

**Coordinating Team  
Report to the Board of Trustees**

**May 2019**

**STAFF AND CONGREGATIONAL ISSUES AND TRENDS**

**•Cultural Justice Core Group**

Thirteen participants under the leadership of our ministers, Eve and Jay, continue to explore our nation’s history of injustice in the areas of patriarchy and sexism, immigration, LGBTQ rights, and religious exclusivity. April found the group attending to the time period from 1950 – 1975. The group will finalize its broad sweep of history in a session later this month.

As this experience winds to its close in June, participants will be exploring any needed additions to the “guiding principles” that are now in place to aid in selecting partners in the larger community, will be aggregating their key learnings for use in the larger congregation, and are submitting their personal reviews of selected texts in this broad area.

**•Economic Justice Core Group**

The Economic Justice Core Group held meetings on April 23 and May 7. The April 23 meeting was devoted to examining the intersectional topics of gender and environmental justice. We learned about the historical roots and ongoing reality of gender gaps in roles, pay for comparable work, financial security and wealth. We noted how environmental burdens prevent accumulation of wealth in property, negatively impact economic prospects due to health consequences and, in the case of climate change, increase economic insecurity by diverting scarce (or nonexistent) resources to adaptive strategies.

At our May 7 meeting we took a turn towards alternatives, asking the question, “What would transformation look like?” Our discussion ranged from local initiatives in areas of housing affordability and economic opportunity, to broader issues around reparations and changes in national tax policy, and on to bolder

systemic changes involving new definitions of success for our national economy with different values underpinning basic economic policy and structures.

Sixteen members committed to participate in this year-long exercise in listening and learning about economic injustice and extreme inequality. The group is being facilitated by member Fred Dodson, along with professional staffers, Kelly Greene and Doug Swaim.

- The **Memorial Endowment Trust** has approved the request to fund a grant that will allow for a facilitated discussion within the congregation of our name, a “rebranding,” new exterior signage, and a modest marketing campaign. We appreciate the MET trustees’ confidence in backing this ambitious proposal and look forward to launching this work in the late summer. We have begun recruiting a group to guide this work on behalf of the congregation.

- **“Greening Our Facility” capital campaign** – We can celebrate the results of the Greening campaign, which succeeded in attracting contributions and pledges that will cover the full \$45,000 Greening Our Facility project cost. Of the total, \$35,000 has already been paid, with the balance remaining in pledges. When staff first asked the Board to backstop the project last December, it was with a hope of raising at least half of the project budget and an expectation that we may have to pay the other half out of reserves. The fact that we were able to raise the whole amount during a relatively brief six-week campaign is a testament to the congregation’s support for making environmental stewardship a priority.

- **Green Sanctuary certification** – Earlier this month we were notified that our congregation has received certification under the UUA’s Green Sanctuary program. This was the culmination of several years of effort on the part of our Green Sanctuary group, led initially by June Blotnick and, later, by Elizabeth Pruett. Our pursuit of certification has been coincident with our re-commitment to environmental transformation with an emphasis on the cause of environmental justice.

- Representatives from five of our program teams—ARESD, CYRE, Community Building, Family Ministry, and Worship—met with four members of our professional staff to begin **planning for our upcoming summer**. We will be focusing on name and naming as a way to set a context for our discussion

beginning in the late summer. All of our programming for the summer for children, youth and adults will share this focus. This is the third summer we've begun our planning in this collaborative way.

- Recent weeks were marked by the loss of one of our most tenured members, Richard (Dick) Lake, whose life we celebrated in a **memorial service** on Saturday, May 11. Nothing more explicitly embodies our Vision's claim that we are a "loving . . . community," "our Mission's call to "nurture loving community," or our End that "We are a . . . loving community of people who are deeply connected to each other" than our extensive engagement with families in need and during their times of profound loss. Many hours are devoted to the careful planning and creation of each memorial service and to the preparation and offering of our receptions. The significant demands placed on our time during losses in the congregation necessitates careful collaboration between most members of our professional and many from among our lay volunteers. We consistently receive very positive feedback regarding our memorial services from families in need, from our members and from the many visitors we host during these times.

## **TEAM REPORTS**

### **CONGREGATIONAL CARE TEAM**

submitted by Martha Kniseley, Adult Programming Coordinator

This year's Congregational Care Team includes Sage Brook, Annie Flint, Karen Foster, Nancy Greene, Jane Kusterer, Sheila Lay (chair), and Judy Love. We embrace the roles of providing support to our members who have long- and short-term health concerns, who are grieving the loss of a family member, or celebrating the birth of a new baby.

In the past three months, much of what we have done has been in email and text updates from members tending to loved ones in the hospital and returning home. Martha communicates regularly with the ministers to assess immediate needs of our members. Over twenty cards have been sent to express Condolences, Congratulations, Get Well, and 'Thinking of You' messages. We have coordinated the delivery of six meals. Sage Brook, along with other members, continue to visit

folks who are unable to regularly attend the UUCC. Our prayer shawl ministry Healing Threads group continues to meet monthly to provide shawls for hospice units and members as needed.

### **OPEN DOOR SCHOOL MANAGING TEAM**

submitted by Doug Swaim, Director of Administration

The ODS MT manages the ODS, including hiring and supervising the ODS Director. The Team is composed of eight members: the ODS Director (ex-officio), ODS Parent Council Chair, UUCC Director of Administration, and five at-large UUCC members. Currently the UUCC member representatives are Meghan Beverley, Gillian Baxter, Cindy Thomson (chair), Roger Coates and David Flynn. The UUCC Board approves all member appointments to the Managing Team.

The Managing Team, along with a representative of the Finance Team, conducted a review of the Fair Share formula that is used to reimburse the UUCC for costs associated with ODS's use of our facility. Such a review is done every few years and what we found this time around is, first, that ODS continues to reimburse all direct costs associated with their presence here. At the same time, however, it is clear from a rental property analysis that the space is provided well below market rate. Since the UUCC has no interest in renting the space to anyone else, the review concludes the current arrangement is beneficial and "fair" for both the UUCC and the school.

The ODS's Family Community Association held their annual Silent Auction fundraiser on March 23. Proceeds in excess of \$8,000 set a record for the event which is the main source of scholarship funds for the school. As the ODS MT approves increases in tuition rates, we realize the importance of maintaining a robust scholarship program to insure a diverse student population.

The Managing Team has been working diligently with ODS staff to prepare the school's FY2019-20 budget. The school's finances are fairly simple: tuition pays personnel costs, and so tuition increases allow for staff salary increases, which are typically quite modest, in the 3-4% range. The MT has been encouraging Director Locklear to develop a plan to bring all staff up to a minimum of \$15 an hour. The FY2019-20 budget reflects significant progress along that path.

## **SECURITY TEAM**

submitted by Doug Swaim, Director of Administration

We have an 8-10 member Safety Patrol that opens and closes our building on Sunday mornings and keeps watch during services and special events, providing a measure of insurance against untoward events. A subset of the Safety Patrol constitutes the Security Team. Evan Visco serves as chair. Other Team members are Scott Hickman, Rich Exley and Dan Maples. Doug Swaim is the principal staff liaison, along with Belinda Perry, who represents the CYRE program.

The Team has reported no security issues of late. We appreciate the diligence of the Team and the Safety Patrol in this era of heightened safety concerns.

## **STEWARDSHIP TEAM**

Submitted by John Herrick, Staff Liaison to the Stewardship Team

The Stewardship Team is charged with devising and implementing a stewardship campaign for the purpose of securing financial pledges from our members to support the work of the congregation. In addition, the team takes seriously the work of stewardship as a spiritual practice and discipline by giving members the opportunity to become an integral part of the congregation's mission through meaningful financial involvement. Members of the team include: Ben Baxter, Fred Dodson, Kelly Greene, John Herrick, Neal Sigmon and Jim Van Fleet. Fred Dodson is the chair and Kelly and John are the staff liaisons.

At the time of writing this report, this year's stewardship effort is 80% complete. The congregation was broken into 10 monthly stewardship groups, from September through June, and all but May and June pledges are in. We can report the following:

- Pledging amounts have increased minimally, by about \$2,000, for the fiscal year ending in June 2019, bringing the new pledge total for FY2018-19 to \$842,393. However, despite congregational membership dipping to 631, generous pledges from new members and \$7,900 resulting from targeted "second-plea" asks by staff members in March and April have increased the annual total that we can budget for FY2019-20 to \$865,696. This represents an 8.6% increase over the

pledge total of \$797,222 from two years ago. The Stewardship Team feels that this is something to celebrate.

- Of those who have received stewardship materials, the average monthly response rate is 68%, 5% above last year's average response rate of 63%. We attribute this positive change to an increase in canvassing. Kelly Greene follows up with active members who do not respond to the stewardship campaign to confirm their participation and to encourage them to increase their pledges. Kelly also keeps a watchful eye on members whose participation has lapsed and is in communication with them.

The team is working to reinvigorate the stewardship campaign for next year, especially in light of the \$45,000 raised in the recent UUCG Greening Capital Campaign. While we will be losing chair Fred Dodson, who rotates off at the end of this year, we've had new interest from members in serving on the Stewardship Team.

### **WORSHIP TEAM**

submitted by Jay Leach, Minister

This year's Worship Team has become a tight-knit group; meetings always begin with deep sharing. This team spent its last meeting in extended conversation about material from the recent anti-racism training. They are looking at ways to continue moving our services toward the goal of being explicitly anti-racist in both their form and content.

Recent months have had the team rethinking our approach to Sunday mornings. They have engaged in imaginative exercises designed to encourage creative thinking regarding the use of our time here on Sundays.

This team continues to offer guidance and review on both general issues related to our services and specific elements of particular services.

### Attendance Data for April 2019

Attendance Area	Feb-19	Mar-19	Apr-19	Apr-18
ARESO Offerings	348	307	<b>264</b>	313
Community Building	109	141	<b>125</b>	96
Congregational Team Meetings	131	138	<b>151</b>	121
CYRE	545	590	<b>314</b>	651
Family Ministry	45	50	<b>17</b>	n/a
Music	174	126	<b>202</b>	195
Intersectional Justice	107	165	<b>147</b>	28
Visitors	55	65	<b>61</b>	102
Worship	1048	1312	<b>911</b>	1544
<b>Totals</b>	2562	2894	<b>2192</b>	3050