

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

January 2019

STAFF AND CONGREGATIONAL ISSUES AND TRENDS

- Cultural Justice Core Group

Because the regularly-scheduled meeting was to have occurred on Christmas, this Group met in early December and the Board was apprised in the last report of its activities. The Group will resume on the fourth Tuesday in January with a continued historical glance at the multiple forms of oppression that have marked our history as a nation.

- Economic Justice Core Group

At its January meeting the Economic Justice Core Group examined a range of issues that have impacted economic inequality in the US. By way of a series published in *Dissent* magazine in 2014, we looked at: labor unions, labor standards, job-based benefits, our social welfare programs, taxes, financialization of the economy, executive pay and macroeconomic policy. The next few meetings will focus on intersectional issues beginning with race in February.

- Eve Stevens is now leading regular programming in our newly-formed Family Ministry. Recent gatherings during the week have attracted robust and enthusiastic participation. The most recent such evening included 27 adults and 18 children. We are looking forward to continuing and expanding this emphasis in our ongoing efforts to offer programming for families consistent with our Vision and Mission.

- Christmas Eve continues to be one of our most energetic and widely attended times in our congregational year. This year's three services and two receptions included over 500 participants of all ages. We offer a remarkable range of experiences in the period of five-and-a-half hours from exuberant and active singing, story-telling, a wide range of musical offerings, and, of course, candle-lighting. In addition to our members and their family members, we welcome

quite a large contingent of visitors to each of these services. While some of the professional staff are more in the spotlight on this evening, all contribute to making it possible along with a very large group of volunteers.

- Already this year we have hosted more memorial services than we did in all of last year and will have additional services in the coming weeks. Each of these services places a high demand on staff, especially minister and Director of Music involvement, and almost all include impressive receptions hosted by our Congregational Care Team. This is one of the most important ministries we offer as a congregation.

- For a bit of perspective . . . this time last year, the CT Report to the Board included this item:

We have now “gone public” with live-streaming our 11:15 service. While many in the congregation were already aware of this option, with the first Sunday in January we were finally confident enough in our capacity to begin touting this opportunity. We have in recent weeks heard quite a few appreciative comments about this new development, one that has required numerous professional and volunteer hours and that continues to call on our resources in a significant way.

Thanks to a committed core of video techs and strong administrative staff support, this has become another vital part of our ministry here.

TEAM REPORTS

CHILDREN AND YOUTH RELIGIOUS EDUCATION TEAM

submitted by Kathleen Carpenter, Director of Religious Education for Children and Youth

As the visioning body for the C.Y.R.E. program, the team’s responsibilities include, input into the selection of curriculum, program evaluation, support for teachers and advisors, and coordination of special R.E. activities such as Crafts with Santa and parent orientations.

Each month's team meetings begin with a reading and discussion to deepen team member understandings of the issues and challenges facing our faith, our families, and/or our children. The team also discusses concerns brought up by the Program Director or team members around programming, safety, attendance, etc.

All of the CYRE Sunday programming reflects the congregation's cultural and economic justice foci for the year. Unfortunately, with two Sundays of missed lessons due to weather cancellations and two additional Sundays spent in worship services, plus three holiday Sundays – not to mention the sporadic attendance by most families on Sundays, it has been difficult to gain traction this fall. The team and staff look forward to more continuity this semester, especially for the older children and youth.

Youth programming has had some major successes like a new Middle School Youth Group that has met monthly since October, brunches led by each group, and a large, dedicated group of High School leaders. The down side is a failure by the latter to come up with creative new initiatives to further their goal of integrating youth into the larger congregation. (Note that three HS youth have agreed to serve on the new Family Ministry team.)

All three Mountain cons have had large UUCC registrations, although the HS con was cancelled due to weather.

For the first time in eight years, all four Our Whole Lives classes will be held this winter. All are at capacity or close to it.

Two task forces were convened. One met in November and completed its review of the UUCC Child and Youth Protection Policies. The other on special programming has yet to meet.

It is already apparent that the new Family Ministry evening programs is providing families with connections both on Sunday mornings in CYRE and in the larger congregation. The team looks forward to supporting Family Ministry when needed, including for the May retreat.

COMMUNITY BUILDING TEAM

submitted by Eve Stevens, Minister

Our current Community Building Team members are Emily Katz, Kathy Jackson, Melissa Schropp, Jenn McLeod, Judy Calabrese, Erin Maness, and Anne Forcinito. We are grateful to Pam Huser for her service to the Community Building Team and for her continued help with events now that she has stepped down. Our primary goal is to create and promote opportunities that allow the people of our congregation to feel a deeper sense of connection to one another and of belonging within the UUC. We share in the work of nurturing loving community and providing space for the cultivation of courageous connections that will strengthen our work of inspiring spiritual, societal, and environmental transformation.

In late October the team put on a Halloween party for all ages and noted that the attendance of children had decreased from last year and are in conversation about how to help make this event more appealing for families in the future. In November, the team hosted a “Midterm Shakeoff” party in hopes of providing congregants with a chance to have fun together following the intensity of the midterm elections. There were eleven people in attendance, which led us into deeper conversation about how to better offer opportunities that bring a larger portion of our congregational community together. Putting dance parties on hold for now, we went back to the drawing board for upcoming events and imagine coffee houses, themed potlucks, and a repeat of the highly attended and well received summer event “Sparking Conversations.” After reviewing the experience of movies and meals in congregants’ homes we’re in the midst of creating a more intentional means for people attending those events to break the ice and get to know one another a little more before the evening ends.

FINANCE TEAM

submitted by Doug Swaim, Director of Administration

The Finance Team advises the Coordinating Team on all UUC financial matters. Randy Whitt is in his second year chairing the Team. Other members are Jeff Barnes, Warren Tadlock, George Ladner and Mary Ann Hendrick. The team meets monthly on the second Thursday so they can review the prior month’s financial report before it is passed along to the Board.

The Team devoted portions of its November and December meetings to reviewing proposals for energy-efficiency projects before recommending the one that was approved by the Board at your December meeting. Along the way, the Finance Team considered the possibility of mounting a significantly larger capital campaign that would include retiring our mortgage and acquiring the adjacent property on Sharon Amity. The Team concluded the timing was not right to present this larger “ask” to the congregation at this time.

Team member George Ladner is assisting the ODS Managing Team with a review of the ODS Fair Share agreement.

Last year the Team identified a need for increased emphasis on network security here at the UUCC and has since been working with staff to develop a network security plan. Office Administrator Alesia Hutto is taking the lead on this project and presented a near-final plan at the Team’s January meeting.

At its January meeting the Team also discussed stewardship/contribution income issues with Kelly Greene and made plans for another round of capital spending planning in coordination with the Building and Grounds Team.

MUSIC TEAM

Submitted by John Herrick, Director of Music

The Music Team oversees all aspects of the music program, including seeking ways to expand the variety of music offered, participation in ensembles, community building and spiritual growth through music. The team also acts as a sounding board for the director of music and seeks to be welcoming and encouraging of all who wish to participate in the musical life of the congregation.

For the UUCC musical ensembles, musical highlights from the fall include the UUCC House Band’s performance of deceased member Tim Lemmond’s “Community of Love,” the Adult Choir’s performance of Sara Bareilles’ “Brave” and Israel Kamakawiwo’ole’s version of “Somewhere Over the Rainbow,” the Chamber Choir’s performance of Eric Whitacre’s “Lux Aurumque,” the Handbell Ensemble’s performance of Bart Howard’s “Fly Me to the Moon,” and the Children’s Choir performance of Sally Roger’s “I See the Moon.” In addition, our

high school youth provided stirring music for their service on October 28, including the Hoosiers' "Choices" with Alex Szanton and Elsie Schomp. On November 11, John and percussionists from the congregation—John Burns, Fred Hutchinson and Eric Wilhelm—led a memorable Stomp-like presentation, including brooms, trash cans and other atypical rhythm instruments. On Saturday, December 15, the Adult Choir and a number of talented congregational musicians—Emily and Rob Katz, Erin Maness, Mike Raible, Gabrielle Geiger, Donna Fisher, Lisa Lackey, Judy Love, Wendy Pond, Paul Wilson and John Burns—presented Yule Fest 2018, following the Crafts with Santa and community potluck. On Christmas Eve, the Adult Choir was joined by members of the Handbell Ensemble and a resident brass trio, consisting of John Burns, Tristan Burns and Paul Wilson. On Sunday, December 30, father and daughter Ben and Elsie Schomp presented "Home" and two clarinet selections by Elsie.

The Music Team hosted David Tan's Vox Ensemble in an Icelandic music concert on Saturday, October 20. The team is preparing to host Greg Greenway and Reggie Harris on Saturday, January 26 for a special musical presentation on race in America entitled, "Deeper Than the Skin." The Music Team is collaborating with the Community Building Team to offer a community potluck before the event.

On Sunday, December 2, John and an outreach choir of 24 singers took a holiday concert to Brookdale Carriage Club and Curis Charlotte (formerly Avante). At Brookdale, they were joined by the resident choir there for a shared program and sing-a-long for an audience of 85 (the audience there continues to grow with repeat performances).

Music Program community building events included a potluck at the home of Ellen Holliday, following the December 2 outreach program, and a 12th Night potluck gathering on January 5 at the home of Sage and Dale Brook. Members of the Music Program continue to support those who are experiencing illness or loss.

VOLUNTEER RECRUITMENT AND ENGAGEMENT

submitted by Kelly Green, Membership Coordinator

Throughout the holiday season, at least 175 volunteers helped make all we offered possible.

When new members join, they are asked to review potential ways they want to help and are connected with coordinators in areas where they want to volunteer. Over one-third of members who joined within the last year are serving in regular volunteer roles. We are working to improve the invitation and training all volunteers receive to help those who are less comfortable stepping into a new role. Members continue to say they find volunteering a helpful way to connect with others and a meaningful way to feel they are contribution to our congregation.

Sign-ups for Room in the Inn have been slow. Membership Coordinator and Room in the Inn Coordinator will meet to discuss ways to increase volunteer participation in this program.

Attendance Data for December

Attendance Area	Oct-18	Nov-18	Dec-18	Dec-17
ARESD Offerings	201	177	162	246
Community Building	38	73	236	370
Congregational Team Meetings	111	112	108	97
CYRE	524	411	392	526
Family Ministry	0	37	n/a	n/a
Music	152	121	142	186
Intersectional Justice	47	53	47	111
Visitors	38	39	108	121
Worship	1150	942	1665	1651
Totals	2261	1965	2860	3308