

UUCC Board of Trustees Meeting  
Special Session on the Day Care Proposal  
September 6, 2023  
6p, in-person, UUCC

**Attendees:** Dylan Kussman, Brianne Brucker-Derveloy, Chen Zhang, Dave Benn, Emily Compton, Sally Peixoto, Judy Gallagher

**Opening Words / Chalice Lighting:**

May we raise children  
who love the unloved  
things - the dandelion, the  
worms & spiderlings.  
Children who sense  
the rose needs the thorn

& run into rainswept days  
the same way they  
turn towards sun...

And when they're grown &  
someone has to speak for those  
who have no voice

may they draw upon that  
wilder bond, those  
days of tending tender things

and be the ones.

- Nicolette Sowder-

**Check in**

**Read the [Board Covenant](#).**

**The Day Care Proposal (recopied here):**

# UUCC Daycare/Parent Day Out Proposal

## Goal:

### Launch a daycare at UUCC to:

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

## Context:

### 1. **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.

### 2. **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.

### 3. **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.
- Grant is available to provide \$1,000/student for equipment, supplies, materials, 1 year commitment or you have to pay it back.

## 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. **Is this 4 rooms? With the Forum Room as the “entryway”?**
  - 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
  - **Doors (this is not included in the expense listings – est. \$10-15,000)**
- 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

\*end proposal

### QUESTIONS:

- Is it a separate entity, or part of the church? Or is it related to the Church? (At Mission, they share a tax ID, it's part of their mission, so church staff oversee the administration of the daycare. Our feeling is that our present staff would be hard pressed to take this on at the moment, and it would require the employment of a dedicated bookkeeper.)
- Is there a UUCS stakeholder responsible for overseeing the Daycare Supervisor? Opinions shared that
- Sally is starting a committee.
- The committee will begin to create a business plan.
- We discussed the installation of sprinkler system, and the Fire Marshall will have to inspect it. We are currently out of compliance, but will be in compliance soon for regular church business. For the Day Care, we would have to do all the rooms, including the forum room, AND the hallway. Michael McCurdy (sp?) with Pyre Barketts (sp?) estimated as the downstairs sprinkler system as being \$50K to install. This would need to be factored into any estimate of upfront costs.
- In abstentia, Mandy brought up safety concerns. Parents who are fighting over custody, etc. – some sort of security protocol would have to be in place.
- Hired Custodian – would we need a cleaning crew? Or a crew on spot duty?
- Are there any upfront plumbing costs and what would those be?

### TO DO:

- Invite the Fire Marshall over to go through the building and speak to code issues for a Day Care or Parents Day Out.
- File for an exemption if we decide to do Parents Day Out as a starting point.
- Talk to other churches.
- Business plan.
- Researching cost of insurance.

**Discussion / Vote:** we did not take a vote, agreeing that we need more information before we do so.

**Bring idea to the Congregation:** Not yet.

**Next Board Meetings:** Sept. 30 (Board Retreat), Oct. 4 (Board Meeting)

\*Food for the retreat? Bring your own breakfast / coffee, order out for lunch.

Check out

**Closing words:**

Open wide the window of your heart  
Let the breeze of love blow away your frayed mind  
I'll dine in time to come  
For my table I shall set with the lords  
With good bounty shall I reward  
Nothing more but your stewardship.

-Omodele Samaiye

Opening and closing words for October 4th meeting: Brianne

**Meeting adjourned at 7:35p**