

BOARD MEETING MINUTES for March 20, 2018

UNITARIAN UNIVERIALIST CHURCH OF CHATTANOOGA

Present: Bart Solomon, President; Monique Lewis, Past President; Nicky Ozbek, President Elect; Mary Lou Reed, VP Religious Growth Ministry; Linda Park, VP Outreach Ministry; Link Christiansen, VP Congregational Life Ministry; David Benn, VP Religious Growth Ministry; Connie Cowherd, Secretary; Bill Derrickson, Treasurer; Rev. Cathy Harrington, Developmental Minister; Mandy Cowley, Church Administrator.

Guest: None

Meeting called to order: at 6:30 PM by Bart.

Chalice Lightening and opening words: provided by Linda Park. Everyone checked in.

Minutes:

Minister's Report: Cathy Harrington – Healing Memories was canceled due to insufficient veterans being available to utilize the grant. Cathy reviewed her report which was accepted by acclamation.

VP Religious Growth Ministry: Mary Lou Reed – see DRE Report which was accepted by acclamation.

VP Outreach Ministry – Linda Park – see attached report

VP Congregational Life: Link Christiansen – no report.

VP Resource Ministry: David Benn – no report.

Treasurer: Bill Derrickson - Bill propose that an additional \$9000. be added to the ministerial search budget to give us a total of 15,000. No action taken.

Informational Items:

1. Update on DRE search. Two DRE candidates have been interviewed, each credential to some degree. The third and last interview is scheduled for later this week. The DRE search committee will meet then make a recommendation to the Board. Cathy will send out salary ranges for this position. Link makes a motion that an ad hoc committee be formed consisting of Bart, Mary Lou and Bill to represent the Board in selecting a DRE and making an offer of employment. Linda seconded this motion. Motion passed. No abstains.
2. Ministerial Search Committee – Bart met with Jim Welburn from the Nominating Committee. The committee expects to have a full slate of nominees available by April 17th. Board will need to adopt their recommendations at the next Board meeting on April 17th.

3. Potential Affirmation Action Policy – Bart will make a draft policy and forward to Board members. Plan is to decide at the next Board meeting.
4. New Policy Manual – discussed how the Board is to respond. The question is which policies need to be acted on. Each Board member **is to** become familiarized with UUCC policies and be prepared to discuss at the next Board meeting.
5. April congregational meeting was discussed and will take place on April 29th.
6. Update on Stewardship Campaign – Dave presents a poster which identifies the visions identified during the Board's visioning retreat. These visions represent UUCC's future! He described the campaign which includes sending our packets to members describing our vision, testimonies from committees, and home lunches.
7. Transition Team Disruptive Person Complaint – discussed.

Decision Items:

1. Should we agree to a Coaching Service Agreement for the Ministerial search process? The UUA Coaching Service is required if we sign an agreement with UUA to assist with our search. A coach will be assigned to UUCC to work with the search team throughout the entire ministerial search process.
2. Should we appoint/form a personnel committee? Historically, ad hoc committee was reconstituted. Agreed we would have a better proposal next month after everyone has read the policy manual.

Action Items: Board members are to read the Policy Committee's latest email and Policy Manual before the next Board meeting.

Policies Past: none

Quick Reports: Earth Day April 22nd. Special Congregational meeting April 29th.

Next Board meeting: April 17th.

Board Rep. Schedule:

Opening and closing words next month: Mary Lou

Closing words: Linda

Meeting adjourned: 8:55PM

Respectfully submitted, Connie Cowherd, Board Secretary

Approved by Board April 19, 2018 after corrections

Submitted April 19th, 201

Minister's Notes

March 20, 2018

Feb 21: Lay Pastoral Care meeting

Feb 23: Strategy meeting at Welcome Home regarding Hospice training at UUCC

Feb 24: TAPDP meeting in Nashville

Feb 25: Worship

Feb 26: Chaplain meeting at CPD

Feb 27: Small Group at UUCC

Feb 28: Ride a Long with CPD, Newsletter article, UTC Women's Month lecture: Growing up Femme, Queer, & Angry in the South

March 3: Quarterly Council meeting

March 5: worship & nominating

March 6: meeting with Jim Welborn re: search, Meeting with Bart and Dave re: stewardship

March 7: Flight to San Francisco for Kay Jorgensen Memorial

March 12: fly home Maurine Olin's death

March 13: visit with George Olin and family

March 14: meeting with Methodist minister to plan memorial service

March 15: Finance Committee

March 17: Memorial Service for Maurine in Cleveland

March 18: Worship and FF Q & A with minister

March 19: Two interviews for new DRE

I have been impressed with the hard work of the Nominating Committee and the DRE search committee. The future of UUCC is in good hands!

Dave, working with Mandy and Monique has come up with a vision for the stewardship campaign. The kickoff will be on Sunday, March 25th with a Child Dedication Ceremony and a sermon dedicated to the theme of "pay it forward" to ensure that UUCC will continue to grow and be a powerful presence in Chattanooga for decades to come. There are new young families showing up every week searching for a safe and nurturing religious community to raise and educate their children.

The challenge that I see for this board is to rise to the challenge of embracing this vision. This will require forward thinking and risk-taking as UUCC changes its definition of a "small church" to a growing church. Staffing for growth will mean moving to the next level. I have included the Developmental Goals from 2014 as a touchstone for looking forward.

UUCC Developmental Goals - 2014

- 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?

DRE Report: **DRE Report for BOT** March 2018

- Attendance:
 - February 04: 15
 - February 11: 15
 - February 18: 22
 - February 25: 25
- DRE and RE Committee Chair Emily Sartain developed the 2018/2019 RE Budget. There were no objections or corrections from the RE Committee. DRE then submitted budget to Mary Lou Reed (VP for RE) and Bill Derrickson (BOT Treasurer), and met with them briefly after service to discuss.
- Teens worked hard at their rehearsal on February 9th, then led an amazing service on February 11th: LIVE! From Navajo Drive. Many thanks to all who attended in support of our teens!
- Nursery caregiver wenona kunesh-Kurtz has submitted her resignation, and her last day will be April 1st. Eileen Mulcahy has offered to sub in the Nursery through May (or until we find a replacement, whichever comes first). DRE created a "Help Wanted" ad, and Beth Terry pitched in and posted the ad on Facebook and on the UUCC website. (Ad has also been submitted to run in the Sunday insert.)
- DRE attended Quarterly Council on March 3rd. Huzzah! So many wonderful people doing so many wonderful things for our church!
- We in the Religious Education program are lucky to have Mary Lou Reed as our VP. Her positive energy and can-do spirit truly brightens our corner of the church. We love you, Mary Lou!
- Thank you, thank you, thank you to the BOT and the congregation for allowing our children and youth to attend Youth Cons at The Mountain. We sent groups to all three Cons this year! The Mountain provides a transformative experience for our UU Kids, broadening their world-view and identity as Unitarian Universalists.
- Earth Day (multi-gen) service on April 22nd. Led by Sandy Kurtz.
- Bridging & Volunteer Recognition (multi-gen) service on May 6th, led by DRE and the children & youth of our RE program.

March 2018 Outreach Report:

Board Report – VP Outreach Ministry – March 20, 2018

The Social Justice Team:

As I mentioned in my last report, Judith Pederson-Benn is stepping down as chair of the Social Justice Team at the end of the church year. Judy Gallagher and Sandy Kurtz have agreed to co-chair for the upcoming year. Judith and I met with them to work on details, and I believe this will be a smooth transition.

There is an upcoming workshop, Connections Between Racism and Sexism, being organized by the SJ team (Judith) and other UU churches in our southeastern area to be held in April at UUC.

The SJ team is protesting gun violence and the NRA every Friday from 11:30 to 1, along with Franklin McCallie and other Social Justice “warriors”. This protest will continue every Friday until the November election. Everyone is encouraged to join us any Friday.

Membership Team:

We now have a schedule of church members who have agreed to take ownership of each one of the Faith Forward classes. The classes started over this past Sunday with Cathy facilitating the Q and A for the minister.

Communications Team:

Chen Zhang has taken over as chair of the Communications team. Beth and Steve will be taking over the newsletter. Chen is interviewing people about what people (visitors and members) want from the website, Facebook and newsletter.

Small Group Ministry (SGM):

SGM Groups are up and running and doing well.

Submitted by Linda Park, March 20, 2018

Treasurer's Report Financial comments for the month of February 2018.

Balance Sheet

1. *Our investment in T-Bills continue to generate interest. Since our church is on a "Cash Basis", no accrued interest will be recorded until the investments are fully mature on 7/15/2018. In addition, T-Bills do exhibit market fluctuations as interest rates rise and fall. The monthly change in investment value due to appreciation or depreciation will be a non-issue since these investments will be held to maturity. Therefore, monthly changes will not be booked.*
2. The stairlift campaign is now completed. The total cost was \$14,900. In February, we transferred \$2,200 from our Equipment Reserve (account 3222-102) to zero out our "Pass Thru" liability account (a/c 2316). Many kudos to David Benn for all of his hard work in soliciting congregational donations as well as a price reduction of \$500.

Profit & loss Statement

3. YTD Net pledges of \$132,164 are just slightly down from the previous year of \$132,958. Our YTD Budget % is a respectable 113%.
4. Good news, YTD Total Income came in at \$156,347, a positive \$4,350 variance over last year at this time. This variance reflects \$3k from the challenge grant as well as additional building rental income.
5. For the month of February, our expenses exceeded income by \$2,902. For the YTD, we remain a positive \$13,856, just slightly below our outstanding results from last year.

Financial Statements are available in the church office upon request.