

UUCC Board of Trustees  
November 16, 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*

Opening Words/Chalice Lighting: **Judy**

**Remember the Sky**

*Joy Harjo*

*Full poem found at*

<https://www.poets.org/poetsorg/poem/remember-0>

*Remember your birth, how your mother struggled  
to give you form and breath. You are evidence of  
her life, and her mother's, and hers...  
Remember the earth whose skin you are...  
Remember you are all people and all people are  
you..."*

- 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: Consent items were unanimously approved.

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

Decision Making:

- Topic: Dylan's Proposal
  - Motion: Chen moved to approve Dylan's proposal as written.

- Second: John seconded.
- Amendment (if any):
- Amendment Second (If any):
- Vote Count: Motion approved unanimously
  
- Topic: Bylaws ( [W](#) Bylaws Revision Oct 25, 2021.docx )
  - Motion: John moved to approve the bylaws as written and amended.
  - Second: Christian seconded.
  - Amendment (if any):
  - Amendment Second (If any):
  - Vote Count: Motion approved unanimously.
  
- Topic: Proposed Opening schedule
  - Chen moved to accept Rev. Mandy's proposed opening schedule noted in her report, December 5 being the first in person service. (Doesn't include RE programming.)
  - John seconded.
  - Vote count: Motion passed unanimously.
  
- Topic: DRE Search

#### **FOR THE BOARD OF TRUSTEES**

*In August, the Finance Committee voted unanimously to recommend to the BOT and the RE Committee that we hire a 20 hour per week DRE and search locally before considering a national search.*

- Motion: John moved to approve the Finance Committee's recommendation.
- Second: Rodger seconded the motion.
- Amendment (if any):
- Amendment Second (If any):
- Vote Count: Motion unanimously approved.

- Topic: Amanda's Ordination

Dear Board Members:

It is with greatest joy that I submit this request for approval for the UU Church of Chattanooga to co-host my ordination. Ordination in the UU church is a huge honor bestowed upon an individual who has achieved Preliminary Fellowship.

As described by the UUA: Ordination is one of the most important traditions of our faith. A congregation's decision to ordain someone represents the congregation's faith in, and support for, the ordinand's ministry. This recognition of a person's calling forth is also a recognition of their setting apart, functioning as "a rite of initiation, taking an ordinand from their status as layperson and initiating them into the community of clergy." In the

Unitarian Universalist tradition, the ritual of ordination also allows the minister to use the title of Reverend.

As a formal recognition of entry into service as a Unitarian Universalist minister, ordination offers an invitation to individual and communal transformation, as well as an opportunity to serve our faith in the world."

UUCU, UU Huntsville, and UU Tuscaloosa have all been pivotal in my Ministerial formation. As such, it is my deepest hope that together you will give me the great gift of co hosting my ordination at the Chattanooga church in April of 2022.

Thank you for your consideration and the love and guidance you have continued to show through this journey.

- Motion: Judy moved that UUCU co-host Amanda's ordination.
- Second: Sally seconded the motion.
- Amendment (if any):
- Amendment Second (If any):
- Vote Count: Motion passed unanimously.

#### Information/Planning:

- Google Workspace Set Up
  - Review Charge to 70th Anniversary Celebration  
[https://docs.google.com/document/d/1XDv4LsFLI2CoVrTCn\\_-\\_83u80OnUwgcwes80JzUyIpo/edit](https://docs.google.com/document/d/1XDv4LsFLI2CoVrTCn_-_83u80OnUwgcwes80JzUyIpo/edit)
- Christian volunteered to be on the committee. Mandy has a few folks in mind for the committee.
- COVID Policy. All events, outdoor and indoor, are available. Masks required as long as county numbers are 10+/100,000. Contact tracing by attendance sign in. Vaccinations required for those eligible.

#### Check Out

#### Closing Words/Chalice Extinguishing:

To acknowledge our ancestors means we are aware that we did not make ourselves.

*Alice Walker*

Opening/Closing words for November: John

Meeting adjourned at 8:34 p.m.

## November VP & Staff Reports

**(can we keep this at the top incase we need it handy?)**

Minister's Report to the Board of Trustees for October/November 2021

Rev Mandy Goheen

My primary focus has been on reopening the church and what was needed. I have planned this all out twice and it wasn't time. I have shifted to a more action-oriented approach to the reopening process by focusing on preparing leaders and the building. It is no secret the choir and Jennifer are back practicing. We had three visitors on Sunday that I didn't turn away. It is time to be back together and we are ready for the most part.

Here is the schedule I would like to make public on Wednesday, November 17th

1. November 20, 5 pm Saturday evening tech rehearsal & sanctuary set up
2. November 21 Dress Rehearsal all Sunday volunteers invited to attend
  - a. I have a bandaid to stay on zoom until we are ready to live stream
  - b. **Need to contact Metropolitan Ministry's ASAP to see if they want to come in person**
3. November 25 Thanksgiving Dinner at UUC
4. November 26-30 Rev Mandy off
5. November 28 Chen is the speaker he can choose to be in person or at church. Jennifer will bring a laptop if he zoom's in from home if needed
6. December 4, 5 pm Saturday evening tech rehearsal & sanctuary set up
7. December 5 return to in-person service choir & Tropic Sol
  - a. Cookies, cider, music & socializing after the service
  - b. Would the board like to host this?

VP Resources: Amy Kussman:

**\* Update on the 'Mediation Trail' posts! These photos are for updating the BOARD ONLY, and are not intended for distribution to the UUC congregation yet :)**

To date, we have 16 of the 20 total trail signs installed along the UUC Mediation Trails. This includes ALL the signs for the upper "Principles" Trail, and over half of the signs for the lower "Sources" trail.

Carol Hobbs' artwork on the garden posts turned out amazing. Tim Hunt has done us such a tremendous service by digging the holes and installing the 4x4's necessary to mount the posts and signs in the ground.

The entire trail system should be marked and completed (along with a garden bench in the lower trail mediation area) in time for the Labyrinth event on Dec. 21.

I've attached a few photos documenting the journey of the work. The ones with Carol laying out her artwork on the picnic tables were taken on June 29th of this year. The last ones, with her unloading the poles and standing by the installed post, were taken Friday 11/12.















## **November Board Report - Religious Growth (Sally P)**

### **Return to In-Person RE**

1. Recommending that we wait until February for in-person RE, assuming the board approves general return to in-person



- a. This allows kids time to be effectively vaccinated, and includes leeway in case of a holiday surge
  - b. This does not include multigenerational services, which we recommend allow kids as soon as the church generally returns to in-person
    - i. No-rehearse Christmas Pageant is traditionally led by RE, we are planning for this to be the case next month
2. Initial plan is to require proof of vaccination from kids (same as everyone) and to require masks indoors for everyone other than nursery age. Masks to be optional outdoors, with social distancing when unmasked. This may be revised once it is brought to a full RE committee meeting.
3. Measuring rooms to determine how many people can fit with social distancing.
  - a. Can we use the forum room for RE?
  - b. Can we split into more groups (therefore smaller groups) and have them rotate so one will have class at the outdoor labyrinth?
4. Intend to continue with 3rd Sundays multigenerational service, 5th Sundays service projects
5. Still deciding on curriculum
  - a. Will need to hire staff for nursery

## **General RE**

1. Low virtual turnout and difficulty maintaining virtual teachers & assistants
  - a. We've been part of a multi-church consortium for virtual RE that worked great last year. This year it has very low turnout, and we have been disproportionately responsible for providing teachers & assistants to run it. We are now removing ourselves from the consortium.
  - b. Cancelling weekly events in favor of larger monthly events. Everyone is tired and hopefully this will be more manageable for both teachers/assistants and kids.
2. Registration on hold until return to in-person
3. Service projects going well
  - a. Coat Drive for December
    - i. Dec 5 and 12
    - ii. Younger kids make Thank You cards as part of November social activity
    - iii. Teens create meme to promote coat drive internally and externally
    - iv. All kids possibly bake goodies to give away (donations accepted) to raise money for Community Kitchen, amount raised is challenge to congregation to meet on Share the Plate Sunday
    - v. All kids possibly staff drop-off
4. Labyrinth
  - a. Dates
    - i. Indoor set up: Sunday, Dec 19 (Beloved Cafe--outside)
    - ii. Event: Tuesday, Dec 21
  - b. Advertise
    - i. internally and externally
    - ii. WUTC (coordinate with Steve Hollingsworth)

- iii. nUUsletter
- iv. FB (possibly promote)
- v. website info
- vi. coordinate with John Standridge
- vii. Rev Mandy's Chatter article talks about it, check out the December Chatter
- c. Logistics
  - i. Indoors and/or Outdoors
  - ii. Volunteers (minimum 2 indoors and 3 outdoors)
  - iii. Take names and cell phone numbers to contact when it is almost time to walk the labyrinth
  - iv. Do we light the path from upper lot through woods and/or down steps?
  - v. How do we light the outdoor labyrinth?
  - vi. Outdoor labyrinth clean up
  - vii. Stations
    - 1. small labyrinths (indoors or outdoors)
    - 2. journal (indoors or outdoors)
    - 3. hot drinks (outdoors)
    - 4. fire ring (outdoors)
- d. Interest in helping or taking on one piece of planning/event
  - i. Youth to help night of
  - ii. Wendy create sign up sheet, Rev Mandy will share especially new folks
  - iii. Amanda will help (Wanda may also help)

## **DRE Search**

1. A committee has been started, led by Camille and including Sally and Talia.
  - a. Trying to fill the position by March, so they can overlap with Amanda before she leaves
  - b. One meeting so far, currently researching
    - i. UUA guidelines
    - ii. LREDA guidelines
    - iii. Job description for Amanda and for previous DRE
2. Still deciding what we want
  - a. Youth or Lifespan?
  - b. How many hours?
  - c. Intend to look locally for teachers and similar who may not be formally trained UU but may still be a great fit for us
3. Next steps
  - a. Finalize job description
  - b. Post it
  - c. Review applications
    - i. May ask for help here from RE Committee and/or Board
  - d. Conduct interviews (Rev Mandy will help)
  - e. Run background checks (early as 2nd interview since we're trying to fill by March)



# Treasurer's Report

October 2021

## Balance Sheet (Assets and Liabilities)

1. Bank Accounts and Cash at \$ 74,880.44 vs. \$ 86,854.55.60 last month.
2. Fidelity Investment Status:

**Your Account Value: \$99,252.55**

Change from Last Period: ▲ \$2,623.37

	<u>This Period</u>	<u>Year-to-Date</u>
<b>Beginning Account Value</b>	<b>\$96,629.18</b>	<b>\$88,137.93</b>
Additions	-	5,000.00
Change in Investment Value *	2,623.37	6,114.62
<b>Ending Account Value **</b>	<b>\$99,252.55</b>	<b>\$99,252.55</b>

### Core Account

Description	Beginning Market Value Oct 1, 2021	Quantity Oct 31, 2021	Price Per Unit Oct 31, 2021	Ending Market Value Oct 31, 2021	Total Cost Basis	Unrealized Gain/Loss Oct 31, 2021
FIDELITY GOVERNMENT MONEY MARKET (SPAXX) -- 7-day yield: 0.01%	\$63,157.10	63,157.640	\$1.0000	\$63,157.64	not applicable	not applicable
<b>Total Core Account (64% of account holdings)</b>	<b>\$63,157.10</b>			<b>\$63,157.64</b>		

### Mutual Funds

Description	Beginning Market Value Oct 1, 2021	Quantity Oct 31, 2021	Price Per Unit Oct 31, 2021	Ending Market Value Oct 31, 2021	Total Cost Basis	Unrealized Gain/Loss Oct 31, 2021
<b>Stock Funds</b>						
FIDELITY 500 INDEX FUND(FXAIX)	\$13,782.67	92.229	\$159.9000	\$14,747.42	\$12,131.61	\$2,615.81
FIDELITY NASDAQ COMPOSITE INDEX (FNCMX)	16,322.63	89.606	195.4500	17,513.49	15,000.00	2,513.49
FIDELITY ENVIRONMENT & ALTERNATIVE ENERGY (FSLEX)	3,366.78	99.198	38.6500	3,834.00	3,001.88	832.12
<b>Total Stock Funds (36% of account holdings)</b>	<b>\$33,472.08</b>			<b>\$36,094.91</b>	<b>\$30,133.49</b>	<b>\$5,961.42</b>
<b>Total Mutual Funds (36% of account holdings)</b>	<b>\$33,472.08</b>			<b>\$36,094.91</b>	<b>\$30,133.49</b>	<b>\$5,961.42</b>

1. YTD Income of \$48,447.46 YTD is less than budget by \$ 14,726.58.
2. YTD Pledges and Offertory of \$37,491 (\$ 6486.61 below YTD Budget)

3. Income/Expense Statement attached below...



Condensed I and E  
for Oct 2021.pdf

Endowment Fund balance is \$121,303.00

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

**11/16/2021**

### **CONGREGATIONAL LIFE ACTIVITIES**

#### **Wensdays Outdoors**

- Gathering on Oct. 20 drew the crowds as we also gave a farewell to Linda Park. Around 40 people showed up and still included some of the latest newcomer families.
- Last Gathering on Oct. 27 with only a smaller crowd of about 10 people.
- Due to the time change and colder weather we closed up Wensdays Outdoors. There was some interest in starting again a Wensdays program indoors but no champion has been found yet for organizing it.

#### **Congregational Life**

- Collecting an inventory of current groups is still an open topic that I need to follow up with Sally

### **ATTENDANCE**

#### **Sunday Worship**

- Numbers of Households attending for the last 4 Sundays: 39 (unchanged vs last report), but still behind the average of 48 for 2021 and 50 for 2020.

#### **Beloved Café**

- Sunday, Oct. 17 – around 12 people. We should create a small team “to set up the stage” and plan participation of musicians. We need to find some innovative ideas for advertising to draw in some crowds.

#### **Choir**

The choir has met twice so far with 12 singers each. The singers were excited to meet and sing together again. Still need more tenors & basses and always welcome more sopranos and altos. ☺

### **COMMITTEES**

No updates from Wowzers and Pastoral Care.

Committee on Ministry - still have not received any word of guidance whether the committee on ministry exists and what it does)



UUCC Board of Trustees  
October 19, 2021  
6:30 pm

Attendees: Chen Zhang, Sally Peixoto, Judy Gallagher, Rodger Miller, Farin Cloyd, Amanda Schuber, Amy Kusman, Rev. Mandy Goheen

Opening Words/Chalice Lighting: **Amy Kussman**

**Learning from Trees**

**By Grace Butcher**

If we could,  
like the trees,  
practice dying,  
do it every year  
just as something we do— like going on vacation  
or celebrating birthdays,  
it would become  
as easy a part of us  
as our hair or clothing.  
Someone would show us how to lie down and fade away as if in deepest meditation, and we  
would learn  
about the fine dark emptiness,  
both knowing it and not knowing it, and coming back would be irrelevant.  
Whatever it is the trees know when they stand undone, surprisingly intricate,  
we need to know also  
so we can allow that last thing  
to happen to us  
as if it were only any ordinary thing,  
leaves and lives falling away,  
the spirit, complex,  
waiting in the fine darkness to learn which way  
it will go.

- 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: Consent items were unanimously approved.

*Discussion on DRE search. Does Nominating Committee need to appoint a DRE search committee? Check w/ Wendy Sapp. Amanda's last day is April 30, 2022.*

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

Information/Planning:

- Covid update: We're moving into Orange! Letter to congregation coming soon.

Choir will start rehearsing in November, masked and distanced.

Last part of AV equipment coming this week....then we can multi-platform and gauge when we can start in person Sunday services.

- UUCC 70th anniversary coming up in January. We'd like to be back by then. Plan a gala with tickets to raise funds? Endowment committee will make an ask? Sell branded stuff? Local PR should be done. Form a committee to plan an event. Reach out to former ministers to send a greeting, along with UUA people, Chattanooga community.

*Judy will draft a 70th anniversary committee charge this week.*

*Sally/Chen will work on general committee charge for other committees.*

*Rev. Mandy and Amy will meet about sanctuary set up.*

- Strategic Plan Discussion: [UUCC Strategic Plan 2020-21](#)
- PLEASE add your name to the plan next to items you're willing to help with.

Track Sunday attendance, including visitors, current and new members. RE attendance.

- Sign up for service reps: [Sunday Service Representatives Oct - Dec 2021](#)  
Farin is organizing greeters for when we come back in person.

November's Board Meeting will be in person at UUCC. IF anyone is uncomfortable, will do a call/zoom option as well.

Check Out



Closing Words/Chalice Extinguishing:

**Closing Words next time: Amy Kussman**

“How Many, How Much” Shel Silverstein

How many slams in an old screen door?

Depends how loud you shut it.

How many slices in a bread?

Depends how thin you cut it.

How much good inside a day?

Depends how good you live ‘em.

How much love inside a friend?

Depends how much you give ‘em.

Opening/Closing words for November: **Judy**

## **October Reports**

### **Religious Education**

The RE Committee has been hard at work adjusting to the ever changing parameters of Covid. For the moment, they have decided to continue to meet virtually. At the end of October we will host a Zoom Halloween Party with cookie decorating, games and a movie. We are hoping to do a movie night for the teens if there is enough interest. After careful consideration we have decided to combine the Children's Chapel and Upper Elementary groups due to small attendance numbers. Several of our collaboration congregations have moved to more in person classes so we are seeing less participation on the whole. We will continue to monitor the ever changing recommendations and seek Board guidance as we go forward. Our other area of focus is getting our children and youth registered with the RE program so that we can continue to reach out and provide support and education to children and families.

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

- Dave B. has been replacing the old, previously-leaked-on-by-the-old-roof-tiles, and he noticed a new wet spot. I contacted the roofer and met with him a few weeks ago. We (Chris and two more of his roofers) walked the entire roof, and it is sealed wonderfully. On the other hand, our skylight windows up there have some missing caulking. He kindly re-caulked the window in question, and it seems to be doing the trick. Dave B. mentioned he has re-caulked those windows in the past. Something to keep our eyes on for future work?
- The AV additions are almost complete. I hope to receive more info from Jon L. and Gary B. in the next week or two.

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## Board Report - Congregational Life – Christian Horvath

10/16/2021

### CONGREGATIONAL LIFE ACTIVITIES

- Wensdays Outdoors
  - Kicked off on Sep. 29 with a short, intense “advertising initiative” to avoid any delays.
  - Two gatherings so far – each time about 20 people come of which were several newcomers (2 families with children, young couple, individuals)
  - We can only do this outdoors until the end of October as the weather will get colder and it turns dark by 7:30 pm.
  - Great amount of food was provided (highlight: Mandy’s sloppy joe)
  - Everyone seemed to have a great time. The same set of people came again for the 2<sup>nd</sup> gathering on Oct. 13
  - Gathering on Oct. 20 will be held jointly with a Linda Park Farewell (should help to bring more people out for this event)
  - **To Do: More advertising should happen: e.g. “Short video interview” which can be put then on the facebook site - with support of Farin?**
- **Congregational Life**
  - Sally and I discussed collecting an inventory of current groups in order to support the meeting of these groups (incl. advertising) and helping newcomers to find a group that meets their interests.

### ATTENDANCE

- **Sunday Worship**
  - Numbers of Households attending for the last 4 Sundays: 39 (+8% vs. last report), but still behind the average of 48 for 2021 and 50 for 2020.
- **Beloved Café**
  - Sunday, Oct. 3 – around 14 people; We all had a great time making music (Rich – harp, Christian – guitar) and were very exciting to see each others’ face!
  - **To Do: We should talk more about the Beloved Café in the Sunday morning service and on the facebook site to encourage more people to come**

### COMMITTEES

- Wowzers
  - Leaders: Charlotte Olson & Kirk Burton
  - Meet monthly – 1st Sunday after church
  - 7 members: Charlotte, Kirk, Lynne Higgins, Steve Hollingsworth, Pam Johnson, 2 more
  - Responsible for 1 Sunday per month and also work on 5th Sundays.
  - Also support when external speakers hold the sermon
  - Current ideas – to have a retreat – I encouraged them to do it in person at church or at someone’s home outdoors (referring to our great Board retreat)
- **Pastoral Care**
  - 4 Members (Wendy Sapp, Andy, Pam Johnson, Mandy Goheen)
  - Meet 2 and 4th Wednesday evening through Zoom at 7:30 pm
  - Trying to stay in touch with Church members
  - Work is progressing well - no issues
- **Committee on Ministry**
  - Still do not know whether this exists and what it is about? Help, Mandy & Chen ?

Religious Growth - October

Membership meetings have started this week



RE is collaborating with other congregations, but fewer than anticipated

DRE search committee to begin soon

October Minister's Report to the Board of Trustees

Rev Mandy Goheen

Drafted date posted October 19, 2022

Worship and Rites of Passage

- I had the honor of officiating a private wedding in the memorial garden for Haily Solomon and her beloved. They have already reserved the church and requested I officiate a big wedding celebration in 2023.
- The sanctuary is waking up! I moved Beloved Cafe inside because of rain and wrote this after:
  - And it came to pass that the emotional damage of being apart far outweighed the risk of being inside the church on a foggy TN night and the few who needed to be there met, momentarily pulled down masks to drink coffee, sat together in silence, told stories, lit candles, told each other why they needed church, under masks sang Welcome Table to bluesy guitar and harmonica at the top of their vaccinated lungs. The barefoot minister in her Sunday best danced; when the song ended a whoop broke out of her lungs that broke the pandemic isolation seal and - It was good.
- Beloved Cafe is evolving - the attendance is pretty low but the people who need it are there.
- The choir will begin rehearsing on the first of November in the sanctuary. I have invited them to stay for service. I need to figure all of that out quickly!

Pastoral Care and Presence

- Big shout out to Christian and Selena for getting the Wednesday outdoor game night going. I have enjoyed checking in with so many people.
- Beloved Cafe is also a great setting for checking in.

Spiritual Development for Self and Others

- I am going to the Southeastern ministers retreat at The Mountain on November 8-12th
- Continued spiritual direction and reflection time
- Reading more fiction
- Beloved Cafe is giving me so much affirmation that its a good idea to deepen spiritually into simple questions about our faith.
  - Why do you come to UUCC?
  - How do we use our covanate?

## Social Justice in the Public Square

- Wondering about doing a church-wide common read? I am previewing this book with several members. Because this is a past area of expertise in my ministry I am excited to engage in this project.
  - The UUA has chosen Defund Fear: Safety Without Policing, Prisons, and Punishment by Zach Norris (Beacon Press, 2021) as the next Common Read
  - Zach Norris shifts the conversation about public safety away from fear and punishment and toward growth and support systems for our families and communities. In Defund Fear, Norris explores what has gone wrong, and why, and who has been most impacted by repressive and racist policing systems. He offers a new blueprint for public safety that holds people accountable while still holding them in the community. Norris is a lawyer, a community organizer, and Executive Director of the Ella Baker Center for Human Rights in Oakland, CA. Learn about the Center's work and read his bio.
- Before we get to the public square we need a new approach to social justice in our community.
  - Poll the congregation with the goal of finding places of passion and action.
  - Create communication strategy
  - Dream big about what our social justice "program" might become

## Administration

- Moved at least one staff meeting to after board meeting to review any tasks or projects that might arise
- VISITORS!!!!!! We have established that Rev Mandy's UUCC 101 will be on zoom every 3rd Sunday at 1:00. When we begin meeting in person we will hold it at the church.
- Staff Appreciation Dinner a Friday in early November
  - Opportunity to pamper staff and show our appreciation.
  - Can the Personnel Comm & Board host and organize?
    - Music
    - Food
    - Gifts
    - fun

## Serves the Larger Unitarian Universalist Faith

- Leading worship for colleagues at The Mountain. Introducing the pandemic playlist concept decentering cultural assumptions about Appalachian people aka my folk.
- Applied to the Commission on Social Witness for the UUA per the request of UUA co-Moderator Rev Meg Riley.

### Leads the Faith into the Future

- Getting ready to reopen in person Sunday Service and remain multiplatform!



## Treasurer's Report

September 2021

### Balance Sheet (Assets and Liabilities)

1. Bank Accounts and Cash at \$ 86,854.55 vs. \$ 78,814.60 last month.
2. Fidelity Investment Status:

#### Core Account

Description	Beginning Market Value Aug 1, 2021	Quantity Sep 30, 2021	Price Per Unit Sep 30, 2021	Ending Market Value Sep 30, 2021	Total Cost Basis	Unrealized Gain/Loss Sep 30, 2021	EAI (\$) / EY (%)
FIDELITY GOVERNMENT MONEY MARKET (SPAXX)	\$63,156.04	63,157.100	\$1.0000	\$63,157.10	not applicable	not applicable	\$6.32 0.010%
- 7-day yield: 0.01%							
Total Core Account (65% of account holdings)	\$63,156.04			\$63,157.10			\$6.32

#### Mutual Funds

Description	Beginning Market Value Aug 1, 2021	Quantity Sep 30, 2021	Price Per Unit Sep 30, 2021	Ending Market Value Sep 30, 2021	Total Cost Basis	Unrealized Gain/Loss Sep 30, 2021	EAI (\$) / EY (%)
<b>Stock Funds</b>							
FIDELITY 500 INDEX FUND(FXAIX)	\$14,028.99	91.909	\$149.9600	\$13,782.67	\$12,083.17	\$1,699.50	\$179.31 1.300%
FIDELITY NASDAQ COMPOSITE INDEX (FNCMX)	16,555.60	89.606	182.1600	16,322.63	15,000.00	1,322.63	97.31 0.600
FIDELITY ENVIRONMENT & ALTERNATIVE ENERGY (FSLEX)	3,453.08	99.198	33.9400	3,366.78	3,001.88	364.90	18.25 0.540
Total Stock Funds (35% of account holdings)	\$34,037.67			\$33,472.08	\$30,085.05	\$3,387.03	\$294.87
Total Mutual Funds (35% of account holdings)	\$34,037.67			\$33,472.08	\$30,085.05	\$3,387.03	\$294.87

### Income/Expense Statement

1. YTD Income of \$ 52,479.11 exceeds YTD budget by \$ 5,098.58.
2. YTD Pledges and Offertory of \$37,491 (\$1758.72 below YTD Budget)
3. Income/Expense Statement on next page.

Unitarian Universalist Church of Chattanooga									
Income and Expense Statement									
10/10/2021 07:51 PM		Consolidated - September 2021						Page: 1	
		Current Period	Year to Date	YTD Prior Year	to Date Budget	Iget Percentage	Annual Budget	Iget Percentage	

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/1KLw7gFaNIXPyvS0tphxINVxNYCWG3k7hATqPjJsdbFI/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.

Sanitation stations will be located around the UUC 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.

## **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. Newsletter 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>			

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, \$3500

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

**Subtotal of Mutual Funds**

**\$34,037.67    \$30,085.05**

#### 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

**Subtotal of Core Account**

**\$63,156.04**

**Total**

**\$97,193.71**

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



Uucc Board of Trustees  
July 20, 2021  
6:30 pm

Attendees: Chen Zhang, Judy Gallagher, John Standridge, Sally Piexto, Rev. Mandy Goheen, Rodger Miller, Farin Cloyd, Christian Horvath, Gary Beale.

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](#)

Consent Items: *Unanimous Consent Acceptance*

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

Decision Items:

- Topic: A/V Update  
Gary Beale reviewed the document shared with board in June.  
-Infrastructure with electricity is a challenge. Amy is working on. Cost can be 0-\$5,000. Waiting on the estimate from a contractor.  
-Gary and Steve Hollingsworth working on Wifi network structure. Estimated cost: \$1,700.  
-Assisted listening device needs upgrading. Gary and Jon Littlefield working on.  
-Audio system in the sanctuary needs to be upgraded. They are working on that. Package of equipment to upgrade is about \$6,400.  
-Streaming services: Need a system that can capture service with both quality video and sound. Gary has presented various systems for consideration. Option he proposes: consumer grade camera, switching station, etc.... Cost about \$3,200-\$3,300.  
-Improving quality of RE video related offerings: Cost about \$1,000 per room. RE Committee is okay with just having one room set up for zoom.
- Motion: John moved the church provide enhanced AV equipment for its mission, done in three phases. 1) Electrician 2) Audio/visual in sanctuary 3) RE upgrade.

- Second: Rodger seconded.
- Amendment (if any): Rodger amended that the maximum budget for the project is capped at \$15,000.
- Amendment Second (If any):
- Vote Count: Unanimous passed. 6 votes.
- 
- Topic: Safe Return  
Mandy: Proposed plan to come back: Softly roll back in, building on increasing size of crowd throughout August, coming back fully in September. Dates could be moved. John suggested two meetings....one in person, one on zoom. Board needs to update the levels of Covid risk colors.
- Topic: Update Board Covenant  
Mandy suggested everyone look at covenant and prepare for changes next month.
  - Motion:
  - Second:
  - Amendment (if any):
  - Amendment Second (If any):
  - Vote Count:
- 

#### Information Items:

- Board Member Duties
  - Board Rep. Possibility to include Nominating Committee members on Sunday mornings. Judy and Chen to talk about Nom. Committee
  - Reports: Reminder that VPs have committees to be in contact with and report to board.
- Board Retreat: Coming. Chen and Mandy will be working on.

#### Check Out

Closing Words/Chalice Extinguishing: Chen Zhang

**Closing Words next time:** Christian

## July Board & Staff Reports

### Treasurer's Report

Unitarian Universalist Church of Chattanooga									
Income and Expense Statement									
Consolidated - June 30, 2021									
			Current Period	Year to Date (YTD)	YTD Prior Year	YTD Budget	YTD Budget %	Annual Budget	Annual Budget %
<b>INCOME</b>									
PLEDGES & OFFERTORY	4020		6,089.67	173,315.79	158,057.29	134,768.00	129%	134,768.00	129%
GIFTS	4051		0.00	20,318.00	11,407.61	2,000.00	1016%	2,000.00	1016%
FUNDRAISERS	4100		0.00	0.00	1,479.31	5,000.00	0%	5,000.00	0%
INTEREST & MISC.	4500/4600		3.90	20,513.89	25,667.05	930.00	2206%	930.00	2206%
RENTS AND LEASES	4700		1,521.00	18,038.40	27,167.42	19,677.28	92%	19,677.28	92%
<b>TOTAL INCOME</b>			<b>7,614.57</b>	<b>232,186.08</b>	<b>223,778.68</b>	<b>162,375.28</b>	<b>143%</b>	<b>162,375.28</b>	<b>143%</b>
<b>EXPENSES</b>									
PERSONNEL EXPENSES	5010		7,226.00	141,719.20	149,600.31	141,542.13	100%	141,542.13	100%
BOARD EXPENSES	6001		0.00	158.35	863.32	500.00	32%	500.00	32%
PROGRAMS	6100		490.00	2,084.41	6,640.77	3,800.00	55%	3,800.00	55%
RELIGIOUS EDUCATION	6200		1,813.02	3,662.18	3,713.83	5,500.00	67%	5,500.00	67%
OPERATIONS	6300		2,291.79	18,817.28	28,602.92	23,775.00	79%	23,775.00	79%
DENOMINATIONAL EXPENSES	7000		0.00	11,951.00	13,258.00	11,951.00	100%	11,951.00	100%
<b>TOTAL EXPENSES</b>			<b>11,820.81</b>	<b>178,392.42</b>	<b>202,679.15</b>	<b>187,068.13</b>	<b>95%</b>	<b>187,068.13</b>	<b>95%</b>
<b>SURPLUS/-DEFICIT</b>			<b>-\$4,206.24</b>	<b>\$53,793.66</b>	<b>\$21,099.53</b>	<b>-\$24,692.85</b>	<b>-218%</b>	<b>-\$24,692.85</b>	<b>-218%</b>
<b>KEY DEVELOPMENTS</b>									
1. Pledges & Offertory were weak at \$6.1k in April. YTD pledges are still \$38.5k higher than YTD budget.									
2. Personnel expenses are at 100% of YTD budget. Programs & RE at 62% and Operations at 79% of YTD budget.									
3. Deficit of \$4.2k in June. On a YTD basis our surplus decreased to \$53.8k (incl. PPP Loan of \$20k).									

## Holding off another month at least

### UUCC Proposed Soft Return Sunday Schedule

Aug 8	Aug 15	Aug 22	Aug 29
Speaker: Rev Mandy Title: To Question is the Answer? Guests: Youth Music: Notes: Monthly theme "To Question"	Speaker: Rev Mandy Title: Back to School? Guests: WoWzers Music: Notes:	Speaker: Rev Mandy Title: Forward Through the Ages? Guest: Staff Music: Jennifer Notes:	Speaker: Chen? Title: State of UUCC? Guest: Board & Com Chairs Music: Notes: Last Zoom Service,

is the Answer” multigenerational			Rev Mandy off
Sept 5	Sept 12	Sept 19	Sept 26
Speaker: Rev Mandy Title: Dress Rehearsal Music: Notes:	Speaker: Rev Mandy Title: Ingathering Music: Notes: multigenerational  Food drive Howard School	Speaker: Rev Mandy Title: The Season of our Wildest Dreams Music: Notes: Pet Blessing  Pet Food Drive	Speaker: ????? Title: Music: Notes:  Rev Mandy off

Things to note:

- **No one should feel required to attend!!!!!!!!!!**
- Greeters?
- Streaming will have to come later when equipment is approved, purchased, and installed
- Can we rent a tent for the month? Sunshade? What happens to the grass? Use the old chairs? Tarp do it yourself shelter? Fans electric/hand? Gather space for coffee and for people to listen to service from outside
- Inside mask requirement until all ages have vaccines available to entire community
- Exterminator will need to come and do a thorough sweep of nursery and sanctuary
- Nursery Care?
- Housekeeping? (Rev Mandy has someone to do this and are ready to start but we need to negotiate pay and contract)
- Old chairs? Can we use them outside?

UUCC Board of Trustees  
June 15, 2021  
6:15 pm

Attendees: Chen Zhang, Rev Mandy, Jon Littlefield, Amy Kussman, Emily Sartrain, John Standridge, Wendy Sapp, Rodger Miller, Judy Gallagher, Christian Horvath

Opening Words/Chalice Lighting: Wendy Sapp

- 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](#)

Email motions:

1. Approving Updates to Return to Church Policy based on current scientific understanding of COVID
  - a. Moved by Amy Kussman
  - b. Seconded by Jon Littlefield
  - c. Passed Unanimously on May 28, 2021
2. Moving church to phase 4/yellow of the re-opening plan
  - a. Moved by Jon Littlefield
  - b. Seconded by Christian Horvath
  - c. Passed Unanimously on June 2, 2021
3. Approve increased allocation of \$3000 to cover roof expense
  - a. Moved by Jon Littlefield
  - b. Seconded by Amy Kussman
  - c. Passed Unanimously on June 7, 2021

Consent Items: Unanimous Acceptance

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

Decision Items:

- Topic: Co-ordaining Pam Johnson

- Motion: Chen moves to accept Pam's request as Co-ordination from UUCC and TN Valley Unitarian Church in Knoxville, and install her as Community Minister at UUCC
- Second: Jon
- Amendment (if any):
- Amendment Second (If any):
- Vote Count: Unanimous Approval

Alternate Assessment Roger 1

Roger 1

Wendy 3

Emily 2

Amy 4

Jon 6

Christian 7

Rodger 5

Chen 8

Questions to be answered by Board Member:

Check Out

Closing Words/Chalice Extinguishing: Wendy Sapp

**Closing Words next time:**



## Board & Staff Reports

VP Outreach: Submitted by Jon Littlefield

Social Justice Committee: Judy will be stepping down as chair to join the board, and has requested committee members volunteer as the new social justice chair. The committee is currently deciding on organizations for Donate the Plate, renamed from Share the Plate to indicate that the entire collection is donated to the participating organization.

Membership: Jon Littlefield and Roger Davis will be taking over as co-chairs of the membership committee, along with Monique Lewis and hopefully another member or two. Our 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. Our 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 status (from Gary Beale and myself): We presented the proposal below to the finance committee on Thursday, June 10. The infrastructure portion will be addressed by VP Resources, and feedback was given that additional committees and individuals should be engaged (e.g., the board, wowzers, Jennifer, and Amanda). Quite a bit of discussion involved how to decrease the cost of the video portion of the proposal. Finally, discussion involved coming up with a minimum viable product for the RE portion of the proposal. Gary and I are working on (1) engaging the additional committees and individuals, (2) searching for a lower cost, lower feature video alternative, and (3) proposing the testing of one RE classroom for concept testing of the zoom mechanism.

# Audio Visual Systems Upgrade

## Unitarian Universalist Church of Chattanooga

6/7/2021

Jon Littlefield

Gary Beale

### Overview

The world has changed a lot in the many years since UUCC's current Audio Visual ("A/V" ) equipment was purchased and installed. People's expectations for the quality and performance of the audio and visual systems have risen, and technology failures during services and otherwise are less tolerated. The congregation's goals for inclusiveness and technological accommodation have increased. The COVID-19 pandemic has dramatically demonstrated the need for a hybrid service using A/V tools to support both sanctuary and "virtual" services. Virtual RE capabilities are needed, as are more effective solutions for those requiring hearing assistance. New and better technological tools have become available and can be used to meet these greater needs and higher expectations, enabling congregants to capture the audio and visual works of art that technology alone cannot create. Long-standing infrastructure issues need to be addressed, and obsolete or minimally effective equipment needs to be replaced if UUCC hopes to meet the needs of congregants and provide an inclusive experience to visitors and members.

### Goals

1. Upgrade the electrical and data infrastructure in the building to support the proposed technology-centered solutions and reduce outages of technology systems.
2. Enable people who can't be present or don't wish to be physically present in the sanctuary to feel included in the worship service by providing a high quality virtual (streaming) based video service option, and a method for communicating (chat) with others who are viewing and/or monitoring the service.

3. Provide an outreach opportunity for people who are curious about UUCC by offering a nicely produced service online via streaming, or for consumption at another time.
4. Create an attractive online archive of services so that people may enjoy previous services, and understand what we have done in the past.
5. Provide people in the sanctuary with clear and pleasant high quality sound reinforcement incorporating all sources of program sound, and also feeding that sound to the A/V streaming system.
6. Improve or replace the Assistive Listening system to better include those who need such assistance.
7. Provide technologies to the RE classrooms that enable monitoring of the service and participation in distance learning RE activities.
8. Strive toward simplicity in all systems, while recognizing that technology is inherently complex, and that we are significantly increasing the scope of what our technology will do.

## Solutions

Five projects are required to address the above goals, though the first is a building infrastructure project that is needed whether the rest of the projects are addressed or not. Though there are some other interdependencies between the projects, each project could otherwise be addressed independently.

- 1) Address an electrical and some networking infrastructure issues within the church building.
- 2) Investigate the Assistive Listening system to improve reception on the southwest side of the sanctuary. If we are unable to improve the performance ourselves, engage a contractor to come repair or upgrade the system.
- 3) Procure video capture, management, streaming equipment and software to enable streaming of a nice representation of the weekly UUCC service to the Internet (YouTube), and to capture an archive of each service. Assure that all equipment is in good working condition and is supported by appropriate power and network infrastructure.
- 4) Upgrade the sanctuary sound reinforcement system to capture all sources of program material (sound), feed the A/V and Assisted Listening systems complete and high quality audio from the service, and provide a high level of audio fidelity to those in the sanctuary. Assure that all equipment is in good working condition and is supported by appropriate power and network infrastructure.
- 5) Procure a “smart” flat screen television for any classroom that does not currently have one, and mount them in the appropriate spot in each classroom. Procure a “Zoom capable” video streaming device for each classroom that will interface with the TVs.

Assure that all equipment is in good working condition and is supported by appropriate power and network infrastructure.

\*Please note that some minor sound system upgrades will be required in order to present a complete soundscape for the Assistive Listening and video streaming systems.

## **Solution Detail and Estimated Cost**

### **1) Address electrical and networking infrastructure needs in the building**

- a) Separate circuits for sanctuary projector and GFI outlets in kitchen (\$500-5,000)
- b) Upgrade broadband service to 1G (\$120/year) ?
- c) Hard wired network to A/V booth and add network switch (\$350)
- d) Upgrade main router to accommodate required traffic (\$400)
- e) Upgrade all WiFi devices to mesh or “access point” architecture (\$950)

**Estimated total cost, Infrastructure needs - \$ 5,020**

### **2) Investigate the Assistive Listening system, and engage a contractor if needed**

- a) The system works well on the southeast side of the sanctuary. Discover why its not working on the NE side and repair, or find a contractor to do so.

**Estimated total cost, Assistive Listening - Unknown**

### **3) Video capture, management, sanctuary display, and streaming equipment**

- a) “Gaming” type PC with 3x HDMI inputs and 2x HDMI outputs (\$2,000-3,000)
- b) OBS or WireCast software (\$0-500)
- c) 2x used Canon 1080P professional video cameras with mounts, remote zoom, cabling from UUCA (\$1,000)
- d) Uninterruptible power supply (UPS) for A/V equipment (\$100)
- e) Miscellaneous cables, adapters, etc. (\$700)
- f) Discord for live chat before/during/after services (free)

**Estimated total cost, Video Capture and Streaming - \$ 4,550.**

### **4) Sound reinforcement system**

- a) 2x Electrovoice ELX200 15” powered speakers (\$1,340)
- b) 1x Electrovoice powered subwoofer (\$1,090)
- c) 1x 16 channel mixer (\$600-1,600)
- d) 2x Sure SM58 microphones (\$220)

- e) Miscellaneous cables, adapters, flying hardware, etc. (\$400)

**Estimated total cost, Upgraded Sound Reinforcement - \$ 4,150.**

5) Smart TVs and “Portals” for classrooms

- a) 3x 50” smart TVs (\$1,300)
- b) 3x flat screen TV mounts (\$300)
- c) 4x Android or Apple Zoom capable tablets with HDMI-out capability (\$1,800)
- d) Miscellaneous cables, adapters, etc. (\$200)

**Estimated total cost, Smart TVs and portals for RE rooms - \$ 3,900.**

**Estimated cost for infrastructure projects - \$5,020**

**Estimated cost for Video, Audio and RE Portal projects - \$12,600\***

**Estimated total cost for all projects - \$17,620**

\*Assistive Listening system repairs or upgrade costs unknown

## Summary

It won't be possible for UUCC to provide inclusive, high quality virtual and in-person church services, or other uses for which the sanctuary might be employed, with the infrastructure and technology currently available in the church. The electrical circuit entanglement between the kitchen and the projector circuits must be addressed. The Assistive listening system needs to be fixed. If we want to produce nice looking services for online streaming we will need to procure equipment of reasonable quality. And if we want our sound system to meet the expectations of members and visitors we need to upgrade our equipment. These projects will provide the necessary tools that trained congregants can use to produce attractive and enjoyable content.

### Email from Rev Mandy

Beloved 2020-2021 Board Members -

Wow, what a year we have had together, well together might be pushing it. But you have been part of a historical moment in the history of UUCC! You have been the first and, goddess have mercy only, board in our history to have worked remotely. You took a year that could have been

a disaster or understandably do less and hit it out of the park! Wow am I proud of the UUCC board this year and it makes me so excited for what is to come. I am so inspired by the strategic plan you created this year and how much of it is already happening. Every one of you who is heading into the sunset shifted into leadership positions because of that plan. DO YOU KNOW HOW COOL THAT IS? None of you quit the board after burning out and then checking out of UUCC for a while. We are all going to need to take good care of Chen this year to make sure that doesn't happen to him!

I had previously announced that I would not be applying for renewal with the Ministerial Fellowship Committee this year. If you were listening on Sunday you know I changed my mind. In case you didn't catch why - they are offering an alternate assessment this year and we had a year worth our thoughtful reflection and review.

And when I am 100% honest as I like to be, It is a much easier eval than the traditional one and seems like a silly opportunity for me personally to pass up.

So what that means is tonight in the executive session we are going to work on it! Sound fun? I'm going to make it as easy as possible for us. Here is my plan

1. I will briefly report my outline of answers to each question with an opportunity to ask your own questions at the end of each question.
2. I can stay or go as you discuss how you would answer them as a board.
3. There are 8 questions so if each of you were responsible for one? I don't particularly care how you do it but there is no reason to write a novel!
4. I will share my completed written draft with you by Thursday, I am almost done.
5. This is due July 1st but my mentor needs to read it first.

And without further a due here are the questions to ponder for this evening:

1. In what ways did the pandemic impact your ministry setting?



2. How did this impact change the focus of your role (minister/CoM-MFT/Board-Supervisor) in the ministerial setting?

3. Which of the seven competencies (listed in the standard evaluation form on this page) required more attention, creativity, and innovation?

Worship and Rites of Passage

Pastoral Care and Presence

Spiritual Development for Self and Others

Social Justice in the Public Square

Administration

Serves the Larger Unitarian Universalist Faith

Leads the Faith into the Future

4. What strategies, adaptations, or learnings seemed successful? Which areas revealed the need for more knowledge, support, communication, coordination?

5. In what ways did the pandemic call for an increase in communication / cooperation with partners in your immediate system (i.e., between the minister and the Board, or between the Board and the CoM, etc.)?

6. Where did the pandemic call for an increase in communication / cooperation with partners beyond your immediate system (mentor, Congregational Life staff, denominational resources, colleagues, affinity groups, etc.)?

7. In what areas was this call for increased communication / cooperation successful? What areas revealed challenges or learnings still to be addressed?

8. How are the learnings from this year reflected in your developmental plans (for ministers) or specific learning objectives (for Boards and CoM/MFTs).

Thanks for reading the very kind of email I have a problem following and I am putting this content in the minutes just wanted to make sure you got it.

Love,

Rev Mandy

Unitarian Universalist Church of Chattanooga									
Income and Expense Statement									
Consolidated - May 31, 2021									
			Current Period	Year to Date (YTD)	YTD Prior Year	YTD Budget	YTD Budget %	Annual Budget	Annual Budget %
<b>INCOME</b>									
PLEDGES & OFFERTORY	4020		5,447.67	167,210.12	149,991.79	123,662.37	135%	134,768.00	124%
GIFTS	4051		95.00	20,318.00	11,012.61	1,833.37	1108%	2,000.00	1016%
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RENTS AND LEASES	4700		1,521.00	16,517.40	25,682.02	17,849.80	93%	19,677.28	84%
<b>TOTAL INCOME</b>			<b>7,107.18</b>	<b>224,555.51</b>	<b>213,829.29</b>	<b>148,681.41</b>	<b>151%</b>	<b>162,375.28</b>	<b>138%</b>
<b>EXPENSES</b>									
PERSONNEL EXPENSES	5010		12,948.92	134,493.20	136,793.10	129,830.55	104%	141,542.13	95%
BOARD EXPENSES	6001		0.00	158.35	538.32	458.26	35%	500.00	32%
PROGRAMS	6100		300.00	1,594.41	5,701.30	3,483.37	46%	3,800.00	42%
RELIGIOUS EDUCATION	6200		1,142.05	1,849.16	3,021.94	5,041.74	37%	5,500.00	34%
OPERATIONS	6300		2,327.09	16,525.49	25,011.27	22,360.38	74%	23,775.00	70%
DENOMINATIONAL EXPENSES	7000		2,987.75	11,951.00	13,258.00	8,964.00	133%	11,951.00	100%
<b>TOTAL EXPENSES</b>			<b>19,705.81</b>	<b>166,571.61</b>	<b>184,323.93</b>	<b>170,138.30</b>	<b>98%</b>	<b>187,068.13</b>	<b>89%</b>
<b>SURPLUS/-DEFICIT</b>			<b>-\$12,598.63</b>	<b>\$57,983.90</b>	<b>\$29,505.36</b>	<b>-\$21,456.89</b>	<b>-270%</b>	<b>-\$24,692.85</b>	<b>-235%</b>

