

Unitarian Universalist Church of Chattanooga
Board of Trustees Meeting Minutes for October 17, 2013

Present:

Frank Caperton, President
Nicky Ozbek, VP Congregational Life Ministry
Jim Welborn, Secretary
Buck O'Rear, VP Resources Ministry
Leslie Brock, President Elect
Pamela Rumancik, Interim Minister
Daidee Springer, Treasurer
Absent: Elaine Watkins, VP Outreach Ministry
Guests: Kay McCurdy, DRE

Frank Caperton called the meeting to order at 7:01 p.m. The chalice was lit and Frank opened with a reading by Lynne Eldridge "Comments to a California UU Congregation".

BOT Covenant Reading and Adoption: Frank presented the covenant that was developed at the BOT retreat on September 21, 2013. The Covenant was read and discussed. Jim made a motion to adopt the BOT Covenant language developed at the Board retreat and the motion was seconded by Buck and approved by the board.

BOARD COVENANT
Unitarian Universalist Church of Chattanooga
September 21, 2013

As members of the Board of Trustees, and guided by the Seven Principles, we covenant to keep the best interests of the congregation at heart and to carry out the trust placed in us as guardians of the Mission of this Church and guardians of its resources. We will embrace and share our experience, wisdom, and gifts in carrying out this work. We will celebrate our diversity by working to create an environment in which all are heard and respected. We will speak the truth in love. As we seek consensus, we will give and accept constructive feedback.

We will faithfully attend and be fully engaged in board meetings. We will show our commitment by being prompt, prepared, and focused. We will support the decisions and policies of the Board.

We covenant to stay at the table, even when in conflict, and to call each other back to the table when necessary.

We will be honest and realistic in our expectations and commitments, both individually and collectively. At the same time we will accept and forgive our failures. As part of a faith community, we will seek to minister to each other, sharing our joys, sorrows, successes, and struggles.

In this spirit, we covenant to further the work of this Congregation.

September Minutes Approval: Jim brought up the fact that Wendy and Pam are concerned that BOT minutes are too old to put in the nUUsletter and Frank made the point that the nUUsletter may be getting too long and there is the possibility to post to our web page. The BOT agreed to post the approved minutes to the web and a link be created in the nUUsletter to access the minutes. Jim will communicate this to Tom and Wendy. Buck moved to approve minutes as amended for regular BOT meeting of September 19, 2013 and posting the minutes on our web page. Daidee seconded the motion and motion was approved by the board.

Financial report from Treasurer: Buck moved to approve finance report as submitted. Nicky seconded and the board approved.

Minister's Report: October 15, 2013

Rev Pam Rumancik

I am greatly encouraged by the work done this past month. The BOT retreat set a high bar for communication and cooperation and I am most grateful for the skillful facilitating of Marguerite Mills.

In light of this good work, the interim transition team will be changing focus this year. They have agreed to support the board in determining the developmental tasks which need to be identified as these tasks will overlap with the usual tasks. We will be setting up a meeting with Frank to determine the best way to do that work.

We will retain a focus on honoring the past and continue with the work started by the timeline. The ITT will help facilitate the closing celebration of the timeline on December 15th which will include an all church potluck after the No Rehearse Pa service.

I am feeling very hopeful and optimistic around the work that has been done but am still trying to set up a time with the committee members to process their experiences and offer input for the future. There is still a tendency to want to let the dogs lie when it might be healthier in the long run to give them a good run. I appreciate any help and support in doing that work.

The commissioning of the Lay Pastoral Care Associates seemed to go well and the members seem to be settling happily into their new roles. I am grateful again for the skilled leadership of Wendy Sapp in helping get the program off the ground.

This has been a busy month with preparation for the Community Interfaith Pride service, planning of the fall adult education offering (UU101 & Owing Your Religious Past in November) and preparing to co-lead a Social Justice Cluster Workshop titled "Building the World We Dream About" in Knoxville at TVUUC on October 26th. We hope to raise interest in the "Beloved Conversations" adult class with other members of the cluster in the spring. I am also co-leading a small group with Miranda Cagle on the first Wednesday of the month.

I will be out of the church for three different events in November. November 11-14th I will be at the Mountain for the SEUUMA retreat & conference featuring a workshop by Matthew Fox. I am very excited about that. The following week, November 18-21, I will be in California for a UUA sponsored workshop on After Pastor Care. This will focus on the needs of churches which had had a lot of conflict and the different tools to use in working with their issues. For Thanksgiving I will be going to Ohio with Karen for a week of vacation with my family – November 26- Dec 1st.

Looking ahead we are planning to hold another UU101 during the evening hours in mid-winter, followed by one more offering of UU101 on church on Sundays in the spring.

Finally we have a new group meeting on the second Wednesday each month. They are beginning a knitting group and currently between 3-5 people attending on a regular basis. This is becoming quite a busy building this year. Thanks for your great work.

Review of Goals and Deadlines: Frank reviewed the goals adopted at BOT retreat and they were amended as needed.

UCC Board Goals

Adopted September 21, 2013

At BOT Retreat

- 1. Board Job descriptions; All drafts due two weeks before December meeting and completed by April 1.**
- 2. Committee charges. Leslie with the assistance from Pam will get a template to committee chairs by Nov. 1. Drafts completed by Thanksgiving and charges completed by April 1.**
- 3. Pathway to membership. Report from taskforce chaired by George Helton at Oct. BOT Meeting. Vote on Pathway at November BOT meeting.**
- 4. Stewardship using FORTH program and Appreciative Inquiry. Buck establishes a committee in October and November and submits recommendations to Board in April.**
- 5. Leadership development. Leslie will talk with Tom about an on line workshop.**
- 6. Board/Council clarity. Daidee and Leslie research. Start education program at Board meetings beginning in January.**
- 7. Developmental Ministry application. Frank and Nicky will complete application. Arrange meetings for congregational input on development issues to list. Submit application by January 31 after discussion and action by BOT.**
- 8. Process past conflicts. Pam helps board develop a process.**

Report from Finance Committee:

WUTC Program: The program was discussed by Buck. This program is going back to the finance committee for review because it was heading in too many directions. Daidee said that a temporary restrictive account has been established.

Fundraising Procedure: Buck will be forming committees during October and November to further develop our use of the FORTH program using Appreciative Inquiry as the vehicle. Final recommendations are due in April.

Path to Membership: Frank presented a draft document for a pathway to membership. We currently do not have a consistent process for becoming a member. The draft was developed by a committee of George Helton, Elaine Watkins, Buck O'Rear, Maureen Olin and Pam Rumancik. The BOT will review and vote on pathway at November BOT meeting.

(Draft of document to be presented to this fall's UU101 class):

Thank you for your interest in becoming a member of the Unitarian Universalist Church of Chattanooga (UUCC). We hope that the following guidelines help you understand the steps involved in becoming a member.

I. If you have not been a member of another UU church, completing the following steps will lead to your becoming a Voting Member of the UUCC. (According to the church's Bylaws, Voting Members can participate fully in all aspects of church life, including voting at congregational meetings (one month after becoming a Voting Member), serving on the Board of Trustees, and chairing or serving on any church committee.)

*First Step: Schedule a meeting with our Minister and discuss with him/her your interest in becoming a church member. He/she can provide an initial overview of the denomination and this church and answer questions you may have about becoming a member.

*Next Step: Enroll in and complete the UU101 class that is typically offered twice a year at the church. This three-session class is designed to inform you about the history and theology of the UU denomination, this church's history and processes, and the privileges and obligations of membership in UUCC. We want you to understand what the church stands for and how it functions before deciding to become a member.

*Next Step: Commit to actively supporting the UUCC by living the Seven Principles of Unitarian Universalism and by sharing your time, talents, and treasure with your church. In regard to treasure, our Bylaws require an annual financial pledge of record at least equal to but, hopefully, greater than the combined annual dues that the church pays for each member to the Unitarian Universalist Association (the UUA), the Southern Region of the UUA, and the Southeast District of the UUA.

*Next Step: Attend the next New Member Sunday, at which time you will sign the Book of Membership and be introduced and welcomed into the congregation.

II. If you have been a member of another UU Church, we invite but do not require you to enroll in and complete the UU101 class. The other steps listed above are required before you can become a Voting member of the UUCC.

If, at any time, you have questions about any aspect of becoming a Voting Member, please contact our Minister or the Chair of the church's Membership Committee.

Membership List Audit: Buck reported that the church membership has been reviewed and a letter from the committee will be sent to all inactive members.

DRE Report: Kay McCurdy
October, 2013

- Average weekly attendance: 21 kids
- On 10/6, kicked off "We Care" Sundays, with 8 of our UU Kids, working on various beautification projects for the church on the first Sunday of each month. Great turnout:

cleaned out fridge/freezer, washed classroom windows, swept all walkways and Memorial Garden, cleaned and organized Games cabinet.

- Harvest Festival scheduled for Sunday, October 20th, sponsored by RE. Pot Luck lunch, games and activities, drum circle.
- Registration for Youth Cons at The Mountain has begun. As of now, we have 14 UU Kids planning to attend the three fall Cons. 6 Youth Advisors have been recruited, as well.
- Three new classroom volunteers submitting to background checks this week: Juniper Russo, Linn Boshers, and Julie Kurtz-kunesh.
- Sign ups for Coming-of-Age mentors for our youth will begin this Sunday, October 20th. Adult mentors will work one on one with a youth to help them craft a statement of faith to be read at the May 4th kid's service.
- Greg Oberschmidt has officially taken over as Chair of the RE Committee.
- For all Committees/Groups who request child care for their meeting or event: please contact DRE with request rather than going directly to the Nursery staff. In addition, please try to determine child care needs prior to the day of the event, if at all possible. If not possible, please respect our Nursery child care ratio: 1 adult for every 4 children.

Quick Report Items:

Leslie reported that an article is going in the nUUsletter about our fundraiser on December 2-3 for the photographs by Robert Copeland. All proceeds go to the church. The auction will be advertised on the radio and in the paper. The photographs will hang on the sanctuary walls during November.

Daidee reported that a \$5000 gift had been made to the church Building Reserve Fund with no restrictions. The board agreed to accept the gift.

Kay McCurdy requested that anyone needing childcare contact her rather than any of the nursery workers. This will eliminate a lot of confusion.

Frank read from a book by Toni Owens Towle "Growing a Blessed Community". The reading was by E. B. White.

Meeting adjourned at 9:06 p.m.

Next board meeting is Wednesday, November 20, 2013 at 7:00 p.m. at UUCC.

Jim Welborn, Recording Secretary for the BOT