

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

Due to staff transitions and reassignments, the Coordinating Team (CT) is now comprised of Rev. Lisa Bovee-Kemper, Minister; Kelly Greene, Director of Member Relations and Alesia Hutto, Director of Administration. In addition to the financial and membership reports, the CT brings the following items to the Board for your attention and awareness:

Transition Team Report

The Transition Team is comprised of Melissa Vullo, Megan Van Fleet, and John Burns, working with Rev. Lisa Bovee-Kemper. The team is in the process of recruiting a fifth member and will be attending a virtual seminar called "The Transition Team" offered by the Interim Ministry Network in early October, after which we expect to have more to report.

Communications

submitted by staff liaison, Belinda Parry

The Communications Team provides graphics, design, writing, photography, web and social media services directly to UUCC staff and teams for smaller-scale projects and works with contractors hired by the UUCC on larger projects. There are five Team members: Susan Carpenter, David Dixon, Courtney McLaughlin, Kimberly Melton, and Debbie Rubenstein. The team meets on the 4th Tuesday of each month in a hybrid meeting space to allow for in-person and remote participation.

The team is working with the results of a congregational survey that was completed in the spring of 2022. UUCC members and visitors who responded to the survey gave generally positive feedback. Our current communications platforms are reaching the audience for the most part. The team observed that it could be helpful to UUCC members and visitors to have access to a full list of the various ways we communicate and what each platform is generally used for. Using the survey results, we are in the process of setting goals and creating a process map for the coming year(s).

The Communications Team is investigating ways to utilize our social media platforms (Facebook, Instagram, YouTube) more, possibly sharing access with other teams and staff. We have created a free nonprofit account with the content creating app Canva and will be designing templates to use so posts will be uniform, easily identifiable, and

will include UUCC branding such as our logo and/or contact information. A short-term goal is to update our social media Communications Policy to encompass our current platforms and any we might add in the future.

The team is investigating partnerships with the Stewardship, Membership, and Intersectional Justice Teams.

Membership/Participation

2022-2023 Team members include: Catherine Covington-East, Liza Pratt, Gwynne Movius, Mary Bruce, Meagan O'Connor, Claire Lukens, Michelle Dillon

In August, approximately 45% of members participated in some way that was recorded, down from 52% in July, though significantly higher than the 38% in June. Recorded participation includes attending a virtual or in-person service, attending a class, small group or other activity, being in contact with staff, or volunteering. After Fall Stewardship pledges are due on October 16 and reminders are emailed on October 17, those who have not fulfilled the minimum bylaw requirement of a donation of record each 12 months will be emailed a letter requesting that they renew their connection to the UUCC. Approximately 50 members are out of compliance.

Approximately ¼ of members who participate in services attend both in-person and virtual services. In August, total service attendance was 757 or 189 per service, with 505 of the total being in person. Attendance was highest (299) for Rev. Lisa's first service and lowest (71) the weekend of Charlotte Pride. Subscribers to the UUCC YouTube channel increased to 494, up from 432 in January.

We removed three members in August, two due to death. We added two returning members in August. All pledges removed this year have been \$1200 or less. All pledges added this year have been \$1500 or less.

At least 32 repeat visitors attended services or other activities in August.

Open Door School (ODS)

submitted by staff liaison, Alesia Hutto

Our preschool, the Open Door School (ODS) Managing Team consists of—Jim Van Fleet (chair), Alesia Hutto (UUCC staff liaison), Sheila Locklear (ODS Director), Jen McGuire, Elaine Peed and Erin Stooddy. We are still in search for a representative to join the team from the Family Community Association (FCA), so far we have had no parents willing to volunteer. We are also in search for one more member to add to the Team. A member

who previously committed recently rescinded their commitment due to unexpected family obligations.

At the August meeting, the Managing Team worked to make sure that the safety plan was up-to-date and ensured that the school had what it needed for a safe school year. In addition the Managing Team provided welcome back decorations and refreshments for the staff during their staff development week which took place from August 29-September 2.

On Tuesday, September 6, the 2022-2023 school year officially began. Again this year ODS has higher than usual new staff, but the overall goal is to ensure that new staff are implementing the ODS philosophy. Unfortunately the school is still in need of two educators: one for the full day class and another for the 4/5's class. In the meantime substitutes are stepping into those roles until the positions are filled permanently.

As of the second week of school things are running smoothly and enrollment is almost at capacity with only five openings (full day is fully enrolled.) At the end of last school year, we had only one or two family members interested in volunteering for our FCA, which has made it difficult to recruit a member for the Managing Team. ODS Director, Sheila Locklear will continue to recruit volunteers and has lessened the required work and goals for the year with the hopes of getting more interest. When the FCA is in place, they will begin their work on planning ODS annual events which include the Silent Auction, Springfest, Bake Sale, Kindergarten Readiness and a Community Builder/Outreach gathering.

Last school year the ODS Managing Team in conjunction with the CYRE Team applied for a grant to replace our aging sheds on the playgrounds. This grant was approved, and we immediately began the work of replacing the sheds. In August, the Building and Grounds Team worked to get the old shed cleared out and demolished and provided some oversight with the installation of the new sheds. Two of the sheds have been installed. We had to order a slightly smaller shed for playground #3 due to tree clearance issues. This final shed will be delivered around the first week in October.

Stewardship

submitted by staff liaison, Alesia Hutto

The Stewardship Team for 2022-2023 is comprised of Erica Blake, Joy Bruce, Elaine Camp, Mary Hackenberg, Mike O'Sullivan and Julie Smith with Kelly Greene, John Herrick and Alesia Hutto serving as staff liaisons. The canvassers include Lincoln Baxter, John Burns, Elaine Camp, Shelagh Gallagher, Sara Graham, Ellen Holliday, Debbie Marr,

Kurt Merkle, Gwynne Movius, Mike O'Sullivan, Julie Smith, Jinny Sullivan and Paul Wilson.

In this interim ministry year as we re-examine all that we undertake as a congregation, including our approach to stewardship, as previously reported, we are making some adjustments to the campaign that we think will make it more user-friendly.

As a reminder, this year's campaign will vary slightly in that we'll group former monthly pledge groups into three separate campaigns: "Fall" (formerly September through November), "Winter" (formerly December through February) and "Spring" (formerly March through June). By combining months, we'll be able to streamline our efforts and provide additional time for communicating with members. [Click here](#) for more details about the new Stewardship process.

We're also adding seasonal events to celebrate and gather our community. The goal is to hold these seasonal events during the first month of each seasonal campaign. The first event, a Fall Potluck, is scheduled for Saturday, September 24 at 5:30 p.m. in Freeman Hall. A formal invite was sent to all members in the Fall Group, Stewardship Canvassers and the Board of Trustees. We hope that members of the Board can join us. Here is a link to the invitation, which included information on how to sign up: <https://conta.cc/3qAySdD>.

Ongoing Activity

This report includes some changes to our teams. Family Ministry and Community Building are now combined. Our goal is to have mostly intergenerational events rather than to regularly segregate those for families. Also included in this report is a new team: Denominational Relations. Our preliminary goal is to strengthen UUC's connection to Unitarian Universalism.

•Adult Education/Spiritual Development (AESD)

submitted by program coordinator, Linn Martin

After some gains and losses in The Adult Education & Spiritual Development Team, it is now comprised of six members, Linn Martin (Program Coordinator), Althea Clark, Joan Kelly, Cyndi Martinec, Kristin Rogentine-Lee, and Caroline Webber. With so many changes in and around our Team, we began meeting weekly via Zoom to begin planning for fall programs. Firm dates and signups have been set for three new programs beginning in September and running through early November:

- A documentary and discussion of the film, *Happy*, led by Rev. Lisa Bovee-Kemper.
- A four-part series addressing climate change and launching the UCC involvement with GreenFaith International; being presented in conjunction with UCC Intersectional Justice Team and Engagement Group
- A two-part series entitled, The Big Questions, proposed and led by Rev. Lisa Bovee-Kemper.
 - In connection with this program, a follow-up program entitled "Write Your Own Credo" is in the planning stages.

Signups for all three programs are encouraging and will help us to evaluate community interest for future programs.

As a team, we have developed an additional list of other potential programs for consideration, and late in the month of August, we were able to meet with Rev. Lisa to hear her thoughts, suggestions, and direction for program content. With the help of member Mike O'Sullivan, we were also able to initiate an "interest preferences" Survey Monkey online; results of that poll will be available soon. We expect with the input and indicators in the month of September, we will have a good sense of direction for the coming year.

•Building and Grounds

submitted by staff liaison, Alesia Hutto

The Building and Grounds Team for 2022-2023 is comprised of Tom Beggs, Charles Pilkey (chair), Rocky Hendrick, David Johnson, Dan Maples, Tom Moore and Jinny Sullivan with Alesia Hutto serving as staff liaison.

In the month of August, Team members worked to complete miscellaneous small projects for the building and programming areas. These projects included:

- Moving the old pulpit to its new storage location
- Fitting the large congregational banner for a pole
- Removing items from the playground sheds in anticipation of the delivery of the new sheds
- Securing a company and overseeing the demolition of the old sheds
- Repairing the benches around the trees on playground #3

At the September meeting the Team discussed plans to move forward with the MET Grant project of installing awnings over the doors leading to the vestibule. Tom Beggs, Dan Maples and Alesia Hutto will work together to help complete the project.

It was reported by Open Door School that there is some water damage on the concrete wall that runs parallel with Sharon Amity Rd. Charles Pilkey and Tom Moore will work with Alesia Hutto to have a contractor assess the damage and secure bids for the work. Given the magnitude of this type of work, it may require covering the expense with reserve funds. If this is the case we will submit a request to the board for approval.

•Children, Youth, and Families (CYRE)

submitted by program coordinator, Melissa Schropp

The 2022-2023 CYRE Team is comprised of Joe Argent, Kendra Dixon (co-chair), Jeannie Fennell, David Flynn, Nathan Hackenberg, Janan Jones, Kristie Lauderbaugh, Heather Simpson, and Valerie Vickers, with Melissa Schropp (co-chair) and Lisa Walls, Program Co-Coordinators, and Belinda Parry, Staff Liaison. (We recently heard from Jeannie Fennell, who Eve had recruited for the CYRE team that this team isn't for her, and she doesn't feel she can really contribute anything, but is still willing to volunteer occasionally.)

CYRE Classes resumed for the new year on Sunday, September 11. We had decent attendance in our combined Elementary class and the Middle School class, but fewer than hoped for in our SpiritPlay, and High School class. We hope the numbers will increase as the year gets underway.

Number Registered so far, (and Number Attended)

- High School: 4 (3)
- Middle School: 14 (9)
- Elementary School: 14 (9)
- SpiritPlay 8, (3)

An outing to Davidson College for their low ropes challenge course is planned for the Middle School class on October 30. The High School group will kick off planning on Friday, September 30, for their November 13 service. Rev. Lisa will attend at the beginning to assist in brainstorming. We have not yet determined if this would be an overnight lock-in or not. We hope to schedule an Operation Sandwich sometime in October.

Volunteer recruitment for teachers was a success! We currently have full teaching teams in place for each class.

Nursery: We have a couple registrations for Nursery, and actually had three children dropped off on September 11, which is a post-pandemic record! This is very encouraging, and our nursery team was delighted to have them there after so many Sundays of closing the nursery early due to lack of attendance!

The CYRE Team plans to hold our monthly meetings on third Sundays, on-site shortly after service. Our September meeting, however, conflicts with parent orientations so we will meet via Zoom in the evening on September 18.

CYRE Parent Orientation planned for September 18 following service, which will be immediately followed by a Mountain (Con)ference Orientation. The fall youth Mountain Cons begin in November and registration info has gone out to families. CYRE Registration for 2022-2023 is still underway.

Our Whole Lives (OWL): We will be offering OWL Parent orientation on Sunday, September 25 following service and will be asking families to indicate their interest/intent to register for each age group. Once we have those numbers, we will know which age groups will have the enough interest to move forward with that class. There's also one person on the waitlist for virtual OWL facilitator training for the 8th-12th grade curriculum in September. Hopefully, they will get in so we can rejuvenate our facilitator pool.

•Community Building

Team Members: Jennifer-Dove McLeod, Althea Clark, Lisa Marie Nisely, John Burns, Justine Busto, Susan Hill, Denise Weldon-Clark, Jeannie Fennell, Megan Hendler

The Community Building Team partnered with Music to offer a potluck before a movie screening. This first potluck since before the pandemic drew 30 participants, with 35 attending the movie. Great food and conversation made for a lovely experience.

Craig Miller assisted Community Building with coordinating UUCC participating in Charlotte Pride. Fourteen people volunteered at our table in the festival and about the same number participated in the parade. This year, we had a plinko game, trivia and a sign explaining five fabulous things about Unitarian Universalism. We were able to talk to tens of people about UUCC, including parents whose children were drawn to the game.

In September, the team is inviting members to join them at events for the Charlotte International Arts Festival, to engage in the life of the greater Charlotte community together. In October, members will be invited to our third annual plant swap. On October 2nd, affinity groups, volunteer areas, etc. are invited to share information about their offerings after service in Freeman Hall. This will be an opportunity for everyone to learn about ways to get involved at UUC.

•Congregational Care

We continue to benefit from the compassionate and energetic involvement of our Congregational Care Team under the leadership of Sheila Lay. Rev. Lisa Bovee-Kemper serves as staff liaison to this Team. 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.

In August, the team hosted a reception following the memorial service for Brenda Dillon. We will host another reception in September following the service for Chris Clark

•Denominational Relations

Team Members: Karen Bringle, Rob Marcy, Jolena James-Szanton, Donna Fisher, Rebekah Visco (liaison for justice)

The team held its first meeting and started to explore what it wants to accomplish. Since then, Jolena has left the team to serve on the Board. Caroline Webber has been added as liaison for adult education. On October 2, we will partner with UU Justice NC to offer a UU the Vote postcard writing event. We will invite people to write personal messages to infrequent voters in Cabarrus County.

•Intersectional Justice

Team Members: Dave Walsh, Janet Zick, Emmanuel Allen, Shannon Maples, Rebekah Visco

In August, the Intersectional Justice Team facilitated the collection of 239 backpacks and hundreds of school supplies to benefit our partner, Erica's Closet, a nonprofit which serves justice-involved and homeless individuals. This month, they are collecting children's clothes for our partner Compassion Closet. Anticipated upcoming events with our partner Reentry Housing Partnership include a volunteer recruitment and information session. They have requested that we again assist with calling landlords to

ensure they are willing to rent to their clients. We also plan to assist with setting up a home they anticipate being ready to open on November 1. Also in the works is a diaper drive for our partner Mis Amigos.

The Intersectional Justice Engagement Group has partnered with AE/SD to offer four education sessions on Understanding and Healing Our Climate Crisis.

Shannon Maples will be leaving this team to join the Board. We are excited to have Melanie Greely join the team. We are in the process of trying to recruit new members, as some members have served past their three-year commitment.