

UUCC Board of Trustees  
January 19, 2021  
6:15 pm

Attendees:

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: Approved Unanimously

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

Decision Items:

- UUA Congregational Poll: Add [Draft Statement of Conscious](#) to General Assembly Final Agenda.
  - Motion: Chen to adopt draft and say yes
  - Second: Jon
  - Amendment (if any):
  - Amendment Second (If any):
  - Vote Count:passed unanimously
- Financial investment (see Treasurer's Report)
  - Motion: Jon proposes to accept Finance Committee's investment proposal from this week's report
  - Second: Roger
  - Amendment (if any):
  - Amendment Second (If any):
  - Vote Count:Passed Unanimously

Information Items:

- Two UUA actions by January 31:
  - UUA Congregation Certification

- Faith Communities Today Survey

#### Strategic Planning (75 minutes)

- Notes slides: [2020 BOT Strategic Planning](#)
- Results: [UUCC Strategic Planning Prioritization 2020 \(Responses\)](#)
- Top priorities to tackle
  - Build Loving Community within Our Church
    - Goal:
    - Key Measure:
  - Fulfill Children's and their Parents' Lives
    - Goal:
    - Key Measure:
  - Grow Our Lifespan Religious Education Program
    - Goal:
    - Key Measure:
  - Serve the Chattanooga Community
    - Goal:
    - Key Measure:

#### Check Out

Closing Words/Chalice Extinguishing: Chen, next time

**Closing Words next time:**

## January VP + Staff Reports

### Outreach: submitted by Jon Littlefield

Social Justice: (via Judy) So, biggest update is to mark your calendars for Monday, March 1 at 7 p.m. for a zoom discussion of Driving While Black, a PBS documentary. We'll start promoting this opportunity, and link to PBS to watch it at folks' leisure, week of Feb. 8. We also discussed centering the April 18 Earth Day service around trees, and how they communicate to each other; possibly doing a seedling giveaway based at UUCU location as a drive through. Stay tuned!

Membership: (via Bill): No report

Communication: Chen has sent invitations to members with the goal of rebooting the Communication Committee!

### Congregational Poll Information:

#### Congregational Poll

In order for the proposed Statement of Conscience (SOC) on Undoing Intersectional White Supremacy to be placed on the Final Agenda at General Assembly (GA) 2021, at least twenty-five percent (25%) of all certified congregations must participate in the ballot vote. If that quota is met, delegates at GA will have an opportunity to amend the SOC, and will hear debate and choose to approve the Statement or refer it back to the Commission on Social Witness (CSW) for further study. Learn more.

Voting 'Yes' means your congregation wants the Draft SOC to be added to the 2021 General Assembly Agenda.

Voting 'No' means your congregation does NOT want the Draft SOC to be added to the 2021 General Assembly Agenda.

'Abstain' means your congregation is being present only to contribute to the twenty-five percent quorum.

Congregations who do not want to participate in the Congregational Poll can 'Opt Out'.

#### Undoing Intersectional White Supremacy

Should the [draft Statement of Conscience entitled "Undoing Intersectional White Supremacy"](#) be placed on the final agenda of the General Assembly 2021?

- Yes
- No
- Abstain

View the complete text of the Draft SOC on Undoing Intersectional White Supremacy [on UUA.org](https://www.uua.org).

Please base your vote on whether your congregation/group, or its representatives, believes the Draft SOC should be considered by the General Assembly. After you have recorded your congregation/group's vote, please consider also completing our feedback form regarding the SOC. <https://www.surveymonkey.com/r/SOCactivities>

### **UUCC Staff Board Report, January 2021**

With this report, we 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.

This is a collaborative staff report on the ministry of the congregation based on appreciative inquiry, collaborative leadership, and shared ministry models. *Additional comments by Rev Mandy in italics.*

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

*COVID-19 cases in the area are rising to the point 1 in 10 people in our county are infected. There has been some joy in seeing people get vaccines. The Monday after the board meeting I informed the congregation of my husband's cancer diagnosis. In the past month, the congregation has rallied around our family with an outpouring of love, support, and food. The best part is when people drop stuff off I get to say hi!*

*I am very proud that our congregation handled a conflict last month without it escalating to the board! It was the hard work of holding fast to our covenant with love and our leaders handled it with respect, grace, and integrity. This is a huge sign of progress for UUCC.*

- All staff have responded to the increased prevalence of COVID in and around our community

### **Worship and Rites of Passage**

- Virtual Choir (Jennifer)
- Adapted lay-led holiday events for virtual space (Vinyl Cafe, Labyrinth, etc)
- Compiled and presented the collaborative youth service (Amanda)
- Made a backup plan for the expected absences of Rev. Mandy due to a family emergency
- Adjusted worship calendar to address current political events (Rev Mandy)
- Launched traveling chalice initiative (Amanda)
- Recorded voice-overs for use in service (meditation, opening words, closing words, etc.) (Amanda)

### **Pastoral Care and Presence**

- Hosted Zoom RE New Year's Eve party (Amanda)
- Made and distributed holiday bags to youth
- Hosted cookie bake for youth (Amanda)
- Pam Johnson has joined the pastoral care team that will be important to reactivate to maintain consistency.
- The pastoral care team began communicating

### **Spiritual Development for Self and Others**

- Opened multiple spaces for community building throughout the holidays
- Completed Shared Pulpit and Spirit in Practice classes

### **Social Justice in the Public Square**

- After the election and attack on the capital, we have been using our Sunday services to address the current unease.

### **Administration**

- Training volunteers to help facilitate service (Mandy C)
- Transition plan from Internship to Religious Education (Amanda, Rev Mandy)

### **Serves the Larger Unitarian Universalist Faith**

- Completed Southern Region Leadership Training (Mandy, Amanda, Rev Mandy)

### **Leads the Faith into the Future**

- Submitted a proposal to GA for a collaborative youth workshop (Amanda)
- Completed Internship Evaluation process (Rev Mandy, Amanda)
- Recruited new youth advisors (Amanda)
- Initiated additional RE space (upper elementary, Amanda)

### **Progress on mission and vision**

- It has been a pleasure to see our board shifting to a visioning board over the past couple of months.

### **Gratitude (Rev Mandy) -**

*My gratitude to our staff for all their support is bottomless - we are a wonderful team and I get most of the benefits. I want to especially thank Jennifer for the countless hours of work the virtual choir was. She did a great deal of pastoral care along the way!*

*It is hard to express how much gratitude I have for being UUCC's minister! The past month has been pretty horrible at times, but some very good stuff is coming out of that. I am learning that if*

*I am truly part of a shared ministry I need to know how to receive care from all of you. To be honest, and many caregiver types would agree, it is so easy to give and not so easy to receive.*

## Treasurer's Report for January Board Meeting

Unitarian Universalist Church of Chattanooga										
Income and Expense Statement										
Consolidated - Dec 31, 2020										
			Current Period	Year to Date (YTD)	YTD Prior Year	YTD Budget	YTD Budget %	Annual Budget	Annual Budget %	
<b>INCOME</b>										
PLEDGES & OFFERTORY	4020	26,879.58	108,124.02	101,097.19	68,134.02	159%	134,768.00	80%		
GIFTS	4051	58.75	19,200.50	9,156.36	1,000.02	1920%	2,000.00	960%		
FUNDRAISERS	4100	0.00	0.00	0.00	2,500.02	0%	5,000.00	0%		
INTEREST INCOME	4500	23.53	60.37	778.37	440.00	14%	880.00	7%		
MISCELLANEOUS INCOME	4600	0.00	54.27	643.73	25.00	217%	50.00	109%		
RENTS AND LEASES	4700	1,485.40	8,912.40	15,019.02	8,962.40	99%	19,677.28	45%		
<b>TOTAL INCOME</b>		<b>28,447.26</b>	<b>136,351.56</b>	<b>126,694.67</b>	<b>81,061.46</b>	<b>168%</b>	<b>162,375.28</b>	<b>84%</b>		
<b>EXPENSES</b>										
PERSONNEL EXPENSES	5010	11,753.36	71,246.50	73,402.61	71,128.40	100%	141,542.13	50%		
BOARD EXPENSES	6001	0.00	158.35	1,303.20	249.96	63%	500.00	32%		
PROGRAMS	6100	0.00	676.82	2,942.29	1,900.02	36%	3,800.00	18%		
RELIGIOUS EDUCATION	6200	168.87	458.81	2,184.67	2,750.04	17%	5,500.00	8%		
OPERATIONS	6300	2,319.12	8,005.68	15,375.75	13,172.48	61%	23,775.00	34%		
DENOMINATIONAL EXPENSES	7000	2,987.75	5,975.50	3,314.50	5,976.00	100%	11,951.00	50%		
<b>TOTAL EXPENSES</b>		<b>17,229.10</b>	<b>86,521.66</b>	<b>98,523.02</b>	<b>95,176.90</b>	<b>91%</b>	<b>187,068.13</b>	<b>46%</b>		
<b>SURPLUS/-DEFICIT</b>		<b>\$11,218.16</b>	<b>\$49,829.90</b>	<b>\$28,171.65</b>	<b>-\$14,115.44</b>	<b>-353%</b>	<b>-\$24,692.85</b>	<b>-202%</b>		
<b>KEY DEVELOPMENTS</b>										
1. Pledges & Offertory increased to \$26.9k and YTD pledges are \$40.0k higher than YTD budget.										
3. Personnel expenses are as planned. Program Expenses & Operations(6100-6300) are at 51% of YTD budget and 45% of YTD last year.										
4. December was a very strong month with with a surplus of \$11.2k. On a YTD basis our surplus increased to \$49.8k (vs. a YTD budget of -\$14.1k).										

## Submission for Board Approval

**1) The Finance Committee recommends that the Board approve transferring \$30,000 from Fidelity MoneyMarket to three funds, as follows:**

Fidelity Nasdaq Composite Index Fund (FNCMX)	\$15,000
Fidelity 500 Index Fund (FXAIX)	\$12,000
Fidelity Select Environmental & Alternative Energy Portfolio (FSLEX)	\$ 3,000

The investment mix allocation was determined based on investment risk and commensurate return over a ten-year time horizon.