

**UNITARIAN UNIVERSALIST CHURCH OF CHATTANOOGA
ANNUAL MEETING
Sunday June 8, 2014**

PRESENT:

Frank Caperton, President Elect	Kay McCurdy, RE Director
Elaine Watkins VP Outreach Ministry	Buck O'Rear, VP Resources Ministry
Daidee Springer, Treasurer	Nicky Ozbek, VP Congregational Life
Jim Welborn, Secretary	Leslie Brock, President-Elect

LIGHTING OF THE CHALICE – Elaine Watkins

CALL TO ORDER

Frank Caperton called the meeting to order at 11:12 PM, Sunday, June 8, 2014.

CONFIRMATION OF QUORUM

Jim Welborn confirmed that, out of 131 members, 59 members were present, meeting the requirement of 20% of voting members needed for a quorum.

MINUTES FROM LAST YEAR'S MEETING

Roger Davis made a motion to dispense with the reading of 2012-2013 minutes. Martha Berry seconded the motion. Motion approved by voice vote.

PRESIDENT'S REPORT – Frank Caperton

I am pleased, on behalf of your Board of Trustees, to announce that as of 6:30 last evening, the Unitarian Universalist Church of Chattanooga has a developmental minister. Her name is Cathy Harrington, and she will bring us a great deal of life and pastoral experience. In her most recent pastoral experience she was minister of the UU Church in Ludington, Michigan, from 2004 until the fall of 2012. Her master of divinity degree is from the Starr King School for the Ministry, and she also holds a doctor of ministry degree from Meadville Lombard Theological School. She will begin her ministry with us around Labor Day. Further information about Cathy will be available in the fellowship area immediately after this meeting. I look forward to the time when you all can meet her.

A great deal of important and exciting work got done at our church during the past year, and I want to highlight just a few examples.

- We made the decision to switch from a search committee to an application for a developmental minister, and many of you participated in the conversations that led to development of a list of developmental needs. We hope to have some news on this front in the near future.**
- The Lay Pastoral Care Team, an idea championed by Wendy Sapp, completed its training and is now providing service that is an important adjunct to the work of the minister.**
- We installed solar panels on our roof thanks in large part to the sustained effort of Sandy Kurtz and her team. That made us the first church in Chattanooga to take this step.**
- The Wednesday evening programming was started under the leadership of Tom Kunesh, and it has a core group of regulars. There is a 5:30 meditation and then a variety of meetings.**
- The Social Justice Committee not only provided service to the community, but it also offered a number of evening programs on social justice issues.**
- Under Rev. Pam's leadership we launched the Second Hour experiment whose future you will decide today. The children and youth were moved into the main worship service and some expanded offerings for adult education were added. However, the vote comes out today, it was an experiment that at least showed we were willing to try something new, which can be difficult in church communities.**

I want to extend special thanks to members of the Board of Trustees who have worked and studied hard as we prepared for a developmental minister and handled the ongoing crush of church business. We had occasional differences of opinion, but we were able to disagree without being disagreeable. Let me note especially the service of Nicky Ozbek and Elaine Watkins who have completed their terms and rotating off the board at the end of the month. They have been terrific.

I also want to express appreciation for the excellent work Rev. Pam has done in her interim ministry with us. Thanks Pam, we needed that. We will have a chance to celebrate that ministry with her in July on the day of her last service with us.

Finally, on a personal note, let me say I enjoyed—on most days—the opportunity to serve as president with this Board of Trustees and for this congregation. Thanks to all of you.

TREASURER'S REPORT – Daidee Springer

TREASURER'S 2014 ANNUAL REPORT

Financial reports tell much about a congregation's health, priorities, and commitment; I think we're on our way to becoming a vibrant church. We're spending more money than we spent last fiscal year and we're putting our money where our hearts are. This is good. Pledge income is up from last year. This too is good. And this year, we're spending

more money where it needs to be spent. Two examples are Social Justice and Communications & Advertising.

Many members and friends of the congregation give above and beyond their annual pledges when they see a need they resonate with. This fiscal year we were blessed with an unusual amount of “outside the budget” generosity.

- Generous people donated over \$21,000 for the installation of solar panels on our portico roof.
- Generous people revived the Building Reserve Account when it showed a negative number after the emergency installation of a new air conditioning unit.
- Generous people gave so that 21st century electronic equipment could be purchased for the Emerson (Forum) Room.
- Generous people donated so that we could run promotions on public radio.
- Generous people “shared the plate” with outside agencies to the tune of over \$4,500.

In fy 2013-2014, we weren't afraid to dip judiciously into our reserves. Again this is good. Some of these funds are only temporarily restricted. We can and should use them to advance the mission of the church. The temporarily restricted account Growth Initiatives, the result of a bequest from Ray Solomon, provided the means to bring Thandeka to UUC for an amazing workshop and an incredible sermon.

I'm reluctant to end this upbeat report with words of caution, but I must:

- We cannot continue to rely on Church of God income to supplement our budget. COG could leave at any time with only a 30 day notice.
- Cell tower income is no longer a given. A new company has taken over.
- The “dream budget” pledge income number was \$172,200. Right now we can optimistically count on only \$151,320. We'll need more in fy 2014-2015 than currently pledged to keep the momentum going. I'm planning on making an appeal at the annual meeting.
- For the first time that I can remember, we're suggesting dipping into unrestricted net assets to balance next year's budget. This is a dangerous precedent. If we continue to go this route, we will exhaust our reserves and have nothing in the bank for emergencies and/or special projects.

Because I like to play with numbers, I selected a few categories to compare where we are at the end of May, 2014, to where we were one year ago. I've put this into a table that's on page 2. Full, detailed monthly financial reports going back a number of years are available in binders in the church office.

Respectfully submitted,
 Daidee Springer, Treasurer
 June 3, 2014

	<i>Through May 2014</i>	<i>Through May 2013</i>	<i>Difference 2014-2013</i>	
Total Assets	\$ 99,227	\$109,000	-\$ 9,773	down in 2014
Unrestricted Net Assets	\$ 15,964	\$ 9,030	\$ 6,934	up in 2014
Building Reserve Fund	\$ 5,933	\$ 8,650	-\$ 5,083	down in 2014
Growth Initiatives Reserve Fund	\$, 8,318	\$ 10,153	-\$ 1,835	down in 2014

Total Operating Income	\$172,281	\$158,711	\$13,570	up in 2014
Total Operating Expenses	\$177,223	\$163,863	\$13,360	up in 2014
Pledge Income Current FY	\$146,340	\$131,502	\$14,838	up in 2014

Budget 2014-2015

UNITARIAN UNIVERSALIST CHURCH OF HATTANOOGA

2014-2015 PROPOSED BUDGET

INCOME

UNRESTRICTED	4020	
Pledges - Current FY	4030	\$151,320
Pledges - Prior FY	4040	\$2,000
Sunday Offertory	4050	\$6,000
Subtotal Unrestricted	4020	\$159,320
GIFT INCOME	4051	
Gifts	4051-400	\$1,000
INCOME ALL FUNDRAISERS	4100	\$0
Fundraiser Income	4100-400	\$1,000
INTEREST INCOME	4500	
Banking Interest	4510	\$12
Savings Acct Interest	4512	\$100
Endowment CD Interest	4515	\$300
Regular CD Interest	4520	\$200
Subtotal Interest Income	4500	\$612
MISCELLANEOUS INCOME	4600	\$0
Hospitality Income	4610	\$350
Miscellaneous Income	4620	\$0
Photocopy Income	4621	\$12
Subtotal Miscellaneous Income	4600	\$362
RENTS AND LEASES	4700	
Cell Tower Income	4703-005	\$15,154
Bridge Club	4704	\$100
Chions	4707	\$150
Church of God	4708	\$20,000
India Society	4710	\$800
Special Rentals	4711	\$1,000
Wedding/Comm Ceremony	4721	\$300
Subtotal Rents And Leases	4700	\$37,504

TOTAL INCOME		<u>\$199,798</u>
EXPENSES	5000	
PERSONNEL EXPENSES	5010	
INTERIM MINISTER	5070	
Salary/Wages-IntMin	5071-001	\$27,250
Employer Taxes-IntMin	5072-002	
FICA-IntMin	5073-002	\$3,716
Life Ins-IntMin	5074-002	\$909
Health Insurance-IntMin	5075-005	\$8,100
Housing-IntMin	5077-007	\$24,000
Professional Exp-IntMin	5078-007	\$5,200
Retirement-IntMin	5079-008	\$5,125
Subtotal Interim Minister	5070	<u>\$74,300</u>
DIRECTOR OF MUSIC	5080	<u>\$0</u>
Salary/Wages-DirMusic	5081-001	\$9,643
Employer Taxes-DirMus	5082-002	
FICA-DirMus	5083-002	\$598
Medicare-DirMus	5084-002	\$140
Subtotal Employer Taxes-dirmus	5082-002	<u>\$738</u>
Subtotal Director Of Music	5080	<u>\$10,381</u>
DIR RELIGIOUS EDUCATION	5090	
Salary/Wages-DRE	5091-001	\$16,357
Employer Taxes-DRE	5092-002	
FICA-DRE	5093-002	\$1,014
Medicare-DRE	5094-002	\$237
Subtotal Employer Taxes-dre	5092-002	<u>\$1,251</u>
Health Insurance-DRE	5095-005	\$3,000
PROF. EXPENSES--DRE	5098-	<u>\$1,230</u>

	008	
Retirement DRE	5099	\$1,636
Subtotal Dir Religious Education	5090	\$23,474
ADMINISTRATOR	5150	
Salary/Wages-Admin	5151-001	\$20,414
Employer Taxes-Admin	5152-002	
FICA-Admin	5153-002	\$1,266
Medicare-Admin	5154-002	\$294
Subtotal Employer Taxes-admin	5152-002	\$1,560
Health Insurance-Admin	5155-005	\$3,300
PROF EXPENSES--ADM	5159-009	\$500
Retirement -Admin	5170-001	\$2,041
Subtotal Administrator	5150	\$27,815
NURSERY	5200	
Salary/Wages-Nursery	5201-001	\$6,400
Employer Taxes-Nursery	5202-002	
FICA-Nursery	5203-002	\$397
Medicare-Nursery	5204-002	\$93
Subtotal Employer Taxes-nursery	5202-002	\$490
Subtotal Nursery	5200	\$6,890
Subtotal Personnel Expenses	5010	\$142,860
BOARD/PROGRAM EXPENSES	6000	
BOARD EXPENSES	6001	
BOT Retreat & Quart.	6002	\$500
Leadership Development	6010	\$2,000
Minister Search/Sabbatic	6050	\$250
Subtotal Board Expenses	6001	\$2,750
PROGRAMS	6100	
Art on the Walls	6105	\$200
Caring Committee	6110	\$250
Coffee Hour Expense	6120	\$700
Denominational Affairs	6125	\$1,000

Fellowship-General	6130	\$500
Lay Pastoral Care	6145	\$2,950
Membership Expense	6150	\$850
Music Program	6155	\$1,000
Small Group Ministry	6165	\$1,050
Social Justice	6167	\$1,000
Worship Programs Exp	6170	\$2,100
Subtotal Programs	6100	\$11,600
RELIGIOUS EDUCATION	6200	
Adult RE	6210	\$500
RE Youth	6220	\$5,000
Subtotal Religious Education	6200	\$5,500
Subtotal Board/program Expenses	6000	\$19,850
OPERATIONS	6300	
FACILITIES	6301	
Exterminating	6315	\$450
Landscaping	6317	
Lawn Care Expense	6320	
Repairs/Maint-Facilities	6325	\$1,500
Safety & Enhancement	6330	\$4,000
Security Management	6335	\$800
Supplies-Building	6340	\$480
Trash Services	6350	\$1,100
GROUNDNS	6370	
Landscaping	6371	\$1,000
Lawn Care Expense	6372	\$2,000
Subtotal Facilities / Grounds	6301	\$11,330
OFFICE EXPENSES	6400	
Copier Maintenance	6410	\$850
Office Equipment	6420	\$250
Postage	6440	\$300
Supplies-Office	6460	\$700
Subtotal Office Expenses	6400	\$2,100
OPERATIONS - GENERAL	6500	
Communications/Advertis	6507	\$1,000
Computer Services/Website	6509	\$700
Contingency Expense	6510	\$250
Green Initiatives Expense	6515	\$25
Insurance-Bldg/Liability	6525	\$4,000
Janitorial Service	6530	\$3,900

Nursery Equipment	6533	\$50
Supplies-Decor	6541	\$200
Utilities Expense	6580	
Electricity	6581	\$6,000
Gas	6582	\$1,800
Internet Service/Phone	6583	\$1,446
Water	6585	\$1,700
Subtotal Utilities Expense	6580	\$10,946
Subtotal Operations - General	6500	\$21,071
STEWARDSHIP	6700	
Stewardship--Fellowship	6701	\$1,000
Stewardship--supplies	6705	\$200
Subtotal Stewardship	6700	\$1,200
Subtotal Operations	6300	\$35,701
DENOMINATIONAL EXPENSES	7000	
G.I.F.T Program	7020	\$10,000
TOTAL EXPENSES		\$208,411
TOTAL BUDGETED INCOME/EXPENSE		-\$8,613 **

****DEFICIT TO BE MADE UP BY TRANSFERRING
FUNDS FROM UNRESTRICTED NET ASSETS**

Wendy Sapp made a motion to approve the 2014-2015 Budget as presented. Leslie Brock seconded the motion and budget was approved by voice vote.

NOMINATION AND ELECTION OF OFFICERS

A. Board of Trustees.

Charles Wright representing the Nominating Committee, presented the nominees for 2014-2015 Board of Trustees.

The slate of candidates to fill the vacancies for the Board of Trustees is:

President-Elect: Monique Lewis

VP Religious Growth: Cecile de Rocher

VP Congregational Life: Greg Cruz

VP Outreach: Linda Park

Jim Welborn, Recording Secretary; Buck O'Rear, VP of Resources; Daidee Springer, Treasurer and Frank Caperton, Past President will continue on the board for 2014-2015. Nicky Ozbek, VP of Congregational Life; Elaine Watkins, VP of Outreach Ministry will rotate off the board this year.

Frank asked for nominations from the floor. There were no nominations from the floor and a vote was called to accept the slate of officers as presented by Charles Wright. Leslie seconded the motion and motion carried by voice vote.

B. Charles Wright made a motion to accept the recommendation of Kristie Mc Kinley to fill the vacancy on the Nominating Committee for 2014-2015. Lynna Ruth seconded the motion and motion carried by voice vote.

C. Delegates to UU General Assembly. Frank made a motion to approve Steve Hollingsworth, Daidee Springer and Leslie Brock as delegates to GA. Charles Wright seconded the motion and motion was approved by voice vote.

UUCS Second Hour Vote:

Frank Caperton: We now come to Item Number 9 on the agenda, "Vote on the Second Hour experiment." Let me stress a few points:

- Only voting members of the congregation will be able to vote on this question. Jim Welborn and his helpers will distribute the ballots at the table when we are ready to vote.**
- The ballot question is simple: Do we revert back to 11 a.m. time of service with earlier activities or do we continue 10 a.m. service with Second Hour activities.**
- Copies of comments and suggestions from the two earlier open forums on Second Hour were distributed before the meeting. There is even space to add additional comments if you like.**
- The comments and suggestions will not be lost, but will be a part of a continuing conversation.**
- There may be some who want to speak before the vote. I urge you to be brief and speak to the question before the congregation. Please try to hold your comments to not more than two minutes. Who wishes to speak? (Pass around the microphone).**
- Once the ballots are in, Jim and his volunteers will count the vote. We will make every effort to announce the vote before the end of this meeting.**
- Please line up in an orderly fashion to get your ballot. Let's vote.**

Comments:

Charlotte Davis stated that Connections attendance was down 70%,

Kay McCurdy confirmed that youth attendance is down also since second hour began.

Nicky Ozbek explained that Wowsers will work out the changes needed after the vote today. Only vote today is for an 11 or 10 service start time. The committee will make the changes to make it work.

Kristy McKinley would like to see a report from the committee that communicates what changes are under consideration.

Kay McCurdy wanted to make sure RE was consulted on changes effecting the youth.

Rich Dwyer pointed out that we have a facilities problem. With so many activities going on at the same time it has people lost as to where they meet.

Nancy Anderson called for a vote and Bonnie Sinclair seconded the motion and the motion passed by a voice vote.

Frank Caperton asked for ballots to be distributed.

Ballots were distributed to members by Jim Welborn, Greg Cruz, Margaret Hudson James Joyner and Sue Welborn. Both proposals were on the ballot. Members were instructed to mark the box for the proposal of their choice.

The votes were counted and results reported by Jim Welborn, Secretary.

**Proposal #1 Revert back to 11:00 a.m. service with earlier activities. Total votes 39
% 66.1**

**Proposal #2 Continue 10:00 a.m. service with second hour activities. Total votes 20
% 33.9**

Total votes cast 59

Based on the results we will revert back to 11:00 service with earlier activities.

The Second hour program will continue through the month of June. We will revert back to the 11:00 a.m. service on the first Sunday in July.

ANNUAL REPORTS

Rev. Pam Rumancik: Interim Minister

Interim Minister Report 2013-14

Rev. Pam Rumancik

What a difference a year makes! While still involved in the ongoing throes of transition, this year has smoothed out and seen gains in many areas across the congregation. Many markers point toward a congregation growing into its own identity and coalescing into a committed group of folks working in a similar direction.

The church year began with a rocky start when a conflict on the Ministerial Search Committee (MSC) caused the Chair to resign. After much discussion with the UUA, a plan was made to apply for a Developmental Ministry. This proved profitable in many ways as the regular settlement process was thrown into disarray when a record number of churches failed to find a settled minister. A plan was put into place to involve the congregation in the process of naming the developmental goals which would be worked on in this new type of ministry.

Good work was done with the MSC members when they met and processed the issues within their time together. They decided that full transparency would best serve the congregation and they agreed on a letter which described what had gone wrong and offered suggestions for future work for the church. These suggestions were used in creating the eventual developmental ministry application.

During this time the Interim Transition Team, (ITT) consisting of Linda Park, Wendy Sapp, George Helton, Betsey Hoyt and Marge Pasch, with additional support from James Joyner and Bart Solomon, supported the work of transitioning into a developmental ministry by continuing working on the five tasks of interim ministry and the additional task of helping the congregation identify specific needs.

The first task is reclaiming heritage. The ITT helped identify ways to honor the history of the church and did substantial work in creating a service entitled 'Learning from the Past' which was held in January. Each member researched a different decade and presented an

overarching view of the past in a table service which encompassed a potluck dinner. The ITT members were able to draw out and articulate patterns of behavior which had not served the church well – as well as naming specific strengths and places of health. The second task is claiming a new identity. This is still an ongoing process but is a specific developmental task named for the coming year. The congregation hopes to develop a missioning and visioning process with the incoming developmental minister (DM) which will solidify this goal.

The third task is reconnecting with the larger association. This has been well on track with different areas of the church using UUA support, connecting with other areas of the state in Social Justice Contexts, and bringing in a top level presenter, Thandeka, to lead a workshop in April. The church has also committed to joining with several Knoxville churches to participate in a “Beloved Conversations” curriculum with Mark Hicks next year and DRE Kay McCurdy has participated in two trainings and is hoping to host a Renaissance Module training here in Chattanooga next year. There is also work to host an OWL training in support of the robust teen group.

The fourth task involves shifts of power and leadership changes. This year has seen a number of new people joining the church and stepping into leadership positions. Some folks who have been here for a number of years are also stepping up and taking positions on the board and in other key leadership areas. There was a loss of a few members/leaders but the church weathered it calmly and moved on to accept the new folks who stepped in to take their place.

The last task of Interim Ministry is committing to new leadership and a new future. This feels well on track as the board welcomes a new Developmental Minister and begins working intentionally to create clear mission and boundaries and works on developing improved governance structures.

This year has seen an increase in attendance in Services, in the Wednesday evening gatherings instituted in the fall, and in the religious education department. There was a noticeable rise in energy in all areas of the church and a willingness by the board to take on an experiment in the spring with the worship schedule.

Wednesday evening gatherings began in the fall under the leadership of Tom Kunesch and the adult education committee. Each Wednesday would consist of a 5:30 meditation, a 6:00pm potluck, and various adult offerings such as Small Group meetings, Social Justice Meetings, Knitting group meetings & book discussions. A solid group of between 8 – 25 folks came over the course of the year depending on what meetings were taking place. Much fellowship and good learning ensued.

Second Hour was introduced in February and had a trial run from March through June. The worship service was moved from 11:00 to 10:00 am and the children were invited to take part in the service each week. Both adult and children’s faith development opportunities were then offered in the ‘second hour.’ The vote will be taken at the Annual meeting on June 8th but many things were learned along the way.

One major intention was to increase participation by the children in all aspects of church and that has been accomplished. I have enjoyed leading intergenerational services and really enjoy having a mix of ages and perspectives in the sanctuary. The response of the children has been mixed with some enjoying it and some really disliking it a lot.

Another intention was to get more members involved in teaching RE and that failed almost completely. The program has still been short of teachers many weeks.

Many people did report enjoying having more time together on Sunday mornings and really enjoying the various offerings including TED Talks, Yoga, Small Group conversations, and the ability to attend Forum presentations after the service.

Others did not appreciate the changed time schedule and disliked moving choir to an earlier hour. Many learnings can be taken from the experiment regardless of the outcome and I am very grateful for the courage of the congregation to try something new. This is a sign of a healthy congregation.

The membership committee has hosted two UU101 classes and we have many new people expressing interest in joining the church. Changing the class to three Wednesday evenings allowed a different group of people to attend and those folks morphed into a small group which had a wonderful time bonding over discussions of the 7 UU principles.

Overall the vitality and energy of the church has grown over the course of the year. My sense is that the efforts at communication and transparency have borne fruit and that members feel more connected to one another and to the work of the church. I am very grateful for my time here and for the generosity and kindness of the people I have worked with through the year.

Elaine Watkins, VP of Outreach:

Annual report: Outreach Ministry, 2013-2014 church year

Elaine Watkins

Many exciting and important things happened in our church this year. I'm honored to have served as the first VP of Outreach. I'm also delighted to see that someone wonderful has agreed to step in and continue all this good work. [If this report is given after the nominations are confirmed, I'll clarify by naming Linda Park as that wonderful person.]

The four Outreach areas are Communications, Denominational Affairs, Membership and Social Justice.

If you've read the nUUsletter and the Friday e-blast at all, you know how important the communication function is at UUCC. Wendy Sapp continues to produce a quality publication every month. Please introduce yourself to her if you have any interest in writing, reporting, layout or photography. She can do it all on her own, but shouldn't have to.

Steve Hollingsworth researched and reached out to our local NPR affiliate, WUTC, and made use of the money we had to get our name out on the air. It paid off – a few of our newest members said they'd been drawn here by the radio ads. We'd like to keep this going, so please talk to Steve if you're interested in making a contribution.

Something similar is going on with our online communications. Our website has seen a rebirth of sorts in the last couple of years and tom kunesh has seen to its continual updating. But this again is a full-time job. Tom needs help. Please introduce yourself to him.

And then there's Facebook. tom has worked equally hard on our Facebook page and when the budget said no, tom said yes and reached into his own pocket to pay for what

Facebook calls a “boost” that targets specific demographic groups in the area, who might not otherwise know who we are and what we’re about. Some of the visitors to our church first saw us on Facebook. So if you haven’t yet, please LIKE our page and send in your comments. If you’re here at this meeting, you’re a church member. We have a private group on Facebook, just for members, to discuss heavier issues. If you want access and don’t have it, just see tom or Steve or me and we’ll get you set up.

If all of the above sounds a little outside your area, no problem. We’ve got plenty of low-tech ways to get involved with communication. Three big bulletin boards that need to be kept up to date, and various sign-up sheets for this event or that. The key to making something happen is to realize that something’s missing. If you see something missing and think you can help, even a little, even once, please be brave and let someone know. The Communication committee meets on the second Thursday of most months. I can honestly say that those meetings are fun! Please drop in and see what’s going on.

Denominational Affairs is the next Outreach area. As was the case last year, a few members kept in contact with our regional UUA folks, most of whom are in the Knoxville area. Reverend Pam and Frank Caperton encouraged anyone who was interested to take advantage of the many opportunities available for joining forces with others in our relatively small denomination. I rode to Nashville last month with Judith Pedersen-Benn and tom kunesh, and chances are, we’ll be doing that again next spring, since we agreed to lend our voices to gatherings at the State Capital for social justice. We need a crowd, so please consider joining in.

Extra-exciting news: Leslie Brock, next year’s Board President, will be attending General Assembly in Providence Rhode Island in a couple of weeks. If you read *UU World* and hear about some event or activity and think “Why don’t WE do that?” it really isn’t that hard to make something happen. Sometimes all it takes is a little brainstorming.

Next on the list is the Membership Committee. This dedicated and reliable group of people can be counted on to organize that UU101 class that enables the transition from “visitor” to “member.” It’s been a big hit the last couple of years, with Maurine Olin in charge. This year there was even more energy than usual. Our newest members didn’t want the fun to end; they started their own Small Group and as a result, we have our newest UUCU tradition. Frank Caperton, George Helton and Buck O’Rear applied themselves to the problem of getting new members to understand the importance of stewardship. While I may have a lot to say up here today about time and talent, they have made sure that the “treasure” aspect of membership never gets put on the back burner. The Membership Committee would like to extend an invitation to anyone who’d like to know more about being a Greeter. I do this about 4 times a year and it is fun.

Social Justice has possibly been the most visible and active of the four Outreach committees. Last August, before the church year really got going, several of us gathered out on 11th Street to support Detective Kat Cooper and her wife Krista, whose families took the brunt of anti-equality forces in their own church. It was an eye-opener, where we got to meet numerous allies in the fight for marriage equality.

A great initiative, started by former committee chairs Melissa Reese and Frances Starkis, was an outreach to other liberal religious organizations in Chattanooga. Its purpose has

been fulfilled many times over this year, as several UCC members, including Harriet Cotter and Chuck Mehan, got involved in local grass-roots movements in support of livable wages for fast-food workers. Our members have supported Chattanooga Organized for Action and other groups that work to hold our political leaders accountable in creating legislation that benefits everyone, not just wealthy people with connections.

Soon after the beginning of the church year, it was time to start planning our distribution of Christmas care packages to the residents at the Rescue Mission. You donated a bountiful array of clothing and toiletries. We had an enormous turnout at our wrapping party downstairs, and a caravan at the mission. We know we made life a little more pleasant for people for whom the simplest daily routine is a struggle.

The same is true of Food, Not Bombs – this wonderful group gets out at Miller Park every Sunday morning and feeds nourishing vegetarian meals to hungry people in our city. The economy may have improved since 2008, but throughout the history of this country, people have always gone hungry and it's not about to change anytime soon. We encourage members to take a Sunday morning off every once in a while and help the crew with food preparation and distribution. Yvonne and Bill Derrickson can tell you more about this, and there's also a sign-up list on our bulletin board.

While our contribution to the Rescue Mission was meaningful, the Social Justice committee thought it might make even more of a difference to narrow our focus to one family at a time, and give them what they need to escape poverty. Gale and Rob Audier found an organization, Chattanooga Room in the Inn, or CRITI, that does just that. In fact, CRITI had a family, a mother from Somalia and her five sons, who were determined to live independently in their own home. Gale and Rob organized the incredibly generous donations, which were delivered to Julia at her new home at the end of April.

In January we were blessed with great weather for the annual Martin Luther King Day march from the Tivoli Theatre to Olivet Baptist Church. Those of us who like to express our UU principles with our feet were back out on the streets in the early spring, supporting Chattanooga CARES in the Strides of March walk.

In May we invited several Chattanooga leaders to speak in honor of multiculturalism and the legacy of Malcolm X. We hope to build momentum on this and see a better turnout next spring.

If you've attended our Movie Nights this year, you may have noticed a theme. Two of our offerings were "Inside Job," and "Capitalism: A Love Story." Those films have been picked up for screening by a group called Move to Amend, which meets here two Fridays per month. Judith Pedersen-Benn spoke from this pulpit earlier in the year about corporate personhood and how it continues to upset the social and economic balance in this country and throughout the world. The Supreme Court's *Citizens United* decision is something a lot of people don't know much about, and Move to Amend organized to shed more light on this problem. If "something's happening here; what it is ain't exactly clear" is a song lyric that resonates with you, please check out Move to Amend and see how you can get involved.

Just last week we were able to spotlight another aspect of social justice. We dedicated the new solar panels and screened nearly three dozen short films about environmental activism. Social Justice is about speaking for those who can't speak for themselves, such as animals, birds, fish and trees. Honoring the earth is Sandy Kurtz's passion. What's yours?

Social Justice is such a wide-ranging movement; there are ways to get involved any time of the year. Some people really don't like committees, but think of it this way: committee meetings make it possible for us to meet face-to-face, share what we're up to, and brainstorm. Lately, Wednesday has become our second-busiest day of the week here. There's meditation and a potluck every week, and an opportunity for laid-back discussion and reconnection with other members of this church. The Social Justice committee just happens to meet at 6:30 on the first Wednesday of each month. Come and check us out. Bring something to share in terms of food or ideas. There's an email list for Wednesday and we'll be delighted to put you on it. We'll be delighted to add you to it.

Many, many thanks to our past, present and future Outreachers. Thanks also to Reverend Pam, who right from the beginning took an active interest and encouraged us to "dwell in possibility."

Buck O'Rear, VP of Resources:

**Annual Report
VP Resources, UCC
3224 Navajo Drive
Chattanooga, Tennessee 37411**

The resource person is responsible for the areas of stewardship, with emphasis on finance, building facilities, landscaping, strategic planning and personnel committee. There was no activity/need for a personnel committee this year, so in actuality the committee does not exist, and is being look at, to determine if there is a need for such committee. Strategic planning has occurred with the actions of the full board in identifying five areas of UCC organizational and programming structure to improve delivery of services and greater benefit to our membership. Rev. Rumancik, our interim minister has completed her work, and the decision has been made to hire a developmental minister. When this person arrives we will begin planning how best to implement action to achieve success in these five goals.

Endowment committee, chaired by David Reed, is functioning well. They meet on a quarterly basis, and have an annual review with a financial advising firm. Monies are invested and coincide with the requirements of the endowment chartered approved by the congregation. Currently promotion of the fund is by monthly inserts in our newsletter. They will be exploring additional ways to promote the fund in the coming year. We have experienced a modest gain in the past twelve months.

Finance committee, chaired by George Helton, functioned extremely well this year. Many tasks before them ranged from building rentals, contracts for

solar panels (now installed and operational), and a myriad of other issues. Let's not forget the stewardship campaign. Acknowledgement goes to Daidee Springer, Treasurer for outstanding performance in preparing the monthly financial reports, and drafting our proposed budget for congregational approval. A facility use policy is in the final stages of rewrite, and will be presented to finance and the board for approval before the end of this fiscal year. Having the opportunity to work with such talented and gifted people not only made my work easier, but also a pleasure.

On the recommendation of the board and finance committee it was decided to conduct a commitment Sunday stewardship campaign, a change from the face to face type campaign we have conducted the past few years. While we did not reach our "dream budget" goal, it is felt the campaign is a success. The campaign is a major task and could not have been accomplished without the help of approximately fifty members, much too many to name here. The focus was to increase good stewardship, not only in our church life, but ask each member to look for good stewardship practice at home, occupation, and leisure time. A large segment of the campaign was working with the Social Justice committee in helping us to identify a need in the larger community, with Social Justice carrying the brunt of the work load in this endeavor, and in conjunction with people from Room in the Inn, and support of many members in answering the call we were able to assist in moving a family from a shelter to their own home. Our Social Justice committee is still moving this work forward.

Building & Grounds for administrative and budgetary purpose is separated as they operate independently. Both committees are very active, and enjoy committee chairs. So I will separate them in this report.

Building/Facilities, chaired by Paul Adler and assisted by Ron Pasch is responsible for the building, hardscapes, and trees larger than six inches that pose a safety hazard, or possible damage to the building. The committee is small in number, but large in work accomplished. Playground equipment was constructed, gazebo added, furniture for the interior constructed, water saving toilets installed, oversight on replacement of ac unit for fellowship area, oversight on installation of the solar panels. A listing of maintenance needs of our property now and in the not too distant future to finance committee for consideration. A garden shed recently installed will soon have electricity and a security system connected to the building system, and will be able to be armed or unarmed without entering the building.

Landscape committee, chaired by tom kunesh (immediate past chair Marge Pasch), and again with a small crew has accomplished a landscaping we all can be proud of. Regular lawn mowing, working in the woods to slow the attack of privet and poison ivy. We now have a beautiful pizza, herb, and flower garden, designed and planted by Marge. For the playground, mulch added, and repairs to equipment for safety enhancement. Bringing mowing in

house, instead of contract with a huge cost saving. Thanks tom for taking on this tasks. Take a few moments and appreciate the beauty of our entrance when you next come to church.

The Memorial Garden while reporting to the board operates independently. Administration and maintenance functions is well managed. To my knowledge there were no interments this year. A rededication of the garden each year near Memorial Day offers all, opportunity to remember their special people as well as those interred in the garden. It is open for visits and solitude.

In the coming church year I plan to begin the UUA stewardship program 'Forth". And a program named Appreciative Inquiry. Both are long range and is focused on good stewardship, and equal generosity. We will be forming a fund raising committee, the mission will be to develop and implement other funds for assistance with the operating budget.

In summation I had the good fortune of working with many people throughout the church fabric, it was a pleasure, and I wish to say thank you. To my fellow board members, thanks for being there for me. I had frowns sometimes, but for the most part it was smiles and laughter. For those rotating off the board I enjoyed our times together and will still be seeking your counsel, To our new members I welcome you.

Respectfully submitted,
Buck O'Rear, June 2014

Nicky Ozbek, VP of Congregational Life

Vice President for Congregational Life Annual Report 2013-2014

Worship: Music: Jennifer Arbogast is completing her first year as our Music Director! It has been a wonderful year. With her guidance, our UUCS choir and all our guest musicians continue to enhance every worship service. This year by the end of June, the choir will have sung 18 Sundays. Our children also sang as a choir 2 additional Sundays. Jennifer has organized the music library to include only music for which we have copyright permissions to own. Additionally, 12 pieces of music has been purchased for the church's choral library.

We have had the following guest performers: Ladies of Lee University, Nathan Shew, Jeffrey Parker, Paige Salter, Jonathan Kane, Michael Westmoreland, Larisa Westmoreland, and George Olin.

We also had an all music Sunday, talented musicians from our congregation, including Jesse O'Neal, Christina Bjorling, Steve Hollingsworth, Skip Stevens, Autumn Headrick, Emma Farrell, Isabella Vanderhoof, Roger Davis, Rich Dwyer, and Nancy Beale have all contributed to a successful music program.

The Production Team: The sound in the sanctuary has never been so good. Our volunteer team is undaunted and we continue to add new capabilities as our equipment is expanded. We have received a gifts of a video camera and a subwoofer.

The Committee on Ministry continued to meet with Rev. Rumancik and she is reporting on their activities in her interim ministry report. We get to make the claim that we served as her first church!

The Wowzers committee, chaired by Monique Lewis, have met monthly to plan the Sunday programs when our minister is not in the pulpit. Wowzers committee members not only make contact with the invited speakers but plan and facilitate the worship service itself on lay laid Sundays. Thirty services each year are planned by this committee.

A reading of 8 the Play was held this year. Based on the transcript of the California trial that overturned Proposition 8. The reading was powerful statement of the importance of this civil rights issue. Thandeka's workshop was well received by all who attended. "We need more workshops just like this" was the summary statement of one attendee.

Pastoral Care: The Caring Committee continues to represent this community well. Co-chaired by Bonnie Sinclair and Pat Mann. This committee sends cards on our behalf when there has been a death in the family or a serious illness. Memorial services are often enhanced, with this committee again representing us, by providing light refreshments after the service.

Lay Pastoral Care: Four trained lay pastoral care associates have provided sustained, confidential support for UUCC congregants this year. The associates meet monthly with the minister for further training and to coordinate needed care.

Although technically the Memorial Garden is not directly under this directorate, The Memorial Garden annual report, filed by George Helton, is attached. Most recently the congregation joined in the annual rededication service.

The Chancel and Church Decorating committee, started last year by Anne Johnson, continues with five committee members taking turns bringing flowers for the altar. We have the beneficiary of their love of flowers. Art on the Walls has been successfully coordinated once again by James Joiner. Nothing is ever easy, but James makes it look like it might be. That is his art.

The Nominating Committee has nominated a full slate of candidates for the BOT for the coming year. A job well done.

Submitted by, Nicky Ozbek, June 2014

Kay McCurdy, Director of Religious Education

UUCC Religious Education for Children & Youth
2014 Annual Report

We began our year with challenges (I won't bore you with the usual Volunteer Shortage! alert) but we also were lucky in many of the ways that truly count: the bright and curious kids enrolled in our program; a small core group of dedicated RE volunteers; an involved and passionate minister; a Board of Trustees committed to serving our church family; and a congregation that supports the work we do on a daily basis. And we also began our year without an RE Committee chair, or a VP for Religious Education. Despite these setbacks, we moved forward with our core group of RE Volunteers (Wendy, James, Tom, Leslie and Greg.) As DRE, I spent the summer teaching a Multi-age classroom each Sunday, in order to give our hard working RE volunteers a well deserved break. Although our multi-age classroom solution was less than ideal, our attendance continued its upward momentum, with summer Sundays averaging 22 kids (a record for summer, which is usually a much slower time.)

I cannot overstate how instrumental Reverend Pam has been in the success of our program. She and I met on a weekly basis, and she served as a support system and

trusted mentor. I began attending the monthly Board meetings since we did not have Board representation for our program, and that was a true learning experience. I was grateful to be welcomed into the process by the Board, and grateful, as well, to be given the opportunity to represent the interests of our children and youth. The core group of RE volunteers I mentioned not only serve on our RE Committee, they also contribute their time and energy to the church with: The Nuusletter, Social Justice, Art on the Walls, Board of Trustees, Landscaping, Pastoral Care, Pagan Group, Small Group Ministry.

This year, our program has consisted of three classrooms: the Sprouts (ages 5-8); the Medievals (ages 9-12); and the Teens (ages 13-18). These same kids also participate in the life of the congregation at large by serving on the WOWzers committee; caring for our church building and grounds through our We Care! Program; attending and volunteering in Social Justice Events. We promote our church and our 7 principles by participating in the Grateful Gobbler Walk; Martin Luther King, junior March; and the Stamp-Out Homelessness event. In addition, RE hosts several event for the congregation and community, including our annual Harvest Festival; Winter Solstice Labyrinth; Game Nights; and Valentine Dance This year we produced two worship services: one in December and one in June. We also have an enthusiastic presence at the No Rehearse Christmas Pageant, as well as the Christmas Eve service. This year, RE hosted a Teacher Training Workshop for prospective teachers, and recruited three new regular volunteers: Sandy Kurtz, Gale Audier, and Elaine Watkins, who each have made a wonderful contribution to our classrooms.

Thanks to the generosity of the congregation, all three age groups were able to attend youth conferences at The Mountain in Highlands, North Carolina this year. I cannot stress enough the role these regional youth cons play in the development of our young UU's. Since we are somewhat isolated from other UU congregations, youth cons provide an opportunity for our children and youth to interact with other UU kids from all over the southeast. It gives them a true sense of community, and an awareness of our faith outside the walls of our church. Youth Cons are always one of the highlights of our church school year, and this year was no exception. We also had Youth Advisors who were kind enough to serve as weekend chaperones: Leslie Brock, James Joyner, Gale Audier, Julie Kurtz kunesh, Elaine Watkins, Linn Boshers, Greg Oberschmidt, and Deana Cruz. In addition, a special thanks to tom kunesh, who served as Coordinator for the Spring Cons, no easy task!

The other big news in RE this year was our Second Hour experiment, which began the first Sunday in March. Reverend Pam and I have worked closely to create opportunities for the children and youth to be involved in the multigenerational worship services. It is exciting to see our UUC adults with more opportunities to engage in religious education and community, however, our children and youth attendance has suffered (we went from a weekly average of 34-36 to our current average of 23) and we have not seen the surge in volunteers that we'd hoped would occur. The congregational vote will take place this coming Sunday to decide whether we continue Second Hour, or finish up the month of June, and return to business as usual in July.

As a candidate for the UUA's Religious Educator Credentialing program, I attended two Renaissance Module trainings, Worship for All Ages, and Teacher Development. These trainings consist of three days of 9 a.m.-9 p.m. master classes, taught by UUA professionals. Pat Kahn, the UUA's Program Director for Children & Families, has just written to me asking if our church would be willing to host a Curriculum Renaissance Module in January of 2015. As the host DRE, I would be able to attend the Module for free (Modules cost approximately \$400, plus travel expenses.) In addition, it would be a wonderful opportunity for our church to establish connections with other regional UU churches.

Respectfully submitted,
Kay McCurdy
UUCC Director of Religious Education

Leslie Brock, President-Elect

Annual Report – President Elect

I agreed to accept the position of President Elect because I wanted to do something to help our church as we begin making the needed changes within our church. I agreed, not because I know what we need to do or because I have some project I want to promote, but because I feel so strongly about our church that I will work to begin the changes WE decide to make and see them through. I've been here 16 years, and I expect to be here many more.

Quarterly Council

The one job I knew I would be doing this year was chairing the meetings of the Quarterly Council. As it seems to do each year, our attendance at the Quarterly Council meetings fluctuated. We had some good discussions and came up with some good ideas. I believe that we should and will be making changes over the next few years to make the council meetings a crucial tool as we work towards reaching the goals we are setting for ourselves.

Role & Responsibilities

Other than chairing the Quarterly Council meetings, I wasn't sure what I was supposed to be doing this year. I'm not completely sure I know even now. As we have discussed many times, a written job description is desperately needed for not only the board positions but for all leadership roles.

I helped with the Stewardship Campaign. I greatly admire the people within our congregation who undertake that monumental task and do it so well. Stewardship is another area we have a great deal of work to improve. If we don't fund our church, who will?

I did also attend Finance Committee meetings and feel that I now have clearer understanding about how that committee operates. I also learned that there is still a lot I have to learn.

Finance

We have been struggling with finances the entire time I have been attending this church. We have made great improvements in our programs, but as we can't adequately fund what we have, much less what we need, we still have a long way to go. I know that everyone has a different level of financial as well as time support that they are capable of

and that both fluctuate. However, I see now more than ever, if we continue doing what we've been doing, we'll stagnate.

I don't really believe we want to remain a borderline size church or, worse, start to decline. If that's the case, then we have to do something different to break out of the cycle we've been in for the last 16-30 years.

Dev Minister

I am sorry that we weren't able to search for a settled minister, but I'm also not convinced that we were ready to call a minister. I am relieved that we have the option to have a Developmental Minister and can take the time we need to get ready for our next settled minister. I am eager to begin meeting with our Developmental Minister and start our admittedly long, process toward the goals we set for ourselves. In order to succeed, our work will involve everyone, not just the board or the board and current committees. It is our church so we all have to work to make it what we as a whole want, not just what some want it to be.

OLD/NEW BUSINES: No old or new business to report.

At 12:40 pm on June 8, 2014 Martha Berry moved that we adjourn; Linda Park seconded, and the motion was approved by voice vote.

Submitted by

Jim Welborn

Recording Secretary to the Board of Trustees