

UUCC Board of Trustees
September 17, 2019
6:15 pm

Attendees: Emily Sartain, Wendy Sapp, Mandy Goheen, Mandy Cowley, Lynna Ruth Standridge, Chen Zhang, Christian Horvath, Jon Littlefield, Iris DeLaPaz, Dave Benn

Opening Words/Chalice Lighting

Check In:

Consent Items:

- Approval of Minutes: Approved
- Electronic vote: On 9/3/2019, the board unanimously voted electronically to approve the following motion: *UUCC will offer a reduced rental rate of \$15 for one room downstairs for two hours every other week for six months for Kristi Siebenthal's Girl Scout troop. After 6 months, we will re-evaluate the arrangement and rate.*
- Treasurer's Report: Approved
- VP and Staff Reports: Approved
 - Outreach
 - Religious Education
 - Resources
 - DRE
 - Minister

Covenant

Decision Items

- Copier budget; have exceeded by \$95. Possibly based on repair costs? Motion: Overspending of the budget line for the copier is approved for a total of up to \$895. Approved unanimously.
- DRE Professional Expenses (2018): The overbudgeted amount of professional expenses submitted by the DRE will be charged to the 2018-2019 budget. Ayes: 5, Abstentions: 1
- Membership termination: Motion to terminate membership of Richard Chadburn following his written resignation was approved unanimously.
- Draft rental policy: the document is available here: <https://docs.google.com/document/d/0B1u8mwarhwGiMGNBck8zdHk1ZWNHM29wZVc2VjJoczJiUHQ4/edit> Approved unanimously
- Draft charge for policy revision team: Approved unanimously
- Draft youth transportation policy: Approved unanimously

Informational Items

- Update on board retreat
- Review intercom system
- Safety meeting on Sunday 9/22, 9:30-10:30

Training:

- Chapter 4: Wendy

Next Meeting: 6:15-8:15

- Time: Oct 15th
- Opening and Closing Words: Lynna Ruth
- Chapter 5: Rev Mandy

Check Out

Closing

V.P. Religious Growth: Submitted by Emily Sartain

The Youth RE Committee has further revised the proposed youth transportation policy, which will be made available for the board to review again this month. Our older middle school youth have expressed that the Saplings class is not meeting their needs, and the Youth RE Committee recognizes that their concerns are valid. For the time being, the class for 4th to 8th graders will need to continue but after their gathering rituals and story/lesson as a group, the class will split into an A group and a B group. One group can focus more on the younger half of the group with activities that allow for freedom of movement, and the other group will be geared toward the older half of the group, with emphasis on deeper discussion. This will enable the group to split without requiring 4 adults where there are currently 2 in the Saplings classroom. Iris will step in and be a third adult for the split time or recruit another assistant for the group.

Adult forum is back, thanks to John Standridge! Content presented will vary from week to week and will include presentations by members, book and film discussions, Rev. Mandy leading discussions related to the theme of the month, and guest speakers. I am very appreciative of his willingness to coordinate this important Adult RE offering.

V.P. Resources: Submitted by Dave Benn

-The sound equipment cabinet in the back corner of the sanctuary was finished by Ron Pasch at the end of August. Its \$1000 cost was covered by a donation from Monique Lewis.

-Dave Benn and Jon Littlefield moved the projector/mount on the ceiling. The slide image now fills the screen as intended.

-Bill Derrickson and I expect the RE windows to be delivered and installed sometime in September. Their approx \$9700 cost will be covered by auction money and an anonymous donation.

V.P. Outreach: Submitted by Jon Littlefield

Membership Committee: A few members have signed up for membership and we will be meeting in early October (my schedule is the limitation until then). We do not have a chair yet but one focus of the meeting will be to attempt to re-engineer the membership activity to make the position a more reasonable time commitment.

Social Justice Committee: Met August 27. Kris will be heading up the Pride Day on October 6 (1pm to 8pm) and is planning to have a table again this year. Looking for volunteers. Other events include Poor People's Campaign (June 2020 March in DC), Jackson Rising Unity Group (at Eastdale UMC), White Fragility book study, discussion about participating in CALEB jail bond fund, TIPL. Next meeting January 7, 2020.

Communications Committee: Still just Chen. We met to discuss the relative role of Communications and Membership, but still need to identify someone with skills necessary to carry out communications functions.

Denominational Affairs Committee: Received the following message from Cameron Young with UUA. As a result, I propose that we eliminate this committee.

Denominational Affairs committees are not particularly common any more, so I think you're correct in suggesting its removal. A congregation your size doesn't need to prioritize it as a committee nor is that the most effective way to achieve the aims of that committee.

What I would suggest is perhaps proposing a conversation at your board meeting about your congregation's connection to the larger denomination. Has there been a relationship over the years? What has that relationship looked like? Have you sent leaders in your congregation to denominational or regional events (i.e. GA, leadership schools, etc.) and what have those leaders brought back to the congregation?

Often in terms of communication, it's usually ideal to have one point person (sometimes your office administrator, sometimes a volunteer) received newsletters and updates and forward to the appropriate parties (you can subscribe to the [Southern Region newsletter here](#)). If you're not already, it's a good idea to stay connected via social media (you might look at both the Southern Region and UUA Facebook pages).

Also a good idea to update your congregation's [My UUA account](#) so we have updated information for the church and know the appropriate folks to correspond with.

A couple of other resources worth looking into are our [Congregational Life](#) page as well as [Leader Lab](#), online classes and resources for people working in various leadership capacities in your congregation.

From the DRE (September Report)

Average Attendance:

Seedlings (Nursery): 6	Sprouts (K-3rd): 7
Saplings (4th-8th): 6	Teens (9th-12th): 4

37 youth registered

Upcoming Sundays Off

September 29th, October 19th, November 10th
(Point person TBA)

Upcoming Open Assistant*/Board Member Teaching Slots

Seedlings: 9/22* Saplings: 9/22*, 9/29* Trees: 9/29, 10/13

Upcoming Events:

09/25 (Wed) Neighboring Faiths' Parent Orientation (online/in person)

09/27 (Fri) 4th Friday Family Fun Night (Bonfire)

10/06 (Sunday) Pride Parade

10/13 (Sunday) Pride Sunday

R.E Happenings:

In August the R.E committee met together for a retreat, Every year the R.E committee creates a new covenant that we agree to follow, support, and call each other into. This year instead of going with the traditional behavioral covenant, we decided to go with an aspirational one. Here's what we came up with:

This year we want to **feel** excitement, true joy, safety while being authentic, meaningful connections interpersonally and to the larger community, and fulfillment with what we are able to accomplish.

We want to **learn** more about our children while nurturing, acknowledging, and affirming their needs (physical, emotional, and spiritual), how to be unafraid of being our full-authentic self and a leader, and discover more about our UU identity and spirituality.

We **wish** that the whole congregation can get involved, that our children feel safe and confident in being themselves in a place unlike anywhere else, that more people come to visit, feel welcomed, and get involved. We also wish to make connections to the larger UU community to embrace and develop our UU identity.

We also discussed our long term strategy and proposed a new transportation policy. After worship on September 1st we held a teacher onboarding, where we talked about classroom management and finding ways to affirm our youth.

Before worship on September 8th the R.E committee met. We discussed what we should do with our Saplings class because mixing 4th-8th grade has not been meeting the developmental needs of all our youth. We decided to split the Saplings class into an A and B sections. The A section is for “young and active learners” (4-6th) and the B section is for “mature and dedicated learners” (6th-8th grade), They will be in the same classroom for the duration of the class but we will have 3 teachers in the classroom (2 leads and 1 assistant). We plan to do check in and story together and then break out into groups for discussion and activity. On the days that I am offering Children’s Chapel (K-5th grade), we will be offering Junior Youth Group for our 6th-8th graders.

Finally, we had a discussion that if we want our program to grow and increase safety we need to hire a 3rd nursery care worker in the seedlings (nursery) room. I think this is something that needs to be voted on before we implement because it would change the amount of money needed to fund that classroom. (Side note: one of our paid nursery workers quit, so we need to hire again anyways.)

September 2019 Ministers Board Report

I have been the settled minister now for just over six weeks and a lot has happened during my short time.

- Leaders for wed night dinner have emerged and it is being well attended. I have been trying to at least stop in every week to say hi.
- A leader for Forum has taken up the task. I will lead the first week of the month on the monthly theme from Soul Matters
- My schedule has already shifted somewhat to accommodate my family’s schedule. Their need for my time has increased now that my spouse is out of town Monday-Friday
- The staff has been meeting weekly on Tuesday's at 11:00 and I plan to meet with each of them one-on-one monthly. We are developing relationships and a culture of teamwork.
- The Committee on (Shared) Ministry has met several times. They are currently focused on my installation in just under a month.
- I have attended as many committee meetings as possible and met with several of the chairs
- I have been slowly building connections in the broader community
- Made one hospital visit and several phone calls for pastoral care.
- Thank you notes are keeping me busy because of all the generosity in our community.

A significant amount of my energy and time has been spent on the membership of Richard Chadburn. I have his resignation in a Facebook message but I am not sure that is enough to remove him from membership according to bylaws. I am requesting the BOT take a vote in this matter. I have reached out to the local clergy and the FBI regarding his behavior. Two other local clergy members with prior knowledge of Richard's behavior have only affirmed our position and are willing to speak to law enforcement. The UUA Southern Region executive and safety officer have followed up with me. There is more follow up to do but the weight of this problem is lifting.

I want to specifically thank the UUCC staff, board and Committee on (Shared) Ministry for action, support, and trust in this matter. It has been inspiring to witness our community come together around this behavior. The next steps include working and engaging in setting policy for Safer Congregation Policy.

In Joyful Partnership

Rev. Mandy Goheen

Treasurer's Report

August 2019

Note: The bank statement was not fully reconciled, at the time of this writing. Therefore, data may change somewhat.

Balance Sheet (Assets and Liabilities)

- 1) One check for \$64.10 cleared the bank but cannot be posted in PowerChurch until we receive a vote from the Board concerning whether to post it in 2018-19 or 2019-20.
- 2) Our liquid cash remains fairly healthy, giving us around 5-6 months of bill-paying capability, should all income suddenly disappear.
- 3) The Very Temporary account (2350) – totaling \$24.26 -- contains \$35 in Square payments for Ed Brock for books sold, less a \$10.74 chargeback fee for a contributor's returned check. We are attempting to contact Dr. Brock for instructions on sending his money. The contributor has been notified and promised to pay the fee.
- 4) The remaining income from the auction, being held in Temporary Fundraiser (2304), was transferred to the Fundraiser Auction (3631), about \$172.
- 5) Ministerial Search (3245) now shows the balance of the unused budgeted expense money (\$2,900.28). This is set aside to use for Rev. Mandy's installation. Some concerns have been expressed that the amount may be inadequate for speaker travel and honorariums.

Income/Expense Statement (Incoming versus Outgoing Cash)

- 1) One check for \$64.10 cleared the bank but cannot be posted in PowerChurch until we receive a vote from the Board concerning whether to post it in 2018-19 or 2019-20. The statements below about total expenses vary from the actual income/expense statement, because they assume it will be posted to 2019-20.
- 2) The current year pledges (Account 4030) for August totaled \$17,671.24. We have brought in more pledge income (current and prior year) than the yearly budget by \$10,019. Compared to the same month last year, we are lower on pledge income (current and prior year) by \$646. Prior-year pledges helped to soften the impact.
- 3) Sunday Offertory is also up, this year over last, by \$116.
- 4) Total expenses increased \$4,019 (rounded) compared to last year. However, expenses for the year at this point were \$2,425 less than budgeted.
- 5) Total income for August = \$22,382.94. Total expenses for August = \$15,763.43. Excess income over expenses for the year (i.e., "gain") = \$22,030.73.
- 6) We did receive 2 cell tower rent payments – one for August and one for September.
- 7) We transferred \$171.70 from the T-bills to general operations.
- 8) Worship Programs (6170) expenses once again ran higher than budgeted by \$331. Also overspent compared to budget were DRE Professional Expenses (5098), BOT Retreat/Quarterly Council (6002), Landscaping (6371), Flowers/Gifts (6415), Postage (6440), credit card/Paypal charges (6506), and Electricity (6581).

Endowment

The Endowment Fund statement had not been released for August, as of this writing, but it appeared the balance was \$99,480 on August 30. The fund managed to stay above \$100,000 for all of July and reached a high of \$101,084. Current federal trade policies will probably cause significant volatility in the near term.

Fidelity T-bills

The total of the Fidelity account, which contains the T-bills (former CD's), is \$59,808.90. Of that \$59,808.90, \$15,000 belongs to the Duncan endowment (maturing November 14, 2019), whose principal cannot be accessed (but interest and dividends get transferred to general operations). This leaves a non-Duncan balance of \$44,808.90, which is spread among two T-bills (maturing 2/13/2020 and 8/13/2020) and a cash account (\$808.90), which receives the interest, dividends and increases in the value of the investment