

Uucc Board of Trustees

July 21, 2020

6:15 pm

Attendees: Chen Zhang, Mandy Goheen, Mandy Cowley, Amy Kussman, Rodger Miller, Roger Davis, Emily Sartain, Wendy Sapp, Christian Horvath

Opening Words/Chalice Lighting: Chen Zhang

- a. What word or image stays with you from this passage?
- b. How does this passage touch you personally?
- c. How might this passage inform our work this evening?

Check-In

Consent Items: Unanimous Approval

- Minutes
- Treasurer's Report
- VP Reports
- Staff Reports

Decision Items

- Treasurer Report #1); Motion to approve: Roger D; Second: Emily; Unanimous Approve
- Treasurer Report #2): Motion to approve: Emily; Second: Roger; Unanimous Approve
- Treasurer Report #3): Motion to approve: Amy; Second: Emily; Unanimous Approve
- Rev. Mandy Goheen Contract Revisions: remove sections 1.2.5, 3.5, 7.4, Motion: Chen; Second: Roger; Vote: Approve unanimous
- Update Letter of Agreement for the Staff, amendments from Personnel Committee
 - Rather than ending agreement with 90 days notice by either party, either party can end the agreement with 30 days notice
 - Include the following caveat: If the departure is involuntary then the 30 day notice is waived and compensation will be determined by the board of trustees.
- Vote on above: Motion: Emily; Second: Christian; Vote: unanimous
- Reviewed Covid Guidelines:
- Board Covenant Building

Informational Items:

- Board Retreat information
- Board Rep Duties
- Board Documents
- Quarterly Council Meeting

- Personnel Committee
- Bylaws Review
- Policy Review

Check Out

Closing Words/Chalice Extinguishing

Music Director Report

Welcome, new board members!! There is not much new to report in the music department right now. I have finished collecting videos from the special music artists who are sharing their talents with us in our virtual setting. Isabella Vanderhoof has also agreed to send us a couple selections she has done that we can use, so that will be nice to hear from one of our own who has “gone pro!” I have gathered enough videos to hear from one special guest a month through the rest of our virtual services, and then my hope is to fill the other special music slots with music from congregants. I am continuing to grow the database of hymn videos with lyrics for use in our services, and Reverend Mandy told me last week that there are 3 other UU congregations in the country utilizing those videos as well, so I am glad to learn they have been helpful!

Minister’s Report to the Board of Trustees for July 2020

Rev Mandy Goheen

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 2021**. 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.

Understandably there is some tension in our congregational system. This is an unusual summer with COVID-19 numbers on the rise and a problematic political climate. Half of all families in the US have been economically impacted by the pandemic. In the context of all these things, UUCC is rocking it! Generosity, new faces, and commitment to leadership are all areas we are growing. Of concern is the high dependence on UUCC staff to maintain connections but I have seen some improvement in this area. The leadership of the board in closing the church for the year is continuously proving itself to be such a smart move. Two things come to mind just from this month. First, Church of God in Cleveland, TN is facing a tragic COVID-19 outbreak. Folx, we made good choices and dodged a bullet. Second, knowing we are not coming back in person till this blows over has given our leaders and myself great opportunities to think outside the box.

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.*

The drive through Flower Communion was very nice and we are going to use the video to promote UUCC beginning this week. I am planning a similar drive through rituals for upcoming services. I met with the WOWzers this month and have identified the need for increased

communication/education regarding worship planning and mechanics. I will hold a monthly worship planning meeting named e.x.: *WOW it's almost September* the third Friday of the month for all the people in the upcoming month participating in worship. I am having 2 community-wide ZOOM Worship 101 sessions this week.

Beloved Cafe is just around the corner (September is my goal). The majority of my energy has been focused on who might be a good leadership team for this service. More to come on this...Is it one of you?

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.*

My focus one again has been who is our Lay Pastoral Care team of leaders? How do we need to adjust this committee to address the current needs of the community. The adjustment of Wendy moving into past president position has also created a need for some administrative attention in this area on my part. In other words, I need to work with Wendy, Andy and Amanda to figure out who, what, when, where, and why -- good news we are pretty awesome at the how part.

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.*

I am taking a class I have wanted to take for years called, Serving Congregations with Histories of Clergy Sexual Misconduct. This class is not about pointing fingers or running skeletons out of their closets. This class is about how I can be a servant leader to a congregation that has a history of unresolved conflicts and short tenure of ministers. I want to serve UUCC for a very long time, eventually skipping off into the sunset. In this same daydream of retirement UUCC is healthy and thriving. And thinking of me fondly as I start up a UU chicken farm and apiary on a remote mountain stream where it is never humid. But how do we get there? And what does this have to do with this area of ministry?

Well if I knew how I wouldn't be taking the class. Still, I am super hopeful this will help me do some healing and exploration in the area of Spiritual Development in the coming year. I am learning great stuff about taking care of myself in the class. My favorite first lesson was that selfcare and spiritual practice should feel, at least a little bit indulgent.

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 met with the Social Justice committee this month. We came up with a plan to elevate communication around Share the Plate. There will be a new listing on our webpage with links to info about the organizations. We also discussed purposeful relationship building with those organizations.
- I will be one of the speakers at the Poor People's Campaign on Saturday the 27th.
- I have several upcoming services planned that focus on SJ before Christmas including a UU the Vote service coordinated with SJ.

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.*

WOW!!!! This has been Admin Summer.

- I am working on staff evaluations due on July 30th.
- My own contract & Staff Letters of Agreement.
- I applied for a continuing education grant and received \$700 that will help lighten the load of my tuition that comes out to \$2350 this year.
- I purchased a Chromebook due to the steady decline of my own laptop. I am working on getting organized and moving files to Google.
- Will be exploring Trello as an organizational tool for Beloved Cafe
- I have offered WOWzers the use of my Ipad for Sunday and worship planning. I am coming up with a "policy" for checking it out. In addition, I am working on getting the Ipad ready for that task.
- Publishing my day's off on the church calendar.
- 6 Months of sermon planning.
- Paid my taxes
- And all the other things
- And we need a new mower maybe at UUC

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.*

- Checked in with GA Delegates around planning an upcoming service about what seeds were planted in us at GA.
- 2 UU History lessons in upcoming sermons this month.

- Updated the worship spreadsheet to include UU holidays and celebrations in the coming year.

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.*

Yes - this is happening beautifully in the context of shared ministry!

- Planning a really fun board & staff retreat.
- Recommitting to monthly multigenerational service.
- Connecting Soul Matters's theme into organizational management.
- Thinking outside the box and taking this as an opportunity for education and leadership development.
- Reading Widening the Circle Report of the UUA Commission on Institutional Change

9. Progress on mission and vision

This is more of a goal than accomplishment. It seems to me that to get the ball rolling on vision we need to deepen into covenant. I am thinking about how to make that work...suggestions welcome.

10. Gratitude -

Hooray for NEW board members!!!! And Hooray for people moving into new positions!!!!

Amanda for getting the ball rolling on combining RE forces with other churches and connecting our youth.

Mandy every day and all the time. Especially when she receives off work hour texts from me complaining about Hamilton Co. Schools.

Jennifer for backing me up and supporting me.

And every leader at UUCC, yep that is you - Thanks so much for all the things I notice and especially what I don't notice that you do!

Outreach--Jon Littlefield

Membership: No report from membership committee. I have proposed to Bill D. that he, Steve H. and I meet remotely to discuss doing some WUTC promotion for the church. Hopefully I will know something by next month's meeting. Mandy C. is going to adjust the language on the website to make more clear that visitors need to get the zoom link in advance by contacting her.

Communications: There is still no chair for this committee.

Social Justice: (From Judy):

The committee met 7/12 and talked with Rev Mandy about working with her on some congregational leadership development. Two members are working on some share the plate criteria for selecting organizations in the future and we too discussed giving it more prominence on virtual platforms....including encouraging people before and after the service to give; publicizing the upcoming org prior to the service.... and creating a web page on our website that lists the Share the Plate calendar for the year. Other than supporting the work that is happening all around us, including the Share the Plate, and the items we shared with this past Sunday's service, we haven't planned much else.