

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

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

submitted by staff liaison Rev. Lisa Bovee Kemper

The Transition team is recruiting additional members and will meet as a whole group before the holidays to confirm the timeline for our next phase of work to begin in the new year.

Large Church Staff Conference

submitted by Alesia Hutto

On Wednesday, November 9 and Thursday, November 10 the Professional Staff participated in the Unitarian Universalist Association's Large Church Staff Conference. The theme of the conference, The Community of Communities: A UU Growth Mindset, offered an opportunity for staff across the country to connect with others with similar roles in different congregations. The presentations were led by Dr. Paula Cole Jones. Dr. Jones is the founder of ADORE (A Dialogue on Race & Ethnicity), a former president of DRUUMM (Diverse and Revolutionary Unitarian Universalist Multicultural Ministries) and an independent consultant specializing in multicultural competencies and institutional change.

This is the first time this conference has been offered virtually, so it presented a unique opportunity for the full-time staff to connect with other large congregations who are seeking ways to encourage growth and connection during a time of rebuilding and transition. Focusing on the concept of creating communities within our community to help foster connections, congregations were asked, how do we enact a shared ministry? How can we create communities within our community that foster connection and a culture that suits their needs and still covenant with the larger mission and vision of the congregation?

We also discussed Vision. We were asked do we have a compelling Vision? Does the community believe in it? Are our actions aligned with our Vision? And finally, have we positioned our Vision in the organization to be sustainable and "marketable"? All of these questions are important and timely given the work ahead of our community.

There wasn't an attempt to answer these questions, but they are what we will need to ask and answer ourselves as we lean into this transitional work. They will also help frame the work we will embark on with a growth mindset.

One of the most impactful aspects of the conference was the ability to join other congregational staff with similar roles to discuss successes and challenges during this time. One of the common successes included key volunteers stepping up. Some of the common challenges included stewardship/finances, informal power struggles and low attendance among families with children. As a staff we plan to take the knowledge gleaned from this conference and use it to help frame our pathway forward.

Membership/Participation

submitted by staff liaison, Kelly Greene

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

As of October 31, 2022, UUC membership is at 568. We have added 15 new members and removed 17 so far this congregational year. Approximately 46% of members were recorded as participating in the life of the congregation. Service attendance was an average of 164 per service, down from 177 in September and 189 in August.

Memorial Endowment Trust

submitted by staff liaison, Alesia Hutto

The Memorial Endowment Trust (MET) of the UUC 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 2022-2023 MET board include Fred Dodson, Mary Ann Hendrick, Ellen Holliday, Tom Nunnenkamp (chair), Rita Heath Singer and Randy Whitt.

Historically, in the month of November, the MET has offered a message to the congregation from the pulpit. These messages are focused on bringing awareness to the MET and encourage giving to this fund. Tom Nunnenkamp, Chair of the MET Board will offer that message this year on Sunday, November 20. The MET will also have a staffed table in Freeman Hall after the service to answer any question about the Endowment and let members know how they can donate.

Office Closing

submitted by Alesia Hutto

The UUCC Professional Staff is proposing the closing of the office from Monday, December 26-Friday, December 30. During this time the staff will still hold responsibilities for ensuring the services are coordinated and executed, financial tasks are completed, and congregational care requests are attended to.

Stewardship

submitted by staff liaison, Alesia Hutto

Stewardship Team: 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. Canvassers: 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.

This year's campaign varies slightly in that we 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.

The campaign kicked off in September. The months of September and October were about communication and celebration. Pledge packets were mailed, and canvassers reached out to members for conversation and connection. The Baxter family (Ben, Gillian, Anna and Connolly) sent a special message to the congregation about what the UUCC means to them followed by a Fall potluck on Saturday, September 24. Twenty-eight members gathered and enjoyed food, conversation and games. On October 2nd, team member Joy Bruce gave an appeal from the pulpit. The Share the Plate campaign began on October 23 and ran through Sunday, November 13. Thank yous will be sent mid-November.

Despite all our efforts, total pledges from the Fall Group saw a net decrease with six member units increasing and 21 decreasing. Although this is disappointing news, we have had an influx of new members in the last quarter which has helped offset some of the decreases. We are down \$10,811 so far for the year. The Winter group campaign begins December 1st. We will continue to focus on communication, connection and

celebration that will continue to include more special messages, canvassing, a Share the Plate campaign and a Winter Potluck on Saturday, January 7.

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 UUCC's connection to Unitarian Universalism.

Adult Education/Spiritual Development (AESD)

submitted by program coordinator, Linn Martin

AE/SD presented a variety of programs since the October 12 report.

October 13 & 20: The Climate Justice/GreenFaith Circle Program held its third and fourth meetings, wrapping up with the formation of a UUCC GreenFaith Circle. Total attendance for all four meetings was 71 people. The new circle is currently being led by Richard Pratt and Margie Storch, but they are looking for people to take leadership roles. Amy Brooks Paradise joined us for the final session, adding a great deal of credibility and enthusiasm to the start-up process. Monthly meetings will be held the second Monday evening of each month. It is my understanding that the circle will fall under the Intersectional Justice Team.

October 27 & November 3: The Big Questions program, facilitated by Rev. Lisa, was a very well-attended program. Total attendance for the two sessions was 44 participants, and it was clear at the wrap-up that the attendees hope for more of these reflective programs.

Monthly Discovery Circles: We were pleased to reintroduce the practice of Discovery Circles this year. We had intended to limit the circles to just one this year due to the difficulty of finding willing facilitators. We had 14 people sign up, and at the midnight hour, were able to rally two more facilitators; in addition to Suzanne Lake and Susan Hill, Camilla Mazzotta and Michelle Dillon were kind enough to step up to the plate.

November 10: Credo Writing Workshop. Carol Hartley will facilitate the workshop, which currently has seven registrations.

November 12 & 19, December 3: A three-part Introduction to Tai Chi on Saturday mornings. This program will be led by Charles Lee, husband of AE/SD team member Kristin Rogentine Lee. This program is open to high school age and adults, and weather allowing, will be held in the 234 parking lot; alternatively, Freeman Hall.

Monthly Credos: Barbara Devinney, who voluntarily replaced Carol Gay as the coordinator, is off to a excellent start. She has already confirmed three presenters for early in the coming year and is actively pursuing a mix of ages, genders, and other diversities. Credos are by the biggest draw of the AE/SD programs so we are relieved and happy to see the program reinvigorated.

A new affinity group was established under the AE/SD umbrella – Writing Your Spiritual Journey. This group is being led again by Marsha Kelly and will be a closed group limited to ten people, meeting monthly at 234. It is my understanding this is generally a resurrection of a former close-knit group of individuals from pre-covid times.

In early December the AE/SD team will meet to form plans for the first half of 2023. Our first five months have provided helpful information in terms of logistics, interests, and program responses, and we will surely draw upon our experience as we move forward into a new year; of course, suggestions are always welcome!

Building and Grounds

submitted by staff liaison, Alesia Hutto

Team Members: 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 November, the Team held its annual Fall Grounds Day in place of a formal meeting. The Team gathered together on Saturday, November 5 at 9:00 a.m. to install lattices around the bases of the new playground sheds, remove some old wood beams and rebar from the playgrounds, and clean out the outside gated area housing our HVAC systems to ensure the drains were free of leaves and other foliage. The Team worked until 1:00 p.m.! On Tuesday, November 8, Team members Rocky Hendrick and Tom Moore returned to the building to construct and install a new ramp on one of the sheds. We owe an enormous amount of gratitude to the Team and Open Door School teacher, Karen, who did a tremendous job.

•Children, Youth, and Families (CYRE)

submitted by program coordinator, Melissa Schropp

Sunday CYRE Classes: We have continued steady attendance in CYRE classes. Our High School class attendance remains smallest; SpiritPlay, Elementary and Middle School classes continue to be well-attended.

Some of the elementary class met to attend a Shabbat service on Friday, November 4 at Temple Beth El, as a part of the World Religions curriculum. Those unable to attend had the option to watch via live stream or the recorded service later. We hope to fit in one more visit to a different house of faith before the end of this year, with more in the spring.

The Middle School outing to the Davidson Challenge Course on Sunday, October 30 was attended by 13 youth, along with three advisors, and went very well. Several youth also

joined the Middle School Youth Group in attending a Corn Maze on the evening of Friday, November 4.

The High School class has been working hard to prepare their upcoming November 13 service, with the theme “Self-Examination in a Prejudiced Society.”

The Pancake Breakfast fundraiser was on Sunday, October 23 following service. A joint effort by both the Middle and High school classes, it was a success—raising over \$600 for the Boston Trip.

Nursery: attendance is light, but consistent.

CYRE Team: The next monthly meeting will be held on November 20, via zoom, with planning for the upcoming “Crafts with Santa” event on December 10 being the main focus.

Mountain Cons: The Middle School Mountain Con is November 18-20 and has eight youth going. Registration for the later Elementary and High School Mountain Cons is light so far but will hopefully increase as the deadline approaches.

Our Whole Lives (OWL): The first weekend of two Sr. High OWL sessions was held on Friday eve through Sat, Nov 4-5. There will be one more weekend session in Mid-December. The other two OWL offerings, 5th-6th and 8th-9th grades, will run in the Spring.

•Community Building

submitted by staff liaison, Kelly Greene

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

In October, the Community Building Team held a plant swap and a Trunk or Treat, both held in the UUCC parking lot. With the support of the UUCC gardening group, the plant swap was a fun exchange for members and visitors. The team tried putting signs along Sharon Amity, Gaynor and Hardwick. These did not bring people from the neighborhood but sharing with local plant lovers groups did. The trunk or treat was an intergenerational celebration that also introduced newer families to those who have been with us longer. Both events were successful, though a bit smaller than in the past. In November, the team will host a Thanksgiving potluck.

•Congregational Care

submitted by staff liaison, Rev. Lisa Bovee Kemper

The care of congregants is running smoothly, and at our last meeting, we discussed sending holiday cards to congregants. We will go back to the pre-pandemic plan of choosing elders, folks who can't make it to Sunday services, and add new members to the list (during the pandemic, cards were sent to the entire membership list, which is a heavy lift in terms of cost and personpower). We are also revisiting the images used for the cards that get sent from UUCC.

•Denominational Relations

submitted by staff liaison, Kelly Greene

Team Members: Karen Bringle, Rob Marcy, Caroline Webber (liaison for AE/SD), Rebekah Visco (liaison for justice)

Sooner than expected, the draft language for Article II of the UUA bylaws was released. Information about Article II, the draft language, links to Article II Study Commission feedback sessions and a link to the feedback form were shared in Currents. Kelly Greene and Rev. Lisa Bovee-Kemper offered a orientation session after service so members could learn more and hear from each other. Members were also encouraged to attend the feedback session and use the feedback form. Additional information sessions are being considered.

•Intersectional Justice

submitted by staff liaison, Kelly Greene

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

The team welcomed, Executive Director of Erika's Closet Traletta Banks to the UUCC. This organization is the current Share the Plate partner. Ms. Banks spoke with the congregation during service, then held an information session after service. The team continues to actively partner with Reentry Housing Alliance, assisting with contacting potential landlords, assembling furniture and decorating for the grand opening of their new house, etc. The engagement group continues to explore other partnerships. The team is also reviewing its processes and agreements to ensure its work is aligned.

•Worship

submitted by staff liaison, Rev. Lisa Bovee Kemper

The Worship Team and CYRE have been in conversation about timing and logistics for regularly inviting children and youth into the sanctuary. We expect this to begin in late

January or early February. We are also working together to create multigenerational services which have been successful so far – particularly the Ancestor Remembrance service on 10/30. Upcoming multigen services will be 11/20 and 1/15/23.

There will be three services on Christmas Eve, and a pre-recorded service on Christmas Day. NO IN PERSON SERVICE OR PROGRAMMING 12/25/22. There will also be a special holiday music service showcasing the choir and other music on 12/18.

We have also done an overall assessment of the order of service elements and have begun making some tweaks and changes to how things are ordered. We are also varying the overall order more often.