

UUCC Board of Trustees
January 21, 2020
6:15 pm

Attendees: Wendy Sapp, Mandy Cowley, Lynna Ruth Standridge, Mandy Goheen, Chen Zhang, Dave Benn, Nicki Ozbek, Amanda Schuber, Christian Horvath

Opening Words/Chalice Lighting: read by Dave Benn

Check In

Read Covenant

Consent Items--Unanimously approved

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

Decision Items

- Motion to approve an additional \$450 for Rev Mandy's life insurance and long term disability insurance for February-June, 2020. (Motion: Lynna Ruth. Second: Chen. Unanimously approved)
- Motion to approve an additional \$185 in postage. (Motion: Lynna Ruth. Second: Dave Benn, Unanimously approved)
- Motion to approve the revised Rental Policy Agreement(Moved: Chen Zhang, Second: Lynna Ruth. Unanimously approved)
- UUA Questionnaire: (Completed by the board)
- Approval of fourth (non-voting) Committee on Shared Ministry member. Potential member names: Andy Foskey, Ryan Park, Bart Solomon, Jerry Bowman. (Moved: Lynna Ruth Standridge, second: Wendy Sapp, unanimously approved)

- Additional \$50 (over previously-approved \$250) for sign for Lewis Bird Sanctuary
(Moved: Wendy Sapp, Second: Lynna Ruth Standridge, Unanimously approved)

Informational Items

- Alcohol Use Policy Update- Rev Mandy
- Landscaping along Navajo Drive-Dave
- Sound System Update-Dave and Jon
- Location of stoles-Wendy
- Spokespersons for church for emergencies and general questions-info presented by Wendy
- Quarterly Council Meeting- Feb 1st
- Start Up Retreat--Waiting on date from UUA

Visioning:

- Connect Vision Statements to Stewardship Campaign

Training:

- Chapter 7: Jon Littlefield--postponed until February Board Meeting

Next Meeting: Feb 18, 2020, 6:15-8:15 pm

- Opening and Closing Words
- Chapter 7 Jon Littlefield

Check Out

Closing: Read by Dave Benn

UUCC Long Range Plan

Fulfill Children's Lives by developing programs and experiences that enrich the lives of UUCC children and the children of Chattanooga.

Call a Dynamic Settlement Minister & an Experienced Religious Education Director: This is staffing for growth and providing living wages and full benefits.

Grow Our Lifespan Religious Education Program by promoting educational workshops and retreats for renewal and spiritual growth.

Serve the Chattanooga Community by taking our social justice values outside our Church and empowering progressive programs and initiatives that reflect those values.

Amplify Our Musical Experience at UUCC by supporting our professional music director and paying for copyright music.

Build Loving Community within Our Church through safe respectful relationships by supporting and serving our congregants in times of need, by engaging discussions of differences and conflicts, and by challenging the issues of a busying world.

Preserve Our Land/Environment by maintaining and beautifying our valuable Church building, landscapes, and natural areas.

Foster Unitarian Universalist Values in Chattanooga by increasing our membership and by making Sunday services inviting, engaging, challenging, and inspirational with dynamic guest speakers and musicians.

To the Board of Directors at UUCC,

It has been a typical quarter for music at UUCC- the choir continues to amaze me with their commitment to challenging themselves to provide the best music possible for the congregation, and I am still impressed by the depth of talent we have from musicians within the church. We excitedly welcomed a couple of new singers, including Jo Stevens and Ruth Park. We are also thrilled to welcome back Frank Knight and Charlotte Olson, both of whom took a break from the choir for a time to focus on other things, but we are so glad they are back! Perhaps the most positive brand new thing for me as the music director this quarter was my work with Reverend Mandy who had provided stability for me in my position and knowing what is expected for music each week. I am incredibly grateful for her work at UUCC.

Christian Horvath has spearheaded a new idea at UUCC to encourage more people to offer special music, and we started a group email - musicians@uucc.org - to try to encourage folks to sign up to perform in services on Sunday morning. It's been slow so far in its beginnings - Dylan Kussman was the only person to sign up from it since we began it in September- but I suspect that the more folks courageously continue to volunteer, the more this idea will take flight! Big thanks to Christian for this idea and his work on it.

As we move into a new quarter, a new year, and a new decade at UUCC, I am setting new goals for the choir to continue to grow in confidence and new challenges. One goal I am very excited for is that this year, for the first time, I am going to challenge the choir to do four part a capella singing for the first time! It's going to be difficult, but it's going to be amazing too.

As a recap on the work we've done this quarter, here are some bullet points:

- The choir sang special music 8 different times since September 22. They sang in 7 services plus Reverend Mandy's installation. We sang the following pieces: No Day But Today from Rent, Over the Rainbow, The Rainbow Connection, Ashokan Farewell, Song for the Unsung Hero, Thankful, In December, and in the last service they did they performed two pieces- Cool Yule and Believe from The Polar Express.

- The choir was pleased to have special accompaniment from Anna Duncan on clarinet, and Steve Hollingsworth and Selina Duncan on piano.

- Special Music performers included Dylan Kussman and band, Isabella Vanderhoof, Steve Hollingsworth, Christian Horvath, Selina Duncan, and me (Jennifer Wilson).

- Noah Huseman subbed for me twice, which is important to me, as I have a heart for college students and helping them supplement not only their educational costs, but also the opportunities for them to grow into marketable professionals in their field. Noah is a great student and a great musician with a ton of potential, and I know he is so grateful for the opportunities he gets to work at UCC.

Warmly,

Jennifer Wilson

Music Director

VP of Religious Growth, Emily Sartain

The RE committee has continued to do an amazing job of covering the essential tasks of a DRE during our time without one. Each member of the committee has stepped up to take on more responsibility than they typically do so that our Sunday morning programming has run smoothly the entire time. Our children and youth have most likely not even felt the transition, thanks to their work. All who participate in Youth RE are very excited at the potential we feel now that Amanda Schuber's internship has begun. She has been delightful to get to know already. The RE committee planned a welcome party for her on Sunday, which was very well attended by our families.

John Standridge reports that Sunday morning forum attendance has been very strong, with over 25 people attending each of the last few sessions. His work to ensure that there is programming in place every week so that people will know that they can count on a forum discussion happening each Sunday is an asset to our church.

VP Outreach, Jon Littlefield

Communications: Still looking for someone to take this function over from Chen. Steve Hollingsworth continues to serve as liaison with WUTC, but we have not yet arranged continuous promotion of the church--a goal that I have.

Membership: Bill Derrickson has offered to take over as membership chair, probably at the end of February. We plan to speak shortly to arrange for the transition.

Social Justice: We had about 20 people at the MLK March. The first two of three discussions of the book *White Fragility* had 20+ persons. The Social Justice Committee met January 7, the following are some activities they are focusing on. UU the Vote, Films on Voter Suppression, Earth Day Plans...April 19/TIPL, Poor People's Campaign (get people to Washington DC in June, organizing meeting Memphis, May 15-18), Books for Kids, Monthly Postcard Writing (third Sunday of the month), *White Fragility* book discussion, Jackson Rising Book Discussion with Unity Group, Moms Demand Action Advocacy Day (March 4 in Nashville). Next meeting date: Sunday, May 3, 12:30 at UUC.

Minister's Report to the Board of Trustees for January 2020

Rev Mandy Goheen

Drafted date posted January 20, 2020

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

This month I was away on vacation followed by time off for a nasty virus. So now it feels like I am working hard to play catch up. The view from the lectern is all about visitors! So many people in service are visiting and coming back it is very exciting.

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.*

I have adopted creating a service draft using the Order of Service and made some changes to the service that requires more scripting. Multiple committees have expressed a desire to have

announcements in the service. I have put them at the end and highlight important upcoming UUCC activities. I have had mixed reviews on “greet your neighbor.” For this reason, I moved it to the end of the service. I want to plan a child dedication service for March.

Meeting this week with the WOWzers chairs to discuss what we do to accommodate our growing attendance. It is my opinion we don’t do anything to change the format or time of our traditional 11:00am worship service. I would like it to be on Sunday at 1:00pm (preferably) or 6:00pm with a very different OOS.

I have a cheek mic!!! It’s awesome and will allow more movement and creativity.

Amanda was warmly received with brunch down stairs and cake after the service. She is certainly a hit with my kiddos. I was impressed with how well she fit in from the moment she came in the door. I look forward to the next year with her.

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.*

I really enjoyed writing holiday cards (Mandy made labels and prioritized the list!). It felt like a fresh start to the new year because it allowed me to catch up on thank yous and check in with people. It was fun quizzing my self on names and faces. The cards went out to members and friends. I might want to add visitors from the previous couple of months next year’s list.

Pastoral care visits, phone calls, and cards are on the upswing. I think this increase is due to the increased trust folks have for me. Still working on Prepare and Enrich marital counseling course. There has been an expressed desire for a grief support group. Monday Brown Bag Lunch is starting back up in February and I am planning on dedicating one week a month to grief. I will include Amanda S. in this work because of her previous experience and need to fill out her pastoral care portfolio.

This applies to the below section as well: I have been struggling with personal spiritual development so have come up with a new idea. I am starting an 8-week dog training class with my dog Knox to get certified to be a therapy/church dog. I think having a hobby that benefits my work and gives me an opportunity to meet new people in the process will be great.

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.

All I can say is this section needs work! With the holidays, vacation, kids out of school - my personal practice has slipped. I will make a concerted effort to observe this area of development in the coming months. I still plan on taking some kind of music lessons in the near future!

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*

I will march with local multireligious clergy in the MLK Day parade. Have been engaging the congregation with a 30 Days of Love: Pay it Forward Campaign. This connects us to the broader faith who are also celebrating 30 Days of Love. Kicked this off with worship service and challenging the congregation to pay it forward in the community as an opportunity to share our values. Following is the sermon blurb for January 12 -

During the next 30 days, we will be celebrating by paying it forward in our community. This will serve two purposes, build relationships with the community and having fun living our values. This project will be headed up by UUCC's Committee on Shared Ministry giving you a better chance to get to know them and their work in our congregation. We will celebrate the conclusion of our 30 Days of Love on February 9th. People will be invited to share stories of paying it forward!

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.*

I feel like I am getting a better handle on the systems in the church and how they apply to shared ministry. Working with Mandy is a pleasure, per my request she created a time off calendar for staff.

I have been meeting with the Personnel Committee regularly regarding the new policy handbook for staff. I have encouraged the Committee on Shared Ministry to go ahead and get there proposed bylaw revision together. I think we have a general idea of what we are doing and it's time to create sustainability by communicating what we have learned through bylaw revision.

Stewardship conversations have begun! I'm excited about the possibility of longterm planning for stewardship beyond this year's campaign. I also like that the planning is planted in the vision of the church.

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.*

This also falls under several categories. I am currently discerning my level of engagement in the broader UU world in the coming year. I have a long term goal of serving on the Ministerial Fellowship Committee possibly in 2022. A more local and immediate opportunity exists here in Tennessee organizing a statewide UU justice coalition of some sort. There was a beginning of this but it calls for some organizing to reactivate it.

I had the pleasure of giving the charge to the minister at the Birmingham, AL UU congregation, Rev Jiule Conrady. It was great and the charge was very well received. One minister commented that it was the best charge they had ever heard. Wow that felt really good.

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 think it is time to come up with a vision of what we want communication to be like in the coming year. I have charged Amanda with boosting our media/social media presence focusing both on the congregation and Chattanooga area.

We have a rare opportunity now that Amanda is serving at UUCC. This is a new model for internship in the broader UU universe. She has double supervision with her offsite teaching pastor who is in Full Fellowship and me who is fresh out of the process of getting Preliminary Fellowship. I would like to somehow publish our experience as a guide to what comes after seminary through installation. So trying to figure out the format to approach this documentation.

Working in partnership with Rev Ed Brock to supervise Amanda's time at UUCC. We will check in monthly with each other about her progress.

9. Progress on mission and vision

The early change I made to the service of adding the UUCC mission statement to the dedication of our offering has been well received. My next step will be to encourage us to use it when making choices for how to focus our leadership.

Reviewed and spent time with the UUCC Long Range Plan. I feel like we are headed in the right direction and gaining momentum. I had the opportunity to meet with Wendy & Chen for strategizing around vision. We are planning on meeting monthly to continue the conversation. We discussed how to incorporate vision work into the board without losing capacity for practical matters.

10. Gratitude -

MANDY - Sheesh I don't know how I would have made it through the past month without her. Eager to help me and patient with my forgetfulness and all the things I lose, keys - receipts - google dox - you get the idea. My gratitude for her comradery and dedication is boundless.

Treasurer's Report

December 2019

Balance Sheet (Assets and Liabilities)

- 1) Note that \$20,000 was taken from MoneyMarket for a new 13-month CD. MoneyMarket is currently earning 0.38% interest; the CD, 1.32%.
- 2) Fundraiser Temporary (2304) includes the net proceeds (income after expenses) from the rummage sale (\$1,059.27), Vinyl Café (\$6), Child's Xmas in Wales (\$340.25), Labyrinth (\$78), and Dove cards (\$40). to date. We will transfer these balances 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). This will be transferred to the Endowment Fund in January, along with any memorials for Paul Adler.

Income/Expense Statement (Incoming versus Outgoing Cash)

- 1) The current year pledges (Account 4030) for December were very healthy at \$23,680.50. We have brought in more pledge income (current year) than the year-to-date budget by \$18,933

(rounded). Compared to the same month last year, we are approximately \$12,300 lower this year than last year.

2) We received almost \$4,600 in outright gifts. Also, 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 year-to-date increased \$15,765 (rounded) compared to last year. However, expenses for the year at this point are still slightly less (\$1,757) than budgeted.

4) Total income for December = \$31,417.86. Total expenses for December = \$15,895.59. Excess income over expenses for the month (i.e., "gain") = \$15,522.27. Year-to-date we show a "gain" of \$28,123.21.

5) Fellowship (6130) and Worship Programs (6170) total expenses are running a bit higher than budgeted (\$32 for Fellowship; \$150 for Worship). Still overspent compared to budget were Credit Card/Paypal charges (6506 -- \$145), Postage (6440 -- \$120), Electricity (6581 \$835), Water (6585 \$149) 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 \$104,393 (rounded) on December 31.

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 December 31 was \$59,960.98, compared to a balance on November 30 of \$60,118.59. 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 \$59,960.98 includes the Duncan portion (\$15,000) plus two T-bills of about \$22,000 each, plus a cash account \$1,233.99 (after \$245 was transferred to operations on 12/2/2019).