

**Coordinating Team
Report to the Board of Trustees
May 2022**

In addition to the financial and membership reports, the Coordinating Team (CT) brings the following items to the Board for your attention and awareness:

Proposed Budget for 2022-2023

The 2022-2023 proposed budget is included in the board material for this month.

As the board will recall, information provided in April stated that we project our *total* income to be down over last year by approximately \$36,000. On the expense side, we are being extremely frugal, limiting increases to items that are essential.

Personnel expenses are projected to be \$72,273 lower than this year due to understaffing and lower personnel costs for the Sexton. We have transitioned back to a system which splits the responsibility of repair and maintenance and cleaning, which results in lower personnel costs for the Sexton, but an increase in maintenance and repair expenses. Personnel expenses also include a salary increase for one staff member to ensure all professional staff members are within UUA Fair Compensation Guidelines, a 7% raise for remaining professional staff, paid coordination for both Adult and Youth Religious Education, and salary and benefits for the Interim Minister.

Please note that with the approval of paying off the mortgage in the current fiscal year with our reserves, we have removed the mortgage payment from the budget, which is reflected under facility. We have allocated \$24,000 to start replenishing our reserves. As a reminder 100% of this year's surplus will also go to reserves on July 1.

The budget being presented was proposed by the Coordinating Team and has been approved by the Finance Team. Both Teams now recommend your vote to approve submitting it to the congregation to be adopted as our 2022-2023 budget.

CYRE Leadership

By the time Board members are seeing this report, you will have already read the very good news that Lisa Walls and Melissa Schropp have now been hired as our Contracted Co-Coordination of Children and Youth Religious Education. In Lisa and Melissa we have two exceptionally experienced and committed leaders who are more deeply acquainted with our CYRE programming than anyone here.

This is a new role with expectations and responsibilities well beyond what they were offering before. Between them, Lisa and Melissa now assume all professional responsibilities for recruiting, planning, guiding and evaluating our programming.

Additionally, Belinda Parry will be providing administrative and organizational support and guidance. Belinda benefits from years of professional experience in CYRE and will be a valuable resource for Lisa and Melissa.

We are very pleased with this development and very hopeful about opportunities to expand our CYRE programming in the 2022 – 2023 congregational year.

New Sunday Service Time

When we were at last able to return to in-person Sunday services, we intentionally choose to do so at 11:15 a.m. This allowed our Children and Youth programming (which was already in-person) to continue at the same time while also creating the possibility for a second service should one be needed.

We've heard requests since returning to in-person services that we offer our service at an earlier time. Aware that, for now, we do not need to offer a second service and able to accommodate a shift in our CYRE start time, in keeping with multiple requests, we will be making a change.

Beginning Sunday, June 5, our Sunday service will be offered at 10:00 a.m. This earlier time offers us the advantage of being able to offer other programming following the service—Credo presentations, visitor sessions, meetings and potentially even ARESD offerings.

We will continue at 11:15 a.m. through the month of May and initiate this change with the first Sunday in June. We hope this will make our in-person services more available and attractive to more of our members and to visitors in search for what we have to offer.

“Share the Plate”

The Stewardship Team introduced its "Share the Plate" (STP) initiative in mid-February. Where we pledged to share half of our plate contributions with organizations creating positive change in the broader community for a designated period of time.

In recognition of Earth Day and Earth Month, the Stewardship Team in conjunction with the Intersectional Justice Engagement Group selected GreenFaith as the STP partner for April. GreenFaith is a worldwide coalition where people of faith and conscience collaborate for climate and environmental justice. The Intersectional Engagement Group has identified GreenFaith as an organization seeking environmental transformation in the larger community consistent with our UUCU Vision Statement and Mission. Plans are underway to create a UUCU GreenFaith Circle which will offer our members an opportunity to work for environmental justice. You can learn more about the movement at www.greenfaith.org.

The team is pleased to report that we collected **\$1,153.65** for GreenFaith. So far, we have seen a great response to this effort. Reentry Housing Alliance (RHA) is our “Share the Plate” partner for May. You can find more information about both STP and RHA [here](#).

STP campaigns will continue throughout the year at regular intervals. We continue to encourage our Board to join us in support of this new effort to foster a greater sense of generosity among our members.

Memorial Endowment Trust

The Memorial Endowment Trust (MET) of the UUCC provides an opportunity for members to contribute financially to the life and well-being of the congregation through legacy gifts, memorial contributions, and other means of celebrating or honoring lives within our community. Members are invited in regular appeals to consider including the MET in their legacy giving. Members of the 2021-2022 MET board include Fred Dodson, Mary Ann Hendrick, Ellen Holliday, Patrick McNeely, Tom Nunnenkamp (chair) and Rita Heath Singer.

Years of careful cultivation and management by MET trustees have resulted in a balance sufficient to generate significant income. Each year the trustees determine the portion of that income available to support and enhance the work of the congregation through grant funding. The Memorial Endowment Trust awards grants for worthy projects that might not fit cleanly into our operating budget, but which support our Community's Vision and Mission.

The Endowment Trustees announced in January that there is \$44,000 available for potential grants for the 2022-2023 congregational year. The Trustees reviewed grant proposals at their April meeting and will determine which grants will be awarded at their May meeting. The grants awarded will be announced at the annual Congregational Conversation on June 5.

Charting Member Participation

Member involvement is in flux, as some who had been involved reduced or discontinued their involvement and others who have not been involved recently increased their engagement and volunteered in new ways. In many congregations around the country, recruiting volunteers for important roles such as coffee service and ushering has been challenging. We have a minimally sustainable number of Sunday morning volunteers at this time.

In April, 47% of members were recorded as participating in the life of the community. We had 14 first-time visitors and 31 repeat visitors. We plan to offer more opportunities for new people to connect to each other and to the rest of the community in the coming months.

UUCC CARES Fund

As a reminder, the CT proposed transferring the remaining Fund Balance to the Minister's Discretionary Fund at the end of the April. The fund balance of \$23,772.21 has officially been transferred to the Minister's Discretionary account. The CARES Fund account will be removed from the balance sheet at the end of the congregational year.

Ongoing Activity

We continue to strive to be a vital and engaged congregation despite the many challenges that presents for all of us.

•Sunday Services

As we work hard to create and offer hybrid services, planned for both an in-person and video experience, thus far the larger contingent continues to be those accessing services either by way of the livestream on Sunday mornings or in its archived version on our website and YouTube channel. We continue to note that the count of those who are viewing the service increases notably throughout the week following the Sunday when it was first offered and into the following weeks as well. Our last four services have, to date, had an average of 133 views. Aware that some of these reflect multiple viewers accessing a single screen, this exceeds our attendance in the sanctuary.

We continue to receive kind, affirming responses. One visitor wrote a letter following an April service, calling what she experienced "a source of encouragement, a source of enlightenment, a source of comfort and a source of joy and delight." A member reacted to the service on "God" on our member Facebook page saying, "We as a community have come so far." Another sent a message that said, in part, "Thanks for your continued encouragement to be our best selves."

We invite more of our Board members to join the in-person experience on Sundays. Your presence will help foster the kind of connection to which you have called us and will help encourage our community in this time of transition.

•Adult Religious Education/Spiritual Development

The recent ARESD offering on voting rights included 19 participants in the first session and 20 in the second and received very positive feedback in the evaluation forms circulated afterward.

Upcoming offerings include:

The Movie That Changed My Life Series

“Grapes of Wrath” (May 22, Jane Gorman to facilitate)

“Medium Cool” (June 12, Pete Moore to facilitate)

“A Better Life for Their Children: Photographs and Stories by Andrew Feiler” exhibit at Charlotte Museum of History (May 21)

Call Me By My Name

Documentary about StreetSmARTS, a collaboration between First United Methodist Church and The Playworks Group LLC, in which a group of homeless neighbors in Charlotte met for three years and staged a reading in 2019 about the realities of living on the street in Charlotte. Viewing includes a Talkback with creative team members and participants involved in the project, giving audiences an opportunity to interact directly with those experiencing homelessness. (May 23, 24 signups to date)

The Credo sessions offered once a month on Sunday mornings continue to have good attendance. The April session was the first we’ve offered in hybrid format, using the new technology available in the Bernstein Room.

•Building and Grounds

The Building and Grounds Team for 2021-2022 is comprised of Roy Smith (chair), David Johnson, Judy Love, Dan Maples, Tom Moore, Charles Pilkey and Ginny Sullivan with Alesia Hutto serving as staff liaison.

In the month of March, the team submitted two grant proposals to the MET for installing awnings over the entry ways and adding more lighting to the Memorial Garden side of the building. The team will now refocus its efforts back to applying

for a grant through the Infrastructure Investment and Jobs Act. Included in the Act is a pilot program for making federal grants to tax exempt 501(c)(3) organizations to upgrade buildings to achieve more energy efficiency. The Act specifically addresses the installation of materials on buildings that reduce the building's use of fuel and other energy, such as upgrades to roofing material, lighting systems, windows, doors, and HVAC systems. The Act provides up to \$50 Million Dollars in grant funds annually through the year 2026. An organization can receive up to \$200,000 in grant proceeds.

David Johnson, team member and grant writer, has agreed to assist Alesia Hutto in applying for the grant. Dan Maples is looking into our HVAC needs and Tom Moore and Charles Pilkey are looking into our exterior door needs. More news will be provided as it becomes available.

•Children, Youth, and Families

The **Easter Sunday egg hunt** on April 17 was well attended and enjoyed by all! The middle school kids did a great job of "hiding" eggs throughout the tire swing playground, while the younger kids did Easter crafts on the traffic circle playground. After the hunt, the Easter Bunny handed out treats. The eggs all contained coins and other small items (stickers, etc.). The coins collected were turned in and will be donated to Charlotte Family Housing.

The **Bridging ceremony** for graduating High School seniors will be on June 5, and we have interest from one family to participate in a Family dedication ceremony that Sunday as well. We will also be presenting the CYRE Volunteer Award on June 5, after a two-year hiatus.

Programming for the summer is outlined, but not yet finalized. We will be exploring a different activity each Sunday, summer-camp style, led by various members of the congregation. We understand that the service time may shift to an earlier time, and CYRE classes will adjust accordingly.

Volunteer recruitment for teachers for this fall is ongoing, with the understanding that we will remain at one service only.

We will not hold any CYRE classes on May 29, Memorial Day Sunday, but will offer childcare on the Tire Swing Playground for ages 4-5th grade if they don't attend service. Nursery will also be open.

Nursery care: We continue to have the nursery staffed each Sunday, but it has usually been empty. We had two children there on Easter Sunday, and Eve's youngest son was there on May 1. We expect this will continue to be the case until children under 5 are approved for COVID vaccinations and parents feel more comfortable. But we will continue to have nursery staff in place each Sunday, and then dismiss them if there are no sign-ins by 11:30 or so. (Staff is paid for the first hour if dismissed)

SpiritPlay class continues with attendance of around 5-6 kids, continuing to meet outside as weather permits.

Elementary attendance has also stayed fairly consistent. They are finishing their Windows and Mirrors curriculum art installation and look forward to sharing it with the congregation on May 22.

Middle School youth continue to get together each Sunday with many thanks to advisors Eric Davis, Bryce Nielsen and Kristin Rogentine Lee.

Our **High School** youth recently had their first social get-together outside of Sunday classes, enjoying a Friday evening at Optimist Hall together. There was enthusiasm from the group and excitement to continue these types of activities as often as advisor capacity allows. They are also busy planning the Sunday service they will be leading on May 22.

Our Whole Lives programming 5th-6th grade OWL is more than halfway through and going well. Last day is June 5.

The **Coming of Age** program will wrap up with its year-end credo celebration and banquet on Sunday, May 15. The Boston trip is scheduled for July, with 12 participants —which includes the current CoA class as well as a few youth from the previous COA cohort, who were unable to go in 2020.

- Community Building

Last month, Community Building invited members to participate in a gratitude walk at University of North Carolina-Charlotte. Coffee service in Freeman Hall has started again, offering opportunity for members and visitors to socialize and find out more about other offerings at UUCC. Moving forward, Community Building and Family Ministry will join forces to create offerings for members of all ages.

- Congregational Care

We continue to benefit from the compassionate and energetic involvement of our Congregational Care Team under the leadership of Sheila Lay. Members regularly respond with appreciation to the calls, cards, visits, prayer shawls and meals offered by the members of this team and others. Often unseen until a need arises in a family's life, we owe these members of our community a deep debt of gratitude for the care for all of us.

- Intersectional Justice Team

Our Intersectional Justice efforts are beginning to expand in the ways we had hoped and planned. Members were recently involved in a project with the ReEntry Housing Alliance; we anticipate future efforts to be involved with this group. A new opportunity—Mis Amigos and Compassion Closet—is being presented on Sunday, May 15. A third partner—Erika's Closet—will be introduced soon. Our Engagement Group is continuing to seek ways for members of our community to be involved in efforts consistent with our ambitious Vision's aspirations of "transformation."