

**Date:** Sunday, December 14, 2014

**Members Present:**

Alan Moore  
Chris Buice  
Cindy Moffett  
Grier Novinger  
John Mashburn  
Jon Coffee  
Kate Benson  
Kathy Bohstedt  
Lance McCold

Laurie Knox  
Linda Randolph  
Marco Castaneda  
Mary Jo Holden  
Maureen McBride

**Guest:**

Ken Palmer Kitchen

## 1. Opening

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Linda called the meeting to order at 12:45 PM. Some items were addressed out of this order.

## 2. Minutes

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**Minutes for the November board meeting were approved.**

## 3. Additions to agenda

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Grier, chair of the search committee for the director of administration, reported that initial interviews have been conducted. Two people will go on to be interviewed by Chris. Depending on the outcome, the search committee can re-advertise the position.

## 4. Stewardship

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Ken, stewardship committee co-chair, reported that planning has begun for the Feb. 22 Celebration Sunday. There will be one intergenerational service at 10 AM and a light brunch to follow. Music will be provided by Sing Out, the Sweet Potato Choir, and a violin group, giving the choir a break. There will be an inspirational slideshow about the work our church does. Ken deputized the board as stewardship committee members and asked all to help with the follow up phone bank, which will take place Feb 24, 25, and the following two weeks on Mon. and Tues. nights [per follow up info from the stewardship committee]. Also, many have been asked to give testimonials via the newsletter or during a service; respond to Jody about those.

## 5. Budget

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Maureen and Heather presented three budget documents.

- A. **July-November 2014 Monitoring Report:** At 42% of the year, 41% of the income is in, so we are tracking well. December will be an important month because pledge contributions traditionally peak during December. Share-the-plate collections have increased over the past year, indicating that the Share-the-Plate initiative successful.
- B. **“One approach to balancing the budget.”** Last month Maureen presented a budget that was \$40K short; this month a new, potential approach balances the budget by spreading cuts to see how they would look. Affected areas include Buildings and Grounds, Socials (potlucks, etc. to run from their own restricted account), Program Council, Music Program, Lifespan RE, salary for new Director of Administration, amount of sexton coverage, and pastoral care.  
Chris noted that we have a great intergenerational community that is growing in an organic way. Heather said that we had an expansion of membership and pledges after the shooting, and for the past few years we've had a contraction from that, which is not surprising. It's like a rubber band stretching and then regaining its shape. The proposed budget is conservative, realistic and recognizes our new norm and how to best make use of the limited resources we have. Laurie said it would be good to start explaining the big picture to the congregation now rather than at the congregational meeting. Chris emphasized keeping the canvas joyous; that people give out of a sense of gratitude, not fear. At our next board meeting, time will be blocked out to consider strategies for communications and to further examine where cuts could occur.
- C. **Finance monitoring report for the year:** attached. It will be further discussed next meeting.

## 6. Auction

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Preliminary auction income looks to be about \$22K, more than was expected, and that figure should rise once all proceeds and new purchases are counted. Perhaps even more important, people really enjoyed the evening. Kudos to Linda and her committee.

## 7. Process for taking new member to lunch or dinner

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Kathy submitted a proposal for board members attending the new UU classes and/or taking new members out. Chris stated that he and Monique Meadows are considering a social event for UU 101-102 participants to follow the class sessions. The board expressed enthusiasm for that idea and agreed to participate in such a social for new members. Also, one to three board members may attend the second (of a series of two) new UU class and get to know people individually then and after the class. Instead of a very rigid system, this is a looser, more organic one. Linda will ask Monique to notify the Board of class dates and times as they are set.

#### **8. Rising chair, program council**

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**The Board unanimously approved Tina McMillan as rising chair of the program council.** It was suggested that next year the nominating committee generate a list of possible rising chairs as they interview people for elected positions to help the Board and Leadership Team with the responsibility for nominating a rising chair for Program Council.

#### **9. Safe congregations manual**

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Kim will work on writing this after January, when she completes her credentialing requirements.

#### **10. Visioning Process**

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Lance reported that the visioning task force will meet this week to work on organizing the vast amount of information they collected. A Wordle could be a way to show the congregation the ideas contributed for this process. Early in the new year, the task force will present the board proposals for what the vision statement should be, based on congregational input.

#### **11. Workshops**

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Beloved Conversations, a train-the-congregational-trainer workshop on expanding understanding of multiculturalism, to be taught by Mark Hicks, will be held at TVUUC on Jan. 23-24. Mark Hicks is a great teacher, say Jon and Chris. If you're interested in attending, let Chris know. The workshop is for the East Tenn. Cluster and contains the seed of what we want to be. These efforts support our goal of becoming a more multiracial and multicultural congregation. Some of the people who attend the workshop will become leaders who proliferate the message through eight chapters of curriculum.

The Compassionate Communication Workshop is Jan 30-31 at Westside. It helps train people in right relations - how to go into tense situations and heal. We've done such work for the listserv in the past, and this workshop will provide training for a future Right Relations Committee to support best behaviors and policies and to help all members understand compassionate communication.

#### **12. Action items**

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Laurie is lead reader for the January executive report, which will cover the areas of Membership and Pastoral Care. She will learn more about these areas when she meets with Chris and Monique [and Jenny?] as they work on the first draft of the report.

Kathy will write up the new proposal for board involvement with new members and run it past Monique.

Lance is lead reader for February, when the executive report is on denominational affairs and public ministry.

Jon asked that when we email the new director of admin (Jon currently is serving), we couch requests in their broader information background. New directors are jumping in cold.

#### **13. Closing words**

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Jon offered the closing words and the meeting adjourned about 3 PM.

Next meeting: Sunday, Jan. 18, 12:45 PM. Mary Jo will provide the opening and closing words.

Respectfully submitted,

Cindy Moffett, Secretary  
Sunday, December 14, 2014

