



Minutes for the Board Meeting of Tennessee Valley Unitarian Universalist Church

Tuesday, June 25, 2024 - **APPROVED**

Attendees (virtual attendance marked with *):

- Board Members – Eddie Chin, Heather Kistner, Jeff Mellor, Steve Drevik*, Robert Bray, Lynn Hixson, Mebbie Jackson*, Maddie Kulpa, Mary Rogge, Devon Miller*
- Ex-Officio Members – Chris Buice, Claudia Pressley, Barbara Lamm, Carol Villaverde
- Guests – A.B. Coleman*, Denise Coleman*, Chloe Airoidi-Watters, Betty Bumgarner, Rich Davis*, Sarah Weaver

Meeting co-chaired by Board President Eddie Chin and President-Elect Heather Kistner
Minutes recorded and submitted by Board Secretary Maddie Kulpa

- Eddie shared opening words and called the meeting to order at 6:02 pm.
- Announcements by Eddie
 - Welcome guests, acknowledgement of newly elected members, and introductions.

Vice President*	Lynn Hixson
Secretary	Maddie Kulpa
Board Member	Noel Aring
Program Council Co-Chair	Carol Villaverde
Program Council Co-Chair	Barbara Lamm
Leadership Dev Committee Chair-Elect	Eddie Chin
Leadership Dev Committee Position 1	Chloe Airoidi-Watters
Leadership Dev Committee Position 2	Susan Kersy
Endowment Committee Position 1	Richard Davis
Endowment Committee Position 2	Pat Bing
Endowment Committee Position 3	Sarah Weaver

- Minutes from the May 2024 Board meeting were presented for approval.

- **Approval of the Minutes of the May Board Meeting was moved by Jeff and seconded by Lynn.**
Passed unanimously, no negatives, no abstentions.
 - *Note: after meeting, correction was presented by Steve Drevik and was edited before submission.*
 - New members of the Finance Committee were proposed.
 - Steve proposed Nick Potter (past treasurer), Robert Hyde (existing volunteer), Rob Richardson (new volunteer and member). Eddie expressed his opinion that they are all well qualified.
 - **Approval of the Finance Committee members was moved by Lynn and seconded by Rob.**
Passed unanimously, no negatives, no abstentions.
 - Eddie recognized the exiting Board members and officers.

Past President	Ken Stephenson
Board Secretary	Jeff Mellor
Board Treasurer	Bill Cherry
Board Member	Mary Rogge
Board President	Eddie Chin

- Eddie reflected on his history as a Board member and Congregational President. He stressed his willingness to serve the congregation in this role and usher in needed change.
- The Year in Review – accomplishments and changes
 - New website launch
 - Set Board Goals
 - Adding Youth Reps to the Board
 - Beginning improvements to communications systems
 - Bringing younger members to the Board and other committees
 - Developing better recruitment processes
 - Participating in Pride events
 - Providing staff with Christmas bonuses
 - Holding the first mid-year congregational meeting
 - Updating by-laws: reshaping Board from “policy” to “strategic”, updating term limits for Board officers, creating the Management Team, etc...
 - Hosting and facilitating events, such as the Chili Dinner, First Sunday Lunches, 75th Anniversary Celebration, etc...
 - Approving Building & Ground improvements

- The Minister's Report was provided to the Board via email. Board members were asked to contact Chris directly with questions.
 - Report is attached as Appendix A.
 - Chris reported that he felt the recent Interfaith Pride Service went very well, in addition to hosting Family Promise and FISH food deliveries during a holiday week.
 - Eddie asked Chris to report on the results of the General Assembly election. Chris stated that the updates to Article II were approved, and affirmed that the previous seven principles can still be used in responsive readings and as statements of faith. He provided documentation of the new Statement of Values, and said that they would be used as inspiration for upcoming services. Chris provided links review the GA resolutions via email (links and additional information included in appendix A).
 - Chris also asked to continue Eddie's review of the year by including the All Ages Prom and the KICMA Good Friday Service.
- The Management Team Report was provided to the Board via email. Board members were asked to contact Claudia directly with questions.
 - Report is attached as Appendix B.
- The Strategic Planning Committee report was presented by A.B.
 - Slides are attached as Appendix C.
 - A.B. summarized the purpose of the Strategic Planning Committee: to take an organization from its current reality into its shared future vision. Strategy execution requires servant leadership, coordinated actions for projects and processes, and progress indicators. A church executes its strategy through governance, programming, and ministry. The Board and Board Committees are primarily responsible for governance; the next Board will be tasked with developing policies and processes to ensure effective execution and resource management.
 - Heather commented that Board Committees will be a focus for this upcoming year. She asked A.B. to comment, and he clarified that the goal is to guide the elected committees in the right direction with policies/objectives that reflect the Board's goals and develop membership within those committees.
 - Heather also clarified that the Board will be breaking for the rest of the summer, with a retreat scheduled in August, and will proceed with this strategy in September.
 - A.B. stated his pride in the work that the Board has done this past year. Heather expressed her appreciation for the work of the SPC in supporting and guiding that work.
- Incoming President Heather made a statement about the upcoming year.
 - Our structures and systems are all on their way to being completed with lots of input.
 - We will continue to strengthen our groups with policies and charters,

- Improved communication paths will be developed for groups that interact with folks entering our building.
- When we see something that needs improvement, it is our job to help create a process or policy to create the change that we want.
- Heather also wants to strengthen our relationship with our UU neighbors in the East TN area.
- The focus this year will be to put into play the things we have been talking about all year.
- The floor was opened for a Q&A session.
 - Chloe mentioned options for open communication, such as the red book we used to have at the fireplace.
 - Jeff believes we've done a great job at welcoming people who walk in the door, but we need to work on new ways to bring in new members.
 - Heather mentioned a goal of advertising our church as a meeting space beyond UU events (such as forums).
 - Maddie reminded the Board of the importance for Board Members to volunteer in RE spaces. Chris and Heather concurred.
 - Carol states that sometimes it is an experience not a person that brings a person to the congregation, like her teenager running the dishwasher in the kitchen. Chris added that he wants to be intentional with our programs and service programming around helping everyone find their gift.
 - Details of the Board retreat were discussed.
- Heather read closing words, recognizing the Board Members leaving and welcoming the new Members. The meeting was adjourned at 7:00 pm.

APPENDIX A : MINISTER'S REPORT

Since this is an abbreviated meeting I will focus my report on an indepth look into one aspect of ministry. A lot of this past month has involved planning ahead for next church year. For that reason I am including the service themes planned for August - November. This kind of advanced planning allows for David Asbury, our Director of Music ample time to find appropriate music to enhance the theme. It also gives our Director of Religious Education sufficient time to look for appropriate Stories for All Ages. Finally, it allows for advanced publicity of the services through newsletter and social media. I thought the Board might want an inside window into the current product of this advanced planning. - Chris

August 11

Fount of Every Blessing - Rev. Chris Buice

The Quaker theologian William Barclay wrote, "The scriptures are a testimony to the fountain, not the fountain itself." This Sunday we will have our annual water communion ritual. You are invited to bring water from someplace special you have spent time over the summer whether on vacation or staycation. The water may be from a fountain, creek, river, lake, ocean or a garden hose, lawn sprinkler, rain gauge or kitchen sink. Together we will ponder the Source of Life from which all blessings flow.

August 18

Give Them Not Hell, But Hope and Courage - Rev. Chris Buice

In the South there is no shortage of churches that preach, "hellfire and damnation." In 1961 the Unitarians and the Universalists merged to become one denomination. This Sunday we will reflect on the Universalist side of our heritage and how it can empower us to live a life of faith, not fear.

August 25

Diamonds in a Dunghill - Rev. Chris Buice

Churches do not always encourage critical thinking. Asking too many questions can get you into trouble. In 1961 the Unitarians and the Universalists merged to become one denomination. This Sunday we will reflect on the Unitarian side of our heritage and how it can empower us to extract wisdom from even the most unpleasant of circumstances.

September 1

Title TBD

Guest Speaker: Michael Eselun

September 8

The Separation of Church and Hate - Rev. Chris Buice

In addition to the separation of church and state, Unitarian Universalists believe in the separation of church and hate. Although religion is intended to cultivate love, compassion and goodwill all too often religions degenerate into anger, division and hatred. This Sunday we will reflect on we can do to support the continuing separation of church and hate,

September 15

Spirituality On Wheels - Rev. Chris Buice

Although Franklin Delano Roosevelt, author of The New Deal, is better known for his politics, this Sunday we will reflect on the spiritual insights his life can offer us for facing the challenges of living with disabilities; both visible and invisible. We will also gather wisdom from the Jewish feminist teachings of Rabbi Julia Watts Belser who proclaims, "I claim disability as a vibrant part of my identity, as a meaningful way of naming and celebrating the intricate unfolding of my own skin and soul." These lessons of the spirit have value for us all no matter what particular obstacles we may be facing in life.

September 22

Title TBD

Rev. Jon Coffee and UT Hospital Chaplains

September 29

Reading Banned Books with Pride - Rev. Chris Buice and Catherine Farmer Loya

At the Tennessee Valley Unitarian Universalist Church we are not ashamed to read banned books. This Sunday we will celebrate the end of Banned Book Week and the beginning of PrideFest with a special multigenerational service that will include story, song and celebration. Come helps us celebrate our Children's Diversity and Justice Library and its mission to create a more just, fair and free world.

October 6

No Trespassing - Rev. Chris Buice

In the Lord's Prayer we find the words, "Forgive us our trespasses as we forgive those who trespass against us." Does that mean that all those signs that say, "No Trespassing" are holding up an impossible ideal? Scripture seems to suggest that we are all trespassers. This Sunday in anticipation of the High Holidays of the Jewish Calendar we will ponder how to be in relationship with our own trespasses as well as those who trespass against us.

October 13

The Gospel According to Dolly - Rev. Chris Buice

Dolly Parton has always had a gift for a turn of phrase. "It's a good thing I was born a girl," she once said, "Otherwise, I'd be a drag queen." Since she is so widely admired with few detractors, many were surprised when The Federalist published an article called "There Is Nothing Loving About Dolly Parton's False Gospel." This Sunday we will take a look at the gospel according to Dolly and make up our own minds whether it is false or true.

October 20
Climate Justice Revival
Mary Rogge and the Green Congregation Committee

October 27 Diwali: A Festival of Light -Rev. Chris Buice, Amit and Bhavna Vora
This Sunday we will celebrate the Hindu Festival of Lights in partnership with our friends from the Hindu Community Center.

November 3,
What Kind of Church Is This? - Rev. Chris Buice
As part of our All Souls/All Saints service we will be remembering those who have gone before us who empower us to work for justice in the world in anticipation of Election Day. You are invited to bring a picture of a loved one of blessed memory to place on our altar or the picture of someone you consider to be a saint. One of those pictures will be of the Unitarian suffragists who told us that when we pray for change we should "Pray with our votes."

November 10
How to Disagree Satisfactorily - Rev. Chris Buice
Henry David Thoreau once expressed his appreciation for a friend because the two were able to "disagree satisfactorily." By this Sunday we will likely know the results of a national election. There will be winners and losers, celebrations and protests, joy and grief. Is there any hope that we might find a way to disagree satisfactorily?

November 17
The Unasked Question - Rev. Chris Buice
Many religions discourage adherents from asking too many questions. Questioning is interpreted as a lack of faith. This morning we will examine the positive side of asking questions. We will delve into the story of Parcial from the legends of King Arthur and the Knights of the Round Table and examine how things can go wrong all because of one unasked question.

November 24
Reggae, Rastafarianism and Revolution - Rev. Chris Buice
They say it is important to teach 3 R's in school. This Sunday we will teach the 3 R's in church - reggae, rastafarianism and revolution. We will examine the topic through the lens of the life of Bob Marley who was not only a talented musician but the winner of the United Nations Peace Medal. So come ready to sing-along on some of his most famous songs "Get Up, Stand Up," "War" and "One Love."

GA Links:

- <https://www.uuworld.org/articles/uua-article-ii-passes-general-assembly-result-unitarian-universalism-bylaws-vote-values-statement>
- <https://www.uuworld.org/articles/read-uua-ga-transgender-business-resolution-what-to-know>
- <https://www.msn.com/en-us/news/world/unitarian-universalists-vote-for-action-on-palestine-climate-lgbtq-issues-and-covid-19/ar-BB1oOINp?ocid=msedgntp&pc=HCTS&cvid=ea67ed9f92e7469db8d3909b2f495c81&ei=23>
- <https://uua.simplyvoting.com/index.php?mode=results&election=236871>

Interdependence. We honor the interdependent web of all existence. With reverence for the great web of life and with humility, we acknowledge our place in it. We covenant to protect Earth and all beings from exploitation. We will create and nurture sustainable relationships of care and respect, mutuality and justice. We will work to repair harm and damaged relationships.

Pluralism. We celebrate that we are all sacred beings, diverse in culture, experience, and theology. We covenant to learn from one another in our free and responsible search for truth and meaning. We embrace our differences and commonalities with Love, curiosity, and respect.

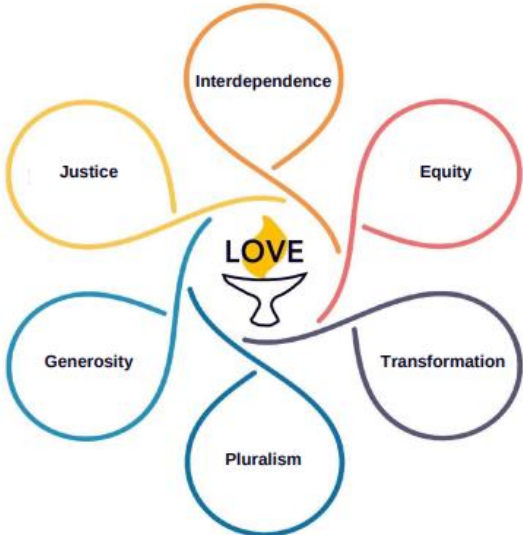
Justice. We work to be diverse multicultural Beloved Communities where all thrive. We covenant to dismantle racism and all forms of systemic oppression. We support the use of inclusive democratic processes to make decisions within our congregations, our Association, and society at large.

Transformation. We adapt to the changing world. We covenant to collectively transform and grow spiritually and ethically. Openness to change is fundamental to our Unitarian and Universalist heritages, never complete and never perfect.

Generosity. We cultivate a spirit of gratitude and hope. We covenant to freely and compassionately share our faith, presence, and resources. Our generosity connects us to one another in relationships of interdependence and mutuality.

Equity. We declare that every person has the right to flourish with inherent dignity and worthiness. We covenant to use our time, wisdom, attention, and money to build and sustain fully accessible and inclusive communities

21 Shared Unitarian Universalist Values



APPENDIX B : MANAGEMENT TEAM REPORT

Because of an abbreviated time frame for this Board Meeting, I will focus this report on the Goals and Goal Attainment especially related to the 2023-24 Capital Reserve Projects.

Capital Projects Completed

1. Water Heaters Installed

TN Standard Plumbing

Total \$13,940.88

2. Security Cameras

Clearview/Sonitrol

Total \$3,033.22

3. Pressure Washing of the Entrance Sign at Kingston Pike

Fish Window & Pressure Washing

Total \$125.00

4. Parking Lots Repaved & Restriped

Bevco Paving

Total \$15,400.00

Capital Projects Scheduled or to be Scheduled

1. Sign Lighting at Kingston Pike

Advent Electric

Total \$2,350.00

Spending Scheduled. Completed or to be scheduled

\$34,849.10 of \$40,000

Balance of \$5,150.90 will be rolled over to 2024-25 Capital Reserve Projects

2024-25 Capital Reserve Projects will be determined and presented to the Board no later than the December Board Meeting.

Misc. Updates

1. The Management Team continues to have weekly Huddles (one hour) before each staff meeting.
2. A Management Team Charter was sent to Doug Cox on May 20, 2024 for further review by the Personnel Committee. Revisions were suggested, by Doug and an updated version will be presented to the Personnel Committee at their July meeting.
3. Our second CD will mature in June. Steve Drevik & I will share more information by June 30.
4. The Finance Committee will begin refining and updating the Finance Manual to clarify issues that may arise as Board Committees develop their Responsibility Matrix's.

Rev. Chris Bice will be out of the office for the month of July. The first two weeks are vacation where he will be spending time with his wife, children, and grandchildren. The second two weeks he will be on study leave doing reading and research for sermons, workshops and adult education classes to be offered in the new church year. You may continue to keep him on Board and other church emails, however, please do not expect a response back until after August 11. In his absence please feel free to contact me or any other member of the Management Team.

Respectfully submitted,

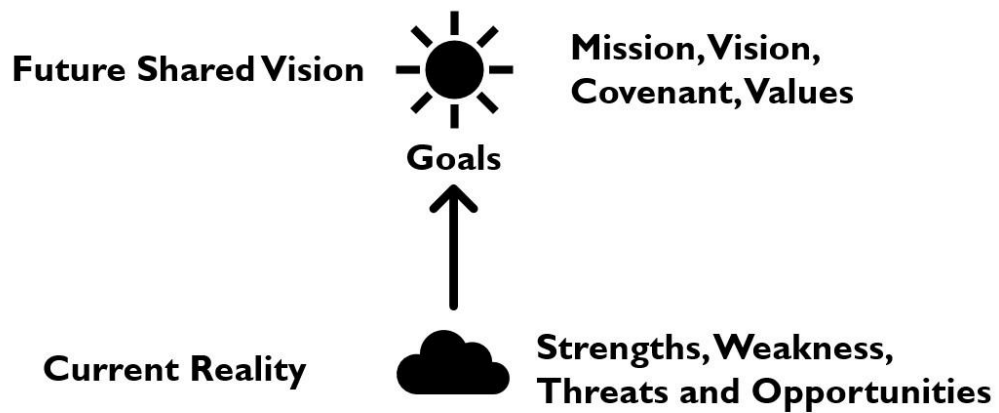
Claudia Pressley

Director of Finance and Operations

STRATEGIC PLANNING

FOCUS ON THE WHOLE ORGANIZATION AND HOW BEST TO ACCOMPLISH ITS MISSION AND GOALS VERSUS FOCUSING ON HOW EACH OF THE PARTS OF THE ORGANIZATION OPERATE.

STRATEGIC PLANNING PROCESS – MOVING FROM CURRENT REALITY TO A FUTURE SHARED VISION



STRATEGIC PLANNING PROCESS – REQUIRES PURPOSEFUL EXECUTION

- Servant Leadership
- Coordinated Action
 - Completed Projects
 - Sustainable Processes
- Progress Indicators

3

HOW DOES A CHURCH EXECUTE A STRATEGY

- 1. Governance** – Leadership and Management of the business aspects (personnel and resources)
- 2. Programming** - Management of the church's planned offerings to the world and the staff
- 3. Ministry** - Attention to and fostering relationships within the congregation and into the community

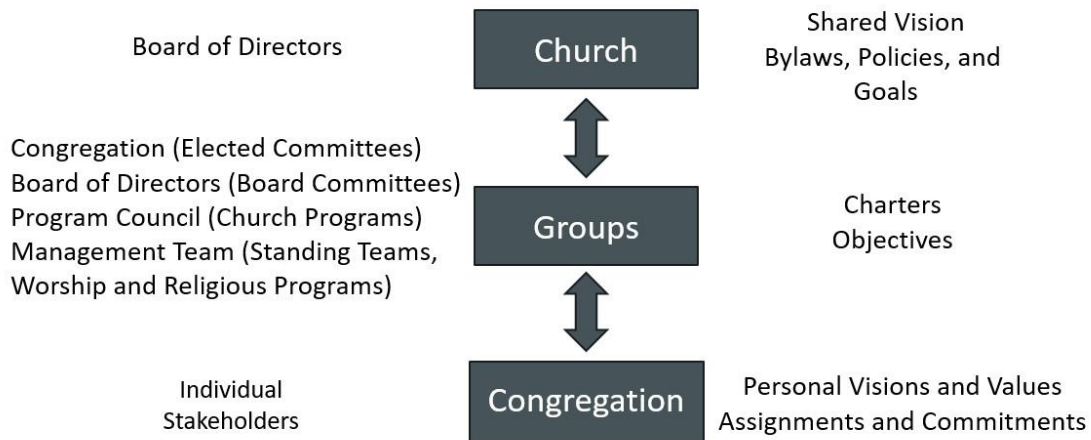
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STRATEGY EXECUTION FOR A CHURCH STARTS WITH GOVERNANCE

The Board and Board Committees' primary responsibilities are Governance and role modeling Servant Leadership. Consequently, the next Board emphasis will be developing policies and processes that ensure effective execution and resource management.

5

Governing and Guidance



6