

**Coordinating Team  
Report to the Board of Trustees  
February 2023**

The Coordinating Team (CT) brings the following items  
to the Board for your attention and awareness:

**Transition Team Report**

submitted by staff liaison Rev. Lisa Bovee-Kemper

Team Members: Melissa Vullo, John Burns, Shandra Stout

The Transition Team is currently rolling out the schedule for Listening Sessions, which have been and will continue to be announced in *Currents*, and we hope that a large number of members will participate. Thank you to the board members who are signed up to attend these sessions.

The history service and timeline conversation was high energy and appeared to be useful and meaningful to many who attended, spurring folks to share their own stories and memories of UUCC in the past and begin to consider what the future may hold.

**The UUCC Celebrates 75 Years**

submitted by Alesia Hutto, Director of Administration

The UUCC turns 75 this congregational year!

In November of 2022, a call for volunteers was advertised in *Currents* for volunteers to help plan a 75<sup>th</sup> Anniversary celebration for the UUCC. Although the UUCC officially turned 75 in November, we are still in our 75<sup>th</sup> year and look forward to celebrating with a fun and festive weekend.

A planning group has been formed that includes Mic Elvenstar, Rita Heath-Singer, Kay Mixon, Mary Ann Hendrick, Shannon Maples, Liz Pratt, Greg Schropp, Ron Spake and Paul Wilson.

The UUCC Professional Staff is assisting with planning in various ways.

The group has already held two planning meetings with subgroups being formed and a date and theme being selected. Our theme is Diamond JUUbilee. The celebration will happen the weekend of April 29-30. An intergenerational celebration will take place On

Saturday from 4-7 p.m. with food, games and live entertainment. On Sunday we will hold a worship service celebrating 75 years of Liberal Religion with a reception to follow in Freeman Hall.

### **Director of Lifespan Religious Education Search**

submitted by Alesia Hutto, Director of Administration

We have re-initiated our search for a Director of Lifespan Religious Education. After consulting with the staff, the current Religious Education Coordinators and the Finance Team, we are confident that we can move forward in trying to fill this position. After discussing our staff needs at our retreat in December and consulting our current Religious Education Coordinators, we determined that we need to increase staff and the most immediate need was in Religious Education. In addition, it was important to consult with our Finance Team to ensure that we can back this hire financially.

The Search Group includes Peter Huxtable, Melissa Schropp and Galen Stout with both Rev. Lisa and Alesia participating as well. The search group has already started corresponding and will hold its first meeting the week of February 20. The goal is to have the position announced and posted by the end of the month. We anticipate filling this position in the late spring with our new Director of Lifespan Religious Education beginning here sometime in the midsummer.

We will officially announce this information in *Currents* on February 23, and post the announcement in all of the necessary places. We will keep the board informed of any important information regarding this search. Exciting times!

### **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

Average service attendance increased from 151 in December to 176 in January. At least 45% of members participated in the life of the congregation, with 28% participating in more than one way.

During our New Member Recognition Ceremony, we welcomed 15 new members and enjoyed a fabulous potluck lunch afterward. These new members are involved in Happy Wanderers, Open Mind Book Club, our gamers group, coffee service, etc. Guest

speakers shared why they are committed to UUCC. This was a lovely opportunity for newcomers to make connections with others who are new.

In January, the annual removal of members who are not meeting the UUCC bylaw requirement of making an annual contribution of record was done. There were 31 Board removals, all of whom had not met this requirement for at least 18 months and had not been participating in the life of the congregation for at least as long. Twenty-two had unsubscribed from receiving our emails.

Catherine Covington-East, with help from Gwynne Movius, is leading our Memorial Endowment Trust project of filming member testimonials and b-roll footage to create a video introducing UUCC to people who encounter our website or social media. Filming will continue this month.

Michelle Dillon coordinates ushers, greeters and coffee servers to ensure we have all volunteers needed to welcome and assist members and visitors on Sunday mornings. Mary Bruce welcomes, through email and often in person, everyone who completes a visitor card.

I regularly receive feedback from newcomers about how welcome they have felt at UUCC. The Membership Team, our hospitality volunteers and many other members contribute to this beautiful experience.

### **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.

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 are pleased to announce that there is \\$46,000 available for potential grants for the 2023-2024 congregational year.](#) They invite recognized UUCC Teams and groups to apply for projects that meet the grant program's guidelines. Over the next six weeks, staff members will work with their teams and groups to shore up potential grant proposals. [Applications](#) are due by March 31. The grants awarded will be announced at the annual Congregational Conversation in June.

In addition to grant season, the MET plans to send their annual Legacy Society mailing. The upcoming mailing will feature longtime members Lib Jones and Tom Nunnenkamp. The mailing encourages members to include the MET in their planned giving, especially their estate documents. Anyone who does so becomes a member of the Legacy Society.

### **Stewardship Update**

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.

This year's campaign is different in that we grouped 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 have been able to streamline our efforts and provide additional time for communicating with members.

Each Group's campaign consists of communication with pledge packet materials and canvassing the first month. Communication continues with messages from a member family in that pledge group and from the pulpit coupled with a celebratory potluck in month two. Thank-yous and a "Share the Plate" campaign round out month three.

Despite all our efforts, total pledges from the Fall Group saw a net decrease. Although this was disappointing news, we have had an influx of new members which helped offset some of the decreases. The Winter Group saw better results. This group had a

50% response rate and yielded a 2% increase in pledges over last year. This coupled with new member pledges has resulted in a net increase over last year overall.

The Spring Group's campaign begins March 1. A more comprehensive report will be provided in April.

### **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 and Spiritual Development submitted by Linn Martin, AE/SD Coordinator

In January, the AE/SD team launched a new, six-week video series, entitled, "Long, Strange Trip." This series was originally presented seven years ago by Lincoln Baxter, and he volunteered to present the series again. He has recruited long-time and much-beloved member Loyd Dillon to co-present the program, which should add a new element of interest and information to the series. Dates are February 20, 27; March 13, 20, 27; April 3.

In January Mike Raible was the presenter for Credo. His musical presentation was well-received by the thirty-or-so in attendance, plus those attending via Zoom. This Sunday, February 19, Paul Turner will be the credo presenter. The date was changed to the third week due to the congregational vote to be held on the fourth Sunday.

I met via Zoom with the Discovery Circle facilitators (Suzanne Lake, Sue Hill, Camilla Mazzotta, and Michelle Dillon) to develop discussion topics for the next three months. We also discussed ideas for the service project(s). Because the two circles are fairly small, they will likely combine for one project. (We would happily entertain any suggestions for projects from the Board.)

The Religious Humanism group had for its January meeting a dialog with Lincoln Baxter concerning the Article II changes. Lincoln passed out a side-by-side comparison of the new and current versions of the proposed changes. Approximately fifteen people attended in person and four via Zoom. As is usual with this group, the debate among Humanists was lively!

In last month's AE/SD team meeting, we discussed with LBK in some depth the new Community Sundays offerings, and we will continue to keep a discussion of ideas as part of our monthly agenda.

### 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 Building and Grounds Team met in the month of February around the following agenda items. We did a quick review of the status of their MET Grant projects which include the installation of awnings on the exterior doorways and the installation of landscape lighting. We also discussed whether the team had any ideas for and MET Grant for the upcoming year. Because in years past a large portion of the submitted grant projects required assistance from the team, there was a decision to forgo a grant request from the team, but they are open to endorsing a worthy project that requires their input and assistance.

Majority of the meeting was spent discussing the landscaping and property wall that runs parallel with North Sharon Amity Rd. There are compromises in the cement wall and the areas around the windows which is allowing water to seep into the building and damage the interior walls. Repairs to the windows along this wall will be made as soon as possible. Our Sexton, Tom Moore has done some patches that should cover us though the end of the ODS school year.

After consulting with UCC member and engineer Joe Spencer, we are now working on a plan for a permanent fix which includes a process of funneling water away from the building, followed by waterproofing. Given the scope of this work, we will have to wait until the summer to do the permanent fix. In the meantime, we will continue to monitor the area and make quick repairs and fixes as warranted.

### Children, Youth, and Families (CYRE)

submitted by program coordinator, Melissa Schropp

#### **Sunday CYRE Classes**

Nursery regularly has 3-4 kids attend each week.

SpiritPlay class has consistent attendance (7-9) and has been going well despite being down a teacher (we had one leave in order to take on being an Our Whole Lives facilitator)

The Elementary class continues with world religions curriculum and had a successful visit to St. Gabriel's Catholic Church on January 29. Upcoming class field trips are scheduled to **Islamic Center** on Saturday, March 4<sup>th</sup> and the **Hindu Center**, possibly on Saturday, May 6<sup>th</sup>.

The Middle School class continues service planning in preparation for their spring service, scheduled for March 26. Their service theme is "Young People's Outlook on the World We Live In."

The Middle School Youth Group escape room adventure on January 13 was well-attended and much enjoyed! They met again on Friday, February 10 for a service project called Operation Linus, and made fleece tie blankets to donate for kids. It was also well attended, with 11 youth.

High School classes have not been well attended (in fact no HS youth showed up at all on February 12.) We sent out registration info to all the High School families about an upcoming Interfaith Youth Panel hosted by Mecklenburg Ministries on February 26, and hope there will be some participation from our youth.

### **CYRE Team**

The next CYRE monthly team meeting via zoom is on the evening on February 19. The February Friends event scheduled for February 11 was unfortunately cancelled, due to not enough interest/signups. There is another Operation Sandwich scheduled for February 26, in Freeman Hall after coffee hour.

The AED devices as well as the Life Vac choking devices that CYRE received for their MET Grant request have been delivered and will be installed/distributed in the UUCC building, locations are being decided and Rita Heath Singer has agreed to offer training on how to use the AEDs.

### **Mountain Cons**

Spring Cons are scheduled in February & March of 2023. It looks like no one from UUCC will be attending the Elementary Con on February 17-19, but there have been several registrations already for the Middle school con on March 3-5. There may be only one youth attending High School Con on March 17-19, but they may join their friends going from the Raleigh/Durham Congregation.

## **Our Whole Lives (OWL)**

8<sup>th</sup>/9<sup>th</sup> Grade OWL class is ongoing on Sundays, through March 26. 5<sup>th</sup>/6<sup>th</sup> Grade OWL class meets Sundays through April 2.

### 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

For many newcomers, social gatherings are their first in-person interactions with this community. Affinity groups such as the hiking group and gamers group remain important ways people connect. The Community Building Team is working hard to find ways to help people connect with each other at UUCC. In January, the team started offering Lunch Bunch, hosted by Justine Busto. Once per month, people will have lunch together at Koishi after service. Koishi is just across the parking lot and relatively inexpensive. For the first lunch, eight members and newcomers participated, and new connections were made.

Six people participated in the MLK Day March and Wreath-Laying. February Friends, which would have been a partnership with CYRE, was cancelled due to low registration. As part of our efforts to build an intergenerational community, upcoming events include a family-friendly game event and a chili contest. Members of the Community Building Team are also a part of the group planning Community Sundays.

### Congregational Care

submitted by staff liaison, Kelly Greene

We continue to benefit from the compassionate and energetic involvement of our Congregational Care Team under the leadership of Sheila Lay. Kelly Greene 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 their care for all of us.

### 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)



Approximately 15 people participated in a Zoom session on the [revised draft of Article II](#) of the UUA bylaws. This is the first comprehensive review of Article II since the 1980s, though it is supposed to be reviewed every 15 years. The draft, the Article II Study Commission's report to the UUA Board, etc. were shared ahead of this discussion. Facilitated by Kelly Greene and Rev. Lisa Bovee-Kemper, this session aimed to introduce participants to the draft and allow them to share their impressions with each other. Created with feedback from approximately 15,000 UUs, this draft includes Purposes, Values and Covenant. It names seven values (justice, interdependence, equity, generosity, pluralism and transformation) with love at the center. It also includes "more verbs." All are encouraged to read the draft and engage in discussions. We will continue to share information and opportunities for feedback as we receive them.

On social media and in Currents, we are sharing more UU resources such as communications from the UUA, workshops offered by the Church of the Larger Fellowship, justice actions by UU Justice NC, etc. as we encourage UUCC members to participate in our larger movement. With UU Justice NC, we recently asked members to call elected officials in opposition to a NC "Don't Say Gay" bill.

Another opportunity sponsored by Denominational Relations is the [four-session discussion](#) of [\*Mistakes and Miracles: Congregations on the Road to Multiculturalism\*](#), the UUA Common Read. 17 people participated in the first session and more people registered after. This was also facilitated by Kelly Greene and Rev. Lisa Bovee-Kemper. We look forward to continuing this challenging and enlightening discussion.

The [UUA General Assembly](#) will be held in Pittsburgh in June. Delegates to GA will vote on the proposed changes to Article II of the UUA bylaws. Below are potential processes for both how to choose delegates and for how delegates will be asked to vote. Option 1 for choosing delegates is how we are currently assigning them. Option 2 has been endorsed by the Denominational Relations Team and the Staff. For delegate voting, though our delegates represent UUCC, our current process involves little guidance, closer to Option 1. Denominational Relations and Staff endorse Option 3. We expect to have 10 delegate spots at GA this year.

**We share these options and our suggestions with the Board so they can make the final determination of what the UUCC process will be.**

### **Processes for Choosing Delegates**

#### **Option 1**

- Any member in good standing who asks to be a delegate gets to be a delegate.

- Delegates must have been UUCC members for at least 90 days prior to GA.
- The first people to ask, get chosen.

#### Option 2

- Members in good standing can request to represent UUCC at General Assembly.
- Delegates must have been UUCC members for at least 90 days prior to GA.
- If more members request to be delegates than there are spots, priority will be given to members currently in leadership roles at UUCC and/or actively involved at UUCC within the last year.

### **Processes for Delegate Voting**

#### Option 1

- Each delegate is encouraged to vote their conscience, having duly considered their role as a representative of Unitarian Universalist Community of Charlotte.

#### Option 2

- Critical issues such as votes on UUA bylaw changes, the UUA President, or other matters as determined by the UUCC Board are voted on in the annual meeting.
- On such issues, all delegates commit to voting according to how the majority of UUCC members vote.

#### Option 3

- Important issues such as votes on UUA bylaw changes, the UUA President, or other matters as determined by the UUCC Board are voted on in the annual meeting.
- Delegates' votes are split according to how the membership vote was split. For instance, if half the congregation voted yes and half the congregation voted no, then half of the delegates would agree to vote yes and half the delegates would agree to vote no.

### Intersectional Justice

submitted by staff liaison, Lisa Bovee-Kemper

Team Members: Rebekah Visco, Janet Zick, Dave Walsh, Manny Allen, Melanie Greeley

At the February meeting, we had a dedicated working session focused on reorienting ourselves to the purpose and role of the group in this post-shutdown context. We reviewed the current/previous flowchart and discussed what was working and what could be improved.

Three challenges were identified:

1. Lack of clarity about the role of ISJ and how they work with the IEG. What's working and what could be improved?
2. How to get broader and deeper participation from the general membership of UUCC.
3. Re-engagement with the educational aspect of this ministry is necessary. Do we do more core groups, or is there another type of educational engagement that would be relevant now?

The group came up with a preliminary set of recommendations and a draft schedule for how to implement them. Next step is a joint meeting with IEG for feedback and affirmation. Stay tuned!

### Worship

submitted by staff liaison, Rev. Lisa Bovee Kemper

Team Members: Sharon Walker, Shelagh Gallagher, Cathy Croy, Rebecca Ransom, Laura Hamilton, Richard Kistler

The worship team continues to spend time each month reviewing Sunday services with an eye to what's working well and what might be improved. The general consensus is that things are going well overall, with some interest in service topics not related to the transition. That said, the transition team's service on the history of UUCC was a great success, with high participation numbers both in person and online.

The first Sunday "Time for All Ages" with the children and youth in the sanctuary for the first fifteen minutes went very well, with high energy responses to aspects of the service, as well as a number of new families and a few folks who hadn't been seen in a while in attendance. We are looking forward to the first Community Sunday offering and hope that it will be well received.

Preliminary planning for summer preaching coverage has begun. Rev. Lisa customarily takes the last Sunday of June and all of July out of the pulpit, but she will schedule guests or lay leaders to fill the pulpit ahead of time and assist with orienting guests to the order of service, etc. We are seeking volunteer(s) to create the slides. Note that she is not out of the office during this 5–6-week period, though she will take some vacation time over the summer.