

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

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

Board Monitoring: Report on Stewardship

The Stewardship Team for 2022-2023 is comprised of Erica Blake, Joy Bruce, John Burns, 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, Shelagh Gallagher, Sarah Graham, Ellen Holliday, Jane Kusterer, Debbie Marr, Kurt Merkle, Gwynne Movius, Mike O'Sullivan, Jinny Sullivan and Paul Wilson.

The strategy for the 2022-2023 congregational year is to focus on connections. Building on our tagline of "Cultivate Courageous Connections," the goal is to get members to connect more with the congregation by not only attending events and gatherings, but also through generosity. To allow for more time to build these connections our stewardship process transitioned from monthly to quarterly.

Our quarterly approach combined the months of September, October and November as the "Fall Pledge group," December, January and February as "Winter Pledge Group" and March, April, May and June as "Spring Pledge group." Each three-month group's process consisted of messages and canvassing in month one, return of pledges, follow-up and celebration/appreciation in month two and a "Share the Plate" campaign in month three. This new process allowed for three major goals to happen: giving the canvassers six weeks to speak with members, more follow-up time with those who don't respond and celebration/appreciation in a more intentional way.

The Stewardship Team continued to encourage generosity at the 5% level across the board through **direct messaging** in marketing materials, peer-to-peer canvassing efforts, messaging through members who act as "cheerleaders" by offering testimony and encouraging financial commitment, through stewardship messages for Sunday services and regular notices in *Currents*. We thank members who pledge with a letter from the congregation signed by the minister and a stewardship team member, and a handwritten thank you note to generous givers from the team and with handmade crafts from our CYRE youth.

Member Appreciation Potlucks held for each pledge group offered a way to celebrate and thank the community for their financial and volunteer support. These potlucks were held on September 24, January 14 and April 15.

The "**Share the Plate**" initiative continued this year as a part of month three of each group's pledge cycle. The agencies, recommended by the Intersectional Justice Team, included Erica's Closet and Compassion Closet. Our next campaign for the month of May will support Mecklenburg Ministries. These campaigns have encouraged generosity with higher contributions as we have moved forward.

Despite our best efforts, this year's campaign has proven difficult given that members are not as engaged in the life of the Community as expected and aren't responsive to our many communication efforts. Those who do respond have done so positively and/or provided helpful feedback to the Team. The Team has understood that some of our communication efforts may not be effective for some people. We are hopeful that our Communications Team's efforts to help improve the Community's methods of reaching members will prove more fruitful going forward. Alesia is following up with them about next steps.

This year's average response rate is 46% compared to last year's 60%. Existing pledges are down by \$55,493, but that reduction is offset by \$33,320 in new member pledges which equates to a \$22,173 loss compared to last year's pledge total as of April 13. In addition, we have lost several members for various reasons. More than 70% of the total amount of losses in pledges is due to member resignations. We are entering budget season and as we prepare for the upcoming 2023-2024 congregational year, we are trending toward a 7% decrease in annual pledge income. The Spring Campaign is still underway, and we hope to see this number change before its conclusion.

Transition Team Report

submitted by staff liaison Rev. Lisa Bovee Kemper

Team Members: Melissa Vullo, John Burns, Shandra Stout

In the past month, the team has wrapped up the Listening Sessions and summarized the feedback received. You will find that file attached to the end of this report.

Additionally, the 6-month interim appraisals have been completed. After the board, Transition Team, and Rev. Lisa discuss the reports and confirm the refined goals, a narrative report and goals will be shared with the congregation, who will then have an opportunity to discuss and ask questions.

The UUCC Celebrates 75 Years

submitted by Alesia Hutto, Director of Administration

Our 75th Anniversary Planning Group that includes Mic Elvenstar, Rita Heath-Singer, Kay Mixon, Mary Ann Hendrick, Shannon Maples, Liz Pratt, Greg Schropp, Ron Spake and Paul Wilson has been working for the past nine weeks to pull together a celebration of the UUCC. With some assistance from the UUCC Professional Staff things are coming together.

Our theme is Diamond JUUbilee. The celebration will take place over the weekend of April 29-30 with an intergenerational celebration taking place from 4-7 pm with food, games and live entertainment on Saturday. On Sunday we will hold a worship service celebrating 75 years of Liberal Religion with a reception to follow in Freeman Hall. An official invitation was sent out to the membership on April 12, and we will continue to promote the weekend's events through *Currents*, Facebook and direct email. For more information or to RSVP for Saturday's event, [click here](#).

A very special thanks goes out to all of the group's volunteers. This group is coordinating food, entertainment, games, communication, speakers, logistics and much more. They have attended bi-weekly planning meetings and met within small groups based on their assigned areas. Their hard work and dedication to this effort has been phenomenal. We hope that the community joins us for this weekend which will offer reflection, joy and of course...celebration!

Director of Lifespan Religious Education Search

submitted by Alesia Hutto, Director of Administration

The Search Team includes Peter Huxtable, Melissa Schropp and Galen Stout with both Rev. Lisa and Alesia participating as well. After posting the position in February, we received several inquiries very quickly and began setting up interviews shortly afterward. After weeks of interviewing and checking references, we are now entering the final stages of our search. We plan to make an offer on the position by the end of April and anticipate our new Director of Lifespan Religious Education starting August 2023.

As we enter into a new chapter of this community's history, the congregation's support is needed more now than ever. Our stewardship efforts so far this year have resulted in

7% decrease in funding. You will see that our preliminary budget shows a deficit. In order to continue to make possible the programming that inspires, challenges and comforts us, offer spirited Sunday services and invigorating programming for children, youth and adults and increase our staffing to levels that can sustain a community of this size, we will need an increase in commitment from our community. Messaging around this was sent out to the congregation in [last week's issue of Currents](#). We hope that members will respond positively and to help support the community's movement forward.

Membership/Participation

submitted by staff liaison, Kelly Greene

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

In-person services are still the most highly attended event we offer. Service attendance averaged 195 for March, about the same as it was in February. We continue to attract visitors to services and to some small group activities. Inspiring visitors to keep returning, get involved in other ways and join UUC is the important work shared by all areas. The Membership Team plans to offer the next New to UUC class on May 21.

As we start recruiting volunteers for the 2023-2024 congregational year, it will be especially important to consider how to re-engage members who are no longer involved. The opportunity to volunteer for teams and other roles was shared in *Currents*. As happens most years, we did not receive any responses.

Though we have a strong core group of hospitality volunteers (ushers, coffee servers, greeters), many of the people who initially signed up to help have not actually been volunteering. Individual requests were sent to people who initially signed up to usher. Unfortunately, few responded.

Staff will continue to try to reimagine volunteer roles to make the best use of volunteers' gifts and time and to make volunteering meaningful to all those who do this important work of making our religious community possible.

Catherine Covington-East coordinated final filming for the video being completed with the help of an MET grant. This was done on the last Community Sunday, so an interesting variety of people, activities and interactions were captured. John Herrick graciously shared background music that will be used in the video. Catherine, Gwynne

Movius and Barry Ahrendt are helping to edit transcripts of the member interviews that will be included in the video. The video is expected to be completed by June.

Community Sundays

submitted by Kelly Greene

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

Our second Community Sunday also attracted lots of visitors and some members we had not seen in some time. As we had hoped, these activities are allowing people to interact with each other and practice their spirituality in dynamic ways. The drumming workshop was popular, as was the recycling. The planning group did an amazing job of adapting when the drumming couldn't happen outside because of rain so our room assignments had to change. We received feedback that we have not offered enough child-friendly activities. To that end, in April we are offering a mural-making activity and bird watching in the gardens, which will hopefully attract more kids and their families. We are grateful to this group, to all those who facilitate and to all those who participate. Community Sunday is adding energy and excitement to our Sunday mornings.

This planning group consists of members from the worship, music, community building and CYRE teams. Since those teams will change (and people on the planning group might want to shift) the composition of this group will need to be considered as we move forward with volunteer recruitment.

Memorial Endowment Trust

submitted by Alesia Hutto, Director of Administration

Board members include Fred Dodson, Mary Ann Hendrick, Ellen Holliday, Tom Nunnenkamp (chair), Rita Heath Singer and Randy Whitt

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. 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 announced in January that there is \$46,000 available for potential grants for the 2023-2024 congregational year. They invited recognized UUCU Teams and groups to apply for projects that meet the grant program's [guidelines](#). The deadline for submissions was March 31. This year they received four grant requests. The grant applications will be reviewed at their next meeting on May 2. The grants awarded will be announced at the annual Congregational Conversation on June 4.

Quarterly Financial Update (July 2022-March 2023)

submitted by Alesia Hutto, Director of Administration

Financial Report				
July 22-March 23				
	YTD Actual	YTD Budget	Fav/ (Unfav)	Annual Budget
Contributions	592,140	650,046	(57,906)	783,500
Other Income	33,996	31,888	2,108	42,718
Total Income	626,136	681,934	(55,798)	826,218
Total Expense	575,323	620,406	45,083	823,796
Net Income	50,813	61,528	(10,715)	2,422

Year-to-date current year pledge payments continue to trend well below budget. When factoring in other income, after the 3rd quarter total income is 8% below budget. We continue to have lower than budgeted expenses, which has helped offset this deficit in income.

As a reminder our stewardship process increases the uncertainty

around the collection of contributions toward pledges since pledge cycles have varying due dates. We have seen attrition with our current members, which has an impact on pledge payments, we have seen opportunity with our newest members, which proves to be a bright spot in this time of transition.

Our overall financial picture for the 2022-2023 congregational year continues to be positive with a year-to-date net income of \$50,813, but based in budget it is unfavorable by \$10,715.

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

The History of Unitarian Universalism series held its final of six sessions on April 3. Attendance for the six sessions ranged from 20 to 30 each week, which by all standards was well-attended for an evening program, and comments were very enthusiastic.

The March Credo was presented by Beth Mussay and, again, was well-attended; unfortunately, we were unable to show the presentation on Zoom due to some technical mix-ups, but we feel we have ironed out the kinks and will be set for the next Credo.

We were pleased two weeks ago to offer a "Writing Your Spiritual Journey" program; however, sign-ups have been very slow for the class, which is scheduled to begin April 18. Quite surprising and disappointing to think we may have to cancel.

Plans are under way to present two workshops in the upcoming months. One is a six-session workshop concerning Transgender Inclusion in Congregations, and the other is a UU Wellspring Article II Workshop, facilitated by Michael Amy Cira and Karen Bringle. Facilitators are currently being finalized for Trans Inclusion.

Plans are moving forward to show the movie "Pride," facilitated by Bob Gorman. This is a follow-up to our guest minister's sermon in March.

•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 planned to hold its Annual Spring workday on Saturday, April 8, and unfortunately, we had to reschedule due to the weather. The workday is now scheduled for Saturday, April 15. We will attend to minor maintenance and repair tasks and building upkeep.

The Eagle Scout project to update the garden area on playground #1 continues to move forward. Plans are being developed and representatives from the Building and Grounds, and Teams, staff and ODS are being kept informed and meet as needed to iron specifics needs and details.

•Children, Youth, and Families (CYRE)

submitted by program coordinator, Melissa Schropp

Sunday CYRE Classes: We are adjusting well to the recently rolled-out “first 15” on the first Sunday of each month and “Community Sunday” on the third Sunday, though it has shortened our available remaining class days. The Community Sundays seem to be going over well!

Our last day of regular CYRE for this year is May 14, where we will have a yearend celebration in each of the classes.

The Easter Egg hunt on April 9 was a success. We had great weather and great attendance, despite it being over CMS’ spring break. The Easter bunny was played very convincingly by CYRE Alum Tennah (young adult daughter of Janan Jones), who was there to hand out sweet treats to all from their basket. The money found in the eggs will be donated to Charlotte Family Housing—and the nearly \$60.00 collected will be matched by the Intersectional Justice team.

CYRE Team: The next CYRE monthly team meeting via zoom is April 16. On the agenda:

- Planning some fun, educational activities focused on recycling for Earth Day themed classes on April 23.
- Plans for Bridging service for graduating seniors.
- Determining nominees for the 2023 recipient of the Roger Atkins CYRE Volunteer award.
- Teacher Appreciation brunch scheduled for May 7, immediately following CYRE classes.
- Planning a year-end CYRE Volunteer potluck dinner for CYRE team and teachers, to review past year and share ideas for next.
- Planning for Summer CYRE

- Nominees for additions to the 23-24 CYRE Team
- Preparations for a new LDRE

Our Whole Lives (OWL): 8th/9th Grade OWL class 5th/6th Grade OWL class are completed. We will plan to poll our families to gauge interest in what age OWL classes should be offered during the upcoming 23-24 CYRE year.

We have did not have anyone sign-up from the congregation to attend OWL facilitator training.

•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 is hard at work preparing fun, intergenerational activities to celebrate UUCC's 75th anniversary on April 29. We are excited to help attendees connect with each other and enjoy this momentous occasion.

In March, Althea Clark hosted a small group at MeckMin's Open Table at the Muslim Community Center. Rita Heath Singer hosted Lunch Bunch at Koishi after service. This month, Denise Weldon-Clark will host the first Eat Your Way Around the World, asking members and visitors to join her at a pho restaurant on Central Avenue as a way to experience another culture without leaving Charlotte.

The team is also considering options to offer a congregational picnic in May.

As always, our affinity groups offer many ways for our members to connect with each other. We are grateful to have these member-led, welcoming opportunities for people to be involved at UUCC.

•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)

Our Congregational Care Team demonstrates UUCC's work to be a loving community through the many ways they give care and support to UUCC members. In March, they send seven cards, delivered meals to three members and visited one additional member. They hosted a beautiful reception for the family and friends of Fred Hutchinson. One team member also assisted at a reception at the home of Karen Parker,

for the death of her husband. A baby blanket was made and delivered to one family. One prayer shawl was made and delivered to another family.

The team is starting to research how the memorial garden might be expanded. This could lead to a MET grant proposal in 2024.

We are grateful for Sheila Lay's leadership and dedication as chair of this team. As she steps down at the end of June, the team is considering alternative ways to organize the work so that one person does not have a significantly larger load than other team members.

•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)

This team is charged with strengthening UUCC members' connections with Unitarian Universalism. As we receive information about UUA General Assembly, Article II, UU Justice NC activities, etc. we share it with the community through *Currents*, the member Facebook group and on the tables in Freeman Hall. We also sometimes share UUA posts on the public Facebook group.

The third session of the UUA Common Read was facilitated by one of the authors of *Mistakes and Miracles*, Rev. Nancy Palmer Jones. The eleven participants engaged in a powerful discussion about our congregational identity, our justice work, etc.

Denominational Relations Team member Karen Bringle, along with Board member Michael Amy Cira will co-facilitate a class on Article II to further assist our congregation is getting engaged in the work happening within Unitarian Universalism.

We are pleased that so far seven UUCC members have requested to be delegates at UUA General Assembly 2023: Rebekah Visco, Sam Visco, Kelly Greene, Lincoln Baxter, Margie Storch, Bruce Wiley and Michael Amy Cira.

•Intersectional Justice

submitted by staff liaison, Lisa Bovee-Kemper

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

The team is working on updating website copy, beginning with volunteer information, including established partners. The plan is to share a brief description/Mission Statement of the organization, the type of volunteer activities we have done and the UUCC contact person for the partner. Much of this work exists in a spreadsheet created by the IJEG, although the format is not conducive to cut and paste into the web page. Information will be reviewed, updated, and submitted to Rev. Lisa. Current partners are:

Compassion Closet (The Coalition for Cultural Compassion), Erika's Closet, GreenFaith, Reentry Housing Alliance (RHA).

We are considering the most efficient and timely way to publicize specific volunteer opportunities and as we consider recruitment for next year, hope to add someone with skill/interest in marketing/communications to the team.

IJEG and IJT continue to meet jointly as we work on the structural assessment, refining our scope and priorities. There is a consensus that it is important to maintain the intersectional justice principles and overall intent of the current program at the same time we need to increase accessibility and communication regarding volunteer opportunities and ways to engage with partners. It is the team's hope to re-introduce an educational component of intersectional justice (like Core Groups) in Fall 2023

We've identified four overall categories of social justice opportunity and are working on clarifying procedures for consistently engaging each of them:

1. Identified and vetted partners
2. One-time events/activities approved by IJT and staff.
3. Interfaith connection (e.g. MeckMin)
4. UU affiliated group activities/opportunities (e.g. Side With Love)

Currently, we are exploring the possibility of establishing relationships with Side with Love and UU Justice NC and expect to schedule presentations from both groups at our next meeting. Moral Monday Recognition/Commemoration is happening April 24 at 5:30. Notice of the event will be included in *Currents* and Rev. Lisa is already signed up to attend.

•Worship

submitted by staff liaison, Rev. Lisa Bovee Kemper

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

Sunday services continue to be received well overall, and the Worship Team is continuing to refine the flow of the service and offer feedback on past services. Significant time has been spent over the past couple of months discussing the placement of the welcome and announcements and brainstorming ways to meet the multiple needs related to these parts of the service. In addition, there was a LOT of positive feedback regarding a recent guest speaker's use of a sung response to the Concerns of the Congregation, so we have decided to periodically repeat that service element.

At our last meeting, we turned our attention to the Community Sunday service template to clarify expectations and make it easier for service leaders to ensure that they will meet the 20-minute limit – it is more of an issue if the service goes over on Community Sunday since the workshop leaders need the full 40 minutes to complete their plans. We decided to try collecting the offering as people leave the sanctuary rather than passing baskets – only for these short services. We will monitor collection amounts and revisit if it negatively impacts giving, though we do not expect it to do so.

Summer pulpit coverage is partially complete, and once we have the remaining guest speakers confirmed, we'll fill in with lay-led services.