



Minutes for the Board Meeting of Tennessee Valley Unitarian Universalist Church

Tuesday, Nov 19, 2024 - **APPROVED**

Attendees (virtual attendance marked with *):

- Board Members – Heather Kistner, Lynn Hixson*, Maddie Kulpa, Steve Drevik*, Noel Arring, Rob Bray, Roy Kersey, Bella Thomas-Wilson*
- Ex-Officio Members – Chris Buice, Claudia Pressley, Catherine Farmer-Loya, David Asbury, Barbara Lamm, Carol Villaverde
- Guests – Terry Uselton, Ryan McBee, Kristen McBee, Richard Davis, Miriam Davis, A.B. Coleman, Denise Coleman, Will Dunklin*

Meeting chaired by Board President Heather Kistner

Minutes recorded and submitted by Board Secretary Maddie Kulpa

Opening Words – Maddie started the meeting at 6:00 pm.

Maddie asked everyone gathered to remember our congregational covenant and to keep it in mind as we move forward, and reminded the group that Chris had sent the covenant out in an email recently.

Maddie then reviewed the agenda and some last minute updates due to time constraints. The consent agenda will get some extra attention due to a delay of reports being distributed. The discussion of Chris's Sabbatical plans in being tabled; it was merely for clarification and Board members are welcome to use Teams or email if they have questions about it. Board Committee charters that have been submitted for review are being table for next month, and the Board is advised to take the extra time to review the documents.

Announcements - Heather

- Auction items
 - Parking spot: Diane Fox wants to put the designated parking spot up as an auction item and wants the approval of the Board. No one objected, and Heather will let Diane know.

- Chili Dinner: The Board typically offers the annual Ruth Martin Chili Dinner as an event for the Auction, and Heather advised that we have likely missed the printed Auction catalog deadline but we can still include it on the website. Maddie pointed out that since the event also offers tickets at the door, we can advertise it outside the Auction as well. Maddie also suggested that we start planning the event early. Heather will add the event to the Auction and will coordinate a few folks to plan the event.
- Rummage Sale dates: April 6-12, 2025
- Building & Grounds update
 - Don Horton and Angela Hoffman (co-chairs) are working on a draft of a charter and compiling their committee members.
 - They are also working to define what the day to day operations are and how to designate tasks and projects.
- Holiday Plans
 - Noel announced a New Years Eve party being hosted by the High School Youth Group and Young Adults Group: 12/31 from 6-10pm. Festivities will include karaoke, snacks, and no alcohol.
 - David announced upcoming musical events: Spanish concert on 11/22 and a Winter Soiree on 12/13. He is also planning a holiday sing-along for an hour before the Christmas Eve service.
 - Catherine announced the Pageant service will be on 12/22, and a family-friendly Christmas Eve service at 4pm in addition to the 7pm service. Childcare will also be available for the evening service on 12/24.

Congregation Comments & Questions – none present

Consent Agenda - Maddie

- Oct Minutes
- Minister's report – *Chris shared a letter he'd received from a Congregant appreciative of the church's offerings post-election.*
- Finance report & balance sheet
- RE report – *proposed Holiday Market is going to be postponed until next year*
- Program Council report
- Personnel report & members list

Approval of the consent agenda was moved by Noel and seconded by Rob.

Passed unanimously, no negatives, no abstentions.

Share the Plate - Steve & Terry Uselton

Steve reviewed the Share the Plate process; 12 organizations are selected, and each month, one of them receives half of the giving on 2 designated Sundays. Within the Finance Committee, a suggestion was made to reduce Share the Plate to one Sunday per month, replacing the other with a Giving Sunday as a way to potentially bolster the operating fund. There was some disagreement to this idea within the FC, so Steve is bringing it to the Board to discuss.

Terry Uselton, who works with Claudia and Chris to organize the Share the Plate selection process, explained that his primary view of STP is advertising. The act of sharing with community non-profits is a way for us to make ourselves known. He also asked the Board to consider what impact a reduction would have on the organizations, some of which have been working with us for a long time. Some numbers indicate that we might actually collect more money for ourselves on Share the Plate Sundays.

Lynn suggested that we could do more on our social media to promote these organizations during their Sharing month, which might increase donations both for them and for us. Steve suggested we might test run the first 6 month with only one Sharing Sunday, but it was agreed that would be unfair to the other 6 organizations.

Lynn also pointed out that it's very close to nominations and the beginning of the new year, and that we might consider not making any changes while paying closer attention to giving trends and revisit later in the year for 2026.

Noel asked if we could review the data we have for trends around STP Sundays; Steve answered that the metrics do not show a strong difference in the amount given based on what kind of offering was being taken; financial contribution totals tend to follow attendance metrics instead.

Claudia advised that FC member Nick Potter is planning to become involved in the STP selection. She asked if there were objections to moving forward with the process as normal for 2025, and there were no objections.

Board Communication Project - Maddie

Maddie stated her intention to put together a project plan for Board Communications, focusing on channels the Board uses to communicate with the congregation. She will coordinate this effort with Noel and the work the two of them are doing already with Communications. Maddie asked for support and volunteers. There were no objections to this proposal. Claudia volunteered to assist as worship planning is one of her processes as DFO. Heather wants to take the lead on creating a bulletin board.

Charters to Approve

Strategic Planning Committee, Stewardship Committee, and Personnel Committee have submitted proposed charters. The Board is asked to review these in depth, reach out to the committees with any questions, and this will be revisited in December.

Personnel Committee Announcement & Discussion – Ryan

Ryan sent the Board an email that contains a letter announcing Claudia Pressley's retirement at the end of the fiscal year. Chris made a statement enumerating some of Claudia's many contributions to TVUUC, and asked that a positive statement including these be released. Heather and Maddie agreed to work on drafting that statement. Claudia received an ovation in recognition of her hard work and dedication.

At 7:06 pm: Lynn made a motion to move into Executive Session and to stop the recording. Maddie clarified that members of the Personnel Committee and Management Team be included in the Executive session, and the motion was amended. Noel seconded the motion.

Motion was passed with 5 for, 1 against, and 2 abstaining.



Here is my ministers report for November

1 message

Chris Buice <chrisbuice@tvuuc.org>
To: Maddie Kulpa <maddie.kulpa@gmail.com>

Thu, Nov 14, 2024 at 3:25 PM

Minister's Report for November 2024

Identify, develop and grow the necessary human resources essential to TVUUC's growth and influence as driven by its mission

Reword: Fan into flames the gifts that are within each person so as to empower all to find their ministry.

1. We had an enormous influx of visitors on the Sunday after the election leading to a full upper and lower parking lot. We also had to close the nursery because it was full (unless one parent could stay with the child) for responsible adult/child ratio.
2. The organizer Myles Horton who started the Highlander Center used to say, "Half of organizing is waiting for the wave and hoping all your organizing skills help you ride it." So the test for us for the next month is finding out if we are ready for this wave. I do feel good about our ushers/greeters, the Welcome Table, the RE table, the Caring Table, the Starting Point classes and the Listening Booths offered by Spiritual Care Team. So we have good systems in place to help orient newcomers to our work and our programs. But the next week or two will be a stress test of these systems.
3. One of the most important questions an employer can ask an employee is, "How can I help?" Some of the tangible ways board members can help is become proactive about meeting new people. Instead of using coffee hour or potluck to reconnect with old friends, be proactive about introducing yourself to new people and sitting down at the table and sharing food with visitors. Each new person has gifts that our congregation can help fan into flames. You will hear me say this sentence many times in the days to come, "It takes a whole church to welcome people into the church." Welcoming new people and helping folks feel at home is a shared ministry.
4. We have a new member ceremony scheduled for Sunday, November 24, 2024. We have four commitments to join and expect more to sign up in the days to come.

Grow TVUUC's financial resources to provide secure and predictable sources of funds and a reasonable cost structure.

Reword: Fostering a culture of generosity by encouraging commitment to membership and giving/pledging.

1. I have recruited a special guest speaker for the celebration of the end of our stewardship drive (March 2.) Her name is Liz James. She is the founder of the UU Hysterical Society, a Facebook page with over 200,000 members which invites Unitarian Universalists to embrace the spirit of levity (by comparison the largest UU church is 1000+) I am very excited about this joyful way to end our celebration. Her sermon title is "Inherent Mirth and Dignity."
2. People give to pictures, images that capture the work of the church better than words can. I have been very proactive in taking pictures of congregational life and sending them to Ted Jones for use in our stewardship campaign. I invite each of you to do the same. You can email pictures to Ted at this address tedwjones@comcast.net We appreciate your support.
3. I have cooperated with church volunteers on the dedication of the amphitheater and playground bench to support the work of the Endowment Fund and the Building and Grounds committee to show

appreciation for generosity.

Create a fast, focused and flexible structure to optimize and focus TVUUC's resources on accomplishing its mission and shared vision.

Reward: Empower TVUUC to be a visible, vocal, leader in the community able to act quickly in the interests of social justice and environmental responsibility. Foster a culture of hospitality so our congregation can be a meaningful community center where people of all faiths find common ground and work for the common good.

1. Pastoral Care is one of the hardest aspects of ministry to measure but this month I do have stats. On the morning after the election I posted on the church Facebook page this message, "It is 5:30 in the morning and I am at the church for all who can't sleep or need support and community. I am putting a pot of coffee on. Love is the spirit..." That post got 426 likes and 24 shares. Throughout the week I have received many comments about how appreciated that gesture was even by those who could not make it (and by people who were not members of the church. It was a 12 hour marathon of mutual support. The emotions were so intense I was uncomfortable leaving the room even when a member of the Spiritual Care Team was present, a lot of tears including some deep sobbing. Most people who took advantage of the opportunity were women and members of the LGBTQIA community. Pastoral care is multilayered now including in person visits, phone calls, texts, messenger etc. Intense work.
2. I am continuing with the public ministry of speaking to community groups. My talk called "Seriously Funny: How humor can help us navigate the challenges of life" was delivered at Asbury Place in Blount County where the Mohundros, the Franks and Marriane Woodside live (November 4.) I was asked to come back and do another presentation possibly on the book *A Death in the Family* by James Agee. I am also scheduled to give the same talk on humor at the Cancer Support Community of East Tennessee on February 20. If you know of any other groups looking for public speakers let me know.
3. I have been invited to be Principal for the Day at Fountain City Elementary on Tuesday November 19. Thanks to Claudia Pressley for getting me on their radar.
4. Over the last month I (and other members of the church) have represented TVUUC at The Family Violence Center Interfaith Brunch (October 29) the NAACP Moral Monday Event (November 11) the KICMA Bring a Friend Event (November 12) Family Promise Clergy Breakfast and Planned Parenthood Clinic Re-opening Celebration (November 13) and Justice Knox Rally (November 14)
5. As part of our collaboration with Justice Knox I will be attending a conference of community organizing in Charleston, West Virginia, from November 21-23 with other clergy from JK including Pastor Chris Battle and John Mark Wiggers.

Tennessee Valley Unitarian Universalist Church
Treasurer's Report - Actual / Budget Sept 2024

Date Range: Sep 1st 2024 - Sep 30th 2024

Accounts	Actual	Budget	Actual This Year	Budget This Year	Budget	Annual	Annual Budget
	Sep 01, 2024	Sep 01, 2024			% Used	Budget	
	-	-			This Year	This Year	This Year
	Sep 30, 2024	Sep 30, 2024	Year to Date	Year to Date	Year to Date	Year	Year
Revenues							
Unrestricted Revenue							
Giving							
410001 Pledge Contributions	35,264.37	45,000.00	162,864.70	135,000.00	120.64 %	377,135.30	540,000.00
410002 Share the Plate - TVUUC Portion	865.05	900.00	2,124.70	2,700.00	78.69 %	8,675.30	10,800.00
410003 Non-Pledge Contributions	1,050.00	700.00	33,960.00	33,700.00	100.77 %	6,040.00	40,000.00
410004 Prior Year Pledges	0.00	0.00	4,156.00	0.00	0.00 %	(4,156.00)	0.00
410006 Generosity Sunday Contributions	805.41	1,166.67	2,284.21	3,500.01	65.26 %	11,715.79	14,000.00
Total Giving	37,984.83	47,766.67	205,389.61	174,900.01	117.43 %	399,410.39	604,800.00
Fundraising							
410101 Gift Cards	67.00	690.58	1,490.28	2,071.74	71.93 %	6,796.72	8,287.00
410102 Fundraising Events	60.00	2,250.00	135.00	6,750.00	2.00 %	26,865.00	27,000.00
410201 Building Rental	300.00	833.33	1,675.00	2,499.99	67.00 %	8,325.00	10,000.00
Total Fundraising	427.00	3,773.91	3,300.28	11,321.73	29.15 %	41,986.72	45,287.00
Other revenue							
410212 Interest - Home Federal savings	8.02	0.00	24.58	0.00	0.00 %	(24.58)	0.00
410213 Interest - SouthEast Bank CD's	1,334.51	471.67	1,334.51	1,415.01	94.31 %	4,325.49	5,660.00
Total Other revenue	1,342.53	471.67	1,359.09	1,415.01	96.05 %	4,300.91	5,660.00
Total Unrestricted Revenue	39,754.36	52,012.25	210,048.98	187,636.75	111.94 %	445,698.02	655,747.00
Total Revenues	\$ 39,754.36	\$ 52,012.25	\$ 210,048.98	\$ 187,636.75	111.94 %	\$ 445,698.02	\$ 655,747.00
Expenses							
Building & Operations							
Mortgage & Debt							
510001 SBA Loan Payments	641.00	641.00	1,923.00	1,923.00	100.00 %	5,769.00	7,692.00
Total Mortgage & Debt	641.00	641.00	1,923.00	1,923.00	100.00 %	5,769.00	7,692.00
Building & Grounds							
510101 Utilities	2,359.00	2,360.00	7,010.00	6,960.00	100.72 %	16,990.00	24,000.00
510102 General Maintenance & Supplies	1,595.06	1,600.00	5,281.25	5,300.00	99.65 %	12,718.75	18,000.00
510104 Building Cleaning Services	0.00	1,000.00	1,950.04	3,000.00	65.00 %	10,049.96	12,000.00

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	Sep 01, 2024	Sep 01, 2024			% Used	Budget	
	-	-			This Year	Remaining	
	Sep 30, 2024	Sep 30, 2024			Year to Date	This Year Year	
510105 Grounds Upkeep	4,360.00	4,360.00	9,910.00	9,960.00	99.50 %	14,090.00	24,000.00
510106 Trash & Recycling	329.76	200.00	857.38	600.00	142.90 %	1,542.62	2,400.00
510107 Security Monitoring	78.00	91.67	312.00	275.01	113.45 %	788.00	1,100.00
510109 Property Insurance	747.69	575.60	2,990.76	2,819.60	106.07 %	5,009.24	8,000.00
Total Building & Grounds	9,469.51	10,187.27	28,311.43	28,914.61	97.91 %	61,188.57	89,500.00
Operations							
510202 Office Supplies	127.44	64.40	482.89	420.40	114.86 %	517.11	1,000.00
510203 Copier Lease & Supplies	748.33	550.00	1,757.05	1,650.00	106.49 %	4,842.95	6,600.00
510204 Telephone/Internet	0.00	433.33	882.28	1,299.99	67.87 %	4,317.72	5,200.00
510205 Postage	45.75	50.00	276.96	282.00	98.21 %	923.04	1,200.00
510206 New Computers & Software Purchases	0.00	0.00	0.00	0.00	0.00 %	400.00	400.00
510207 Advertising	0.00	0.00	0.00	0.00	0.00 %	260.00	260.00
510208 UUA Pamphlets	145.39	146.00	189.39	190.00	99.68 %	250.61	440.00
510209 Hospitality Events	0.00	0.00	0.00	0.00	0.00 %	260.00	260.00
510210 Online Donation Processing Fees	498.33	250.00	925.09	750.00	123.35 %	2,074.91	3,000.00
510211 Stewardship	0.00	0.00	0.00	0.00	0.00 %	1,500.00	1,500.00
510213 Kitchen Supplies/Food	(2.22)	30.00	(108.16)	30.00	(360.53 %)	408.16	300.00
510214 Realm	351.70	352.00	1,172.69	1,174.00	99.89 %	2,827.31	4,000.00
510216 Gift Card Charge Fees	0.00	0.00	0.00	0.00	0.00 %	100.00	100.00
510217 Bank Fees	0.00	0.00	9.00	0.00	0.00 %	(9.00)	0.00
510219 Inova Payroll Processing	189.78	190.00	509.69	511.00	99.74 %	1,990.31	2,500.00
510220 Computer Maintenance	0.00	0.00	0.00	0.00	0.00 %	900.00	900.00
510222 Lic & Subscription Fees	512.95	513.00	992.47	993.00	99.95 %	2,891.53	3,884.00
510224 Personnel Expenses - Other	0.00	0.00	0.00	0.00	0.00 %	260.00	260.00
Total Operations	2,617.45	2,578.73	7,089.35	7,300.39	97.11 %	24,714.65	31,804.00
Denominational Connections							
510301 UUA Fair Share Dues	4,500.00	4,500.00	4,500.00	4,500.00	100.00 %	13,500.00	18,000.00
Total Denominational Connections	4,500.00	4,500.00	4,500.00	4,500.00	100.00 %	13,500.00	18,000.00
TVUUC Programs							
510400 Program Council Block Grant	0.00	0.00	0.00	0.00	0.00 %	500.00	500.00
510402 New Member Expenses	149.62	150.00	435.49	437.00	99.65 %	1,064.51	1,500.00
510404 Leadership Dev & Conferences	0.00	0.00	0.00	0.00	0.00 %	1,000.00	1,000.00
510405 Worship Committee	315.00	315.00	315.00	315.00	100.00 %	1,435.00	1,750.00
510409 Misc Program Expenses	0.00	0.00	0.00	0.00	0.00 %	350.00	350.00
510411 Lifespan Religious Ed (C & Y)	120.67	332.20	2,298.13	2,510.20	91.55 %	3,201.87	5,500.00
510412 Reproductive Justice	0.00	0.00	29.00	29.00	100.00 %	171.00	200.00
510413 Young Adult Ministry	0.00	0.00	0.00	0.00	0.00 %	250.00	250.00

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	Sep 01, 2024	Sep 01, 2024			% Used	Budget	
	-	-			This Year	Remaining	
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510416 CDJ Library	0.00	0.00	27.30	0.00	0.00 %	(27.30)	0.00
510417 Misc RE Expenses	0.00	0.00	0.00	0.00	0.00 %	1,000.00	1,000.00
510418 Lifespan Religious Ed - Adult	0.00	0.00	0.00	0.00	0.00 %	500.00	500.00
510419 8th Principle Program	0.00	94.40	(44.00)	150.40	(29.26 %)	1,044.00	1,000.00
Total TVUUC Programs	585.29	891.60	3,060.92	3,441.60	88.94 %	10,489.08	13,550.00
Total Building & Operations	17,813.25	18,798.60	44,884.70	46,079.60	97.41 %	115,661.30	160,546.00
Personnel							
Salaries and Wages							
510501 Sr. Minister (Salaried - Full Time)	5,802.76	6,286.33	20,219.70	18,858.99	107.22 %	55,216.30	75,436.00
510502 Sr. Minister Housing Allowance	2,040.14	2,210.17	7,108.88	6,630.51	107.21 %	19,413.12	26,522.00
510507 Sr. Min Disability Insurance	0.00	0.00	445.50	460.00	96.85 %	14.50	460.00
510511 Dir of Finance & Operations (Salaried - Full Time)	4,934.68	5,345.92	17,194.89	16,037.76	107.22 %	46,956.11	64,151.00
510521 Dir of Lifespan Religious Ed (Salaried - Full Time)	4,616.00	5,000.67	16,184.30	15,002.01	107.88 %	43,823.70	60,008.00
510531 Dir of Music (Salaried - 30 Hrs)	3,049.38	3,303.50	10,625.56	9,910.50	107.22 %	29,016.44	39,642.00
510541 Office Administrator (Hourly - 35 Hrs)	2,639.28	2,704.75	9,228.76	8,114.25	113.74 %	23,228.24	32,457.00
510551 Facility Assistant	680.31	920.17	2,273.25	2,760.51	82.35 %	8,768.75	11,042.00
510553 Sexton (Hourly - Part Time)	902.64	1,073.25	3,379.71	3,219.75	104.97 %	9,499.29	12,879.00
510561 New Members Coordinator	0.00	1,083.58	3,250.74	3,250.74	100.00 %	9,752.26	13,003.00
510572 Assistant Dir of Religious Ed (Salaried - 20hrs)	1,362.22	1,475.75	4,746.66	4,427.25	107.21 %	12,962.34	17,709.00
510581 Childcare (Hourly - Part Time)	441.18	583.33	1,907.76	1,749.99	109.02 %	5,092.24	7,000.00
Total Salaries and Wages	26,468.59	29,987.42	96,565.71	90,422.26	106.79 %	263,743.29	360,309.00
Payroll Taxes							
510505 Sr. Minister SE Tax Offset	0.00	0.00	0.00	0.00	0.00 %	7,800.00	7,800.00
510515 Dir of Finance & Operations P/R Tax	377.50	408.92	1,315.40	1,226.76	107.23 %	3,591.60	4,907.00
510525 Dir of LRE P/R Tax	284.16	382.50	1,045.58	1,147.50	91.12 %	3,544.42	4,590.00
510536 Dir of Music P/R Tax	233.29	252.75	812.87	758.25	107.20 %	2,220.13	3,033.00
510544 Office Administrator P/R Tax	201.91	206.92	706.01	620.76	113.73 %	1,776.99	2,483.00
510552 Facility Assist P/R Tax	52.03	70.42	173.91	211.26	82.32 %	671.09	845.00
510554 Sexton P/R Tax	69.07	82.17	258.53	246.51	104.88 %	727.47	986.00
510564 New Members Coord P/R Tax	0.00	82.92	248.68	248.76	99.97 %	746.32	995.00
510583 RE Staff P/R Tax	94.17	172.08	314.34	516.24	60.89 %	1,750.66	2,065.00
Total Payroll Taxes	1,312.13	1,658.68	4,875.32	4,976.04	97.98 %	22,828.68	27,704.00
Retirement							
510503 Sr. Minister Retirement	627.46	679.75	1,792.83	2,039.25	87.92 %	6,364.17	8,157.00

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	-	-			This Year	Remaining	
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510512 Dir of Finance & Operations Retirement	394.76	427.67	831.16	1,283.01	64.78 %	4,300.84	5,132.00
510522 Dir of LRE Retirement	369.30	400.08	1,102.16	1,200.24	91.83 %	3,698.84	4,801.00
510532 Dir of Music Retirement	0.00	0.00	0.00	0.00	0.00 %	3,171.00	3,171.00
510542 Office Administrator Retirement	199.76	216.42	496.29	649.26	76.44 %	2,100.71	2,597.00
510573 Assistant Director of Religious Ed Retirement	109.00	118.08	325.30	354.24	91.83 %	1,091.70	1,417.00
Total Retirement	1,700.28	1,842.00	4,547.74	5,526.00	82.30 %	20,727.26	25,275.00
Health Insurance							
510506 Sr. Minister Health Plan (E+S)	1,891.19	1,620.00	5,210.98	4,860.00	107.22 %	14,229.02	19,440.00
510524 Dir of LRE Health Plan (Family)	1,535.54	1,341.25	4,094.37	4,023.75	101.76 %	12,000.63	16,095.00
510535 Dir of Music Health Plan (Employee+Spouse))	0.00	0.00	0.00	0.00	0.00 %	8,288.00	8,288.00
510574 Assist Dir RE Health Plan (E+C)	276.50	690.75	1,566.84	2,072.25	75.61 %	6,722.16	8,289.00
Total Health Insurance	3,703.23	3,652.00	10,872.19	10,956.00	99.24 %	41,239.81	52,112.00
Other Personnel Exp							
510504 Sr. Minister Professional Expense	462.62	483.33	1,355.98	1,449.99	93.52 %	4,444.02	5,800.00
510802 Workers Comp Insurance	0.00	0.00	1,226.00	1,226.00	100.00 %	1,174.00	2,400.00
510808 Sustainability Fund Contribution	0.00	0.00	0.00	0.00	0.00 %	2,000.00	2,000.00
510815 Staff Professional Expenses	486.28	250.00	732.19	750.00	97.63 %	2,267.81	3,000.00
Total Other Personnel Exp	948.90	733.33	3,314.17	3,425.99	96.74 %	9,885.83	13,200.00
Total Personnel	34,133.13	37,873.43	120,175.13	115,306.29	104.22 %	358,424.87	478,600.00
Independent Contractors							
510821 Video Production	946.20	800.00	2,838.60	2,400.00	118.28 %	6,761.40	9,600.00
510822 IT Support	1,384.56	1,384.56	1,384.56	1,384.56	100.00 %	4,615.44	6,000.00
510823 Sound Operators	200.00	100.00	200.00	100.00	200.00 %	800.00	1,000.00
Total Independent Contractors	2,530.76	2,284.56	4,423.16	3,884.56	113.87 %	12,176.84	16,600.00
Other Expenses							
710100 SBA Loan Principal Payments	(267.90)	0.00	(801.63)	0.00	0.00 %	801.63	0.00
Total Other Expenses	(267.90)	0.00	(801.63)	0.00	0.00 %	801.63	0.00
Total Expenses	\$ 54,209.24	\$ 58,956.59	\$ 168,681.36	\$ 165,270.45	102.06 %	\$ 487,064.64	\$ 655,746.00
Net Total	(\$ 14,454.88)	(\$ 6,944.34)	\$ 41,367.62	\$ 22,366.30	184.96 %	(\$ 41,366.62)	\$ 1.00

Tennessee Valley Unitarian Universalist Church
Balance Sheet YTD Sept 2024 for Board

As of: Sep 30th 2024

Assets

Cash & Equivalents

110002 Home Federal Checking Account	207,959.35
110003 Home Federal Savings	24,397.50
110005 Gift Card Inventory	16,800.50
110007 SouthEast Bank 6 Month CD	26,296.75
110008 SouthEast Bank 9 Month CD	26,320.57
110009 SouthEast Bank 12 Month CD	52,594.03

Total Cash & Equivalents 354,368.70

Total Assets

\$ 354,368.70

Liabilities & Net Assets

Liabilities

Operating Liabilities

210050 American Express Credit Card	6,317.53
210100 Credit Card - Chris Buice	400.14
210200 Credit Card - Claudia Pressley	6,003.85

Total Operating Liabilities 12,721.52

Capital Liabilities

220201 SBA Loan	143,658.26
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Total Capital Liabilities 143,658.26

Total Liabilities 156,379.78

Net Assets

Unrestricted Funds

310000 Operating Fund	(3,821.53)
311000 General Fund	34,907.03

Total Unrestricted Funds 31,085.50

Restricted Funds

General

830001 Memorial Contributions	10,268.36
830003 Endowment Liability	(11,345.17)

Total General (1,076.81)

Building & Grounds

830100 Sustainability Fund	65,298.92
830101 Capital Reserve	38,555.68
830102 Furnishings	525.44
830105 Intergeneration Playground	248.98
830106 Community Garden	1,583.78
830109 Sacred Grounds Program	65.55
830110 Memorial Garden General Fund	(1,265.85)
830111 Digital Bulletin Board Future Project	500.00
830112 Solar Fund	5,513.00

Total Building & Grounds 111,025.50

Music & Arts

830201 Special Music Fund	831.53
830202 Art Gallery	5,992.35
830203 Flowers	9,101.24

Total Music & Arts 15,925.12

Religious Education (RE)

830301 RE Special Projects	2,726.02
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830302 RE Youth Fund	5,468.79
830303 Campus Ministry	115.10
830305 Children's Diversity and Justice Library	5,587.11
Total Religious Education (RE)	<u>13,897.02</u>
Other	
830306 Leadership Development	(289.69)
830503 WUOT Underwriting (Advertising)	290.00
830504 Alliance	974.79
830505 Fall Retreat	1,143.46
830506 Personal Beliefs and Commitments	95.42
Total Other	<u>2,213.98</u>
Minister's Accounts	
830513 Mountain Camp Scholarship Fund	0.07
830514 Ordination Account	636.28
Total Minister's Accounts	<u>636.35</u>
Special Collections	
830600 Share the Plate or Designated Offering	50.00
830601 Ambulance Transport	1,064.95
830605 Special Events	(105.00)
Total Special Collections	<u>1,009.95</u>
Social Action	
830400 Refugee Assistance Team	1,612.94
830401 FISH	7,705.80
830402 Family Promise	6,325.52
830403 Volunteer Ministry Meals	1,967.84
830404 Helping Fund	4,560.79
830406 Haiti Education	60.00
830409 Social Action Grants	44.38
830412 Outdoor Food Pantry	52.39
830413 Equality & Justice Fund	942.65
Total Social Action	<u>23,272.31</u>
Total Restricted Funds	<u>166,903.42</u>
Total Net Assets	<u>197,988.92</u>
Total Liabilities & Net Assets	<u>\$ 354,368.70</u>

TVUUC DRE Staff Report

November 2024

🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋 Catherine Farmer Loya 🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋🦋

This report is offered in alignment with the newly requested structure for Management Team members' monthly reporting to the Board.

Identify Program/Department goals that could support or reflect the Board's Goals for the Year, and provide any examples of recent projects or efforts that relate to the stated goals:

See last month's report for details of our goals which align with the Board goals. Specific projects to bring to the Board's attention are shared below.

Provide status updates of any ongoing projects as needed:

- I am proposing to the RE Leadership Team that we sponsor a Parents' Holiday Swap Market at the church in the next month. This would serve a number of goals: to help our community and especially families begin to talk about and practice a kind of moving away from consumer culture that will be necessary for many of us as costs rise in the coming times and money gets much tighter for many of us, to build experience in a simply, joyful way with the power of communities coming together to offer mutual care in ways that expressly don't cost money, to help build joyful, more simplified holiday practices for folks, and to recruit kids and parents to work together on something real that we can DO to be of help to one another in a time when many may be feeling some helplessness about the direction of our country.

We would ask families to engage their kids in looking through their things and identifying toys/games/etc. in good condition that they're ready to pass along so someone else can enjoy them. We'd have a period of time when we collect them at the church, and then we'd have a day (or more than one) when we gather them in a space and put big "PARENTS ONLY" signs up, and then parents would get to come and choose items to take that could be gifts for their kids over the holidays. It is designed to be a skill-building space for an ethic of abundance, rather than scarcity, of reorienting holidays away from spending lots of money as a requirement for joy, and of getting kids excited about acting as co-conspirators for offering joy to other kids.

One thing I suspect will come up that I have already been thinking about: some folks may get anxious about us offering this swap event for NO MONEY. The whole point is that it's us sharing with one another, and I do not believe that this would be in competition with money-making efforts like the auction or the rummage sale in any way. This is only for things that could be gifts for kids/teens, which are not the big-ticket elements of the rummage sale, and in any case much of the stuff that gets swapped at this event might subsequently make its way into the rummage sale as people enjoy them and then are ready to pass them along yet again by springtime. I am happy to discuss these plans with anyone who expresses concern about this proposed event.

List any relevant matters that require input/approval from the Board:

- On Sunday, November 10th we had to post a sign on the nursery door for the first time since the pandemic stating that we had reached full capacity and would not be able to accept additional children unless an adult chose to stay with them. This happens when we reach the maximum ratio of children:adults permitted in our TVUUC safety policies, in alignment with childcare best practices. We had ELEVEN babies and toddlers in the nursery that morning! We suspect that that will be our peak, as folks felt a particular need to be together on the Sunday following the election... but we also suspect that higher numbers than we've had up until now may sustain, as there will be an ongoing need for folks to be in community with folks who align with their values in our post-election reality. Should this increase continue, we will need to return to our pre-pandemic staffing of three caregivers per Sunday morning, rather than the two we have scheduled currently, and will need to come to the Board next month with a request for additional nursery funding. This request would likely be to raise the nursery/childcare to \$9000, rather than the current \$7000, which was what was budgeted in the 2023-24 church year; we took a cut in this year's budget to match what our actual spending was last year. There is no approval needed now, just a notification that a request may come in the next month.

List any other items of note:

- We currently have 59 children & youth registered for RE for the 2024-25 program year; this is an increase of 8 since last month. There are about eight additional kids/youth who are regularly participating but have not yet turned in registrations. This does not include many recent visitors (who have attended fewer than 3 times so far). At this point in the year in 2023, we had about 45 registrations in.
- On Sunday, November 10th, we had 45 participants in RE/nursery programming during the service. This is double what our attendance has typically been! In all spaces except the nursery we have room for increased participation. We anticipate that 45 may be the high water mark, but that we will likely have a sustained increase as people seek community – and perhaps especially community spaces for their children that align with their own values - following the election.
- I am attending the Constellation Youth Summit at Oak Ridge UU on Saturday, Nov. 16th, along with Miriam Davis and three of our youth. We will be representing TVUUC at this event, along with youth and adults from ORUU and the Asheville congregation joining us in person, and virtual connections during the day with youth gathered at concurrent Summit locations in Athens, GA, Chapel Hill, NC and Orlando, FL. We are delighted to be able to connect our youth with UUs from our neighboring congregations as we get to know one another and take part in visioning for the future of UU youth ministry. This program is sponsored by the UUA Southern Region and facilitated by UUA staff.

11-19-24 Program Council Report Board Meeting

Wednesday, November 13, 2024

12:05 PM

New Program Leaders

- Garden Group – Demi Perez is new co-leader

Program Council Publicity

- Bulletin Boards – sign-ups have increased & anticipate all 10 sections being full each month.

Program Council Sunday Table

- Volunteer Sign-ups have been successful at Program Council Sunday Table 😊!
Many new volunteers signed up to help with and to participate in programs - Family Promise, new Lonsdale Library Program, Science Fiction Club, Pride Parade, etc.
- **PROBLEM/CONCERN:** Organization of the lobby on Sunday mornings is inconsistent and inequitable. There is not a process or protocol for who and where tables can be set up? Once the Management Team and the Board determine the process, how will that information be effectively communicated to the congregation and then followed through with?

Website Updates

- Phase 1: Development of purpose statements for each group with goal to post them on website by Jan. 1st.

Upcoming Meeting Topics:

- Hosting another Program Fair

TVUUC COMMITTEE OR TEAM REPORT

Name: Personnel Committee

Co-chairs or Team Leader: Ryan McBee & Doug Cox

Objectives:

Obj ID	Title	Related Board Goals
A	Revise PC Charter	
B	Employee Compensation Review	
C	Annual Staff Evaluations (monitoring for completion)	
D	Interview Staff	
E	Culture Survey	

Status:

Obj ID	Lead	Progress %	Notes (Progress, Obstacles, Challenges)
A	Ryan	100%	Updated Charter has been submitted
B	TBD	0%	Focus has been on Culture survey & charter work; will start this work upon completion of reviews
C	TBD	0%	Focus has been on Culture survey & charter work; will start this work with management tema in the next month
D	TBD	0%	Focus has been on Culture survey & charter work; will begin this process with committee next month
E	AB	75%	Finalizing revisions.

Updates:

Obj ID	Timeline	Key Accomplishment	Next Major Step or Milestone

TVUUC COMMITTEE OR TEAM REPORT

Obj ID	Timeline	Key Accomplishment	Next Major Step or Milestone

Other Items of Note:

This committee and the management team are still learning how to work together. We're working to clearly identify and state a reas of responsibilities. The work of this committee is to ultimately support the management team, not supervise them, but this hasn't always been clear at times. Revising the charter to clearly state that, as well as include the entire management team, should help to that end. Previously the Minister and DFO were the only named staff members on the committee.

November 19, 2024

Dear Members of the Board,

It is with a mix of gratitude and sadness that I write to inform you of the upcoming retirement of Claudia Pressley, our Director of Finance and Operations, effective June 31, 2025.

Claudia has been a pillar of our organization for many years, during which time she has demonstrated exceptional dedication, leadership, and a deep knowledge of our church. Her contributions have been instrumental in steering our church through many challenges and joyful moments.

While we will certainly miss Claudia's presence and leadership, we are also excited to celebrate her achievements and wish her the very best in her well-deserved retirement. The personnel committee stands ready to assist the Management Team and Board in moving forward.

Please join me in expressing our deepest appreciation to Claudia for her many years of dedicated service and in wishing her a happy and fulfilling retirement.

Sincerely,

Ryan McBee
Co-Chair of the Personnel Committee