

August 23, 2023
7p, in-person

Attendees:

Andy Foskey, Dave Benn, Judy Gallagher, Christian Horvath, Dylan Kussman, Sally Peixoto, Emily Compton, Brianne Brucker-Derveloy, Gary Beale, Linn Boshers, Mandy Goheen, Camille Mason, Fain Cloyd, Wendy Sapp

Opening Words / Chalice Lighting: Sally Peixoto

*We gather as leaders, as servants.
We gather as ears, as voices.
We gather as memory, as hope.
We gather as family, as pilgrims.
We gather as faithful, as skeptics.
We gather as objects, as subjects.
We gather as wisdom, as folly.
We gather as action, as reflection.
We gather as many, as one...so shall we lead.*

-Patrick Murfin, adapted

Check in

Read the [Board Covenant](#).

Consent Items:

- *Minutes*
 - Judy made the motion to approve.
 - Andy 2nd
 - Minutes approved

- *Treasurer's Report* – postponed to the end of the meeting.

Updates/New Business

Committee Reports

Social Justice - Judy
Stewardship - Gary
Welcoming committee - Christian
Nominating Committee - Andy
Art on the Walls - Emily
Endowment - Brianne
Memorial Garden - Dave

RE - Sally
Small Group Ministry - Andy
Finance Committee - Brianne
Green Sanctuary – Dylan
Personnel - Judy
WOWzers – Linn

New liaison needs
Shared Ministry – looking for a liaison. And
Music - Linn

Fundraising:

Fall Garage sale - Oct 21, 2023, Leslie Brock. There will be information in the newsletter from Leslie running the sale. It will be mostly in the morning. The possibility of radio spots for promotion was mentioned, and signs will be put out on Germantown Road and Navajo Drive.
Spring Auction - Terry Beale - No date set; the end of October will be the soonest to start planning.

Head of Stewardship Committee discussion: Currently looking for a head of the stewardship committee. Generosity is the theme for November– would like a stewardship reboot, which would be a good warm-up event for the new head of the stewardship committee.

Proposal for in-house childcare: Sally and Chen presented the proposal for a church daycare. The Daycare Board Meeting is set for Wednesday, Sept. 6 from 6-7:30 pm.

Coffee / Greeter service: The system is working well; word of mouth is the best. A hard copy sign-up list is up for those who can't use the QR code. Has been fully staffed these last couple of weeks. Only two committees and the board have signed up. The slowest part is the board rep sign-up: a suggestion was made that the acting board rep recruit coffee sign-ups on the Sunday before.

Board Rep duties:

[Sunday Service Rep Duties](#) - Review and confirm.

Visioning Process update: Andy; Needs a helper on September 17.

Promotion Update: Dylan - In conversation with Dennis Parker for liaison connection for WUTC. Will have a budget next meeting for twice-a-week spots on the radio.

Re: July 12th Motion: The floor was opened for any words of honesty, reflection, and reconciliation regarding the President's motion last month.

-The board went into executive session regarding the motion-

Reverend Many eval: Everyone who's an author of the review, please look at it. Do we have time to look at it together, and when? Need to come up with a time to discuss it. Look at the document and look for parts that are missing. Make sure notes are in by the next board meeting.

- *Treasurer's Report – Brianne Brucker-Derveloy*

Announcements:

- The Wi-Fi password for downstairs can be found in an email from the board secretary
- The treasurer's report for August will need to be formally approved at the next board meeting

NEW DATES

Next Board Meeting: Oct. 4

Our Board Retreat is Saturday, September 30th, from 10 to 4 at The Edney Innovation Center

Check out

Closing words: Sally Peixoto

*We pledge to walk together in the ways of truth and affection,
as best we know them now or may learn them in days to come,
that we and our children may be fulfilled
and that we may speak to the world in words and actions of peace and goodwill.
-Alice Blair Wesley*

Opening and closing words for Oct. 4 meeting: Linn Boshers

****PLACE REPORTS FOR THE AUGUST MEETING DIRECTLY BELOW THIS LINE****

August Board Report - Religious Education

2023-4 church year:

- Sally will remain the RE liaison to the Board
- She and DRE Camille will work together in creating board reports

- This time, Sally took notes from the RE committee meeting and ran them by Camille first. If this works well, we will continue this way; if not, we'll work together to find a better way.

Regarding Recent Board Recommendation:

- We discussed the problems with the board's recommendation about Camillie's hours, and the bad feelings that came with that. This was done in a direct and respectful manner.
- The RE committee will completely disregard the Board's recommendation.
- We are happy with and proud of our DRE Camille! We intend to be more deliberate in sharing that more often

Nursery:

- Nursery Staff and DRE cleaned and updated the Nursery on Aug 5th
- Growing numbers in nursery- avg of 9 kids in the nursery every Sunday
- Chalice Children resumed in August

Sunday RE:

- Growing significantly!
 - Avg of 13 kids in RE, recently 15-20
 - RE program accounts for at least a full third of our Sunday attendance at UUCC
 - Starting Sept 17, we're adding a middle school Evergreens class (grades 5-8)
- Camille is organizing teacher volunteers for fall season, including Chalice Children (2-4yo's)
- The Saplings and Evergreens classes will be using modified Soul Matters curricula and the Chalice Children will be using modified Chalice Children curriculum for the upcoming year
- Marge Pasch is sharing birds nests with RE Aug. 207

Multigenerational Services:

- August official multigen service is the 27th, sermon by Pam Johnson
- The Blessing of the Backpacks ceremony was a success on August 6th with the RE lesson will be about "The story of tradition"
- Grey Henry will be sharing their photo project about UU principles on Sep. 3 with Rev. Mandy.
- September multigen is Ingathering and Vision the 17th
 - Multigenerational services are planned for every month
 - RE is collaborating with those leading the services to make sure they include all members of our congregation in an engaging and creative way.
- Teens are being invited to work with tech/AV for the multigen services
 - This has happened already, and our expert techs have been highly impressed with our teen volunteers

Events:

- August 25th is Parents' Night Out, all ages invited from 6-8pm
 - Camille, nursery staff, and one volunteer (tbd) will supervise kids so parents can go out

- Announcements and ads planned for leading up to it, Graphic has been created and will be in the NUUsletter
- Anti Litter Campaign is the August Service Project on the 19th
 - July's RE lessons had our kids learning about and discussing litter, and coming up with their own slogans and graphics for the campaign
 - They also prepared possible solutions to bring to City Council
 - We will promote ads on multiple platforms, invite Girls Inc and local homeschool co-ops to join us and prepare for a big day with signs and snacks and a tent and lots of litter pickup
- Upcoming events can be found at <https://uucc.org/religious-education-4/>
- Teen Gathering to bring our teens together in common interests (MtG) August 30th @6pm

Treasurer's Report July 2023

Balance Sheet (Assets and Liabilities)

- 1) The checking account balance at the end of July was 22,491.82.
- 2) MoneyMarket is at \$27,176.72 giving us cash assets at the end of July of \$49,668.54, compared to \$62,941.25 a year ago.
- 3) Fidelity balances for July have been updated. The total of both the Duncan and the regular investment funds on July 31, 2023, was 89,476.83. This is down from June \$10,000. We transferred \$10k from Fidelity to Builtwell lchecking account last month.

Income/Expense Statement (Incoming versus Outgoing Cash)

- 1) Pledge income for July sharply increased. After discussion, the committee realized that some of the pledges should be classified for last fiscal year. This was accomplished, and the final totals are: \$17,079.33 for this year and \$2,713.33 for FY 2022/2023. Last year July pledges were \$6,181. It was noted that one very large FY 2023/2024 pledge was paid in full in July.
- 2) Total Income for July was \$22,594.16 and total expenses were \$15,078.60, for an excess income of \$7,515.56 for the month.

Endowment

To recap: total value on December 31, 2022, was \$121,965, and on July 31, 2023, \$133,515.

Fidelity Mutual Funds -- No statement received, did not change from June except withdrawal/transfer:

Symbol	Description	Mkt Value 4/30/23	Mkt Value 6/30/23	Mkt Value 7/31/2023	Change for Period	Total Cost Basis
	REGULAR INVESTMENTS					
SPAXX	Fidelity MoneyMkt	34,072.77	34,342.62	24,342.62	-10,0000	<i>Not Applic</i>
FXAIX	Fidelity 500 Index	15,411.40	16,500.35	16,500.35	0	12,000.00
FNCMX	Fidelity Nasdaq Index	15,563.41	17,579.59	17,579.59	0	15,000.00
FITLX	Fid US Sustainblty Index	6,676.77	7,190.65	7,190.65	0	7,500.00
FSLEX	Fid Environ/Alternative Energy	5,997.87	6,666.44	6,666.44	0	7,243.69
		77,722.22	82,279.65	72,279.65	-10,0000	
		Mkt Value	Mkt Value		Change	Total Cost

		3/31/23	6/30/23		for Period	Basis
	DUNCAN					
SPAXX	Fidelity MoneyMkt	12.21	12.36	12.36	0	<i>Not applic</i>
FITLX	Fid US Sustainblty Index	7,962.78	8,661.35	8,661.36	0.01	7,500.00
FSLEX	Fid Environ/Alternative Energy	7,871.39	8,523.46	8,523.46	0	7,500.00
		15,846.38	17,197.17	17,197.18	0	15,000.00
	Total for both funds		99,476.82	89,476.83		

Social Justice Committee Board Report August 20, 2023.

- We will continue to present Social Justice Moments weekly and we plan to continue writing monthly newsletter articles for 2023/2024.
- We presented an Environmental Presentation in April for Earth Day Sunday.
- We will continue to identify and host agencies for “Donate the Plate.”
- We Will no longer host monthly Movie Nights due to low attendance. However we will show movies on as “as needed basis” when appropriate.
- We continue to work on the Environmental Learning Green Sanctuary Commitment Plan.
- We continue our commitment work on the issue of Gun Violence Prevention & Actions by attending rallies, going to Nashville to speak with representatives and by advocating for reasonable gun laws.
- We have successfully implemented a monthly UUCS food gathering program that works with the Food Bank to reduce food insecurity and hunger.
- For the past several years our committee has organized and committed to “Standing out for our UUCS Values” weekly along with other church and community members. Topics include: gun violence prevention & regulation/ healthcare for all & women’s health/ inequality & Extreme Wealth/Black Lives Matter & Racial Justice/The Environment & Global Warming...
- We worked with the youth on their Community Trash Pick up Event

Plans for the upcoming Year 23/24:

1. Collaborate with a Black Church to read and identify some activities we can do together based on the book, “The Sum of Us.”
2. Coordinate a table at the Pride Festival on October 8 with pride literature/giveaways/candles or other items for pride that highlight the UUCS’s diversity focus.

3. We plan to reinvigorate an Adult Learning Program at UUCC by offering educational events that seek to help church members during this stressful time in our world and Country. In addition, we hope to bring more educational programming to the world we live in and how we can initiate positive changes in ourselves, our community and our world.

Submitted by Judith Pedersen-Benn via Judy Gallagher.

Personnel Committee

The Personnel Committee met twice with Rev. Goheen this last month; once to discuss the board's recommendation on staffing; once to discuss the resignation of the Music Director. The Committee did an exit interview with the Music Director. The group also plans to conduct an exit interview with the Bookkeeper and meet with DRE and Office Administrator prior to their signing their Letters of Agreement.

Submitted by Judy Gallagher

Stewardship Update August 2023

1) Dylan is recruiting a leader for this next year's Stewardship campaign. Terry Beale is unavailable as she will be leading the auction, which takes place in a similar time period.

2) With assistance from Farin, Lynna Ruth and Daidee, Terry Beale has been cleaning up Power Church records in order to provide better data quality and more efficient usability for the stewardship campaign and other activities. Approximately 750 old, unneeded profile records have been removed, as have records from data categories we do not use. The current count of "profiles" is as follows:

129 Members (94 households)

11 Inactive Members

11 Contributing Friends

6 Friends

311 Previous Associates

112 Children

526 Visitors

While improvement opportunities remain, additional progress will require a bit more strategy and labor. As Terry will be unavailable until late October, we may have to wait until then to see further progress.

(End Stewardship Update).

Board Report - Congregational Life – Christian Horvath

8/22/2023

CONGREGATIONAL LIFE ACTIVITIES

SNS

- The 4 events were very successful – more participants than ever
 - Bicycling, 13 participants (even two small kids!)
 - Baseball Game, 13 participants (What a game, winning in the last inning!)
 - Something Rotten Musical 22 participants (Just wow! Lots of people joined for dinner beforehand, definitely the peak event of this year)
 - Soccer Game, 9 participants (Beautiful evening, not so exciting game, but nice atmosphere)

1st and 3rd Wednesday Coffee

- Continues steadily with about 5-8 people attending. Selina will be out through end of September on vacation in Europe.

2nd and 4th Wednesday Dinner Potluck

- Steady participation. Combined with Board Meeting on 7/12/2023 and now also on 8/23/2023.
- Feedback from last gathering was to split the tables into two rows to allow for more personal conversations between individual participants.

Monday Yoga

- Ended Monday on July 31st as Rachel Clark became a full-time middle school Spanish teacher. On 15 Yoga Mondays on average 10 people attended and the church received \$39 on average from the donations with each Monday!
- Roger Davis and Judy Gallagher volunteered to continue the leadership of the Yoga group together with Christian Horvath.
- Found interested 3 candidates to teach Yoga in the future.
- Used two Sundays and Nuusletter to collect data of interested people and availability.
- Roger, Judy and Christian will get together to plan the next steps. Intention is to continue a model of paying the teacher through donations and provide a donation to the church each time as well.

ATTENDANCE

Sunday Worship (7/16 through 8/20 – 6 Sundays, 6/25 through 7/9 – 3 Sundays)

- Total Attendance increased to 77 vs. 59 in June/July, but less than in the spring 2023
 - In person Attendance: 62 Adults (50 last period) and 15 children (9)
 - Taking attendance in the middle of the service helped to better represent attendance.
 - Great momentum from the RE program to attract more children!!!

UUCC Daycare/Parent Day Out Proposal

Goal:

Launch a daycare at UUCC to:

4. Serve the growing childcare needs of the Chattanooga community
5. Create an additional channel to spread our faith
6. Provide a revenue stream and build financial sustainability and resilience and close a \$30,000 fundraising gap in our annual budget

Context:

4. **Urgent need to close the financial gap:**

UUCC has been unable to meet our stewardship goals for three years in a row. For the 2023-24 fiscal year, the church operates with a deficit of roughly \$20,000, with a \$10,000 fundraising goal, giving us an estimated \$30,000 in unaccounted spending. With giving trends and changing demographics, there is good reason to expect this financial gap to continue and grow in the future.

5. **Critical daycare needs in the community:**

There is a shocking undersupply of high-quality, affordable daycare in the Chattanooga community. A parent of a newborn can expect to be on a waitlist for more than 12 months before getting a callback. This issue is getting worse, as Siskin and Little Miss Mag will be closing their doors on September 29, 2023, leaving roughly 250 families without daycare options.

6. **UUCC has a unique opportunity to solve both issues**

UUCC has operated a daycare in the past and can soon be in a position to start again. Our church building currently stands mostly empty Monday through Friday, with rare rentals taking up the space. As a non-profit faith organization that owns the building, we can provide a lower cost of attendance for families and higher wages to staff. Additionally, we are able to offer parents looking for values development an alternative to Christian church daycares.

Financial estimates

UUCC Daycare & Parent Day Out Financial Estimates.xlsx

- A Parent Day Out program can provide an estimated annual profit of \$24,000 (lower depending on insurance needs)
- A daycare can provide an estimated annual profit of \$51,000

Start-up funds:

- Minimum \$13,000 for renovations and furniture (excluding plumbing or fire codes)
 - Roughly \$36,500 is needed to meet the first month of expenditures and annual subscriptions. Charging one month tuition up front will allow us to meet this cost.
- The Endowment Committee may be willing to contribute a portion of the start-up costs.

Proposal

Ask

- **Convert three downstairs rooms:** Sprouts (cloud room), Nursery, and Saplings (RE) room into space that allows us to operate a daycare for up to 34 kids from the ages of 6 weeks to 5 years.
 - Consider ability to convert to RE use on Sunday
- Obtain start-up funding and renovate the space to be up to code required to operate
 - Building repairs
 - Fire safety (Sprinkler system is not needed if each occupied room has direct access to the outside, which Sprouts and Nursery do; alarms)
 - Plumbing
 - Fencing
 - Furniture
- Complete daycare accreditation process to get a license from the state of Tennessee
 - First step is Intake Orientation, 10am-2pm on September 1 (virtual)
- Set Opening Date
- Compile list of families to meet 34 kid capacity
 - Collect 1st-month tuition as a down payment
- Compile list of 9 individuals as staff candidates

Next Steps

- Consider member incentives
- Talk to Sue Knight and Emily Sartain about Daycare
- Talk to Wendy Sapp about accessibility
- Talk to Dave Benn about building renovations
- Contact UU Daycares about member incentives, taxes and liability (Cleveland, OH; Pittsburgh, PA)
- Talk to Courtney (Mission Chattanooga) to inquire about Parent's Day Out programs
- Estimate costs for utilities, trash/sewage, resolving code issues, accessibility issue
- CCR&R has resources to help with training, licensing, and referral network
- Decide on if we want to pursue Parent Day Out Program first