

PRAIRIE UU CONGREGATIONAL MEETING

Sunday, February 23, 2025

Facilitated by Kim Rebecca-Murray, Board President



Agenda



11:45 AM - 12:00PM

- Chalice Lighting – Rich Wallower, Board Vice President
- Covenant – Congregation
- Beloved Community Communications Guidelines – Congregation

12:00 PM - 12:10 PM

- Board Goals and Progress – Kim Rebecca-Murray, Board President

12:10 PM - 12:25 PM

- Congregational Health Update
 - Overall – Kim Rebecca-Murray, Board President
 - Ministerial – Claudia Van Buren, Chair of Minister Search Committee
 - Financial – Jan Spooner, Board Treasurer

12:25 PM - 12:45 PM

- Strategic Plan – Sally Magers, Chair of Strategic Growth Task Force

12:45 PM - 1:00 PM

- Q&A
- Chalice Extinguishing – Carol Foster, Board Secretary



CHALICE LIGHTING

**Rich Wallower,
Board Vice President**

Prairie UU Covenant



We **covenant** to be a welcoming and loving community, offering each other fellowship, sanctuary, and a joyful spirit. We seek justice and peace in all our deeds and relationships, and we respect and honor both the individual and the collective search for sacred meaning and truth. We revere and celebrate the diversity of our Earth and are guided by the Spirit that connects all life, as we reach out to offer our best to ourselves, our community, and our world.

Beloved Community Guidelines



- Our intention when we come in and as we leave shall be to build a **beloved community**.
- We will uphold speech and practices that **center the worth and dignity** of people of color and the marginalized.
- We will ask others what they need in order to **listen actively**, empathetically, and **wait** to speak until others are finished.
- We will **be mindful of the amount of space we take up**, whether that means talking more or less than others. Those who have historically had the opportunity to speak first will step back in order to respect the voices of those who have been historically silenced so that we may collaborate.
- We will be aware of and actively work to restructure our policies and community to be more **anti-racist**. We acknowledge the current power imbalances – and are **open to hearing each other's perceptions** of those imbalances as it is necessary for understanding each other and working together.
- We will **stay engaged** even when we reach our growing edges and feel uncomfortable and vulnerable, allowing for respite when necessary. We will dedicate spaces that include the **spirit of joy, laughter, and play**.
- We will see challenges and conflict as part of the growth process and be willing to **practice reconciliation** or enter the **restorative justice** process.
- We will **question our assumptions** about the "right way" to communicate.
- We will examine the **context** from which our differences reside.



Board Goals and Progress

**Kim Rebecca-Murray,
Board President**

Board Goals (from July)

Build and enhance membership

Consolidate committees and help them stay focused with liaisons and specific objectives (more to come on this)

Gain congregational trust

Articulate and socialize a succinct and memorable vision for Prairie

Prioritize stuff – we're too small to do everything

Make sure that Social Justice includes anti-racism

Focus our business meetings

Build relationships with each other

Delegate problem solving

Fill all open staff positions

Build out RE for all ages, programming for young children, coming of age

Revitalize music

Educate Prairie on the new values

Board Goals (cont.)

Continue to focus on home of our own - Spirit of Life rental actualized.





Congregational Health

- **Emotional Health – Kim Rebecca-Murray, Board President**
- **Minister Search – Claudia Van Buren, Chair of Minister Search Committee**
- **Financial - Jan Spooner, Board Treasurer**

Conflict and Resolution



How would you rate the conflict in your congregation this past year? On a scale 0-6:

0: We don't have notable conflict

1: We have creative tension in our community that helps us go deeper and lean into issues as they arise. We practice covenant and hold ourselves accountable to our promises.

2: We have disagreements that are uncomfortable at times – however, we call ourselves back into covenant and work to maintain our mission.

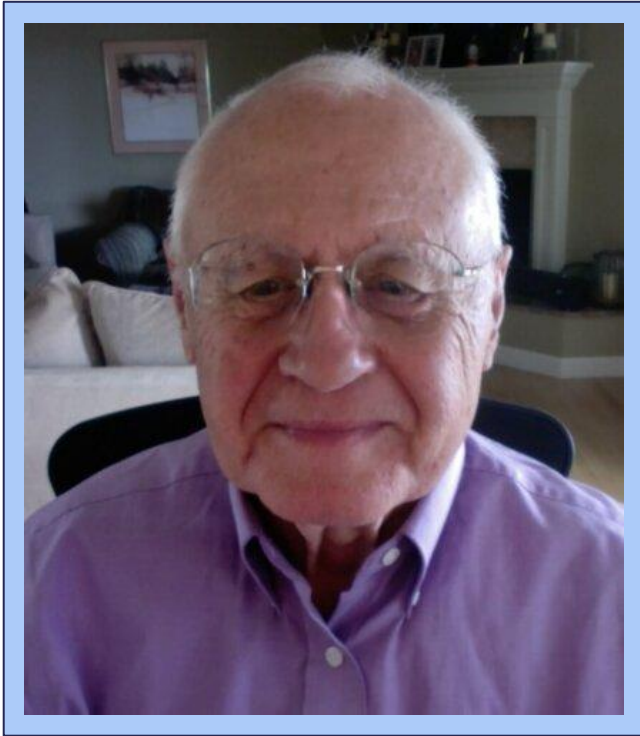
3: We have arguments that are difficult to navigate. Covenant is sometimes difficult to maintain, however, we call ourselves back into covenant and right relationship most of the time.

4: We have arguments that are destructive. Trust is eroding and it is difficult to stay on mission and hold ourselves accountable to our covenant.

5: We have factions in the congregation that do not trust each other and do not listen to one another's views. Movement forward on our mission is difficult to impossible, pledging is down, and covenant is broken.

6: We are imploding, the leadership is exhausted, mission and covenant cannot be maintained, trust is completely eroded, people are leaving the congregation.

COSM - Committee on Shared Ministry



Clark Huff



Maurice Murray

Minister Search



Interim ministry is a temporary arrangement where a pastor leads a congregation while a permanent minister is being sought.

Purpose of interim ministry:

- Help congregations adapt to new leadership styles and expectations
- Explore the congregation's heritage and mission
- Clarify roles and make shifts
- Renew the congregation's vision and energy

Finance Update

ANNUAL BUDGET - How We Propose to Spend Prairie UU Money		
	2024/2025 (Current)	2025/2026 (Next Year)
Pledges Needed	\$100,000	\$177,003
Other Income	\$72,898	\$59,775
TOTAL	\$172,898	\$236,778
Personnel - Minister (3/4 time), Administrator, Choir Director, RE Coordinator, Childcare, AV, Bookkeeper	\$142,672	\$167,552
Building Personnel - Lawn Care, Maintenance, Cleaning, Property Supervisor	\$0	\$5,680
Facilities (8 Months) - Rent, Taxes, Utilities	\$1,800	\$17,142
Sundays - RE, Membership, Core Team	\$6,175	\$10,075
UUA Dues	\$7,719	\$7,719
Admin. Expenses - Banking, Insurance, Software, Consumables	\$5,034	\$4,260
Leadership - Employee search, General Assembly, Leadership School	\$7,700	\$16,900
Community Engagement - COSM/Board Funds, Marketing, Fundraising Exp., Justice League	\$8,250	\$7,450
Totals	\$179,350	\$236,778



Strategic Growth Plan

**Sally Magers, Chair of
Strategic Growth Task Force**

We can do this together!



Our Culture:



Comes from a place of **LOVE** and **GRATITUDE** where we can overcome any challenges and do this work together.

Our Goals:

- Meet the needs of our congregation.
- Model our five-year plan like a mature church for success.
- A minister and a home of our own

Did you know?

The #1 reason organizations fail is that they grow too fast without a system in place?





Community Findings



Drive Time: Church attendees will travel 30 minutes.



Demographics: Projections for Colorado and Parker are high in population and job growth.



The UU base is progressive: 42% of Parker voters leaned progressive in 2024.

PLENTY OF OPPORTUNITY!!

Key Strategic Milestones

- Rent and occupy Spirit of Life (SOL) property (FY 25-26)
- Full time minister (FY 26-27)
- Purchase SOL property (FY 29-30)



How we will reach milestones...



Grow membership



Increase giving

Membership Committee	Finance Committee
To welcome, engage, and retain our visitors	Explore ways to enhance our current solid fundraisers
Meet the needs of the Congregation	Modestly increase our giving together
Provide space for folks to belong and grow	Develop a marketing plan for effective outreach

Prairie UU Five-Year Growth Plan

Our findings show that if each of us increase our pledges modestly each month AND we grow our membership, we can and will reach our financial goals together!

	Current FY (24-25)	FY (25-26)	FY (26-27) FT Minister	FY (27-28)	FY (28-29)	FY (29-30) year of SOL purchase	FY(30-31) first full year as SOL owners
# net new members needed in the fiscal year	10	28	33	0	0	0	0
Projected total membership at end of fiscal year	66	94	127	127	127	127	127
Average monthly pledge needs (9% increase year over year.)	\$150	\$164	\$179	\$195	\$213	\$232	\$253
Estimated total annual pledge needs (# members X monthly pledge X 12)	\$118,800	\$184,992	\$272,796	\$297,180	\$324,612	\$353,568	\$385,572

- The average national UU pledge increase year over year is currently 9%
- Our fiscal year (FY) runs July 1- June 30.
- Currently 56 members. Current average monthly pledge/person is \$150 (\$1800 annually).
- **All numbers are estimates and will be adjusted annually.**

Host a Local Grand Gala Event!

- Raises funds for the down-payment of our new home!
- Sister UU Churches have done this successfully, raising millions of dollars!
- Reduces/eliminates need for mortgage payment, reducing yearly costs!
- Ensures solid capital and operating reserves!



We can do this together!!

Taking these steps:

- Gives us clear direction!
- Positions PrairieUU to secure the SOL purchase!
- Gives PrairieUU time to meet these goals.

HEADLINE:

“Prairie UU Moves into their New Home in Parker Colorado”



Q&A



Chalice Extinguishing

Carol Foster, Board Secretary