

UUCC Board of Trustees  
February 16, 2021  
6:15 pm

Attendees:

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

Read the [Board Covenant](#)  
[UUCC Board Covenant 2020-21](#)

Consent Items: Approved Unanimously

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

Decision Items:

- Safe Return Step Down ([Speleo Numbers 2/16](#))
  - Motion: To move to level 2, Orange, from Christian
  - Second: Jon
  - Amendment (if any):
  - Amendment Second (If any):
  - Vote Count: 4 against, 1 in favor, 1 abstain; Motion fails
  - Clarification: If a gathering is for church business, and not for social gathering (event); if you have to go into the building, will need staff approval
- The Endowment Committee would like to ask that the Claire Hale \$3000 legacy gift be sent to the endowment.
  - Motion: Jon
  - Second: Roger
  - Amendment (if any): Table this vote until Finance Committee, from Christian
  - Amendment Second (If any): Roger
  - Vote Count: Passed Unanimously

Information Items:

- Church of God Rental, 40 people - March 26

Break

Strategic Planning (55 minutes)

- Notes slides: [2020 BOT Strategic Planning](#)
- Results: [UUCC Strategic Planning Prioritization 2020 \(Responses\)](#)

Check Out

Closing Words/Chalice Extinguishing:

**Closing Words next time:**

## **February VP + Staff Reports**

VP Outreach: Submitted by Jon Littlefield

Membership: Bill Derrickson has requested we find another membership chair. Any ideas?

Social Justice: (from Judy)--met Sunday, February 14. On March 1st at 7:00, the UUCC Social Justice Committee invites you to gather on Zoom for a discussion of the documentary "Driving While Black". We discussed future film ideas. Might include one on cash bail, perhaps the \$15 minimum wage, and/or the industrial prison complex and environmental justice.

Earth Day Service, April 18: Tree themed

Looking at "Care of the Forest" Video for possible excerpts or trailer; Judith has a reading she can do; Rev Mandy is worship associate; RE activity packet for April will be centered on Earth Day; Sandy looking into getting 50 trees we can give away. SJ will absorb the cost.

Pencil in date: March 7 rally at Miller Park to commemorate John Lewis and Bloody Sunday. Time TBD. Look for details to come.

Judy sat in on a zoom meeting of TN KIDS BELONG for faith communities interested in supporting foster families. We may hold a suitcase/luggage drive...anyone interested in helping with this contact Judy!

NEXT SJ Meeting is Sunday, March 14, 12:30 p.m.

Communications: There is an ad-hoc committee that has met twice to discuss UUCC digital policy, for example addressing Amanda's job description (5 hours per week dedicated to tech), maintenance of the webpage, converting email address to centralized UUCC addresses from forwarders that are currently in place, and standardizing communications across social media including facebook and discord.

Also (and maybe this fits under communications), I am working with Gary Beall to put together a proposal for improving A/V and technology in the church, particularly as we approach the possibility of returning to in-person services with a hybrid component. We hope to investigate changes to the technology in the sound booth, improving the sound quality by replacing the speakers, microphones, and other components, improving video quality (such as with a

ceiling-mounted camera), and addressing current limitations of service for hearing-impaired attendees.

#### **Treasurer's Report for BOM (Jan 31, 2021)**

| Unitarian Universalist Church of Chattanooga   |      |  |                   |                       |                    |                     |                 |                     |                    |
|--|------|--|-------------------|-----------------------|--------------------|---------------------|-----------------|---------------------|--------------------|
| Income and Expense Statement   |      |  |                   |                       |                    |                     |                 |                     |                    |
| Consolidated - Jan 31, 2021  |      |  |                   |                       |                    |                     |                 |                     |                    |
|  |      |  | Current<br>Period | Year to<br>Date (YTD) | YTD<br>Prior Year  | YTD<br>Budget       | YTD<br>Budget % | Annual<br>Budget    | Annual<br>Budget % |
| <b>INCOME</b>  |      |  |                   |                       |                    |                     |                 |                     |                    |
| PLEDGES & OFFERTORY  | 4020 |  | 14,635.42         | 122,759.44            | 117,896.48         | 79,239.69           | 155%            | 134,768.00          | 91%                |
| GIFTS  | 4051 |  | 304.00            | 19,504.50             | 9,356.36           | 1,166.69            | 1672%           | 2,000.00            | 975%               |
| FUNDRAISERS  | 4100 |  | 0.00              | 0.00                  | 40.00              | 2,916.69            | 0%              | 5,000.00            | 0%                 |
| INTEREST INCOME  | 4500 |  | 2.28              | 62.65                 | 869.97             | 455.00              | 14%             | 880.00              | 7%                 |
| MISCELLANEOUS INCOME   | 4600 |  | 0.00              | 54.27                 | 646.73             | 25.00               | 217%            | 50.00               | 109%               |
| RENTS AND LEASES   | 4700 |  | 1,521.00          | 10,433.40             | 17,591.42          | 10,739.88           | 97%             | 19,677.28           | 53%                |
| <b>TOTAL INCOME</b>  |      |  | <b>16,462.70</b>  | <b>152,814.26</b>     | <b>146,400.96</b>  | <b>94,542.95</b>    | <b>162%</b>     | <b>162,375.28</b>   | <b>94%</b>         |
| <b>EXPENSES</b>  |      |  |                   |                       |                    |                     |                 |                     |                    |
| PERSONNEL EXPENSES   | 5010 |  | 12,188.58         | 83,435.08             | 87,654.10          | 82,983.11           | 101%            | 141,542.13          | 59%                |
| BOARD EXPENSES   | 6001 |  | 0.00              | 158.35                | 494.71             | 291.62              | 54%             | 500.00              | 32%                |
| PROGRAMS   | 6100 |  | 192.91            | 869.73                | 3,846.57           | 2,216.69            | 39%             | 3,800.00            | 23%                |
| RELIGIOUS EDUCATION  | 6200 |  | 72.45             | 531.26                | 2,309.91           | 3,208.38            | 17%             | 5,500.00            | 10%                |
| OPERATIONS   | 6300 |  | 1,217.45          | 9,223.13              | 17,500.51          | 15,092.06           | 61%             | 23,775.00           | 39%                |
| DENOMINATIONAL EXPENSES  | 7000 |  | 0.00              | 5,975.50              | 3,314.50           | 5,976.00            | 100%            | 11,951.00           | 50%                |
| <b>TOTAL EXPENSES</b>  |      |  | <b>13,671.39</b>  | <b>100,193.05</b>     | <b>115,120.30</b>  | <b>109,767.86</b>   | <b>91%</b>      | <b>187,068.13</b>   | <b>54%</b>         |
| <b>SURPLUS/-DEFICIT</b>  |      |  | <b>\$2,791.31</b> | <b>\$52,621.21</b>    | <b>\$31,280.66</b> | <b>-\$15,224.91</b> | <b>-346%</b>    | <b>-\$24,692.85</b> | <b>-213%</b>       |
| <b>KEY DEVELOPMENTS</b>  |      |  |                   |                       |                    |                     |                 |                     |                    |
| 1. Pledges & Offertory were at \$14.6k in January (30% above budget) and YTD pledges are \$43.5k higher than YTD budget.<br>3. Personnel expenses are as planned. Program Expenses, RE & Operations are at 52% of YTD budget and 45% of YTD last year.<br>4. Surplus of \$2.8k in January. On a YTD basis our surplus increased to \$52.6k (vs. a YTD budget of -\$15.2k). |      |  |                   |                       |                    |                     |                 |                     |                    |

## UUCC Staff Board Report, February 2021

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.

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.*

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

It has been joyful to celebrate some getting vaccinated in our congregation. People are starting to wonder what the plan for coming back is now that the numbers are dropping.

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

- The WOWzers “Meta” service was a worthwhile effort that highlighted areas of concern for staff on how we handle future Sundays. When things go wrong during service after our very best efforts and appear unprofessional or unwelcoming it is discouraging at best. I am looking forward to establishing a new platform for services that is less labor-intensive for both staff and volunteers. (In Rev Mandy)
- Met with WOWzers chair to discuss next meeting (Rev Mandy)
- Started work on materials for next Virtual Choir (Jennifer)
- Used up all of the local artist music videos paid for in the previous fiscal year, sought out one new one, and am brainstorming more options for future local musical artists to include in our services (Jennifer)
- Gathered a list of 6 new hymns to add to the library, to be recorded sometime this month (Jennifer)

### **Pastoral Care and Presence**

- Launched initiative to meet with every member of UUCC (Rev. Mandy)
- The pastoral care team has begun work contacting every member and friend (Rev Mandy)
- Launched initiative to meet with every member of UUCC (Rev. Mandy)
- Due to several struggles with conflict stemming from miscommunication The Fine Line service focused on how to apply UU values to the emails we write. (Rev Mandy)

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

- Rev Mandy continues to work with a spiritual director, academic advisor, and ministry mentor in this area.

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

- Joined Chatanooga Clergy for Justice calling for the resignation of the Hamilton co Sherrif Hammond based on unaddressed violence by deputies.

### **Administration**

- Continued participating in weekly collaborative calls with Membership Professionals through UUAMP to explore ways to continue to engage visitors & members during the pandemic (Mandy C)
- Attended a webinar about new features of Vanco (our text to give platform) & explored ways to streamline the Vanco/PowerChurch integration (Mandy C)
- Minister’s year and calendar might just be accurate (Mandy C, Rev Mandy)

**Serves the Larger Unitarian Universalist Faith**

- Nothing of note to report

**Leads the Faith into the Future**

- Nothing of note to report

**Progress on mission and vision**

- All on the board are rocking and rolling with creating a strategic plan that we are excited to get started.

**Gratitude (Rev Mandy)** - *To our past, present, and future treasures; Finance Committee; bookkeeper; and Endowment Committee - you are amazing, and have my deepest gratitude for being real smart about stuff I just don't completely get. The joy and care that you approach our church finances with make my heart sing. I will keep asking for money as long as I have y'all keep figuring out where to bury it ;)*