



Mission: We are a vibrant spiritual community awakening each life to the Christ within.

Vision: Centered in Divine Love, we honor and celebrate a world awakened to peace, abundance, and respect for all creation.

Meeting Agenda

- Chaplains Holding Sacred Space: Joann Phillips
- Welcome - Pray In
- Appreciation and Gratitude
- Vote on New Board of Trustees Members for 2023
- **Our Financial Picture and Pathways Forward**
 - Where we come from - Context & Accomplishments
 - Where we are - Trendlines
 - Where we are going - Pathways & Opportunities
- Wrap up and Pray Out (1:30 pm)



Appreciation and Gratitude

Vote on New Board of Trustees Members for 2023

Bowman Kell



Sherrie Quander



Serve on 2023 Nominating Ministry Team plus Alternate

Context and Accomplishments

1. Accomplishments: We are thankful
2. New reality of our post-pandemic world
3. Pathways forward: *In spirit, we are not limited*

New Reality: Financial Trends

Key items to bring to the attention of our community

- Pandemic has disrupted normal member gain/loss—**membership down 15-20%**
- Pinnacle Academy 2020 departure **reduced rental income \$7K/month**
- New virtual participants tend to **give much less**

Result: Reduced love offerings creating monthly operating losses of \$10K+ that continue to consume cash reserves at an unsustainable rate

However, we have the potential to revive membership and love offerings with concerted effort, but we are assuming not in the near term (2023)

Actions Taken through this Year

- Membership analysis and contact to re-engage
- Renewed emphasis on short-term rentals
- Expense reduction: staff; service contracts; discretionary costs
- Close cash management
- Update of Mildred Park Endowment Guidelines, including annual withdraw policy
- 66th Anniversary Campaign

We need to do more.

Overview of Alternative Pathways

The board is evaluating a range of large and small actions to close the revenue gap. The actions have **different timelines** with **varying degrees of certainty and impact**, and they are **not mutually exclusive**.

Near Term

Stay the course
(continue building membership)

Intermediate Term

New revenue sources
(rental emphasis)

Expense reduction
(Staff focus)

Longer Term

Partial real estate sale
(Mildred Park Center)

Total real estate sale
Church merge

Pathways Forward: Spiritual Discernment

- Board of Trustees want to share potential paths which align with our Vision and Mission and take us through 2023 and beyond
- #1 Ongoing initiative: Reinvigorate Unity of Fairfax Membership
- Paths may be combined and some stand-alone. All paths provide varying degrees of long-term revenue and impact.
- We invite you, as a member of our Unity community, to take part in shaping our path forward.

We invite you into a discernment conversation
Nov 12 Sacred Service Council 10am -12pm

Pathway #6: Total remake/real estate sale

Pros

- Opens up vast new possibilities
- Out of the box thinking
- Might leverage proceeds from sale of entire property to serve mission and vision

Cons

- Highly disruptive
- Requires much energy and imagination to create the new “reality”
- Loss of our five sacred acres and history, which hold deep appeal

Considerations

- Likely beyond 2023
- Destroys continuity of our church

Pathway #5: Church merge

Pros

- Potential to share facility costs

Cons

- Difficulty in finding a suitable match
- Indeterminate impact of needs, costs and staff
- Potential dilution of Unity energy, vision and mission

Considerations

- Timing uncertain given finding suitable match

Pathway #4: Significant budget tightening

Pros

- Most direct way to respond to income/expense imbalance

Cons

- Inflexibility of most expenses requires reshaping staff
- Disruption of church functions
- Commensurate burden on member volunteers
- Unanticipated consequences disrupt vision and mission

Considerations

- Have already been doing
- Requires immediate planning
- Does this align with vision and mission

Pathway #3: Stay the course

Pros

- Minimal change

Cons

- Further reduction of cash reserves and emergency use of Mildred Park Endowment
- Requires major fundraising efforts
- No time for correction if income/expense imbalance persists

Considerations

- Not sustainable

Pathway #2: Partial real estate sale

Pros

- Pays off mortgage loan
- Reduces monthly budget by \$2-3k
- Remaining proceeds could be put in Mildred Park Endowment for long-term use
- Reduces rental property management time/costs

Cons

- Breaks up five sacred acres
- Requires short-term use of reserve cash
- Reduces rental income potential
- Potential unforeseeable issues with new neighbor

Considerations

- Doable, realistic in 2023
- Requires \$75k and six months preparation, permits, etc.
- Acknowledgement we have not used MPC for at least 10 years
- Irreversible choice

Pathway #1: New revenue sources

Pros

- The “right” arrangement could create a reasonable revenue stream

Cons

- Heavily dependent on unknown opportunities
- Lackluster history of partial rentals and new fundraising efforts
- Refocus on money-generation not directly related to church vision and mission

Considerations

- Need one or two arrangements immediately
- May run counter to our pre-pandemic membership intent

Questions and Dialogue

Thank you for joining us today and for your engagement at Unity of Fairfax 2022 Board of Trustees

First Chair: **Julie Fisher**

Second Chair: **Ed Merritt**

Secretary: **Bowman Kell**

Keeper of the Flame: **Marangely Rodriguez**

Senior Minister: **Russell Heiland**

Treasurer: **Dave Richardson**

Member at Large1: **Midd Hunt**

Contact board@unityoffairfax.org