current recession
- Purpose of a pledge is to create a budget, lowering uncertainty in expected income
- A pledge is a statement of a congregation's financial health
- If something is happening that impacts a church's finances, there is often no communication
- "If you cannot give anything, pledge that amount."

Pat Griggs noted that goals are not necessarily a metric whereas the results of strategies are generally measurable. She further noted that goals 1 and 3 appear to cover the work of the APF Committee with respect to overall goals.

Dick Jacke noted that goal 1 is clear and easily measured while goal 3 is more difficult to quantify. However, strategies to address goal 3 can be measurable.

A number of suggestions for such strategies were raised:

- Make contact with congregation treasurers
- Determine what is on congregational budgets in relation to the APF
- The End of Year Reporting could be used to track contacts with congregations
- Personal visits to congregations

A motion was raised to recommend removing Goal 2 and implementing it as a strategy to support the remaining two goals.

The motion was carried with one abstaining vote.

Discussion ensued concerning how best to provide support to "stuck" congregations:

- Clustering work is more efficient and one can work with multiple congregations, also enabling less well off congregations to participate
- Message needs to be "You are not alone!"
- Deploy assistance at the highest level possible, particularly to those congregations being hardest hit
- Encourage district staff in engaging in active APF support
- Congregation visits are good as there can be a sense of isolation. In response to the question "What has the UUA done for me?" presence is a huge plus.

Finally, it was noted that the APF Committee could enhance its ability to appropriate resources thoughtfully and appropriately, particularly through virtual meeting formats and email conversations.

### **Conversation with President William G. Sinkford, joined by Terry Sweetser**

A list of topics of interest was developed to guide the Committee's conversation with Bill:

- Financial Trauma Response Team
- Impact of Presidential transition on staff and committee
- Evaluation of the UUA's advertising campaign
- Presence of UUA representation in the districts

Bill's opening remarks centered on an acknowledgement of the difficult economic times. Because of the hope that had been engendered through the US Presidential campaign, there is a sense of whiplash from the financial anxiety, likely carried over into our pews.

Thanks was offered for the excellent performance in APF, relationships, and connections. The Leadership Council has struggled to develop the FY10 budget, with calls for a 15% reduction in spending. However, there is crisis in opportunity: the UUA is moving into electronics age, through the adoption of web conferencing, etc. Staff travel has been reduced significantly so more of the contact will be long-distance.

Bill expressed interest in what is being heard "from the ground." Responses follow:

- Staff cuts: youth advisor, RE, support staff. Colleagues are scared
- More communication with Ministry than previously
- Anticipating decreases next year as congregants are losing jobs or are in fear of such
- Crises are opportunities to deepen community
- Some regions have been hit less hard, but act as if impacted to a greater extent
- Some congregation leaders don't have the talent to make the prudent decisions about making cuts: denominational support and staff are the two primary cutting points
- There is great anxiety and are waiting on year-end results
- Pledging will be very important in FY10
- Endowed congregations often have a large reliance of their budget on the endowments
- There is a great need for pastoral care to mediate the fear within congregations
- Small givers are up and large donors are down
- A letter from the district board has done very well to build relationships

Bill acknowledged that we are hitting a trough in giving, but that this is a normal business cycle fluctuation, particularly when anxiety is at its peak. In response, we need to affirm the need for relationship and pastoral care for leaders who are struggling, reminding ministry of the importance of our liberal religion.

Angela asked Bill's thoughts on the possibility of deploying resources to regions that have been hardest hit. Bill responded, saying that the results of trauma response is impressive, providing informed pastoral care, additional support for those who are anxious and facilitating small groups for laid-off parishoners and those who are fearful.

Terry added that we have had some experience with this approach, having partnered at least one Association Sunday event with the congregational canvass to address the local budget deficit. However, as a special case, replicability is uncertain. However, there is a great willingness to provide assistance, particularly around pastoral care and financial best practices.

Discussion turned to coordination of UUA Staff travel throughout districts, suggesting that informing district staff and APF representatives could inform as to how best travel could be utilized to address stressed congregations. It would also be beneficial to know which congregations have been visited recently.

Bill was then asked about the impacts of the UUA's marketing campaign. His responses included the following points:

The goal was to increase visibility, not membership

The Time Magazine advertorials were measured by click-throughs to uua.org and were relatively successful in getting the attention of a broader base

More effective was the introduction of Google ad-words, which are keywords tied to specific events. This has generated at least 40 thousand visits to uua.org

In particular the response of TVUUC in Knoxville to the shootings that occurred in their church was inspirational: they were not going to change their approach, inclusion and welcome were reaffirmed.

This example ties into a shift from paid media to earned media that is based upon our core mission and values. To prepare for and address this there has been greater social networking, and 20 UU leaders are now prepared to speak on their passion and are connected to media outlets as opportunities arise.

In response to a question concerning the administration transition, Bill noted that the two presidential candidates are in communication, attending board meetings, and such. Bill has offered to spend as much time as desired by the new president to pass along necessary information.

Terry noted that there has been a coordination of activities related to fundraising. Association Sunday 2009 was developed in collaboration with the candidates. The earned media work will be a responsibility of the next president.

Bill further tied the transition to the previous issue raised stating that earned media is a structure for the UUA's public witness image, acknowledging that some aspects of work are incomplete. Because of this, he has worked with the candidates to build sympathy for

these initiatives and fundraising mechanisms and for a sense of continuity in core initiatives of the UUA.

It was noted that because the APF Committee has noticed the lack of a UUMA liason, that the committee benefited greatly from contributions made by the UUMA. Bill suggested that this would be an issue that will need to be addressed by the incoming president.

**Keynote Address: Pastoral Care of our Congregations in Tough Financial Times**

**Rev. Sheryl Wurl, Director of Clinical Pastoral Education**

**University of Tennessee Medical Center**

Following Rev. Wurl's notes immediately below are key points that arose in her presentation .

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***On Being "Love With Skin On"***

***March 20, 2009***

***Rev. Sheryl Wurl, PhD***

- I. Parker J. Palmer: "Scarcity, Abundance, and the Gift of Community"
  - a. Self-Care: Mk 6:31-31 (*Pastoral Hints for Pastoral Work Among the Sick* (1911)—"That what we are is more important than what we do is a familiar truism, but not on that account any the less true. Nowhere is its truth more apparent than in sick-visiting.")
  - b. "Community is a gift to be received, not a goal to be achieved"
  - c. "The only kind of leadership that can evoke authentic community [is] leadership that risks failure by making space for other people to act"
  
- II. Beatrice A. Wright: *Physical Disability—A Psychosocial Approach*(1983)
  - a. Value-Laden Beliefs and Principles, beginning with respect and encouragement.
  - b. Coping v. Succumbing Framework, beginning with emphasis on what *can* be accomplished.
  
- III. Amy Sutherland: *Kicked, Bitten, and Scratched* (2006)
  - a. Desensitization--
  - b. Approximations—reward small steps
  - c. Incompatible Behavior—move toward a new behavior
  - d. Least reinforcing syndrome (LSR)—do not engage, relax

- IV. James Luther Adams & Seward Hiltner: *Pastoral Care in Liberal Churches* (1970), Posthumous editing of Carl Wennerstrom's work on a Liberal Paradox that interferes with care of souls, aka "Seelsorge"
- a. Rationalism—Everything can be thought through
  - b. Reformism—Change is quick and clean
  - c. Dramatics—Hyperbole and intensity
  - d. Distance—Great description and prescription skills
- V. Richard C. Cabot & Russell L. Dicks: *The Art of Ministering to the Sick* (1936)
- a. Of the 7 methods, "Listening" is the first and most important
  - b. May Sarton's "The White Haired Man (for Richard Cabot)"
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**Key points of note:**

- The task of pastoral care is daunting, but the need is great.
- It is more complicated and more simple than one might think.
- In face of trauma, there is nothing that you can say or do. Presence is all that's required. Let people know that they're not alone.
- People are very resilient and have great depth, though in face of trauma, people forget.
- People, humanity, creation has within it abundant resources that don't get tapped. When we are scared, we get blinded to this aspect.
- One can lead through assistance, through being available asking, "How can I help you to do this?" as opposed to an "I can't do it" mentality.
- One can help people to learn to cope rather than succumb, to reclaim and recapture their essence that can continue to contribute.
- Rather than "fixing" problems, the pastoral care approach could be to give space to allow calm and reduce anxiety.
- UUs tend to over-rationalize and explain away. They are reform oriented and forget that change is not quick. They tend to not pay attention to process or resistance.
- UUs also tend to have a larger social distance, tending to be good at prescribing and describing issues, but are not as good at getting involved.
- We cannot take on the pain of others. We can stand with others and support.

**Special Gift Officer Training Session**

**Terry Sweetser**

Listen and Learn – a process known in development parlance as "Qualifying the Donor"

The purpose of contact is not to raise money; it is to share the passion for and commitment to UUism. Raising money is a byproduct of commitment to UUism.

Donors are a community of people who believe in abundance. They deny scarcity and come together as a group that is generous. They believe that they can change the world through generosity.

Continued giving is often dependant upon results – what happened to the money?

It is difficult to make groups to give to a rational amount; the APF will be less successful in earning money if contributions are viewed by congregations as a “head tax.”

Being one’s best UU self is to empower others so that they can pull together to accomplish great things - What can happen if we move towards a sense of abundance?

The most effective way of presenting one’s best self in the APF context is to have a meeting with someone, framing contact with a congregation differently.

Thanking people generally works, as does personal contact and praise and nurturing the sense of commitment.

It is best to try to meet people at their church, where all the action is happening. One can touch into pride, involvement, and an interest that you can share with this person.

Get on site and listen to their story, resisting the urge to solve the problem, but approach by asking “How can we help? Can we find some way to support you better?”

Asking how the Stewardship and Development department could better support the APF Committee generated the following talking points:

APF representatives should be able to meet monthly with district staff to find out what’s going on in the trenches.

Constant contact with the Board will allow for good communication and initiative.

The pledge process lacks an ability to communicate what the business of pledging is.

There is a desire for different fundraising arms to become an integrated whole with different sections of fundraising.

Increasing connection and communication between the district staff and the APF Committee would be very beneficial:

- Greater need to tag-team message and communications with Districts
- Clear financial overlap between APF and District Staff
- Standardize the expectation of communication between district and APF
- APF District grant is large portion of district budget
- Confusion in congregations between district and APF fair share amounts
- The “joint-ask” experiment is much easier and much more graceful

You must ask for money, else you won’t see it. As the APF Representative, you are responsible for the ask.

As a general operating fund, the APF has no one thing that is being supported. This vagueness is less inspiring. There is not the passionate drive that motivates giving.

Messaging is important. How do you frame things? What does it mean for you to be in this church? It is important that the message is similar. Coordination of the messaging between traveling staff is an important step.

Discussion ensued concerning the potential for messaging and branding the Annual Program Fund to encourage greater congregational and leadership commitment to the APF.

The point that the UUA should have some form of presence within each congregation to address the question of “What does our money do?”

Terry concluded with a statement of willingness to facilitate the negotiation of new set of expectations regarding field staff and the APF Committee. He is open to partnership with the APF, but doesn't want to impose any changes that are not specifically requested from those within the program.

**Saturday, March 21, 2009**

**Ingathering – Susan Freudenthal**

**Announcements – Laurel Amabile**

Reminder to Committee members to submit their projections if not already done

The year's Stewardship Sermon Award recipient was announced: Rev. Erika Hewitt of Goleta, CA for her sermon "The Answer I Wish I'd Given."

This year's APF Luncheon at General Assembly will again be jointly held with the President's Council to reduce expenses, promote positive relations between the groups, provide an opportunity to celebrate Rev. Hewitt's sermon award, and welcome the new President of the UUA.

The APF will have a separate booth from the Stewardship and Development booth to reduce congestion in front of other program areas within the Stewardship and Development department.

A definition of "Fair Share" has been developed by the Congregational Services department to describe the various ways in which this term has been used with respect to giving to congregations and to the UUA.

The APF Formula Task Group continues to discuss the calculation of Fair Share requests. No changes to this calculation will be made within the next year.

The APF Quick Stats report should be produced and distributed on a monthly basis.

The Leadership Council report will be distributed to the APF Committee on a weekly basis, pending approval by the members of this group (since approved)

**LREDA Liason Report - Susan Freudenthal**

The written report follows:

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**LREDA Liaison Report to the Annual Program Fund Committee**

**March 2009**

In my role as the LREDA liaison I posed the following questions on the LREDA list-serve in early March. Given the choice to post their responses to the list or reply to me privately, all but one person replied to me privately. To date I've received 15 responses. Understandably, the religious educator is not usually the natural contact for the APF committee as you establish relationships with the congregations in your districts. One of my roles is bring this perspective to the committee.

*Have your hours/units in your positions changed due to budget losses? If yes, how have they changed?*

Of those whose congregations who have just begun or are about to begin an annual canvass process, all of the respondents indicated concern regarding the ability of their congregations to maintain funding for current staff positions. People had either been

forewarned of the possibilities or had already been informed of some staff change due to budget cuts. Youth Advisor positions are mentioned as the first to change followed by the Religious Educator position. For those in larger congregations, administrative support staff for the Religious Educator was also mentioned as an area to eliminate.

Of those congregations who have completed the canvass process for this year, several Religious Educator positions were curtailed either in hours (resulting in loss of compensation) or were restructured somewhat to compensate for staff cuts in other areas. For example, one congregation is moving from an interim DRE to a settled DRE and is saving money by not staffing the position for one month following the interim's departure.

*Are being called on to provide more or less pastoral care in the last twelve months? Can you quantify how much more or less?*

About ½ of the respondents indicated an increase in their pastoral care role but could not directly correlate the increase with the recession.

Have your ministerial colleagues and/or congregational leaders responded to "tough economic times" positively or negatively when talking about budgets or stewardship in general?

Most responded that their congregations seemed to be using the resources and language recommended by our association's leaders. A few indicated that their congregations were explicitly trying to connect the recession within the context of our theology (or values).

*When faced with budget losses, what are your congregations' priorities?*

Priorities for most are to maintain their current operational budget (including staff positions) followed by supporting the association through a Fair Share pledge.

In addition, I can report that more and more of my colleagues use the resources offered through the APF office and that people have appreciated Laurel's work in raising the profile of the APF within the religious education community.

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Laurel responded to this report, informing the committee that she had collaborated on several workshops for LREDA conferences. She also suggested that the committee can request DREs within the districts to pay attention to our reports; they're the ones who can convey the importance of stewardship to our youth. Develop our relationship with this important religious professional.

### **Round Table Discussion: Praise, Personal Contact, Push and Projections**

The intent of this discussion was to focus on these economic times and with new understandings of pastoral care and donor relations as viewed by S&D staff.

#### **Praise – lead by Angela Matthews**

Praise brings an imbalance in a relationship. She translates praise into "appreciation." Think of ways in which we can help congregations with their work in appreciation of donors.

How does one be genuine in praise, understanding their commitments, even if they're not Fair Share congregations?

- Use pastoral care lens
- Take notes when something significant happen
- Be in touch with the District Executive who may have further insight into what is happening in the congregation
- Provide a "toast" at Annual meetings
- Include a list of Fair Share congregations within the district directories.

### **Personal Contact – Dick Jacke**

We cannot rely on history of Fair Share as predictor of future activity. Fair Share giving is tenuous. Without well-developed stewardship mechanisms, congregation and/or association level Fair Share giving is unlikely.

Fair Share is seen sometimes as a fee for service, which is a place to start, but we need to develop a more thorough relationship with congregational leaders.

Direct personal contact is more important than ever, particularly contact that is unrelated to APF work, such as sending holiday cards.

The APF representative could be a host to gatherings, a source of information for the public

Consistent messaging is vital to getting everyone on board and enthusiastic. How do the more successful reps instill the FS message to create a tipping point?

It is vital to connect with ministers. Don't be afraid of ministry, they understand where the money comes from and goes to and can be your ally.

Be sure to not excessively claim what the UUA does for congregations

### **Push – Pat Griggs**

Your relationship should have been developed at this point, pastoral care should be taken care of. The call for the final push should be relatively easy. Items to discuss could include:

- Check in
- Follow up on projections
- Review their commitment to the UUA
- Their gift history and any outstanding amount
- “What would it take to send in your final contribution by May?”
- Get your payments in early so that GA delegates won't be disappointed

- Proximal districts to GA, encourage giving for delegates and other reps to receive ribbons
- Know that Treasurers pay bills when they are due; remind them the importance of ribbons and public visibility

### **Projections – Stan Kidder**

Projections are a tool, an educated guess that relates to the overall health of the congregation. APF is the canary in the coal mine – if they’re not paying, they need a pastoral contact.

The basis of making projections early in the year: if they’ve made a pledge, they will likely meet their pledge. If not, more or less what they’ve done in the past.

Later in the year, connect with congregations who are off track of their usual giving patterns. Learn the story of the difference in behavior and the capacity of the congregation. This can be an entrance into further pastoral care.

If congregations are hurting, try to build on your previous successes. “If it can’t happen this year, what about next year? Any possible increase to Merit status or 20% increase?”

Those that are successful should be praised highly.

Those that fall behind due to any of a number of reasons, maintain support for their congregation. Inspire commitment with a view of “It’s not the end. We’re still with you.”

### **Board Liaison Report – Charlie King**

Policy Governance has a heavy focus at the Board level. The implementation/transition process has been substantial.

Association Working Group – what changes that there are should be presented at GA

Congregations Come First Task Force – currently on hold due to the election, as major changes should not be implemented during a transition.

5<sup>th</sup> Principle Task Force – currently addressing the issue of having a more democratic representation at GA. Many GA delegates are those who can afford to pay their way which is seen as undemocratic. A campaign to support expenses of delegate travel should be suggested.

Presidential campaigns incur great expense and need great resources. The possibility of the UUA setting up conferences could equalize candidates and allow access to those who those who don’t have funding limitations. However, this would require bylaw changes.

There has been additional discussion on how to make the Moderator position more accessible as it is an unpaid position through a mechanism such as a per diem arrangement.

Excellence in Ministry – There is a lot of concern that 70% of new ministers are coming from other theological schools, more than from Andover Newton than Starr King and Meadville Lombard combined.

## **District President's Association Liaison – Dick Jacke**

Distributed notes follow:

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### **Report of the District Presidents Association Liaison to the Annual Program Fund Committee March 2009**

Re-nominated as DPA Liaison to APF Committee at the November meeting of the DPA, I was nominated to serve a third one-year term as liaison from the District Presidents Association to the Annual Program Fund Committee. The actual election will take place at the DPA June meeting – just before General Assembly. I am looking forward to working with the committee for another year! At my Pacific Northwest District Board meeting last month, the board made a decision that they would like me to continue as District President for at least one more year. Because there are not presently candidates on the board willing to stand as President-Elect at this time, it is possible that I may be asked to serve a fifth one-year term. This would make it technically possible for me to serve as liaison to this committee for several more years (depending upon the pleasure of the DPA).

District Presidents Association Role in UUA Goal Setting Seven members of the District Presidents Association were invited to the UUA Board's October meeting to help them begin their discussion of ends for the Association. I was one of those attending. A number of district boards have actually been at Policy Governance longer than the UUA Board, and it was thought that the experience of the district boards might help to inform the work of the UUA Board. The UUA Board was to provide us with question/issues that they were particularly interested in discussing with us, but the material was not distributed in a timely manner – some had not received it before coming to the Board meeting. There was some feeling that the facilitation being provided for the discussion (from an outside source) was not very helpful – they were shaping the discussion as 'what did the districts need' rather than 'how can the UUA and districts work together to support our congregations.' Nevertheless, the Board did make progress that week toward new ends.

Concerns About the Economy and Its Effect on Stewardship During the meeting, district presidents regularly reported that they were continuing to see signs that the downtrend in the economy was taking its toll on giving both within our congregations and from congregations in support of districts and the UUA. Their sense is that next year is likely to be even worse than this year. Stewardship is a matter of real concern to all of our districts right now, and I urge you to be in regular contact with your district staffs and boards about ideas and services that are available to help congregations address their own internal stewardship issues so that our congregations can continue to thrive. Congregations which do not have good internal stewardship practices are generally not in a good position to exercise good stewardship in support of our districts and the UUA. Good stewardship benefits us all.

It is both a pleasure and an honor to serve our Association, the DPA, and the APF as Liaison of the District Presidents Association to the UUA Annual Program Committee.

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### **Small Group Work**

This period was used as a brainstorming opportunity to develop branding messages and tag lines for prospective use in APF materials that could be distributed to congregations.

In addition, brainstorming was done to develop an APF “wish list” for support services from the UUA, the Stewardship and Development department and District Offices.

### **Stan’s Most Excellent Spreadsheet – Stan Kidder**

Stan presented a workbook that he developed in MS Excel to track congregational giving and the impact on district giving levels. An overview of this tool was presented along with general instruction on how to navigate it to make the most of it.

### **Fair Share Discussion – Laurel Amabile**

Laurel introduced the confusion of the term “Fair Share” as it has been used within the different contexts of the APF and Congregational Stewardship Services, particularly as it appears within the Congregational Stewardship Services Giving Guide.

Discussion points follow:

The term is further confused with the adoption of “Fair Compensation” practices.

Seen as a movement toward an attempt to be thematic, generally seen as ill-advised but very difficult to be undone at this point

Within the Congregational Stewardship Services context, people can self-identify as a level of Fair Share giving, whereas congregations cannot self-identify as Fair Share at their own level of giving

The APF committee should be heavily involved in conversation in defining this term

### **Discussion about Budget – Barb Brown (via telephone)**

Laurel gave an overview of the state of the current fiscal year in light of the present recession. Though all other expenses in the current year have not been cut, the UUA will not be able to defray costs for APF Committee members to attend GA.

Currently the APF and Committee is under budget in most categories.

The FY10 budget is still in the planning phase, though all departments were asked to do everything possible to reduce expenses. The Leadership Council has done its best to wrangle the budget, come as close as possible for income and produce a balanced budget

In light of the limited budget next fiscal year, the APF meeting structure next year will need to be adjusted. We will have at least one face-to-face meeting in the fall as this gathering picks up the energy early in the year. After this point, the UUA will be hosting periodic web- and tele-conferencing. It is vital that all members of the Committee try to attend these meetings to maintain connection and communication.

If meetings are to be web-based, we should provide step by step training on connecting to these meetings.

Further interactions between experienced and newer members might be addressed by regional meetings, but fair and balanced access to resources for all representatives needs to be taken into consideration.

Since most representatives attend to GA, this might be an occasion for a meeting at that time, particularly to provide support to new members. The mentoring relationship is valuable and should not be lost.

The autumn meeting for FY2010 is scheduled for September 25-26 with arrival on Thursday, Sept. 24.

## **Sunday, March 22, 2009**

**Ingathering – Pat Griggs**

**Celebration of Off-Going Member– Laurel Amabile, honoring Pat Griggs**

**Evaluation of the Meeting Performance – facilitated by Jim Sanders**

**Closing Reading – Jim Sanders**