

UUCC Board of Trustees

August 18, 2020

6:15 pm

Attendees: Chen Zhang, Roger Davis, Rodger Miller, Amanda Schuber, Rev Mandy, Mandy Cowley, Christian Horvath, Emily Sartain, Wendy Sapp, Amy Kussman, Jon Littlefield

Opening Words/Chalice Lighting: Roger Davis

- 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

Read the [Board Covenant](#)

Consent Items: Unanimous Approval on all items;

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

Decision Items:

- Covenant Review/Update
- Landscape Budget; Motion to allocate \$1000 from Church of God rent to pass through account to cover cost of lawn mower and weed eater; Motion: Christian; Second: Jon; Passed unanimously
- Member Roll Clean Up Motion by Jon to table until next month; Second: Roger; Unanimous
- Staff End of Year Bonuses-to be handled personnel committees, reviewed by Finance committee, and returned to the Board in Sep '20
- Board Duties 2020-21: Roger to send out schedule of 2 board reps per Sunday, board rep agrees to start at 10:30AM, and stay late
- Review COVID Guidelines: Jennifer, Amy and Wendy to meet off-line to draw up guidelines for building use

Check Out

Closing Words/Chalice Extinguishing
Closing Words next time: Jon Littlefields

Staff & VP Reports - August

V.P. Resources: Submitted by Amy Kussman

1. Amy K and Dave B walked the grounds in mid-July:

We met on the grounds last month (masked and outside only), to discuss future mowing and weeding plans. We discussed how difficult it was for him and Tim to mow these areas in the heat of the summer. Volunteers for this particular task are not easy to come by! I mentioned perhaps we could find a budget for a mowing crew-just during the heat of the summer months (he mentioned they hired a crew years ago).

2. Buying a new mower and weedeater:

The price of a push mower will probably not exceed \$450. Finally, we will purchase a high powered electric line-trimmer (40+ V lithium ion battery, ~\$180-200) to replace our gas trimmer that has given out.

3. Mowing crew search:

We are looking to hire a lawn company to do the whole property (mowing and edging, parking lots and Navajo Drive) once a month during the hot months (June-Sept). We have an estimate of \$250, and there are other small companies we will check for price. The price for hire would total about \$750/3mo. and \$1000/4mo. At the same time, we are looking to organize a team of church members to help us mow our patchwork properties as needed (some sections need mowing every 2 weeks). These numbers were brought to the Finance Committee and it looks like there may be some budget wiggle room for them to get the green light. The top-end cost of all this (\$450 + \$1000 + \$200) is about the same as the ride-on mower alone (\$1700) that we were looking at.

V.P. Outreach--submitted by Jon Littlefield

Social Justice:

Committee met August 12. (From our previous discussion over the summer about problems with Share the Plate) Amanda has started the web page for Share the Plate, and the committee has brainstormed ideas to increase participation in Share the Plate, including hosting a reception with reps from the various organizations, sending attendees a package in advance, connecting with orgs for volunteer opportunities, and inviting a rep from the organization to do a "meet the rep" article. Two upcoming services will involve SJ Committee/work: August : "Are We There Yet" will include highlights from GA including what sparked those attending and the Commission on Widen the Circle of Concern (UUA Report). Sept. 27: UU the Boat w/ SJ Committee. Since SJ committee has had difficulty connecting with Unity Group, they are planning on hosting a book discussion group on Jackson Rising. Finally, SJ

Committee is considering offering a joint remote viewing and discussion of the film Suppressed 2020 on voter suppression.

Communications: Steve has submitted a proposal to rebrand the name of the church to UCC.

Membership: From Bill Derrickson (and Mandy C.) 38 folks that have filled out the visitor's form since Covid pandemic started in March. Per Mandy C. approximately 10-15 of those folks have attended one or more additional zoom services. He is planning a meeting to discuss membership related issues and how to proceed with membership activities.

Music Director Report

The database of hymns is up to 37 videos! I'm still plugging away at them - hoping to be at 50 by the end of October and 60 by the end of the calendar year.

As technology is advancing to accommodate music in the covid era, I am revisiting the research and ideas available on creating a virtual choir video. I recently attended a webinar on "Creating a virtual choir video with your not-so-tech-savvy church choir," and learned some about how to make it less daunting. Additionally, I am currently participating in a virtual quartet project through Opera Tennessee, that is using an app for this that is brand new to me. If it works the way they say it does, it could possibly be a great option for us. Knowing from colleagues of mine how difficult and time consuming it is to put these things together, I'm trying to plan to premiere something from our choir for the Christmas Eve service. This project may involve me purchasing some new software, but I'm trying to learn about free options available first. My top priority is that it is user friendly. If I do need to purchase software, I will request use of the Music Enhancement Fund, which has plenty of money in it to cover this adventure. There's no action item here yet - just a warning that there may be in the future.

Minister's Report to the Board of Trustees

Rev Mandy Goheen

Aug 14, 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. Health of the Congregation This category is not on the evaluation but will add context to the report.

I am so excited that our pledges went up and the budget is no longer operating in a deficit! Having stable finances at this time is a real win for the health of the congregation. It is my feeling that it will give our community a feeling of security in the coming year and help us keep moving away from a scarcity mindset.

One area of concern is people's desire to hold in-person meetings on UUCC property. I have safety, liability, and publicity concerns regarding this activity. I understand the craving for community connections at this time, I miss it too, but ethics and safety have to come first. I will continue to explore drive-thru events and encourage the use of ZOOM to make connections.

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.*

This month I refined my sermon form to better communicate with WOWzers and focus my thoughts in a slightly different way.

Weddings! I have four coming up in the next few months.

I am working on training videos for the WOWzers and Tech Support.

Amanda did a fabulous job creating the Backpack blessing drive-through.

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.*

Drive-thru Scrabble was great. I had the opportunity to connect with people and humbled by getting my hat handed to me. It was nice to see people and check-in. Every drive-thru event seems to bring different people. I will continue to plan opportunities to connect one on one with people.

I have been doing a little better with time management in this area now that I realized people are needing more time during phone calls.

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 have been pretty successful in this area lately. I continue to work with a spiritual director and took a week of study leave this month. I am exploring opportunities for the congregation to deepen into spiritual practice during service and Beloved Cafe.

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*

So excited to have joined the Poor People's Campaign this month and was given the opportunity to speak during the rally.

The UUA Organizing Strategy Team for Love Resists has asked me to participate in conversations around Prison Abolition. I am excited and honored to be joining this conversation and seeing where this goes. (This also falls into the category of serving the larger faith)

I have taught a class called Prison Industrial Complex 101 many times in my past position. I am working on organizing it into a 3 part Zoom workshop starting in the fall. I will focus on TN Prisons and ICE facilities. It is my hope to offer this workshop to the broader community. I thought it might be cool to charge a fee and split it with the CLF Worthy Now Prison Ministry. This would put UUCC in a position to support incarcerated UUs.

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.*

It has been a busy administrative month. An amazing board retreat (go team!) and staff evaluations have been my focus.

Methodology of Staff Evaluation:

1. Staff completes self-evaluation
2. Supervisor responds through the method of appreciative inquiry in both written evaluative commentary and one-on-one meeting.
 - a. Appreciative Inquiry (AI) is a strengths-based, positive approach to leadership development and organizational change. AI can be used by individuals, teams, organizations, or at the societal level; in each case, it helps people move toward a shared vision for the future by engaging others in strategic innovation.
 - b. Phases of appreciative inquiry include:

- i. Define
- ii. Discover
- iii. Dream
- iv. Destiny

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.*

Led a Sunday service titled, The Wind did not Change. This was a great opportunity to connect the congregation to our Universalist beginning in America and introduce the importance of John Murray in our faith.

I am super excited to be working with Rev Jake Morral to combine forces to create group Theological reflection twice monthly for the ministry interns serving our congregations. We will focus on theological connections in the following areas of ministry: Time management, money, preaching, conflict, networking, and justice in the public square. Rev Jake and I have had several brainstorming discussions this summer to formalize our plan thru December (leads faith into the future).

I volunteered to help organize the upcoming ministry retreat for SUUMA. This will give me the opportunity to connect with more colleagues and offer them support adapting to a ZOOM environment. More on this next month.

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 one of the new UU Moderators Rev Meg Riley this month. She was my mentor for five years. I expressed interest in opportunities for a more advanced study of white supremacy beyond the 101 approaches that have been the focus of past years. I have a relationship with both people in the moderator's team.

It feels like everything we are doing at UUCC during the pandemic is relevant to this area of concentration.

9. Progress on mission and vision -

I continue to meet monthly with the president, past president, and incoming president of UUCC to check-in and strategize regarding mission and vision. It is my desire to continue the momentum of moving past surviving into thriving.

10. Gratitude -

Big shout out to all of the board members for participating in the retreat! You all did an amazing job of making a less than ideal situation a meaningful community-building endeavor.

Our amazing UUCC staff's commitment to mission and vision are downright impressive.

All the wonderful special music that has created more meaning and connection in Zoom services.

All the UUCC leaders and worker bees! You make the work of shared ministry as true joy. I am so proud to be serving such a dynamic and committed group of people.

Intern Ministers Report - Amanda Schuber

Another wonderful month has gone by, filled with some really great moments of fellowship and learning. As we move into the last few months of my Internship with Chattanooga, I remain ever grateful for the myriad of opportunities to learn and grow into my ministry. This past month I have been involved in numerous facets of congregational life. Despite our continued need to remain vigilant I feel like we continue to find creative solutions to our physical distance.

Adult Religious Education: Since my last report, we have concluded the Faith Forward Series with several participants seeking information about how to join and become members of our beloved community. Rev. Mandy and I have begun working on how to welcome new members during these Covid times.

I also facilitated a group of 11 very diverse participants in the Building Your Own Theology Curriculum. This was a great chance to bring together a wide cross-section of ages, stages and beliefs. Participants were invited to dig deep into their own spiritual journey and develop their personal credo (I believe) statement. The feedback we received at the completion of the course was very helpful, and indicated a real desire to continue to offer Adult Religious Education in the near future. Rev. Mandy and I have already begun to explore the possibilities.

Children's Religious Education: What a month we have had in CRE!!! We have successfully held 6 sessions of our Collaborative Children's Chapel. This unique format joins together 5 UU congregations from across the US. Each week we have continued to see our attendance grow. This past weekend, we had 16 children (the majority were from UUCC) attend. This is a great opportunity to not only share the load among several religious education professionals, but also introduce and form connections with other UU children. The congregations involved are very pleased with the collaboration. We will continue on through the fall using the Soul Matters Curriculum. I have had several other congregations reach out to join our collaborative, and ask for information on how to start other groups in the same format.

This coming Wednesday night we will be launching our long awaited Collaborative Youth Group. This group will consist of youth from 9 congregations, and will hopefully allow our youth a space to socialize and connect with a wide variety of other UU youth from across the country filling an expressed need for UU community among our older youth.

In early August we held our Pirate themed Blessing of the Backpacks. This event was a lot of fun for the children and for me. Each child and adult received an anchor charm. The anchor is a reminder that though we are physically apart right now riding some rough waves, this community is anchored here for us all upon our return. We were very excited to see some familiar faces and a few new faces as well.

I continue to work with as many committees as I can and attend to Pastoral Care needs as they arise.