

UUCC Board of Trustees  
January 18, 2022  
6:30 pm

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

Opening Words/Chalice Lighting:

With goals, the future is always the focus: Are you going to reach the goal? Will you be happy when you do? What's next? Setting intention, at least according to Buddhist teachings, is quite different than goal making. It is not oriented toward a future outcome. Instead, it is a path or practice that is focused on how you are "being" in the present moment... Goals help you make your place in the world and be an effective person. But being grounded in intention is what provides integrity and unity in your life... What would it be like if you didn't measure the success of your life just by what you get and don't get, but gave equal or greater priority to how aligned you are with your deepest values?

Phillip Moffitt

- 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:

- Minutes
- Treasurer's Report
- VP Reports (See at end of Minutes)
- Staff reports

Decision Items:

- Topic: Confirm Andy Foskey as President Elect for 2021-2022
  - Motion: Nominating Committee Moved and put forth Andy Foskey as President Elect for 2021-2022 term remaining.
  - Second: John seconded
  - Vote Count: 7/ unanimous

- Topic: Approve increased budget for Flowers/Gifts/Celebration (Account 6415) (see Finance report)
  - Motion: Rodger and Finance Committee moved to make this increase and overspending this year's budget.
  - Second: Christian
  - Vote Count: 7/ unanimous

#### Information/Planning:

- **Sign up for service reps:** 📅 Sunday Service Representatives Jan-Mar 2022  
 Keep in Mind ...second Sundays, Farin is off  
 Take attendance (numbers), Adults/Children both in person and online
- Call list: 📄 UUCC Directory 20220118.PDF
  - Discussed having each board member responsible for 2 pages of members, friends, and visitors to call for inclement weather vs relying on UUCC voicemail for weather closings and be sure to make notice on website and social media. Consider giving the info to the media that scroll closings, perhaps giving to main local media that scroll local closings.
  - Note on Directory those known to not have internet access, etc. —
  - **John and Farin will work on some kind of directory to share with the board to edit.**
  - Membership Committee needs to own some of this process.
- *Outreach question on community messaging* via WUTC, social media, handbills to college campuses, etc.  
 One possible message: From UUA: "Our open-minded, open-hearted spiritual communities help people lead lives of justice, love, learning and hope."  
 Include words, inclusive and welcoming  
 Look up UUA Branding  
 Billboard? With a chalice?  
 Need a branding professional to help us decide our target audience, and best way to reach them.  
 Christian: Let's not lose sight of how we are supporting current members and visitors before focusing on reaching out to bring in more folks.
- *Board communications:* [board@uucc.org](mailto:board@uucc.org) is linked to our individual emails.
- *Nominating Committee:* Board members for next year  
 Positions needed: President Elect, Treasurer,  
 Nominate John and Amy to continue in their positions, add a youth member at large (under 25), Nominating Committee members, and UU GA representatives.
- *Stewardship Committee:* Chair needed, Mandy plans to ask possible chairs in person.
- *DRE Search:* connections. Let Sally know any persons, groups to possible share the DRE job description.

Next week, 1/24, 70th Anniversary Committee will be meeting, 6 p.m. if interested.

Check Out

Closing Words/Chalice Extinguishing:

It's the community's job to figure out how we can stretch into the so-called margins to broaden our understanding and the ability to be inclusive. Inclusivity is not 'how do we make you a part of what we are?' but 'how do we become more of what you are?'

-angel Kyodo williams Sensei

Opening/Closing words for February: Rodger

## Treasurer's Report

### December 31st 2021 Report

#### RECOMMENDATIONS AND INFORMATION FOR THE BOARD OF TRUSTEES

Per current bylaws requirements, the Finance Committee informs the Board that one budgeted account, Flowers/Gifts/Celebration (Account 6415) has been spent over the budgeted amount. Finance recommends to the Board that the budget for this account be increased in the following fiscal year and that the Board approve going over the amount budgeted for this fiscal year.

### Balance Sheet

#### 1. BANK ACCOUNTS AND CASH

- a. First Volunteer Checking \$61,236.15
- b. First Volunteer Money Mkt \$41,729.90 for November
- c. Total Bank Account and Cash at \$102,966.05 vs \$80,552.00

#### 2. FIDELITY INVESTMENTS

##### Mutual Funds

Symbol/C USIP	Description	Quantit y	Price	Beginning Value	Ending Value	Cost Basis
Z5074980 0						

<b>FXAIX</b>	<b>FIDELITY 500 INDEX FUND EAI: \$210.57 EY: 1.22%</b>	<b>104.295</b>	<b>165.32</b>	<b>14747.42</b>	<b>17242.0 5</b>	<b>14084. 82</b>
<b>FNCMX</b>	<b>FIDELITY NASDAQ COMPOSITE INDEX EAI: \$92.23 EY: 0.47%</b>	<b>99.821</b>	<b>196.82</b>	<b>17513.49</b>	<b>19646.7 7</b>	<b>16991. 26</b>
<b>FITLX</b>	<b>FID US SUSTAINBLTY INDEX FUND EAI: \$62.23 EY: 0.81%</b>	<b>361.795</b>	<b>21.2</b>	<b>N/A</b>	<b>7670.05</b>	<b>7500</b>
<b>FSLEX</b>	<b>FIDELITY ENVIRONMENT &amp; ALTERNATIVE ENERGY EAI: \$21.50 EY: 0.28%</b>	<b>212.844</b>	<b>35.68</b>	<b>3834</b>	<b>7594.27</b>	<b>7243.6 9</b>

<b>SubTotal of Mutual Funds</b>					<b>52153.1 4</b>	<b>45819. 77</b>
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**Core  
Account**

<b>SPAXX</b>	<b>FIDELITY GOVERNMENT MONEY MARKET EAI: \$4.82 EY: 0.01%</b>	<b>48158.0 2</b>	<b>1</b>	<b>63157.64</b>	<b>48158.0 2</b>	<b>N/A</b>
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<b>Subtotal of Core Account</b>					<b>48158.0 2</b>	
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## **Income and Expense Sheet**

- 1. Year to date income of \$ 92,530.37 which is \$2230.69 below year-to-date budget**
- 2. YTD Pledges and Offertory of \$ 81,954.28 is \$ 3454.24 above YTD Budget**

**A compressed version of the Income and Expense Statement is attached below.**

### **Endowment Committee Report:**

The value of the endowment fund at the end of December rounded to \$121,777, compared to 108,066 on January 1, 2021. The \$13,712 increase included a \$3,000 donation and represents approximately 10% ROI. Fees amounted to \$1,612 for the calendar year, or 1.3% of value.

### ***External Sound Support***

Farin's boyfriend Ryne is a professional sound technician who is willing to subcontract with us to improve the sound and video for Zoom services. Rev. Mandy was given the go-ahead to contact him to inquire about cost, hours, etc. She believes he will work 2.5-3 hours on 3 or 4 Sundays per month and will primarily be training the volunteer sound staff. We are currently subtracting \$208.30 per pay period (roughly 2 weeks) from the DRE's salary to relieve her from tech duties. We agreed we could charge Ryan's services to Computer Services/Website (6509-305) for the present time.

### ***Simplify Financial Duties***

Several options and suggestions were made at the last meeting, but we have yet to meet with the staff to get their ideas and suggestions. Rev. Mandy will set up a meeting with Cass, Farin, Rodger and other members of Finance to try to find mutual solutions.

**Respectfully,**

**Rodger Miller, Treasurer UUCB BOT**

Outreach -- We have begun to carry out WUTC messaging and will be using the \$846.80 designated for that, and the \$475 communications/advertising budget to carry that out if needed. Our recent messaging in December was to promote the Labyrinth which occurred on the winter solstice. Jon Littlefield contacted Dennis Parker, our WUTC contact.

Branding: Keeping our name out there. The metaphor of light as imaged with the chalice is powerful. The board might choose one image for us to use consistently. The photo of Rev. Mandy was positive, and can be re-used perhaps on a college poster board. I will plan some photo shoots of the sanctuary.

NPR messaging, Support comes from the Unitarian Church of Chattanooga:

“A beloved community Celebrating the Holy that we all share...” suggests that we are not heathens.

“A beloved community embracing diversity, justice, and compassion.” Sums us up.

“A beloved community where kindergarten through 12th graders can explore **Living with Intention.**” Promotes R.E. Other phrases? Find us on the web at [UUCC.org](http://UUCC.org).

Other messaging opportunities? Posters for campuses. Other campuses’ radio spots. Ads and announcements in campus newspapers.

Messaging needs to be simple and easy for the public to comprehend. The bumper sticker version is much easier than the three-page version or even the three-paragraph version. Even consistent messages take time for the public to absorb. "The challenge we always have with communications, they always say people need to hear things seven times before it really sticks.”

Programs beyond Sunday services, such as Beloved Café, musical events, Tai Chi classes, and Yoga, can attract community attention and bring in new people.

Audio-Visual for media outreach:

I have been attentive to A-V quality, and the team has worked through many issues. The sound is much better, even on Zoom. Video remains fixed rather than moving to the chalice or the piano, but the fixed image is attractive. The hymnals sound like Rev. Mandy is singing a solo, so muting the cheek mic might be in order. Sound should get even better on platforms like YouTube.

External sound support from a professional sound technician (“Ryne”) started Sunday or will start soon, as will training of volunteers and training of those using the microphones. The audio-visual project remains within budget after all purchases.

January 2022, cont.

### Outreach Ministry Committees

- Membership – members: Jon Littlefield, Roger Davis & Christine Hunt. – Jon Littlefield and Roger Davis are co-chairs of the membership committee. The strategy 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”. When the norm includes in-person services, consider having a ‘bring a friend to church’ Sunday.

- Public Relations/Communications - Gary Beale has done splendidly in his role in the audio-visual upgrade as our communications committee co-chair. Two camera placements are all that remain for the hardware. Farin Cloyd, with messaging assistance from Jon and Roger, manages social media: writes for the web, proofreads, drafts press releases, and maintains a media contact list. The current website and Facebook pages look great! Much improved!

- Beloved Café is up and running with two services a month. This might be among our next WUTC promotions. Consider some consistent messaging to promote this.

- Social Justice – Members: inchoate. Still seeking co-chairs. The committee has produced a slate of organizations designated for Donate the Plate for 2022, and is now seeking volunteers to handle speaking arrangements for those organizations. Judith collected donated items Sunday to benefit Whiteside Faith Manor, Arts Build, The Community Kitchen, the Maclellan Shelter for Families, and Patten Towers residents.



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.

Respectfully submitted,  
John Standridge

### **January Board Report - Religious Growth**

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

1. Very low numbers
  - a. Seems families aren't quite ready yet with this new covid spike
  - b. We're working on multi-platform possibilities to include as many children/youth as we can in the circumstances
  - c. At the same time, reducing expectations from volunteers
2. Communications - Amanda has been out and things have been reshuffled, communicating these with families has been inefficient to the effect of hurting some feelings
  - a. It's being addressed
  - b. We're exploring better options for communications overall moving forward
3. Playground is usable!
  - a. Still more to be done but it's safe to use now

#### **RE Events**

1. Labyrinth went great, thanks to many volunteers
2. Planning next events to be more socially distanced (eg happening outdoors, using RSVPs) and having hybrid options to participate online or by driving by separately.

#### **Lifespan RE**

1. Planning to send survey soon to whole congregation for input on what type of religious ed programming there is interest in

#### **DRE Search**

1. Job description nearly finalized
2. Exploring networking options to share it before it goes to more public sources
  - a. Will likely share with the congregation first
  - b. Do you have any connections? Looking for someone with experience with children/youth and volunteers (not necessarily UU or LREDA credentialed) who collaborates well.
  - c. Happy to choose locally for someone that fits our values.

**January Board Report-VP RESOURCES, Amy Kussman**

1. **Chairs:** On Saturday, 1/8/22, UUCC gave a donation of 120-ish chairs from our lobby and the RE rooms, to Habitat for Humanity, ReStore. Dylan and Amy rented a Uhaul, and Dave Benn assisted in loading up the chairs. The Uhaul was \$60.47
2. **Memorial Garden:** There has been a suggestion to reach out for new members/interested folks for the Memorial Garden Group. Rev Mandy offered to reach out to the Pastoral Care group.
3. **Window Coverings for Office:** Took measurements of the windows in Farin's office-plan to purchase shades similar to the ones in Rev. Mandy's office.

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

**1/17/2022**

### **CONGREGATIONAL LIFE ACTIVITIES**

**Due to Omicron Covid Wave we will push out the timing of our spring congregation life activities.**

- **Arts-related event in Feb. 2022** – Idea from Mandy G. – she is working on details and date TBD
- **UUCC Talent Show (Mar 12, 2022)** – hosted by Selina Duncan & Christian Horvath
- **Cooking-related event (tentatively Apr. 2, 2022)**

Christian talked to Jen Horning about it and will also reach out to Gale Audier, Anne Cornwell, and Wendy Weirick about it as soon as the current Covid wave subsides.

Various Ideas in discussion (e.g. 50s Themed Dinner, Chili Cook-Off, International Dishes).

### **70<sup>th</sup> Anniversary UUCC**

- Kick-off meeting set for 1/24 at 6:30 pm. Further board members are welcome to join!
- Core Event, additional potential activities and timeline will be discussed at kick-off meeting

### **ATTENDANCE**

#### **Sunday Worship**

- Promising physical attendance in Dec. (two Sundays with 70 people each)
- New documentation system started in Jan. (Adults/Children in Person, Virtual Attendance):
  - Thank you, Farin! Board members should be aware in order to support!
  - First two Jan. Sundays: 25 adults/2 children + 29 virtual = 56
- Attendance Goal for 2022? Board should set a goal and monitor.
  - Attendance is important for congregational health of church and basis for financial pledges
  - Remember prior attendance: 77 adults + 20 children in 2019, 86 adults + 24 children in 2016

## **January Minister's Report to the Board of Trustees**

Rev Mandy Goheen

Drafted date posted January 2022

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

- Adjusting to multiplatform
- Professional tech in has begun
- WOWZers meeting with leaders
- First offsite speaker January 30
- Platform change Feb 6

### **Pastoral Care and Presence**

- The pastoral care team has added a training element to our meeting.
- Exploring how to support small groups

- I have been coming across in communication as directive and unwelcoming. Working on clear lines of communication and taking more care in considering how my message will be received.

#### Spiritual Development for Self and Others

- Joined year-long UU theological reflection with other uu ministers to deepen into and study UU theology and spiritual practice.
- Continued one on one spiritual direction
- Beloved Cafe & Small Groups are my focal point
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#### Social Justice in the Public Square

- I have moved my day off to commit to joining the Miller Park Monday Protest
- Engaging with area clergy in a statement against antisemitism
- Planning a workshop at UUCC open to the public call Introduction to Policing & Prisons and hope to engage some area activists in this work

#### Administration

- Google and I are working on our relationship
- Rescheduling staff meetings so Cassandra can join
- Farin and I have now scheduled more time to work together. If not in person we are going to use the google video thingy
- COMMUNICATION needs some direct love and action
- By-laws roll out strategy (I will attach a link here)

#### Serves the Larger Unitarian Universalist Faith

- Interviewed by Rev Kimberly Johnson, UUA Appointments Committee member. The interview was for a position on the UUA Commission on Social Witness. This is the body that decides the social justice actions for the denomination. Rev Meg Riley UUA co-Moderator recommended I apply for the position.

#### Leads the Faith into the Future

- Working with a wonderful DRE search team!!!!
- Small group ministry reboot
- UUCC 101 on zoom for potential members is a great way for me to connect with people who visit