

UUCB Board of Trustees
December 17, 2019
6:15 pm

Attendees:Chen Zhang, Nicky Ozbeck, Dave Benn, Lynna Ruth Standridge, Emily Sartain,
Mandy Crowley, Mandy Goheen, Wendy Sapp

Opening Words/Chalice Lighting:

Check In:

Read Covenant

Consent Items:

- Minutes:Approved
- Treasurer's Report:Approved
- Vice President's Reports
 - Outreach
 - Religious Education
 - Resources
- Staff Reports
 - Minister
 - Music Director

Decision Items

- Motion to transfer \$603 received from the Wake Now Our Vision (WNOV) legacy challenge to the Endowment Fund. Motion by Lynna Ruth Standridge, Seconded by Emily Sartain: PASSED. Unanimous
- Motion to transfer money to from the reserve account to pay for new microphone. Motion by Dave Benn, Seconded by Lynna Ruth Standridge: PASSED. Unanimous
- Motion to hire Intern Minister of Religious Education for 12 months. Motion by Wendy Sapp, Seconded by Chen Zhang: PASSED. Unanimous

Informational Items

- Update on One-Off Rental Policy-Chen
- Alcohol Use Policy Update- Rev Mandy
- Landscaping along Navajo Drive-Dave
- Quarterly Council Meeting- Feb 1st
- Start Up Retreat--Waiting on date from UUA
- Offertory
 - Recommendation from Finance Committee: Board Reps are sometimes rushing the Offertory by starting to pass the plates before the Offertory has been cued. We suggest the Worship Leader and/or Minister tell Board Reps ahead of the service about what to expect

Training:

- Chapter 8: Chen

Executive Session

Next Meeting: Jan. 21, 2020, 6:15-8:15 pm

- Opening and Closing Words, Roger
- Chapter 7-Jon Littlefield

Check Out

Closing

Treasurer's Report November 2019

Just a reminder to the Board that it is time to start the Staff Christmas Gift campaign, if we are doing that this year.

Balance Sheet (Assets and Liabilities)

- 1) The Fidelity T-Bill accounts have been updated. The gain on the Duncan T-bills (\$245) has been transferred to our checking account, but it will not appear on financial statements until December.
- 2) Fundraiser Temporary (2304) includes the net proceeds from the rummage sale (\$1,059.27) to date. We will transfer it to an income account, once all the expense receipts have been paid.
- 3) The Very Temporary account (2350) still includes the Wake Now Legacy Challenge (\$603.46).

Income/Expense Statement (Incoming versus Outgoing Cash)

- 1) The current year pledges (Account 4030) for November were again low at \$10,080.59. We have brought in more pledge income (current year) than the year-to-date budget by \$7,844 (rounded). Compared to the same month last year, we are approximately \$13,179 lower this year than last year.
- 2) Sunday Offertory (4050) and Prior Year Pledges (4040) are higher this year than last and higher, compared to the year-to-date budget.
- 3) Total expenses increased \$15,555 (rounded) compared to last year. However, expenses for the year at this point are still slightly less (\$823) than budgeted.
- 4) Total income for November = \$13,479.45. Total expenses for November = \$17,216.27. Excess expenses over income for the month (i.e., "loss") = \$3,736.82. Year-to-date we still show a "gain" of \$12,600.94.
- 5) We received an unbudgeted \$6.73 in Miscellaneous Income in November from Amazon-Smile.
- 6) We also received more than \$300 in gains in the T-Bills.
- 7) Two cell tower payments were received, but the second one was booked to December.
- 8) Worship Programs (6170) total expenses are running barely higher than budgeted by about \$83. Still overspent compared to budget were Credit Card/Paypal charges (6506), BOT Retreat/Quarterly Council (6002), Fellowship (6130), Security (6335), Flowers/Gifts (6415), Postage (6440), Electricity (6581), Water (6585) and DRE Professional Expenses (5098-008). Some of these will even out. Some were inadequately budgeted for this year.

Endowment

The Endowment Fund statement indicated the balance was \$102,424.56 on November 30.

Fidelity T-bills

The statement for the Fidelity account, which contains the T-bills (former CD's), was not available, as of this writing. The total on November 30 was \$60,118.59, compared to balance on November 1 of \$59,901.69, a gain of \$217 (rounded). The Duncan T-bills portion of this account (\$15,000) matured on November 14, and was reinvested with a February 13, 2020, maturity date. The balance of \$60,118.59 includes the Duncan portion (\$15,000) plus two T-bills

of about \$22,000 each, plus a cash account \$1,477.65 (before \$245 was transferred to operations on 12/2/2019).

Minister's Report to the Board of Trustees for December

12/11/2019

With this report, I will be using the categories in Fulfilling the Call (book in my office if you want to take a peek) that corresponds to the Preliminary Fellowship Evaluation, which will need to be turned in by **July 1 of 2020**. This report will be shared with the Board and Committee on (Shared) Ministry monthly as a tool for evaluation.

1. Health of the Congregation This category is not on the evaluation but will add context to the report.

a month of transitions

2. Worship and Rites of Passage *Knows how to prepare holistic, inclusive worship and rituals for life passages; Demonstrates awareness of multicultural and multigenerational approaches to worship; Prepares and delivers engaging sermons, homilies, and reflections; Works collaboratively with professional colleagues and lay worship leaders; Uses arts to create multisensory worship; Integrates theological theory and practice.*

Attended the WOWsers meeting. I love this team and am feeling more like I am part of it and gaining some respect from the group.

- ***They would like someone from RE in the WOW meeting.***
- ***I encouraged them to recruit members.***
- ***They decided announcements within reason would be ok at the end of the service.***

Feedback from the congregation is consistent that I give them something to take home and think about. I have gleaned from feedback that I need to balance the message with accessibility and to go a bit deeper into the unpacking at the same time.

I will perform a wedding this month for a nonmember couple from GA

Will continue to utilize Soul Matters with a critical eye. My issue is I work much further ahead than the subscription published. We are not using it for RE (yet). One small group utilizes the materials regularly and I use the small group packet for Forum. I will continue to explore the necessity of our subscription.

Pray ground- I had no idea we called all the front area where all the kids gather that! That front corner full of our young teachers has had become increasingly active and distracting during the first part of the service. Young teachers are now encouraged to sit

with their families. Following are some benefits of this change we came up with during the RE meeting:

- ***It encourages more to come forward during the story***
- ***Less segregation of children/builds community***
- ***Good for all of us to behave in church for 15 minutes once a week ;)***
- ***We are hoping this quiets behavior both upstairs and downstairs buy making a more peaceful start to the morning.***

3. Pastoral Care and Presence *Can provide pastoral care, recognizing differences between pastoral and therapeutic counseling; Demonstrates healthy personal boundaries and knowledge of professional ethics; Has awareness and skills to respond appropriately to sexuality, mental health, end of life, and relationship concerns; Understands cultural and generational needs in pastoral care.*

This has been a sad month with the passing of Paul A. and Rodger M.'s son. I have been calling Lee consistently the past few weeks and will continue checking on her. I will do what I can to support Roger and his family.

I feel like people are trusting me more but I will need to continue building pastoral relationships. For this reason, I have requested small groups to allow me to attend one meeting sometime. The request has been taken to the groups.

I would like to start building a stronger relationship with the youth. I will explore how to engage with them regularly. I plan on coming to the Christmas Pageant & Labarynth.

Minister's Brown Bag Lunch coming back in January - if at first you don't succeed try try again. I will come up with a schedule for the year over the holiday break.

4. Spiritual Development for Self and Others *Models spiritual depth in personal practice; Articulates philosophies and theories of teaching and learning; Models accountable engagement with diverse spiritual traditions and communities; Demonstrates understanding of multi-religious knowledge and practices.*

Been trying to emphasize the sacredness of giving and gratitude by encouraging giving and writing thank-you notes weekly.

I have begun writing a book of morning prayers as part of my own spiritual practice.

Reading the book Simply Pray

I want to incorporate more rituals in service and explore teaching a monthly spiritual practice.

I will continue to explore taking music lessons and hiring a spiritual advisor. Both to start in the new year.

5. Social Justice in the Public Square *Is engaged with critical justice issues in the local community and in the larger world; Can apply the lens of power and privilege in the areas of antiracism, anti-oppression, and multiculturalism; Understands basics of community organizing and value of broad-based coalitions; Connects the history of UU justice engagement to the present*

Participated in the Interfaith Thanksgiving Service where the offering went to Bridge Refugee Service. At the service, I learned that because of an executive order our governor and mayor would need to approve the future relocation of refugees to our area, a hub of resettlement. Here is a link to the letter I signed along with local clergy

https://drive.google.com/file/d/0Bxasnw6j_NIYZkNoRGRZMV9FdHVMM01pUkVqSkZXcGR0S3Rn/view?usp=sharing

6. Administration *Is prepared to manage staff and volunteers; Has a basic understanding of budgets, stewardship, and fundraising (and the theology thereof); Understands role as a minister within a mission-based institution; Articulates understanding of conflict management and obstacles to healthy organizational functioning.*

Working with the Committee on Shared Ministry to:

- ***develop policy and proposed bylaws for COSM***
- ***Recrute member select***
- ***Pay it forward/30 Days of Love project (Service on 12 Jan 2020)***
 - ***Want to connect with stewardship about this project as well***

Activities related to Iris D.'s resignation

- ***Supervising Childcare workers***
- ***Attending RE meetings***
- ***Working with the personnel committee responsible for an exit interview***
- ***Communicated with Iris D. about her requests from the board***

Activities related to filling interim position in Religious Education

- ***Spoke to potential candidates***
- ***Interviewed***
- ***Checked references***
- ***Finance Proposal:***
 - ***Intern Minister of Religious Education***

- **40 hours/full time**
- **one year interim position**
- **January 15, 2020, to January 15, 2021**
- **UUA Proposed Intern Salary: \$21,780 with no benefits**
- **I would also ask that we offer employee tax offset when/if needed**
- **professional expenses in the amount of \$1000**

7. Serves the Larger Unitarian Universalist Faith *Collaborates with Unitarian Universalist and interfaith colleagues, including other religious professionals; Articulates historical influence of Christianity on North American culture, including Unitarian Universalism, Engages with Unitarian Universalism at the local, regional, national, and global levels; Articulates knowledge of current initiatives and issues within the faith movement; Demonstrates knowledge of UU history and polity; Contributes to on-going scholarship and support of professional ministry.*

We did a one session Faith Forward class to get several people the opportunity to join on New Member Sunday (12 January 2020) Will offer the whole series beginning in February

Plan on going to General Assembly to represent UUCC and support the moderator candidates and dear friends Rev Meg Riley and Charles Dumond who have supported my ministry in countless ways.

8. Leads the Faith into the Future *Experiments with emerging media technology; Articulates a vision for the future, assessing opportunities and challenges for Unitarian Universalism in a changing society; Explores new generational and multicultural expressions of Unitarian Universalism.*

I spoke to Rev Ed Brock about co-supervising an internship at UUCC. This will be a revolutionary model of UU ministerial internship if approved. This is a huge opportunity to lead our faith into the future and supply much-needed internship in the South East

9. Progress on mission and vision

Focused on opening space for the exploration of what UUCC's needs are related to lifespan religious education. More on this during the meeting

10. Gratitude -

Wendy S. - My most excellent birthday cake, consistent support, and driving kiddos to the Mountain.

Dylan - A Child's Christmas & excellent music during service

Gail - Cleaning the DRE office and support during transitions

Board - strong confident leadership and support

John S. - Forum is rocking
Leslie - Teaching Faith Forward
Lynne - Vinal Cafe and worship planning
Sally - leadership and vulnerability
Jerry & Family - poinsettias
Charlotte D. - decorating Clair Hail's room for the holiday's

VP of Religious Growth, Emily Sartain

(Coming in with the short report after these two long ones, just to make everybody else feel better about whatever you may be submitting this month! You are enough!)

During this time without a DRE, the RE committee is doing an amazing job of determining which tasks typically done by a DRE are essential to keep the youth RE program going as usual, dividing the workload, and generally getting things done. One of our two RE volunteers who resigned from teaching positions last month has let the committee know that she is available to volunteer again now that changes are being made to address issues in the Saplings class. When the board meets on 12/17, the No Rehearse Christmas Pageant will have been performed at church, but at the time of writing this report, it is in the works, planned for this Sunday's service on 12/15. Plans are also in place for the annual solstice labyrinth on 12/20. Rev. Mandy and the RE committee jointly decided to remove the children's area at the front of the church for now, in favor of encouraging to sit with family or friends until the story for all ages and encouraging any congregants who need activities to use those provided on the shelf at the back. While there is a lot of work being done to keep youth RE programs afloat, there is an overall feeling of optimism for the future of RE at UUCC.

VP of Outreach, Jon Littlefield:

Communications, I'm still working with Steve to try to get a regular promotion on WUTC. He will be submitting a proposal about rebranding to UUCC from Unitarian Universalist Church of Chattanooga. I've told him this would need to be approved by the board.

Membership, we are planning to meet in early January to discuss the role of the committee (or team) and how we would like the committee to be involved with the church. We will be taking the opportunity of starting from scratch, along with the Hotchkiss idea of focusing on teams, to do some brainstorming about how membership is handled at UUCC.

Social Justice (from Judy Gallagher), trying to push folks to join our White Fragility book discussion. We still have maybe 9 books in office left if anyone is interested in reading it and/or joining the discussion. You don't have to attend all three Sundays....there is also an online Saturday morning discussion happening.

I did go to an organizing meeting of the Poor People's campaign, and we'll discuss at January mtg.