

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

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

Proposed Budget for 2023-2024

The 2023-2024 proposed budget is included in the board materials for this month. As the board will recall, information provided in April stated that we project our total income to be down over last year. Pledge income projections are down by 9% based on reporting from May 11, other income areas such as contributions, rentals and Open Door School reimbursements are projected to be higher in the coming year.

On the expense side, we are being extremely frugal, limiting increases to items that are essential. Personnel expenses are projected to be approximately \$14,000 higher this year due to expanding our staff with a Director of Lifespan Religious Education and a part-time Administrative Assistant. Personnel does include a higher than previously projected increase in health insurance premiums. There are no salary increases. The upcoming year is a Coming of Age year which necessitates funding for the program. As a reminder, Coming of Age is a bi-annual budgetary commitment.

Please note that with the approval of paying off the mortgage in the 2021-2022 congregational year with our reserves, we made a commitment to replenish the funds used. We will continue to allocate \$24,000 annually to honor this promise.

Transition Team Report

submitted by staff liaison Rev. Lisa Bovee Kemper

Team Members: Melissa Vullo, John Burns, Shandra Stout

Rev. Lisa and the board have scheduled a Town Hall meeting to provide updates on the interim ministry, and the transition team has been asked to report on the recently published report of our listening sessions along with a review of the overall interim/search timeline. Please note that the transition team will remain in place until the end of the interim period.

The team discussed the challenging year the board has been through, with a death, two resignations and various frustrations expressed. Rev. Lisa has strongly recommended

(and is helping to coordinate) a facilitated board retreat during the summer, which will include reviewing/revising the leadership covenant and helping board members feel prepared for their task by ensuring that onboarding information is shared, group norms established, and questions answered.

The team is looking forward to participating in reading and discussing with the board the book *Transforming Conflict*, by Terasa Cooley in the new church year.

We are actively recruiting new members.

The next meeting is tentatively scheduled for May 23rd which we agreed to hold if feedback from the May 21st congregational meeting needs to be immediately addressed; otherwise, we will meet again on Tuesday, June 6th.

The UUCC Celebrated 75 Years

submitted by Alesia Hutto, Director of Administration

Our 75th Anniversary Planning Group that included Mic Elvenstar, Rita Heath-Singer, Kay Mixon, Mary Ann Hendrick, Shannon Maples, Liz Pratt, Greg Schropp, Ron Spake and Paul Wilson worked together for the past 12 weeks to pull together a celebration of the UUCC. The theme was Diamond JUUbilee and the celebration took place April 29-30 with an intergenerational celebration from 4-7 pm with food, games and live entertainment on Saturday. On Sunday we held a worship service celebrating the past, present and the future of the UUCC followed by a reception in Freeman Hall.

A special thank you went out to all of the volunteers who helped make this event possible from the board of trustees in last week's issue of *Currents*. You can read it [here](#). If you missed the weekend's festivities, we highly recommend you enjoy the virtual recordings of the Saturday entertainment (youtu.be/ajx7nviBevQ) and Sunday service (youtube.com/live/ATIONtu500E).

Director of Lifespan Religious Education Search

submitted by Alesia Hutto, Director of Administration

The Director of Lifespan Religious Education Search Team (Galen Stout, Peter Huxtable, Melissa Schropp, Alesia Hutto and Rev. Lisa) is delighted to introduce Paula Gribble as UUCC's incoming Director of Lifespan Religious Education. As her bio and professional

record attest, Paula is highly qualified and has the professional experience and connections to support and re-imagine a program of our size and scope.

The search team experienced Paula as open-hearted and highly competent, compassionate and thoughtful, flexible and full of tried-and-true strategies as well as new ideas. Her warmth and distinctive skills and experience in Faith Development will serve us well as we transition into this new chapter at the UUC.

In advertising this position, we asked for “a creative individual who will grow the role. We invite change, new opportunities and ways to invigorate and reorganize how we think about and offer such programming.” Further, the addition of “lifespan” to the title means that Paula will be responsible for both children/youth and adult religious education. We are excited about the ideas and resources that Paula will bring to our community and look forward to welcoming her to UUC on August 1, 2023.

You can learn more about Paula [here](#).

Membership/Participation

submitted by staff liaison, Kelly Greene

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

Service attendance was 1044 and averaged 209 per service. The Sunday after the middle school service had the highest attendance since Rev. Lisa's first at UUC. Every week, new people find us online, visit in person, and sign up to receive our newsletters. We have been adding a few new members each month. We also continue to lose members who have not been involved since the pandemic. Total membership is down to 522. While it is the norm that membership declines during transition periods, we are hopeful that the addition of a Director of Lifespan Religious Education and the programming she will bring will attract more new people.

Staff is in the process of inviting members to join leadership teams. As happens, recruiting is also happening for the Settled Minister Search Team and for the Board of Trustees. It will be up to members to decide how they want to serve.

Filling shifts for ushers, greeters and coffee servers has been harder; few people want to volunteer as regularly as had been the case in the past. When on a recent Sunday, we had no one volunteer to make coffee, a few people stepped in at the last minute to help. However, to keep coffee service and everything else we do on Sunday mornings

going, it is helpful to know ahead of time that we will have volunteers to do the necessary work.

Our video, paid for with a grant from the Memorial Endowment Trust and overseen by Catherine Covington East, is in the editing stage. We are on track for it to be completed in June. It will then be shared as another way for newcomers and seekers to get to know this congregation.

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

This past month, attendees participated in birdwatching, mural making, a guided meditation, a parenting discussion and a story. In response to feedback that parents want more child-friendly activities, three workshops were intentionally intergenerational. Even though there was light rain, children and adults used umbrellas while looking and listening for birds. Participants across generations worked together to create a mural that GreenFaith could use for rallies and protests. Parents of children of a range of ages said they appreciated the facilitated discussion and would like to do that again.

In June, we will not offer a Community Sunday as the Bridging Ceremony and Family Dedication are scheduled to happen that day.

Open Door School

submitted by staff liaison, Alesia Hutto

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

The main portion of the school year ends on May 26 (full day operates year-round), and operations ran smoothly and safely this year. All classes will hold their end of the year celebrations on the playgrounds where families will be invited to enjoy snacks with the children. ODS Summer Camp will begin on June 1st and run through June 30th. Summer camp is fully enrolled.

All classes for the 2023-2024 school year continue to be fully enrolled with waiting lists except for the Monday/Tuesday 3's and the Monday-Thursday 4's. The school will

continue to recruit for those classes and anticipate that will be filled by the start of the school year on September 5.

Valerie Vickers, CYRE team and gardening group member, presented an opportunity to create gardening space for ODS and CYRE youth. She has offered the UUCC/ODS/CYRE an amazing opportunity to upgrade the fenced enclosures/gardening area near the traffic circle playground with an eagle scout and other volunteers. The proposal was presented to the Building and Grounds, CYRE and Managing Teams and it was received with hope and enthusiasm. The official plan is to start the project after June 1 and have it completed by June 30. A special thanks goes out to Cole Gilliam (Eagle Scout) Sheila Locklear (ODS Director), Charles Pilkey (chair of Building and Grounds) and Valerie Vickers (CYRE Team & Gardening Group member) for their work on this effort.

At the beginning of 2023, longtime staff member and current Director, Sheila Locklear announced her pending retirement at the end of this school year. Sheila has worked closely with the managing team to shore up a succession plan. The team developed two subcommittees (one that explored an external hiring plan and another that explored promoting staff within the school.) After months of meetings and research, the team decided to open the opportunity up for current ODS staff to apply for the position. Two crucial factors in this decision include the ability to give tenured staff the opportunity for upward movement with the school and hiring from within helps maintain the philosophy that the school has worked so hard to sustain.

Suzan Moore, current Office Administrator, has been promoted to become the new Director of Open Door School. “Suzy” as she is affectionately called, has been a part of the ODS family off and on since 1999. She has been an ODS parent, teacher, and administrator. Suzy brings more than 33 years of child development and progressive education experience to this role. During her time away from ODS she was awarded “Teacher of the Year” at Irwin Elementary. She is a former mentee of both Sue Riley and Simone Lake. She says, “I learned the importance of maintaining our progressive philosophy to effectively offer a unique and beneficial experience for Charlotte families looking for a developmental preschool.” Suzy’s role will begin on June 1. Over the summer, Sheila will work with Suzy in a consultant capacity to make sure she is professionally trained and ready for the 2023-2024 school year.

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

Greg Schropp presented his credo to a packed house in the Bernstein Room on April 23. Kudos to Barbara Devinney and our AE/SD hybrid techs who were successful in streaming the credo and fielding questions from the livestream audience. Barbara has been persistent in getting the livestream details clarified and documented, which will undoubtedly be much appreciated in future credo presentations.

Monday, May 15 marks the beginning of a four-part program developed by UU Wellspring and purchased by AE/SD. This will be a Zoom-only presentation of a Proposed Article II deep-dive, which will be facilitated by Karen Bringle and Michael Amy Cira; Bruce Wiley will provide the technical assistance. Program dates are May 15, May 22, June 5, and June 12.

On Friday, June 2, we will present a viewing of the 2014 full-length film, *Pride*, in response to numerous requests following a March sermon delivered by guest minister, Rev. Kayla Parker. Rev. Kayla recounted the true story of a group of lesbian and gay activists who raised money to help families affected by the 1984 miners' strike as a call for solidarity within and outside our own UU community. Bob Gorman will be our presenter, and we will offer popcorn and soft drinks for this "Friday Night at the Movies." Childcare will be made available if requested, as it is an R-rated film.

May marks the eighth and final meeting of the two Discovery Circles in the 2022-23 program year. I am grateful to Camilla Mazzotta, Michelle Dillon, Suzanne Lake, and Sue Hill for facilitating this carry-over from Small Group Ministry.

Efforts are underway to recruit volunteers for the 2023-24 AE/SD team. Cyndi Martinec and Althea Clark will roll off the team after a three-year presence (greatly appreciated by this program coordinator!). Current members Caroline Webber, Kristin Rogentine-Lee, and Ron Spake are each wrapping up their first year on the team and are expected to continue their terms, which will be verified this week.

•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 on May 10 due to vacation schedules. At this meeting of May, we discussed some of our outstanding projects which include:

- **Installation of new awnings over the exterior doors:** Scheduled to be installed anytime between Tuesday, May 16-Thursday, May 18.
- **Landscape Lighting:** Project on hold until we can coordinate the work with our electrician.
- **Tree Mitigation:** Work will take place at the end of June/early July (after the end of ODS Summer Camp)

Our main two agenda items for the summer include repair and waterproofing the wall of the building that runs parallel with Sharon Amity Rd. As reported in the October, November and February reports, this area needs to be waterproofed as it is compromising the integrity of the building. Alesia Hutto along with team member Charles Pilkey and sexton, Tom Moore. The second item will include replacing the playground fences if the MET grant request is approved.

•Children, Youth, and Families (CYRE)

submitted by program coordinator, Melissa Schropp

Sunday CYRE Classes: We are completing the 22-23 CYRE year, with the last day of regular classes for this year on May 14. We will have a year-end celebration in all the classes, with most of the teachers in attendance. The three following Sundays until June 11 will not offer any CYRE programming—May 21 is a Community Sunday, and childcare will be offered during May 28 (Memorial Day weekend) service and after the June 4 multi-generational service for during annual congregational meeting.

Camp 234 summer programming begins on June 11, and will be offered on July 9, July 23, July 30, August 6 and 13. The Nursery will continue to be available every Sunday. Overall, we had a good year in CYRE, with solid, regular attendance in the SpiritPlay, Elementary and Middle School classes. Visits by the elementary classes to various other houses of worship went very well. Middle School in particular has grown since last year and was a particularly energetic and bonded group. Sadly, our High School class has struggled all year, with zero attendance on some recent Sundays. We have discussed making some changes to our age groups within classes – bringing 8th graders into the

High School group to give things a needed boost and having the Middle School group be 5th – 7th.

While we will have as much in place as possible to assist our new DLRE Paula Gribble in her transition, we also want to leave space for her ideas and recommendations on curriculum for the upcoming year. We are excited to have her come on board!

CYRE Team: The team hosted a Teacher Appreciation brunch after service on Sunday, May 7, which was well attended by most teachers/CYRE volunteers. The last CYRE monthly team meeting via zoom is on Sunday, May 21. On May 22 we are having our annual year-end CYRE Volunteer potluck dinner for the CYRE team and teachers, to review past year and share our ideas for next year. On the agenda:

- Nominees for additions to the 2023-24 CYRE Team
- Determining needs for teachers for 2023-24
- Preparations for the new DLRE who starts in August.
- Determining date for the CYRE Team Advance, which ideally will happen shortly after Paula's arrival, so she can take the reins for Fall program planning! Teacher orientation will be scheduled for late August.

•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 worked hard to make sure UUCC's celebration of our 75th anniversary included opportunities for people to interact with and get to know others in this community. Their efforts got the Saturday afternoon event started with connection and joy experienced by at least 50 participants in the traffic circle. Sue Hill and Justine Busto led People Bingo, with people talking to each other to find who was a UUCC volunteer, who had been a member for 20 years, who grows vegetables, etc. This helped elementary school kids through senior adults meet and get to know each other. And some people won prizes. We had corn hole, hopscotch and sidewalk chalk. John Burns led a lively intergenerational game of *All My Friends and Neighbors*. This game also allowed people to learn who had things in common with them. It was wonderful to see so many people across the generations enjoying the beautiful weather and each other in celebration of this thriving community.

The team is now in the process of planning a congregational picnic to take place on UUCC grounds after the upcoming transition team town hall. We hope having the picnic on that date will have the added bonus of encouraging people to stay for the town hall.

•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)

In April, Congregational Care made six visits and delivered four meals to UUCC members experiencing difficulties. In addition, they sent two cards expressing care. For one member who had surgery and for another who had had a family member die, they delivered prayer shawls made by our Healing Threads group. Healing Threads has also made 44 shawls that were donated to Kinder Mourn and given to families who have experienced the death of a child.

Next congregational year, the team will share leadership rather than having a chair. Each month, a different member of the team will lead the meeting, etc.

•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 month concluded our study of the UUA Common Read, *Mistakes and Miracles*, facilitated by Rev. Lisa and Kelly Greene. The group ended our sessions with suggestions such ongoing education on antiracism, multiculturalism and beloved community; rebuilding relationships with community organizations; diversifying our worship experience and more.

We continue to look for ways our congregation can be involved in and connected to Unitarian Universalism. As part of our effort to educate members about Article II, Karen Bringle and Michael Amy Rodriguez Cira will co-facilitate a UU Wellspring class about it starting this month. We share information about offerings at *The Mountain Retreat and Learning Center*, at UUA General Assembly, through Diverse Revolutionary Unitarian Universalist Multicultural Ministries, etc. as well.

We are excited that Executive Director of UU Justice NC will soon visit UUCC. We look forward to continuing to partner with Intersectional Justice on ways to engage in justice work with other UUs.

Since the last report, UUCC members requesting to be delegates at UUA General Assembly 2023 remain the same: Rebekah Visco, Sam Visco, Kelly Greene, Lincoln Baxter, Margie Storch, Bruce Wiley and Michael Amy Rodriguez Cira. At the congregational meeting in June, the Board will manage the process of determining how delegates will vote on Article II at General Assembly.

•Intersectional Justice

submitted by staff liaison, Lisa Bovee-Kemper

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

Intersectional Justice Team (IJT) and the Engagement Group continue to meet jointly as we work to clarify our structure and make our way through updating website copy and other communications. In addition, we are working together to maintain and re-build relationships with existing partner groups – much of the work was stalled or limited by pandemic closures and less volunteer availability, and it is important to make sure we are continuing to engage those partnerships.

UU Justice NC has been added as a partner group. Executive Director Rev. Lisa Garcia-Sampson attended our last meeting on May 9 and gave an overview of what UUJNC does and how they partner with congregations. She also attended the service on May 14 and gave a similar presentation to UUCC members.

IJT and Rev. Lisa worked with various state-wide organizations, including UUJNC, Carolina Jews for Justice, and Planned Parenthood, to participate in and encourage legislative advocacy and rally attendance for various events related to the SB20 “monster” anti-abortion bill.

We are also working with Communications to create and implement an email list of folks interested in receiving timely alerts relating to intersectional justice related actions and events.

•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 met on May 4. We reviewed the most recent worship services, noting particularly the exemplary job staff and lay members did to create and execute the 75th anniversary service. The team received feedback that most folks at UUCC really enjoy and identify with the Lay Service Leader's reflection.

There was some discussion about the start of the worship service, which has been somewhat rocky in recent months – with some confusion regarding when to close the stairs and how to signal the start of the service. This prompted a note for a future action item regarding holding an usher training in the fall – and the team decided that it would be beneficial to re-instate the role of Usher Coordinator on the team if possible.

It was determined that the stairs should be closed by 9:57 at the latest, giving time for people in the vestibule to move upstairs and that the service (including livestream) will start at 10 a.m. sharp.

On May 7, some changes to the order of service were presented in the Sunday service, most notably moving the welcome and announcements to the beginning of the service to eliminate the jarring feel of interrupting the flow of the service to offer the welcome. In addition, the order of things at the end of the service was adjusted a bit for better flow without the welcome and announcements and elevating the concerns of the congregation to more of a pastoral moment. So far, feedback has been positive.

The rest of the meeting focused on planning and filling the summer schedule, especially for the month of July when Rev. Lisa is out of the pulpit. These Sundays will be filled with a combination of lay-led services and guest preachers.