

UUCC Board of Trustees

September 21, 2021

6:30 pm

Attendees: Chen Zhang, Sally Peixoto, Judy Gallagher, Rodger Miller, Farin Cloyd, Amanda Schuber, Amy Kusman, John Standridge, Christian Horvath, Rev. Mandy Goheen  
Bylaws Committee: Daidee Springer, Charlotte Olson, and Talia Walsh.

Opening Words/Chalice Lighting: **Sally Peixoto**

The ancient question, “Who am I?” inevitably leads to a deeper one: “Whose am I?” – because there is not identity outside of relationship. You cannot be a person by yourself. To ask “Whose am I” is to extend the question far beyond the little self-absorbed self, and wonder: Who needs you? Who loves you? To whom are you accountable? To whom do you answer? Whose life is altered by your choices? With whose life, whose lives is your own all bound up, inextricably, in obvious or invisible ways? --Douglas Steer

- 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: Items were accepted by all in attendance (Amy had stepped out.)

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

Decision Items:

- Topic: Rev. Mandy Evaluation Planning  
Rev. Mandy needs 3 renewals via UUA, she has had one so far. Next is due July 1.  
-
- Topic: Bylaws review
  - [Bylaws Revision Sep 8, 2021.docx](#)
  - Discussion of proposed bylaws.

- Comment for Bylaws committee to look at:
  - Is the 30-day member requirement needed before voting?
  - Under Section 6. See comments in draft Bylaws
  - Discussion on requiring financial contribution for membership, perhaps taking out the word “financial,” and just leaving in identifiable contribution.
  - % of members needed to make a quorum
  - VPs vs. Members at Large. Idea is to identify talents of board members.
  - Term limits
  - Quorum for special meetings
  - Age requirement for membership?
  
- Topic: Review Safe Return Policy

**Allow the Wednesday morning small group, and other groups, to meet indoors at UUCC. Participants will wear masks, be fully vaccinated and follow distancing guidelines.**

I have thoughts on *policies to have in place* when we re-open initially.

Covid-19 Vaccination is required for all attendees eligible.

Masks are required to be worn indoors by all attendees, regardless of vaccination status. Masks will be provided to anyone who needs one.  
~~Children under 12 must wear a mask outside.~~

Volunteers with close contact with the public (greeters, kitchen helpers) will be required to wear masks while working and frequently wash their hands with soap or hand sanitizer regardless of their vaccination status. Tables will be strategically placed to enforce distancing, and the kitchen space will be off-limits to all but the current volunteers.

Sanitation stations will be located around the UUCC grounds and facility. Everyone is encouraged to frequently wash their hands with soap and use hand sanitizer.

The church sanctuary services will engage ventilation practices, such as ceiling fans, and limited seating for family groups and individual congregants.

We ask that all be mindful of CDC distancing guidelines.

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>

Attendees will be offered a “Love My Space” wristband for those who prefer not to be hugged or wish to maintain social distance from others.

If someone is feeling ill in any way before attending a church event, we respectfully ask that they not attend; or if he/she/they begin to feel ill during the event, that he/she/they should go home and not stay on the grounds.

Masking shall continue to be required until the number of cases per 100,000 falls and persists below 25 locally.

- Motion: John moved we allow in person groups gathering indoors, meeting the above policy.
- Second: Chen seconded.
- Amendment (if any):
- Amendment Second (If any):
- Vote Count: Passed unanimously.

Information/Planning Items:

- Board Retreat: October 2
- Sign up for service reps:  
<https://docs.google.com/document/d/1KLw7gFaNIXPyvS0tphxINVxNYCWG3k7hATqPjosdbFI/edit?usp=sharing>

Check Out

Closing Words/Chalice Extinguishing:

Rarely, if ever, are any of us healed in isolation.  
Healing is an act of communion.

--bell hooks

**Closing Words next time: Amy Kussman**

## Staff & VP Reports

VP Outreach board report: submitted by John Standridge

September, 2021

### Outreach Ministry Committees

- Denominational Affairs – The plan remains to explore the UUA Southern Regional Group.

- Membership – members: Jon Littlefield, Roger Davis & Christine Hunt. – Jon Littlefield and Roger Davis are co-chairs of the membership committee. The plan remains 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”. We still intend to carry out WUTC messages in a “pulsing” fashion (one daily 30-second WUTC announcement for one week per month) and will be using the \$1500 promotional budget to carry that out.

The audio-visual project remains within budget. The electrician came in under budget. Some items have arrived and the last item, the soundboard, should arrive by December. The new A/V package will feature 2 top-of-the-line speakers (15” Electrovoice) and 2 subwoofers; a Yamaha 20 channel soundboard; a computer for adding features like Zoom, streaming website video, producing YouTube uploads and more; a Network upgrade, cable and router for high-speed internet; an electrical upgrade; Access Point wi-fi architecture, router, and a “Smart” TV for R.E.

- Public Relations/Communications - Gary Beale has an IT background. He has agreed to continue in his current role in the audio-visual project as our designated communications committee co-chair. With able assistance from Farin Cloyd, and with messaging from Jon and Roger, they will manage social media: write for the web, proofread, draft press releases, and maintain a media contact list.

- Beloved Café is up and running with two services a month, 1<sup>st</sup> and 3<sup>rd</sup> Saturdays.

- Social Justice – Members: Too Numerous to Count. Judith Gallagher and Robert Childs are the *de facto* co-chairs. The committee has produced a slate of organizations designated for Donate the Plate for 2021-2022, and is now seeking volunteers to handle speaking arrangements for those organizations. Snack donations were collected for Howard High School.

We continue to grow our Lifespan Religious Education Program by investing in digital resources. We are strengthening the Digital Community Manager concept, not with an individual, but as a team.

-- conclusion of report

Chen, Additionally, regarding the motion presented to the board this month, which was:

**Allow the Wednesday morning small group, and other groups, to meet indoors at UUC. Participants will wear masks, be fully vaccinated and follow distancing guidelines.**

I have thoughts on *policies to have in place* when we re-open initially.

Covid-19 Vaccination is required for all attendees 12 and older.

Masks are required to be worn indoors by all attendees, regardless of vaccination status. Masks will be provided to anyone who needs one. Children under 12 must wear a mask outside.

Volunteers with close contact with the public (greeters, kitchen helpers) will be required to wear masks while working and frequently wash their hands with soap or hand sanitizer regardless of their vaccination status. Tables will be strategically placed to enforce distancing, and the kitchen space will be off-limits to all but the current volunteers.

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## **VP of Resources, Amy Kussman**

On August 27, 2021:

Scott, with Mr. Electric added an outlet in the ceiling for our projector. We will now get power from the AV outlet by soundboard.

Total cost—\$1,407.64 Paid in full.

## **September Board Report - Religious Growth**

### **Youth RE**

1. Meeting online
  - a. K-5 groups are being combined
  - b. Teen curriculum is being considered, not yet approved
2. Training
  - a. Considering tech and content training for volunteers, led by Amanda. Possibility of expanding training to others as well

- b. Outside training opportunity for Teen Mental Health Training:  
<https://www.uua.org/youth/adults-ministry/youth-mental-first-aid-trainings>
- 3. Postponing multigenerational services. Decided the extra effort is not in balance with expected outcomes while still meeting online.
  - a. Annual services for kids, teens, and winter holiday are still intended
- 4. Special events
  - a. Fall quarterly event has been cancelled. Hoping winter labyrinth, spring fling, and summer camping are still possible (will revisit as needed)
  - b. Monthly special events are still being planned
- 5. Nuusletter inclusion
  - a. Starting monthly spotlights for RE volunteers

### **Small Group Ministry**

- 1. Evening group is planning to continue via zoom so that Linda Park can continue facilitating even after moving.
- 2. Morning group is informally facilitated by both Lucy and Elaine. They are unable to meet online, so our pandemic restrictions are more problematic for them.



## **Board Report - Congregational Life – Christian Horvath**

9/21/2021

The UUCC Board decided on 8/17/2021 to switch to Phase Red due to very high Covid-19 numbers. The new requirements do not allow for children to attend outdoor church activities and require vaccination and face mask for everyone else.

### **RESULTS**

- **Yoga & Fellowship**
  - Only met once thereafter and then closed the program.
    - Childcare, that would have to take place off-site, became too much of an obstacle for our Yoga teacher Rachel Clark (2 small children)
    - Outdoor yoga with a face mask was for several participants too much of a hassle
- **Summer Nights Series**
  - The Outdoor Movie Night targeted at families (movie for families) was cancelled as families would not be able to attend
  - The Baseball Game was cancelled due to Covid regulations for the opposing team
- **Congregational Life**
  - I decided to discontinue congregational life initiatives until the circumstances for meeting outdoors would improve and would allow for families to attend as well

### **ATTENDANCE**

- **Sunday Worship**
  - Numbers of Households attending for the last 4 Sundays: 36 (-25%)
  - Number of Households attending since Jan. 2021: 48
  - Number of households attending between Mar.-Dec. 2020: 50
- **Beloved Cafe**
  - Kicked off on Sep. 5 successfully with about 20 participants (personal estimate), however only one parent attended
  - Beloved Café was held on-line due to heavy rain fall on 9/19 (~8-10 households)
  - Alternative outdoor venue should be considered if weather is not too bad (e.g. underneath the front entrance of church?)

Minister's Report to the Board of Trustees for Month

Rev Mandy Goheen

Drafted date posted September 21, 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

- Administrative

- New Staff Sunday Schedule to more fully support volunteers
- Encouraged WOWzers to use Soul Matter's Packet to fill in guest speakers for October
- WOIWzers developing procedure around picking guest speakers
- Completed worship planning for the first 3 Sundays through end of December
- Beloved Cafe was a wonderful experiment staff and volunteers met after to discuss how we will make it better. We all liked that there was no tec involved but will need amplification
- Beloved Zoom - Because it rained resulted in a wonderful conversation about diversity training in the workplace.
- Drive through ingathering was a wonderful steady stream of people during the entire event.

#### Pastoral Care and Presence

- There continues to be a high need for pastoral care in our community
- Andre is on the mend and we have begun hosting appreciation dinners at our home
- Mistake alert: I recognize that there is no way to make everyone happy and wish I had reacted with more grace when the small group requested to meet in the building. If I would have stuck to board decisions the email vote that locked would not have happened. I want to acknowledge I had responsibility for creating confusion and unnecessary division in a premature vote.

#### Spiritual Development for Self and Others

- 3 Day solo camping trip that lasted 2 days
- Restarted spiritual direction
- It is fascinating to me that the research I am doing for my book is starting to open up understanding my spiritual practice.

#### Social Justice in the Public Square

- Working to support reproductive justice march October 3rd
- Connected with Howard School social worker and offered to do some meditation workshops with the students.

#### Administration

- Continued work on communication
- Clarification of scheduling
- Being more inclusive to Cass our bookkeeper in staff conversations

#### Serves the Larger Unitarian Universalist Faith

- The bottom line is I need to schedule this into my work time
  - 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?

## **Treasurer's Report - Rodger Miller**

**September 2021**

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

- 1) Bank Accounts and Cash at \$87,815.51 vs. \$108,205.14 last month
- 2) Investments equal \$98,578.35 (current value 8/31/21)

Unrealized gain of \$5,336.74

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

- 1) YTD Income of \$37,058.69 vs. YTD Budget of \$31,587.02
- 2) Staff Expenses are at 89.69% of YTD budget
- 3) Program Expenses are at 34.14% of YTD budget

## Investment Status

Symbol	Last Price	Today's Gain/Loss	Total Gain/Loss	Current Value	Quantity	Cost Basis	52-Week High/Low
CORPORATION - SPAXX**FIDELITY GOVERNMENT MONEY MARKET	\$1.00\$0.00	n/a n/a	n/a n/a	\$63,156.58	63,156.58	n/a n/a	--
FN CMXFIDELITY NASDAQ COMPOSITE INDEX	\$193.61+\$0.40	\$35.84 0.21%	+\$2,348.62+15.66%	\$17,348.61	89.606	\$167.40/Share \$15,000.00a	\$134.21\$193.61
FSLEXFIDELITY ENVIRONMENT & ALTERNATIVE ENERGY	\$36.26-\$0.08	(\$7.94) -0.22%	+\$595.04+19.82%	\$3,596.91	99.198	\$30.26/Share \$3,001.88a	\$23.40\$36.34
FXAIXFIDELITY 500 INDEX FUND	\$157.76-\$0.05	(\$4.60) -0.03%	+\$2,416.39+20.00%	\$14,499.56	91.909	\$131.47/Share \$12,083.17a	\$112.65\$157.81
<b>Total</b>			<b>+\$5,360.05+17.82%</b>	<b>\$98,601.66</b>			