

8/17/14

FINAL

Minutes: Board of Directors TVUUC

Members present: John Mashburn, Kathy Bohstedt, Mary Jo Holden, Linda Randolph, Marco Casteneda, Lance McCold, Grier Novinger, Chris Buice, ex officio, Heather Finney, ex officio

Members absent: Cindy Moffett, Maureen Dunn McBride, Alan Moore, Laurie Knox, Kate Benson

Guests: Elandria Williams (Facilitator), Elnora Williams (representing Program Council).

NOTE: After further discussion in late Aug. and early Sept., the visioning process has been simplified and will be carried out by a task force assembled on Sept. 21. The timeline has been loosened as well. – Cindy Moffett

Agenda

Opening words

1. Approval of minutes from Jul 20 and Aug 10 (**approved**)
2. Vote No on 1 Endorsement by the Board
3. Greater Knoxville Area Compact Endorsement by the Board
4. Policy and procedures for endorsements by the Board.
5. BMOD sign up

Items (2)-(4) were tabled because Chris B wasn't present for that discussion.

Elandria Williams:

We are beginning a process of writing a Vision Statement and a set of Ends Statements for TVUUC. From the Ends we can build a Long Range Plan. We are at the beginning of this process. We want to involve the entire congregation. We would like to have this first stage (Vision and Ends) in place by the end of December, when the Stewardship Campaign officially gets underway.

Involvement Goals

We would like 20% of the congregation involved across **demographics**. (20%, the UUA reports, means you've got momentum. Time to move forward.) We want input from young adults, new members (1 yr or less), parents with RE kids, longtime members (20+ years), (also 10-20 years and 1-10 years). (For HS involvement take it to them.) Include "marginalized groups," e.g. non-member Friends of the Church: non-member pledgers and people of color.

Another factor is Class: We have members who are not middle class. We also have very wealthy folks who don't pledge.

Process

We need to be as inclusive as possible in the process.

The process needs to make people FEEL HEARD.

Our Covenant could be read at the beginning of these meetings. How new ideas are greeted: this needs to be spirit of "brainstorming."

Precede all this by an education process: folks won't know what they're being asked to do to. Provide Ends Statement.

Survey? There are multiple ways to use social media to get responses. Small group ministries. The choir. The Beer Ministry. Neighborhood group meetings. Social media? **Survey monkey**. There are tools -- e.g. clickers -- to get lots of information. These are to spot trends and a global picture, not votes. Clickers allow anonymity. (And we can probably borrow them from UT.)

Conversations: open meetings that aren't specific; small affinity groups.

How can we contact folks in a way to create a sense of community? Small groups. Meet-up groups... e.g. at Sunspot. Bringing reps from these groups back together. Also a large collective meeting.

The Board and Program Council need to work together on all of these initiatives!

PC members are going to host neighborhood dinners. Signup sheets available at welcome table. New members link up with older members.

HOW TO MOVE FORWARD:

WHERE DO WE START?

Process Education: who? Board, PC, staff. What's an "Ends Statement"? What's a "Vision Statement"?

Anonymous input
 Small group conversations random
 Small group conversations affinity groups ("targeted")
 Collective gathering
 Individual input
 Synthesizer
 Writing process
 Agreement

How do we want to do this? In what order?

Start with targeted groups, then collective (open), then to smaller synthesizing group. The SSG is composed of volunteers who want to join in the process. Then we take it to the congregation (but ensure that the difference between Blocking Principles and wording quibbles is CLEAR), and the Board. "If you care about how this is written, then join the synthesizing committee."

TIMELINE

Vision and Ends finished by end of Nov and presentation to congregation. WE need GOALS by Feb (when budget is being developed). Education needs to be ASAP.

- (1) First step: Education process.
 Develop Guide and materials. (Covenant). (Linda R and Kathy B will do this) (Sept 1) Here are the five questions. Meet with leaders of small groups, and anyone else who wants to come. (Early Sept)
 - (2) Anonymous surveys: HOW?
 - (3) Targeted groups, affinity groups (choir, SGM), groups already existing, surveys (Mid-Sept)
 - (4) Collective gathering.—untargeted groups. Mid-October.
 - (5) Synthesize Nov 2 – (Forum, Nov 9 for comments) – final synthesis Nov 15.
- WHERE DO WE END? End of Nov. Board votes.

Instructions to facilitators: **highlight these in your reports:** What are the key things that came up over and over? What are the things that only a couple of folks lifted up?

Closing Words

Opening and Closing Words Sept 21: Sue Evans Opening Words, Mary Jo Closing Words.

Notes submitted by Kathy Bohstedt, reviewed by Linda Randolph