

**Coordinating Team
Report to the Board of Trustees
December 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 Interim Minister Transition Team met twice during the month of December. We welcomed Shandra Stout to the team, bringing membership up to four (Shandra, Rev. Lisa, Melissa Vullo and John Burns). Going forward our regular meetings will be 2nd Tuesdays in the afternoon.

In addition to providing a sounding board/check-in point for Lisa in her role as interim minister, the team is actively working to support the work of clarifying our identity, which is foundational to pursuing a settled minister.

Toward this end, the team is sponsoring a service on Jan 29 to “tell our story” of the UUCC, highlighting key events, people and accomplishments in the 75-year history of our community. We will include a post-service discussion session to see what thoughts and feelings arise from that.

We are also developing a proposed schedule of small group meetings for UUCC folks, with zoom and in person options to collect feedback and hopes for the future of UUCC. The sessions will be structured similarly to the mission and vision discussion groups of a few years ago, using different questions, to help clarify our work for the UUCC. We plan to see those executed during 1Q2023, working closely with the board on them, as we work towards the formation of a settled minister search team.

We are requesting time on the agenda of the January board meeting for more detailed updates, questions and discussion.

Our next meeting is scheduled for January 10th.

Minister's Housing Allocation

submitted by Alesia Hutto

As a matter of process, it is required that it is reported to the Board of Trustees annually the housing allocation for the congregation's minister. Our current minister's housing allocation is \$33,000 annually.

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

Current membership is at 568. In November, approximately 41% of the congregation was noted as participating in some way, down from 46% for October and 43% in September. Attendance at services averaged 168 per service, up from 164 in October.

We recorded 31 visitors in November, 10 of whom were first-time visitors. Half of those were adults with school-aged children. The most popular way people say they found us continues to be that they searched online. It is still the case that most of our newest members have experience with Unitarian Universalism before joining this congregation. Our next session of New to UUCC is planned for January.

For the video made possible by a MET grant, our videographer filmed activity in Freeman Hall after service and filmed interviews with four UUCC members. A second film date is to be determined. Catherine Covington-East has been driving this project. We plan to use the 3-4 minute video we are creating to let people who visit our web site or Facebook group or Instagram page meet some members and hear why they are members and what UUCC means to them.

Memorial Endowment Trust

submitted by staff liaison, Alesia Hutto

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 2022-2023 MET board include Fred Dodson,

Mary Ann Hendrick, Ellen Holliday, Tom Nunnenkamp (chair), Rita Heath Singer and Randy Whitt.

At the December meeting of the Board, the team discussed marketing and establishing a “floor” for the fund. Annually, the Endowment creates a profile to highlight members of the Legacy Society. The Board established the members to be profiled and will work to pull it together for a January/February distribution.

As we approach Grant season, the MET is considering processes to potentially establish a “floor” for the fund. The floor would be the balance in which the fund would be that would necessitate no distributions. The Board will continue to review this option and report any information as it becomes available.

Office Closing

submitted by Alesia Hutto

UUCU offices will be closed Monday, December 26 through Friday, December 30. During this time the staff will be available for building emergencies, financial tasks, and congregational care requests. Reach out to Rev. Lisa Bovee-Kemper at (704) 443-8437, if you have a concern or celebration to share. We will monitor email and respond to other emergencies as needed. All other requests will be responded to upon our return on Monday, January 2. On behalf of the professional staff, we would like to wish our community a happy holiday season!

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 UUCU’s connection to Unitarian Universalism.

Adult Education/Spiritual Development (AED)

submitted by program coordinator, Linn Martin

AED activities have slowed down considerably since the November 10 report, primarily due to the kickoff of the holidays. Introduction to Tai Chi classes were held in Freeman Hall on Saturdays, November 12 & 19, December 3. The group was small,

ranging from ten down to four at the end, but the interest and enthusiasm made the effort well worthwhile; in fact, the students asked to extend the classes, and we were able to fit in one more session in December.

Carol Hartley presented a credo writing workshop on November 10. Again, we had a small turnout, but the prompts and discussions were meaningful to those of us who participated.

The monthly Credo session was led by Rocky Hendrick in November, and turnout for it was excellent, estimated around 35 people in person. We had planned for a Zoom offering as well; however, we were unable due to technical difficulties. Plans are in place for tech training for additional volunteers, and accessible written instructions are in the works.

December activity includes the Tai Chi class and an opportunity to hear a presentation by author Dr. H.D. Kirkpatrick and De Kirkpatrick, which is a fascinating true story concerning the psychology of the two men and their story of their great-great-great grandparents as slave master and slave during the antebellum period.

“Green Your Wallet” is a workshop presented by Michael Richardson and the Rivers and Mountains GreenFaith Circle being held on January 24. It addresses ways through personal banking with responsible local institutions, green credit card institutions, and home and auto insurance providers to align our money with our values.

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.

The team gathered in the month of December to review outstanding projects, confirm and order the awnings for the front entryway and review a proposal from UCC member Valerie Vickers.

There are a few minor punch list items left to complete the shed installation. Rocky Hendrick agreed to work with Tom Moore to finish this work which includes the installation of the lattices around the back end of the shed on playground #3. The team also reviewed color options for the awnings for the front entry ways to the building and confirmed the choice. The official contract has been signed and the deposit paid. The process through installation should take about 12 weeks.

This congregational year the building and grounds team is working harder to support the gardening group and their efforts to maintain the grounds. We have ensured that they have a voice on the team. Each month a group member attends the first part of the meeting to offer a report on their work, but we also talk about ways the team and the group can support each other. In December both Shannon Bradley and Jean Wilson attended the meeting. They spoke on efforts of the group to have more native plantings on the property and the benefits to the ecosystem. It was suggested that they informed the congregation with an article in *Currents*. That information was posted in the most recent edition.

Valerie Vickers, CYRE team and gardening group member, presented a proposal to update the gardening areas near playground #3. She has offered the UUCC/ODS/CYRE an amazing opportunity to upgrade the fenced enclosures/gardening area with an eagle scout and other volunteers as a major project. According to her proposal, elements of the project include:

In the area done by the former scout, we shared ideas such as building a chest that could hold the water cans, trowels, etc. needed for planting and possibly building a low worktable for young children. In this same area, some of the fencing needs to be re-seeded as erosion is pushing it outward. The beds could be raised slightly as well. Sheila mentioned taking down the fence next to the playground (not the parking lot) and creating a special seated area for children and/or also some worktables for more creative spaces to work, other than picnic tables. The hanging blackboard needs to be replaced as well on the playground fence next to these areas. Cole and his father may try to reach out to Dan McCready who did the original project. As you may know, scouts obtain funding and develop their plans in detail with the help of advisors.

Over the next few months, Valerie along with Charles Pilkey, Building and Grounds Team chair, representatives from the gardening group and Cole Gilman, Eagle Scout will work to shore up the plan and execute the work.

•Children, Youth, and Families (CYRE)

submitted by program coordinator, Melissa Schropp

Sunday CYRE Classes: We have continued decent attendance in all classes and Nursery. The Elementary class has continued their study of Judaism and spend one class in December helping to plant flowers along the walkway from the parking lot.

The Middle School class will start planning their service beginning in Mid-January for the spring, tentatively scheduled for March 26.

Several youth also joined the Middle School Youth Group on Friday, December 9 and had a good time baking cookies together for the upcoming reception on Christmas Eve.

The High School class service on November 13, "Self-Examination in a Prejudiced Society," went very smoothly and we had much positive feedback from those who attended. They are now back to their regular Simpsons curriculum.

CYRE Team: We had a very successful and very well-attended "Crafts with Santa" event on Dec. 10. With help from the Community Building Team, we had a fun couple of hours with a variety of holiday crafts, and Jarod Brown was Santa. He did such a great job, we hope he'll be willing to repeat the role next year!

We are looking forward to helping with the casting and costuming for the children's Christmas Pageant on December 24.

The next monthly team meeting via zoom is on the evening on December 18, with finalizing volunteers for the Christmas pageant and discussion on the upcoming events in January and February on the agenda. In planning are a Chili Cook-off fundraiser, February Friends, and possibly another Operation Sandwich.

Mountain Cons: The Fall Mountain Cons are all finished, and Spring Cons are scheduled in February & March of 2023. We'll be sharing reminders to sign up in January.

Our Whole Lives (OWL): The second weekend session of Senior High OWL is the weekend of December 16-17. Two other OWL offerings for 5th/6th and 8th/9th grades, are being finalized and set to begin in January and run through late March.

•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

This team partnered with CYRE to offer Crafts with Santa, bringing crafts and Santa (Jarod Brown) to the event. The team strived to make this fun for both kids and adults. Approximately 60 adults and children participated and made origami, scarves, hot cocoa mix, ornaments and more. The best part was people of all ages meeting and interacting with each other.

On Thanksgiving Day, approximately 30 members and visitors participated in a joyous potluck meal in Freeman Hall, hosted by Althea Clark. People who attended got to experience warm community, good food and interesting conversation.

For Christmas Eve, we will welcome everyone to our annual cookie reception in between services.

•Congregational Care

submitted by staff liaison, Rev. Lisa Bovee Kemper

Congregational care has continued smoothly over the past month with rides, meals and support to folks who need them. Holiday cards will be sent to congregants who are homebound or might benefit from a bright spot in the mail.

As of Jan 1, Kelly Greene will take over as the staff liaison for Congregational Care. Rev. Lisa will be taking the staff liaison role for Intersectional Justice. She will remain in close contact with Kelly and the Congregational Care team and continue visiting and reaching out to congregants as needed.

•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)

To provide members with another opportunity to learn about the Article II Study Commission's Draft changes of Article II of the UUA bylaws, Director of Member Relations Kelly Greene and Rev. Lisa Bovee-Kemper offered a second orientation session. This one was on Zoom and drew 22 participants. Attendees had lively discussion, asked questions, broke into groups to hear each other's feedback and were encouraged to complete the Study Commission's feedback form that evening. As a reminder, Article II currently contains our UU principles and sources so it is of great interest to many UUs.

The team plans to offer an information session about General Assembly next month, with introductory information and members who have attended sharing why they think others should participate. After the second draft of Article II is released at the end of January, we plan to have additional sessions to discuss that.

Delegate Selection: Each congregation is allotted delegates, according to membership size, to represent them at UUA General Assembly (GA) that happens each year in June. In recent years, UUCC has been allotted more delegate slots (previously 8) than we have had members who want to participate in GA. Seeing that more members are now interested in what is happening at the Association level, that members can attend GA virtually and that congregational delegates can participate in business sessions virtually at no cost, the team thinks a process for selecting delegates should be determined. Suggested criteria include being members in good standing as outlined in the UUCC bylaws and member participation at UUCC.

Because delegates represent the congregation, the team recommends that the congregation votes on important issues such as the adoption of Article II and that delegates commit to voting according to the voting members' wishes.

In May, mini-assemblies, where additional revisions to the Article II draft can be suggested ahead of the vote at GA in June, will happen. UUCC delegates should be selected and assigned before then so they can participate in this important process.

- Intersectional Justice

submitted by staff liaison, Kelly Greene

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

The team continues to work with our partners Reentry Housing Alliance, Erika's Closet, Compassion Closet, Mis Amigos and GreenFaith. Through our Share the Plate partnership with Stewardship, \$1049.25 was raised to support Erika's Closet. Going forward, Rev. Lisa Bovee-Kemper will be the Staff Liaison for this team.

- Worship

submitted by staff liaison, Rev. Lisa Bovee Kemper

I would like first to offer my gratitude to members of the worship team who created a lovely lay led service for the Sunday after Thanksgiving. Well done!

We are continuing to experiment with worship element placement and service order, based on various feedback from members as well as our own discussion of what's working well and what might be improved. We've returned to printing the order of service, since the order changes more often, it seemed important to help people know what to expect.

We are on schedule to have two Christmas Eve services (4:30 and 7:00), a virtual only offering on Dec 25, and a family brunch in lieu of a service on January 1.

In February, in collaboration with the CYRE team, we will begin inviting children and youth into the sanctuary for the first fifteen(ish) minutes of the service on first and third Sundays.