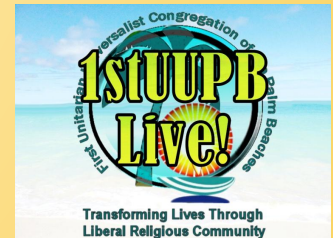


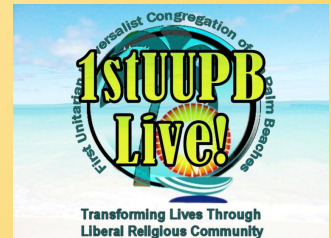
1stUUPB 2023 Ministerial Search Cottage Meetings



Chalice Lighting

Faith is taking the first step even when you don't see the whole staircase

- Rev. Martin Luther King Jr.



Mission and Vision

MISSION

The mission of the First Unitarian Universalist congregation of the Palm beaches is to transform lives through liberal religious community.

VISION

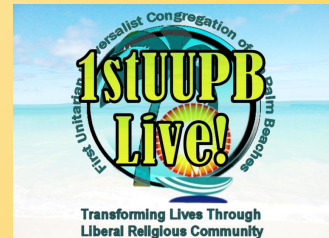
Our Unitarian Universalist Congregation is a liberal religious community of diverse and freethinking individuals. We seek spiritual growth and social justice. As adults and children who learn, love, share and serve together, we welcome all into our family.



COURAGE

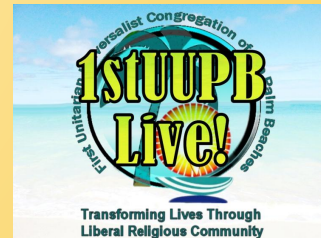


SIDE WITH
LOVE



Covenant for this meeting

- Assume positive intent;
- Remember each other's inherent worth and dignity;
- Practice deep listening and pause before responding;
- Ask questions from the standpoint of curiosity, rather than arguing or debating another's point of view;
- Speak civilly and constructively from my own experiences by using "I" statements when my sharing experiences, feelings, and opinions;
- Respect other people's experiences, feelings, and opinions;
- Recognize that the work we do together is sometimes difficult and that our overall goal is to stay "at the table" together.



Since the Last Cottage Meetings

- As a result of the cottage meetings about 3 years ago, the Board felt confident that there was sufficient desire and support to work toward a settled ministry.
- The first usual step in that process is an Interim Ministry.
- The selection process was started.
- Then Covid-19 hit.
- We hired Rev. Ed not knowing what the impacts of Covid would be.
- Once it became clear that Covid was making large impacts, Rev. Ed was able and willing to stay with us for a third year of interim ministry - through July 2023.

Challenges

- Fewer members ~ 84
- Fewer volunteers and therefore fewer volunteer hours
- Running a deficit budget of \$15k this year
- Housing costs in our area have gone up more than the average in the country
- Our cost of living is +40, i.e., the cost of living in our area is considered 40% above the U.S. average by the Economic Research Institute



Advantages

- **Campus and Grounds**-no mortgage
- **Our History**- celebrating our 70th anniversary
- **Endowment**- \$1.8 million
- **Successful Interim Ministry**-Bylaws, accounting systems, online catalog of Sunday services, dynamic website, Facebook page reached 1000 followers, behavioral covenants
- **Social Justice Work**-record attendance at PEACE Nehemiah Action Assembly, 40 people participating in anti racism common read
- **Connections with UUA**-Southern Region Staff and the Transitions Office are so impressed with our work that they are rooting for us in the next ministerial search
- **Connections with other Congregations**- other congregations are excited about collaborating with us for common read and religious education programming



Financial Situation

Revenue

- The Finance Committee ran models to help us understand our options
- A small percentage of pledge units cover a significant portion of the pledge income.
- Not optimistic about fundraising and building rentals due to Covid and lack of volunteers
- Models used current FY22-23 drawdown of \$93,800 and the current 4% would be about \$20,000 less.

Minister Costs

- Full-time ministers cost about the same regardless of type of ministry
- Larger congregations generally pay more for ministers as part of the UUA's Salary Recommendations.
- Due to the high cost of living in Palm Beach County, we may have to offer a higher salary to attract a minister especially due to the short number of ministers in the pool.
- The models assume insuring the minister and family.
- These projections are assuming steady revenue - there is approximately \$60K difference between the pessimistic and optimistic models given by the finance committee.
- The models included a 5% increase on all expenses including the ministerial options.

Ministerial Options

Option	Non-monetary needs	Amount to commit (<i>assuming steady income level in the next few years</i>) in order to show a minister that we're a viable option (3 years' salary)
A. Lay-led \$350/speaker/week x 52 weeks	<ul style="list-style-type: none"> • Very significant increase needed in admin and/or volunteer hours 	Surplus of \$45-50k per year
B. PT-15-hour/week, pulpit supply	<ul style="list-style-type: none"> • Very significant increase needed in admin and/or volunteer hours 	Surplus of \$35-40k per year
C. PT-50	<ul style="list-style-type: none"> • Probably need additional admin and/or significant volunteer hours 	Deficit \$0-30k per year
D. Share with another congregation	<ul style="list-style-type: none"> • Probably need additional admin and/or significant volunteer hours 	\$0
E. FT Minister		Deficit \$50-60k per year (\$150-180k for three yrs)
F. FT Minister & DLRE		Deficit \$90-100k per year (\$270-300k for three yrs)

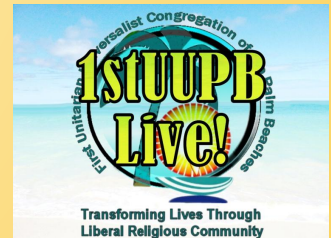
Ministerial Situation

- There aren't as many ministers out there right now. Many ministers, and not only UU ministers, have retired, resigned, or changed careers.
- Some congregations are moving into some ministry sharing.
- Florida's recent political climate makes Florida less enticing.
- Very likely less ministers looking for part time.
- No matter what we do we may come away without a match.
- We feel we would need to be able to show that we have a financial commitment for at least three years to be able to attract a full-time minister.



Other Board Considerations

- What type of commitment are we ready to make?
- Do we have the resources to do the search (financial and volunteer)

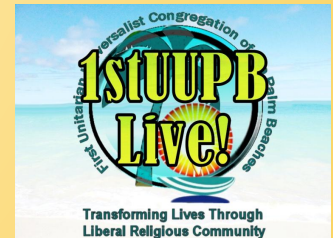


Meditation

After taking a few deep breaths to still the body and mind,

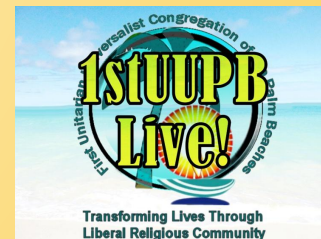
Take some time to think of a favorite memory of your at 1stUUPB, really put in the colors and smells and emotions.

Then, take a little time to imagine a future version of 1stUUPB, what you'd like to see us become.



Questions

- How open are we to commit as much as \$200,000 (or more) over the next three years in the endowment (FY 2023-24, 24-25, and 25-26) in order to hire a Full-time minister? To commit as much as \$350,000 (or more) for a Full-time Minister and DLRE?
- How willing are we to volunteer more to support a year or more of Lay-led, Guest Speakers only, or Part-time ministry?
- How willing are we to pay more for more administrative or other assistance to help out in a lay-led, Guest Speakers only, or PT ministry scenario?
- What other ways might we be able to secure a three year commitment of salary for a minister?



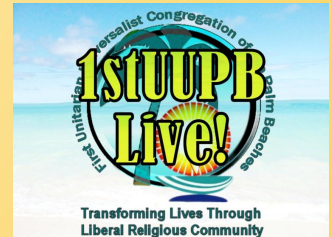
Ministerial Options

Option	Non-monetary needs	Amount to commit (<i>assuming steady income level in the next few years</i>) in order to show a minister that we're a viable option (3 years' salary)
A. Lay-led \$350/speaker/week x 52 weeks	<ul style="list-style-type: none"> • Very significant increase needed in admin and/or volunteer hours 	Surplus of \$45-50k per year
B. Part Time-15 hours/week, Sunday Sermons Only	<ul style="list-style-type: none"> • Very significant increase needed in admin and/or volunteer hours 	Surplus of \$35-40k per year
C. Part Time - 50%	<ul style="list-style-type: none"> • Probably need additional admin and/or significant volunteer hours 	Deficit \$0-30k per year
D. Share with another congregation	<ul style="list-style-type: none"> • Probably need additional admin and/or significant volunteer hours 	\$0
E. Full Time Minister		Deficit \$50-60k per year (\$150-180k for three yrs)
F. Full Time Minister & DLRE		Deficit \$90-100k per year (\$270-300k for three yrs)

Chalice Extinguishing

I am open and I am willing,
For to be hopeless would seem so strange.
It dishonors those who came before us,
So lift me up to the light of change.

- Holly Near



Thank you for participating

If there was anything that we missed or you think of something afterward, please send an email to Board@1stuupb.org

Google Form:

<https://forms.gle/gGSpta7WC9WVJ2eX7>

