

## **Board Meeting Minutes for January 19<sup>th</sup>, 2018**

### **Unitarian Universalist 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 Linda Park, VP Outreach Ministry; Link Christiansen, VP Congregational Life Ministry; David Benn, VP Resource Ministry; Connie Cowherd, Secretary; Bill Derrickson, Treasurer; Rev. Cathy Harrington, Developmental Minister. Mandy Cowley, Church Administrator.

**Guests:** None

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

**Chalice lightening and opening words** Link Christiansen

**Minutes:** Addendums were made to December minutes. First, Board voted during a closed meeting following last month's Board meeting to renew Cathy's contract for 2018 and 2019. Second, the holiday bonus for UUCC staff was divided using a formula; 50% was divided equally and 50% divided based on length of employment.

**Developmental Minister's Report:** Cathy Harrington - see attached report. Accepted by acclamation.

**Treasurer's Report:** Bill Derrickson – see attached report. Bill reports a financial audit is pending. Accepted by acclamation. Also, minor adjustments were made to the balance sheet reflecting both the addition of the \$14,900 stairlift and a more current appraisal of our personal assets.

**Religious Growth Report:** Mary Lou Reed - see attached report from DRE. No further comments. Accepted by acclamation.

**Outreach Report:** Linda Park – Outreach ministry is going well. She will send her report to the Board which will be included in the minutes.

**Congregational Life Report:** Link Christiansen. No report.

**Resource Ministry:** David Benn – stewardship will be discussed later in this meeting.

#### **Informational Items:**

1. DRE Search: Mary Lou reports the DRE position has been posted on the LREDA website. If necessary, the posting will go out to the community after Feb. 28<sup>th</sup>.
2. Ministerial Search: Nicky reported the Nominating Committee met on Jan. 17<sup>th</sup> to discuss establishing a search committee. UUCC's By Laws and UUA's guidelines for establishing a search committee were reviewed. A slate of seven will be presented by the Nominating Committee.

An article will be placed in newsletter explaining the process of a ministerial search. UUA's ministerial search representative will be contacted soon for input.

3. Threatening Phone Calls: Cathy discussed with Board recent phone calls to the office. No action was taken.

4: Communication Policy: Specifically, livestreaming services to homebound members. There is an immediate need for, at least, an audio recording.

5: April's Congregational meeting is scheduled for April 29<sup>th</sup>. Earth Day is April 22<sup>nd</sup>.

### **Old Business:**

6. Should we undertake a change in our governance structure? If so, how? Discussion followed. Board aware of upcoming ministerial search. Is this the right time to establish a Governance Task Force? Conclusion: **Board members will bring a list of ideas aimed to relieve itself of non-governing duties to our next meeting (without changing the By Laws).** The Board will consider the need for a Governance Task Force at a later date.

7. Should we plan an event to "dedicate" the chair lift? Board decided to dedicate the chairlift on New Member Sunday, Jan 28<sup>th</sup>, with a potluck dinner after service.

8. Should we appoint a committee to study the adoption of an affirmative action policy? Discussed in detail by the Board. Bart will research further and follow up.

9. Should we develop a long-term strategic plan? If so, how? Discussed at length and concluded: a vision and a long range strategic plan to fulfill our vision is needed. **Action:** Board will have a called meeting Saturday Feb 3<sup>rd</sup>, 2PM until 5PM for vision brainstorming and stewardship planning. Location to be announced.

10. Should we meet to develop a plan for 2018-19 Stewardship Campaign? Dave ask for a vision before he starts a campaign. This is to be discussed during the Feb 3<sup>rd</sup> retreat mentioned above.

**Policies passed:** None

**Next meeting:** Feb 20<sup>th</sup>, 2018

Board Rep Schedule: Feb 18<sup>th</sup> Connie Cowherd and Linda Park

Opening and Closing words for Feb: Linda

**Closing Words:** Link

The meeting was adjourned at 8:25PM

Respectfully Submitted, Connie Cowherd, Board Secretary

Approved by Board on March 20<sup>th</sup>, 2018

## **Developmental Minister's Notes**

January 2018

It's hard to believe it is already 2018! December closed with the beautiful candlelight labyrinth hosted by our DRE, Kay and her faithful UUCC RE team, a Christmas Eve Sunday morning time for stories and a hot biscuit bar. Special THANKS to Nicky and Mary Hunter for making that happen. It was a nice way for folks to spend time in fellowship over good food and holiday cheer.

Davidson Loehr joined me in the pulpit for our Candlelight service at 7 pm and the soloist that Jennifer arranged to sing for us did such a beautiful job!

The week after Christmas was quiet, so I went to Cleveland to check in on George and Maurine. Maurine is now on Hospice care but they made the heroic effort to be in church on Christmas Eve morning! Maurine confided that it might be the last time she comes to UUCC. Cards and even visits would be greatly appreciated. Maurine still has her wonderful sense of humor and when she laughs her eyes light up the room.

Pam Johnson's mother, who was also in Hospice care died the day before Christmas Eve. Even though her death was expected, it was a difficult time for Pam. She is continuing her studies at Meadville with support from her professors and her family.

I attended the New Year's Eve service led by Tom with guest speaker, Pastor Charlotte Williams who spoke about Kwanza. I knew that if I were invited to speak at her church, she would be there.

When I was in the office last week, I received a call from a gentleman who said he drives regularly on I-24 and our Black Lives Matter sign offends him. He threatened to take his grievance to Nashville if we don't change it to All Lives Matter. I politely told him that it would not be changed and he could certainly call "Nashville." His argument was that it is a fact that Black Lives Matter is a hate group like the KKK. I told him that it was not a fact but an opinion.

Steps have been taken to protect the church and the camera on the front door and locking the door during worship bring some peace of mind. I recommend that the camera screen be on and the door *consistently* locked when anyone is working at church.

I've had a handful of creative planning meetings with church leaders and pastoral meetings with congregants since our last board meeting. I will be attending the bi-annual UUMA Institute from Jan 22-26. I am registered for a workshop on Prophetic Ministry in a Digital Age. I will join almost 400 UU ministers in worship, learning, and faith development. It helps that the location is near Tarpon Springs, FL at a 900-acre resort. My brother is coming from FL to stay with my mother (keep your fingers crossed).

I am enrolled in two classes at UTC: Poetry, taught by Earl Braggs and How to Read Like a Writer taught by Professor Sarah Einstein. Classes are TR 12:15-1:30 and W 5:30-8 pm. My office hours will shift from Tuesday 10-2 to 9-12 Tuesday and 10-12 on Thursday. I will be available by appointment after 2 pm both days.

Linda Park and I are looking forward to co-leading a Small Group on the last Tuesday of the month at 6:30 pm. We will be using the Soul Matters Sharing Circle small group packet as our resource and will utilize the ongoing support groups for leaders that Soul Matters provides.

Faith Forward was halted for Christmas Eve and New Year's Eve and resumed on Jan 7<sup>th</sup>. We are into our Beyond Inquirers 5 sessions. The next step is to subscribe to the full Faith Forward program that takes people from visitor to leader.

My social justice passion continues with my Chaplaincy at the CPD and work with the Healing of Memories North America. We have a grant from the Wounded Veterans to offer a workshop for Veterans March 15-17 at UUCC.. Two facilitators from MN will join us and those who trained in October will have an opportunity to get their first co-facilitating experience! Father Lapsley will not return to Chattanooga until the fall. His schedule has been abbreviated this spring due to international commitments.

The Governance workshop led by Link Christensen was just stellar. I am grateful to Link and the board for the hard work that has been accomplished since the start of our 2017-18 church year. In our fourth year of Developmental Ministry together, I believe we have stayed the course and crossed over some difficult obstacles. The soil is tilled and all that is needed are the seeds of inspiration planted by the best board of trustees any church has ever known.

Thank you, thank you.

Cathy

## Religious Education's Report

### December attendance:

December 03: 17  
December 10: 24  
December 17: 23  
December 24: 15  
December 31: 16

RE Committee, under the direction of Emily Sartain, led **The Wonder of Winter Lights** service on December 17th.

- Our **Indoor Walking Labyrinth**, held on December 21st, welcomed a record number of visitors (52!) this year.
- DRE will lead **Children's Chapel** on January 7th, and create a peace banner with the kids.
- **RE Committee** meeting on January 14th.
- **Martin Luther King, Jr Parade** on Monday, January 15th at 4 p.m. (Line-up begins at 3 p.m. at 740 East MLK Blvd.)
- Upcoming: **UU Teens service** on February 11th. (Rehearsal on Friday, February 9th, from 5-8 p.m.)
- We are looking forward to sending three age groups to **The Mountain** for Youth Cons in March!
- Shout out of **Gratitude**

## **Treasurer's Report**

Below are my comments on the January Financial Statements. Attached are the financial statements for your review.

### **Balance Sheet**

1. Stairlift Campaign: during the month we added the capital investment of \$14,900 to our Fixed Assets as we paid off our last invoice for the stairlift installation. Fixed Assets now total \$1,453,660

### **Income & Expense Statement**

1. Net Pledges: for the month of January were \$10,866, far below our average of \$14,600. Our YTD totals were above budget for the year, but down from the previous fiscal year by \$4,800.
2. Total Income: remains strong at \$142,242 YTD. As compared to last year at this time, our YTD totals are about \$400 better than last year. This favorable variance reflects strong rentals during the first half of the year (the WE Church paid us \$675 for rentals during this time.)
3. Other: during the budget process last year, I reduced several program budgets that were consistently budgeted higher than their historical averages. By doing this, I was able to get a more realistic overall budget. Unfortunately, I was wrong on one of the 10 accounts I adjusted; specifically, the Worship Programs Expense (a/c 6170) I under-budgeted. They used up all of their reduced budget in the first 6 months of the year to provide quality Sunday services in Cathy's absence. I have personally reviewed their actual expenses and have found nothing alarming with their existing expenditures. Therefore, in keeping with BOT policy, I recommend that we approve allowing them to continue with their program expenses up to an additional \$600 to get them to year end.

4. Excess Income/Expenses: for January, we had a net loss of \$4,157.74. On the bright side, our YTD is a surplus of \$16,758 reflects strong pledges and controlled expenses. Although these results are good, they are not as great as last year when we had a surplus of \$23,279 at this same time.

## **Outreach Report January**

There will be a variety of events and marches this month including Martin Luther King events and the Women's March on January 20<sup>th</sup> – that members of this team (and others in the church) will be participating in carrying our UUCC signs and banner when appropriate. The Social Justice Team is beginning to work on Father Lapsley's visit in March, 2018. In December, this congregation collected items needed by the Community Kitchen and money through our "Share the Plate".

SJ continues to show movies once a month related to Social Justice Issues and also continues to volunteer at Welcome Home, Father for the Fatherless, and attend various meetings and events related to social justice issues in the community.

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### **Membership Team:**

This past Sunday, started the 2<sup>nd</sup> round of Faith Forward's 8 classes of introduction to UUism and UUCC. There were 5 people (some 1<sup>st</sup> time members and a couple who had been there several times). January 21<sup>st</sup> will be our 1<sup>st</sup> new member Sunday in 2018 during which we will be welcoming 4-6 new members. Cathy and I are excited to bring the next level of classes from Faith Forward in the near future. Faith Forward is already showing it is a great way to introduce people to UUism and UUCC, which is why we are excited about adding the next level to our classes.

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### **Communications Team:**

This team held a Geek Help session after church this past Sunday in the Forum room for anyone who has questions/issues with their computers, phones, etc. There will be another one held on January 21.

The website has been updated using content from members involved in various aspects of our UUCC community. This is an ongoing project to keep content up-to-date and relevant, so please contact the Communications team with any new or updated information for the website.

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### **Small Group Ministry (SGM):**

Our two SGM groups will begin in January. The twice a month Wednesday morning class (Elaine Haddock and Lucy Taylor) begins January 10<sup>th</sup>. The once a month Tuesday evening class (Cathy



Harrington and Linda Park) begins January 30<sup>th</sup>. We are all looking forward to the “new to us” Soul Matters SGM program.

*Submitted by Linda Park, January 8, 2018*