

Congregational Meeting

June 4, 2023



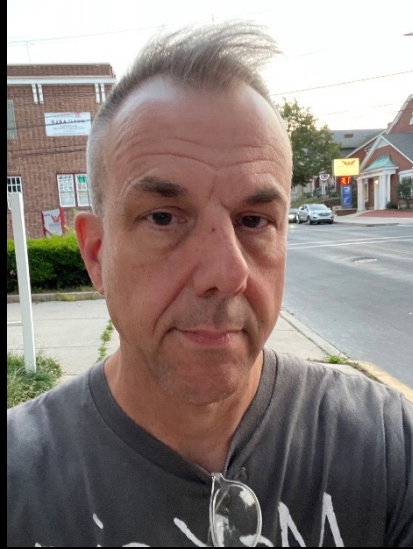
Current Board Members



Bill Cabin,
Vice President



Julie Choi,
Secretary



Chris Groppe,
President



Tonie Scullion,
Vice President



Tiffany Shoffner,
Treasurer

Agenda

- **President's Remarks**
- **Stewardship Update**
- **Treasurer's Report**
- **Executive Minister's Report**
- **FY 2024 Goals**
- **Voting Process**
- **Q&A**



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Highlights

- **Congregational goal status for current church year FY 2023 (July 1, 2022 - June 30, 2023)**
- **What is charging me as we head into church year FY 2024 (July 1, 2023 - June 30, 2024)**

1. Help our community re-connect by increasing opportunities for spiritual formation, growth, and belonging in small groups.

- **Springboards:** WellSprings 2.0, Relationships & Self-Knowledge, Showing Up Against Racism, Intro to Mindful Meditation, Gravity of God
- **Soul Bite:** Reflections on a Trip to the Holy Land
- **Meditation Drop-In** on Thursdays last Summer
- “Meditate In Public” Drop-Ins last Fall/Winter
- **30 Days of Gratitude** online practice last November
- “Making a Life” Potluck meal in February
- Began the re-formation of our **Caring Team**
- **YouthBridge** monthly all-ages gatherings after service, hikes, picnics, PaSE (Parents as Sexuality Educators) group meetings throughout the year
- **OWL** program in this spring, and new **Monthly Teen Group**

2. Show up for our values by engaging our congregation in community-based justice work through new and existing local partnerships.

- **Diversity Rally/Picnic** with Interfaith Action Community
- Sponsorship of the **2023 Chester County PrideFest**
- Multiple **HeartWorks** projects benefiting Kate's Casa and Better Days Ahead, warm clothing and sock distribution, donation of produce from WellSprings' garden, and meals for St. Mary's Shelter for Families
- Writing postcards with **JusticeWorks** and UU the Vote before 2022 election, and calls for Fair Funding for education
- YouthSpirit/Bridge supply drives for **Project Libertad**
- "**Neighbors & Helpers**" message series in August, inviting community partners and local voices to connect
- Board-led **T-Shirt sale**, for visibility in the community

- 3. Boost member giving to return us to a balanced budget for the next congregational year.**
- 4. Prepare for our future with a robust stewardship program, to lay the long-term foundation for our congregation.**

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Stewardship Ministry

A big thank you to:

Majid Alsayegh

Mary Alsayegh

Kathy Burke-Howe

Bill Cabin

Julie Choi

Carol Klekotka

Josie Waldman

Stewardship Ministry

Goal 1: Increase overall pledge income by 40%, or \$75,000, over FY 2022 actual contributions, to fully fund the estimated projected FY 2024 of \$265,000 in contributions, based on our FY2023 budget numbers.

Outcome: Pledged amount was \$206,383, which is 78% of our goal of \$265,000. While short of our goal, pledging did exceed FY 2022 actual contributions levels by \$17,000 and appears to be ahead of FY 2023 projected year end actual contributions.

Stewardship Ministry

Goal 2: Increase member participation in pledging for a broader base of support

Outcome: 71 Households responded to the 2023 pledge drive

- 2/3 of households pledged amounts higher than their actual contributions in FY 2022.
- 35% of pledging households make up 80% of total pledged

Stewardship What Happens Next

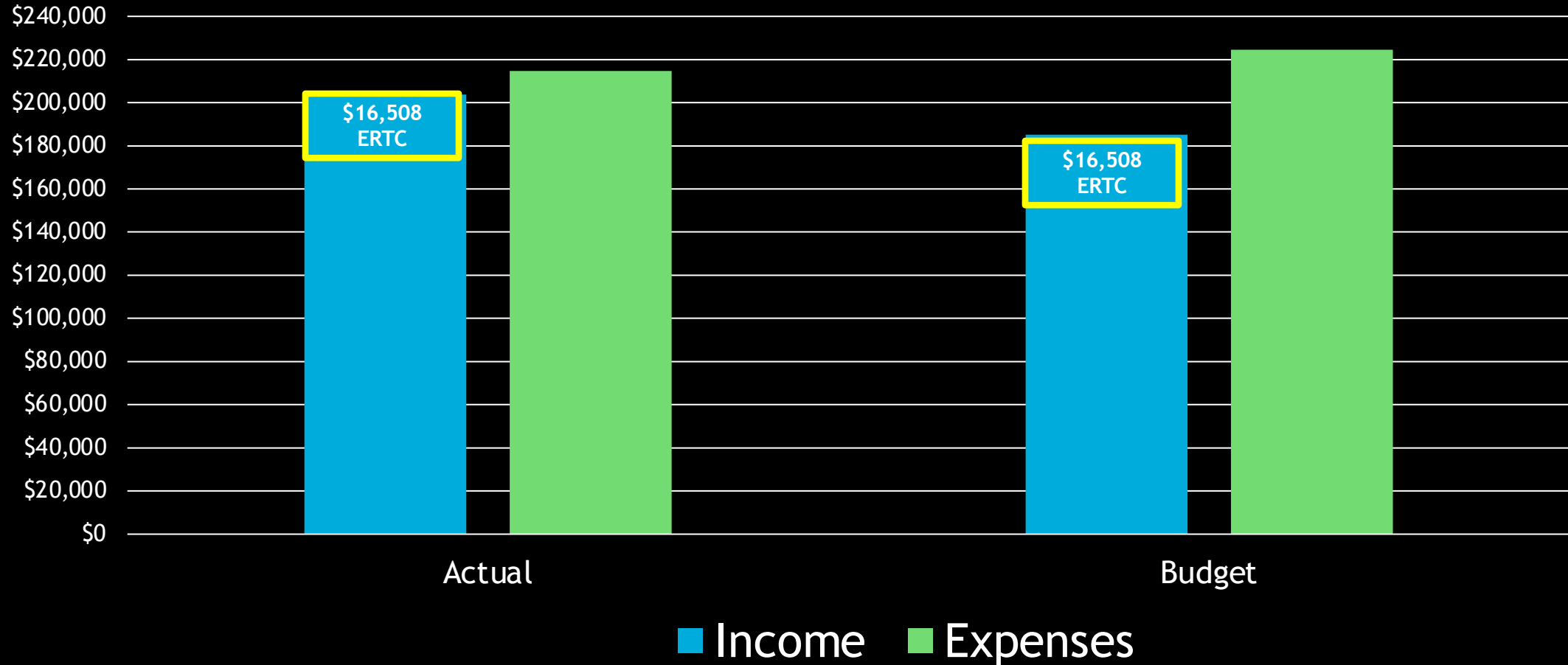
- You can still pledge!
- Showing gratitude to our Stewardship Ministry members for their pledge drive efforts
- Inviting new members to join the Ministry
- Building a culture of connection, engagement and generosity
- Planning for next year's pledge drive
- Meet your pledge by June 30, 2024 😊

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Financial Results

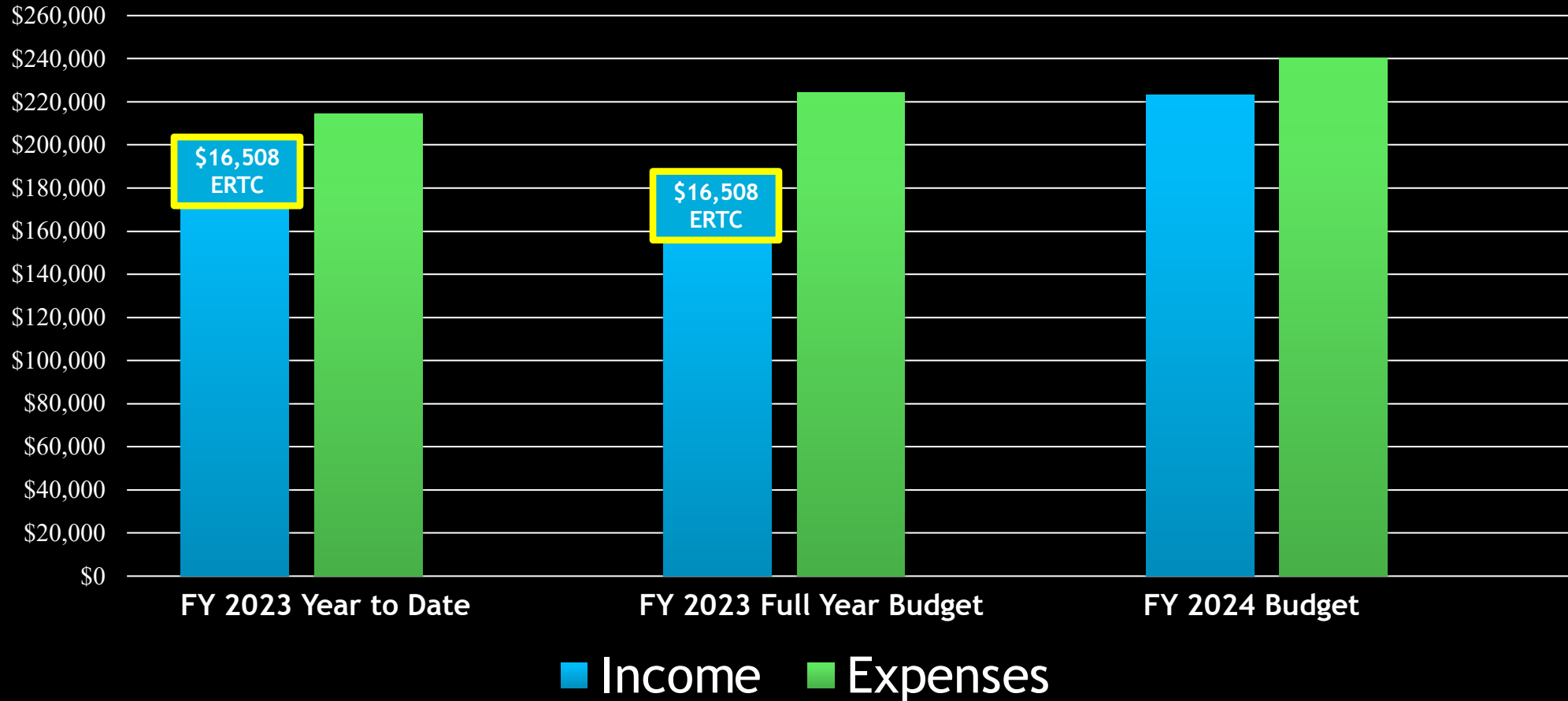
April 2023 Fiscal Year to Date



April Treasurers Report

FY 2023 (July 2022-June 2023)	Fiscal Year to Date			Month of April		
	Actual	Budget	Variance	Actual	Budget	Variance
Income						
Member Contributions	\$ 167,909	155,600	12,309	22,138	16,000	6,138
Special Gifts - Beldon Intern Fund	\$ 10,000	5,000	5,000	-	-	-
Special Gifts.- Other	\$ 2,196	3,120	(924)	661	-	661
Sunday Offering	\$ 6,799	5,000	1,799	744	500	244
Interest	\$ 23	-	23	-	-	-
Other Income	\$ 397	-	397	25	-	25
Loan Forgiveness and Other Grants	\$ 16,508	16,508	-	-	-	-
Total Income	\$ 203,832	185,228	18,604	23,568	16,500	7,068
Expenses						
Payroll Expenses	\$ 156,784	165,675	(8,891)	16,316	16,319	(3)
Professional and Service Fees	\$ 11,518	9,480	2,038	814	936	(122)
Office Expenses	\$ 8,102	8,550	(448)	528	633	(105)
Rental of Program Space	\$ 27,000	27,000	-	2,700	2,700	-
Worship Expenses	\$ 5,558	4,550	1,008	632	700	(68)
Denominational Affairs	\$ 1,000	1,000	-	250	250	-
Stewardship and Marketing	\$ 1,670	3,870	(2,200)	500	-	500
Team and Ministry Expenses	\$ 2,946	4,300	(1,354)	905	-	905
Total Expenses	\$ 214,578	224,425	(9,847)	22,645	21,538	1,107
Net Operating Income (Loss)	\$ (10,746)	(39,197)	28,451	923	(5,038)	5,961

FY 2023 Year to Date (April 30), FY 2023 Full Year Budget, and FY 2024 Budget



Budget process

- Board of Trustees will vote on the budget at our next meeting, scheduled for June 14
- If you have questions or feedback ask today or email us after today's congregational meeting at board@wellspringsuu.org

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Executive Minister's Report

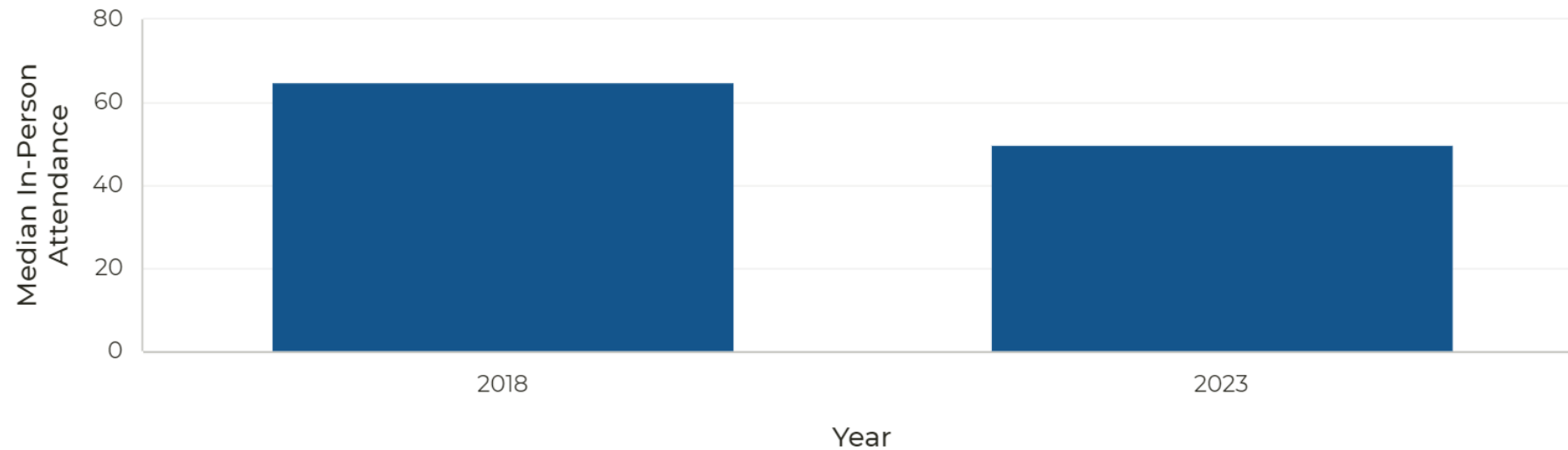


2023 FACT Survey on UU Congregations

Emerging from the Global Pandemic

Executive Minister's Report

In-Person Attendance Declined in UU Congregations 2018-2023



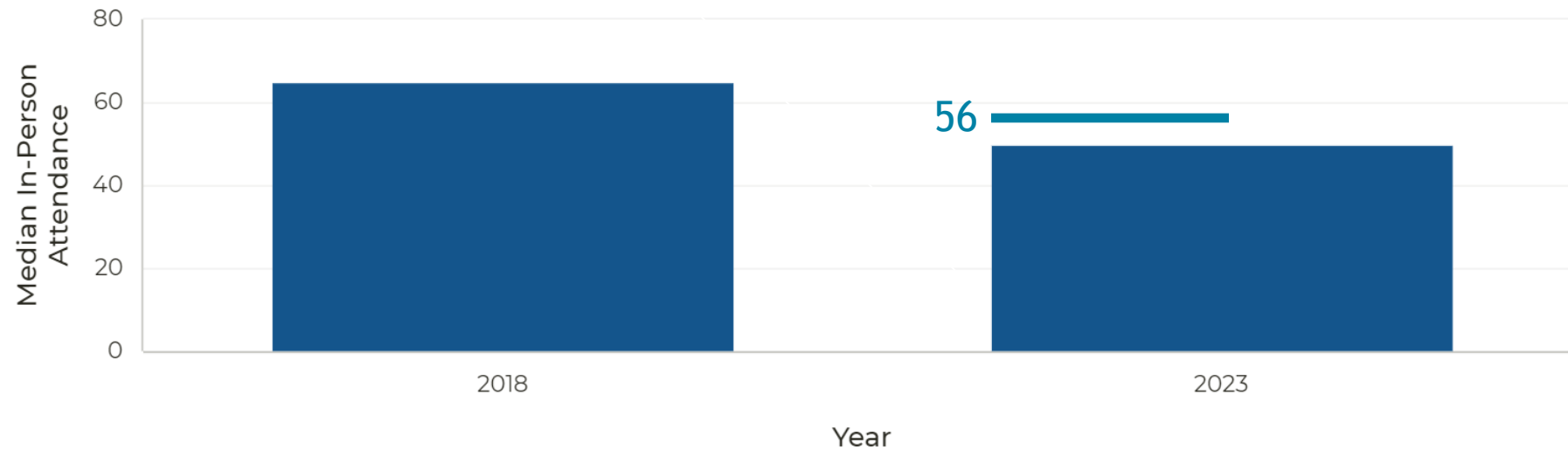
Median in-person attendance declined by 25% from 2018 to 2023. The mean went from 86 to 64.

*Data from UU Congregations

Executive Minister's Report

161

In-Person Attendance Declined in UU Congregations 2018-2023

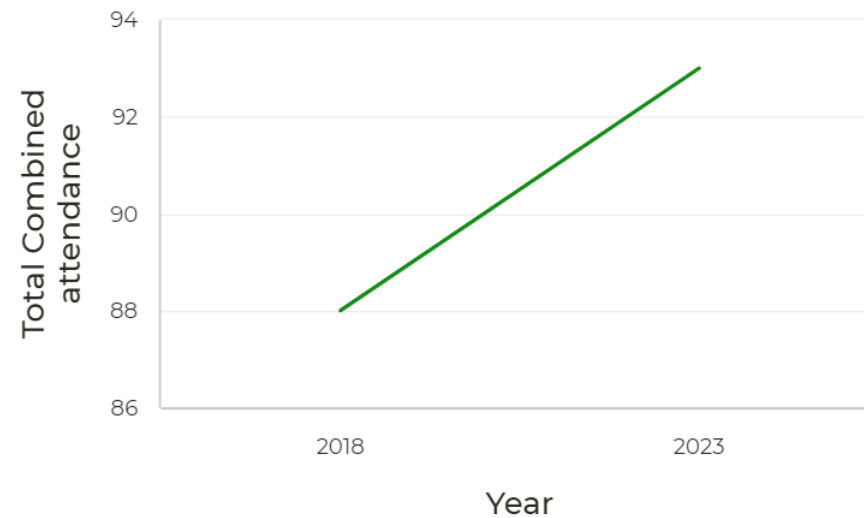
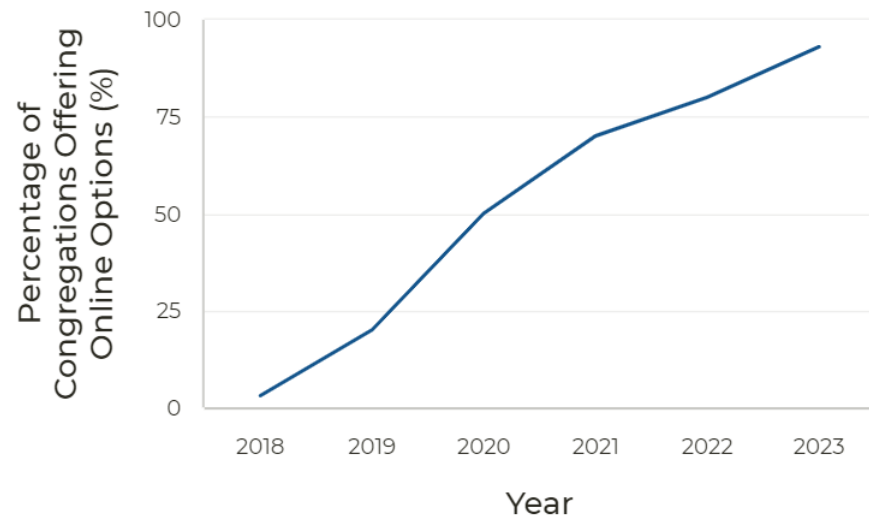


Median in-person attendance declined by 25% from 2018 to 2023. The mean went from 86 to 64.

*Data from UU Congregations

Executive Minister's Report

Increase in UU Congregations Offering Online Options

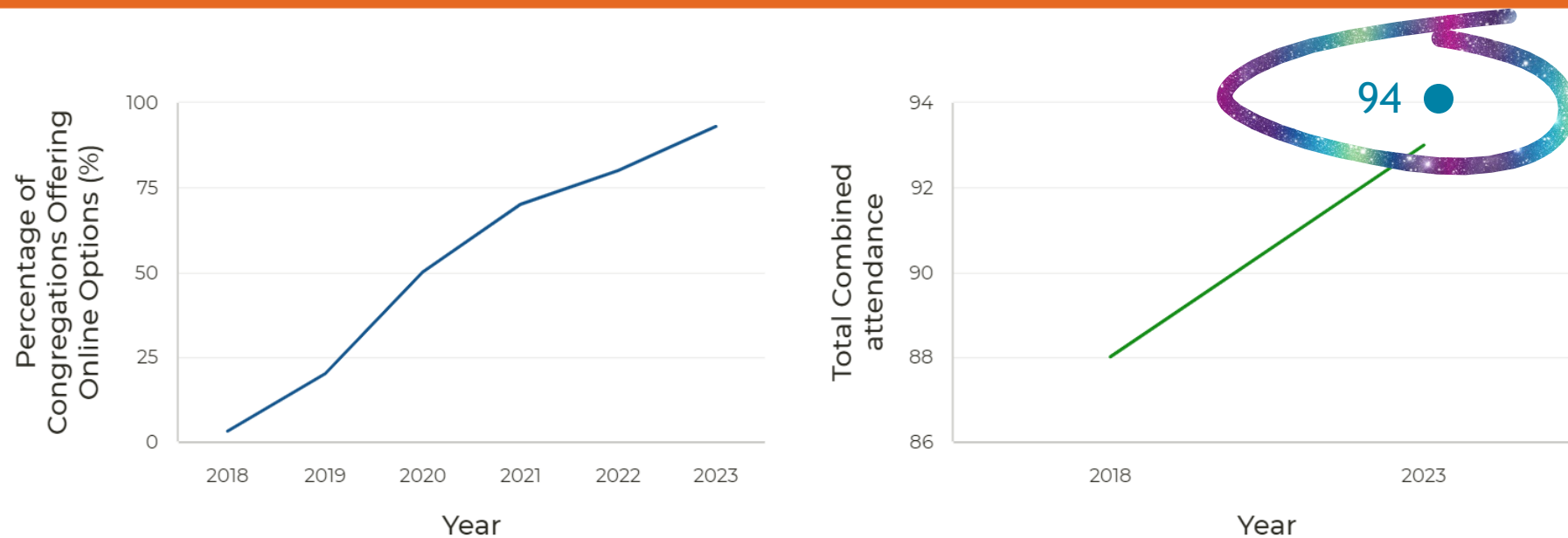


UU congregations offering online options increased from 7% in 2018 to 93% in 2023.
Total combined attendance (in person and online) went up from 88 to 93!

*Data from Unitarian Universalist Association

Executive Minister's Report

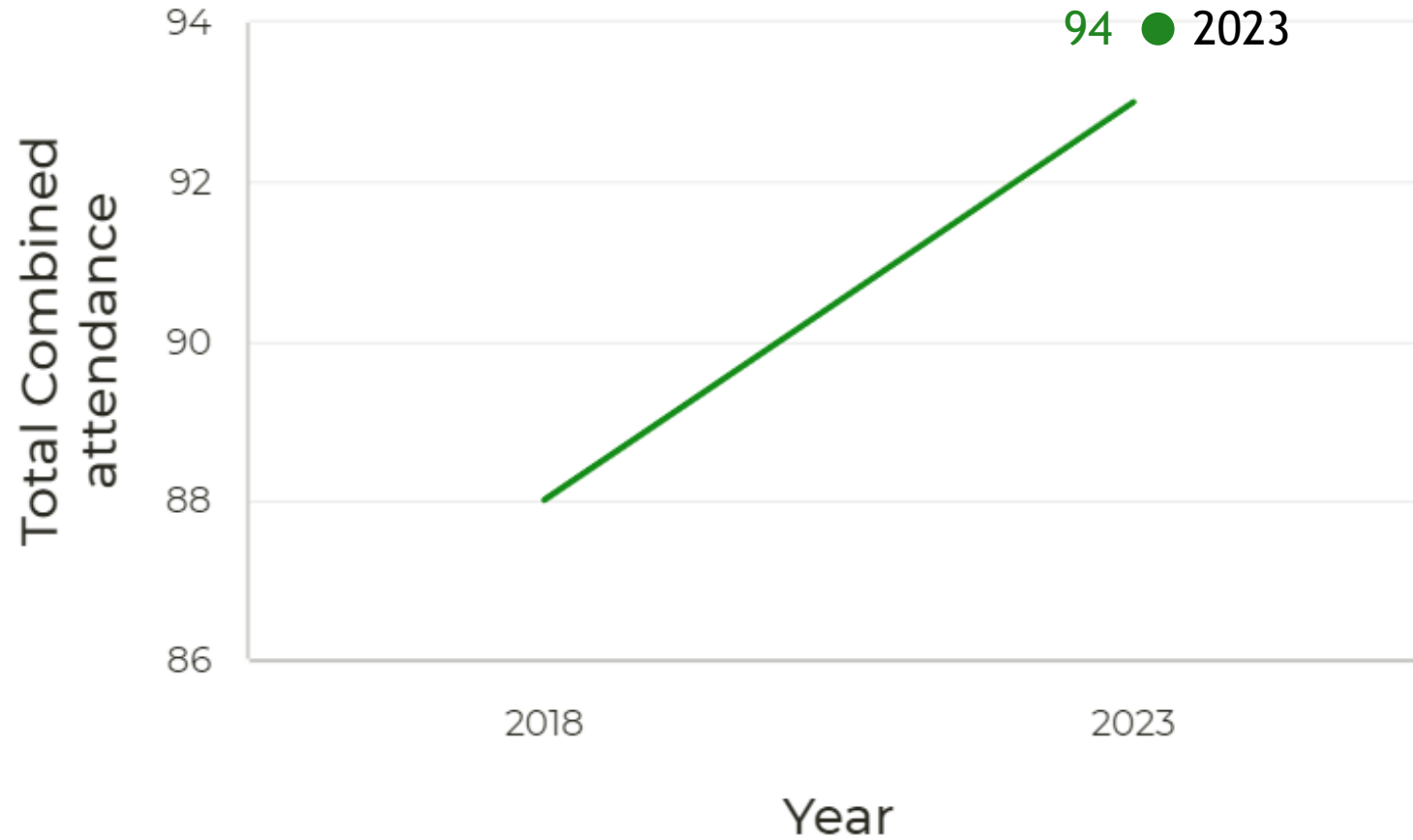
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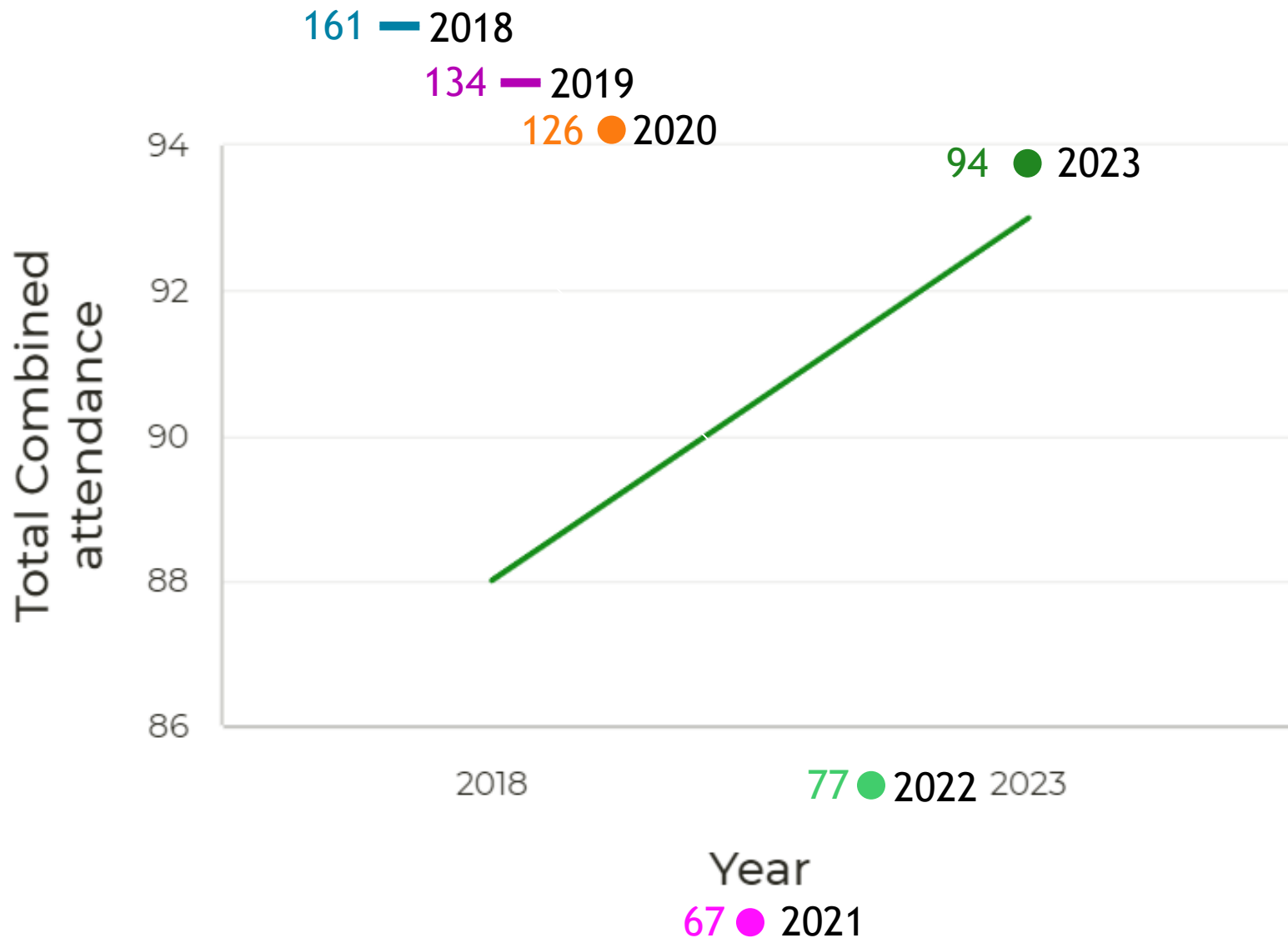
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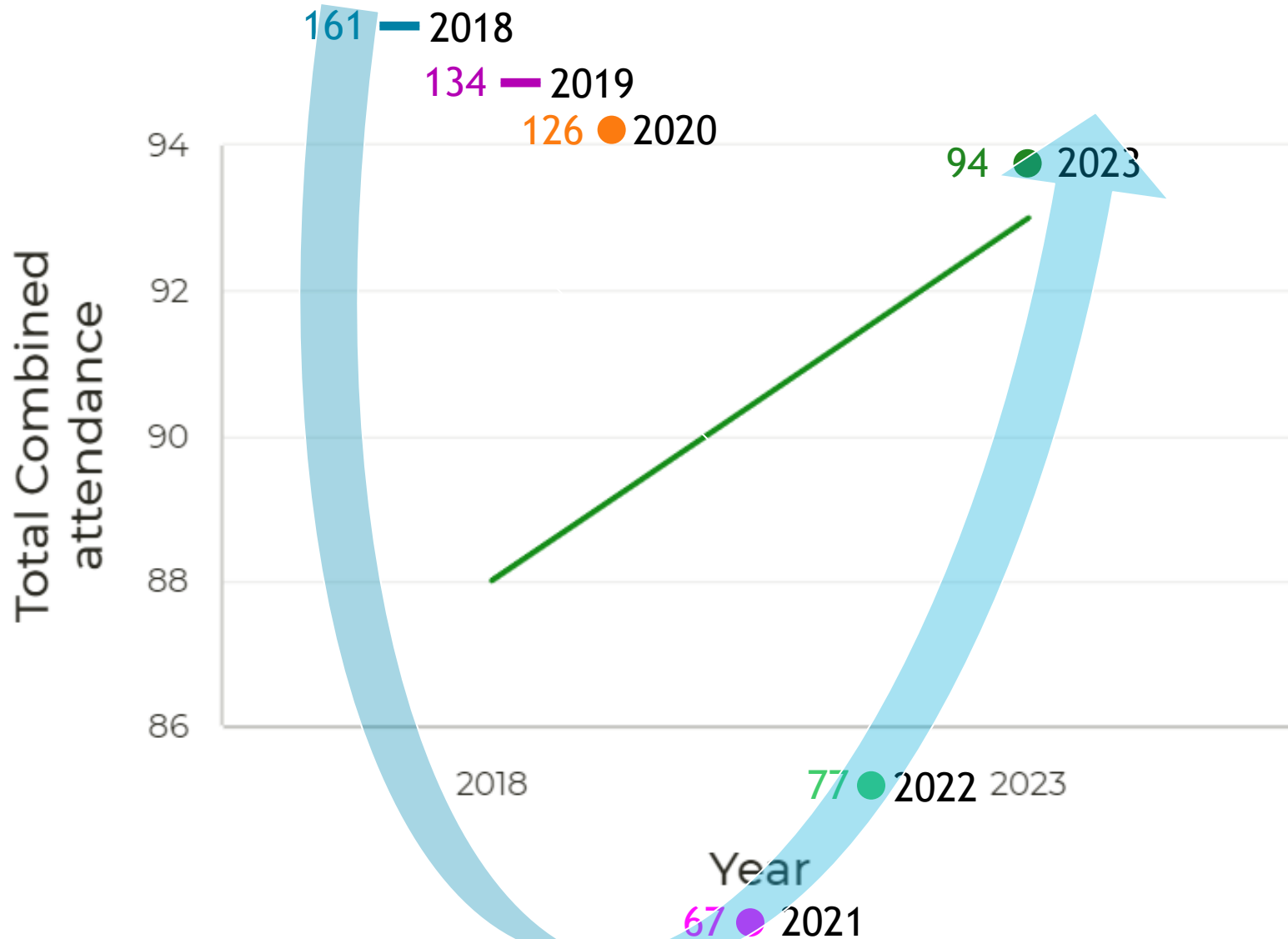
Executive Minister's Report



Executive Minister's Report



Executive Minister's Report



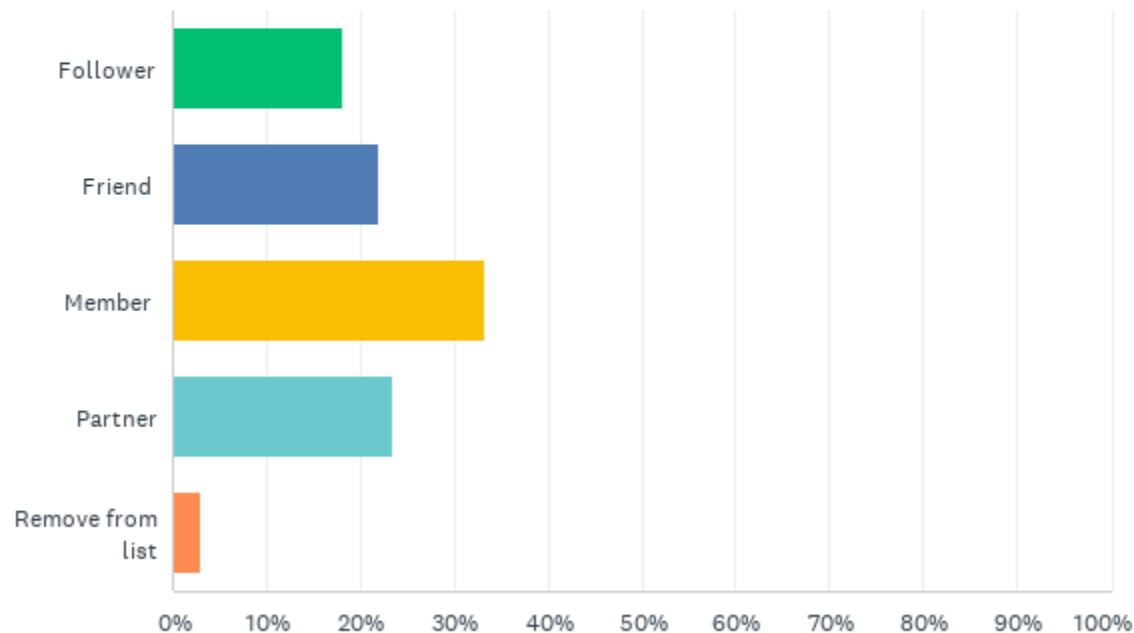
Executive Minister's Report

2023 Engagement Survey

- 134 responses to survey
 - YouTube Subscribers: 641
 - Instagram Followers: 407
 - Facebook Followers: 963
- Of those 134, 19 respondents (or about 14%) were people either completely unknown to us, or presumed disconnected

Executive Minister's Report

Q2 Participation in all kinds of communities ebbs and flows, over time. We ask this question hoping to better understand where you are, right now. The fit may not be exact, but from the four categories below, which best describes how you intend to connect with our community over the next 12 months?

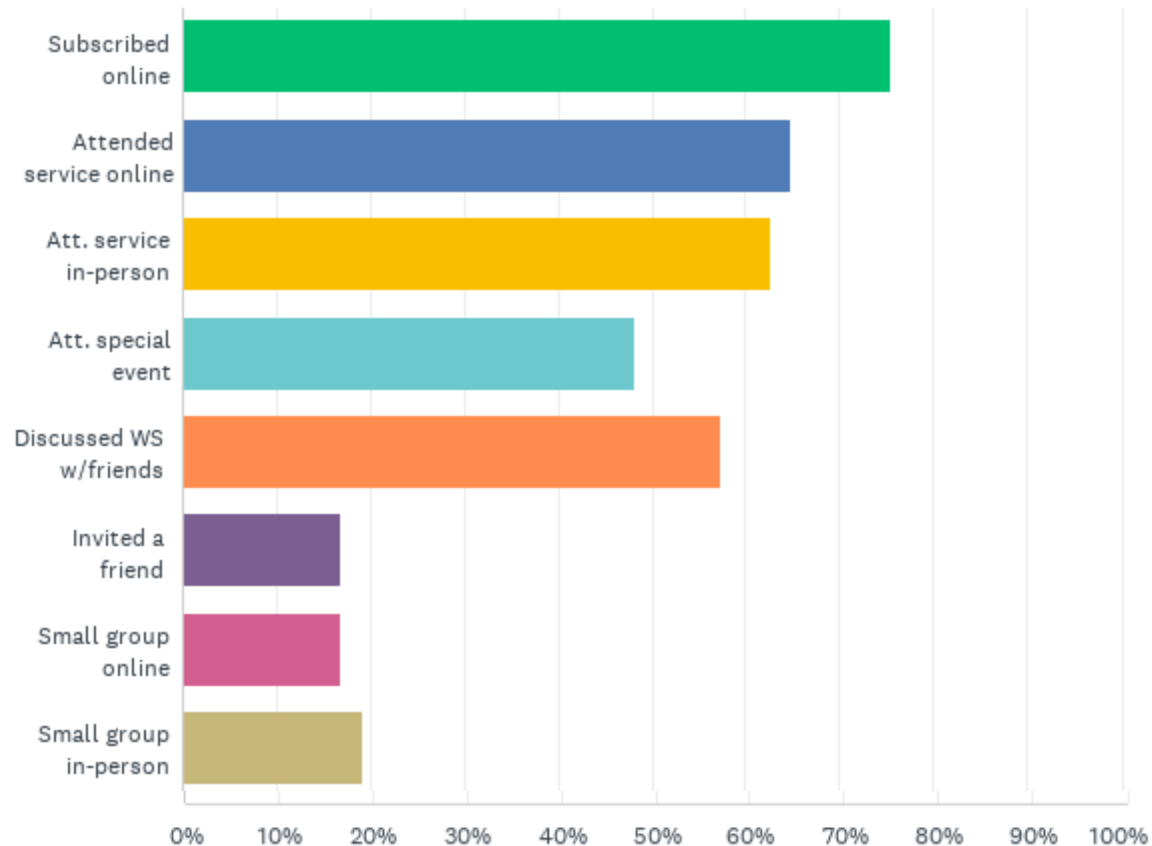


Executive Minister's Report

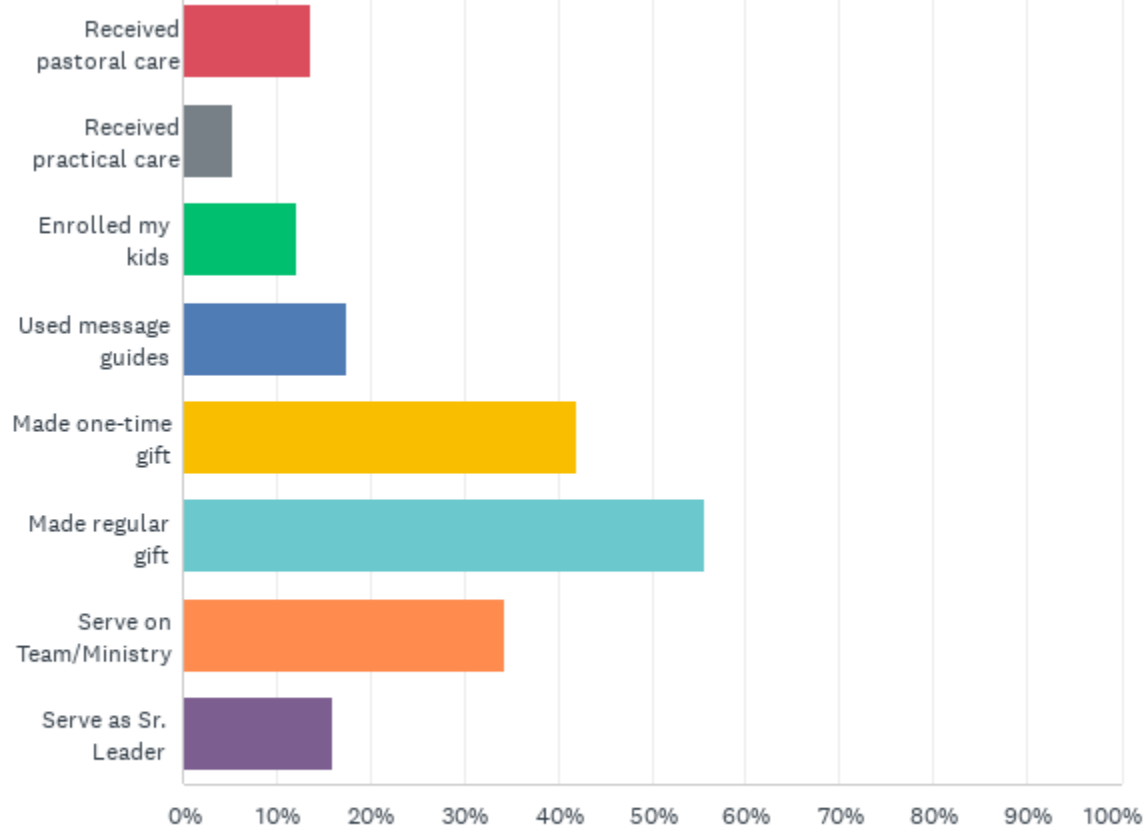
- No significant re-evaluation of membership since pandemic. Most recently, certified 266 members.
- With survey data, Staff and Stewardship notes, estimate our current membership count is ~160 members.
- There's a need for ongoing conversations about the meaning of membership, *and* a need to keep inviting people to support and engage with us in all kinds of ways.

Executive Minister's Report

Q1 In what ways did you connect with our community over the past 12 months? (check all that apply)



Executive Minister's Report



Executive Minister's Report

- Why I have grey hairs.
- Why I have peace.

Executive Minister's Report

Our Congregation is Emerging from the Pandemic Stronger than Before



Strongly Disagree	2.9%
Disagree	8.7%
Somewhat Disagree	13.9%
Neither Agree Nor Disagree	20.5%
Somewhat Agree	24.6%
Agree	20.8%
Strongly Agree	8.7%

Executive Minister's Report

We Celebrate these Strengths!



Executive Minister's Report

This Congregation has Identified and Embraced New Opportunities for Ministry since the Pandemic

Strongly Disagree	0.7%
Disagree	2.4%
Somewhat Disagree	3.3%
Neither Agree nor Disagree	14.4%
Somewhat Agree	26.8%
Agree	35.6%
Strongly Agree	16.8%



Executive Minister's Report



As a Result of the Pandemic
we are thinking in New
Ways about our Mission

Strongly Disagree	0.7%
Disagree	2.4%
Somewhat Disagree	1.4%
Neither Agree nor Disagree	10.2%
Somewhat Agree	31.1%
Agree	37.2%
Strongly Agree	17.0%

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FY 2024 Goals

1. Rebuild together

Commit our time to re-engage with our community in ways that make sense for us now. Explore how the groups, teams, and connections we foster can reach people in-person and at a distance.

FY 2024 Goals

2. Become known for our values

Continue to create, support, show up, and deepen our relationships with local partners, so that WellSprings will be recognized as a voice for inclusion, justice, and compassion, in communities across Chester County.

FY 2024 Goals

3. Plan for our future

Build annual budgets that match our means as our stewardship program continues to grow, laying a foundation for the long-term sustainability of our congregation.

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Bill Cabin

Bill is up for re-election to the Board for a two-year term.

Bill and his partner Susan and family joined WellSprings in 2016. Bill has been actively involved with the Management Ministry and Susan with HeartWorks.

Bill is a PhD, JD who currently teaches social welfare policy and research at NYU and Hunter.

He has held multiple Board positions on nonprofit boards including as President of On the Road Productions Board of Directors, a social justice film production company.

Prior to entering academia, Bill worked at high levels of New York State government and for over 25 years as an executive manager of homecare and hospice agencies.

He is a diehard Michigan person, where he obtained his MSW, though he grew up as a loyal Pittsburgh person through college.



Tonie Scullion

*Tonie is up for
re-election to
the Board for
a two-year term.*

Tonie and her family have been members of WellSprings since October 2008.

A Downingtown resident since the summer of 2007, Tonie was born in Philadelphia, where she worked in the Financial Services department of the Rittenhouse hotel. Since moving to Chester Country, she has retired due to eye issues.

During her time at WellSprings, she has served the community in various ways, including as the head of the Former Fun & Fellowship team, as a member of the Youth Spirit leadership team, as a YouthSpirit mentor, on two ministerial internship committees, and most recently was a co-facilitator of the Anti-Racism springboard.

Tonie is the wife of Andrew, and the mother of Brian (human), Toby, Raven (dogs), Bess, Mia, Pepper, and Jazz (chinchillas) and Roxie the Alpaca. In her free time, she enjoys hiking with her family, reading, writing, and listening to music.



- Sandy has been a member of WellSprings since 2016.
- She currently serves as HeartWorks Team Leader (since 2019) and Worship Leader.
- Sandy is a retired elementary school guidance counselor. She likes to crochet, workout, and read, but her favorite role is that of being a grandmother.

Sandra A. Tucker

Sandy is up for election to the Board for a two-year term.

Voting

- Link will be sent out via e-mail to all members today. Contact the office if you don't receive a voting link.
- Voting ends Sunday June 11 at 8 pm
- We need a quorum of 20% of members for a valid election

Q & A

And via email after today's meeting:
board@wellspringsuu.org



WellSprings
CONGREGATION