

UUCC Board of Trustees

August 17, 2021

6:30 pm

Attendees: Chen Zhang, Sally Peixoto, John Standridge, Judy Gallagher, Amy Kushman, Rodger Miller, Farin Cloyd, Rev. Mandy Goheen.

Opening Words/Chalice Lighting: Chen

Christiana. 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](#). Read by Rodger.

Consent Items: Consent items approved unanimously.


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

Decision Items:

- Topic: Review Survey Results and Discuss Safe Return
-  UUCC Survey Results
  - Motion: Chen moved to continue with our current status outdoors, shut down indoor activities, with exception of staff. All activities require proof of vaccination.
  - Second: John seconded.
  - Amendment (if any): Continue with our current status outdoors, shut down indoor activities, with exception of staff, which is amending our meaning of "code red." All activities will require proof of vaccination.
  - Amendment Second (If any): Rodger seconded.
  - Amendment: Require masks at all events during code red.
  - Amendment Second: John.
  - Amendment by Sally: To not require vaccination for outdoor activities.
  - Second: No second. Amendment fails.
  - Vote Count: Unanimously approved.
- Topic:

- Motion:
- Second:
- Amendment (if any):
- Amendment Second (If any):
- Vote Count:

#### Information/Planning Items:

- Board Retreat: August 28
- Strategic Plan
-  UUCC Strategic Plan 2020-21

Some aspects of the plan were discussed, including communications and resuming the Forum on zoom. Also discussed resuming quarterly council. Sally will help plan quarterly council meetings for now.

#### Check Out

Closing Words/Chalice Extinguishing: Read by Chen

**Closing Words next time: Sally**

## Staff & VP Reports

### Board Report - Congregational Life – Christian Horvath

8/11/2021

#### ACHIEVEMENTS

- ❖ **Yoga & Fellowship** (new)
  - Met so far 6 times since 6/27, two times cancellations due to bad weather (25%)
  - On average 14 people attended each of these gatherings
  - A good number likes to stay for the fellowship time (30 min – 1 hour)
  - Several people attended who have not or hardly been at Zoom Services
  - Regular, weekly Facebook communication with good number of people (publicity)
- ❖ **Summer Nights Series** (new)
  - Received lots of general positive feedback about starting this initiative
  - Attended by (i) new church members, (ii) people who have not attended Zoom Services and (iii) regular church members
  - Regular, weekly Facebook communication with good number of people (publicity)
  - Attendees: Soccer 7/10 – 12 people, Bicycling 7/24- 6 people, Night Fall 7/30 – 2 p.
  - Bigger number of people want to attend the Outdoor movie night (8/21) and Baseball game (8/27)

#### CHALLENGES

- ❖ **Yoga & Fellowship**
  - Continue beyond Aug. 29<sup>th</sup> – depends on church reopening plans - tbd ?
  - Ad-hoc communication for bad weather alert through Email and Facebook (always feels a little ineffective, but no complaints)
- ❖ **Summer Nights Series**
  - Facebook users express “like” and sign up, but hardly every show up at events
- ❖ **General**
  - am supposed to represent several committees (Worship, Ministry, Pastoral Care, Nominating/Leadership Development), but I do not know who leads these committees, when they meet and what their focus is. UUC has a lot of structure ... on paper. I am still waiting for feedback on guidance on this.

### Board Report-VP of Resources, Amy Kussman

8/11/2021

1. The new roof has been completely installed and the grounds cleared of the ‘roofing work’ on Wednesday, 8/11/2021.

- a. Dave B. and Amy met the roofer, and walked on the roof and the grounds to confirm the completion of the roof. They did a great job!
  - b. Amy gave the roofer, Chris, the prepared check of \$26,000.
2. Amy K., Dave B and Gary Beale met to discuss the 'New AV' possibilities along with current electrical questions/dilemmas (small pun intended).
  - a. We are looking to meet with Cass's husband soon, to have a trained electrician's eye walk through the Sanctuary with us and have a look at the circuit box.
  - b. Gary B. plans to include Rev Mandy in his future AV plans (what changes in the Sanctuary vs. what stays the same.).
  - c. The good news is our circuit breakers currently have several unused spots, which will probably equal a cost savings.
3. On 8/10/2021, a dead pine tree had come down across the upper parking lot road.
  - a. Amy and Dave B. removed the branches/stem and raked up the rest of the tree litter.
  - b. We noted (and have noticed for a while) there are several dead pines in a clump, across from the 'Founding Stone'. There's also a few more standing dead on the outskirts of the parking lot. We may need to check into removing them before we meet back en masse.

VP Outreach board report: submitted by John Standridge

#### Outreach Ministry Committees

- Denominational Affairs – Explore Southern Regional Group/UUA. Judy Gallagher suggested Laura Becker, minister: [revlkb@gmail.com](mailto:revlkb@gmail.com) for Pride/Welcoming Congregation collaboration.

<https://www.facebook.com/NorthminsterPC>;

- Membership – members: Jon Littlefield, Roger Davis & Monique Lewis; Christine Hutte. – no report, but Jon Littlefield and Roger Davis have taken over as co-chairs of the membership committee. The plan is to re-imagine what membership will look like using a CRM (customer relationship management) approach that will monitor the status of visitors, attendees, and member involvement in committees, as chairs, and as board members. The hope is that we can develop mechanisms in the church to signal first-time attendance and that we can encourage a culture that “everyone in the church is on the membership committee” (everyone takes it upon themselves to step out of their comfort zones and interact with new people attending). We intend to carry out consistent publicity in a “pulsing” fashion (one daily 30-second WUTC announcement for one week per month) and will be using the dedicated \$1500 promotional budget to carry that out.

Audio-visual budget proposal was passed by the board last month with a \$15,000 cap. Some items have been ordered but are on backorder. Current status is:

Ordered

2 top speakers 15" Electrovoice and 2 subwoofers; delivery by end of month	\$5000
Yamaha mixer 20 channel; backordered, delivery by Thanksgiving	\$800
Hardware	

Not-ordered

Computer for Zoom, Ipad or Android w/HDMI	\$500
TV in Forum room can do proof of concept.	
Network upgrade, Steve and Gary running cable to router for high-speed internet	
Electrical upgrade, (this is a real unknown for budget purposes)	\$3000
Access Point wi-fi architecture for R.E. and router,	\$1700
"Smart" TV for R.E.,	\$500
Video equipment,	<u>\$3500</u>
Total Budget for AV	\$15,000

- Public Relations/Communications - Who is good at and willing to manage social media, write for the web, proofread, draft press releases, and maintain a media contact list? Farin and Jon? Create Digital Community Manager position to serve as committee chair. Gary Beale has an IT background. Gary and Steve Hollingsworth laid the new network cables Thursday. With a new router and internet connection, we should have a noticeably faster and more reliable system.

- Social Justice – What are recent actions and current goals? Judith Gallagher cannot continue as chairperson. She has requested committee members volunteer as the new social justice chair, but thus far no one has stepped forward. Robert Childs (recent Naloxone project) is a potential co-chair. The committee has produced a slate of organizations designated for Donate the Plate.

Two of the four priorities articulated by the board are listed below. I would like to enlist thoughts from the board on the best ways Outreach can help achieve these goals.

- Grow Our Lifespan Religious Education Program

- Goal: Invest in digital resources/Strengthen Digital Community Manager
- Key Measure: Inhouse and Online activities levels
- Action Plan:

- Serve the Chattanooga Community

- Goal: Sermons on YouTube, Forum on Zoom/Social Justice initiatives

- Key Measure: favorable Media exposure, favorable responses from community observers

- Action Plan:

## **August Board Report - Religious Growth - Sally Peixoto**

### **Youth RE**

#### **1. Hybrid model**

- a. RE Committee is considering plans to teach Religious Education in a hybrid model, similar to this past year, depending on what this board decides about returning to church in person.
- b. This means working with nearby churches who are also online for Sunday morning and Wednesday evening classes. There are several we joined with last year, we aren't sure yet what their plans are regarding online or in-person RE.
- c. If UUCC has to entirely staff these online classes, they will likely have to decrease the number of classes (eg combine middle and high school age).
- d. Currently committed teachers have expressed a preference for teaching in-person.
- e. Starting in October, 5th Sundays will be youth-led service projects as part of the curriculum. But, these are on hold until they can be done in person.

#### **2. Monthly (outdoor) activities**

- a. There might be 2 separate outdoor activities per month, one for younger elementary children and one for older middle/high school youth. This is in addition to the regular curriculum.
- b. There are plans for 4 church-wide events, these can take the place of that month's activity
  - i. Fall Festival
  - ii. Labyrinth
  - iii. Spring Fling
  - iv. Camping Trip
- c. These will be restricted/postponed as necessary to abide UUCC's covid guidelines. Committee is still brainstorming possibilities for activities.

#### **3. Sunday services**

- a. 2nd Sundays will be multigenerational. This is being planned in conjunction with WoWzers
- b. Story for All Ages is becoming a copyright issue
  - i. Now that UUCC is planning to stream services online, it is considered public. Therefore we need to be aware of copyright law.
  - ii. Stories from after 1926 will require explicit direct permission to use in our story time.
  - iii. RE is brainstorming ways to work with this and continue having our Story for All Ages in every service.

#### **4. Bylaws**

- a. RE Committee is discussing changing the age requirement for membership, and will make a recommendation to the Bylaws Committee after their next meeting (August 19).

#### **5. Survey**

- a. RE is doing their own survey for parents, looking at what they expect to get from the program etc. Expected to roll out this month.

### **Forum**

1. Not currently happening
2. I'll check in with John Standridge about it for next time

### **Small Group Ministry**

1. Currently happening with 2 small groups
2. As far as I know, there is no leader or organizer in place. Each group functions independently with its own facilitator
  - a. One is led by Linda Park, however she will be moving away soon. They'll need a new facilitator (probably someone already in that group).
  - b. I don't actually know who facilitates the other group, I will find out for next time.

### **Pagan Group**

1. Not currently happening. There is definite interest in starting again **once we can meet in person.**

### **Yoga**

1. Not happening, hasn't in years. Not a priority at this time. Future reports will omit this section.

### **Adult RE**

1. I'll check in with Amanda Schuber about this for next time. She only just came back (yay!)
  - a. In the past few years, this has mainly been Faith Forward.

### **Wensday Dinners**

1. Not happening. They tried meeting on Zoom but it just doesn't work for dinner.
  - a. This was a popular and beloved weekly event in the Before Times. From what I understand, lots of folks would **benefit from starting it up again as soon as we're meeting in person without masks** (because food).
2. No one is actually in charge of this at this time, though.

## **Treasurer's Report**

**July 2021**

### **Balance Sheet (Assets and Liabilities)**

- 1) Bank Accounts and Cash at \$108,205.14 on 7/31 vs \$105,945.35 last month.
- 2) Investments equal \$97,193.71

### **Income/Expense Statement (Incoming vs Outgoing Cash)**

1) YTD Income of \$10,249.85 is \$5543.66 below YTD budget

Monthly pledges (account 4030) were only \$8,035.83 vs budget of \$12,500.

2) Staff Expenses were 82% of monthly budget.

3) Program Expenses are still at \$0 for the month

### Investment Status

#### Mutual Funds

Symbol	Description	Quantity	Price	Beginning Value	Ending Value	Cost Basis
<a href="#">FXAIX</a>	FIDELITY 500 INDEX FUND EAI: \$179.31, EY: 1.28%	91.909	\$152.640	\$13,703.64	\$14,028.99	\$12,083.17
<a href="#">FNCMX</a>	<a href="#">FIDELITY NASDAQ COMPOSITE INDEX</a> EAI: \$97.31, EY: 0.59%	89.606	\$184.760	\$16,362.06	\$16,555.60	\$15,000.00
<a href="#">FSLEX</a>	<a href="#">FIDELITY ENVIRONMENT &amp; ALTERNATIVE ENERGY</a> EAI: \$18.25, EY: 0.53%	99.198	\$34.810	\$3,337.02	\$3,453.08	\$3,001.88
<b>Subtotal of Mutual Funds</b>					<b>\$34,037.67</b>	<b>\$30,085.05</b>

#### Core Account

Symbol	Description	Quantity	Price	Beginning Value	Ending Value	Cost Basis
<a href="#">SPAXX</a>	<a href="#">FIDELITY GOVERNMENT MONEY MARKET</a> EAI: \$6.32, EY: 0.01%	63,156.040	\$1.000	\$63,155.50	\$63,156.04	N/A
<b>Subtotal of Core Account</b>					<b>\$63,156.04</b>	
<b>Total</b>					<b>\$97,193.71</b>	

Minister's Report to the Board of Trustees for Month

Rev Mandy Goheen

Drafted date posted Aug 16, 2022

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.

Worship and Rites of Passage



- Created skeletal worship schedule
  - 2nd Sundays multigeneration
  - 1 & 3rd Sundays Beloved Cafe at 6 pm
  - 4 & 5 Sundays off, planned and led by WOWzers
  - Will participate with RE on 5th Sunday Service Project
  - This schedule will create a need for more robust lay-led services in summer 2022 programming
- Beloved Cafe will launch on September 5th at 6 pm at a location to be determined
  - Outreach
  - Social Justice
  - Outside 2nd Service
  - Guests
  - Podcast
  - Branding being developed
  - How, Where, and Who? the next steps in planning

#### Pastoral Care and Presence

- Whew! People are struggling in our community in so many ways
- The pastoral care team is becoming a strong presence
- Survey - gave a critical opportunity to express needs and frustrations around reopening
- Ack, my personal life has been a challenge lately and I have needed some time to regroup and will continue to need that. This is important to the pastoral care of the community. I was supported by members of that team on several occasions over the past month.

#### Spiritual Development for Self and Others

- I have been a little disoriented in this category over the summer stay tuned

#### Social Justice in the Public Square

- Fired up about Hamilton Co Schools
- Attending Chattanooga Economic Roundtable
- Hanging out at Miller Park 2 times a month
- We need an SJ chair and it might be time for an SJ makeover

#### Administration

- Creating a monthly rhythm to church
  - Moving meetings around a little
  - Encouraging follow up the publication of meetings on the UUCS calendar
  - Creating more predictability for our community and my family
  - Time off planned for the church year related to being off 4th Sundays
- Survey
- Board retreat planning
- Needs

- Reinstate staff meetings
- Continue working on more predictable and REALISTIC scheduling
- Clear communication strategy

Serves the Larger Unitarian Universalist Faith

- Stay tuned I have a plan but need to see if it's plausible or realistic

Leads the Faith into the Future

- Isn't that all we ever do?

Gratitude - Chen every single day! Pastoral care team and everyone