

INCIDENTALS REPORT

February 2023

[A monthly report from the UUCC Executive Team to the Board of Trustees]

The Executive Team submits a monthly Incidentals Report to the Board of Trustees. This report highlights key updates on UUCC operations: things that the Board ought to be aware of but fall outside the scope of Board policy work.

SUNDAYS

- **Worship Attendance** during the month of January averaged 185 each week.
 - Average in-person adult attendance: 93
 - Average in-person children attendance: 10
 - Average Zoom connections: 86
- On Sunday, January 1, Paige and Kelli led a New Years Day in-person-only service that was attended by 44 people.

MEMBERSHIP

- Four first-time visitors completed **visitor forms** in the month of December.
- On February 1, UUCC submitted the following numbers in the **UUA certification** process:
 - 372 members (vs. 412 in 2022)
 - 250 non-member friends (vs. 213 in 2022)
 - 176-200 total participation (same in 2022)
 - 26-50 children/youth participation (same in 2022)
- A six-week **newcomers class** series is underway, led by Sara Davidson with the support of multiple staff members and lay leaders. Another series is scheduled to begin in late March.

STEWARDSHIP

- The Stewardship Council has reimagined **Stewardship Sunday**, which will be held in advance of the March 4 pledge drive launch. On February 19, the worship service will celebrate stewardship through time, through talent, and through treasure with reflections from congregants, special music, and a volunteer recognition.
- UUCC member Lisa Marini is coordinating three **leadership pledge parties** to invite advanced pledging from the top 4 deciles of current pledge-holders ahead of the launch of the pledge drive. The three parties will be hosted by the Henig, Coltri, and Rodgers/Webster families.
- UUCC member Valerie Nolan is coordinating 5-7 **pledge parties** that will be an open invitation for all congregants to connect with each other and learn about pledging during the month of March.
- UUCC's joyful gatherings team continues to recruit performers and plan for the March 4 **community potluck, talent show, and pledge drive launch**.
- Suzanne Henig has agreed to serve another year as chair of the **Stewardship Council**. Current members of the council are: Zach Nelson (Auction), Ben Burt (CORE team), Scotty Scott (Endowment), and Kevin Mercer (Board).

PROGRAM

- It has been UUCC's tradition to send our **ninth grade Quest class to Boston** to deepen their connections to Unitarian Universalism as they visit historical UU sites. This April, in addition to the current Quest class, we encourage high school youth—as well as adults—to join this three-night excursion. Many thanks to Lisa Marini for organizing this reimagined experience.
- In February, Kelli Danaker is convening check-in and brainstorming conversations with families (youth and parents) and teachers of **middle school students** who have been in the Compass Points class. Together they are evaluating how this year's program is serving the youth, sharing ideas about how best to meet the needs of middle schoolers moving forward, and contributing input for the Values, Mission, Ends process.
- The **Values, Mission, Ends** process has been incorporated into plans for children and youth programming in the weeks ahead. Sessions are scheduled for elementary-, middle school-, and high school-aged students.
- The **Sabbatical Committee** has implemented a communications plan through April 2023 to educate the congregation and share resources about the need, purpose, and benefits of UUCC's upcoming ministerial sabbatical.
- In January, recognizing that their groups may be able to support one another, youth visited the meeting of **Karuna caregivers** to explain the sorts of **odd jobs** the youth are available to do for congregants in need.

STAFF

- A one-day **staff retreat** is scheduled for Tuesday, March 7. Guest facilitator Sarah Keely will lead a 6-hour workshop about the Enneagram and using the Enneagram as a tool for building community and navigating workplace dynamics.
- Recognizing that for several years UUCC has been in a process of right-sizing its staff to the reality of the congregation, the Executive Team is engaging the staff in conversations about **realigning the current staff** to better meet the congregation's current needs and to distribute essential functions more equitably among the staff team. We are scheduling conversations with thought partners both inside and outside the congregation (UUA regional staff, colleagues, UUCC leaders) to bring broader perspective to the process and make sure we're not operating in an echo chamber.
- The Personnel Advisory Committee has been revising UUCC's personnel handbook, and the Executive Team has been introducing new policies to the staff on rolling basis. Recently, the staff was presented with UUCC's updated **PTO, holidays, and extended leave policies** that are in closer alignment with current practice.

IMPORTANT DATES

- **RISE Against Hunger** — Saturday, February 25, 2023
- **Pledge Drive launch** — Saturday, March 4, 2023
- **Robin Slaw's sabbatical** — November 1, 2022 – February 28, 2023
- **Valerie away** — Monday, March 13 – Thursday, March 23, 2023
- **Board of Trustees meeting** — Tuesday, March 14, 2023
- **Nested Bowls retreat** — Friday, March 24 – Saturday, March 25, 2023
- **Paige Getty's sabbatical** — April 1 – August 31, 2023
- **Board of Trustees meeting** — Tuesday, April 11, 2023