

Unitarian Universalist Church of Chattanooga

BOT Meeting minutes for May 15 2014

Present: Frank Caperton, President; Pam Rumancik, Interim Minister; 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

Guest: Kay McCurdy, Director of Religious Education

Meeting called to order by Frank at 7:00 p.m. and Elaine lit the chalice. Frank opened the meeting with a reading from Dan Hotchkiss' book "Governance and Ministry. The reading was from page 183 of chapter 9 "Bumps in the Road". After reading, Leslie led a discussion of Chapter 9 "Bumps in the Road" from Dan Hotchkiss' book "Governance and Ministry".

April Minutes: Buck made motion to approve minutes and Daidee seconded and minutes were approved.

Financial Reports: Daidee reported that we are down \$6-7,000 for the month which puts us at just about a breakeven for the year. Not as rosy as expected and COG funds will need to be used to balance this year. Daidee requested approval: 1) Accept \$1,000 gift and place in the building reserve fund. 2)

Transfer \$6,303.61 to Unrestricted Net Assets account. Jim made motion to accept the two items and it was seconded by Buck and approved by board.

Daidee presented the Finance Committee proposed budget 2014-2015 for discussion and presentation to congregation for approval at June 8 annual meeting. Daidee pointed out that a healthy congregation should receive 85% of their budget from pledges. We are nowhere near this percentage. With our proposed budget of \$208,411, our pledges should be \$177,000 and with current pledges at \$152,000 is only 73%. We will borrow from COG Funds and Unrestricted Asset Fund to balance proposed budget.

Jim made a motion to accept proposed budget for 2014-2015 as presented and present the budget to congregation for approval at annual meeting in June 8, 2014. Buck seconded the motion and it was approved by the BOT.

Minister's Report: Minister's Report: May 14, 2014

Rev Pam Rumancik

There is still some ongoing unrest and reactivity but I trust that once a new minister has been announced and folks can begin learning about them that some anxiety will relax.

Going into May, the Worship committee has organized two 'town hall' style meetings during second hour in the sanctuary for May 18th & 25th. The goal is to give as many people as possible the option of offering their opinion and hearing those of their friends and peers. Wowzers have arranged people to both lead the discussions and to take notes. While nothing will be decided, it is hoped this will give folks a chance to see what other people think and see a wider view of the experiment.

At this time, I have learned a lot, both about what this program entails and what might be expected outcomes. We have been disappointed that more folks have not stepped up to assist

with RE classrooms and are wondering if a whole new approach might need to be developed to staff the program. Working parents do not seem to have the bandwidth to both work full time and also teach Sunday school. I believe this is a place of good work for the developmental ministry; not dealing with what “should be” but with “what is.”

In a similar vein, discussion will be helpful in dealing with stewardship shortfalls. I have a caution against going too aggressively after people who volunteer their time but not their money. A church wide conversation about what it means to be a voting member vs. what it means to be a social member would be helpful in naming the different behaviors without shaming people of limited means. I see a vast generational divide in both how membership is perceived and how commitment is demonstrated. The world has changed immensely since the halcyon age of church stewardship and churches are engaged in competing for a smaller and smaller share of disposable income for many generation X and millennial people. Shaming will only hasten their departure from our churches and not result in the additional income needed.

Churches all across our association and the larger liberal religious landscape are struggling with this same dilemma. New solutions are being tried in a number of different communities. It could be profitable to study their programs and results in order to create a sustainable stewardship program which finds capital in creative ways. Chasing away people who give of their time and talent, even while not giving of their treasure, will ultimately be detrimental to the overall health and tone of the church and should be carefully guarded against.

My sense is that if second hour does continue, it should be restructured and incorporate the learnings which have come up. For me these have been:

People do not want to volunteer to work on Sunday mornings.

It takes a lot of organization & energy to keep the schedule full each month.

Small Group Ministry meetings have not been embraced despite varying offerings.

People enjoy TED Talks and discussions.

I have really enjoyed leading intergenerational services.

Teens and older kids seem to stay engaged & there have been no overt behavior problems.

People like seeing the kids engaged in the service.

Some parents do not enjoy having to mind their kids during service.

These and the observations from the “town hall” meetings will offer help in deciding how to move forward if people decide to continue on.

I have no sense of what the consensus is at this time.

My recommendation would be to cut back and regroup during the summer even if the congregation votes to continue.

I will be out of town Sunday June 8th for the annual meeting. I will be at GA June 22 & 29th.

Peace~

Pam

Items from Finance Committee: Buck reported on the following:

- a. **Stewardship update:** Buck expects pledges to come in between \$155,000 and \$158,000 which is well short of our optimistic goal of \$172,000. Buck still supports wholeheartedly the process of the campaign of generosity of time, skills and resources. Several pledges were reduced by \$12,000 which blew a hole in achieving the budget. For the last three years, we have lived above our means and we must get pledges up or we will go bankrupt. We will try to solve the problem in next 3-5 years using the FORTH program and Appreciative Inquiry.
- b. **Possibility of moving a member to inactive status:** Buck pointed out that if there is no pledge a member can't vote, set on the BOT and set on some committees. They can send a letter to request a waiver. Those involved have been notified.
- c. **Solar Panel update:** Installation is 100% complete and we are generating power and when we generate more power than we use it returns to the grid. The system is a 3000 watt system.
- d. **Inventory of building contents:** We have two options from Regis Inventory Co. 1) List all of the contents with a description for \$150-\$300. 2) List all contents with photos for \$240-\$450. The Finance recommends that we approve option 2. Buck made a motion that we approve the recommendation of the Finance Committee of Option 2 (List and Photos of contents) and use funds from equipment reserve fund-3222. Elaine seconded the motion and it was approved by the BOT.
- e. **Communication Budget:** The communication committee has over spent budget by 185% and no request has been made to over spend their budget. The Finance committee will review our policy on credit card purchases.
- f. **Storage Shed security:** A one-time expense of \$500 to secure the storage shed.
- g. **Recycle:** Current system is not working. The bins are full and there is no separation of items. Will reestablish the Green Sanctuary Committee to handle and Nicky will get with Paul to get a suitable container for our recycles.

Craft sales policy: Leslie will defer to next BOT to discuss revised policy.

RE Report for April 2014: Kay McCurdy, DRE

- Average weekly attendance: 24
- Four UU Teens (Lauren Solomon, Isabelle McCurdy, wenona kunesh, and Greg Kertay) and one adult advisor (Elaine Watkins) attended the spring Senior High School Conference at The Mountain in April.
- Successful Homecoming! Working alongside members of the landscaping committee, our RE families participated in a Saturday grounds clean-up on April 5th.

- Second Hour feedback: DRE polled all of our RE parents to find out their responses to Second Hour. Response was mostly positive, but we continue to be short staffed in the classrooms. Unfortunately, the result of second hour has not yet materialized.
- Easter Egg Hunt: Many UU kids and visitors enjoyed our annual Easter Egg Hunt, held on April 20th, and hosted by our very own Easter Bunny. Over 800 eggs were hidden (and found!)
- Wednesday night childcare (5:30-8:30 p.m.) will continue through the month of May. There will be no childcare in June and July on Wednesday evenings.
- DRE attended a very worthwhile Renaissance Module in Cleveland, OH from April 24-26th. Many thanks to the congregation for allowing me this opportunity.
- Upcoming.....May 18th is our end of the year party for RE. June 1st is the UU Teens Coming of Age service.

Quick report Items:

Due date for annual reports: All reports due to Jim by Monday June 2, 2014

Elaine on congregational resolution on Move to Amend: Elaine presented a request from Move to Amend for UUC to adopt a resolution in support of their work. The BOT asked Elaine to come back with a plan from Social Justice Committee.

Nominating Committee Report: Frank reported the following candidates from the nominating committee for the Board and other positions.

VP Religious Growth: Cecile de Rocher; VP Congregational Life: Greg Cruz; VP Outreach: (potential nominee—not confirmed yet) Linda Park; President-Elect: Monique Lewis; Nominating Committee: Kristy McKinley

Frank on plans for celebration of Pam's Interim Ministry: The celebration will be on Sunday, July 13. Pam's employment will end on July 20. Nicky moved that we pay through July 20, 2014. Daidee seconded the motion and approved by the board.

Annual Meeting June 8: If the vote on Second Hour is to switch back, then we will start with new church year. As part of the annual meeting service each board member is asked to make a statement.

Two people will be sent to the Mountain for Leadership Training.

Frank has a model contract for a developmental minister in hand which can be used as a guide for us in developing our contract.

After checking out, Frank read the last paragraph from chapter 9 "Bumps in the Road" as our closing.

Adjourned 10:15 p.m.

Next meeting will be on Thursday, June 19 at 7:00 p.m. The newly elected Officers and VP's will be invited to attend.

