

UUCC Board of Trustees
June 20, 2022
6:30 pm

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

Opening Words/Chalice Lighting: Andy

Nothing is Static by Rev. Manish Mishra-Marzetti

The ground shifts, sometimes slowly, sometimes like an earthquake, reminding us that the solidity

we often love and seek
is an illusion.

The crumbling dust of the desert plains, the moist fertility of farmlands,
the ending coastline of tidal shores,
all are changing.

Committees dissolve or are created, leaders retire or step away, ministers come and go,
by-laws are amended.

New experiences lead to new truths, which foster evolution;
the natural course of life always pushing us
toward greater understandings of what it means
to be human.

Everything about our existence points toward change, flexibility,
and dynamic re-creation.

And it's hard because change involves loss.

Can we hold the losses well, while not holding ourselves back?

The ground shifts, sometimes slowly, sometimes like an earthquake; nothing is static.

- 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](#). Read by John.

Consent Items:

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

John moved to accept/pass the consent items. Rodger seconded. Unanimously approved.

Decision Items:

- Topic: GA Delegates - Mandy

We can appoint delegates to GA, without paying registration fee, if they are to just vote on elections. They aren't able to vote on business items, or attend workshops if not paying registrants.

- Motion: John moved to accept Daidee Springer and Andy Foskey as delegates to the UUA General Assembly 2022.
- Second: Rodger seconded.

Unanimously approved.

Information/Planning:

- Membership Roll. Gather Monique Lewis, Wendy Sapp, and Nicky Ozbek and three board members to review the list. New Bylaws need to be reviewed before removing names. New bylaws have different language on who can remain/called a member. Process includes a communication to the member before removing them.
- Annual Meeting Planning Debrief.
We need to actually have members check in at the beginning of the meeting. Perhaps checkin as they arrive at church and get a card to hold up to vote. Also have a board member on line to be part of a chat if needed.

John felt safe...with most masked folks.

Christian: Be more transparent of the budget. Review main points of what increased/decreased, etc. Rodger: Get the budget out earlier and encourage feedback prior to the meeting. Mandy reminded board they've been elected to decide how to govern, and what info needs to be shared.

Sally: Verbalize the actual vote counts, i.e. XX yes, XX no, XX abstain

Mandy: Stewardship needs a budget to run the stewardship campaign.

Sally: When announcing the meeting date next year, emphasize why it's important and not seem like an inconvenience to take the time to take it.

John: Concerned about the increasing budget, and shrinking membership. Rodger: Remember we'll be reviewing the budget again in October (three months into the fiscal year).

- Board year Debrief

Chen: Timelines slipped away from us. Start planning for year early in year, especially for Stewardship Campaign. Christian: Recommends by December, board has target for goals ready for 2023. The campaign needs to come before the budget review.

Judy: Set these discussed goals at the board retreat. John offered his backyard again for the retreat.

John: Board commends Chen formally for doing a remarkable double term!!!! Mandy: Chen kept us focus on vision, vs. tragedy during COVID, etc. His work has included two years as president, one year as incoming president, and prior, on the minister search committee.

Farin: Church needs to see the working board more. Be more of the greeters, etc. Get connected with visitors.

Judy: Decide how the sunday board reps are going to be done; wear some sort of visible ribbon to identify as board members. Suggestion from Chen: Do this at board retreat.

Christian: Kudos to Farin. We need, as a church, to plan events three months in advance.

Camille: Shared one of the new member families were excited to be part of the annual meeting, and be able to because we had nursery care! Mandy invited visitors to view the annual meeting who cheered about not supporting Church of God because of living our values.

Chen: Need more of these stories; human connection.

Judy: Bring back quarterly council meetings. Set the dates for the entire year.

John: Board meetings don't have to last 2 hours.

- Email swaps for officers June 30/July 1 needs to happen. Farin can reset. Update profile pictures and email signatures.
- Follow up Items

Christian: Reminders on Attendance records need to be done each Sunday! Need a form provided by Farin to board reps to fill out. Will help us stay on top of issues that may have arose if attendance drops; also keep Beloved Cafe when it comes back in fall.

Mandy: Watching the door is extremely important. It needs to be locked when service starts.

Amy: Safety Committee existed at one time. Let's have one! Christine Hunt expressed interest in being on it. Let's get a schedule of volunteers NOW to watch the door. Have the list near the coffee list as well.

John: Look into a security guard?

John: We need to know what our functioning committees are; who is on them. Staff will create the initial list.
- Nominating Committee needs for 2022-23 Judy will send out emails to each person to ask. New Bylaws could change board structure as well, though board could choose the structure.

Check Out

Closing words: Andy

"Do not be daunted by the enormity of the world's grief. Do justly, now. Love mercy, now. Walk humbly, now. You are not obligated to complete the work, but neither are you free to abandon it."
 -From "The Wisdom of the Jewish Sages" translated by Rabbi Rami Shapiro

Opening/Closing words for July: John

Next Meeting is TBD. Judy to send out email to get feedback on availability.

VP & Staff Reports

Treasurer's Report For May, 2022

Created June 7, 2022

Balance Sheet

1. BANK ACCOUNTS AND CASH

a. First Volunteer Checking \$ 21,675.95

b. First Volunteer Money Mkt \$41,734.94

c. Total Bank Account and Cash at \$ 63,410.89 vs. \$71,299.91 last month.

2. FIDELITY INVESTMENTS

Mutual Funds

Symbol	Description	Quantity	Last Price	Last Price Change	Current ValueD	Total Gain/Lossollar	Total Gain/Loss Percent
SPAXX **	FIDELITY GOVERNMENT MONEY MARKET	48172	\$1.00	\$0.00	\$48,171.99	n/a	n/a
FITLX	FID US SUSTAINBLTY INDEX FUND	361.795	\$18.07	\$0.05	\$6,537.63	(\$962.37)	-12.84%

FNCMX	FIDELITY NASDAQ COMPOSITE INDEX	99.821	\$152.34	\$0.63	\$15,206.73	(\$1,784.53)	-10.51%
FSLEX	FIDELITY ENVIRONMENT & ALTERNATIVE ENERGY	212.844	\$29.02	\$0.21	\$6,176.73	(\$1,066.96)	-14.73%
FXAIX	FIDELITY 500 INDEX FUND	104.604	\$143.47	\$0.45	\$15,007.53	\$874.53	6.18%
	Total Funds				\$91,100.61		

Income and Expense Sheet

1. Year to date income of \$ 151,529.08 is less than year to ,979.43 budget of \$ 173,876.61
2. YTD Pledges and Offertory of \$ 111,937.31 is \$ 31,979.31 below YTD Budget.

Endowment Fund

Endowment fund balance is at \$ \$128,746.

Submitted by:

Rodger Miller, Treasurer BOT

VP Resources Report-Amy Kussman

The Landscape Committee has started an online-sign up for watering/leaf blowing/odd n ends, mowing and weeding/maintaining the Labyrinth. This is to help the Committee not 'double-task' items and to more readily see work that needs to be done.

June Board Report - Religious Growth

Sunday Morning RE

1. Teachers and lessons (available online) scheduled through June
 - a. Camille to select curriculum for summer (Possibility or Creativity from Soul Matters) and fall
2. Nursery is open, with plans to hire more workers (RE committee on standby as volunteers)

Special Events

1. Church-wide potluck for Independence Day (with possible water slide, outdoor games, etc)
2. Still planning ahead for other months (including art workshop collaboration, game night)

Lifespan Learning

1. Summer Forum is being organized by Selina as a 6 week series focusing on the environment
 - a. She is fundraising for it directly; RE will contribute its budget as needed
 - b. Nursery workers will be made available during forum

Committee Notes

1. June meeting to include classroom cleanup and prep
2. Planning annual retreat for August

UUCC Staff Report - June 2022

I ask staff to list their top 5 accomplishments for the month to report to the board. We are experimenting with different ways of doing our report. Please note Rev Mandy will be doing staff evaluations in the next month and will need new letters of agreement.

Camille Mason

- Hiring nursery workers. So far I have two. Sara Bolton and Kaitlyn Deer. Hopefully will be fully staffed by late July
- RE Independence Day service/picnic
- Looking at curriculum for 22-23
- Low attendance numbers for RE in June- with COVID and travel

Farin Cloyd

- Attended AUUA ProDays June 7-8.
- Started collecting and implementing ideas for website updates with help from Staff.
- Processing new and rehires for Nursery Staff. 2 nursery workers have been processed so far!
- Working on "cleaning out" the membership list in PowerChurch with help from Lynna Ruth, Daidee, Terry Beale, etc.
- Entered all pledges into PowerChurch from Stewardship, and I'm still working to wrap up any last pledges/auto draft authorizations.

Cassandra Betro

- Prepping for year end transactions: e.g. emptying PayPal on 6/30
- Ensuring all Share the Plate checks are cut by year end
- Discerning pledges for current year/next year
- Reviewing 22-23 Budget
- Coordinating with Farin re: new ACH pledges

Rev. Mandy Goheen

- Coordinated with the UUCC Social Justice Chairs & area Cahatanooga Clergy to hold 3 day vigil for victims of gun violence

- Preparation for General Assembly (very connected to UUA politics this year)
- Attended retirement odyssey for ministers in Oakridge
- Adjusted staff hours so we have one evening a week together with the exception of Jennifer
- Leadership Development Plan prepared and ready to discuss with nominating committee
- Began reaching out to 4-5 individuals weekly who have participated in the connections campaign
- Discontinued Beloved Cafe for summer

Board Report - Congregational Life – Christian Horvath

6/20/2022 (Main Points for Board Meeting in Blue)

CONGREGATIONAL LIFE ACTIVITIES

70th Anniversary UUC

- **Wowzer Sunday Service with sermon by Charles White McGehee on June 5th** was very well received. Longtime members expressed their gratitude and talk about their memories of from the 1970s/80s.
- **1950s Cooking/Dinner Event with 50s Costumes or Fashion Show** – tentatively planned for September 2022 >> Christian will reach out to Gale Audier and Jen Horning to finalize the date
- Nicky Ozbek and Judy Gallagher are working on the UUC history project with good progress.

1st and 3rd Wednesday Coffee

- Gathering has been well established with about 10–15 participant under leadership of Selina Duncan. Last two gatherings focused on gun legislation.

Summer Adult Education Series (“Environmental Justice in Chattanooga”)

- The May Wednesday Coffee gatherings sparked a forum style series with external speakers on 7 Sundays in July and August (for details see nUUsletter).
- Selina Duncan proposed to use 2021/2022 Adult Education budget for WUTC advertising and pay external speakers and no objections have been raised. She will reach out to Steve Hollingsworth this week to get the WUTC advertising scheduled.
- She also initiated plant and vegetable sales twice so far to support for the expenses of the summer adult education series and has raised almost \$300 so far.

ATTENDANCE

Sunday Worship (6/5 through 6/19– 4 Sundays, no attendance record for 5/29)

- Total Attendance dropped to 63 in June (84 in May)
 - In Person Attendance: 48 Adults (56) and 2 children (12 – big drop)
 - Online Attendance: 13 (16)
- Attendance Tracking.
 - Repeated lack of attendance record. Board members should be given attendance form and reminded to regularly record the attendance each Sunday.
 - Attendance of beloved café should be captured regularly, as several church members only attend once per Sunday
 - Remember prior attendance: 77 adults + 20 children in 2019, 86 adults + 24 children in 2016