

**Coordinating Team
Report to the Board of Trustees
March 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 in the process of executing the series of scheduled Listening Sessions and is grateful for the continued participation of both the board and members of the congregation. We hope that as many members as possible will participate in these sessions so that we can capture the broadest swath of information in preparation for the eventual search.

We continue to meet at least monthly and offer support and counsel to Rev. Lisa as needed in addition to the transition focused work of the interim period, which (as a reminder) is summarized in five general categories as follows:

Heritage: Reviewing how the Congregation has been shaped and formed; encouraging and hearing all of the stories about the Congregation's past, as the foundation upon which the present rests; and embracing the rich variety that makes up the Congregation.

Leadership: Reviewing the membership needs and its ways of organizing and developing new and effective leadership; providing opportunity for individuals and the Congregational organization to examine the types of leadership needed for new leaders to emerge, and for seasoned leaders to recommit or to refocus their gifts.

Mission: Defining and redefining sense of purpose and direction; clarifying the faith community's identity and core values; working to develop, update, and revitalize mission and vision statements; and reviewing strategic and tactical plans including stewardship and the financial health of the congregation.

Connections: Discovering and revitalizing all the association, interfaith, and community relationships a congregation builds outside of itself; and re-assessing old links and considering new ones.

Future: Developing congregational and pastoral profiles that position the congregation for its next ministry, including a healthy and honest assessment of the other focus points so that the congregation can turn its energy toward proactive decision-making for the future.

The UUCC Celebrates 75 Years

submitted by Alesia Hutto, Director of Administration

Plans continue to take shape for celebrating 75 years. As a reminder, the planning group includes Mic Elvenstar, Rita Heath-Singer, Kay Mixon, Mary Ann Hendrick, Shannon Maples, Liz Pratt, Greg Schropp, Ron Spake and Paul Wilson. UUCC staff are all involved in various ways.

We have officially communicated a "[Save the Date](#)" to the community, we have also confirmed a logo and selected a caterer. We will continue to finalize plans over the next six weeks. We are always in need of volunteers, if you wish to help with the festivities on either Saturday, April 29 or Sunday, April 30, please reach out to a member of the planning group.

Director of Lifespan Religious Education Search

submitted by Alesia Hutto, Director of Administration

The Search Team's work is underway. As a reminder, members of the search team are Peter Huxtable, Melissa Schropp and Galen Stout with both Rev. Lisa and Alesia participating as well. The job announcement, position description and search packet information has been posted. We have received interest from several potential candidates. The team is now reaching out to candidates to schedule interviews starting the week of March 20. We anticipate filling this position in the spring with our new Director of Lifespan Religious Education beginning here sometime in August.

We will continue to keep the board informed of any important information regarding this search.

Membership/Participation

submitted by staff liaison, Kelly Greene

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

Involvement at UUCC continues to grow. Average service attendance rose to 196 in February from 176 in January. We noted at least 35 visitors to services and other activities. Of the new members we have added this year, approximately 72% were involved in UU and/or had participated in other UU congregations prior to joining UUCC. This confirms the importance of our identity as Unitarian Universalist.

Catherine Covington-East coordinated more members who gave testimonials and were filmed as part of the video project awarded a grant by the MET. Filming on a Sunday will happen once more; then final editing will begin.

Community Sundays

Submitted by Kelly Greene

Planning Group: John Burns, John Herrick, Lisa Marie Nisely, Lisa Bovee-Kemper, Janan Jones, David Flynn, Kelly Greene

The first community Sunday was a great success. After the approximately 25-minute service, people of all ages participated in either singing, a craft, a discussion or contemplation. The craft was the only activity that was significantly multigenerational, in spite of our intentions. This month, we will offer drumming, a storytelling activity, a recycling workshop, labyrinth walking and a discussion. We increased the number of activities to spread participation more widely. We welcome member ideas and feedback regarding what we have offered, what they would like to see offered or what they might want to lead. Feedback forms will be offered in each activity.

Open Door School

submitted by staff liaison, Alesia Hutto

The ODS Managing Team—Jen McGuire, Alesia Hutto (UUCC staff liaison), Sheila Locklear (ODS Director), Elaine Peed, Erin Stooddy and Jim Van Fleet (chair).

Open Door School held their open enrollment period for the 2023-2024 school year in the month of February. To date, there are three openings in the full day class and four openings in the 4's classes. All other classes are full and have waitlists of 8-10 students. We anticipate that the open slots will be filled before the end of the current school year.

During the final months of this school year, the school will work to secure teacher contracts for the upcoming year and send out performance surveys to the staff and families. ODS Director Sheila Locklear reported that she is planning to retire at the end of ODS's school year. The team is working to create a succession plan and fill the

Director's role for the upcoming 2023-2024 school year. More information will be provided as it becomes available.

Finally, ODS will hold two fundraisers to support the Sue Riley Scholarship Fund, Spring Fest and the Silent Auction. [Both events were promoted in *Currents* recently.](#)

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

Team members: Ron Spake, Caroline Webber, Cyndi Martinec, Althea Clark, Kristin Rogentine-Lee

Response to the History of UU program has been great! Our first session we had 25 attendees; the second session we had 30, and in this week's session we had 22. With three more sessions to come, it's safe to say this has been a most successful program. Loyd Dillon's presence and contributions have been all but magical.

The January Credo presenter was Paul Turner. About thirty people attended the presentation; however, at Paul's request, his credo was not on Zoom or recorded.

Religious Humanism held its monthly meeting the first week of the month. The discussion again circled around Article II debate. Attendance was less than usual due the meeting held by the Board to discuss UUCC bylaws concerning Board member candidates and elections.

In April we will be able to offer a four-week "Writing Your Spiritual Journey" class, led by Marsha Kelly and Jill Martino. We are extremely pleased to be able bring this program back to the UUCC community. Seating will be limited to six participants due to the nature of the class.

The team met via Zoom on March 9, with Rev. Lisa also in attendance. Several new programs were agreed upon over the next several months:

A six-session workshop, Transgender Inclusion in Congregations, to be led by Ron Spake, and one other person to be recruited by Rev. Lisa Bovee Kemper. This program has been labeled a top priority by our team, and we will push to offer this very soon.

A Brown Bag Discussion Series will be centered around the book, *Together: The Healing Power of Human Connection in a Sometimes Lonely World* by Vivek Murthy, the current US Surgeon General. This is not a formal “book study” but a topical discussion inspired by the book.

Movie rights are currently being researched to offer a presentation of the movie *Pride* as a follow-up to our guest minister Rev. Kayla Parker’s reference in her sermon on March 5.

The team discussed a timetable for a multi-generation program based on the book *The Sum of Us* by Heather McGee. There was general agreement that fall would be the best time to launch this program in collaboration with CYRE. Target participants are youth ages 10-14 and their parents as well as adults of all ages. Rev. Lisa will take the leadership role to initiate the conversation with the youth group.

Also under consideration are ways to incorporate related group discussions on Community Sundays.

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 March, the Team met to discuss MET Grant project progress and potential future grants, special projects that needed immediate attention, the waterproofing work needed in the Educational Wing and the upcoming Spring workday. We have also standardized including representation from the Gardening Group. We begin each meeting with an update from the representative from the group so that we can be a supportive resource to their invaluable work of keeping our grounds beautiful.

Our Sexton, Tom Moore helped lead efforts to coordinate and execute some immediate fixes for Open Door School. Volunteers Tom Beggs, Lee Martinec, Charles Pilkey and ODS teacher Mrs. Karen, worked to perform minor maintenance work to our playgrounds. Huge thanks is owed to each of them for their willingness to help.

Valerie along with Charles Pilkey, Building and Grounds Team chair, representatives from the gardening group and Cole Gilman, Eagle Scout continue to work to shore up the plan for updating the gardens by the traffic circle playground. The project includes new planting beds, seating, a work area and places for composting. We will alert the board and congregation when a final concept is developed.

Finally, the Team is planning its annual Spring Grounds Day for Saturday, April 8 from 9-12 pm. Members of the Team and gardening group will work to spruce things up for spring and address some minor maintenance projects.

Children, Youth, and Families (CYRE)

submitted by program coordinator, Melissa Schropp

Sunday CYRE Classes

Nothing new to report for Nursery or SpiritPlay, things are humming along rather well with consistent attendance.

The Elementary field trip to the **Islamic Center** on Saturday, March 4 went well. It was a lecture-type presentation— not terribly engaging from the children's perspective so perhaps it went over their heads a bit. But still a valuable experience! Elementary classes have completed the Islam portion of the curriculum and have started to learn about Hinduism.

The Middle School class is completing their service planning in preparation for their upcoming 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 had a bowling night on Friday, March 10 that was well-attended, with nine youth.

High School class struggles with minimal attendance, except for a bump on March 5 when we had six youth.

CYRE Team

Operation Sandwich, held on February 26, was successful and 300+ sandwiches were delivered to A Roof Above Men's Shelter. Participation was lighter than the previous one last fall, and we had more adults volunteering than youth.

The **Pancake Breakfast** fundraiser held on March 12 was technically a joint effort from Middle School and High School classes, but only one High School youth was in

attendance. The Middle School youth were enthusiastic cooks and put together a great breakfast! It was well attended and brought in even more funds than the first one held last October. Proceeds go into the Coming of Age/Boston Trip account for the upcoming cohort.

Upcoming: organizing an Easter Egg hunt on April 9, determining the 2023 recipient of the Roger Atkins CYRE Volunteer award, and planning a teacher appreciation brunch later in Spring. Also, the next round of gift cards to be sent to our recently graduated seniors ('22) as part of "Young UUs Away"

The next CYRE monthly team meeting via zoom is on March 19.

Mountain Cons

Middle School Spring Cons on March 3-5 went smoothly, with six youth and two advisors attending. There will be three youth and one advisor attending the High School Spring Con this weekend, March 17-19.

Our Whole Lives (OWL)

8th/9th Grade OWL class is winding down with last class on March 26. 5th/6th Grade OWL class continues through April 2.

There is upcoming OWL Facilitator training for younger ages in Raleigh at the end of April. We have sent out emails in hopes to get some more people from our congregation to attend so that we'll have more qualified folks to administer future OWL classes.

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

Community Building offered both a Saturday afternoon gaming event and an evening chili cookoff. The gaming event was an intimate, multigenerational gathering. Forty people, including five who brought chili for tasting, participated in chili cookoff. John Burns did much of the planning, served as MC and enlisted some wonderful UUCS musicians to provide entertainment. The chili trivia encouraged people to work together with others at their tables to submit answers and helped participants get to know each other better. Every cook received prizes created by Sue Hill.

This month, we are inviting people to join Althea Clark in participating in MeckMin's Open Table at the Muslim Community Center. This interfaith event is an opportunity to

share a meal with people from congregations throughout Charlotte and to get to know a little more about Islam.

Our affinity groups remain an important way members and visitors engage in the life of this congregation. Seniors Share, Happy Wanderers, UUCC gamers and our hiking group have attracted people who do not come to UUCC on Sunday mornings and for whom these groups are a central way to connect to this community. We are grateful to our volunteer leaders (Jane Kusterer, Erica Blake, John Burns and Mary Hackenberg, Rita Heath-Singer) who make these groups possible.

Congregational Care

submitted by staff liaison, Kelly Greene

Team Members: Annie Flint, Janet Palmer, Jan McNeely, Nancy Greene, Vivian Brenner, Judy Love, Catherine Covington-East, Rob Marcy, Greg Schropp, DeWitt Crosby, Sheila Lay (chair)

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.

In February, this team sent 10 cards, made six visits, delivered two meals, shared one prayer shawl and gave three rides to our members.

The Congregational Care Team, under the leadership of Judy Love, is preparing to provide a memorial service to honor the life of Fred Hutchinson on March 23.

Healing Threads continues to meet monthly to create and bless the shawls we give to UUCC members experiencing hardship.

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)

In the second of four sessions of the UUA Common Read, *Mistakes and Miracles: Congregations on the Road to Multiculturalism*, members again participated in lively conversation. This book brings up challenging topics around congregations striving to become multicultural and allows us to consider our intentions and history at UUCC as well.

The team continues to encourage members to participate in General Assembly, through *Currents* articles, information in Freeman Hall, etc. In addition, the delegate process approved by the Board was shared in *Currents*. We are aware of four UUCC members who intend to participate in GA.

In partnership with ARES, we are considering additional ways to educate the congregation about Article II.

Intersectional Justice

submitted by staff liaison, Lisa Bovee-Kemper

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

The Intersectional Justice Team (IJT) and the Engagement Group (IJE) held a joint meeting on March 14 to discuss a series of proposals by the IJT related to assessing and clarifying the roles of the two groups and their members, communicating to the congregation, optimizing our support of partner groups, assessing capacity, and more. IJT and IJE will continue to meet jointly each month for the near future to continue the conversation as well as implement and communicate the decisions that are made by the group.

LREDA, the Liberal Religious Educators Association, has issued a call to action regarding anti-trans sentiment in the US, including the wave of anti-trans legislation hitting various states across the country, including NC. Both teams agreed that UUCC should respond to this call to action and are exploring ways to do so.

Rev. Lisa suggested that UUCC should consider the UUA's Side with Love campaign as a partner group. They are currently providing education as well as access to actions and events advocating for reproductive justice, trans health, immigrant justice, and more. In the fall, UUCC successfully participated in the UU the Vote campaign, which was organized by Side with Love, and IJT deemed it a significant success, which led the groups to affirm the group. Rebekah Visco will pursue this and report back to the group.

Worship

submitted by staff liaison, Rev. Lisa Bovee Kemper

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

The March 23 Worship Workshop ended up being slightly more didactic than participatory, with 10-12 people in attendance. Basic worship theory, the meaning of

the words “worship” and “liturgy,” the elements of the service, and how to choose readings were among the topics covered.

Summer Sunday coverage is in process, and the team continues to regularly assess past services themselves and based on outside feedback.

First Sunday of the month “first fifteen” with the children and youth in the service has been successful so far, with broad participation from families and children as well as positive feedback from others. Similar positive feedback has been received regarding Community Sunday, though we only have one to assess at the time of this writing.

Upcoming special services include March 26 Middle School Service, April 30 75th Anniversary Celebration, May 7 Music Service, and June 4 Flower Communion Centennial Celebration.