

Unitarian Universalist of Chattanooga

BOT Meeting minutes for April 23, 2014

Present: Frank Caperton, President; Leslie Brock, President-elect; Daidee Springer, Treasurer; Buck O'Rear, VP Resource Ministry; Elaine Watkins, VP Outreach Ministry; Nicky Ozbek, VP Congregational Life Ministry; Jim Welborn, Secretary

Absent: Pam Rumancik, Interim Minister; Kay McCurdy, Director of Religious Education

Frank called the meeting to order at 7:01 p.m. The chalice was lit and Frank gave reading 706 from our hymnal by Kathleen McTigue.

After a brief check-in, Daidee led a discussion of chapter 7 "Lay and Clergy Partnership" from the book "Governance and Ministry" by Dan Hotchkiss. Chapter 9 will be discussed at May 15 meeting.

February Minutes: Daidee made a motion to approve as written and motion was seconded by Elaine. Minutes were approved.

Financial Reports: Daidee reported that the financials are looking good right now. March looks better than March of last year. Members are paying their pledges. (reports will be a part of permanent minutes.)

Minister's Report: April 23, 2014 Rev Pam Rumancik

March and April brought a flood of activity and some reactionary events. While understandable in the midst of transition, it's been disconcerting to have the co-chairs of the Social Justice committee, Melissa Reese & Frances Starkis, resign, followed almost immediately by Marge Pasch stepping down from the chair of the Landscaping Committee.

I had a long conversation with Melissa and Frances which indicated they had been unhappy with various things, including my ministry, for a long time. They listed grievances which went back to the first fall I arrived. They also said they have felt unwelcome by a portion of the congregation.

While this is sad, it also highlights the need to reinvigorate the church's agreement for fellowship and begin work with the incoming developmental minister around covenantal behavior. Being a member brings with it the responsibility to bring up issues in the present moment rather than keep a list until they reach a breaking point and then deciding to leave. It has come to my attention that they were angry that I mentioned this in a sermon in church but I think that a public departure needs to be acknowledged and open to conversation so that issues can be processed and learning can be gained for the future. Transparency is important at all levels of the church in order to keep people from feeling that things are going on behind the scenes and they are left out.

Marge Pasch is a slightly different case. She was influenced by Melissa and Frances' departure but also coming out of a very intense period of caring for Ron's surgical recovery. I've had long conversations with her and she is agreeable to setting up a reconciliation process with myself and the other person she was angered by and hopefully coming to a good place again with the church. She will still take some time off to regain her energy.

These issues point to the problem of burn out, which has been discussed but should remain an important consideration when rethinking governance & what this church has the capacity to do. Sometimes it is kinder to narrow the focus and use resources wisely – human as well as financial.

Second hour should also be looked at in this light. On one hand it seems to be fairly successful. Many folks are staying after the service to participate in offerings. On the other, I have not had many people step up to help organize or lead extra offerings. Kay has also not had additional teachers volunteer – which was a key hope for the program.

While reevaluating whether to continue or not, this aspect has to be addressed and a person or group assigned responsibility for continuing its planning and organization.

The Thandeka Workshop seems to be on track for going well. I have to admit that organizing everything before leaving for my candidate week has been overwhelming and very stressful. In trying to get the technology working properly I purchased a monthly subscription to MS Office 365 in order to get Power Point on the church-owned laptop. This drew the ire of Steve Hollingsworth who believes the church should not be paying for office software as a matter of principle. At this writing a meeting of people involved in all aspects of communication for the church are being invited to a meeting to plan for a unified approach for the church. I am hopeful the decision will be made by a wide spectrum of church members and stakeholders so that something which serves the most people, the easiest, will be chosen.

I will back in Chattanooga on May 5th – hopefully with a position secured in Chicago.

Finance Committee: Buck reported on the following.

Stewardship Update: Buck reported that the overall process has gone well. A lot of positive responses have been received. Several older adult members have reduced pledges. Currently in process of contacting members and friends that have not renewed or pledged for next year. Currently there is \$30,500 still out. Final number will be given to Finance Committee 2 weeks prior to May meeting.

Solar Panel Update: Installation began yesterday by Lightwave Solar and should be complete within 4-5 days. Sandy Kurtz has written a press release to distribute to news outlets (attached to minutes). Also, Buck was interviewed by Channel 3 and Channel 9 and 11 are supposed to come by tomorrow. We are the first Church in Chattanooga to install solar panels.

Facility-Use Policy: Buck expects to have the updated policy two weeks prior to the BOT Meeting. Buck recommends that we lift the moratorium on external use of UUC facilities. Daidee made motion and Leslie seconded the motion and it was approved.

Insurance Update: For a one time or occasional use by an outside group, we would not have to have a member present. If a group meets regularly, they would need to provide liability insurance unless we have a member as part of group. An example is the Chattanooga Humanist Society which has a member involved. The Church of God provides their own liability insurance. June Woods our insurance agent says that our contents is only insured for \$125,000, which is way too low. We have a quote of \$30/hr. to determine the value of our inventory and

we recommend that an outside co. do the work for confidence in accuracy of results for our insurance company.

Support for President-elect at UUA GA: Buck made a motion for church to support the President-elect to attend the UUA GA up to \$1200 and funds come from developmental budget. Daidee seconded and motion passed

Repeat on Overspending Budget: Any committee that needs to over spend their budget is required to make a request to the Finance Committee for approval.

Endowment Committee Report: Current balance is \$66,447

Religious Education Report:

March, 2014

- Average weekly attendance for March: 25
- Six of our UU Kids attended the Elementary Con at The Mountain on March 14-16. Many thanks to chaperones Gale Audier and Deana Cruz.
- While we have seen our weekly RE attendance drop since beginning *Second Hour*, most of the feedback I've received from our RE families regarding the new schedule has been positive.
- Our *We Care!* project for spring: working with the UUCC Landscaping Committee and RE families to organize a spring cleaning of the church grounds.
- Our own Isabelle McCurdy has been accepted to the UUA's Summer Seminary program in Chicago this summer. Many thanks to Reverend Pam for her help and guidance in the application process. Isabelle is very excited, and grateful for this opportunity!
- High praise for Buck O'Rear, Reverend Pam, and Daidee Springer for their work on our Stewardship Sunday. They gave so much of themselves to create a wonderful event for all!

Quick Reports:

- 1) Nicky reported that Catherine Long and Tom kunesh will develop a check list for sound technicians to eliminate confusion when operating the sound system.
- 2) A farewell celebration will be planned for Rev. Pam and details will be discussed at May BOYT meeting.
- 3) Forum Electronics project is complete. A note will be put in the June UUnews letter with information on different pieces of equipment and how to access using the keys in church office.
- 4) A draft of craft sales is forthcoming for discussion and vote.
- 5) There is a Social Justice Meeting at the First UU Church in Nashville on Saturday, May 10. Purpose is ti gin up interest to have a Social Justice Committee state wide. Elaine will check to see if anyone is interested in attending the meeting.

- 6) Annual Meeting is set for Sunday June 8, 2014. An agenda is required to be posted on May 24. It will be e-mailed and mailed to members without e-mail. The nominating report will be up for a vote. The recommended financial Budget will be voted on as well. A quorum of 20% of members is required. The annual meeting will begin at 11:15 an there will not be a forum or second hour program.
- 7) Delegates to GA will be formalized at May BOT meeting. It is recommended that Leslie Brock, President-elect attend. Also Steve and Daidee will attend unless other members would like to go in their place and in that case they will step down as delegates. We can send three delegates.

Next meeting will be Thursday May 15 at 7:00 p.m. at UUC.

After check-out, we closed with a reading by Robert Mabry Doss.

Adjourned 9:00 p.m.

Minutes submitted by Jim Welborn, Secretary.