

UCoL Stewardship & Vitality Committee

March 27 and April 11, 2024

Attendance: Kelsey Hanna (chair), Bill Pike, Raquel Castenada, Masako Ryan and Rev. Sophia Ducey

What is Stewardship?

Time, Talent (Gifts), Treasure

Bees, Pollinators

Shepherds

Stewards of Man(Human)kind / Take care of all

Commissioned by God to take care of each other and assets: Church, people, property

The work of the Stewardship & Vitality Committee will create:

A welcoming place for people to find a sense of belonging

A place where people can serve

A place where we can love their neighbours

As people increase their participation in ministry, they feel a sense of belonging, trust & ownership, and give more (as they are able)

Where get a sense of belonging with church

Worship, music

Justice, Outreach service, congregational service, sharing your gifts

Small groups, affinity groups (men's, contemplative, etc)

Youth Group, camp ministry, greater UCC ministry

Phase I. Our First Priority of our Committee: To establish processes, practices and materials for:

“Fun” Raising before “Fund” Raising.

Focus on Invitation-Welcome-Engagement / Participation in Community First

Inviting people to UCoL

Enhanced materials & promo: postcard invites, flyers, brochures, website, social media

Refining how we support people in talking about UCoL in the community, inviting friends

Radical Welcome for all people at UCoL

Welcome Centre in MV Lobby (Narthex) and updated materials in FL

Promo bulletin board downstairs updated regularly for our renters to see what's happening

Training / Coaching of Welcome Team

Table conversation prompts for coffee time

Follow-up and Engagement

Follow-up communication after first and 2nd visit (process, people, materials)

Pathways clearly defined about “next steps” / other ways people can engage in community

Newcomers Lunch / Gathering regularly

Membership classes regularly (as we get a group who want to join)

Spirit Given Gifts workshop to help people identify their gifts to offer

Inserted Request by Finance Committee & the Board:

\$80,000 needed for building repairs and painting of both buildings:

Recommendation of Stewardship & Vitality Committee:

\$40,000 from Willoughby; \$24,000 from Dick Rees Bequest; \$16,000 raised from Congregation
(some sort of matching Dick Rees Fund campaign. Plan documented in meeting minutes)

Phase II. Stewardship Education and Campaign

Look at a Stewardship/Pledge campaign in the Fall to help prepare for the 2025 Budget

(postponed by Board direction due to other Congregational discernment)

Lunch & Learn, weekly themes in worship & bulletin inserts, pledge drive, commitment ceremony

The Stewardship & Vitality Committee will also create/edit a form for congregational groups/staff to submit to the Committee when they would like to do a fundraising campaign so we have coordinated asks that don't over tap the congregation or have people redirecting giving from general to specific campaigns.

Guiding Direction for the forming of a new Stewardship & Vitality Committee:

(excerpts from 2023 Community of Faith Report and other handouts)

I. Financial Sustainability

A. Current Financial Situation

The church has been utilizing the Bequest Fund, Willoughby Fund, and Social Justice Fund to maintain its financial stability. These funds have been invaluable in balancing the budget and supporting the church's operations and ministries. This is not financially sustainable.

B. Financial Strategy to Sustain Current Situation

The Board will work with M&P

will review current Ministers' job descriptions and reallocate ministerial responsibilities to align with congregants' values and create a more effective structure of responsibilities based on skills and capacities. By focusing on the aspects that congregants value most, such as Worship, Music, Belonging, and Social Justice, we ensure that our church remains relevant to the community and members alike. By refocusing the staff responsibilities and structure, we allow for a more effective delivery of ministry and administration. The current budget for two ministerial staff salaries and benefits is approximately \$180,000.

Finance Committee

will review all current expenses to seek opportunities for cost reduction and find more efficient ways of managing resources for financial sustainability. Reducing unnecessary expenses is a fundamental part of maintaining financial health, freeing up funds for more crucial church activities and investments.

Stewardship Committee

will launch a stewardship campaign to increase contributions. Encouraging members to contribute more to the church can help offset financial challenges. A stewardship campaign reinforces a sense of community and shared responsibility among the congregation. Increased contributions not only help the church's finances but also foster a greater sense of involvement among the members.

Finance & Stewardship Committees

will evaluate other revenue streams to optimize rentals, programs for fees, ceremonies and other revenue generating activities.

II. Congregational Growth & Understanding Our Identity

Emphasize the importance of **worship, learning and studies, music, social justice, and belonging** programming in church communications, sermons, and outreach efforts. By highlighting what the church does best and what congregants value most, we create a clear and appealing identity for the church, making it more attractive to current and potential members.

Stewardship & Vitality Committee will work with Community Development Minister and Social Justice & Outreach Facilitator and Team to connect with and cultivate prospective and current members:

Create practices to Invite, Welcome, Engage and Support.

Enhance the church's visibility and accessibility, making it more likely for potential members to visit and engage with the congregation.

Cultivate a sense of belonging and inclusivity by ensuring newcomers feel welcome and valued by providing resources to our welcoming teams and greeters.

Continue to practice Affirming church values by ensuring we offer a healthy church culture that welcomes all of good faith into our church community.

Feeling a sense of belonging and community encourages individuals to become active, contributing members of the church.

By implementing these strategies, the church could move toward achieving sustainability, expand our pastoral reach and foster congregational growth, ensuring the church's long-term viability and attractiveness to both current or future members.