

Board Meeting Minutes for December 15, 2015

Unitarian Universalist Church of Chattanooga

Present: Monique Lewis, President; Buck O'Rear, VP Resources Ministry; Cecile de Rocher, VP Religious Growth Ministry; Linda Park, VP Outreach Ministry; Greg Cruz, VP Congregational Life Ministry; Pam Johnson, Secretary; Daidee Springer, Treasurer; Bill Derrickson, Treasurer-Elect; Leslie Brock, Past President; Rev. Cathy Harrington, Developmental Minister.

Guest: Susan Kennedy, Transition Team.

Monique called the meeting to order at 6:30 p.m. Cathy lit the chalice and shared a reading. Everyone checked in.

November Minutes: Buck made a motion to accept the minutes. Greg seconded and the minutes were approved.

Outreach: Linda reported that we will vote on the communications policy next month. Her report is attached to the end of the minutes.

Minister's Update: In addition to her filed report, Cathy shared the following:

- With the increase in attendance, we are experiencing some growing pains, including a nearly-full parking lot and growing forum attendance. Greg motioned that we increase the number of visitor parking spaces by four. Linda seconded the motion and the motion unanimously passed. The board discussed different ways to accommodate the growing forum.
- Some member of the finance committee met to discuss possible considerations for next year's compensation package. The Board discussed the results of this meeting.

Oak Ridge Management/Service Proposal: The Board discussed the benefits and costs of the Oak Ridge proposal, compiled a list of questions, and decided to meet again with Jake and Tom from ORUC in January.

Financial Report: Daidee reported that we are \$4000 ahead and pledges are up from last month.

Resources Report: Buck presented two recommendations from the finance committee. On behalf of the finance committee, Buck moved that we do not purchased the cyber security rider for the insurance policy. Linda seconded the motion and it passed unanimously. Buck also made a motion to accept the playground equipment that Bart Solomon offered to donate. Daidee seconded the motion and the motion passed unanimously.

Religious Growth Report: Cecile reported that the youth religious education committee is planning a civil rights field trip for the spring. She also reported that the OWL classes are going well.

Religious Education: Kay's report is attached to the end of the minutes.

Congregational Life: Greg reported that the landscape committee will be erecting the playground equipment donated by Bart Solomon. He further reported that the sound equipment is being worked on and that the assistive listening problem has been resolved.

Quick Report Items:

- **Event Dates:** The Passover Seder is tentatively set for April 29, 2015. The auction date is set for Friday, May 13, 2016. Celebration Sunday is scheduled for April 10, 2016.
- **Next meeting:** Wednesday, January 20, 2016. Bill will supply opening and closing readings

Closing Words: Cathy read our closing words. The meeting was adjourned at 8:45 p.m.

Respectfully submitted,

Pam Johnson

Board Report – VP Outreach Ministry – December 16, 2015

Social Justice

The Social Justice Committee continues to work on 4 major projects:

1. Welcome Home Hospice - Cooking a dinner for folks at the Welcome Home Hospice on Germantown Rd. We cook on the 1st Friday of the month. We have done this for November and December, and there are 3 people signed up for January and 2 for February. We are encouraging members of the congregation to sign up to host one of the dinners at the Social Justice Table.
2. Chattanooga Non Violence Partnership – Judith and Dave Benn hosted a meeting at their home with a group named The Third Way and many members of our committee, including our minister. Chief of Police, Fred Fletcher and Public Service Coordinator, Paul Smith met with us to discuss police department initiatives and how we might work with them to support the community. We will be planning a series of events to educate and activate around this issue.
3. Diversity Issues - Work with other groups to address Diversity Issues: Gay/Lesbian/Transgender; Racism & NAACP; Women's Freedom of Choice...as these events come up we will be communicating to the members/friends of UUC.
4. Move to Amend & Growing Inequality - We will be hosting Speakers/Forum/Movies around these issues.

Many people have signed up for our Social Justice t-shirts. We are in the process of getting money for the shirts prior to ordering.

Membership

Membership Committee held a meeting on December 4th to talk about plans for the next year. At this meeting, Committee members discussed the protocol for greeters and made plans to create a "Guide to Greeting" to be given to all those who volunteer for this responsibility. The new schedule for greeters will be completed and distributed in January. New brochures for the Visitors Table were ordered. "Membership Journey" classes have been scheduled for January 10 and 17, and February 7 and 24, immediately following the service with meals and childcare provided. A "Member Interest Survey" is being created and will be distributed and collected in January. The information gathered will be used by our Volunteer Coordinator to create a database of volunteers and volunteer opportunities throughout the church.

Communication

- Started work on a monthly offering in which teens (from RE) will help seniors to conquer digital issues and become more cyber savvy

- Learned more about the UUA website template and made a plan for Anne and Steve to download it and work with it to gain expertise in using the template for the UUCC.org website
- Published the monthly newsletter, Facebook and web site posts for Sunday service
- Learned more about the Oak Ridge UUC proposal for website and newsletter
- Worked on the 2016 budget proposal
- Took steps to meet in January over light refreshments with members who have concerns re the use of social media by the church
- Attended (tom) Sunday forum meeting(s) to obtain information about upcoming forums
- Named a new committee chair (Anne Cornwell)

Attached are the Guidelines/Policies for the Communication Committee.

Usher/Board Rep Duties Update

Yes, there is another update to our Sunday morning duties. Attached is the latest version, which we will discuss in the board meeting. (Do not bother to print it, I will have hardcopies for all.)

Please let me know if you have any questions or comments about this report.

Submitted by Linda Park, December 15, 2015

Minister's Notes - November 19-December 16, 2015

Greetings, Board members.

It's hard to believe that 2016 is upon us. Our time together is moving fast and UUCC appears to be growing and gaining momentum. As we look ahead to the future, I'd like to share with you my goals for this year and for our third year together.

We have succeeded in resolving the aesthetic problem of the downstairs RE space, but we are running out of room in both the Forum and the children's classrooms. We also have a serious parking problem on Sunday mornings. I would like to see all of these things resolved by the end of our second year together. There are some possible solutions: move the forum upstairs and have choir practice downstairs. Another solution for parking and over-crowding might be to add a second service. These are issues that must be addressed quickly and efficiently.

At the suggestion of a colleague, I have purchased a resource book written by an architect who witnessed too many churches making the mistake of building when other solutions might have been better. It's called, *When Not to Build*. I will be reading this book and another recommended resource, *How to Start a New Service*, during my time away. Jennifer has agreed to assist in the planning a second service if it proves to be a viable solution.

By the end of our second year together, I hope that issues around newsletter, stewardship & membership data, website, and policies will be resolved. We will have completed one round of Harvest the Power and start a second round ASAP. The Nominating/Leadership Development team is devoting energy, resources, and time to ensure that UUCC will have at least four UUCC members who have never attended General Assembly go to GA in Columbus OH June 2015. There are UUA matching grants available and Catherine Long has agreed to work on recruiting attendees early and preparing them to be informed delegates and engaged participants in the events offered this year. They will use their remaining budget to fund this.

During our third year of developmental ministry, we should be able to know if moving from a Pastoral size church to Program size is feasible. The tendency to resist growth is a pattern in this congregation that cannot be broken without thoughtful intention and care. With the projected job growth in the Chattanooga area, this church cannot help but grow with the proper nurture and leadership. We will be facing the choice of starting a satellite church or a whether there will need to be capital campaign to increase the size of this facility.

GOALS A & B

December 7th the Covenanting Team (Jayne Trapnell, Gale Audier, Steve Hollingsworth, Pam Johnson, and myself) began their work on crafting the covenant based on the outcome of the four congregational input sessions held in October. At least two more meetings will be necessary following the holidays.

On December 10th I participated in the Work of the Congregation Field Work 2-hour conference call. Two colleagues presented their projects to the group. One more session will be held in January.

December 15: newsletter column and sermon blurbs.

GOAL C & D

Working with Membership Committee to plan New UU classes to begin in January.

Harvest the Power workshop # 6 on December 9th.

Transition Team meeting

December 15 Meeting with Kay service planning

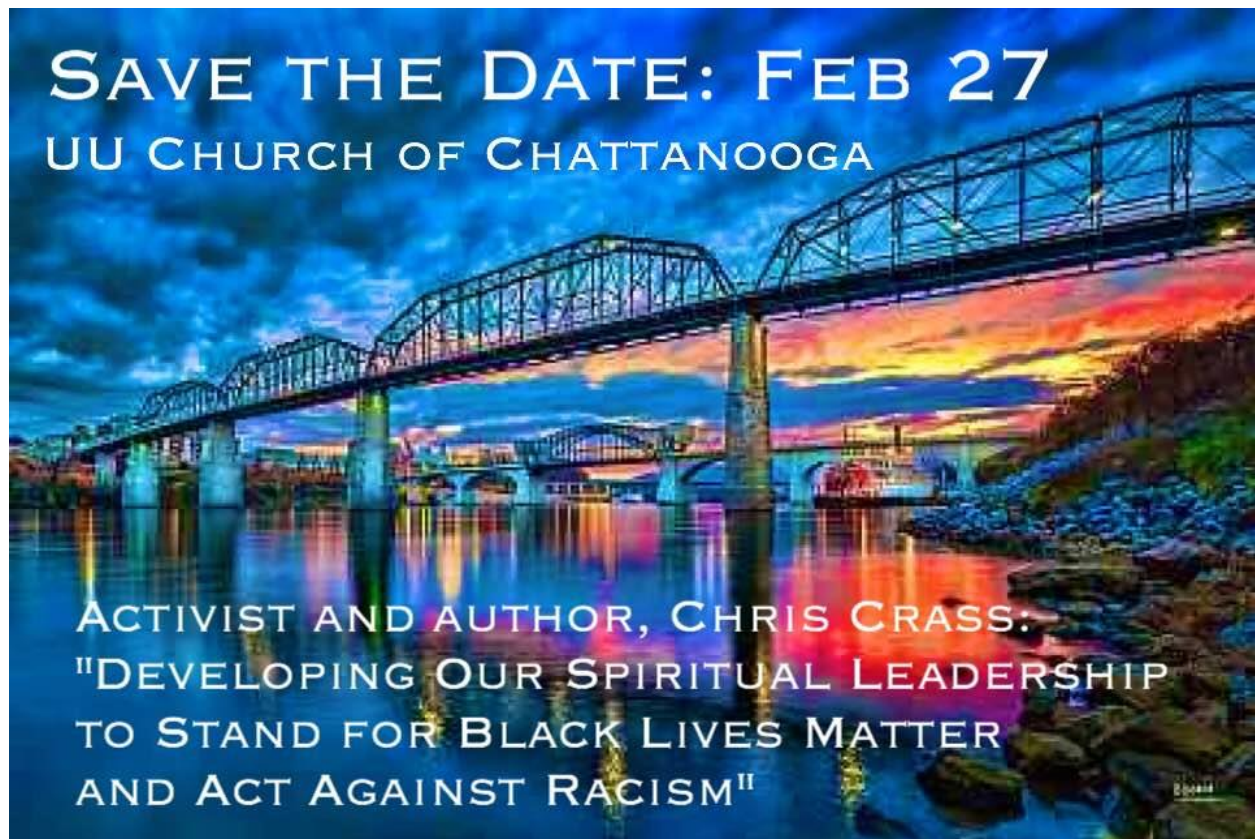
Lay Pastoral Care meeting; Groundhog Day Senior Luncheon planned

Pastoral Care home visits & calls

Worship Associates

Anti-Racism Training in February

Dec 17 Planning meeting with Jake Morrill and Chris Crass via Zoom



GOAL E.

Better Transparency: Transition Team meeting; Finance Committee meeting; Wowzer meeting; Nominating and Leadership Meeting

Community Outreach: On November 23 I attended a Prayer vigil for murder victims covered by Channel 3 a day after the murder of a 37-year old mother of three.

<http://www.wrcbtv.com/story/30606721/prayer-vigil-for-the-28-chattanooga-murder-victims-so-far-in-2015#.VnGY7nMhIII.emai>

December 2: Members of the Third Way Peace Group and I attended Monica McMillon's funeral.

On Dec 13th, the Third Way Peace Group held meeting with Police Chief Fletcher and Dr. Paul Smith at Judith Pederson-Benn and Dave Benn's house. There are lots of opportunities for UCC to get involved in the community.

Chief Fletcher asked if I would consider being a Volunteer Police Chaplain. Duties include once a month 24 hour on call & one-day ride-a-long with patrol car per month. Training required.

I shared idea about the peace symbol (Amazing Peace sermon Dec 6) with Paul Smith and he loved the idea and asked for my card: The Walnut Street Bridge was used to lynch two innocent black men and continues to be a painful reminder to the black community in Chattanooga. In a January 15, 2015 article in the Times Free Press, David Cook suggested that there be a plaque placed on the bridge to honor those men. The mayor said he was open to a community discussion but nothing was done. I suggested that there be a Mother's March to place the plaque on the bridge. Clay Bennett could design the bridge of hope symbol and the paper could print it in color for people to place in their windows. The symbol could also be made into T-shirts, magnets, posters, etc.

Chief Fletcher said the department could partner with me in doing a Healing of Memories workshop for the "Influentials" (mothers, grandmothers, aunties) of gang-members. I completed my training to be a facilitator at a workshop in Minnesota Nov 20-22.

December 16 Meeting with Jennifer

Board meeting

UPCOMING schedule and travel:

December 25: drive to Ludington for vacation

Jim's Alma Mater Iowa playing in Rose Bowl (root for Iowa)

January 7: return to Chattanooga

January 10: Sunday service

UU101 class with lunch following the service

January 20: Ministers cluster meeting in Oak Ridge (10 am-2 pm)

DEVELOPMENTAL GOALS

- A. Identity. Vision and Mission. Who do we say we are, to ourselves and to the world? How do we express the unity that binds us despite our humanistic and spiritualist differences?
- B. Covenant and Safe Community Policy. What are the standards for the relationships we want to have with one another? How shall we respond when behavior violates these standards?
- C. Member Engagement. How do we build a larger core of active members? Are there programming changes that will help? How do we identify and build the next generation of church leaders? How do we build a financial stewardship tradition that will sustain the church?
- D. Governance. How do we extricate our Board of Trustees from the ever-flowing nitty-gritty of ministerial decision making to create time for governance and strategic thinking? How do we develop policies that will make our decision making more consistent?
- E. Better Communication. What procedures and habits must we build to make decision making as transparent as possible and build trust within the community? How do we do a better job of telling our story to the larger community?

VP Resources Report
UUCC Board Meeting December 2015

Finance Committee Recommendations:

- Regarding purchasing services from the Oak Ridge group, FC recommends a separate meeting for members of the BOT, FC, Communications and any others affected by the proposal, be convened, at which time they could call OR with questions and necessary clarifications.
- FC does not recommend that UUCC spends \$1,000 for a cyber-theft rider on the current insurance policy, due to cost and a perceived lack of need for such a rider.
- FC recommends that we accept the generous offer of a member for used, good condition playground equipment.

Other Items:

- Possible increase in sexton fee external groups with requirement for AV equipment use. The PIC form is under revision to include details when AV use is desired. After final draft by FC the form will be presented to board for discussion and action.
- Stewardship campaign, chairs for committee not yet selected. Monique is assisting Buck in accomplishing this task. It was decided the table topic format (as last year) best as there is not such a large requirement for visiting stewards. As last year the board will be asked to serve as table hosts, with FC members serving as table stewards. Yvonne Derrickson will chair the food/decoration arrangements. Heartfelt thanks to her. Inga Johansen will be ask to design the brochure as she has done for many years. The stewardship committee should meet soon after the holidays for a planning/calendar/theme session.
- Parking lot security is still under investigation. A quote for video surveillance equipment has been received. Other options under discussion. Insurance carrier advises even if a person is on church business, leaves their vehicle overnight and their auto is vandalized their auto policy will bear first liability.

Respectfully Submitted,

Buck O'Rear

Dec. 14, 2015

Religious Education for Children & Youth

November, 2015 Report

- Average weekly attendance: **35** children & youth.
- UU Kids service, *He-roles & She-roles* held on November 22nd. All original content! Fabulous children ages 3-13!
- tom kunesh spent time in November training teen Sophie McCurdy as a Sound Tech. The 11/22 service was her first time to run the booth alone. (4 video cues, 3 sound cues, and 3 mikes!)
- Third month of OWL classes held successfully for Junior and Senior High groups. No OWL classes in December.
- RE Committee meetings now held on 2nd Sundays of the month, 9:30-10:30 a.m.
- RE will sponsor a Civil Rights trip to Birmingham in late winter/early spring of 2016 for our RE families.
- We're still short 2 RE teachers this year. Kay is teaching in the Sprouts class, Shannon Lane is picking up the extra Sundays in the Teen class.

Respectfully submitted,

Kay McCurdy
Director of Religious Education for Children & Youth