

TVUUC Board Meeting

February 18, 2018

Board Members Present: Matthew Blondell; Denise Coleman; Debbie Ellis; Jeff Kovac; Ginna Mashburn; Lynne Mullins; Robby McMurry; John McNair; Bill Myers; Wendy Syer; Elnora Williams
Ex Officio: Chris Buice; Claudia Pressley; *Visiting:* Pam Johnson

Treasurer's Report and Other Financial Information:

Robby McMurry gave a brief Treasurer's Report, stating that revenue for this year (through January) is \$45,000 over the amount anticipated in the budget.

Stewardship Campaign

Barbara Taylor reported on the progress of the Stewardship Campaign, which officially began on February 4. Over 700 pledge packets were mailed out, and we have received \$131,815 in pledges, which represents 21% of the campaign goal. Fewer people have signed up for the Home Gatherings than they had hoped, although some have signed up for more than one gathering. The Gathering hosts will send reminders to those who signed up. After March 20, when all the Gatherings have been held, the Stewardship Committee will send postcards to everyone who has not submitted a pledge form. At some later point, they will begin making phone calls, as necessary. They hope to conclude the campaign about three weeks after the Home Gatherings end.

Barbara and Kaci Clark have visited the UU101 class to provide information about the pledge process.

It was suggested that the Board could begin developing a tentative budget for next year at the March Board meeting (although we will not yet know the total of the pledges.) Barbara stated that she can provide weekly pledge updates, if requested.

Robby McMurry calculated that the pledges received this year are 9% more than those received at this time last year. The Stewardship Committee is also trying to keep more detailed records this year so that the progress of the pledge campaign can be more easily calculated. By next year, *Realm* records should enable us to better compare the progress of the campaign with the previous year.

Attendance at the "Cornerstone Donor Reception" was low. How can we increase attendance at this event next year? Barbara and Kaci have been making personal visits to Cornerstone Donors who did not come to the reception.

Unlike last year, there is currently no plan for a "Celebration Sunday" when all pledges will be collected. This year, members are encouraged to send or bring their pledges in as soon as they can.

One plan for the Home Gatherings is to provide more information about the Program Council and its activities. It was suggested that an organization chart of the whole church structure (staff, volunteer leaders and committees, etc.) would also be useful.

Transition to *Realm* Database

On February 25 (next Sunday), TVUUC staff and other "*Realm* Experts" (mainly Board members) will be available after the service to help people register for and update their *Realm* profile and begin to learn how it works. This will continue for the following three weeks, as well as some days during the week. Claudia will create a schedule and ask Board members to sign up for times to help with this process (at least two each Sunday.) We are encouraged to bring our own laptops on the Sundays when we will be helping with this.

It was noted that the current TVUUC listservs will cease to exist at some point. For this reason, we should encourage everyone to register for *Realm* and to set *Realm* to send messages to their e-mail.

Claudia noted that the number of "Member Statuses" has been reduced, and she gave out a list of the statuses with their definitions. For example, a "Friend" is someone who is active in the church but has chosen not to officially join. A "Visitor" is someone who has visited less than three times, and a "Prospect" is someone who has visited at least three times and/or has expressed interest in joining. (Visitors fill out forms at the Welcome Table, and this information is entered into *Realm*.) If a Member does not pledge, her/his status in *Realm* is not changed, but the *Realm* status may be changed if someone is inactive for several years. (Note that the dues paid by TVUUC to the UUA are no longer based on the number of members.) The *Realm* profile will not be cancelled for deceased person, but the status will be changed to "deceased".

Pastoral Care Report

Pam Johnson gave a report on her work so far with Pastoral Care at TVUUC. She noted that the provision of pastoral care is shared by everyone in the church. She estimates that she makes about 20-25 Pastoral Care calls and 6 personal visits per month, and spends a total of about 80 hours per month on pastoral care. (This does not include contact by Spiritual Care Team members) There are also about four contributions per month to individuals from the Helping Fund.

Her goals for the future include developing a written policy for the distribution of use of Helping Funds, and recruiting and training new members for the Spiritual Care Team. She also plans to teach a class in "Lessons in Loss". It was suggested that the policy for the use of the Helping Fund should be in writing and publicly available to the Board and others.

She recommended that the church budget a small amount (\$500-1500 per year) to help with pastoral care services, to be used for such things as supplies, books, or training. She also offered the opinion that TVUUC needs an Assistant Minister or other more permanent position to take care of the pastoral needs of the congregation, as it can be difficult for an intern to get acquainted quickly with church members and their needs.

Rummage Sale

Valerie Horner gave a report on plans for the church Rummage Sale to be held on April 27 and 28. She had hoped that a new Rummage Sale Chair would be found for this year, but as that has not happened, she has agreed to chair for one more year. Both Marty Murphy and Leslie Gengozian help with the appraisal of the more valuable items.

Beginning in March, there will be a storage locker rented to hold Rummage Sale donations. Pick-ups can be arranged for large items. (Call Valerie at 865-556-7434.) A substantial amount of furniture has already been donated and is now located in Valerie's own storage locker.

The number of items donated each year, and the popularity of the sale in the Knoxville community has increased over the years, and the sale has almost outgrown the space available in the church (about 6000 square feet). It is also very labor-intensive, involving a large number of volunteers. However, the sale is an important event not only for fundraising (raising about \$10,000 per year) but also for networking and recycling, so we do want to continue holding the sale. We might think about ways to accommodate the increasing size of the sale, possibly by having it at another site. We could also arrange to sell some donations through a consignment shop, or rent a booth at an antique mall, with the profit going to the church. Some churches have created their own, permanent, consignment shops, but we are not ready for this right now.

Public Ministry Report

Chris Buice gave a report on public ministry activities by him and others in TVUUC, including involvement with local interfaith groups, and writing opinion pieces for the *Knoxville News Sentinel*.

The Program Council has recently approved a proposal to give support to the Moms Against Gun Violence group. A public vigil will be held in the church on February 25, in support of the students from the high school in Parkland, Florida.

One of Chris's goals is to seek more opportunities for interaction with local black churches. In recognition of Black History Month, two church Field Trips have been scheduled to the Tabernacle Baptist Church in Knoxville for February 20 and 27, to hear talks by Civil Rights activist Rev. Harold Middlebrook and the Tabernacle Minister Chris Battle. These will be followed by interfaith discussions at TVUCC, focusing on Martin Luther King.

Chris stated that he appreciates Policy Governance which enables him to respond quickly to opportunities for public witness, without seeking approval from the church each time.

Our Share-the-Plate program is another example of the Public Ministry mission of the church. Chris provided a statement of the amounts raised for donation to community organizations over the past year. It was suggested that a version of this statement should be provided to the TVUUC membership, either at the end of the year, or during the pledge campaign. Ginna Mashburn offered to help prepare a Share-the-Plate report to be provided to the congregation.

It was noted that, in the past, an Annual Report was provided to the membership at the annual meeting. Should this practice be reinstated?

We again discussed the need for one or more new church banners to use for events outside the church. It was suggested that Lauren Hulse might help design a new one. Lynne Mullins will talk to her about this. It was suggested that the banners consistently be kept in a well-known place so that groups can find one easily when going to a meeting, parade, or other activity. (This could be established on March 24, which has been designated a church Clean-up Day.)

Ordination of Jon Coffee

The ordination of Jon Coffee will be held on Saturday, April 7, with a reception, dinner, and a "Coffee House" after the service. Reid and Carolyn Franks and Elnora Williams are helping to organize the service, Jen and Jody Hamilton are preparing food, and Leslie Gengozian will organize the Coffee House program.

A written invitation will be sent out to the congregations with a request to RSVP.

Funds are still being raised on line to support the cost of this event. It was suggested that another reminder should be sent out to the membership about this.

Right Relations Team

About a year ago, a proposal was created to form a Right Relations Team which could assist in mediation of personal conflicts within the church. Pam Johnson attended a workshop at the Westside UU Church offering a model for Compassionate/Nonviolent Communication, but was unable to recruit volunteers to attend with her. She then attended a session at the Liberal Religious Educators Association conference, where this model proved to be very controversial. We want, therefore, to find a different model for conflict resolution that is not culturally biased or offensive to any group.

Should we contract with an outside mediator, as needed, or should we ask the Knoxville Mediation Center to train TVUUC Volunteers? Ginna Mashburn will contact the KMS about the possibility and the cost of providing training. We should also find out what programs other churches have in place to resolve conflicts.

It was felt that it is better to recruit targeted volunteers, rather than putting out an open call to the whole congregation. Pam and Chris have thought of a few potential candidates, but they ask the Board for recommendations of other church members for this team

Once we have a corps of trained volunteers, it may be best to share this resource with other area UU churches (hoping that they have similar groups), so that a mediator would not be from the same church as the individuals involved in a conflict.

Although the Right Relations Team would be coordinated by Pastoral Care, it will be important to have more than one contact point (more than one person) for requesting assistance with a conflict.

Miscellaneous

Bill Myers and Ginna Mashburn have been working on a new draft of the Sales in the Church policy. A copy of it will be given to the Board for comment, after they consult again with Claudia Pressley.

A question was raised about the blue-designated parking spots in the TVUUC parking lot. Few people know what the designation means. (They are intended to be used by people who cannot walk easily due to physical limitations or other reasons, but who may not have official handicap permits.) Claudia reported that the Building and Grounds Committee has discussed putting up an explanatory sign.

Jeff reminded the Board to submit possible agenda items to him before each Leadership Team meeting. The next Leadership Team meeting is on March 7.

Board members are learning how to access Board documents in *Realm*. Documents attached to a message sent in Realm can be found either in "Files" on by opening the message, but they are not always simple to locate. It appears that files are listed chronologically and cannot be organized in any other way. It is suggested that we send documents both in *Realm* and by regular e-mail until we are more used to *Realm*.

Homework Assignments

- Send possible agenda items to Jeff before March 7
- Send suggestions for the Right Relations Team to Pam or Chris
- Ginna Mashburn will contact the Knoxville Mediation Service about training a group of volunteers for a Right Relations Team.
- Lynne Mullins will talk with Lauren Hulse about designing (a) new church banner(s).
- Send out a reminder about the on-line fundraising for Jon Coffee's ordination